

## VOTE SUMMARY REPORT

REPORTING PERIOD: 01/01/2026 to 31/03/2026

LOCATION(S): ALL LOCATIONS

### Voting Statistics

	Total	Percent
Votable Meetings	49	
Meetings Voted	40	81.63%
Meetings with One or More Votes Against Management	15	30.61%
Votable Ballots	49	
Ballots Voted	40	81.63%

*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	961		28		989	
Proposals Voted	616	64.10%	26	92.86%	642	64.91%
FOR Votes	592	61.60%	4	14.29%	596	60.26%
AGAINST Votes	22	2.29%	22	78.57%	44	4.45%
ABSTAIN Votes	1	0.10%	0	0.00%	1	0.10%
WITHHOLD Votes	0	0.00%	0	0.00%	0	0.00%
Votes WITH Management	593	61.71%	23	82.14%	616	62.29%
Votes AGAINST Management	23	2.39%	3	10.71%	26	2.63%

*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.*

## Costco Wholesale Corporation

Meeting Date: 15/01/2026

Country: USA

Ticker: COST

Record Date: 07/11/2025

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 Gina M. Raimondo	Mgmt	For	For
1h	Elect Director John W. Stanton	Mgmt	For	For
1i	Elect Director Ron M. Vachris	Mgmt	For	For
1j	Elect Director Mary Agnes (Maggie) Wilderotter	Mgmt	For	For

## Costco Wholesale Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Ratify KPMG LLP as Auditors	Mgmt	For	Against
	<i>Voter Rationale: .</i>			
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
	<i>Voter Rationale: .</i>			
4	Assess and Report on Financial Risks and Costs of Climate Commitments	SH	Against	Against

## Micron Technology, Inc.

Meeting Date: 15/01/2026

Country: USA

Ticker: MU

Record Date: 17/11/2025

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Lynn A. Dugle	Mgmt	For	For
1b	Elect Director Steven J. Gomo	Mgmt	For	For
1c	Elect Director Linnie M. Haynesworth	Mgmt	For	For
1d	Elect Director T. Mark Liu	Mgmt	For	For
1e	Elect Director Sanjay Mehrotra	Mgmt	For	For
1f	Elect Director A. Christine Simons	Mgmt	For	For
1g	Elect Director Robert H. Swan	Mgmt	For	For
1h	Elect Director MaryAnn Wright	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
	<i>Voter Rationale: Pay structure does not trigger any of EOS critical concerns</i>			
3	Amend Certificate of Incorporation to Reflect Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For
	<i>Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation</i>			

## Next Plc

Meeting Date: 15/01/2026

Country: United Kingdom

Ticker: NXT

Record Date: 13/01/2026

Meeting Type: Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles of Association	Mgmt	For	For
2	Authorise Issue of B Shares	Mgmt	For	For

## Intuit Inc.

Meeting Date: 22/01/2026

Country: USA

Ticker: INTU

Record Date: 24/11/2025

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
<i>Voter Rationale: Concerns related to board composition</i>				
1f	Elect Director Tekedra Mawakana	Mgmt	For	For
1g	Elect Director Forrest Norrod	Mgmt	For	For
1h	Elect Director Vasant Prabhu	Mgmt	For	For
1i	Elect Director Thomas Szkutak	Mgmt	For	For
1j	Elect Director Raul Vazquez	Mgmt	For	For
1k	Elect Director Eric S. Yuan	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
<i>Voter Rationale: Pay structure does not trigger any of EOS critical concerns</i>				
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Report on the Return on Investment of the Company's Diversity and Inclusion Efforts	SH	Against	Against

# Kongsberg Gruppen ASA

Meeting Date: 22/01/2026

Country: Norway

Ticker: KOG

Record Date: 15/01/2026

Meeting Type: Extraordinary  
Shareholders

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Notice of Meeting and Agenda	Mgmt	For	For
2	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For
3.1	Approve Demerger Plan (Background)	Mgmt		
3.2	Approve Demerger of Kongsberg Gruppen ASA; Approve NOK 52.8 Million Reduction in Share Capital via Reduction of Par Value in Connection with Demerger	Mgmt	For	For
4.1	Elect Directors; Elect Members of Nominating Committee in Kongsberg Maritime ASA (Background)	Mgmt		
4.2.1	Elect Per Arthur Sorlie (Chair) as Director	Mgmt	For	For
4.2.2	Elect Margareth Ovrum as Director	Mgmt	For	For
4.2.3	Elect Ivar Hansson Myklebust as Director	Mgmt	For	For
4.2.4	Elect Kristin Holth as Director	Mgmt	For	For
4.2.5	Elect Anders Bade as Director	Mgmt	For	For
4.3.1	Elect Vigdis Almestad (Chair) as Member of Nominating Committee	Mgmt	For	For
4.3.2	Elect Erik Must as Member of Nominating Committee	Mgmt	For	For
4.3.3	Elect Torkel Storflor Halmo as Member of Nominating Committee	Mgmt	For	For
4.3.4	Elect Bjarte Espedal as Member of Nominating Committee	Mgmt	For	For
4.4	Approve Remuneration of Directors in Kongsberg Maritime ASA	Mgmt	For	For
4.5	Approve Remuneration of Nominating Committee in Kongsberg Maritime ASA	Mgmt	For	For
4.6	Approve Remuneration of Nominating Committee in Kongsberg Gruppen ASA	Mgmt	For	For
5	Adopt New Articles of Association	Mgmt	For	For

## Kongsberg Gruppen ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Ratify PricewaterhouseCoopers AS as Auditors	Mgmt	For	For

## Reckitt Benckiser Group Plc

**Meeting Date:** 27/01/2026 **Country:** United Kingdom **Ticker:** RKT  
**Record Date:** 23/01/2026 **Meeting Type:** Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Special Dividend	Mgmt	For	For
2	Approve Share Consolidation	Mgmt	For	For
3	Authorise Issue of Equity	Mgmt	For	For
4	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
5	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
6	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For

## Visa Inc.

**Meeting Date:** 27/01/2026 **Country:** USA **Ticker:** V  
**Record Date:** 01/12/2025 **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 Fernández-Carbajal	Mgmt	For	For
1d	Elect Director Teri L. List	Mgmt	For	For
1e	Elect Director John F. Lundgren	Mgmt	For	For
1f	Elect Director Ryan McInerney	Mgmt	For	For
1g	Elect Director Denise M. Morrison	Mgmt	For	For
1h	Elect Director Pamela Murphy	Mgmt	For	For
1i	Elect Director William Ready	Mgmt	For	For

## Visa Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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
<i>Voter Rationale: Pay structure does not trigger any of EOS critical concerns</i>				
3	Ratify KPMG LLP as Auditors	Mgmt	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For
5	Require Independent Board Chair	SH	Against	Against
<i>Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation</i>				
6	Provide Right to Act by Written Consent	SH	Against	Against
7	Report on AI-Driven Online Sexual Exploitation	SH	Against	Against
8	Report on the Return on Investment of the Company's Inclusion Programs	SH	Against	Against

## Accenture Plc

**Meeting Date:** 28/01/2026

**Country:** Ireland

**Ticker:** ACN

**Record Date:** 01/12/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Martin Bruder Müller	Mgmt	For	For
1b	Elect Director Alan Jope	Mgmt	For	For
1c	Elect Director Nancy McKinstry	Mgmt	For	For
1d	Elect Director Jennifer Nason	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
1j	Elect Director Masahiko Uotani	Mgmt	For	For

## Accenture Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
<i>Voter Rationale: Pay structure does not trigger any of EOS critical concerns</i>				
3	Amend Omnibus Stock Plan	Mgmt	For	For
4	Ratify KPMG LLP as Auditors and Authorise Their Remuneration	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

## Imperial Brands Plc

**Meeting Date:** 28/01/2026      **Country:** United Kingdom      **Ticker:** IMB  
**Record Date:** 26/01/2026      **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
<i>Voter Rationale: EOS manual override</i>				
3	Approve Final Dividend	Mgmt	For	For
4	Re-elect Therese Esperdy as Director	Mgmt	For	For
5	Re-elect Sue Clark as Director	Mgmt	For	For
6	Re-elect Ngozi Edozien as Director	Mgmt	For	For
7	Re-elect Andrew Gilchrist as Director	Mgmt	For	For
8	Re-elect Julie Hamilton as Director	Mgmt	For	For
9	Re-elect Alan Johnson as Director	Mgmt	For	For
10	Re-elect Bob Kunze-Concewitz as Director	Mgmt	For	For
11	Re-elect Lukas Paravicini as Director	Mgmt	For	For

## Imperial Brands Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12	Re-elect Jon Stanton as Director	Mgmt	For	For
13	Elect Abbe Luersman as Director	Mgmt	For	For
14	Elect Murray McGowan as Director	Mgmt	For	For
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For
18	Authorise Issue of Equity	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## Telecom Italia SpA

