

VOTE SUMMARY REPORT

REPORTING PERIOD: 01/01/2025 to 31/03/2025 LOCATION(S): ALL LOCATIONS

Voting Statistics

	Total	Percent
Votable Meetings	41	
Meetings Voted	37	90.24%
Meetings with One or More Votes Against Management	18	43.90%
Votable Ballots	41	
Ballots Voted	37	90.24%

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	757		31		788	
Proposals Voted	664	87.71%	30	96.77%	694	88.07%
FOR Votes	609	80.45%	4	12.90%	613	77.79%
AGAINST Votes	52	6.87%	26	83.87%	78	9.90%
ABSTAIN Votes	3	0.40%	0	0.00%	3	0.38%
WITHHOLD Votes	0	0.00%	0	0.00%	0	0.00%
Votes WITH Management	609	80.45%	26	83.87%	635	80.58%
Votes AGAINST Management	55	7.27%	4	12.90%	59	7.49%

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.

Davide Campari-Milano NV

Meeting Date: 15/01/2025

Country: Netherlands

Ticker: CPR

Record Date: 18/12/2024

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2	Elect Simon Hunt as Executive Director	Mgmt	For	For
3	Close Meeting	Mgmt		

Micron Technology, Inc.

Meeting Date: 16/01/2025

Country: USA

Ticker: MU

Record Date: 18/11/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Richard M. Beyer	Mgmt	For	For
Voter Rationale: EOS manual override				
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 Swan	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 structure does not trigger any of EOS critical concerns				
3	Approve Omnibus Stock Plan	Mgmt	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

Boliden AB

Meeting Date: 23/01/2025	Country: Sweden	Ticker: BOL
Record Date: 15/01/2025	Meeting Type: Extraordinary Shareholders	

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 Inspectors of Minutes of Meeting	Mgmt		
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Approve Issuance of up to 15 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For

Boliden AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Close Meeting	Mgmt		

Costco Wholesale Corporation

Meeting Date: 23/01/2025	Country: USA	Ticker: COST
Record Date: 15/11/2024	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 Helena B. Foulkes	Mgmt	For	For
1d	Elect Director Hamilton E. James	Mgmt	For	For
1e	Elect Director Sally Jewell	Mgmt	For	For
1f	Elect Director Jeffrey S. Raikes	Mgmt	For	For
1g	Elect Director John W. Stanton	Mgmt	For	For
1h	Elect Director Ron M. Vachris	Mgmt	For	For
1i	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
Voter Rationale: Total pay is in the bottom quartile (low relative to peers)				
4	Report on Risks of Maintaining Diversity, Equity, and Inclusion Efforts	SH	Against	Against

Intuit Inc.

Meeting Date: 23/01/2025	Country: USA	Ticker: INTU
Record Date: 25/11/2024	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

Intuit Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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
Voter Rationale: EOS manual override - see analyst note				
1h	Elect Director Forrest Norrod	Mgmt	For	For
1i	Elect Director Vasant Prabhu	Mgmt	For	For
1j	Elect Director Ryan Roslansky	Mgmt	For	For
1k	Elect Director Thomas Szkutak	Mgmt	For	For
1l	Elect Director Raul Vazquez	Mgmt	For	For
1m	Elect Director Eric S. Yuan	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: Options/PSUs vest in less than 36 months High variable pay ratio				
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For

Vonovia SE

Meeting Date: 24/01/2025	Country: Germany	Ticker: VNA
Record Date: 17/01/2025	Meeting Type: Extraordinary Shareholders	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Affiliation Agreement with Deutsche Wohnen SE; Approve Creation of EUR 55 Million Pool of Share Capital for Private Placement	Mgmt	For	For

Visa Inc.

Meeting Date: 28/01/2025	Country: USA	Ticker: V
Record Date: 02/12/2024	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
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For	For
1d	Elect Director Ramon Laguarta	Mgmt	For	For
1e	Elect Director Teri L. List	Mgmt	For	For
1f	Elect Director John F. Lundgren	Mgmt	For	For
Voter Rationale: EOS manual override - see analyst note				
1g	Elect Director Ryan McInerney	Mgmt	For	For
1h	Elect Director Denise M. Morrison	Mgmt	For	For
Voter Rationale: EOS manual override - see analyst note				
1i	Elect Director Pamela Murphy	Mgmt	For	For
1j	Elect Director Linda J. Rendle	Mgmt	For	For
1k	Elect Director Maynard G. Webb, Jr.	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: EOS manual override - see analyst note				
3	Ratify KPMG LLP as Auditors	Mgmt	For	For
4	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against
5	Report on Company's Policy on Merchant Category Codes	SH	Against	Against
6	Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	SH	Against	Against
7	Report on Lobbying Payments and Policy	SH	Against	Against

Imperial Brands Plc

Meeting Date: 29/01/2025	Country: United Kingdom	Ticker: IMB
Record Date: 27/01/2025	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	Re-elect Therese Esperdy as Director	Mgmt	For	For
5	Re-elect Stefan Bomhard as Director	Mgmt	For	For
6	Re-elect Susan Clark as Director	Mgmt	For	For
7	Re-elect Ngozi Edozien as Director	Mgmt	For	For
8	Re-elect Andrew Gilchrist as Director	Mgmt	For	For
9	Re-elect Alan Johnson as Director	Mgmt	For	For
10	Re-elect Robert Kunze-Concewitz as Director	Mgmt	For	For
11	Re-elect Lukas Paravicini as Director	Mgmt	For	For
12	Re-elect Jonathan Stanton as Director	Mgmt	For	For
13	Elect Julie Hamilton as Director	Mgmt	For	For
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jaime Ardila	Mgmt	For	For
1b	Elect Director Martin Bruder Muller	Mgmt	For	For
1c	Elect Director Alan Jope	Mgmt	For	For
1d	Elect Director Nancy McKinstry	Mgmt	For	For
1e	Elect Director Jennifer Nason	Mgmt	For	For
1f	Elect Director Paula A. Price	Mgmt	For	For
1g	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	For
1h	Elect Director Arun Sarin	Mgmt	For	For
1i	Elect Director Julie Sweet	Mgmt	For	For
1j	Elect Director Tracey T. Travis	Mgmt	For	For
1k	Elect Director Masahiko Uotani	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
3	Ratify KPMG LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For
4	Approve Capital Reduction of the Share Premium Account	Mgmt	For	For
5	Authorize Board to Issue Shares under Irish Law	Mgmt	For	For
6	Authorize the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	Mgmt	For	For
7	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For

Compass Group Plc

Meeting Date: 06/02/2025

Country: United Kingdom

Ticker: CPG

Record Date: 04/02/2025

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 Policy	Mgmt	For	For
Voter Rationale: EOS manual override				
3	Approve Remuneration Report	Mgmt	For	For
Voter Rationale: EOS manual override				
4	Approve Final Dividend	Mgmt	For	For
5	Elect Liat Ben-Zur as Director	Mgmt	For	For
6	Elect Juliana Chugg as Director	Mgmt	For	For
7	Re-elect Ian Meakins as Director	Mgmt	For	For
8	Re-elect Dominic Blakemore as Director	Mgmt	For	For
9	Re-elect Petros Parras as Director	Mgmt	For	For
10	Re-elect Palmer Brown as Director	Mgmt	For	For
11	Re-elect Stefan Bomhard as Director	Mgmt	For	For
12	Re-elect John Bryant as Director	Mgmt	For	For
13	Re-elect Arlene Isaacs-Lowe as Director	Mgmt	For	For
14	Re-elect Anne-Francoise Nesmes as Director	Mgmt	For	For
15	Re-elect Sundar Raman as Director	Mgmt	For	For
16	Re-elect Leanne Wood as Director	Mgmt	For	For
17	Reappoint KPMG LLP as Auditors	Mgmt	For	For
18	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For
20	Amend Long Term Incentive Plan	Mgmt	For	For
21	Approve Restricted Share Award Plan	Mgmt	For	For
22	Authorise Issue of Equity	Mgmt	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For

Compass Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
26	Authorise the Company to Call General Meeting with 14 Clear Days' Notice	Mgmt	For	For

The Sage Group plc.

