

Board Statistics Report



Parameters Used:

Location(s): All locations

Account Group(s): ODIN Micro Cap, VERD ODIN EMERGING MARKETS, VERDIPAPIRFOND ODIN EUROPA, Verdipapirfondet ODIN Baerekraft, Verdipapirfondet ODIN USA, ODIN Small Cap, VERDIPAPIRFOND ODIN GLOBAL, Verdipapirfondet ODIN Eiendom, Verdipapirfondet ODIN Norge, VERDIPAPIRFOND ODIN NORDEN, Verdipapirfondet ODIN Sverige

Institution Account(s): All institution accounts

Custodian Account(s): All custodian accounts

Reporting Period: 1/1/24 to 12/31/24

Meeting Overview

Category	Number	Percentage
Number of votable meetings	292	
Number of meetings voted	289	98.97%
Number of meetings with at least 1 vote Against, Withhold or Abstain	80	27.40%

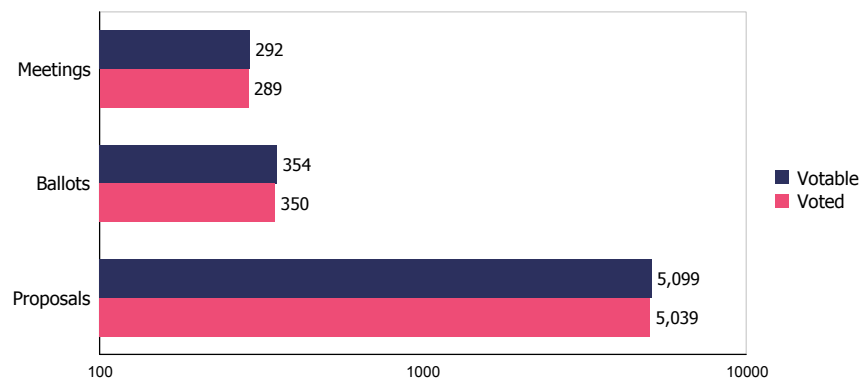
Ballot Overview

Category	Number	Percentage
Number of votable ballots	354	
Number of ballots voted	350	98.87%

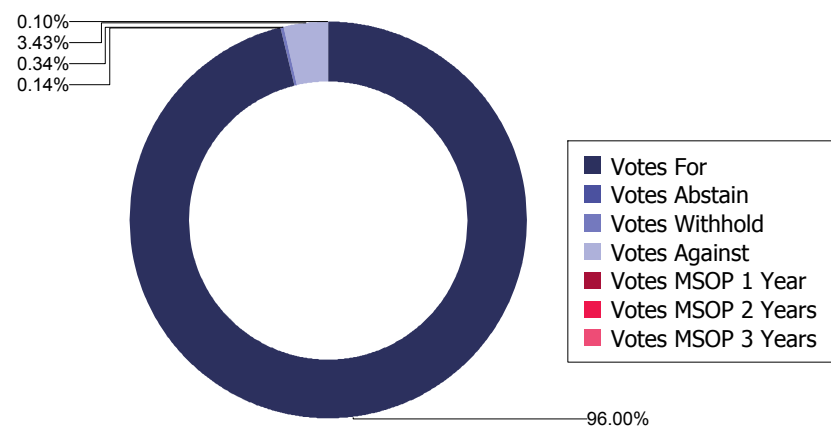
Proposal Overview

Category	Number	Percentage
Number of votable items	5,099	
Number of items voted	5,039	98.82%
Number of votes FOR	4,844	96.13%
Number of votes AGAINST	173	3.43%
Number of votes ABSTAIN	7	0.14%
Number of votes WITHHOLD	17	0.34%
Number of votes on MSOP Frequency 1 Year	5	0.10%
Number of votes on MSOP Frequency 2 Years	0	0.00%
Number of votes on MSOP Frequency 3 Years	0	0.00%
Number of votes With Policy	4,693	93.13%
Number of votes Against Policy	353	7.01%
Number of votes With Mgmt	4,847	96.19%
Number of votes Against Mgmt	199	3.95%
Number of votes on MSOP (exclude frequency)	221	4.39%
Number of votes on Shareholder Proposals	62	1.23%

Voting Statistics

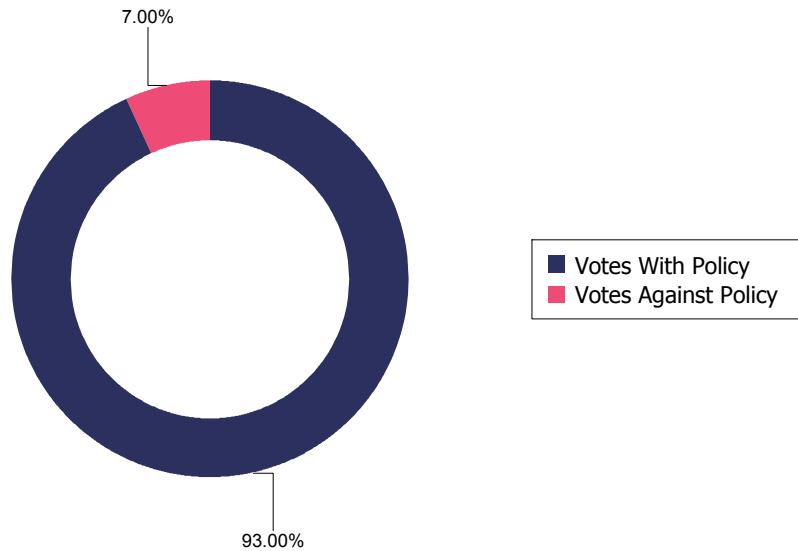


Vote Cast Statistics

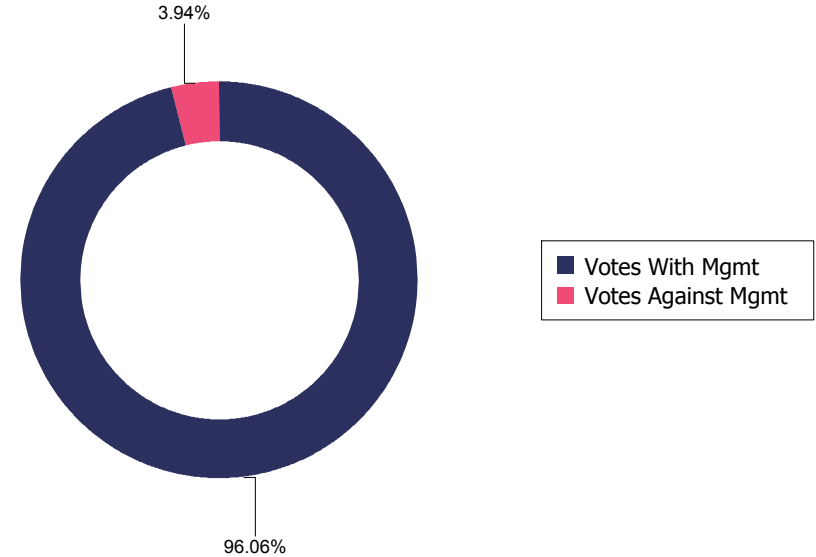


Note: "MSOP" frequency = Management Say On Pay frequency proposal votes allow shareholders to determine whether, going forward, the "say-on-pay" vote to approve compensation should occur every one, two, or three years. For all calculations in this report, only ballots in status Confirmed or Sent are considered voted. All other ballot statuses are considered unvoted. Do Not Vote instructions are not considered voted and re-registration events are not included. Notwithstanding the above, each unique vote cast is counted within all calculations. In cases of different votes submitted for an individual agenda item, votes cast are discretely counted by vote cast (For, Against, etc.) per proposal. This may result in voting totals exceeding the number of votable items. Withhold vote instructions, predominantly seen in the US market for companies using a plurality vote standard, denote a contrary vote opinion on director elections; for further information, please review ISS' policy guidelines : <https://www.issgovernance.com/policy-gateway/voting-policies>

Vote Alignment with Policy



Vote Alignment with Management



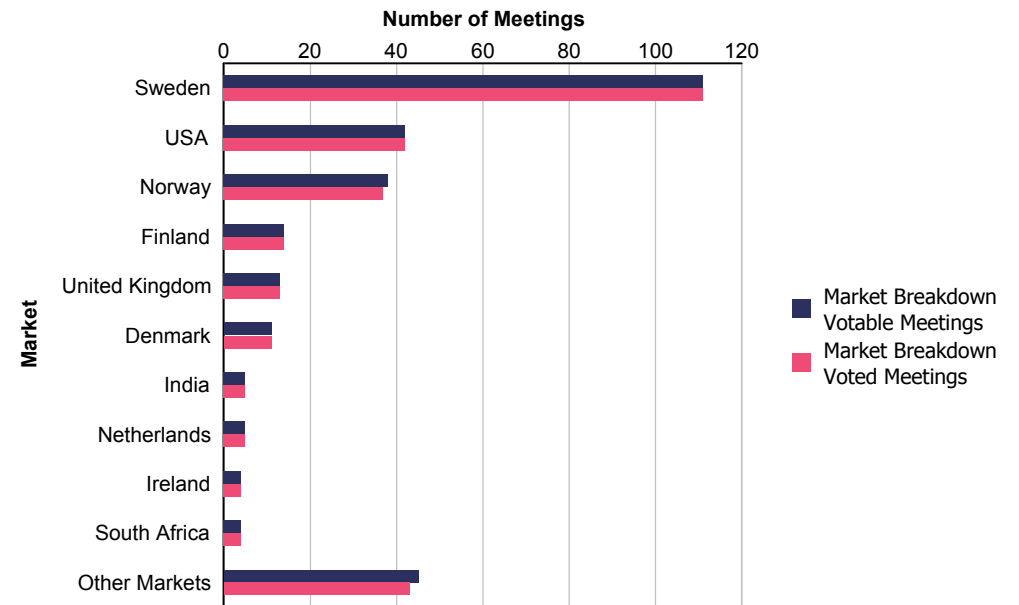
Market Breakdown

Market	Votable Meetings	Voted Meetings	Percentage
Sweden	111	111	100.00%
USA	42	42	100.00%
Norway	38	37	97.37%
Finland	14	14	100.00%
United Kingdom	13	13	100.00%
Denmark	11	11	100.00%
India	5	5	100.00%
Netherlands	5	5	100.00%
Ireland	4	4	100.00%
South Africa	4	4	100.00%
Taiwan	4	4	100.00%
China	3	3	100.00%
France	3	3	100.00%
Germany	3	3	100.00%
Italy	3	3	100.00%

Meetings Voted by Market

Market Voting Statistics

Market	Votable Meetings	Voted Meetings	Percentage
Malaysia	3	3	100.00%
Switzerland	3	2	66.67%
Vietnam	3	3	100.00%
Canada	2	2	100.00%
Guernsey	2	2	100.00%
Indonesia	2	2	100.00%
Peru	2	2	100.00%
South Korea	2	2	100.00%
Spain	2	1	50.00%
Cayman Islands	1	1	100.00%
Faroe Islands	1	1	100.00%
Iceland	1	1	100.00%
Luxembourg	1	1	100.00%
Mexico	1	1	100.00%
Philippines	1	1	100.00%
Poland	1	1	100.00%
Thailand	1	1	100.00%



Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
UniFirst Corporation	09-Jan-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Michael Iandoli	Withhold
Visa Inc.	23-Jan-24	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	6. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
TravelSky Technology Limited	25-Jan-24	China	G	Compensation - Equity Compensation Plan	Approve Share Appreciation Rights/Approve Phantom Option Plan	1. Approve Phase III H Share Appreciation Rights Scheme, Grant of Share Appreciation Rights to the Incentive Recipients, Corresponding Adjustments to the Exercise Prices and Number of Share Appreciation Rights, Amend Scheme and Related Transactions	Against
Nivika Fastigheter AB	05-Feb-24	Sweden	G	Director Election - Director Election	Elect Director	12.a1. Reelect Elisabeth Norman as Director	Against
Nivika Fastigheter AB	05-Feb-24	Sweden	G	Director Election - Director Election	Elect Director	12.a2. Reelect Hakan Eriksson as Director	Against
Nivika Fastigheter AB	05-Feb-24	Sweden	G	Director Election - Director Election	Elect Director	12.a3. Reelect Benny Holmgren as Director	Against
Nivika Fastigheter AB	05-Feb-24	Sweden	G	Director Election - Director Election	Elect Director	12.a4. Reelect Santhe Dahl as Director	Against
Nivika Fastigheter AB	05-Feb-24	Sweden	G	Director Election - Director Election	Elect Director	12.a5. Reelect Thomas Lindster as Director	Against
Nivika Fastigheter AB	05-Feb-24	Sweden	G	Director Election - Director Election	Elect Director	12.a7. Reelect Oscar Welandson as Director	Against
Nivika Fastigheter AB	05-Feb-24	Sweden	G	Director Election - Director Election	Elect Director	12.a8. Elect Tim Floderus as New Director	Against
Nivika Fastigheter AB	05-Feb-24	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	12.b. Reelect Elisabeth Norman as Board Chair	Against
Garware Technical Fibres Limited	06-Mar-24	India	G	Director Election - Director Election	Elect Director	1. Approve Continuation of Shrikant Pandharinath Kulkarni as Non-Executive Independent Director	Against
Kojamo Oyj	14-Mar-24	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Kojamo Oyj	14-Mar-24	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Kojamo Oyj	14-Mar-24	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Reelect Mikael Aro (Chair), Kari Kauniskangas, Anne Leskela, Mikko Mursula, Annica Anas and Andreas Segal as Directors; Elect Veronica Lindholm as New Director	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Talenom Oyj	14-Mar-24	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote); Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Talenom Oyj	14-Mar-24	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Harri Tahkola, Mikko Siuruainen, Olli Hyyppa, Johannes Karjula, Elina Tourunen, Sampsa Laine and Erik Tahkola as Directors	Against
Axfood AB	20-Mar-24	Sweden	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	19. Allow Shareholder Meetings to be Held by Electronic Means	Against
Gjensidige Forsikring ASA	20-Mar-24	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Statement	Against
ABB Ltd.	21-Mar-24	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Valmet Corp.	21-Mar-24	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Valmet Corp.	21-Mar-24	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Report (Advisory Vote)	Against
Valmet Corp.	21-Mar-24	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Reelect Mikael Makinen (Chair), Jaakko Eskola (Vice-Chair), Pekka Kemppainen, Monika Maurer, Anu Hamalainen and Per Lindberg as Directors; Elect Annareetta Lumme-Timonen and Annika Paasikivi as New Directors	Against
Novo Nordisk A/S	21-Mar-24	Denmark	G	Director Election - Director Election	Elect Director	6.1. Reelect Helge Lund (Chair) as Director	Abstain
Novo Nordisk A/S	21-Mar-24	Denmark	G	Director Election - Director Election	Elect Director	6.2. Reelect Henrik Poulsen (Vice Chair) as Director	Abstain
Novo Nordisk A/S	21-Mar-24	Denmark	G	Director Election - Director Election	Elect Director	6.3d. Reelect Kasim Kutay as Director	Abstain
Tryg A/S	21-Mar-24	Denmark	G	Director Election - Director Election	Elect Director	7.1. Reelect Jukka Pertola as Member of Board	Abstain
WISEiTech Co., Ltd.	25-Mar-24	South Korea	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	3. Approve Total Remuneration of Inside Directors and Outside Directors	Against
WISEiTech Co., Ltd.	25-Mar-24	South Korea	G	Director Related - Statutory Auditor	Authorize Board to Fix Remuneration of Internal Statutory Auditor(s)	4. Authorize Board to Fix Remuneration of Internal Auditor(s)	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Olvi Oyj	26-Mar-24	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Olvi Oyj	26-Mar-24	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Asia Commercial Joint Stock Bank	04-Apr-24	Vietnam	G	Routine Business - Routine Business	Other Business	2. Other Business	Against
Gofore Oyj	04-Apr-24	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Gofore Oyj	04-Apr-24	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Gofore Oyj	04-Apr-24	Finland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	18. Approve Issuance of up to 2.3 Million Shares without Preemptive Rights	Against
Corporacion Moctezuma SAB de CV	09-Apr-24	Mexico	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	5. Elect or Ratify Directors and Company Secretary	Against
Pandox AB	10-Apr-24	Sweden	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and Auditors	10. Approve Remuneration of Directors in the Amount of SEK 890,000 for Chairman, SEK 680,000 for Deputy Chairman and SEK 468,500 for Other Directors; Approve Committee Fees; Approve Remuneration of Auditors	Against
Pandox AB	10-Apr-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Pandox AB	10-Apr-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Remuneration Report	Against
Schouw & Co A/S	10-Apr-24	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report (Advisory Vote)	Against
Schouw & Co A/S	10-Apr-24	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5.1. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Dometic Group AB	11-Apr-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Remuneration Report	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
AstraZeneca PLC	11-Apr-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
AstraZeneca PLC	11-Apr-24	United Kingdom	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	8. Amend Performance Share Plan 2020	Against
Protector Forsikring ASA	11-Apr-24	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Statement	Against
Marimekko Oyj	16-Apr-24	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Reelect Carol Chen, Mika Ihmuotila (Chair), Teemu Kangas-Karki (Vice Chair), Tomoki Takebayashi and Marianne Vikkula as Directors; Elect Massimiliano Brunazzo as New Director	Against
International Container Terminal Services, Inc.	18-Apr-24	Philippines	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	4.2. Elect Cesar A. Buenaventura as Director	Abstain
International Container Terminal Services, Inc.	18-Apr-24	Philippines	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	4.5. Elect Jose C. Ibazeta as Director	Abstain
Prysmian SpA	18-Apr-24	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	5.2. Slate 2 Submitted by Institutional Investors (Assogestioni)	Against
Neobo Fastigheter AB	23-Apr-24	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	13. Approve Creation of Pool of Capital without Preemptive Rights	Against
DiaSorin SpA	24-Apr-24	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
Atea ASA	25-Apr-24	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Report	Against
Humanica Public Co. Ltd.	25-Apr-24	Thailand	G	Routine Business - Routine Business	Other Business	8. Other Business	Against
Green Landscaping Group AB	25-Apr-24	Sweden	G	Director Election - Director Election - Bundled	Elect Board of Directors and Auditors (Bundled)	12. Reelect Per Sjostrand (Chairman), Monica Trolle, Staffan Salen, Asa Kallenius and Tomas Bergstrom as Directors; Elect Bjorn Jansson as New Director; Ratify Grant Thornton Sweden as Auditors	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Huhtamaki Oyj	25-Apr-24	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Mercedes Alonso, Doug Baillie, Anja Korhonen, Pauline Lindwall, Kerttu Tuomas (Vice Chair), Pekka Vauramo (Chair) and Ralf K. Wunderlich as Directors; Elect Robert K. Beckler as New Director	Against
Fastighetsbolaget Emilshus AB	25-Apr-24	Sweden	G	Director Election - Director Election - Bundled	Elect Board of Directors and Auditors (Bundled)	9. Reelect Johan Ericsson (Chair), Jakob Fyrberg, Bjorn Garat, Elisabeth Thuresson and Rutger Kallen as Directors; Elect Ulrika Valassi as New Director; Ratify KPMG as Auditor	Against
Fastighetsbolaget Emilshus AB	25-Apr-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report	Against
Vietnam Dairy Products Corp.	25-Apr-24	Vietnam	G	Routine Business - Routine Business	Other Business	8. Other Business	Against
Digiworld Corp.	25-Apr-24	Vietnam	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	6. Approve Employee Stock Ownership Plan (ESOP 2024)	Against
Digiworld Corp.	25-Apr-24	Vietnam	G	Routine Business - Routine Business	Other Business	12. Other Business	Against
Upsales Technology AB	25-Apr-24	Sweden	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and Auditors	12. Approve Remuneration of Directors in the Amount of SEK 120,000 for Chairman and SEK 60,000 for Other Directors; Approve Remuneration of Auditors	Against
Upsales Technology AB	25-Apr-24	Sweden	G	Director Election - Director Election - Bundled	Elect Board of Directors and Auditors (Bundled)	13. Reelect Baltsar Sahlin (Chair), Sebastian Torneman and Daniel Wikberg as Directors; Elect Henry Rawet and Ingrid Soderberg as New Directors; Ratify BDO Malardalen AB as Auditors	Against
Schibsted ASA	26-Apr-24	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report (Advisory Vote)	Against
Thule Group AB	26-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	13.4. Reelect Johan Westman as Director	Against
Thule Group AB	26-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	13.5. Reelect Helene Willberg as Director	Against
DNB Bank ASA	29-Apr-24	Norway	G	Miscellaneous - Miscellaneous	Company-Specific -- Shareholder Miscellaneous	14. Eliminate Equity Investment Programmes for Employees, Abstain from Financing Wind Power Projects and Purchase of Electric Vehicle, Approve Monthly Payout of Accrued Interest, Approve Bitcoin exchange to cash	Against
Aker BP ASA	30-Apr-24	Norway	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	14. Discuss with Stakeholders Company's Position and Mutually Acceptable Solution	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bakkafrost P/F	30-Apr-24	Faroe Islands	G	Director Election - Director Election	Elect Director	5.5. Reelect Teitur Samuelsen as Director	Against
Bakkafrost P/F	30-Apr-24	Faroe Islands	G	Director Election - Director Election	Elect Director	6. Reelect Runi M. Hansen (Chair) as Director	Against
Bakkafrost P/F	30-Apr-24	Faroe Islands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Elektroimportøren AS	30-Apr-24	Norway	S, G	Compensation - Compensation	Company-Specific- -Compensation-Related	7.e. Approve Option Scheme for Board Members	Against
Fenix Outdoor International AG	02-May-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.1. Reelect Ulf Gustafsson as Director	Against
Fenix Outdoor International AG	02-May-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.2. Reelect Mats Olsson as Director	Against
Fenix Outdoor International AG	02-May-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.3. Reelect Sebastian Von Wallwitz as Director	Against
Fenix Outdoor International AG	02-May-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.4. Reelect Susanne Nordin as Director	Against
Fenix Outdoor International AG	02-May-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.5. Reelect Rolf Schmid as Director	Against
Fenix Outdoor International AG	02-May-24	Switzerland	G	Director Election - Director Election	Elect Director	4.2. Reelect Martin Nordin as Director and Board Chair	Against
Fenix Outdoor International AG	02-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.1. Reappoint Ulf Gustafsson as Member of the Compensation Committee	Against
Fenix Outdoor International AG	02-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.2. Reappoint Susanne Nordin as Member of the Compensation Committee	Against
Fenix Outdoor International AG	02-May-24	Switzerland	G	Audit Related - Auditor Related	Ratify Auditors	4.5. Ratify Ernst & Young Ltd as Auditors	Against
Fenix Outdoor International AG	02-May-24	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
engcon AB	02-May-24	Sweden	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	14. Amend Articles Re: Allow Shareholder Meetings to be Held Partially or Fully by Electronic Means; Approve Third Party Presence at General Meetings	Against
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Warren E. Buffett	Withhold
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Stephen B. Burke	Withhold
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Kenneth I. Chenault	Withhold