**Meeting Date:** 28/01/2026

**Country:** Italy

**Ticker:** TIT

**Record Date:** 19/01/2026

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1.a	Elect Alessandra Perrazzelli as Director	Mgmt	For	For
1.b	Elect Lorenzo Cavalaglio as Director	Mgmt	For	For
	Extraordinary Business	Mgmt		
2	Approve Reduction of Capital to be Allocated to Reserves; Amend Article 5.1	Mgmt	For	For
	Approve Conversion of Saving Shares into Ordinary Shares; Amend Company Bylaws	Mgmt		
3.1	Proposal Submitted by the Board	Mgmt	For	For
3.2	Shareholder Proposal Submitted by Michele Petrerà	SH	None	Against

## Telecom Italia SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.3	Shareholder Proposal Submitted by D&C Governance Technologies Srl	SH	None	Against

## Compass Group Plc

Meeting Date: 05/02/2026 Country: United Kingdom Ticker: CPG  
Record Date: 03/02/2026 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
<i>Voter Rationale: Total maximum variable pay is equal or greater than 6 times base salary</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 Petros Parras as Director	Mgmt	For	For
7	Re-elect Palmer Brown as Director	Mgmt	For	For
8	Re-elect Liat Ben-Zur as Director	Mgmt	For	For
9	Re-elect John Bryant as Director	Mgmt	For	For
10	Re-elect Juliana Chugg 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 Leanne Wood as Director	Mgmt	For	For
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For

## Compass Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
18	Approve SAYE Share Option Scheme	Mgmt	For	For
19	Approve Amendments to the Share Incentive 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

## The Sage Group plc.

**Meeting Date:** 05/02/2026

**Country:** United Kingdom

**Ticker:** SGE

**Record Date:** 03/02/2026

**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 Jacqui Cartin as Director	Mgmt	For	For
5	Elect Lori Mitchell-Keller as Director	Mgmt	For	For
6	Re-elect Andrew Duff as Director	Mgmt	For	For
7	Re-elect Steve Hare as Director	Mgmt	For	For
8	Re-elect John Bates as Director	Mgmt	For	For
9	Re-elect Jonathan Bewes as Director	Mgmt	For	For
10	Re-elect Maggie Chan Jones as Director	Mgmt	For	For
11	Re-elect Annette Court as Director	Mgmt	For	For
12	Re-elect Roisin Donnelly as Director	Mgmt	For	For
13	Re-elect Derek Harding as Director	Mgmt	For	For

## The Sage Group plc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14	Reappoint 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 Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	Mgmt	For	For
18	Approve Share Incentive Plan	Mgmt	For	For
19	Amend 2023 Colleague Share Purchase Plan	Mgmt	For	For
20	Approve Save and Share Plan	Mgmt	For	For
21	Authorise Issue of Equity	Mgmt	For	For
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## Siemens AG

**Meeting Date:** 12/02/2026

**Country:** Germany

**Ticker:** SIE

**Record Date:** 05/02/2026

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024/25 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 5.35 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2024/25	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.2	Approve Discharge of Management Board Member Veronika Bienert for Fiscal Year 2024/25	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Peter Koerte for Fiscal Year 2024/25	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2024/25	Mgmt	For	For
3.5	Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2024/25	Mgmt	For	For
3.6	Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2024/25	Mgmt	For	For
3.7	Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2024/25	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2024/25	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2024/25	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2024/25	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2024/25	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Regina Dugan for Fiscal Year 2024/25	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2024/25	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Bettina Haller (until Feb. 13, 2025) for Fiscal Year 2024/25	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Oliver Hartmann for Fiscal Year 2024/25	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.9	Approve Discharge of Supervisory Board Member Keryn Lee James for Fiscal Year 2024/25	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2024/25	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Saskia Krausser (from Feb. 25, 2025) for Fiscal Year 2024/25	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Martina Merz (until Feb. 13, 2025) for Fiscal Year 2024/25	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Christian Pfeiffer for Fiscal Year 2024/25	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2024/25	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2024/25	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Kasper Rorsted for Fiscal Year 2024/25	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Ulf Schneider (from Feb. 13, 2025) for Fiscal Year 2024/25	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2024/25	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2024/25	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Mimon Uhamou for Fiscal Year 2024/25	Mgmt	For	For
4.21	Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2024/25	Mgmt	For	For
4.22	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2024/25	Mgmt	For	For

## Siemens AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025/26	Mgmt	For	For
5.2	Ratify PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025/26	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	For
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
7	Approve Supervisory Board Remuneration Policy	Mgmt	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2031	Mgmt	For	For
9	Approve Creation of EUR 90 Million Pool of Capital for Employee Stock Purchase Plan	Mgmt	For	For

## Infineon Technologies AG

**Meeting Date:** 19/02/2026

**Country:** Germany

**Ticker:** IFX

**Record Date:** 12/02/2026

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.35 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Jochen Hanebeck for Fiscal Year 2025	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Elke Reichart for Fiscal Year 2025	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Sven Schneider for Fiscal Year 2025	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Andreas Urschitz for Fiscal Year 2025	Mgmt	For	For

# Infinion Technologies AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.5	Approve Discharge of Management Board Member Rutger Wijburg for Fiscal Year 2025	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Herbert Diess for Fiscal Year 2025	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Xiaoqun Clever-Steg for Fiscal Year 2025	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Johann Dechant for Fiscal Year 2025	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2025	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Annette Engelfried for Fiscal Year 2025	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Hermann Eul for Fiscal Year 2025	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Peter Gruber for Fiscal Year 2025	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Klaus Helmrich for Fiscal Year 2025	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Rico Irmischer (from Feb. 20, 2025) for Fiscal Year 2025	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Susanne Lachenmann for Fiscal Year 2025	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Melanie Riedl for Fiscal Year 2025	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Juergen Scholz (until Feb. 20, 2025) for Fiscal Year 2025	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Ulrich Spiesshofer for Fiscal Year 2025	Mgmt	For	For

## Infinion Technologies AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.14	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2025	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Mirco Synde for Fiscal Year 2025	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Diana Vitale for Fiscal Year 2025	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Ute Wolf for Fiscal Year 2025	Mgmt	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2026 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2026	Mgmt	For	For
6	Ratify Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2026	Mgmt	For	For
7	Approve Remuneration of Supervisory Board	Mgmt	For	For
8	Approve Remuneration Policy	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
9	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				

## Banco BPM SpA

<b>Meeting Date:</b> 23/02/2026	<b>Country:</b> Italy	<b>Ticker:</b> BAMI
<b>Record Date:</b> 12/02/2026	<b>Meeting Type:</b> Extraordinary Shareholders	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business	Mgmt		
1	Amend Company Bylaws	Mgmt	For	For

## Apple Inc.

<b>Meeting Date:</b> 24/02/2026	<b>Country:</b> USA	<b>Ticker:</b> AAPL
<b>Record Date:</b> 02/01/2026	<b>Meeting Type:</b> Annual	

## Apple Inc.

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
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
<i>Voter Rationale: Pay structure does not trigger any of EOS critical concerns</i>				
4	Amend Non-Employee Director Omnibus Stock Plan	Mgmt	For	For
5	Report on Risks Related to Operations in China	SH	Against	Against

## Deere & Company

**Meeting Date:** 25/02/2026

**Country:** USA

**Ticker:** DE

**Record Date:** 30/12/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Leanne G. Caret	Mgmt	For	For
<i>Voter Rationale: EOS manual override</i>				
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
<i>Voter Rationale: EOS manual override</i>				
1f	Elect Director John C. May	Mgmt	For	For
1g	Elect Director Gregory R. Page	Mgmt	For	For

## Deere & Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1h	Elect Director Brian Sikes	Mgmt	For	For
1i	Elect Director Dmitri L. Stockton	Mgmt	For	For
1j	Elect Director Sheila G. Talton	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
<i>Voter Rationale: EOS manual override</i>				
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Against
<i>Voter Rationale: Concerns related to Auditor tenure</i>				
4	Report on Expected Return on Investment of Company's Emissions Reduction Goals	SH	Against	Against
5	Provide Right to Act by Written Consent	SH	Against	Against
<i>Voter Rationale: .</i>				
6	Report on Risks of Excluding Faith-Based Business Resource Groups	SH	Against	Against