Meeting Date: 06/02/2025	Country: United Kingdom	Ticker: SGE
Record Date: 04/02/2025	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 Remuneration Policy	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
4	Approve Final Dividend	Mgmt	For	For
5	Re-elect Andrew Duff as Director	Mgmt	For	For
6	Re-elect John Bates as Director	Mgmt	For	For
7	Re-elect Jonathan Bewes as Director	Mgmt	For	For
8	Re-elect Maggie Chan Jones as Director	Mgmt	For	For
9	Re-elect Annette Court as Director	Mgmt	For	For
10	Re-elect Roisin Donnelly 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	Appoint KPMG 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 Long Term Incentive Plan	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				

The Sage Group plc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
18	Authorise Removal of Discretionary 5% Dilution Limit for Share Plans	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 Two Weeks' Notice	Mgmt	For	For

Siemens AG

Meeting Date: 13/02/2025	Country: Germany	Ticker: SIE
Record Date: 06/02/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023/24 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 5.20 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2023/24	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2023/24	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2023/24	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2023/24	Mgmt	For	For
3.5	Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2023/24	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2023/24	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2023/24	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2023/24	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2023/24	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Regina Dugan for Fiscal Year 2023/24	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2023/24	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2023/24	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Oliver Hartmann for Fiscal Year 2023/24	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Keryn Lee James for Fiscal Year 2023/24	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Harald Kern (until Dec. 7, 2023) for Fiscal Year 2023/24	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2023/24	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Martina Merz for Fiscal Year 2023/24	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Christian Pfeiffer for Fiscal Year 2023/24	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2023/24	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.15	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2023/24	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Kasper Rorsted for Fiscal Year 2023/24	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2023/24	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2023/24	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Mimon Uhamou (from Dec. 12, 2023) for Fiscal Year 2023/24	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2023/24	Mgmt	For	For
4.21	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2023/24	Mgmt	For	For
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024/25	Mgmt	For	For
5.2	Ratify PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2024/25	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
7.1	Elect Jim Snabe to the Supervisory Board	Mgmt	For	For
7.2	Elect Kasper Rorsted to the Supervisory Board	Mgmt	For	For
7.3	Elect Ulf Schneider to the Supervisory Board	Mgmt	For	For
7.4	Elect Grazia Vittadini to the Supervisory Board	Mgmt	For	For
7.5	Elect Werner Brandt to the Supervisory Board	Mgmt	For	For
Voter Rationale: EOS manual override				
8	Approve Remuneration of Supervisory Board	Mgmt	For	For

Siemens AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For
Voter Rationale: EOS manual override				
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For
11	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For
12	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 15 Billion; Approve Creation of EUR 180 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For

Siemens Energy AG

Meeting Date: 20/02/2025Country: GermanyTicker: ENR

Record Date: 13/02/2025Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023/24 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Christian Bruch for Fiscal Year 2023/24	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Maria Ferraro for Fiscal Year 2023/24	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Karim Amin for Fiscal Year 2023/24	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Tim Holt for Fiscal Year 2023/24	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.5	Approve Discharge of Management Board Member Anne-Laure Parrical de Chammard for Fiscal Year 2023/24	Mgmt	For	For
3.6	Approve Discharge of Management Board Member Vinod Philip for Fiscal Year 2023/24	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2023/24	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Robert Kensbock for Fiscal Year 2023/24	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Hubert Lienhard for Fiscal Year 2023/24	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Guenter Augustat for Fiscal Year 2023/24	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Manfred Baereis for Fiscal Year 2023/24	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Manuel Bloemers for Fiscal Year 2023/24	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Christine Bortenlaenger for Fiscal Year 2023/24	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2023/24	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Andreas Feldmueller for Fiscal Year 2023/24	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Nadine Florian for Fiscal Year 2023/24	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Sigmar Gabriel for Fiscal Year 2023/24	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Veronika Grimm (from Feb. 26, 2024) for Fiscal Year 2023/24	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.13	Approve Discharge of Supervisory Board Member Horst Hakelberg (until Feb. 26, 2024) for Fiscal Year 2023/24	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2023/24	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Simone Menne (from Feb. 26, 2024) for Fiscal Year 2023/24	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Hildegard Mueller for Fiscal Year 2023/24	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Laurence Mulliez for Fiscal Year 2023/24	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Thomas Pfann for Fiscal Year 2023/24	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Matthias Rebellius for Fiscal Year 2023/24	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Cornelia Schau (from Feb. 26, 2024) for Fiscal Year 2023/24	Mgmt	For	For
4.21	Approve Discharge of Supervisory Board Member Ralf Thomas (until Feb. 26, 2024) for Fiscal Year 2023/24	Mgmt	For	For
4.22	Approve Discharge of Supervisory Board Member Geisha Williams for Fiscal Year 2023/24	Mgmt	For	For
4.23	Approve Discharge of Supervisory Board Member Randy Zwirn (until Feb. 26, 2024) for Fiscal Year 2023/24	Mgmt	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2024/25	Mgmt	For	For
5.2	Ratify KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2024/25	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	For
7	Approve Remuneration Policy	Mgmt	For	For

Voter Rationale: EOS manual override

Siemens Energy AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.1	Elect Anja-Isabel Dotzenrath to the Supervisory Board	Mgmt	For	For
8.2	Elect Sigmar Gabriel to the Supervisory Board	Mgmt	For	For
8.3	Elect Joe Kaeser to the Supervisory Board	Mgmt	For	For
Voter Rationale: EOS manual override				
8.4	Elect Hubert Lienhard to the Supervisory Board	Mgmt	For	For
8.5	Elect Laurence Mulliez to the Supervisory Board	Mgmt	For	For
8.6	Elect Matthias Rebellius to the Supervisory Board	Mgmt	For	For
8.7	Elect Geisha Williams to the Supervisory Board	Mgmt	For	For
8.8	Elect Feiyu Xu to the Supervisory Board	Mgmt	For	For
9	Approve Supervisory Board Remuneration Policy	Mgmt	For	For
10	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For

Apple Inc.