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Susan L. Decker	Withhold
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Charlotte Guyman	Withhold
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Thomas S. Murphy, Jr.	Withhold
Berkshire Hathaway Inc.	04-May-24	USA	E, S	E&S Blended - Board Related	Establish Environmental/Social Issue Board Committee	5. Establish a Railroad Safety Committee	Against
Berkshire Hathaway Inc.	04-May-24	USA	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	6. Report on Effect of Energy Policy Research Foundation Findings to Company's Financial Statements	Against
Berkshire Hathaway Inc.	04-May-24	USA	S	Social - Human Rights	Operations in High Risk Countries	7. Report on Risks Related to Operations in China	Against
Ariston Holding NV	06-May-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2b. Approve Remuneration Report	Against
Ariston Holding NV	06-May-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Amend Remuneration Policy	Against
The Hershey Company	06-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Robert M. Dutkowsky	Withhold
The Hershey Company	06-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director M. Diane Koken	Withhold
The Hershey Company	06-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Robert M. Malcolm	Withhold
The Hershey Company	06-May-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Anthony J. Palmer	Withhold
The Hershey Company	06-May-24	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Juan R. Perez	Withhold
Kongsberg Gruppen ASA	07-May-24	Norway	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	13. Approve Demerger Plan	Against
Danaher Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Teri List	Against
Danaher Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director A. Shane Sanders	Against
Danaher Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director John T. Schwieters	Against
Danaher Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Raymond C. Stevens	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Telenor ASA	07-May-24	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Statement	Against
Telenor ASA	07-May-24	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	11. Approve Equity Plan Financing Through Repurchase of Shares	Against
Telenor ASA	07-May-24	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	15.1. Approve Remuneration of Nominating Committee	Against
Stille AB	08-May-24	Sweden	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	17. Allow Shareholder Meetings to be Held by Electronic Means	Against
IMCD NV	14-May-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.c. Approve Remuneration Report	Against
Equinor ASA	14-May-24	Norway	E	Environmental - Miscellaneous	Miscellaneous Proposal - Environmental	8. Eliminate Management Bonuses, Pensions and Severance Pay; Ban Use of Fiberglass Rotor Blades in New Wind Farms, Commit to Buy into Existing Hydropower Projects and Conduct Research on Other Energy Sources	Against
Equinor ASA	14-May-24	Norway	E	Environmental - Miscellaneous	Miscellaneous Proposal - Environmental	9. Approve Divestment from All International Operations	Against
Equinor ASA	14-May-24	Norway	E	Environmental - Miscellaneous	Miscellaneous Proposal - Environmental	10. Resignation of Board of Directors for a New Board of Directors with Better Sustainability Expertise and Higher Ambitions	Against
Equinor ASA	14-May-24	Norway	E	Environmental - Miscellaneous	Miscellaneous Proposal - Environmental	11. Adopt Future Strategy taking into Consideration the Suffering and Death Caused by Global Warming; Strengthen and Implement the Energy Transition Plan	Against
Equinor ASA	14-May-24	Norway	E	Environmental - Climate	Climate Change Action	12. Make Arrangements to Become a Leading Producer of Renewable Energy, Stop Plans for Electrification of Melkoya and Present a Plan Enabling Norway to Become Net-Zero By 2050	Against
Equinor ASA	14-May-24	Norway	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	13. Work Towards Dismantling the Corporate Assembly, Strengthen the Board, Change the Articles of Association regarding the Nomination Committee and that the Renewable Energy Business Become an Autonomous Entity	Against
Equinor ASA	14-May-24	Norway	G	Director Related - Board Related	Company-Specific Board-Related	14. Nominate Candidates for Future Board Appointments with Good Competency on the Energy Transition and Sustainability	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Equinor ASA	14-May-24	Norway	E	Environmental - Climate	Restriction of Fossil Fuel Financing	15. Update the Company Strategy and Capital Expenditure Plan According to the Commitment to the Goals of the Paris Agreement	Against
Elevance Health, Inc.	15-May-24	USA	S	Social - Political Spending	Political Contributions Disclosure	4. Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	Against
SAP SE	15-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Aicha Evans to the Supervisory Board	Against
SAP SE	15-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Elect Friederike Rotsch to the Supervisory Board	Against
Fastighets AB Trianon	15-May-24	Sweden	G	Director Election - Director Election	Elect Director	13.c. Reelect Viktoria Bergman as Director	Against
Fastighets AB Trianon	15-May-24	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	13.h. Reelect Viktoria Bergman as Board Chair	Against
Otis Worldwide Corporation	16-May-24	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	4. Adopt Policy on Improved Majority Voting for Election of Directors	Against
Alicorp SAA	16-May-24	Peru	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	3. Approve Presentation of the Potential Acquisition of Refineria del Espino SA	Against
Alicorp SAA	16-May-24	Peru	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	4. Authorize Board and Specifically the Special Committee to Adopt the Necessary or Convenient Agreements in Relation to the Potential Agreement	Against
Thermo Fisher Scientific Inc.	22-May-24	USA	G	Corporate Governance - Shareholder Rights	Adopt Simple Majority Vote	4. Adopt Simple Majority Vote Requirement	Against
Dassault Systemes SE	22-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy of Corporate Officers	Against
Dassault Systemes SE	22-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO until January 8, 2023 then Chairman and CEO until December 31, 2023	Against
Dassault Systemes SE	22-May-24	France	G	Compensation - Directors' Compensation	Remuneration-Related	10. Approve Compensation Report of Corporate Officers	Against
Dassault Systemes SE	22-May-24	France	G	Director Election - Director Election	Elect Director	11. Elect Groupe Industriel Marcel Dassault SAS as Director	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Merger by Absorption	17. Delegate Powers to the Board to Approve Merger by Absorption by the Company	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	18. Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 17	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Spin-Off Agreement	19. Delegate Powers to the Board to Approve Spin-Off Agreement	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	20. Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 19	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Corporate Transactions/Reorganizations	Acquire Certain Assets of Another Company	21. Delegate Powers to the Board to Acquire Certain Assets of Another Company	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	22. Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 21	Against
Alligo AB	23-May-24	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Reelect Goran Nasholm (Chair), Stefan Hedelius, Cecilia Marlow, Johan Sjo and Christina Aqvist as Directors; Elect Johan Lilliehook as New Director	Against
Alligo AB	23-May-24	Sweden	G	Director Related - Committee Election	Elect Member of Nominating Committee	17. Elect Peter Hofvenstam (Chair), Stefan Hedelius, Lilian Fossum Biner and Bjorn Borjesson as Members of Nominating Committee	Against
ViTrox Corporation Berhad	24-May-24	Malaysia	G	Director Election - Director Election	Elect Director	4. Elect Kiew Kwong Sen as Director	Against
ViTrox Corporation Berhad	24-May-24	Malaysia	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	7. Approve Crowe Malaysia PLT as Auditors and Authorize Board to Fix Their Remuneration	Against
Leroy Seafood Group ASA	28-May-24	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Statement	Against
Yara International ASA	28-May-24	Norway	E	Environmental - Climate	Restriction of Fossil Fuel Financing	13. Guide the company to set science-based goals to cut scope 3 emissions in line with limiting global warming to 1.5 Degrees	Against
Dollar General Corporation	29-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Dollar General Corporation	29-May-24	USA	G	Compensation - Compensation	Clawback of Incentive Payments	4. Amend Clawback Policy	Against
Meta Platforms, Inc.	29-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Peggy Alford	Withhold
Meta Platforms, Inc.	29-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Marc L. Andreessen	Withhold
Meta Platforms, Inc.	29-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Andrew W. Houston	Withhold
Meta Platforms, Inc.	29-May-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Tony Xu	Withhold
Meta Platforms, Inc.	29-May-24	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Mark Zuckerberg	Withhold
Meta Platforms, Inc.	29-May-24	USA	G	Director Related - Board Related	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	3. Amend Certificate of Incorporation to Limit the Liability of Officers	Against
Meta Platforms, Inc.	29-May-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Meta Platforms, Inc.	29-May-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	12. Commission Third-Party Report on Minimum Age for Social Media Products and Conduct an Advisory Shareholder Vote	Against
Ping An Insurance (Group) Co. of China Ltd.	30-May-24	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	10. Approve Issuance of Debt Financing Instruments	Against
Ping An Insurance (Group) Co. of China Ltd.	30-May-24	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	11. Amend Articles of Association	Against
PT Metrodata Electronics Tbk	03-Jun-24	Indonesia	G	Director Related - Board Related	Ratify Changes in the Composition of the Board	5. Approve Changes in the Boards of the Company	Against
K2A Knaust & Andersson Fastigheter AB	05-Jun-24	Sweden	G	Director Election - Director Election - Bundled	Elect Board of Directors and Auditors (Bundled)	11. Reelect Sten Gejrot (Chair), Claes-Henrik Julander, Johan Knaust, Ingrid Lindquist, Johan Ljungberg and Johan Thorell as Directors; Ratify KPMG as Auditor	Against
K2A Knaust & Andersson Fastigheter AB	05-Jun-24	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	14. Approve Issuance of up to 20 Percent of Issued Shares without Preemptive Rights	Against
ALM Equity AB	10-Jun-24	Sweden	G	Director Related - Board Related	Fix Number of Directors	10. Determine Number of Members and Deputy Members of Board	Against
ALM Equity AB	10-Jun-24	Sweden	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and Auditors	11. Approve Remuneration of Directors; Approve Remuneration of Auditor	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ALM Equity AB	10-Jun-24	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	12. Elect Directors	Against
ALM Equity AB	10-Jun-24	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	13. Elect Board Chair	Against
ALM Equity AB	10-Jun-24	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	20. Approve Issuance of 3 Million Shares without Preemptive Rights	Against
Etsy, Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Marla Blow	Against
Etsy, Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Gary S. Briggs	Against
Etsy, Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Melissa Reiff	Against
Etsy, Inc.	13-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Etsy, Inc.	13-Jun-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Mastercard Incorporated	18-Jun-24	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	5. Amend Director Election Resignation Bylaw	Against
Mastercard Incorporated	18-Jun-24	USA	S	Social - Human Rights	Operations in High Risk Countries	6. Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	Against
Mastercard Incorporated	18-Jun-24	USA	S	Social - Charitable Spending	Charitable Contributions	7. Report on Congruency of Company's Human Rights Statement with Charitable Contributions and Voluntary Partnerships	Against
Mastercard Incorporated	18-Jun-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	8. Report on Gender-Based Compensation and Benefits Inequities	Against
TravelSky Technology Limited	20-Jun-24	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	6. Amend Articles of Association	Against
Soltec Power Holdings SA	25-Jun-24	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy	Against
Dino Polska SA	26-Jun-24	Poland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Remuneration Report	Against
Dino Polska SA	26-Jun-24	Poland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Dino Polska SA	26-Jun-24	Poland	G	Director Election - Director Election	Elect Supervisory Board Member	16.1. Elect Maciej Polanowski as Supervisory Board Member	Against
Dino Polska SA	26-Jun-24	Poland	G	Director Election - Director Election	Elect Supervisory Board Member	16.2. Elect Eryk Bajer as Supervisory Board Member	Against
Dino Polska SA	26-Jun-24	Poland	G	Director Election - Director Election	Elect Supervisory Board Member	16.3. Elect Slawomir Jakszuk as Supervisory Board Member	Against
Dino Polska SA	26-Jun-24	Poland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	17.1. Approve Remuneration of Maciej Polanowski (Supervisory Board Member)	Against
Dino Polska SA	26-Jun-24	Poland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	17.2. Approve Remuneration of Eryk Bajer (Supervisory Board Member)	Against
Dino Polska SA	26-Jun-24	Poland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	17.3. Approve Remuneration of Slawomir Jakszuk (Supervisory Board Member)	Against
Dino Polska SA	26-Jun-24	Poland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	17.4. Approve Remuneration of Piotr Borowski (Supervisory Board Member)	Against
Dino Polska SA	26-Jun-24	Poland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	17.5. Approve Remuneration of Supervisory Board Deputy Chairman	Against
Dino Polska SA	26-Jun-24	Poland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	17.6. Approve Remuneration of Supervisory Board and Audit Committee Member	Against
Naspers Ltd.	22-Aug-24	South Africa	G	Director Election - Director Election	Elect Director	4.2. Re-elect Craig Enenstein as Director	Against
Naspers Ltd.	22-Aug-24	South Africa	G	Director Related - Committee Election	Elect Member of Audit Committee	5.4. Re-elect Steve Pacak as Chairman of the Audit Committee	Against
Naspers Ltd.	22-Aug-24	South Africa	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy	Against
Naspers Ltd.	22-Aug-24	South Africa	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Implementation Report of the Remuneration Report	Against
Naspers Ltd.	22-Aug-24	South Africa	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	8. Place Authorised but Unissued Shares under Control of Directors	Against
Naspers Ltd.	22-Aug-24	South Africa	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	9. Authorise Board to Issue Shares for Cash	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Naspers Ltd.	22-Aug-24	South Africa	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	2. Approve Financial Assistance in Terms of Section 44 of the Companies Act	Against
Naspers Ltd.	22-Aug-24	South Africa	G	Capitalization - Capital Structure - Repurchase	Authorize Directed Share Repurchase Program	5. Authorise Specific Repurchase of N Ordinary Shares from Holders of N Ordinary Share	Against
Naspers Ltd.	22-Aug-24	South Africa	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	6. Authorise Repurchase of A Ordinary Shares	Against
DiaSorin SpA	04-Sep-24	Italy	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	1.1. Amend Company Bylaws Re: Articles 8 and 9	Against
Coloplast A/S	05-Dec-24	Denmark	G	Director Election - Director Election	Elect Director	7.2. Reelect Niels Peter Louis-Hansen as Director	Abstain
Microsoft Corporation	10-Dec-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	5. Assess and Report on Investing in Bitcoin	Against
OTC Markets Group Inc.	17-Dec-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director R. Cromwell Coulson	Against
OTC Markets Group Inc.	17-Dec-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Neal Wolkoff	Against