## Siemens Energy AG

**Meeting Date:** 26/02/2026

**Country:** Germany

**Ticker:** ENR

**Record Date:** 19/02/2026

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024/25 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.70 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Christian Bruch for Fiscal Year 2024/25	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Maria Ferraro for Fiscal Year 2024/25	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Karim Amin for Fiscal Year 2024/25	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.4	Approve Discharge of Management Board Member Tim Holt for Fiscal Year 2024/25	Mgmt	For	For
3.5	Approve Discharge of Management Board Member Anne-Laure Parrical de Chamard for Fiscal Year 2024/25	Mgmt	For	For
3.6	Approve Discharge of Management Board Member Vinod Philip for Fiscal Year 2024/25	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2024/25	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Robert Kensbock for Fiscal Year 2024/25	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Hubert Lienhard for Fiscal Year 2024/25	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Guenter Augustat for Fiscal Year 2024/25	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Manfred Baereis for Fiscal Year 2024/25	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Manuel Bloemers for Fiscal Year 2024/25	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Christine Bortenlaenger (until Feb. 20, 2025) for Fiscal Year 2024/25	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Anja-Isabel Dotzenrath (from Feb. 20, 2025) for Fiscal Year 2024/25	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2024/25	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Andreas Feldmueller for Fiscal Year 2024/25	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.11	Approve Discharge of Supervisory Board Member Nadine Florian for Fiscal Year 2024/25	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Sigmar Gabriel for Fiscal Year 2024/25	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Veronika Grimm for Fiscal Year 2024/25	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2024/25	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Simone Menne for Fiscal Year 2024/25	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Hildegard Mueller (until Feb. 20, 2025) for Fiscal Year 2024/25	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Laurence Mulliez for Fiscal Year 2024/25	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Thomas Pfann for Fiscal Year 2024/25	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Matthias Rebellius for Fiscal Year 2024/25	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Cornelia Schau for Fiscal Year 2024/25	Mgmt	For	For
4.21	Approve Discharge of Supervisory Board Member Geisha Williams for Fiscal Year 2024/25	Mgmt	For	For
4.22	Approve Discharge of Supervisory Board Member Feiyu Xu (from Feb. 20, 2025) for Fiscal Year 2024/25	Mgmt	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2025/26 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2025/26	Mgmt	For	For

## Siemens Energy AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.2	Ratify KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025/26	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	For
<i>Voter Rationale: EOS manual override</i>				
7	Approve Remuneration of Supervisory Board	Mgmt	For	For

## Kone Oyj

**Meeting Date:** 05/03/2026      **Country:** Finland      **Ticker:** KNEBV  
**Record Date:** 23/02/2026      **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 1.7975 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 Eight	Mgmt	For	For
13.a	Reelect Banmali Agrawala as New Director	Mgmt	For	For

## Kone Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13.b	Reelect Matti Alahuhta as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
13.c	Reelect Susan Duinhoven as Director	Mgmt	For	For
13.d	Reelect Marika Fredriksson as Director	Mgmt	For	For
13.e	Elect Anna Herlin as New Director	Mgmt	For	For
13.f	Reelect Antti Herlin as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to protecting shareholder value Concerns related to inappropriate membership of committees</i>				
13.g	Reelect Jussi Herlin as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
13.h	Reelect Timo Ihamuotila 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
<i>Voter Rationale: Concerns related to double voting rights</i>				
21	Close Meeting	Mgmt		

## FinecoBank SpA

**Meeting Date:** 10/03/2026      **Country:** Italy      **Ticker:** FBK  
**Record Date:** 27/02/2026      **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business	Mgmt		

## FinecoBank SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
0010	Amend Company Bylaws Re: Articles 5, 13, and 23	Mgmt	For	For

## Analog Devices, Inc.

**Meeting Date:** 11/03/2026      **Country:** USA      **Ticker:** ADI  
**Record Date:** 08/01/2026      **Meeting 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
<i>Voter Rationale: EOS manual override</i>				
1d	Elect Director Edward H. Frank	Mgmt	For	For
1e	Elect Director Karen M. Golz	Mgmt	For	For
1f	Elect Director Peter B. Henry	Mgmt	For	For
1g	Elect Director Mercedes Johnson	Mgmt	For	For
1h	Elect Director Yoky Matsuoka	Mgmt	For	For
1i	Elect Director Ray Stata	Mgmt	For	For
1j	Elect Director Andrea F. Wainer	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
<i>Voter Rationale: EOS manual override</i>				
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For
5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation</i>				

## Pandora AS

**Meeting Date:** 11/03/2026      **Country:** Denmark      **Ticker:** PNDORA  
**Record Date:** 04/03/2026      **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 Remuneration of Directors	Mgmt	For	For
5	Approve Allocation of Income and Dividends of DKK 22.00 Per Share	Mgmt	For	For
6.1	Reelect Peter A. Ruzicka as Director	Mgmt	For	For
6.2	Reelect Lilian Fossum Biner as Director	Mgmt	For	For
6.3	Reelect Birgitta Stymne Goransson as Director	Mgmt	For	For
6.4	Reelect Marianne Kirkegaard as Director	Mgmt	For	For
6.5	Reelect Catherine Spindler as Director	Mgmt	For	Abstain
<i>Voter Rationale: Concerns related to attendance at board or committee meetings</i>				
6.6	Reelect Lars Sandahl Sorensen 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
8	Approve Discharge of Management and Board	Mgmt	For	For
9.1	Approve DKK 4 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	Change Location of General Meeting to Greater Copenhagen	Mgmt	For	For
9.4	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For

## Pandora AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10	Other Business	Mgmt		

## Applied Materials, Inc.

**Meeting Date:** 12/03/2026      **Country:** USA      **Ticker:** AMAT  
**Record Date:** 14/01/2026      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director James R. Anderson	Mgmt	For	For
1b	Elect Director Rani Borkar	Mgmt	For	For
1c	Elect Director Judy Bruner	Mgmt	For	For
1d	Elect Director Xun (Eric) Chen	Mgmt	For	For
1e	Elect Director Aart J. de Geus	Mgmt	For	For
1f	Elect Director Gary E. Dickerson	Mgmt	For	For
1g	Elect Director Thomas J. Iannotti	Mgmt	For	For
1h	Elect Director Alexander A. Karsner	Mgmt	For	For
1i	Elect Director Kevin P. March	Mgmt	For	For
1j	Elect Director Scott A. McGregor	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
<i>Voter Rationale: Pay structure does not trigger any of EOS critical concerns</i>				
3	Ratify KPMG LLP as Auditors	Mgmt	For	For

## Wartsila Oyj Abp

**Meeting Date:** 12/03/2026      **Country:** Finland      **Ticker:** WRT1V  
**Record Date:** 02/03/2026      **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	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 0.54 Per Share and Extraordinary Dividends of EUR 0.52 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 212,000 for Chair, EUR 112,000 for Vice Chair and EUR 85,000 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, Henrik Ehrnrooth, Morten H. Engelstoft, Johan Forssell, Tom Johnstone (Chair), Tiina Tuomela and Mika Vehvilainen (Vice Chair) as Directors; Elect Heather Rivard as New Director	Mgmt	For	For
14	Approve Remuneration of Auditors for the Term of Office 2026 and 2027	Mgmt	For	For
15	Ratify PricewaterhouseCoopers as Auditors for the Term of Office 2026	Mgmt	For	For
16	Ratify PricewaterhouseCoopers as Auditors for the Term of Office 2027	Mgmt	For	For
17	Approve Remuneration of Auditor for Sustainability Reporting for the Term of Office 2026 and 2027	Mgmt	For	For
18	Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting for the Term of Office 2026	Mgmt	For	For

## Wartsila Oyj Abp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
19	Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting for the Term of Office 2027	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: 16/03/2026

Country: Denmark

Ticker: CARL.B

Record Date: 09/03/2026

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 29 Per Share	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
5.A	Approve Remuneration Policy	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
5.B	Approve Remuneration of Directors	Mgmt	For	For
6.a)	Reelect Henrik Poulsen as Director	Mgmt	For	For
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 Jens Hjorth as Director	Mgmt	For	For
6.f)	Reelect Bob Kunze-Concewitz as Director	Mgmt	For	For
6.g)	Reelect Punita Lal as Director	Mgmt	For	For

## Carlsberg A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.h)	Reelect Winnie Ma as Director	Mgmt	For	For
7	Ratify PricewaterhouseCoopers as Auditors; Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	Mgmt	For	For
8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For

## QUALCOMM Incorporated

**Meeting Date:** 17/03/2026      **Country:** USA      **Ticker:** QCOM  
**Record Date:** 16/01/2026      **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 Jeremy (Zico) Kolter	Mgmt	For	For
1f	Elect Director Ann M. Livermore	Mgmt	For	For
1g	Elect Director Mark D. McLaughlin	Mgmt	For	For
1h	Elect Director Jamie S. Miller	Mgmt	For	For
1i	Elect Director Marie Myers	Mgmt	For	For
1j	Elect Director Irene B. Rosenfeld	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
<i>Voter Rationale: Pay structure does not trigger any of EOS critical concerns</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>				

## QUALCOMM Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Amend Omnibus Stock Plan	Mgmt	For	For
6	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation</i>				
7	Report on Risks Related to Operations in China	SH	Against	Against