Meeting Date: 25/02/2025	Country: USA	Ticker: AAPL
Record Date: 02/01/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Wanda Austin	Mgmt	For	For
1b	Elect Director Tim Cook	Mgmt	For	For
1c	Elect Director Alex Gorsky	Mgmt	For	For
1d	Elect Director Andrea Jung	Mgmt	For	For
1e	Elect Director Art Levinson	Mgmt	For	For
1f	Elect Director Monica Lozano	Mgmt	For	For
1g	Elect Director Ron Sugar	Mgmt	For	For
1h	Elect Director Sue Wagner	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

Apple Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS' critical concerns				
4	Report on Ethical AI Data Acquisition and Usage	SH	Against	Against
5	Report on Child Safety Online	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
6	Consider Abolishing DEI Policies, Programs, Departments, and Goals	SH	Against	Against
7	Report on Discrimination in Charitable Contributions	SH	Against	Against

Deere & Company

Meeting Date: 26/02/2025	Country: USA	Ticker: DE
Record Date: 30/12/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Leanne G. Caret	Mgmt	For	Against
Voter Rationale: Concerns regarding Auditor tenure				
1b	Elect Director Tamra A. Erwin	Mgmt	For	For
1c	Elect Director R. Preston Feight	Mgmt	For	For
1d	Elect Director Alan C. Heuberger	Mgmt	For	For
1e	Elect Director L. Neil Hunn	Mgmt	For	For
1f	Elect Director Michael O. Johanns	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	For
1j	Elect Director Dmitri L. Stockton	Mgmt	For	For
Voter Rationale: EOS manual override (see analyst note)				
1k	Elect Director Sheila G. Talton	Mgmt	For	For

Deere & Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: EOS manual override (see analyst note)				
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Against
Voter Rationale: Concerns regarding Auditor tenure				
4	Report on Statistical Differences in Hiring Across Race and Gender	SH	Against	Against
5	Report on Effectiveness of Efforts to Create a Meritocratic Workplace	SH	Against	Against
Voter Rationale: EOS manual override (see analyst note)				
6	Establish a Board Committee on Corporate Financial Sustainability	SH	Against	Against
7	Report on a Civil Rights Audit	SH	Against	For
Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation				
8	Report on Discrimination in Charitable Contributions	SH	Against	Against

Banco BPM SpA

Meeting Date: 28/02/2025

Record Date: 19/02/2025

Country: Italy

Meeting Type: Ordinary Shareholders

Ticker: BAMI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Ordinary Business	Mgmt		
	Authorizations Related to the Voluntary Tender Offer Launched by Banco BPM Vita	Mgmt	For	For

Kone Oyj

Meeting Date: 05/03/2025

Record Date: 21/02/2025

Country: Finland

Meeting Type: Annual

Ticker: KNEBV

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	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 1.7975 per Class A Share and EUR 1.80 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	For
11	Approve Remuneration of Directors in the Amount of EUR 220,000 for Chair, EUR 125,000 for Vice Chair and EUR 110,000 for Other Directors	Mgmt	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For
13.a	Elect Banmali Agrawala as New Director	Mgmt	For	For
13.b	Reelect Matti Alahuhta as Director	Mgmt	For	Against
Voter Rationale: A vote AGAINST candidates Antti Herlin (13.e) and Matti Alahuhta (13.b) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence.				
13.c	Reelect Susan Duinhoven as Director	Mgmt	For	For
13.d	Reelect Marika Fredriksson as Director	Mgmt	For	For
13.e	Reelect Antti Herlin as Director	Mgmt	For	Against
Voter Rationale: A vote AGAINST candidates Antti Herlin (13.e) and Matti Alahuhta (13.b) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. A vote AGAINST Antti Herlin (Item 13.e) is warranted due to the company maintaining a share structure with unequal voting rights.				
13.f	Reelect Iiris Herlin as Director	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13.g	Reelect Jussi Herlin as Director	Mgmt	For	Against
Voter Rationale: A vote AGAINST candidate Jussi Herlin (Item 13.g) is warranted, because of his presence on both the audit and the remuneration committees.				
13.h	Reelect Timo Ihamuotila as Director	Mgmt	For	For
13.i	Reelect Krishna Mikkilineni as Director	Mgmt	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Fix Number of Auditors at One	Mgmt	For	For
16	Ratify Ernst & Young as Auditors	Mgmt	For	For
17	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For
18	Appoint Ernst & Young as Auditor for Sustainability Reporting	Mgmt	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For
20	Approve Issuance of Shares and Options without Preemptive Rights	Mgmt	For	Against
Voter Rationale: A vote AGAINST this issuance authorization is warranted because it explicitly includes the possibility to issue additional super voting shares.				
21	Close Meeting	Mgmt		

Applied Materials, Inc.

Meeting Date: 06/03/2025Country: USATicker: AMAT

Record Date: 08/01/2025Meeting 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	For
1g	Elect Director Alexander A. Karsner	Mgmt	For	For

Applied Materials, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
3	Ratify KPMG LLP as Auditors	Mgmt	For	For

Analog Devices, Inc.

Meeting Date: 12/03/2025Country: USATicker: ADI

Record Date: 03/01/2025Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Vincent Roche	Mgmt	For	For
1b	Elect Director Stephen M. Jennings	Mgmt	For	For
1c	Elect Director Andre Andonian	Mgmt	For	For
1d	Elect Director Edward H. Frank	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note				
1e	Elect Director Laurie H. Glimcher	Mgmt	For	For
1f	Elect Director Karen M. Golz	Mgmt	For	For
1g	Elect Director Peter B. Henry	Mgmt	For	For
1h	Elect Director Mercedes Johnson	Mgmt	For	For
1i	Elect Director Ray Stata	Mgmt	For	For
1j	Elect Director Andrea F. Wainer	Mgmt	For	For
1k	Elect Director Susie Wee	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note				
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Reduce Certain Supermajority Vote Requirement	Mgmt	For	For

Meeting Date: 12/03/2025

Country: Denmark

Ticker: GMAB

Record Date: 05/03/2025

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	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
5.a	Reelect Deirdre P. Connelly as Director	Mgmt	For	For
5.b	Reelect Pernille Erenbjerg as Director	Mgmt	For	For
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	Abstain
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
6	Ratify Deloitte as Auditors	Mgmt	For	For
7.a	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>				
7.b	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.c	Approve DKK 2.08 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For
7.d	Authorize Share Repurchase Program	Mgmt	For	For

Genmab A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.e	Approve Equity Plan Financing Through Issuance of Warrants up to a Nominal Value of DKK 750,000	Mgmt	For	For
8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
9	Other Business	Mgmt		

Pandora AS

Meeting Date: 12/03/2025

Country: Denmark

Ticker: PNDORA

Record Date: 05/03/2025

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
Voter Rationale: Pay is misaligned with EOS remuneration principles				
4	Approve Remuneration of Directors	Mgmt	For	For
5	Approve Allocation of Income and Dividends of DKK 20.00 Per Share	Mgmt	For	For
6.1	Reelect Peter A. Ruzicka as Director	Mgmt	For	For
6.2	Reelect Christian Frigast as Director	Mgmt	For	For
6.3	Reelect Lilian Fossum Biner as Director	Mgmt	For	For
6.4	Reelect Birgitta Stymne Goransson as Director	Mgmt	For	For
6.5	Reelect Marianne Kirkegaard as Director	Mgmt	For	For
6.6	Reelect Catherine Spindler as Director	Mgmt	For	For
6.7	Reelect Jan Zijderveld as Director	Mgmt	For	For
7	Ratify Ernst & Young as Auditor; Appoint Ernst & Young as Auditor for Sustainability Reporting	Mgmt	For	For