Analysis of Votes Against Policy

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Diploma Plc	17-Jan-24	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect David Lowden as Director	For
Annehem Fastigheter AB	17-Jan-24	Sweden	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	7. Approve Creation of Pool of Capital with Preemptive Rights	For
Tracsis Plc	24-Jan-24	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Jill Easterbrook as Director	For
Netcompany Group A/S	29-Feb-24	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report (Advisory Vote)	For
Novozymes A/S	04-Mar-24	Denmark	G	Director Election - Director Election	Elect Director	3.c. Elect Kim Stratton as Director	For
Ossur hf	13-Mar-24	Iceland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5. Approve Remuneration Policy And Other Terms of Employment For Executive Management	For
Ossur hf	13-Mar-24	Iceland	G	Director Election - Director Election	Elect Director	9.2. Reelect Svafa Gronfeldt as Director	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ossur hf	13-Mar-24	Iceland	G	Director Election - Director Election	Elect Director	9.3. Reelect Niels Jacobsen as Director	For
Ossur hf	13-Mar-24	Iceland	G	Director Election - Director Election	Elect Director	9.4. Reelect Arne Boye Nielsen as Director	For
Ossur hf	13-Mar-24	Iceland	G	Director Election - Director Election	Elect Director	9.5. Elect Tina Abild Olsen as New Director	For
Ossur hf	13-Mar-24	Iceland	G	Director Election - Director Election	Elect Director	9.6. Elect Caroline Vagner Rosenstand as New Director	For
DSV A/S	14-Mar-24	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	For
DSV A/S	14-Mar-24	Denmark	G	Director Election - Director Election	Elect Director	6.7. Reelect Benedikte Leroy as Director	For
Bredband2 i Skandinavien AB	19-Mar-24	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	8.e. Reelect Anders Lovgren, Daniel Krook, Robert Buren, Rolf Johansson and Karin Zingmark as Directors	For
Platzer Fastigheter Holding AB	20-Mar-24	Sweden	G	Director Election - Director Election	Elect Director	13a.4. Reelect Henrik Forsberg Schoultz as Director	For
Platzer Fastigheter Holding AB	20-Mar-24	Sweden	G	Director Election - Director Election	Elect Director	13a.5. Reelect Maximilian Hobohm as Director	For
Platzer Fastigheter Holding AB	20-Mar-24	Sweden	G	Director Election - Director Election	Elect Director	13a.6. Reelect Ricard Robbstal as Director	For
Platzer Fastigheter Holding AB	20-Mar-24	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	13b. Elect Henrik Forsberg Schoultz as New Board Chairman	For
Axfood AB	20-Mar-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Remuneration Report	For
Axfood AB	20-Mar-24	Sweden	G	Director Election - Director Election	Elect Director	15.1. Reelect Mia Brunell Livfors as Director	For
Axfood AB	20-Mar-24	Sweden	G	Director Election - Director Election	Elect Director	15.3. Reelect Caroline Berg as Director	For
Gjensidige Forsikring ASA	20-Mar-24	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	10.a. Reelect Gisele Marchand (Chair), Vibeke Krag, Hilde Merete Nafstad, Eivind Elnan, Tor Magne Lonnum and Gunnar Robert Sellaeg as Directors; Elect Gyrid Skalleberg Ingero as New Director	For
ABB Ltd.	21-Mar-24	Switzerland	G	Director Election - Director Election	Elect Director	7.10. Reelect Peter Voser as Director and Board Chair	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Valmet Corp.	21-Mar-24	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Reelect Mikael Makinen (Chair), Jaakko Eskola (Vice-Chair), Pekka Kemppainen, Monika Maurer, Anu Hamalainen and Per Lindberg as Directors; Elect Annareetta Lumme-Timonen and Annika Paasikivi as New Directors	Against
Essity AB	21-Mar-24	Sweden	G	Director Election - Director Election	Elect Director	12.i. Elect Karl Aberg as New Director	For
Novo Nordisk A/S	21-Mar-24	Denmark	G	Director Election - Director Election	Elect Director	6.1. Reelect Helge Lund (Chair) as Director	For
Novo Nordisk A/S	21-Mar-24	Denmark	G	Director Election - Director Election	Elect Director	6.2. Reelect Henrik Poulsen (Vice Chair) as Director	For
Novo Nordisk A/S	21-Mar-24	Denmark	G	Director Election - Director Election	Elect Director	6.3d. Reelect Kasim Kutay as Director	For
Munters Group AB	21-Mar-24	Sweden	G	Director Election - Director Election	Elect Director	13.d. Reelect Magnus Nicolin as Director	For
Munters Group AB	21-Mar-24	Sweden	G	Director Election - Director Election	Elect Director	13.e. Reelect Kristian Sildeby as Director	For
Munters Group AB	21-Mar-24	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	14.a. Reelect Magnus Nicolin as Board Chair	For
Munters Group AB	21-Mar-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	16. Approve Remuneration Policy And Other Terms of Employment For Executive Management	For
Munters Group AB	21-Mar-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Remuneration Report	For
Olvi Oyj	26-Mar-24	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Reelect Nora Hortling, Lasse Heinonen, Juho Nummela, Paivi Paltola and Christian Stahlberg as Directors; Elect Tarmo Noop as New Director	For
Olvi Oyj	26-Mar-24	Finland	G	Audit Related - Auditor Related	Ratify Auditors	16. Ratify KPMG as Auditors	For
Vaisala Oyj	26-Mar-24	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy And Other Terms of Employment For Executive Management	For
Vaisala Oyj	26-Mar-24	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Reelect Antti Jaaskelainen, Jukka Rinnevaara, Raimo Voipio and Ville Voipio as Directors; Elect Annica Bresky and Lotte Rosenberg as New Directors	For
Neste Corp.	27-Mar-24	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy And Other Terms of Employment For Executive Management	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Neste Corp.	27-Mar-24	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Reelect Matti Kahkonen (Chair), John Abbott, Nick Elmslie, Just Jansz, Heikki Malinen, Eeva Sipilä (Vice Chair) and Johanna Soderstrom; Elect Conrad Keijzer, Pasi Laine and Sari Mannonen as New Directors	For
Revenio Group Oyj	04-Apr-24	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	For
Revenio Group Oyj	04-Apr-24	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy And Other Terms of Employment For Executive Management	For
Revenio Group Oyj	04-Apr-24	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Reelect Arne Boye Nielsen, Bill Ostman, Pekka Tammela, Ann-Christine Sundell and Riad Sherif as Directors	For
Lemonsoft Oyj	09-Apr-24	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	10. Reelect Christoffer Haggbloom, Kari Joki-Hollanti, Ilkka Hiidenheimo, Salla Miettinen-Lahde and Michael Richter as Directors; Fix Number of Directors at Five	For
Lemonsoft Oyj	09-Apr-24	Finland	G	Audit Related - Auditor Related	Authorize Board to Fix Remuneration of External Auditor(s)	12. Approve Remuneration of Auditors	For
Lemonsoft Oyj	09-Apr-24	Finland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	15. Approve Issuance of 2 Million Shares Without Preemptive Rights	For
Fabege AB	09-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	11.c. Reelect Martha Josefsson as Director	For
Fabege AB	09-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	11.d. Reelect Jan Litborn as Director	For
Fabege AB	09-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	11.e. Reelect Lennart Mauritzson as Director	For
Fabege AB	09-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	11.f. Elect Bent Oustad as New Director	For
Fabege AB	09-Apr-24	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	11.h. Reelect Jan Litborn as Board Chair	For
NCC AB	09-Apr-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Remuneration Report	For
NCC AB	09-Apr-24	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	16. Reelect Alf Goransson (Chair), Simon de Chateau, Mats Jonsson, Birgit Norgaard, Daniel Kjorberg Siraj and Cecilia Fasth as Directors; Elect Ida Aall Gram as New Director	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
NCC AB	09-Apr-24	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	21.A. Approve Performance Share Incentive Plan LTI 2024	For
NCC AB	09-Apr-24	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	21.B. Approve Transfer of Class B Shares to Participants of LTI 2024 Program	For
NCC AB	09-Apr-24	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	21.C. Approve Alternative Equity Plan Financing of LTI 2024, if Item 21.B is Not Approved	For
Indutrade AB	09-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	14.1c. Reelect Anders Jernhall as Director	For
Indutrade AB	09-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	14.1e. Reelect Ulf Lundahl as Director	For
Indutrade AB	09-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	14.1f. Reelect Katarina Martinson as Director	For
Indutrade AB	09-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	14.1g. Reelect Lars Pettersson as Director	For
Indutrade AB	09-Apr-24	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	14.2. Reelect Katarina Martinson as Board Chairman	For
Indutrade AB	09-Apr-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Remuneration Report	For
Pandox AB	10-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	11.2. Reelect Bengt Kjell as Director	For
Pandox AB	10-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	11.3. Reelect Christian Ringnes as Director	For
Pandox AB	10-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	11.4. Reelect Jakob Iqbal as Director	For
Pandox AB	10-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	11.6. Reelect Jon Rasmus Aurdal as Director	For
Pandox AB	10-Apr-24	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	11.8. Reelect Christian Ringnes as Board Chair	For
Schouw & Co A/S	10-Apr-24	Denmark	G	Director Election - Director Election	Elect Director	6.1. Reelect Jorgen Dencker Wisborg as Director	For
Schouw & Co A/S	10-Apr-24	Denmark	G	Director Election - Director Election	Elect Director	6.2. Reelect Kenneth Skov Eskildsen as Director	For
Schouw & Co A/S	10-Apr-24	Denmark	G	Director Election - Director Election	Elect Director	6.3. Reelect Kjeld Johannesen as Director	For
Schouw & Co A/S	10-Apr-24	Denmark	G	Director Election - Director Election	Elect Director	6.5. Reelect Soren Staehr as Director	For
Borregaard ASA	11-Apr-24	Norway	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	6b. Reelect Helge Aasen as Board Chair	For
Dometic Group AB	11-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	11.1. Reelect Fredrik Cappelen as Director	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Dometic Group AB	11-Apr-24	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	11.9. Reelect Fredrik Cappelen as Board Chair	For
Avanza Bank Holding AB	11-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	14.3. Reelect Sven Hagstromer as Director	For
Avanza Bank Holding AB	11-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	14.4. Reelect John Hedberg as Director	For
Avanza Bank Holding AB	11-Apr-24	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	15.1. Reelect Sven Hagstromer as Board Chair	For
Avanza Bank Holding AB	11-Apr-24	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	15.2. Elect John Hedberg as Vice Chairman	For
Protector Forsikring ASA	11-Apr-24	Norway	G	Director Election - Director Election	Elect Director	6.1. Reelect Arve Ree as Director	For
Protector Forsikring ASA	11-Apr-24	Norway	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	6.4. Reelect Jostein Sorvoll as Board Chair	For
Protector Forsikring ASA	11-Apr-24	Norway	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	6.5. Reelect Arve Ree as Vice Chair	For
Multiconsult ASA	11-Apr-24	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	11. Approve Creation of NOK 1.4 Million Pool of Capital without Preemptive Rights	For
Orkla ASA	18-Apr-24	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Statement (Advisory Vote)	For
Orkla ASA	18-Apr-24	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	5.1. Authorize Repurchase of Shares for Use in Employee Incentive Programs	For
SpareBank 1 SR-Bank ASA	18-Apr-24	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	10. Reelect Dag Mejdell (Chairman), Trine Saether Romuld, Kjetil Skaeveland and Camilla A.C. Tepfers as Directors	For
AQ Group AB	18-Apr-24	Sweden	G	Director Election - Director Election - Bundled	Elect Board of Directors and Auditors (Bundled)	13. Reelect Per Olof Andersson, Ulf Gundemark, Gunilla Spongh, Claes Mellgren (Chair), Lars Wrebo and Kristina Willgard as Directors; Ratify Ernst & Young AB as Auditors	For
Sweco AB	19-Apr-24	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	12. Reelect Asa Bergman, Alf Goransson, Johan Hjertonsson, Johan Nordstrom (Chair), Christine Wolff, Susanne Pahlen Aklundh and Johan Wall as Directors	For
Sweco AB	19-Apr-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Remuneration Report	For