## The Walt Disney Company

Meeting Date: 18/03/2026

Country: USA

Ticker: DIS

Record Date: 20/01/2026

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mary T. Barra	Mgmt	For	For
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
1j	Elect Director Derica W. Rice	Mgmt	For	Against
<i>Voter Rationale: Concerns related to the tenure of the auditor, which can indicate a lack of independence, compromised audit quality and excessive familiarity even if the audit partners have transitioned more frequently.[Auditor1]</i>				
1k	Elect Director Jeffrey E. Williams	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Against
<i>Voter Rationale: Concerns related to the tenure of the auditor, which can indicate a lack of independence, compromised audit quality and excessive familiarity even if the audit partners have transitioned more frequently.[Auditor1]</i>				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
<i>Voter Rationale: Pay structure does not trigger any of EOS critical concerns</i>				

# The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Report on Risks of Excluding Religious Charities from Employee Gift Matching Program	SH	Against	Against
5	Report on Expected and Potential Return on Investment from Climate Commitments *Withdrawn Resolution*	SH		
6	Provide for Cumulative Voting	SH	Against	Against
7	Review and Report on Disability Inclusion and Accessibility Practices	SH	Against	Against

## DSV A/S

**Meeting Date:** 19/03/2026

**Country:** Denmark

**Ticker:** DSV

**Record Date:** 12/03/2026

**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
4	Approve Remuneration of Directors in the Amount of DKK 2.4 Million for Chair, DKK 1.2 Million for Vice Chair and DKK 800,000 for Other Directors; Approve Remuneration for Committee Work	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	For
<i>Voter Rationale: EOS manual override</i>				
6.2	Reelect Beat Walti as Director	Mgmt	For	For
6.3	Reelect Tarek Sultan Al-Essa as Director	Mgmt	For	For
6.4	Reelect Benedikte Leroy as Director	Mgmt	For	For
6.5	Reelect Natalie Shaverdian Riise-Knudsen as Director	Mgmt	For	For

## DSV A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.6	Reelect Sabine Bendiek as Director	Mgmt	For	For
6.7	Elect Lars Soren Rasmussen as New Director	Mgmt	For	For
6.8	Elect Tan Chong Meng as New Director	Mgmt	For	For
7	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For
8	Other Business	Mgmt		

## Genmab A/S

Meeting Date: 19/03/2026

Country: Denmark

Ticker: GMAB

Record Date: 12/03/2026

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 O'Farrell 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 Deloitte as Auditors; Appoint Deloitte as Auditor for Sustainability Reporting	Mgmt	For	For

## Genmab A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.a	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chair, DKK 900,000 for Vice Chair, 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	Approve DKK 1.9 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For
8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
9	Other Business	Mgmt		

## Novonosis (Novozymes A/S)

**Meeting Date:** 23/03/2026

**Country:** Denmark

**Ticker:** NSIS.B

**Record Date:** 16/03/2026

**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 4.25 Per Share	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
5	Approve Remuneration of Directors; Approve Remuneration for Committee Work	Mgmt	For	For
6.a)	Reelect Cornelis (Cees) de Jong (Chair) as Director	Mgmt	For	For
<i>Voter Rationale: EOS manual override.</i>				
7.a)	Reelect Heine Dalgaard (Vice Chair) as Director	Mgmt	For	For
<i>Voter Rationale: EOS manual override.</i>				
8.a)	Reelect Lise Kaae as Director	Mgmt	For	For
8.b)	Reelect Monila Kothari as Director	Mgmt	For	For

## Novonesis (Novozymes A/S)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.c)	Reelect Kasim Kutay Lane as Director	Mgmt	For	For
8.d)	Reelect Kevin Lane as Director	Mgmt	For	For
8.e)	Reelect Morten Otto Alexander Sommer as Director	Mgmt	For	For
8.f)	Reelect Kim Stratton as Director	Mgmt	For	For
9.a)	Ratify Ernst & Young as Auditors; Ratify Ernst & Young as Auditors for Sustainability Reporting	Mgmt	For	For
10.a)	Approve Creation of DKK 93.7 Million Pool of Capital in B Shares without Preemptive Rights; DKK 93.7 Million Pool of Capital with Preemptive Rights; Approve Issuance of Warrants without Preemptive Rights	Mgmt	For	For
10.b)	Authorize Share Repurchase Program	Mgmt	For	For
10.c)	Authorize Board to Decide on the Distribution of Extraordinary Dividends	Mgmt	For	For
10.d)	Change Location of Annual Meeting to Region of Eastern Denmark	Mgmt	For	For
11.a)	Shareholder Proposal Submitted by Michael Gaarde	Mgmt		
	Account for Ethical Policies and Ensure Compliance Frameworks in Practice	SH	Against	Against
<i>Voter Rationale: SH: Against shareholder resolution, against management recommendation / Shareholder proposal does not promote better management of ESG opportunities and risks</i>				
	Management Proposals	Mgmt		
12	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
13	Other Business	Mgmt		

## Nordea Bank Abp

**Meeting Date:** 24/03/2026

**Country:** Finland

**Ticker:** NDA.FI

**Record Date:** 12/03/2026

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Call the Meeting to Order	Mgmt	For	For
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 0.96 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 440,000 for Chair, EUR 190,000 for Vice Chair and EUR 115,500 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
13.b	Reelect Petra van Hoeken as Director	Mgmt	For	For
13.c	Reelect Risto Murto as Director	Mgmt	For	For
13.d	Reelect Lars Rohde as Director	Mgmt	For	For
13.e	Reelect Lene Skole as Director	Mgmt	For	For
13.f	Reelect Per Stromberg as Director	Mgmt	For	For
13.g	Reelect Jonas Synnergren as Director	Mgmt	For	For
13.h	Reelect Arja Talma as Director	Mgmt	For	For
13.i	Reelect Kjersti Wiklund as Director	Mgmt	For	For

## Nordea Bank Abp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13.j	Elect Simon Cooper as New Director	Mgmt	For	For
14	Approve Remuneration of Auditor; Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For
15	Ratify PricewaterhouseCoopers as Auditor; Appoint PricewaterhouseCoopers for Sustainability Reporting	Mgmt	For	For
16	Approve Issuance of Convertible Instruments without Preemptive Rights	Mgmt	For	For
17	Authorize Share Repurchase Program in the Securities Trading Business	Mgmt	For	For
18	Authorize Reissuance of Repurchased Shares	Mgmt	For	For
19	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
20	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		
21	Approve Proposal Regarding Business Activities in the Arctic Region	SH	Against	Against
<p><i>Voter Rationale: SH: Against shareholder resolution, against management recommendation / Shareholder proposal does not promote better management of ESG opportunities and risks</i></p>				
22	Close Meeting	Mgmt		

## Orion Oyj

**Meeting Date:** 24/03/2026

**Country:** Finland

**Ticker:** ORNBV

**Record Date:** 12/03/2026

**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		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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 1.80 Per Share; Approve Charitable Donations of up to EUR 500,000	Mgmt	For	For
9	Approve Discharge of Board and 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 120,000 for Chair, EUR 73,000 for Vice Chair and EUR 60,000 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 Kari Jussi Aho, Ari Lehtoranta, Veli-Matti Mattila (Chair), Hilpi Rautelin, Henrik Stenqvist, and Karen Lykke Sorensen as Directors; Elect Minna Maasilta and Sophie Papa as New Directors	Mgmt	For	For
14	Approve Remuneration of Auditors; Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For
15	Ratify KPMG as Auditors; Appoint KPMG as Auditor for Sustainability Reporting	Mgmt	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For
17	Authorize Reissuance of Repurchased Shares	Mgmt	For	For
18	Approve Issuance of up to 14 Million Class B Shares without Preemptive Rights	Mgmt	For	For
19	Close Meeting	Mgmt		

# Sartorius Stedim Biotech SA

Meeting Date: 24/03/2026

Country: France

Ticker: DIM

Record Date: 16/03/2026

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 0.69 per Share	Mgmt	For	For
4	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 620,000	Mgmt	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
6	Approve Compensation of Joachim Kreuzburg, Chairman of the Board from January 1, 2025 to June 30, 2025	Mgmt	For	For
7	Approve Compensation of Michael Grosse, Chairman of the Board from July 1, 2025 to December 31, 2025	Mgmt	For	For
8	Approve Compensation of Rene Faber, CEO	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
9	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
10	Approve Remuneration Policy of CEO	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
11	Ratify Appointment of Michael Grosse as Director	Mgmt	For	For
12	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>				
	Extraordinary Business	Mgmt		
13	Amend Article 17 of Bylaws Re: Meetings and Deliberations of Board of Directors	Mgmt	For	For

## Sartorius Stedim Biotech SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specifically Designated Beneficiaries, up to Aggregate Nominal Amount of EUR 297,444.40	Mgmt	For	For
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For