Pandora AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Approve Discharge of Management and Board	Mgmt	For	For
9.1	Approve DKK 3 Million Reduction in Share Capital via Share Cancellation; Amend Articles Accordingly	Mgmt	For	For
9.2	Approve Creation of DKK 39.5 Million Pool of Capital with Preemptive Rights	Mgmt	For	For
9.3	Approve Creation of DKK 7.9 Million Pool of Capital without Preemptive Rights	Mgmt	For	For
9.4	Authorize Share Repurchase Program	Mgmt	For	For
9.5	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
10	Other Business	Mgmt		

Starbucks Corporation

Meeting Date: 12/03/2025

Country: USA

Ticker: SBUX

Record Date: 10/01/2025

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Richard E. Allison, Jr.	Mgmt	For	Against
Voter Rationale: Concerns about remuneration committee performance				
1b	Elect Director Andrew Campion	Mgmt	For	For
1c	Elect Director Beth Ford	Mgmt	For	Against
Voter Rationale: Concerns about human rights EOS manual override				
1d	Elect Director Jorgen Vig Knudstorp	Mgmt	For	For
Voter Rationale: EOS manual override				
1e	Elect Director Neal Mohan	Mgmt	For	For
1f	Elect Director Brian Niccol	Mgmt	For	For
1g	Elect Director Daniel Javier Servitje Montull	Mgmt	For	For
1h	Elect Director Michael Sievert	Mgmt	For	For
1i	Elect Director Wei Zhang	Mgmt	For	For

Starbucks Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: 1- Excessive CEO pay2- Excessive perquisites3- High CEO to average NEO pay				
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Report on Discrimination in Charitable Contributions	SH	Against	Against
5	Require Independent Board Chair	SH	Against	For
Voter Rationale: SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation				
6	Report on Human Rights Risks Related to Labor Organizing	SH	Against	Against
7	Report on Cage Free Egg Commitment in China and Japan	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks EOS manual override				
8	Publish an Annual Carbon Emissions Congruency Report	SH	Against	Against

Wartsila Oyj Abp

Meeting Date: 13/03/2025	Country: Finland	Ticker: WRT1V
Record Date: 03/03/2025	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	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 0.44 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For

Wartsila Oyj Abp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
12	Approve Remuneration of Directors in the Amount of EUR 200,000 for Chair, EUR 105,000 for Vice Chair and EUR 80,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For
13	Fix Number of Directors at Eight	Mgmt	For	For
14	Reelect Karen Bomba, Morten H. Engelstoft, Karin Falk, Johan Forssell, Tom Johnstone (Chair), Tiina Tuomela and Mika Vehvilainen (Vice-Chair) as Directors; Elect Henrik Ehrnrooth as New Director	Mgmt	For	For
15	Approve Remuneration of Auditors	Mgmt	For	For
16	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
17	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For
18	Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	Mgmt	For	For
19	Amend Articles Re: Auditor; General Meeting	Mgmt	For	For
20	Authorize Share Repurchase Program	Mgmt	For	For
21	Approve Issuance of up to 57 Million Shares without Preemptive Rights	Mgmt	For	For
22	Close Meeting	Mgmt		

Carlsberg A/S

Meeting Date: 17/03/2025	Country: Denmark	Ticker: CARL.B
Record Date: 10/03/2025	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 Dividends of DKK 27 Per Share	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
5.A	Approve Remuneration of Directors	Mgmt	For	For
5.B	Approve DKK 32 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For
6.a	Reelect Henrik Poulsen as Director	Mgmt	For	Abstain
Voter Rationale: Inadequate management of climate-related risks				
6.b	Reelect Majken Schultz as Director	Mgmt	For	For
6.c	Reelect Magdi Batato as Director	Mgmt	For	For
6.d	Reelect Lilian Fossum Biner as Director	Mgmt	For	For
6.e	Reelect Bob Kunze-Concewitz as Director	Mgmt	For	For
6.f	Reelect Punita Lal as Director	Mgmt	For	For
6.g	Elect Jens Hjorth as New Director	Mgmt	For	For
6.h	Elect Winnie Ma as New Director	Mgmt	For	For
7	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For

QUALCOMM Incorporated

Meeting Date: 18/03/2025	Country: USA	Ticker: QCOM
Record Date: 17/01/2025	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 Ann M. Livermore	Mgmt	For	For
1f	Elect Director Mark D. McLaughlin	Mgmt	For	For
1g	Elect Director Jamie S. Miller	Mgmt	For	For
1h	Elect Director Marie Myers	Mgmt	For	For
1i	Elect Director Irene B. Rosenfeld	Mgmt	For	For
1j	Elect Director Kornelis (Neil) Smit	Mgmt	For	For
1k	Elect Director Jean-Pascal Tricoire	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
4	Amend Omnibus Stock Plan	Mgmt	For	For
5	Report on Climate Risk in Retirement Plan Options	SH	Against	Against

DSV A/S

Meeting Date: 20/03/2025	Country: Denmark	Ticker: DSV
Record Date: 13/03/2025	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 7 Per Share	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Approve Remuneration of Directors	Mgmt	For	For
5	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
6.1	Reelect Thomas Plenborg as Director	Mgmt	For	For
Voter Rationale: EOS manual override				
6.2	Reelect Jorgen Moller as Director	Mgmt	For	For
6.3	Reelect Beat Walti as Director	Mgmt	For	For
6.4	Reelect Tarek Sultan Al-Essa as Director	Mgmt	For	For
Voter Rationale: EOS manual override				
6.5	Reelect Benedikte Leroy as Director	Mgmt	For	For
6.6	Elect Natalie Shaverdian Riise-Knudsen as New Director	Mgmt	For	For
6.7	Elect Sabine Bendiek as New Director	Mgmt	For	For
7	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For
8.1	Approve Creation of DKK 48.1 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 48.1 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 48.1 Million	Mgmt	For	Against
Voter Rationale: Concerns to protect shareholder value				
8.2	Authorize Share Repurchase Program	Mgmt	For	For
8.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
9	Other Business	Mgmt		

Moncler SpA

Meeting Date: 20/03/2025	Country: Italy	Ticker: MONC
Record Date: 11/03/2025	Meeting Type: Extraordinary Shareholders	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Extraordinary Business Amend Company Bylaws Re: Articles 13, 14, 15, 19, and 24	Mgmt	For	For

Nordea Bank Abp

Meeting Date: 20/03/2025	Country: Finland	Ticker: NDA.FI
Record Date: 10/03/2025	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 President Review	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 0.94 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 400,000 for Chair, EUR 180,000 for Vice Chair and EUR 112,000 for Other Directors; Approve Remuneration for Committee Work; Approve Legal and Administrative Fees	Mgmt	For	For
12	Fix Number of Directors (10) and Deputy Directors (1)	Mgmt	For	For
13.a	Reelect Sir Stephen Hester (Chair) as Director	Mgmt	For	For