Troax Group AB	22-Apr-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Remuneration Report	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
HMS Networks AB	23-Apr-24	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	12. Reelect Charlotte Brogren (Chair), Anders Morck, Cecilia Wachtmeister, Niklas Edling and Anna Kleine as Directors; Elect Johan Stakeberg as New Director	For
Corem Property Group AB	23-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	11.1. Reelect Patrik Essehorn as Director	For
Corem Property Group AB	23-Apr-24	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	11.8. Reelect Patrik Essehorn as Board Chair	For
Corem Property Group AB	23-Apr-24	Sweden	G	Audit Related - Auditor Related	Ratify Auditors	11.9. Ratify KPMG AB as Auditor	For
Corem Property Group AB	23-Apr-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Remuneration Report	For
Corem Property Group AB	23-Apr-24	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	13. Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	For
Entra ASA	23-Apr-24	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	12. Approve Creation of NOK 18.2 Million Pool of Capital without Preemptive Rights	For
LumenRadio AB	23-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	11a. Reelect Magnus Terrvik as Director	For
LumenRadio AB	23-Apr-24	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	11g. Reelect Magnus Terrvik as Board Chair	For
LumenRadio AB	23-Apr-24	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	12. Approve Issuance of Up to 15 Percent of Share Capital without Preemptive Rights	For
Neobo Fastigheter AB	23-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	11.e. Elect Anneli Lindblom as New Director	For
Beijer Ref AB	23-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	12.a. Reelect Per Bertland as Director	For
Beijer Ref AB	23-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	12.c. Reelect Albert Gustafsson as Director	For
Beijer Ref AB	23-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	12.e. Reelect Joen Magnusson as Director	For
Beijer Ref AB	23-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	12.g. Reelect William Striebe as Director	For
Beijer Ref AB	23-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	12.h. Reelect Kate Swann as Director	For
Beijer Ref AB	23-Apr-24	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	12.i. Reelect Kate Swann as Board Chair	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Beijer Ref AB	23-Apr-24	Sweden	G	Director Related - Board Related	Approve/Amend Committee Policy/Charter/Format/Regulations	14. Approve Nomination Committee Procedures	For
Beijer Ref AB	23-Apr-24	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16.A. Approve Performance Share Matching Plan LTI 2024 for Key Employees	For
Beijer Ref AB	23-Apr-24	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	16.B. Approve Equity Plan Financing Through Acquisition and Transfer of Shares	For
Beijer Ref AB	23-Apr-24	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	16.C. Approve Alternative Equity Plan Financing of LTI 2024, if Item 16.B is Not Approved	For
Nyfosa AB	23-Apr-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Report	For
OEM International AB	23-Apr-24	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Reelect Ulf Barkman, Mattias Franzen, Richard Pantzar, Jorgen Rosengren, Petter Stillstrom, Per Svenberg and Asa Soderstrom Winberg as Directors	For
OEM International AB	23-Apr-24	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	15. Reelect Petter Stillstrom as Board Chair	For
Vitec Software Group AB	23-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	13.a. Reelect Lars Stenlund as Director	For
Vitec Software Group AB	23-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	13.b. Reelect Anna Valtanen as Director	For
Vitec Software Group AB	23-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	13.c. Reelect Birgitta Johansson-Hedberg as Director	For
Vitec Software Group AB	23-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	13.d. Reelect Jan Friedman as Director	For
Vitec Software Group AB	23-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	13.e. Reelect Kaj Sandart as Director	For
Vitec Software Group AB	23-Apr-24	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	13.g. Reelect Lars Stenlund as Board Chair	For
Vitec Software Group AB	23-Apr-24	Sweden	G	Audit Related - Auditor Related	Ratify Auditors	14.1. Ratify Deloitte AB as Auditors	For
Medistim ASA	24-Apr-24	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Statement	For
Swedish Logistic Property AB	24-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	12.1. Reelect Erik Selin as Director	For
Swedish Logistic Property AB	24-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	12.2. Reelect Peter Strand as Director	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Swedish Logistic Property AB	24-Apr-24	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	13. Reelect Erik Selin as Board Chair	For
Swedish Logistic Property AB	24-Apr-24	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	14. Reelect Peter Strand as Board Vice Chair	For
Swedish Logistic Property AB	24-Apr-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Remuneration Report	For
Swedish Logistic Property AB	24-Apr-24	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	18. Approve Issuance of up to 15 Percent of Share Capital without Preemptive Rights	For
Lifco AB	24-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	15.a. Reelect Carl Bennet as Director	For
Lifco AB	24-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	15.b. Reelect Ulrika Dellby as Director	For
Lifco AB	24-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	15.d. Reelect Erik Gabrielson as Director	For
Lifco AB	24-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	15.g. Reelect Axel Wachtmeister as Director	For
Lifco AB	24-Apr-24	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	15.j. Reelect Carl Bennet as Board Chair	For
Assa Abloy AB	24-Apr-24	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	12. Reelect Johan Hjertonsson (Chairman), Carl Douglas (Vice Chairman), Erik Ekudden, Sofia Schorling Hogberg, Lena Olving, Victoria Van Camp, Joakim Weidemanis and Susanne Pahlen Aklundh as Directors	For
Assa Abloy AB	24-Apr-24	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16. Approve Performance Share Matching Plan LTI 2024 for Senior Executives and Key Employees	For
Atlas Copco AB	24-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	10.a2. Reelect Johan Forssell as Director	For
Atlas Copco AB	24-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	10.a4. Reelect Anna Ohlsson-Leijon as Director	For
Atlas Copco AB	24-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	10.a6. Reelect Hans Straberg as Director	For
Atlas Copco AB	24-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	10.a7. Reelect Peter Wallenberg Jr as Director	For
Atlas Copco AB	24-Apr-24	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	10.c. Reelect Hans Straberg as Board Chair	For
Wihlborgs Fastigheter AB	24-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	12.3. Reelect Jan Litborn as Director	For
Wihlborgs Fastigheter AB	24-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	12.4. Reelect Lennart Mauritzon as Director	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
cBrain A/S	24-Apr-24	Denmark	G	Director Election - Director Election	Elect Director	4.1. Reelect Peter Loft as Director	For
cBrain A/S	24-Apr-24	Denmark	G	Director Election - Director Election	Elect Director	4.2. Reelect Thomas Qvist as Director	For
cBrain A/S	24-Apr-24	Denmark	G	Director Election - Director Election	Elect Director	4.3. Reelect Per Tejs Knudsen as Director	For
cBrain A/S	24-Apr-24	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6.a. Approve Remuneration Report (Advisory Vote)	For
Atea ASA	25-Apr-24	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	7. Elect Directors (Vote for All Candidates)	For
Atea ASA	25-Apr-24	Norway	G	Director Election - Director Election	Elect Director	7.1. Reelect Sven Madsen (Chair) as Director	For
Atea ASA	25-Apr-24	Norway	G	Director Election - Director Election	Elect Director	7.2. Reelect Morten Jurs as Director	For
Hemnet Group AB	25-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	14.A. Reelect Anders Nilsson as Director	For
Hemnet Group AB	25-Apr-24	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	15. Reelect Anders Nilsson as Board Chair	For
Kitron ASA	25-Apr-24	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Statement	For
Kitron ASA	25-Apr-24	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	11.2. Approve Creation of NOK 4 Million Pool of Capital without Preemptive Rights	For
Kitron ASA	25-Apr-24	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13.1. Elect Directors (Vote Collectively or Below)	For
Kitron ASA	25-Apr-24	Norway	G	Director Election - Director Election	Elect Director	13.6. Elect Gyrød Skalleberg Ingero as New Director	For
Bufab AB	25-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	15.a. Reelect Bengt Liljedahl as Director	For
Bufab AB	25-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	15.d. Reelect Anna Liljedahl as Director	For
Bufab AB	25-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	15.e. Reelect Eva Nilsagard as Director	For
Bufab AB	25-Apr-24	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	15.g. Reelect Bengt Liljedahl as Board Chair	For
Bufab AB	25-Apr-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	18. Approve Remuneration Report	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Fastighetsbolaget Emilshus AB	25-Apr-24	Sweden	G	Director Election - Director Election - Bundled	Elect Board of Directors and Auditors (Bundled)	9. Reelect Johan Ericsson (Chair), Jakob Fyrberg, Bjorn Garat, Elisabeth Thuresson and Rutger Kallen as Directors; Elect Ulrika Valassi as New Director; Ratify KPMG as Auditor	For
Fastighetsbolaget Emilshus AB	25-Apr-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report	For
SP Group A/S	25-Apr-24	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5.b. Approve Remuneration Report (Advisory Vote)	For
SP Group A/S	25-Apr-24	Denmark	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	5.c. Approve Creation of DKK 10 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 4.5 Million Pool of Capital without Preemptive Rights	For
SP Group A/S	25-Apr-24	Denmark	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	5.e. Approve Issuance of Warrants to Board Members and Senior Employees	For
SP Group A/S	25-Apr-24	Denmark	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	5.f. Authorize Share Repurchase Program	For
SP Group A/S	25-Apr-24	Denmark	G	Audit Related - Auditor Related	Ratify Auditors	7.a. Ratify PricewaterhouseCoopers as Auditors	For
Sampo Oyj	25-Apr-24	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Reelect Christian Clausen, Georg Ehrnrooth, Jannica Fagerholm, Steve Langan, Risto Murto, Antti Makinen, Markus Rauramo and Annica Witschard as Directors; Elect Astrid Strange as New Director	For
Electrolux Professional AB	25-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	13.1. Reelect Kai Warn as Director	For
Electrolux Professional AB	25-Apr-24	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	13.9. Reelect Kai Warn as Board Chair	For
Electrolux Professional AB	25-Apr-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	16. Approve Remuneration Policy And Other Terms of Employment For Executive Management	For
Electrolux Professional AB	25-Apr-24	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	17.1. Approve Performance Share Plan for Key Employees	For
Electrolux Professional AB	25-Apr-24	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	17.2. Approve Equity Plan Financing	For
Catena AB	25-Apr-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	19. Approve Remuneration Report	For
Rejlers AB	25-Apr-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Rejlers AB	25-Apr-24	Sweden	G	Director Election - Director Election - Bundled	Elect Board of Directors and Auditors (Bundled)	11. Reelect Peter Rejler (Chair), Jan Samuelsson, Patrik Boman, Lisa Rejler and Peter Johansson as Directors; Elect Susanne Blanke as New Director; Ratify Ernst & Young as Auditors	For
Tomra Systems ASA	25-Apr-24	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Statement	For
Tomra Systems ASA	25-Apr-24	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	10. Reelect Johan Hjertonsson (Chair), Bodil Sonesson, Pierre Couderc and Hege Skryseth as Directors; Elect Erik Osmundsen as New Director	For
Harvia Oyj	26-Apr-24	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy And Other Terms of Employment For Executive Management	For
Harvia Oyj	26-Apr-24	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Reelect Olli Liitola, Anders Holmen, Hille Korhonen, Heiner Olbrich (Chair), Markus Lengauer and Catharina Stackelberg-Hammaren as Directors	For