## Skandinaviska Enskilda Banken AB

Meeting Date: 24/03/2026

Country: Sweden

Ticker: SEB.A

Record Date: 16/03/2026

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
5.1	Designate Alexandra Bartholdsson Frenander as Inspector of Minutes of Meeting	Mgmt	For	For
5.2	Designate Carina Sverin as Inspector 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
10.1	Approve Allocation of Income and Dividends of SEK 8.50 Per A-share and C-share; Approve Special Dividend of SEK 2.50 Per A-share and C-share	Mgmt	For	For
10.2	Approve Record Date for Dividend Payment	Mgmt	For	For
11.1	Approve Discharge of Jacob Aarup-Andersen	Mgmt	For	For
11.2	Approve Discharge of Signhild Arnegard Hansen	Mgmt	For	For

# Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11.3	Approve Discharge of Jan Erik Back	Mgmt	For	For
11.4	Approve Discharge of Paula Berg	Mgmt	For	For
11.5	Approve Discharge of Anne-Catherine Berner	Mgmt	For	For
11.6	Approve Discharge of John Flint	Mgmt	For	For
11.7	Approve Discharge of Winnie Fok	Mgmt	For	For
11.8	Approve Discharge of Anna-Karin Glimstrom	Mgmt	For	For
11.9	Approve Discharge of Svein Tore Holsether	Mgmt	For	For
11.10	Approve Discharge of Sonja Landin	Mgmt	For	For
11.11	Approve Discharge of Eva Lindholm	Mgmt	For	For
11.12	Approve Discharge of Goran Nettelblatt	Mgmt	For	For
11.13	Approve Discharge of Sven Nyman	Mgmt	For	For
11.14	Approve Discharge of Marika Ottander	Mgmt	For	For
11.15	Approve Discharge of Lars Ottersgard	Mgmt	For	For
11.16	Approve Discharge of Helena Saxon	Mgmt	For	For
11.17	Approve Discharge of Lena Skullman	Mgmt	For	For
11.18	Approve Discharge of Johan Torgeby (as Board Member)	Mgmt	For	For
11.19	Approve Discharge of Marcus Wallenberg	Mgmt	For	For
11.20	Approve Discharge of Johan Torgeby (as President)	Mgmt	For	For
12.1	Determine Number of Directors (11) and Deputy Directors (0) of Board	Mgmt	For	For
12.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
13.1	Approve Remuneration of Directors in the Amount of SEK 4.3 Million for Chair, SEK 1.42 Million for Vice Chair and SEK 1.1 Million for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
13.2	Approve Remuneration of Auditors	Mgmt	For	For

# Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14a1	Reelect Jacob Aarup-Andersen as Director	Mgmt	For	For
14a2	Reelect Signhild Arnegard Hansen as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
14a3	Reelect Jan Erik Back as Director	Mgmt	For	For
14a4	Reelect Anne-Catherine Berner as Director	Mgmt	For	For
14a5	Reelect John Flint as Director	Mgmt	For	For
14a6	Reelect Svein Tore Holsether as Director	Mgmt	For	For
14a7	Reelect Eva Lindholm as Director	Mgmt	For	For
14a8	Reelect Lars Ottersgard as Director	Mgmt	For	For
14a9	Reelect Johan Torgeby as Director	Mgmt	For	For
14a10	Reelect Marcus Wallenberg as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees Concerns related to potential overboarding</i>				
14a11	Elect Martina Wallenberg as New Director	Mgmt	For	For
14.b	Reelect Marcus Wallenberg as Board Chair	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees Concerns related to potential overboarding</i>				
15	Ratify Ernst & Young as Auditors	Mgmt	For	For
16	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
17.a)	Approve SEB All Employee Program 2026 for All Employees in Most of the Countries where SEB Operates	Mgmt	For	For
17.b)	Approve SEB Share Deferral Program 2026 for Group Executive Committee, Senior Managers and Key Employees	Mgmt	For	For
17.c)	Approve SEB Restricted Share Program 2026 for Other than Senior Managers in Certain Business Units	Mgmt	For	For
18.a)	Authorize Share Repurchase Program	Mgmt	For	For
18.b)	Authorize Repurchase of Class A and/or Class C Shares and Reissuance of Repurchased Shares for Capital Purposes and Long-Term Incentive Plans	Mgmt	For	For

## Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
18.c)	Approve Transfer of Class A Shares to Participants in 2026 Long-Term Equity Programmes	Mgmt	For	For
19	Approve Issuance of Convertibles without Preemptive Rights	Mgmt	For	For
20.a)	Approve SEK 614.8 Million Reduction in Share Capital for Transfer to Unrestricted Equity	Mgmt	For	For
20.b)	Approve Capitalization of Reserves of SEK 614.8 Million for a Bonus Issue	Mgmt	For	For
21	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	Mgmt	For	For
	Shareholder Proposals Submitted by the Swedish Society for Nature Conservation	Mgmt		
22	Approve Revision of Company's Strategy to Reduce Environmental, Climate-Related and Financial Risks	SH	None	Against
<p><i>Voter Rationale: Shareholder proposal does not advance shareholder rights on behalf of institutional investors nor seeks to protect the current status of shareholder rights at the company.[ShareholderProposal5]</i></p>				
23	Close Meeting	Mgmt		

## Swedbank AB

**Meeting Date:** 24/03/2026

**Country:** Sweden

**Ticker:** SWED.A

**Record Date:** 16/03/2026

**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 Inspector(s) of Minutes of Meeting	Mgmt		
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7.a	Receive Financial Statements and Statutory Reports	Mgmt		

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
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 29.80 Per Share	Mgmt	For	For
10a	Approve Discharge of Goran Bengtsson	Mgmt	For	For
10b	Approve Discharge of Annika Creutzer	Mgmt	For	For
10c	Approve Discharge of Kerstin Hermansson	Mgmt	For	For
10d	Approve Discharge of Helena Liljedahl	Mgmt	For	For
10e	Approve Discharge of Anna Mossberg	Mgmt	For	For
10f	Approve Discharge of Per Olof Nyman	Mgmt	For	For
10g	Approve Discharge of Biljana Pehrsson	Mgmt	For	For
10h	Approve Discharge of Goran Persson	Mgmt	For	For
10i	Approve Discharge of Biorn Riese	Mgmt	For	For
10j	Approve Discharge of Hans Eckerstrom	Mgmt	For	For
10k	Approve Discharge of Rasmus Roos	Mgmt	For	For
10l	Approve Discharge of Jens Henriksson	Mgmt	For	For
10m	Approve Discharge of Roger Ljung	Mgmt	For	For
10n	Approve Discharge of Ake Skoglund	Mgmt	For	For
10o	Approve Discharge of Henrik Joelsson	Mgmt	For	For
10p	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 3.6 Million for Chair, SEK 1.2 Million for Vice Chair and SEK 860,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For
13a	Reelect Goran Bengtsson as Director	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13b	Reelect Annika Creutzer as Director	Mgmt	For	For
13c	Reelect Kerstin Hermansson as Director	Mgmt	For	For
13d	Reelect Helena Liljedahl as Director	Mgmt	For	For
13e	Reelect Anna Mossberg as Director	Mgmt	For	For
13f	Reelect Per Olof Nyman as Director	Mgmt	For	For
13g	Reelect Biljana Pehrsson as Director	Mgmt	For	For
13h	Reelect Goran Persson as Director	Mgmt	For	For
13i	Reelect Biorn Riese as Director	Mgmt	For	For
13j	Reelect Rasmus Roos as Director	Mgmt	For	For
13k	Elect Rikard Josefson 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 Convertible Bonds without Preemptive Rights	Mgmt	For	For
20a	Approve Common Deferred Share Bonus Plan (Eken 2026)	Mgmt	For	For
20b	Approve Deferred Share Bonus Plan for Key Employees (IP 2026)	Mgmt	For	For
20c	Approve Equity Plan Financing	Mgmt	For	For
21	Approve Remuneration Report	Mgmt	For	For
22	Close Meeting	Mgmt		

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 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 195,000 for Chair, EUR 98,000 for Vice Chair, and EUR 83,000 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 Pasi Laine (Chair), John Abbott (Vice Chair), Nick Elmslie, Anna Hyvonen, Just Jansz, Essimari Kairisto, Conrad Keijzer and Sari Mannonen as Directors	Mgmt	For	For
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

## Neste Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
19	Approve Issuance of up to 23 Million Shares without Preemptive Rights	Mgmt	For	For
20	Close Meeting	Mgmt		

## Svenska Handelsbanken AB

**Meeting Date:** 25/03/2026      **Country:** Sweden      **Ticker:** SHB.A  
**Record Date:** 17/03/2026      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2.1	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 17.50 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