Nordea Bank Abp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13.b	Reelect Petra van Hoeken as Director	Mgmt	For	For
13.c	Reelect John Maltby as Director	Mgmt	For	For
13.d	Reelect Risto Murto as Director	Mgmt	For	For
13.e	Reelect Lars Rohde as Director	Mgmt	For	For
13.f	Reelect Lene Skole as Director	Mgmt	For	For
13.g	Reelect Per Stromberg as Director	Mgmt	For	For
13.h	Reelect Jonas Synnergren as Director	Mgmt	For	For
13.i	Reelect Arja Talma as Director	Mgmt	For	For
13.j	Reelect Kjersti Wiklund as Director	Mgmt	For	For
14	Approve Remuneration of Auditor	Mgmt	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
16	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For
17	Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	Mgmt	For	For
18	Amend Charter for the Shareholders Nomination Board	Mgmt	For	For
19	Approve Issuance of Convertible Instruments without Preemptive Rights	Mgmt	For	For
20	Authorize Share Repurchase Program in the Securities Trading Business	Mgmt	For	For
21	Authorize Reissuance of Repurchased Shares	Mgmt	For	For
22	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
23	Approve Issuance of up to 30 Million Shares without Preemptive Rights	Mgmt	For	For
	Shareholder Proposals Submitted by Swedish Society for Nature Conservation and Action Aid Denmark	Mgmt		
24	Approve Business Activities in Line with the Paris Agreement	SH	Against	Against
25	Close Meeting	Mgmt		

Meeting Date: 20/03/2025	Country: Finland	Ticker: STERV
Record Date: 10/03/2025	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	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 0.25 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 Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against
Voter Rationale: A vote AGAINST this item is warranted because while the proposed remuneration policy is mostly well described, the earning opportunities under the STI and LTI plans have been significantly increased without an adequate supporting rationale.				
12	Approve Remuneration of Directors in the Amount of EUR 221,728 for Chair, EUR 125,186 for Vice Chair and EUR 85,933 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
13	Fix Number of Directors at Nine	Mgmt	For	For
14	Reelect Hakan Buskhe (Vice Chair), Helena Hedblom, Astrid Hermann, Kari Jordan (Chair), Christiane Kuehne, Richard Nilsson and Reima Rytola as Directors; Elect Elena Scaltritti and Antti Vasara as New Directors	Mgmt	For	Abstain
Voter Rationale: A vote ABSTAIN this proposal is warranted for the following reasons: - Less than half of the members on the remuneration committee are considered independent. - The chairman of the audit committee is non-independent. - The company maintains a share structure with unequal voting rights.				

Stora Enso Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
15	Approve Remuneration of Auditors	Mgmt	For	For
16	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
17	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For
18	Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	Mgmt	For	For
19	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For
20	Approve Issuance of up to 2 Million Class R Shares without Preemptive Rights	Mgmt	For	For
21	Amend Articles	Mgmt	For	For
22	Decision on Making Order	Mgmt		
23	Close Meeting	Mgmt		

The Walt Disney Company

Meeting Date: 20/03/2025Country: USATicker: DIS

Record Date: 21/01/2025Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mary T. Barra	Mgmt	For	Against
Voter Rationale: 1- Concerns about remuneration committee performance2- Overboarded/Too many other time commitments				
1b	Elect Director Amy L. Chang	Mgmt	For	For
1c	Elect Director D. Jeremy Darroch	Mgmt	For	For
1d	Elect Director Carolyn N. Everson	Mgmt	For	For
1e	Elect Director Michael B.G. Froman	Mgmt	For	For
1f	Elect Director James P. Gorman	Mgmt	For	For
1g	Elect Director Robert A. Iger	Mgmt	For	For
1h	Elect Director Maria Elena Lagomasino	Mgmt	For	For
1i	Elect Director Calvin R. McDonald	Mgmt	For	For

The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1j	Elect Director Derica W. Rice	Mgmt	For	Against
Voter Rationale: 1- Concerns regarding Auditor tenure2- Overboarded/Too many other time commitments				
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Against
Voter Rationale: Concerns regarding Auditor tenure				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: Low shareholding requirementOptions/PSUs vest in less than 36 months				
4	Report on Climate Risk in Retirement Plan Options	SH	Against	Against
5	Reconsider Participation in Human Rights Campaign's Corporate Equality Index	SH	Against	Against
6	Report on Risks of Discriminating Based on Religious and Political Views	SH	Against	Against

Kesko Oyj

Meeting Date: 24/03/2025	Country: Finland	Ticker: KESKOB
Record Date: 12/03/2025	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 0.90 Per Share	Mgmt	For	For
10	Approve Discharge of Board and President	Mgmt	For	For

Kesko Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against
Voter Rationale: A vote AGAINST this item is warranted because the company has not disclosed targets and weights attached to the annual bonus.				
12	Approve Remuneration of Directors in the Amount of EUR 120,000 for Chair, EUR 75,000 for Vice Chair and EUR 55,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For
13	Fix Number of Directors at Seven	Mgmt	For	For
14	Reelect Esa Kiiskinen, Jannica Fagerholm, Pauli Jaakola, Piia Karhu, Jussi Perala, TimoRitakallio as Directors; Elect Tiina Alahuhta-Kasko as New Director	Mgmt	For	Against
Voter Rationale: A vote AGAINST this proposal is warranted because Pauli Jaakola is a representative of a shareholder benefitting from a share structure with unequal voting rights.				
15	Approve Remuneration of Auditors	Mgmt	For	For
16	Ratify Deloitte as Auditors	Mgmt	For	For
17	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For
18	Appoint Deloitte as Auditor for Sustainability Reporting	Mgmt	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For
20	Approve Issuance of up to 33 Million Class B Shares without Preemptive Rights	Mgmt	For	For
21	Approve Charitable Donations of up to EUR 300,000	Mgmt	For	For
22	Close Meeting	Mgmt		

Neste Corp.

Meeting Date: 25/03/2025	Country: Finland	Ticker: NESTE
Record Date: 13/03/2025	Meeting Type: Annual	

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

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; 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 0.20 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 165,000 for Chair, EUR 90,000 for Vice Chair, and EUR 75,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For
12	Fix Number of Directors at Eight	Mgmt	For	For
13	Reelect John Abbott (Vice Chair), Nick Elmslie, Just Jansz, Conrad Keijzer, Pasi Laine (Chair) and Sari Mannonen as Directors; Elect Anna Hyvonen and Essimari Kairisto as New Directors	Mgmt	For	Against
Voter Rationale: A vote AGAINST this proposal is warranted because the candidate Anna Kristiina Hyvonen is overboarded.				
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Ratify KPMG as Auditor	Mgmt	For	For
16	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For
17	Appoint KPMG as Auditor for Sustainability Reporting	Mgmt	For	For
18	Authorize Share Repurchase Program	Mgmt	For	For
19	Approve Issuance of up to 23 Million Shares without Preemptive Rights	Mgmt	For	For
20	Close Meeting	Mgmt		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Extraordinary Business	Mgmt		
	Amend Article 15.3 of Bylaws Re: Directors Length of Term	Mgmt	For	Against
Voter Rationale: Concerns related to succession planning				
2	Amend Article 17.5 of Bylaws Re: Virtual Participation	Mgmt	For	For
	Ordinary Business	Mgmt		
3	Approve Financial Statements and Discharge Directors	Mgmt	For	For
4	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
5	Approve Allocation of Income and Dividends of EUR 0.69 per Share	Mgmt	For	For
6	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 640,000	Mgmt	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
8	Approve Compensation of Chairman of the Board	Mgmt	For	For
9	Approve Compensation of CEO	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
10	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
11	Approve Remuneration Policy of CEO	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
12	Reelect Joachim Kreuzburg as Director	Mgmt	For	For
13	Reelect Rene Faber as Director	Mgmt	For	For
14	Reelect Pascale Boissel as Director	Mgmt	For	For
15	Reelect Lothar Kappich as Director	Mgmt	For	For
16	Elect Christopher Nowers as Director	Mgmt	For	For
17	Elect Cecile Dussart as Director	Mgmt	For	For