Harvia Oyj	26-Apr-24	Finland	G	Audit Related - Auditor Related	Ratify Auditors	16. Ratify Deloitte Oy as Auditors	For
Thule Group AB	26-Apr-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10.d. Approve Remuneration Report	For
Thule Group AB	26-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	13.4. Reelect Johan Westman as Director	For
Thule Group AB	26-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	13.5. Reelect Helene Willberg as Director	For
Nederman Holding AB	26-Apr-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report	For
Nederman Holding AB	26-Apr-24	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Johan Menckel (Chair), Anders Borg, Gunilla Fransson, Ylva op den Velde Hammargren, Sven Kristensson and Sam Stromersten as Directors	For
Hexagon AB	29-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	12.1. Reelect Ola Rollen as Director	For
Hexagon AB	29-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	12.2. Reelect Marta Schorling Andreen as Director	For
Hexagon AB	29-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	12.4. Reelect Sofia Schorling Hogberg as Director	For
Hexagon AB	29-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	12.5. Reelect Gun Nilsson as Director	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hexagon AB	29-Apr-24	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	12.10. Reelect Ola Rollen as Board Chair	For
Aker BP ASA	30-Apr-24	Norway	G	Audit Related - Auditor Related	Authorize Board to Fix Remuneration of External Auditor(s)	6. Approve Remuneration of Auditors	For
Aker BP ASA	30-Apr-24	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	9. Reelect Oyvind Eriksen, Trond Brandsrud, Valborg Lundegaard and Charles Ashley Heppenstall as Directors; Elect Doris Reiter as New Director	For
Aker BP ASA	30-Apr-24	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	11. Approve Creation of Pool of Capital without Preemptive Rights	For
Aker BP ASA	30-Apr-24	Norway	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	12. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For
Novonesis AS Novozymes AS	30-Apr-24	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report (Advisory Vote)	For
Novonesis AS Novozymes AS	30-Apr-24	Denmark	G	Director Election - Director Election	Elect Director	6.a. Reelect Cornelis (Cees) de Jong (Chair) as Director	For
Novonesis AS Novozymes AS	30-Apr-24	Denmark	G	Director Election - Director Election	Elect Director	8.a. Reelect Heine Dalsgaard as Director	For
Novonesis AS Novozymes AS	30-Apr-24	Denmark	G	Director Election - Director Election	Elect Director	8.c. Reelect Kasim Kutay as Director	For
engcon AB	02-May-24	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	13.2. Reelect Annika Baremo as Board Chair	For
Subsea 7 SA	02-May-24	Luxembourg	G	Director Election - Director Election	Elect Director	8. Reelect David Mullen as Non-Executive Director	For
Subsea 7 SA	02-May-24	Luxembourg	G	Director Election - Director Election	Elect Director	10. Reelect Jean Cahuzac as Non-Executive Director	For
VBG Group AB	02-May-24	Sweden	G	Director Election - Director Election	Elect Director	12.a. Reelect Anders Birgersson as Director	For
VBG Group AB	02-May-24	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	12.g. Elect Anders Birgersson as Board Chair	For
Tobii Dynavox AB	03-May-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Remuneration Report	For
Tobii Dynavox AB	03-May-24	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	15.a. Approve Performance Share Plan (Executive LTI 2024)	For
Tobii Dynavox AB	03-May-24	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	15.b. Approve Alternative Equity Plan Financing	For
Tobii Dynavox AB	03-May-24	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16.a. Approve Performance Share Plan for Key Employees	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Tobii Dynavox AB	03-May-24	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	16.b. Approve Alternative Equity Plan Financing	For
KlaraBo Sverige AB	03-May-24	Sweden	G	Director Election - Director Election - Bundled	Elect Board of Directors and Auditors (Bundled)	10. Reelect Lennart Sten (Chair), Anders Pettersson, Mats Johansson, Joacim Sjöberg, Sophia Mattsson-Linnala, Lulu Gylleneiden and Per Hakan Borjesson as Directors; Ratify PricewaterhouseCoopers as Auditor	For
KlaraBo Sverige AB	03-May-24	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	12. Approve Issuance of up to 20 Percent of Share Capital without Preemptive Rights	For
BTS Group AB	03-May-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8.d. Approve Remuneration Report	For
BTS Group AB	03-May-24	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	11. Reelect Mariana Burenstam Linder, Henrik Ekelund (Chair), Stefan Gardefjord, Reinhold Geijer and Anna Soderblom as Directors; Reelect Olivia Ekelund as Deputy Board Member	For
BTS Group AB	03-May-24	Sweden	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	14. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For
CellaVision AB	03-May-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	18. Approve Remuneration Report	For
Fastighets AB Balder	03-May-24	Sweden	G	Director Election - Director Election	Elect Director	11.a. Reelect Sten Duner (Chair) as Director	For
Fastighets AB Balder	03-May-24	Sweden	G	Director Election - Director Election	Elect Director	11.c. Reelect Fredrik Svensson as Director	For
Fastighets AB Balder	03-May-24	Sweden	G	Director Election - Director Election	Elect Director	11.d. Reelect Anders Wennergren as Director	For
Bygghem Group AB	06-May-24	Sweden	G	Director Election - Director Election - Bundled	Elect Board of Directors and Auditors (Bundled)	13. Reelect Anders Moberg (Chairman), Daniel Muhlback, Gunilla Spongh, Lars Ljungqvist, Andreas Elgaard and Catarina Fagerholm as Director; Ratify PricewaterhouseCoopers AB as Auditor	For
Ariston Holding NV	06-May-24	Netherlands	G	Director Election - Director Election	Elect Director	7a. Reelect Paolo Merloni as Executive Director	For
Ariston Holding NV	06-May-24	Netherlands	G	Director Election - Director Election	Elect Director	7b. Reelect Roberto Guidetti as Non-Executive Director	For
Ariston Holding NV	06-May-24	Netherlands	G	Director Election - Director Election	Elect Director	7c. Reelect Francesca Merloni as Non-Executive Director	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Instalco AB	06-May-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report	For
Novotek AB	06-May-24	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	11. Reelect Fredrik Larsson, Anna Bjelm, Charlotta Johnsson, Sven Kristensson (Chair) and Peter Rosen as Directors	For
Novotek AB	06-May-24	Sweden	G	Audit Related - Auditor Related	Ratify Auditors	12. Ratify Deloitte as Auditors	For
Novotek AB	06-May-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Remuneration Report	For
Beijer Alma AB	07-May-24	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Caroline af Ugglas, Hans Landin, Johnny Alvarsson, Oskar Hellstrom, Sofie Lowenhielm and Johan Wall (Chair) as Directors	For
Exsitec Holding AB	07-May-24	Sweden	G	Director Election - Director Election - Bundled	Elect Board of Directors and Auditors (Bundled)	10. Reelect Peter Viberg (Chair), Per Eriksson, Erlend Sogn, Christine Ahlstrand and Ann-Charlotte Jarleryd as Directors; Elect Emil Hjalmarsson as New Directors; Ratify PricewaterhouseCoopers AB as Auditor	For
Kongsberg Gruppen ASA	07-May-24	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Statement	For
NP3 Fastigheter AB	07-May-24	Sweden	G	Director Election - Director Election	Elect Director	10.2. Reelect Nils Styf (Chair) as Director	For
NP3 Fastigheter AB	07-May-24	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	10.7. Reelect Nils Styf as Board Chairman	For
NP3 Fastigheter AB	07-May-24	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	14. Approve Issuance of Up To 5.4 Million Ordinary Shares without Preemptive Rights; Approve Issuance of Up To 15 Million Preference Shares without Preemptive Rights	For
Bravida Holding AB	07-May-24	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	15. Reelect Fredrik Arp as Board Chair	For
Brinova Fastigheter AB	07-May-24	Sweden	G	Director Election - Director Election - Bundled	Elect Board of Directors and Auditors (Bundled)	10. Reelect Erik Selin (Chair), Johan Ericsson, Anders Jarl, Lennart Mauritzson, Anna Nordstrom Carlsson and Johan Tollgerdt as Directors; Ratify KPMG AB as Auditors	For
Brinova Fastigheter AB	07-May-24	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	13. Approve Issuance of up to 20 Percent of Share Capital without Preemptive Rights	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Var Energi ASA	07-May-24	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5. Approve Creation of NOK 39.9 Million Pool of Capital without Preemptive Rights	For
Var Energi ASA	07-May-24	Norway	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	6. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For
Var Energi ASA	07-May-24	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy And Other Terms of Employment For Executive Management	For
Var Energi ASA	07-May-24	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Statement	For
Var Energi ASA	07-May-24	Norway	G	Director Election - Director Election	Elect Director	11.a. Reelect Thorhild Widvey as Director	For
Var Energi ASA	07-May-24	Norway	G	Director Election - Director Election	Elect Director	11.c. Reelect Ove Gusevik as Director	For
Var Energi ASA	07-May-24	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	12. Reelect Francesco Gattei and Guido Brusco as Directors; Elect Francesca Rinaldi and Claudia Almadori as New Directors	For
Firefly AB	07-May-24	Sweden	G	Director Election - Director Election - Bundled	Elect Board of Directors and Auditors (Bundled)	12. Reelect Erik Mitteregger, Elisabet Salander Bjorklund, Anders Lindberg and Lennart Jansson as Directors; Elect Jan Bernthsson as Director; Ratify BDO Malardalen as Auditors	For
Firefly AB	07-May-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy And Other Terms of Employment For Executive Management	For
Firefly AB	07-May-24	Sweden	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	15. Amend Articles Re: Notice of General Meetings	For
Firefly AB	07-May-24	Sweden	G	Routine Business - Formalities	Authorize Filing of Required Documents/Other Formalities	16. Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Swedish Authorities	For
Momentum Group AB	07-May-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Report	For
Momentum Group AB	07-May-24	Sweden	G	Audit Related - Auditor Related	Ratify Auditors	14. Ratify Ernst & Young AB as Auditors	For
Veidekke ASA	07-May-24	Norway	G	Director Election - Director Election	Elect Director	6.6. Reelect Nils Morten Bohler as Director	For
Fortinova Fastigheter AB	08-May-24	Sweden	G	Director Election - Director Election	Elect Director	13.c. Reelect Anders Valdemarsson as Director	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Fortinova Fastigheter AB	08-May-24	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	14. Approve Issuance of up to 20 Percent of Share Capital without Preemptive Rights	For
NCAB Group AB	08-May-24	Sweden	G	Director Election - Director Election	Elect Director	12.a. Reelect Christian Salamon as Director	For
NCAB Group AB	08-May-24	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	12.g. Reelect Christian Salamon as Board Chair	For
NCAB Group AB	08-May-24	Sweden	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	17.a. Approve Warrant Plan for Key Employees (LTIP 2024/2027)	For
NCAB Group AB	08-May-24	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	17.b. Approve Equity Plan Financing Through Issuance of Warrants	For
NCAB Group AB	08-May-24	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	17.c. Approve Transfer of Warrants to Participants of LTIP 2024/2027	For
NCAB Group AB	08-May-24	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	17.d. Approve Acquisition of Treasury Shares in Connection with LTIP 2024/2027	For
NCAB Group AB	08-May-24	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	17.e. Approve Transfer of Treasury Shares to Participants of LTIP 2024/2027	For
Stille AB	08-May-24	Sweden	G	Director Election - Director Election - Bundled	Elect Board of Directors and Auditors (Bundled)	13. Reelect Lars Kvarnham (Chair), Per Carlsson, Victor Steien and Yonna Olsson as Directors; Elect Jens Viebke as New Director; Ratify Radek AB as Auditors	For
Stille AB	08-May-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy And Other Terms of Employment For Executive Management	For
AddLife AB	08-May-24	Sweden	G	Director Election - Director Election	Elect Director	13.4. Reelect Eva Nilsagard as Director	For
AddLife AB	08-May-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Remuneration Report	For
Sagax AB	08-May-24	Sweden	G	Director Election - Director Election	Elect Director	10.1. Reelect Johan Cederlund as Director	For