# Svenska Handelsbanken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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 Anders Jernhall	Mgmt	For	For
11.12	Approve Discharge of Louise Lindh	Mgmt	For	For
11.13	Approve Discharge of Lena Renstrom	Mgmt	For	For
11.14	Approve Discharge of Ulf Riese	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 (8)	Mgmt	For	For
16	Determine Number of Auditors (2)	Mgmt	For	For
17.1	Approve Remuneration of Directors in the Amount of SEK 4.2 Million for Chair, SEK 1.19 Million for Vice Chair and SEK 855,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
17.2	Approve Remuneration of Auditors	Mgmt	For	For
18.A	Reelect Stina Bergfors as Director	Mgmt	For	For
18.B	Reelect Hans Biorck as Director	Mgmt	For	For
18.C	Reelect Par Boman as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees Concerns related to potential overboarding</i>				
18.D	Reelect Kerstin Hessius as Director	Mgmt	For	For
18.E	Reelect Anders Jernhall as Director	Mgmt	For	For
18.F	Reelect Louise Lindh as Director	Mgmt	For	For

## Svenska Handelsbanken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
18.G	Reelect Fredrik Lundberg as Director	Mgmt	For	Against
	<i>Voter Rationale: Concerns related to potential overboarding</i>			
18.H	Reelect Ulf Riese as Director	Mgmt	For	Against
	<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>			
19.1	Elect Par Borman as Board Chair	Mgmt	For	Against
	<i>Voter Rationale: Concerns related to inappropriate membership of committees Concerns related to potential overboarding</i>			
20.1	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
20.2	Ratify Deloitte as Auditors	Mgmt	For	For
21.1	Ratify Azets Revision & Radgivning AB as Auditors in Foundations with Associated Management	Mgmt	For	For
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt		
22	Approve Proposal Regarding Development and Issuance of Personal Electronical IDs Consisting of QR Codes with Short Validity Periods	SH	Against	Against
	<i>Voter Rationale: SH: Against shareholder resolution, against management recommendation / Shareholder proposal does not promote better management of ESG opportunities and risks</i>			
23	Close Meeting	Mgmt		

## Andritz AG

**Meeting Date:** 26/03/2026

**Country:** Austria

**Ticker:** ANDR

**Record Date:** 16/03/2026

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2025 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 2.70 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2025	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2025	Mgmt	For	For
5	Approve Remuneration of Supervisory Board Members	Mgmt	For	For

## Andritz AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.1	Ratify Deloitte Audit as Auditors for Fiscal Year 2026	Mgmt	For	For
6.2	Ratify Deloitte Audit as Auditor for Sustainability Reporting for Fiscal Year 2026	Mgmt	For	For
7.1	Elect Wolfgang Leitner as Supervisory Board Member	Mgmt	For	Against
<i>Voter Rationale: Concerns related to overall board structures that may result in the reduction of shareholder rights. [BoardStructures5]</i>				
7.2	Elect Juergen Fechter as Supervisory Board Member	Mgmt	For	For
8	Approve Remuneration Report	Mgmt	For	For
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For

## Danske Bank A/S

**Meeting Date:** 26/03/2026

**Country:** Denmark

**Ticker:** DANSKE

**Record Date:** 19/03/2026

**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 16.94 Per Share; Approve Extraordinary Dividends of DKK 5.78 per Share	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
5	Approve Remuneration Policy	Mgmt	For	For
<i>Voter Rationale: EOS manual override.</i>				
6	Approve Remuneration of Directors in the Amount of DKK 2.6 Million for Chair, DKK 1.3 for Vice Chair and DKK 790.000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
7	Determine Number of Members and Deputy Members of Board	Mgmt	For	For
7.a	Reelect Martin Blessing as Director	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.b	Reelect Martin Norkjaer Larsen as Director	Mgmt	For	For
7.c	Reelect Jacob Dahl as Director	Mgmt	For	For
7.d	Reelect Lieve Mostrey as Director	Mgmt	For	For
7.e	Reelect Allan Polack as Director	Mgmt	For	For
7.f	Reelect Rafael Salinas as Director	Mgmt	For	For
7.g	Reelect Marianne Sorensen as Director	Mgmt	For	For
7.h	Reelect Helle Valentin as Director	Mgmt	For	For
8.a	Ratify Deloitte as Auditors	Mgmt	For	For
9.a	Approve DKK 191.8 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For
9.b	Approve Creation of DKK 1.63 Billion Pool of Capital with Preemptive Rights; Approve Issuance of Convertible Loans	Mgmt	For	For
9.c	Approve Creation of DKK 810 Million Pool of Capital without Preemptive Rights	Mgmt	For	For
9.d	Approve Creation of Pool of Capital without Preemptive Rights; Approve Issuance of Convertible Loans	Mgmt	For	For
9.e	Amend Articles	Mgmt	For	For
9.f	Authorize Share Repurchase Program	Mgmt	For	For
10	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For
	Shareholder Proposals Submitted by ActionAid Denmark	Mgmt		
11.a	Approve Divestment from Fossil Fuel Companies that do not have a Transition Plan in Line with the Paris Agreement	SH	Against	Against
<p><i>Voter Rationale: Shareholder proposal promotes actions that will not help achieve long-term value creation and will not safeguard shareholder interests.[ShareholderProposal1]</i></p>				
	Shareholder Proposals Submitted by Jorgen Dahlberg	Mgmt		
11.b	Approve Transparent Price Lists and Return Statements	SH	Against	Against
<p><i>Voter Rationale: Shareholder proposal would not result in material additional disclosures that would be decision-useful to investors and so would not be an efficient use of company resources.[ShareholderProposal2]</i></p>				

## Danske Bank A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Shareholder Proposals Submitted by Wismann Holding ApS	Mgmt		
11.c1	Approve Conduction of a Survey on whether Shareholders Prefer General Meetings with Physical Attendance or Electronically	SH	Against	Against
<i>Voter Rationale: Shareholder proposal would not result in material additional disclosures that would be decision-useful to investors and so would not be an efficient use of company resources.[ShareholderProposal2]</i>				
	Shareholder Proposals Submitted by Wismann Holding ApS	Mgmt		
11.c2	Approve Proposal Regarding Prevention of Attorneys from Firms that have Incurred over DKK 10 Million in Penalties for Serious Financial Crime within the past Ten Years from being Appointed as Chair of the Annual General Meetings.	SH	Against	Against
<i>Voter Rationale: Shareholder proposal would not result in material additional disclosures that would be decision-useful to investors and so would not be an efficient use of company resources.[ShareholderProposal2]</i>				
	Management Proposals	Mgmt		
12	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
13	Other Business	Mgmt		

## Essity AB

**Meeting Date:** 26/03/2026

**Country:** Sweden

**Ticker:** ESSITY.B

**Record Date:** 18/03/2026

**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
5	Approve Agenda of Meeting	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt		

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
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 8.75 Per Share	Mgmt	For	For
8.c1	Approve Discharge of Ewa Bjorling	Mgmt	For	For
8.c2	Approve Discharge of Maria Carell	Mgmt	For	For
8.c3	Approve Discharge of Annemarie Gardshol	Mgmt	For	For
8.c4	Approve Discharge of Magnus Groth	Mgmt	For	For
8.c5	Approve Discharge of Jan Gurander	Mgmt	For	For
8.c6	Approve Discharge of Alexander Lacik	Mgmt	For	For
8.c7	Approve Discharge of Torbjorn Loof	Mgmt	For	For
8.c8	Approve Discharge of Katarina Martinson	Mgmt	For	For
8.c9	Approve Discharge of Bert Nordberg	Mgmt	For	For
8.c10	Approve Discharge of Barbara M. Thoralfsson	Mgmt	For	For
8.c11	Approve Discharge of Karl Aberg	Mgmt	For	For
8.c12	Approve Discharge of Sofia Lafqvist	Mgmt	For	For
8.c13	Approve Discharge of Susanna Lind	Mgmt	For	For
8.c14	Approve Discharge of Orjan Svensson	Mgmt	For	For
8.c15	Approve Discharge of Magnus Groth (Former CEO)	Mgmt	For	For
8.c16	Approve Discharge of Ulrika Kolsrud (CEO)	Mgmt	For	For
9	Determine Number of Directors (9) and Deputy Members (0) of Board	Mgmt	For	For
10	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 3 Million for Chair and SEK 1 Million for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For

## Essity AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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 Jan Gurander as Director	Mgmt	For	For
12.d	Reelect Alexander Lacik as Director	Mgmt	For	For
12.e	Reelect Torbjorn Loof as Director	Mgmt	For	For
12.f	Reelect Katarina Martinson as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees Concerns related to potential overboarding</i>				
12.g	Reelect Bert Nordberg as Director	Mgmt	For	For
12.h	Reelect Barbara M. Thoralfsson as Director	Mgmt	For	For
12.i	Reelect Karl Aberg as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
13	Reelect Jan Gurander as Board Chair	Mgmt	For	For
14	Ratify Ernst & Young as Auditor	Mgmt	For	For
15	Approve Remuneration Report	Mgmt	For	For
16	Approve Cash-Based Incentive Program (Program 2026-2028) for Key Employees	Mgmt	For	For
17	Approve SEK 37,7 Million Reduction in Share Capital via Share Cancellation; Approve Share Capital Increase Through Bonus Issue	Mgmt	For	For
18.a	Authorize Share Repurchase Program	Mgmt	For	For
18.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For