Sartorius Stedim Biotech SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
18	Authorize Repurchase of Up to 0.10 Percent of Issued Share Capital	Mgmt	For	Against
<i>Voter Rationale: Poison pill/anti-takeover measure not in investors interests</i>				
19	Extraordinary Business	Mgmt		
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 6 Million	Mgmt	For	Against
<i>Voter Rationale: Poison pill/anti-takeover measure not in investors interests</i>				
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million	Mgmt	For	Against
<i>Voter Rationale: Issue of equity raises concerns about excessive dilution of existing shareholders Poison pill/anti-takeover measure not in investors interests Concerns to protect shareholder value</i>				
21	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 6 Million	Mgmt	For	Against
<i>Voter Rationale: Issue of equity raises concerns about excessive dilution of existing shareholders Poison pill/anti-takeover measure not in investors interests Concerns to protect shareholder value</i>				
22	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 163,464.4	Mgmt	For	For
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against
<i>Voter Rationale: Issue of equity raises concerns about excessive dilution of existing shareholders</i>				
24	Authorize Capital Increase of up to 20 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against
<i>Voter Rationale: Issue of equity raises concerns about excessive dilution of existing shareholders Poison pill/anti-takeover measure not in investors interests</i>				
25	Authorize Capitalization of Reserves of Up to EUR 6 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				

Sartorius Stedim Biotech SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
27	Authorize up to 10 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against
Voter Rationale: 1- Insufficient disclosure2- Options vest in less than 36 months				
28	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For

Telefonaktiebolaget LM Ericsson

Meeting Date: 25/03/2025	Country: Sweden	Ticker: ERIC.B
Record Date: 17/03/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Chair 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 and CEO Report; Allow Questions	Mgmt		
8.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8.2	Approve Remuneration Report	Mgmt	For	For
8.3.a	Approve Discharge of Board Member Jan Carlson	Mgmt	For	For
8.3.b	Approve Discharge of Board Member Jacob Wallenberg	Mgmt	For	For
8.3.c	Approve Discharge of Board Member Jon Fredrik Baksaas	Mgmt	For	For
8.3.d	Approve Discharge of Board Member Carolina Dybeck Happe	Mgmt	For	For
8.3.e	Approve Discharge of Board Member Borje Ekholm	Mgmt	For	For
8.3.f	Approve Discharge of Board Member Eric A. Elzvik	Mgmt	For	For
8.3.g	Approve Discharge of Board Member Kristin S. Rinne	Mgmt	For	For

Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.3.h	Approve Discharge of Board Member Helena Stjernholm	Mgmt	For	For
8.3.i	Approve Discharge of Board Member Jonas Synnergren	Mgmt	For	For
8.3.j	Approve Discharge of Board Member Christy Wyatt	Mgmt	For	For
8.3.k	Approve Discharge of Board Member Karl Aberg	Mgmt	For	For
8.3.l	Approve Discharge of Employee Representative Ulf Rosberg	Mgmt	For	For
8.3.m	Approve Discharge of Employee Representative Annika Salomonsson	Mgmt	For	For
8.3.n	Approve Discharge of Employee Representative Kjell-Ake Soting	Mgmt	For	For
8.3.o	Approve Discharge of Deputy Employee Representative Frans Frejdestedt	Mgmt	For	For
8.3.p	Approve Discharge of Deputy Employee Representative Loredana Roslund	Mgmt	For	For
8.3.q	Approve Discharge of Deputy Employee Representative Stefan Wanstedt	Mgmt	For	For
8.3.r	Approve Discharge of President Borje Ekholm	Mgmt	For	For
8.4	Approve Allocation of Income and Dividends of SEK 2.85 Per Share	Mgmt	For	For
9	Determine Number Directors (11) and Deputy Directors (0) of Board	Mgmt	For	For
10	Approve Remuneration of Directors in the Amount of SEK 5 Million for Chair and SEK 1.3 Million for Other Directors, Approve Remuneration for Committee Work	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
11.1	Reelect Jon Fredrik Baksaa as Director	Mgmt	For	For
11.2	Reelect Jan Carlson as Director	Mgmt	For	Against
Voter Rationale: Concerns related to approach to board gender diversity				
11.3	Reelect Borje Ekholm as Director	Mgmt	For	For
11.4	Reelect Eric A. Elzvik as Director	Mgmt	For	For
11.5	Reelect Kristin S. Rinne as Director	Mgmt	For	For

Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11.6	Reelect Jonas Synnergren as Director	Mgmt	For	For
11.7	Reelect Jacob Wallenberg as Director	Mgmt	For	For
11.8	Reelect Christy Wyatt as Director	Mgmt	For	For
11.9	Reelect Karl Aberg as Director	Mgmt	For	For
11.10	Elect Christian Cederholm as New Director	Mgmt	For	For
11.11	Elect Marachel Knight as New Director	Mgmt	For	For
12	Reelect Jan Carlson as Board Chair	Mgmt	For	Against
<i>Voter Rationale: Concerns related to approach to board gender diversity</i>				
13	Determine Number of Auditors (1)	Mgmt	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Ratify Deloitte AB as Auditor	Mgmt	For	For
16.1	Approve Long-Term Variable Compensation Program 2025 (LTV 2025)	Mgmt	For	For
16.2	Approve Equity Plan Financing LTV 2025	Mgmt	For	For
16.3	Approve Alternative Equity Plan Financing of LTV 2025, if Item 16.2 is Not Approved	Mgmt	For	For
17	Amend Long-Term Variable Compensation Programs LTV I 2023, LTV II 2023 and LTV 2024	Mgmt	For	For
18	Approve Equity Plan Financing of LTV 2024	Mgmt	For	For
19.1	Approve Equity Plan Financing of LTV 2022, LTV I 2023 and LTV II 2023	Mgmt	For	For
19.2	Approve Equity Plan Financing of LTV 2022, LTV I 2023 and LTV II 2023	Mgmt	For	For
	Shareholder Proposals Submitted by Christopher Neitzert	Mgmt		
20	Approve Policy Ensuring that Executive Bonuses are Disbursed Only After All Employees Have Received Cost-of-living and Performance-based Salary Increases Each Year	SH	Against	Against
<i>Voter Rationale: 1- Insufficient basis to support a decision2- SH: Against shareholder resolution, against management recommendation / Shareholder proposal does not promote appropriate accountability or incentivisation</i>				