Sagax AB	08-May-24	Sweden	G	Director Election - Director Election	Elect Director	10.2. Reelect Filip Engelbert as Director	For
Sagax AB	08-May-24	Sweden	G	Director Election - Director Election	Elect Director	10.4. Reelect Staffan Salen as Director	For
Sagax AB	08-May-24	Sweden	G	Director Election - Director Election	Elect Director	10.5. Reelect Johan Thorell as Director	For
Sagax AB	08-May-24	Sweden	G	Director Election - Director Election	Elect Director	10.6. Reelect Ulrika Werdelin as Director	For
Sagax AB	08-May-24	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	10.7. Reelect Staffan Salen as Board Chair	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sagax AB	08-May-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Remuneration Report	For
Sagax AB	08-May-24	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	14. Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	For
Securitas AB	08-May-24	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Jan Svensson (Chair), Asa Bergman, John Brandon, Fredrik Cappelen, Gunilla Fransson, Sofia Schorling Hogberg, Harry Klagsbrun and Johan Menckel as Directors	For
Mycronic AB	08-May-24	Sweden	G	Director Election - Director Election	Elect Director	12.1. Reelect Patrik Tigerschiold as Director	For
Mycronic AB	08-May-24	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	12.8. Reelect Patrik Tigerschiold as Board Chair	For
Mycronic AB	08-May-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Remuneration Report	For
Topicus.com Inc.	13-May-24	Canada	G	Director Election - Director Election	Elect Director	1.2. Elect Director Jane Holden	For
Topicus.com Inc.	13-May-24	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Alex Macdonald	For
Topicus.com Inc.	13-May-24	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Robin van Poelje	For
Constellation Software Inc.	13-May-24	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Robert Kittel	For
Constellation Software Inc.	13-May-24	Canada	G	Director Election - Director Election	Elect Director	1.11. Elect Director Andrew Pastor	For
Annehem Fastigheter AB	14-May-24	Sweden	G	Director Election - Director Election	Elect Director	14.f. Reelect Henrik Saxborn as Director	For
Annehem Fastigheter AB	14-May-24	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	15. Elect Henrik Saxborn as Board Chair	For
Profoto Holding AB	14-May-24	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	12.a. Reelect Magnus Brannstrom, Hans Eckerstrom (Chair), Pernilla Ekman, Anders Hedeback, Helena Holmgren and Helene Willberg as Directors	For
Ependion AB	14-May-24	Sweden	G	Director Election - Director Election	Elect Director	13.1. Reelect Johan Wester as Director	For
Ependion AB	14-May-24	Sweden	G	Director Election - Director Election	Elect Director	13.2. Reelect Karin Gunnarsson as Director	For
Ependion AB	14-May-24	Sweden	G	Director Election - Director Election	Elect Director	13.3. Reelect Lars Eklof as Director	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ependion AB	14-May-24	Sweden	G	Director Election - Director Election	Elect Director	13.4. Reelect Jonas Hard as Director	For
Ependion AB	14-May-24	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	13.6. Reelect Peter Nilsson as Board Chair	For
Ependion AB	14-May-24	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16a. Approve Long-Term Performance Based Incentive Program LTI 2024/2027	For
Ependion AB	14-May-24	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	16b.1. Approve Equity Plan Financing Through Issuance of Shares	For
Ependion AB	14-May-24	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	16b.2. Approve Equity Plan Financing Through Repurchase of Shares	For
Ependion AB	14-May-24	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	16b.3. Approve Equity Plan Financing Through Transfer of Shares	For
Equinor ASA	14-May-24	Norway	G	Director Related - Board Related	Company-Specific Board-Related	14. Nominate Candidates for Future Board Appointments with Good Competency on the Energy Transition and Sustainability	Against
Equinor ASA	14-May-24	Norway	E	Environmental - Climate	Restriction of Fossil Fuel Financing	15. Update the Company Strategy and Capital Expenditure Plan According to the Commitment to the Goals of the Paris Agreement	Against
Epiroc AB	14-May-24	Sweden	G	Director Election - Director Election	Elect Director	10.a3. Reelect Johan Forssell as Director	For
Epiroc AB	14-May-24	Sweden	G	Director Election - Director Election	Elect Director	10.a6. Reelect Ronnie Leten as Director	For
Epiroc AB	14-May-24	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	10.b. Reelect Ronnie Leten as Board Chair	For
Epiroc AB	14-May-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12.a. Approve Remuneration Policy And Other Terms of Employment For Executive Management	For
K-Fast Holding AB	14-May-24	Sweden	G	Director Election - Director Election	Elect Director	11.1. Reelect Erik Selin (Chair) as Director	For
K-Fast Holding AB	14-May-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Remuneration Report	For
K-Fast Holding AB	14-May-24	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	15. Approve Issuance of up to 25 Million Shares of Series B without Preemptive Rights	For
Genovis AB	15-May-24	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	12. Reelect Torben Jorgensen (Chair), Mikael Lonn, Steve Jordan, Magnus Gustafsson and Lotta Ljungqvist as Directors	For
Sinch AB	16-May-24	Sweden	G	Director Election - Director Election	Elect Director	11.1. Reelect Erik Froberg (Chair) as Director	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sinch AB	16-May-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Remuneration Report	For
Absolent Air Care Group AB	16-May-24	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	12. Reelect Johan Westman (Chairman), Joakim Westh, Marta Schorling Andreen, Nils-Johan Andersson and Malin Persson as Directors; Elect Lars-Henrik Jornting as New Director	For
Nimbus Group AB	16-May-24	Sweden	G	Director Election - Director Election	Elect Director	13.1. Reelect Mats Engblom as Director	For
Nimbus Group AB	16-May-24	Sweden	G	Director Election - Director Election	Elect Director	13.3. Reelect Per Hesselmark as Director	For
Nimbus Group AB	16-May-24	Sweden	G	Director Election - Director Election	Elect Director	13.5. Reelect Eva Nilsagard as Director	For
Nimbus Group AB	16-May-24	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	14.1. Reelect Mats Engblom as Board Chairman	For
NIBE Industrier AB	16-May-24	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Gerteric Lindquist, Hans Linnarson (Chair), Anders Palsson, Eva Karlsson and Eva Thunholm as Directors; Elect James Ahrgren and Camilla Ekdahl as New Directors	For
Judges Scientific Plc	21-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Alexander Hambro as Director	For
Judges Scientific Plc	21-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect David Cicurel as Director	For
Judges Scientific Plc	21-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Tim Prestidge as Director	For
Judges Scientific Plc	21-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Ralph Elman as Director	For
Judges Scientific Plc	21-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Charles Holroyd as Director	For
Bouvet ASA	22-May-24	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Statement	For
Bouvet ASA	22-May-24	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	14. Approve Issuance of Shares in Connection with Incentive Plan	For
Nemetschek SE	23-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6. Elect Iris Helke to the Supervisory Board	For
Nemetschek SE	23-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Aalberts NV	23-May-24	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	7. Reelect P. (Piet) Veenema to Supervisory Board	For
DOF Group ASA	23-May-24	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	8. Reelect Svein Harald Oygard, Harald Lauritz Thorstein, Daniela Maia Ribeiro Fernandez Davila and Christine J. Brennet as Directors; Elect Adrian Geelmuyden as New Director	For
DOF Group ASA	23-May-24	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Statement (Advisory Vote)	For
Stendorren Fastigheter AB	23-May-24	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	12. Reelect Seth Lieberman, Helena Levander, Andreas Philipson (Chair) and Carl Mork as Directors; Elect Roniek Bannink and Joakim Rubin as New Directors	For
Stendorren Fastigheter AB	23-May-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Remuneration Report	For
Stendorren Fastigheter AB	23-May-24	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	16. Approve Issuance of up to 20 Percent of Share Capital without Preemptive Rights	For
Leroy Seafood Group ASA	28-May-24	Norway	G	Director Election - Director Election	Elect Director	8.a. Elect Arne Mogster as Chairman of the Board	For
Leroy Seafood Group ASA	28-May-24	Norway	G	Director Election - Director Election	Elect Director	8.b. Elect Linda Kidoy Pedersen as Director	For
IVU Traffic Technologies AG	29-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	For
IVU Traffic Technologies AG	29-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.1. Elect Bert Meerstadt to the Supervisory Board	For
IVU Traffic Technologies AG	29-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.2. Elect Ute Witt to the Supervisory Board	For
Masoval AS	04-Jun-24	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	7. Reelect Lars Masoval (Chair), Ola Loe and Nina Santi as Directors; Reelect Martin Staveli as Deputy Director	For
SalMar ASA	06-Jun-24	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Statement	For
SalMar ASA	06-Jun-24	Norway	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	10. Approve Share-Based Incentive Plan	For
TGS ASA	25-Jul-24	Norway	G	Director Election - Director Election	Elect Director	4.a. Elect Christopher Geoffrey Finlayson (Chair) as Director	For
TGS ASA	25-Jul-24	Norway	G	Director Election - Director Election	Elect Director	4.e. Elect Svein Harald Oygard as Director	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
DOF Group ASA	26-Jul-24	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	5. Elect Directors	For
DOF Group ASA	26-Jul-24	Norway	G	Director Related - Committee Election	Elect Member of Nominating Committee	6. Elect Members of Nominating Committee	For
Corem Property Group AB	14-Aug-24	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	8. Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	For
Addtech AB	22-Aug-24	Sweden	G	Director Election - Director Election	Elect Director	13.1. Reelect Henrik Hedelius as Director	For
Addtech AB	22-Aug-24	Sweden	G	Director Election - Director Election	Elect Director	13.2. Reelect Ulf Mattson as Director	For
Addtech AB	22-Aug-24	Sweden	G	Director Election - Director Election	Elect Director	13.3. Reelect Malin Nordesjo as Director	For
Addtech AB	22-Aug-24	Sweden	G	Director Election - Director Election	Elect Director	13.6. Elect Fredrik Borjesson as New Director	For
Addtech AB	22-Aug-24	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	13.7. Elect Malin Nordesjo as Board Chair	For
Addtech AB	22-Aug-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Remuneration Report	For
Lagercrantz Group AB	26-Aug-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Remuneration Report	For
Bergman & Beving AB	29-Aug-24	Sweden	G	Director Election - Director Election	Elect Director	13.1. Reelect Jorgen Wigh as Director	For
Bergman & Beving AB	29-Aug-24	Sweden	G	Director Election - Director Election	Elect Director	13.4. Reelect Henrik Hedelius as Director	For
Bergman & Beving AB	29-Aug-24	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	13.7. Reelect Jorgen Wigh as Board Chair	For
Bergman & Beving AB	29-Aug-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Remuneration Report	For
Sectra AB	10-Sep-24	Sweden	G	Director Election - Director Election	Elect Director	13.a. Reelect Anders Persson as Director	For
Sectra AB	10-Sep-24	Sweden	G	Director Election - Director Election	Elect Director	13.b. Reelect Torbjorn Kronander as Director	For
Sectra AB	10-Sep-24	Sweden	G	Director Election - Director Election	Elect Director	13.e. Reelect Jan-Olof Bruer as Director	For
Sectra AB	10-Sep-24	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	14. Reelect Jan-Olof Bruer as Board Chair	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sectra AB	10-Sep-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Remuneration Report	For
Sectra AB	10-Sep-24	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	18. Approve Performance Share Plan for Key Employees; Approve Equity Plan Financing	For
SpareBank 1 SR-Bank ASA	19-Sep-24	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	4. Elect Finn Haugan (Chair), Dag Mejdell (Deputy Chair), Heine Wang, Maria Tho, Trine Saether Romuld, Jan Skogseth, Camilla AC Tepfers and Kjetil Skjaeveland as Directors	For