## Gjensidige Forsikring ASA

**Meeting Date:** 26/03/2026

**Country:** Norway

**Ticker:** GJF

**Record Date:** 19/03/2026

**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	Registration of Attending Shareholders and Proxies	Mgmt		
4	Approve Notice of Meeting and Agenda	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For
6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 10.00 Per Share; Approve Extraordinary Dividends of NOK 4.50 Per Share	Mgmt	For	For
7	Discuss Company's Corporate Governance Statement	Mgmt		
8	Approve Remuneration Statement	Mgmt	For	For
9	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
	Shareholder Proposals Submitted by Folketrygdfondet	Mgmt		
10	Amend Articles: Board Related	SH	None	For
	Management Proposals	Mgmt		
11a	Authorize Board to Distribute Dividends	Mgmt	For	For
11b	Approve Equity Plan Financing Through Share Repurchase Program	Mgmt	For	For
11c	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
11d	Approve Creation of NOK 100 Million Pool of Capital without Preemptive Rights	Mgmt	For	For
11e	Authorize Board to Raise Subordinated Loans and Other External Financing	Mgmt	For	For

## Gjensidige Forsikring ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12a	Reelect Dag Mejdell (Chair), Gunnar Robert Sellaeg, Gyrid Skalleberg Ingero, Mari Thjomoe, Simona Trombetta and Tor Magne Lonnum as Directors; Elect Nils-Jakob Rosholt as New Director	Mgmt	For	Against
<p><i>Voter Rationale: Concern that the director has insufficient time to dedicate to the their directorship, particularly at times of heavy demand for board oversight, taking into account other commitments including relevant board, executive and other formal positions.[DirectorElection1]</i></p>				
12b1	Elect Anne Skuterud (Chair) as Member of Nominating Committee	Mgmt	For	For
12b2	Elect Alfred Overland as Member of Nominating Committee	Mgmt	For	For
12b3	Reelect Henrik Bachke Madsen as Member of Nominating Committee	Mgmt	For	For
12b4	Reelect Inger Groggaard Stensaker as Member of Nominating Committee	Mgmt	For	For
12b5	Reelect Pernille Moen Masdal as Member of Nominating Committee	Mgmt	For	For
12c	Ratify Deloitte as Auditors	Mgmt	For	For
13	Approve Remuneration of Directors; Approve Remuneration of Auditors; Approve Remuneration for Committee Work	Mgmt	For	For

## Kesko Oyj

**Meeting Date:** 26/03/2026

**Country:** Finland

**Ticker:** KESKOB

**Record Date:** 16/03/2026

**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		

## Kesko Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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
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 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, Tiina Alahuhta-Kasko, Jannica Fagerholm, Pauli Jaakola, Jussi Perala, TimoRitakallio as Directors; Elect Mervi Airaksinen as New Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to protecting shareholder value</i>				
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		

## Novo Nordisk A/S

**Meeting Date:** 26/03/2026

**Country:** Denmark

**Ticker:** NOVO.B

**Record Date:** 19/03/2026

**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 7.95 Per Share	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
5.1	Approve Remuneration of Directors for 2025	Mgmt	For	For
5.2	Approve Remuneration Level of Directors for 2026	Mgmt	For	For
6.1	Reelect Lars Rebien Sorensen (Chair) as Director	Mgmt	For	Abstain
<i>Voter Rationale: Non-independent Chairman</i>				
6.2	Reelect Cees de Jong (Vice Chair) as Director	Mgmt	For	For
6.3a	Reelect Britt Meelby Jensen as Director	Mgmt	For	For
6.3b	Reelect Kasim Kutay as Director	Mgmt	For	For
6.3c	Reelect Stephan Engels as Director	Mgmt	For	For
6.3d	Elect Helena Saxon as New Director	Mgmt	For	For
6.3e	Elect Jan van de Winkel as New Director	Mgmt	For	For
6.3f	Elect Ramona Sequeira as New 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
8.3	Change Location of General Meeting to Eastern Denmark	Mgmt	For	For
9	Other Business	Mgmt		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	The Meeting is GPD Only Meeting	Mgmt		
1	Receive Report of Board	Mgmt		
2a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2b	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 1.53 Million for Chair, DKK 1.02 Million for Vice Chair, and DKK 510,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
6a	Approve DKK 55.4 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For
6b	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
6c	Authorize Share Repurchase Program	Mgmt	For	For
7a	Reelect Steffen Kragh as Director	Mgmt	For	For
7b	Reelect Carl-Viggo Ostlund as Director	Mgmt	For	For
7c	Reelect Thomas Hofman-Bang as Director	Mgmt	For	For
7d	Reelect Benedicte Bakke Agerup as Director	Mgmt	For	For
7e	Elect Vibeke Krag as New Director	Mgmt	For	For
7f	Elect Catharina Eklof as New Director	Mgmt	For	For
7g	Elect Jorn Rise Andersen as Director	Mgmt	For	For

## Tryg A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7h	Elect Anne Kaltoft as Director	Mgmt	For	For
7.1	Elect Torben Jensen as Director	Mgmt	For	For
7j	Elect Jonas Bjorn Jensen as Director	Mgmt	For	For
8a	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
8b	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		

## Svenska Cellulosa AB SCA

**Meeting Date:** 27/03/2026      **Country:** Sweden      **Ticker:** SCA.B  
**Record Date:** 19/03/2026      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; 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
5	Approve Agenda of Meeting	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Receive President's Report	Mgmt		
8a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8b	Approve Allocation of Income and Dividends of SEK 3.00 Per Share	Mgmt	For	For
8c.1	Approve Discharge of Asa Bergman	Mgmt	For	For
8c.2	Approve Discharge of Lennart Evrell	Mgmt	For	For

# Svenska Cellulosa AB SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8c.3	Approve Discharge of Annemarie Gardshol	Mgmt	For	For
8c.4	Approve Discharge of Carina Hakansson	Mgmt	For	For
8c.5	Approve Discharge of Ulf Larsson (as Board Member)	Mgmt	For	For
8c.6	Approve Discharge of Martin Lindqvist	Mgmt	For	For
8c.7	Approve Discharge of Helena Stjernholm	Mgmt	For	For
8c.8	Approve Discharge of Anders Sundstrom	Mgmt	For	For
8c.9	Approve Discharge of Barbara M. Thoralfsson	Mgmt	For	For
8c.10	Approve Discharge of Employee Representative Niclas Andersson	Mgmt	For	For
8c.11	Approve Discharge of Employee Representative Roger Bostrom	Mgmt	For	For
8c.12	Approve Discharge of Employee Representative Maria Jonsson	Mgmt	For	For
8c.13	Approve Discharge of Deputy Employee Representative Stefan Lundkvist	Mgmt	For	For
8c.14	Approve Discharge of Deputy Employee Representative Malin Marklund	Mgmt	For	For
8c.15	Approve Discharge of Deputy Employee Representative Peter Olsson	Mgmt	For	For
8c.16	Approve Discharge of CEO Ulf Larsson	Mgmt	For	For
9	Determine Number of Directors (9) and Deputy Directors (0) of Board	Mgmt	For	For
10	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
11.1	Approve Remuneration of Directors in the Amount of SEK 2.3 Million for Chair and SEK 765,000 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	Against

*Voter Rationale: Concerns related to potential overboarding*

## Svenska Cellulosa AB SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12.2	Reelect Lennart Evrell as Director	Mgmt	For	For
12.3	Reelect Annemarie Gardshol as Director	Mgmt	For	For
12.4	Reelect Carina Hakansson as Director	Mgmt	For	For
12.5	Reelect Ulf Larsson as Director	Mgmt	For	For
12.6	Reelect Martin Lindqvist as Director	Mgmt	For	For
12.7	Reelect Helena Stjernholm as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees Concerns related to potential overboarding</i>				
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>				
13	Reelect Helena Stjernholm as Board Chair	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees Concerns related to potential overboarding</i>				
14	Ratify Ernst & Young as Auditor	Mgmt	For	For
15	Approve Remuneration Report	Mgmt	For	For
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
17	Approve Cash-Based Incentive Program (Program 2026-2028) for Key Employees	Mgmt	For	For
18	Close Meeting	Mgmt		