Svenska Handelsbanken AB

Meeting Date: 26/03/2025	Country: Sweden	Ticker: SHB.A
Record Date: 18/03/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chair 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
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 15 Per Share	Mgmt	For	For
10	Approve Remuneration Report	Mgmt	For	For
11.1	Approve Discharge of Par Boman	Mgmt	For	For
11.2	Approve Discharge of Fredrik Lundberg	Mgmt	For	For
11.3	Approve Discharge of Mikael Almvret	Mgmt	For	For
11.4	Approve Discharge of Jon Fredrik Baksaas	Mgmt	For	For
11.5	Approve Discharge of Helene Barnekow	Mgmt	For	For
11.6	Approve Discharge of Stina Bergfors	Mgmt	For	For
11.7	Approve Discharge of Hans Biorck	Mgmt	For	For
11.8	Approve Discharge of Stefan Henricson	Mgmt	For	For
11.9	Approve Discharge of Kerstin Hessius	Mgmt	For	For
11.10	Approve Discharge of Anna Hjelmberg	Mgmt	For	For
11.11	Approve Discharge of Louise Lindh	Mgmt	For	For
11.12	Approve Discharge of Lena Renstrom	Mgmt	For	For

Svenska Handelsbanken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11.13	Approve Discharge of Ulf Riese	Mgmt	For	For
11.14	Approve Discharge of Arja Taaveniku	Mgmt	For	For
11.15	Approve Discharge of CEO Michael Green	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 (9)	Mgmt	For	For
16	Determine Number of Auditors (2)	Mgmt	For	For
17	Approve Remuneration of Directors in the Amount of SEK 4.05 Million for Chair, SEK 1.15 Million for Vice Chair and SEK 825,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
18.1	Reelect Helene Barnekow as Director	Mgmt	For	For
18.2	Reelect Stina Bergfors as Director	Mgmt	For	For
18.3	Reelect Hans Biorck as Director	Mgmt	For	For
18.4	Reelect Par Boman as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments				
18.5	Reelect Kerstin Hessius as Director	Mgmt	For	For
18.6	Elect Anders Jernhall as New Director	Mgmt	For	For
18.7	Reelect Louise Lindh as Director	Mgmt	For	For
18.8	Reelect Fredrik Lundberg as Director	Mgmt	For	Against
Voter Rationale: Overboarded/Too many other time commitments				
18.9	Reelect Ulf Riese as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				

Svenska Handelsbanken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
19	Elect Par Borman as Board Chair	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments				
20	Ratify PricewaterhouseCoopers and Deloitte as Auditors	Mgmt	For	For
21	Ratify KPMG AB as Auditors In Foundations with Associated Management	Mgmt	For	For
Shareholder Proposals Submitted by Carl Axel Bruno		Mgmt		
22	Approve Proposal Regarding Improving Procedures for Issuing BankID	SH	Against	Against
Voter Rationale: Insufficient basis to support a decision				
23	Approve Proposal Regarding Improving the BankID Security	SH	Against	Against
Voter Rationale: Insufficient basis to support a decision				
Shareholder Proposals Submitted by Henric Eriksson and Jacob Eriksson		Mgmt		
24	Change Dividend Policy	SH	Against	Against
Voter Rationale: SH: Against shareholder resolution, against management recommendation / Shareholder proposal does not promote appropriate accountability or incentivisation				
25	Close Meeting	Mgmt		

Swedbank AB

Meeting Date: 26/03/2025	Country: Sweden	Ticker: SWED.A
Record Date: 18/03/2025	Meeting Type: Annual	

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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 21.70 Per Share	Mgmt	For	For
10.a	Approve Discharge of Goran Bengtson	Mgmt	For	For
10.b	Approve Discharge of Annika Creutzer	Mgmt	For	For
10.c	Approve Discharge of Hans Eckerstrom	Mgmt	For	For
10.d	Approve Discharge of Kerstin Hermansson	Mgmt	For	For
10.e	Approve Discharge of Helena Liljedahl	Mgmt	For	For
10.f	Approve Discharge of Bengt Erik Lindgren	Mgmt	For	For
10.g	Approve Discharge of Anna Mossberg	Mgmt	For	For
10.h	Approve Discharge of Per Olof Nyman	Mgmt	For	For
10.i	Approve Discharge of Biljana Pehrsson	Mgmt	For	For
10.j	Approve Discharge of Goran Persson	Mgmt	For	For
10.k	Approve Discharge of Biorn Riese	Mgmt	For	For
10.l	Approve Discharge of Jens Henriksson	Mgmt	For	For
10.m	Approve Discharge of Roger Ljung	Mgmt	For	For
10.n	Approve Discharge of Ake Skoglund	Mgmt	For	For
10.o	Approve Discharge of Henrik Joelsson	Mgmt	For	For
10.p	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 3.5 Million for Chair, SEK 1.2 Million for Vice Chair and SEK 800,000 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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13.b	Reelect Annika Creutzer as Director	Mgmt	For	For
13.c	Reelect Hans Eckerstrom as Director	Mgmt	For	For
13.d	Reelect Kerstin Hermansson as Director	Mgmt	For	For
13.e	Reelect Helena Liljedahl as Director	Mgmt	For	For
13.f	Reelect Anna Mossberg as Director	Mgmt	For	For
13.g	Reelect Per Olof Nyman as Director	Mgmt	For	For
13.h	Reelect Biljana Pehrsson as Director	Mgmt	For	For
13.i	Reelect Goran Persson as Director	Mgmt	For	For
13.j	Reelect Biorn Riese as Director	Mgmt	For	For
13.k	Elect Rasmus Roos as New Director	Mgmt	For	For
14	Elect Goran Persson as Board Chair	Mgmt	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
16	Approve Nomination Committee Procedures	Mgmt	For	For
17	Authorize Repurchase Authorization for Trading in Own Shares	Mgmt	For	For
18	Authorize Share Repurchase Program	Mgmt	For	For
19	Approve Issuance of Convertibles without Preemptive Rights	Mgmt	For	For
20.a	Approve Common Deferred Share Bonus Plan (Eken 2025)	Mgmt	For	For
20.b	Approve Deferred Share Bonus Plan for Key Employees (IP 2025)	Mgmt	For	For
20.c	Approve Equity Plan Financing	Mgmt	For	For
21	Approve Remuneration Report	Mgmt	For	For
22	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt		
	Approve Proposal Regarding Improving Finance Sweden's Procedures for Issuing New BankID	SH	None	Against

Voter Rationale: Insufficient basis to support a decision

Swedbank AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
23	Approve Proposal Regarding Improving the Security of BankID Usage	SH	None	Against
Voter Rationale: Insufficient basis to support a decision				
24	Close Meeting	Mgmt		

Tryg A/S

Meeting Date: 26/03/2025	Country: Denmark	Ticker: TRYG
Record Date: 19/03/2025	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 1.5 Million for Chair, DKK 990,000 for Vice Chair, and DKK 495,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
6.a	Approve DKK 25.1 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For
6.b	Approve Creation of DKK 300 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 300 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 300 Million	Mgmt	For	For
6.c	Authorize Share Repurchase Program	Mgmt	For	For
6.d	Approve Director Indemnification Scheme	Mgmt	For	For

Tryg A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.e	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For
Voter Rationale: EOS manual override				
6.f	Amend Articles Re: Number of Members of the Supervisory Board	Mgmt	For	For
7.a	Reelect Jukka Pertola as Member of Board	Mgmt	For	For
Voter Rationale: EOS manual override				
7.b	Reelect Carl-Viggo Ostlund as Member of Board	Mgmt	For	For
7.c	Reelect Mengmeng Du as Member of Board	Mgmt	For	For
7.d	Reelect Thomas Hofman-Bang as Director	Mgmt	For	For
7.e	Reelect Steffen Kragh as Director	Mgmt	For	For
7.f	Reelect Benedicte Bakke Agerup as Director	Mgmt	For	For
8.a	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
8.b	Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	Mgmt	For	For
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
10	Other Business	Mgmt		

Essity AB

Meeting Date: 27/03/2025	Country: Sweden	Ticker: ESSITY.B
Record Date: 19/03/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Chair 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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Approve Agenda of Meeting	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Receive President, Chair and Auditor Review	Mgmt		
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8.b	Approve Allocation of Income and Dividends of SEK 8.25 Per Share	Mgmt	For	For
8.c1	Approve Discharge of Ewa Bjorling	Mgmt	For	For
8.c2	Approve Discharge of Par Boman	Mgmt	For	For
8.c3	Approve Discharge of Maria Carell	Mgmt	For	For
8.c4	Approve Discharge of Annemarie Gardshol	Mgmt	For	For
8.c5	Approve Discharge of Magnus Groth	Mgmt	For	For
8.c6	Approve Discharge of Jan Gurander	Mgmt	For	For
8.c7	Approve Discharge of Torbjorn Loof	Mgmt	For	For
8.c8	Approve Discharge of Bert Nordberg	Mgmt	For	For
8.c9	Approve Discharge of Barbara M. Thoralfsson	Mgmt	For	For
8.c10	Approve Discharge of Karl Aberg	Mgmt	For	For
8.c11	Approve Discharge of Sofia Lafqvist	Mgmt	For	For
8.c12	Approve Discharge of Andeas Larsson	Mgmt	For	For
8.c13	Approve Discharge of Suasanna Lind	Mgmt	For	For
8.c14	Approve Discharge of Orjan Svensson	Mgmt	For	For
8.c15	Approve Discharge of Niclas Thulin	Mgmt	For	For
8.c16	Approve Discharge of Magnus Groth (President)	Mgmt	For	For
9	Determine Number of Directors (10) and Deputy Members (0) of Board	Mgmt	For	For
10	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11.a	Approve Remuneration of Directors in the Amount of SEK 2.9 Million for Chair and SEK 960,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
11.b	Approve Remuneration of Auditors	Mgmt	For	For
12.a	Reelect Maria Carell as Director	Mgmt	For	For
12.b	Reelect Annemarie Gardshol as Director	Mgmt	For	For
12.c	Reelect Magnus Groth as Director	Mgmt	For	For
12.d	Reelect Jan Gurander as Director	Mgmt	For	Against
Voter Rationale: Inadequate management of climate-related risks				
12.e	Reelect Torbjorn Loof as Director	Mgmt	For	For
12.f	Reelect Bert Nordberg as Director	Mgmt	For	For
12.g	Reelect Barbara M. Thoralfsson as Director	Mgmt	For	For
12.h	Reelect Karl Aberg as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
12.i	Elect Alexander Lacik as New Director	Mgmt	For	For
12.j	Elect Katarina Martinson as New Director	Mgmt	For	Against
Voter Rationale: Overboarded/Too many other time commitments				
13	Reelect Jan Gurander as Board Chair	Mgmt	For	Against
Voter Rationale: Inadequate management of climate-related risks				
14	Ratify Ernst & Young as Auditor	Mgmt	For	For
15	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
16	Approve Cash-Based Incentive Program (Program 2025-2027) for Key Employees	Mgmt	For	For
17	Approve SEK 31 Million Reduction in Share Capital via Share Cancellation; Approve Share Capital Increase Through Bonus Issue; Amend Articles	Mgmt	For	For
18.a	Authorize Share Repurchase Program	Mgmt	For	For
18.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For

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 7.9 Per Share	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
5.1	Approve Remuneration of Directors for 2024	Mgmt	For	For
5.2	Approve Remuneration Level of Directors for 2025	Mgmt	For	For
6.1	Reelect Helge Lund (Chair) as Director	Mgmt	For	For
6.2	Reelect Henrik Poulsen (Vice Chair) as Director	Mgmt	For	For
Voter Rationale: EOS manual override				
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
7	Ratify Deloitte as Auditors; Ratify Deloitte as Auditors for Sustainability Reporting	Mgmt	For	For
8.1	Authorize Share Repurchase Program	Mgmt	For	For
8.2	Approve Creation of DKK 44.7 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 44.7 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 44.7 Million	Mgmt	For	For
	Shareholder Proposals Submitted by Kritiske Aktionaerer	Mgmt		

Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.3	Approve Proposal Regarding Regulated Working Conditions at Construction Sites	SH	Against	Against
	Management Proposals	Mgmt		
9	Other Business	Mgmt		

UniCredit SpA

Meeting Date: 27/03/2025	Country: Italy	Ticker: UCG
Record Date: 18/03/2025	Meeting Type: Annual/Special	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Ordinary Business	Mgmt		
	Accept Financial Statements and Statutory Reports	Mgmt	For	For
	Approve Allocation of Income	Mgmt	For	For
	Approve Elimination of Negative Reserves	Mgmt	For	For
	Authorize Share Repurchase Program	Mgmt	For	For
	Elect Doris Honold as Director	Mgmt	For	For
6	Approve Remuneration Policy	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
7	Approve Second Section of the Remuneration Report	Mgmt	For	Against
	Voter Rationale: Pay is misaligned with EOS remuneration principles			
8	Approve 2025 Group Incentive System	Mgmt	For	Against
	Voter Rationale: Pay is misaligned with EOS remuneration principles			
1	Extraordinary Business	Mgmt		
	Authorize Issuance of Shares to Be Subscribed Through a Contribution in Kind of Shares of Banco BPM SpA	Mgmt	For	For
	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For
3	Authorize Board to Increase Capital to Service the 2019 Group Incentive System	Mgmt	For	For

UniCredit SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Authorize Board to Increase Capital to Service the 2020 Group Incentive System	Mgmt	For	For
5	Authorize Board to Increase Capital to Service the 2022 Group Incentive System	Mgmt	For	For
6	Authorize Board to Increase Capital to Service the 2023 Group Incentive System	Mgmt	For	For
7	Authorize Board to Increase Capital to Service the 2024 Group Incentive System	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
8	Authorize Board to Increase Capital to Service the Long Term Incentive Plan 2020-2023	Mgmt	For	For

UPM-Kymmene Oyj

Meeting Date: 27/03/2025	Country: Finland	Ticker: UPM
Record Date: 17/03/2025	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	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 1.50 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Remuneration of Directors in the Amount of EUR 240,000 for Chair, EUR 150,000 for Deputy Chair and EUR 120,000 for Other Directors; Approve Compensation for Committee Work	Mgmt	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For
13	Reelect Pia Aaltonen-Forsell, Henrik Ehrnrooth, Jari Gustafsson, Piia-Noora Kauppi, Melanie Maas-Brunner, Topi Manner, Marjan Oudeman, Martin a Porta and Kim Wahl as Directors	Mgmt	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For
16	Ratify Ernst & Young as Auditors	Mgmt	For	For
17	Appoint Ernst & Young as Auditor for Sustainability Reporting	Mgmt	For	For
18	Approve Issuance of up to 25 Million Shares without Preemptive Rights	Mgmt	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For
20A	Amend Articles Re: Auditor; General Meeting	Mgmt	For	For
20B	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	For
21	Authorize Charitable Donations	Mgmt	For	For
22	Close Meeting	Mgmt		