## Fortum Oyj

**Meeting Date:** 31/03/2026

**Country:** Finland

**Ticker:** FORTUM

**Record Date:** 19/03/2026

**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	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 0.74 Per Share	Mgmt	For	For
9	Approve Discharge of Board and 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 175,000 for Chair, EUR 95,000 for Deputy 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 Ten	Mgmt	For	For
13	Reelect Ralf Christian, Luisa Delgado, Jonas Gustavsson (Vice Chair), Stefanie Kesting, Marita Niemela, Mikael Silvennoinen (Chair), Johan Soderstrom and Vesa-Pekka Takala as Directors; Elect Mika Anttonen and Emmanuelle Verger-Chabot as New Directors	Mgmt	For	For
14	Approve Remuneration of Auditors; Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For
15	Ratify KPMG as Auditors for the Term of Office 2027; Appoint KPMG as Auditor for Sustainability Reporting for the Term of Office 2027	Mgmt	For	For
16	Amend Articles Re: Financial Statements, Auditing and Sustainability Reporting Assurance; Annual General Meeting	Mgmt	For	For
17	Authorize Charitable Donations	Mgmt	For	For
18	Close Meeting	Mgmt		

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 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 14 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 Martin Lindqvist	Mgmt	For	For
11g	Approve Discharge of Catherine Marcus	Mgmt	For	For
11h	Approve Discharge of Jayne McGivern	Mgmt	For	For
11i	Approve Discharge of Henrik Sjolund	Mgmt	For	For
11j	Approve Discharge of Asa Soderstrom Winberg	Mgmt	For	For
11k	Approve Discharge of Ola Falt	Mgmt	For	For
11l	Approve Discharge of Richard Horstedt	Mgmt	For	For
11m	Approve Discharge of Yvonne Stenman	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11n	Approve Discharge of Fredrik Norrman	Mgmt	For	For
11o	Approve Discharge of Hans Reinholdsson	Mgmt	For	For
11p	Approve Discharge of Anders Rattgard	Mgmt	For	For
11q	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 2.6 Million for Chair and SEK 860,000 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
<p><i>Voter Rationale: Concerns related to membership of a key committee, which in line with our voting policy should comprise fully independent directors only in order to better protect shareholder interests and avoid undue influence on key committee decisions and oversight.[BoardStructure3] Concern that the director has insufficient time to dedicate to the their directorship, particularly at times of heavy demand for board oversight, taking into account other commitments including relevant board, executive and other formal positions.[DirectorElection1]</i></p>				
14c	Reelect Mats Hederos as Director	Mgmt	For	For
14d	Reelect Martin Lindqvist as Director	Mgmt	For	Against
<p><i>Voter Rationale: Concern that the director has insufficient time to dedicate to the their directorship, particularly at times of heavy demand for board oversight, taking into account other commitments including relevant board, executive and other formal positions.[DirectorElection1]</i></p>				
14e	Reelect Catherine Marcus as Director	Mgmt	For	For
14f	Reelect Jayne McGivern as Director	Mgmt	For	For
14g	Reelect Henrik Sjolund as Director	Mgmt	For	Against
<p><i>Voter Rationale: Concerns related to membership of a key committee, which in line with our voting policy should comprise fully independent directors only in order to better protect shareholder interests and avoid undue influence on key committee decisions and oversight.[BoardStructure3]</i></p>				
14h	Reelect Asa Soderstrom Winberg as Director	Mgmt	For	For
14i	Reelect Hans Biorck as Board Chair	Mgmt	For	For
15	Ratify Ernst & Young AB as Auditors	Mgmt	For	For

## Skanska AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
16	Approve Nomination Committee Procedures	Mgmt	For	For
17	Approve Remuneration Report	Mgmt	For	Against
<p><i>Voter Rationale: Concerns that remuneration policy design is insufficiently aligned to long-term shareholder value, in particular appearing to display an insufficient combination of simplicity of design, alignment of incentives to long-term company success, material executive shareholdings, accountability of the board to compensation outcomes; and good engagement between the company and investors.[Remuneration1]</i></p>				
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:** 31/03/2026      **Country:** Sweden      **Ticker:** ERIC.B  
**Record Date:** 23/03/2026      **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	Against
<p><i>Voter Rationale: Concerns that remuneration policy design is insufficiently aligned to long-term shareholder value, in particular appearing to display an insufficient combination of simplicity of design, alignment of incentives to long-term company success, material executive shareholdings, accountability of the board to compensation outcomes; and good engagement between the company and investors.[Remuneration1]</i></p>				
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

# Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.3.d	Approve Discharge of Board Member Christian Cederholm	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 Marachel Knight	Mgmt	For	For
8.3.h	Approve Discharge of Board Member Kristin S. Rinne	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 3.00 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 5.2 Million for Chair and SEK 1.4 Million for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	Against

*Voter Rationale: Concerns that remuneration policy design is insufficiently aligned to long-term shareholder value, in particular appearing to display an insufficient combination of simplicity of design, alignment of incentives to long-term company success, material executive shareholdings, accountability of the board to compensation outcomes; and good engagement between the company and investors.[Remuneration1]*

# Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11.1	Reelect Jon Fredrik Baksaas as Director	Mgmt	For	For
11.2	Reelect Jan Carlson as Director	Mgmt	For	Against
<p><i>Voter Rationale: Concern that the director has insufficient time to dedicate to the their directorship, particularly at times of heavy demand for board oversight, taking into account other commitments including relevant board, executive and other formal positions.[DirectorElection1] Concerns related to board gender diversity not meeting the thresholds as outlined in our policy.[BoardCompositionGL1]</i></p>				
11.3	Reelect Christian Cederholm 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 Marachel Knight as Director	Mgmt	For	For
11.7	Reelect Kristin S. Rinne as Director	Mgmt	For	For
11.8	Reelect Jonas Synnergren as Director	Mgmt	For	For
11.9	Reelect Jacob Wallenberg as Director	Mgmt	For	For
11.10	Reelect Christy Wyatt as Director	Mgmt	For	For
11.11	Reelect Karl Aberg as Director	Mgmt	For	For
12	Reelect Jan Carlson as Board Chair	Mgmt	For	Against
<p><i>Voter Rationale: Concern that the director has insufficient time to dedicate to the their directorship, particularly at times of heavy demand for board oversight, taking into account other commitments including relevant board, executive and other formal positions.[DirectorElection1] Concerns related to board gender diversity not meeting the thresholds as outlined in our policy.[BoardCompositionGL1]</i></p>				
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 2026 (LTV 2026)	Mgmt	For	For
16.2	Approve Equity Plan Financing LTV 2026	Mgmt	For	For
16.3	Approve Alternative Equity Plan Financing of LTV 2026, if Item 16.2 is Not Approved	Mgmt	For	For
17.1	Amend Long-Term Variable Compensation Program 2025 (LTV 2025)	Mgmt	For	For
17.2	Approve Equity Plan Financing LTV 2025	Mgmt	For	For

## Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
17.3	Approve Alternative Equity Plan Financing of LTV 2025, if Item 17.2 is Not Approved	Mgmt	For	For
18.1	Approve Equity Plan Financing of LTV I 2023, LTV II 2023 and LTV 2024	Mgmt	For	For
18.2	Approve Equity Plan Financing of LTV I 2023, LTV II 2023 and LTV 2024	Mgmt	For	For
19	Authorize Class B Share Repurchase Program	Mgmt	For	For
20	Close Meeting	Mgmt		

## UniCredit SpA

**Meeting Date:** 31/03/2026      **Country:** Italy      **Ticker:** UCG  
**Record Date:** 20/03/2026      **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
0010	Accept Financial Statements and Statutory Reports	Mgmt	For	For
0020	Approve Allocation of Income	Mgmt	For	For
0030	Approve Elimination of Negative Reserves	Mgmt	For	For
0040	Authorize Share Repurchase Program	Mgmt	For	For
0050	Approve Remuneration Policy	Mgmt	For	For
0060	Approve Second Section of the Remuneration Report	Mgmt	For	For
<i>Voter Rationale: EOS manual override.</i>				
0070	Approve 2026 Group Incentive System	Mgmt	For	For
	Extraordinary Business	Mgmt		
0080	Authorize Board to Increase Capital to Service the 2020 Group Incentive System	Mgmt	For	For
0090	Authorize Board to Increase Capital to Service the 2021 Group Incentive System	Mgmt	For	For
0100	Authorize Board to Increase Capital to Service the 2022 Group Incentive System	Mgmt	For	For
<i>Voter Rationale: EOS manual override.</i>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
0110	Authorize Board to Increase Capital to Service the 2023 Group Incentive System	Mgmt	For	For
0120	Authorize Board to Increase Capital to Service the 2024 Group Incentive System	Mgmt	For	For
0130	Authorize Board to Increase Capital to Service the 2025 Group Incentive System	Mgmt	For	For
0140	Authorize Board to Increase Capital to Service the 2020-2023 LTI Plan	Mgmt	For	For
0150	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For