Analysis of Votes Against Management

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
UniFirst Corporation	09-Jan-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Michael Iandoli	Withhold
TravelSky Technology Limited	25-Jan-24	China	G	Compensation - Equity Compensation Plan	Approve Share Appreciation Rights/Approve Phantom Option Plan	1. Approve Phase III H Share Appreciation Rights Scheme, Grant of Share Appreciation Rights to the Incentive Recipients, Corresponding Adjustments to the Exercise Prices and Number of Share Appreciation Rights, Amend Scheme and Related Transactions	Against
Nivika Fastigheter AB	05-Feb-24	Sweden	G	Director Election - Director Election	Elect Director	12.a1. Reelect Elisabeth Norman as Director	Against
Nivika Fastigheter AB	05-Feb-24	Sweden	G	Director Election - Director Election	Elect Director	12.a2. Reelect Hakan Eriksson as Director	Against
Nivika Fastigheter AB	05-Feb-24	Sweden	G	Director Election - Director Election	Elect Director	12.a3. Reelect Benny Holmgren as Director	Against
Nivika Fastigheter AB	05-Feb-24	Sweden	G	Director Election - Director Election	Elect Director	12.a4. Reelect Santhe Dahl as Director	Against
Nivika Fastigheter AB	05-Feb-24	Sweden	G	Director Election - Director Election	Elect Director	12.a5. Reelect Thomas Lindster as Director	Against
Nivika Fastigheter AB	05-Feb-24	Sweden	G	Director Election - Director Election	Elect Director	12.a7. Reelect Oscar Welandson as Director	Against
Nivika Fastigheter AB	05-Feb-24	Sweden	G	Director Election - Director Election	Elect Director	12.a8. Elect Tim Floderus as New Director	Against
Nivika Fastigheter AB	05-Feb-24	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	12.b. Reelect Elisabeth Norman as Board Chair	Against
Garware Technical Fibres Limited	06-Mar-24	India	G	Director Election - Director Election	Elect Director	1. Approve Continuation of Shrikant Pandharinath Kulkarni as Non-Executive Independent Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Kojamo Oyj	14-Mar-24	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Kojamo Oyj	14-Mar-24	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Kojamo Oyj	14-Mar-24	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Reelect Mikael Aro (Chair), Kari Kauniskangas, Anne Leskela, Mikko Mursula, Annica Anas and Andreas Segal as Directors; Elect Veronica Lindholm as New Director	Against
Talenom Oyj	14-Mar-24	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote); Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Talenom Oyj	14-Mar-24	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Harri Tahkola, Mikko Siuruainen, Olli Hyypä, Johannes Karjula, Elina Tourunen, Sampsa Laine and Erik Tahkola as Directors	Against
Axfood AB	20-Mar-24	Sweden	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	19. Allow Shareholder Meetings to be Held by Electronic Means	Against
Gjensidige Forsikring ASA	20-Mar-24	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Statement	Against
ABB Ltd.	21-Mar-24	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Valmet Corp.	21-Mar-24	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Valmet Corp.	21-Mar-24	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Report (Advisory Vote)	Against
Valmet Corp.	21-Mar-24	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Reelect Mikael Mäkinen (Chair), Jaakko Eskola (Vice-Chair), Pekka Kemppainen, Monika Maurer, Anu Hamalainen and Per Lindberg as Directors; Elect Annareetta Lumme-Timonen and Annika Paasikivi as New Directors	Against
Novo Nordisk A/S	21-Mar-24	Denmark	G	Director Election - Director Election	Elect Director	6.1. Reelect Helge Lund (Chair) as Director	Abstain
Novo Nordisk A/S	21-Mar-24	Denmark	G	Director Election - Director Election	Elect Director	6.2. Reelect Henrik Poulsen (Vice Chair) as Director	Abstain
Novo Nordisk A/S	21-Mar-24	Denmark	G	Director Election - Director Election	Elect Director	6.3d. Reelect Kasim Kutay as Director	Abstain

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Tryg A/S	21-Mar-24	Denmark	G	Director Election - Director Election	Elect Director	7.1. Reelect Jukka Pertola as Member of Board	Abstain
WISEiTech Co., Ltd.	25-Mar-24	South Korea	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	3. Approve Total Remuneration of Inside Directors and Outside Directors	Against
WISEiTech Co., Ltd.	25-Mar-24	South Korea	G	Director Related - Statutory Auditor	Authorize Board to Fix Remuneration of Internal Statutory Auditor(s)	4. Authorize Board to Fix Remuneration of Internal Auditor(s)	Against
Olvi Oyj	26-Mar-24	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Olvi Oyj	26-Mar-24	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Asia Commercial Joint Stock Bank	04-Apr-24	Vietnam	G	Routine Business - Routine Business	Other Business	2. Other Business	Against
Gofore Oyj	04-Apr-24	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Gofore Oyj	04-Apr-24	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Gofore Oyj	04-Apr-24	Finland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	18. Approve Issuance of up to 2.3 Million Shares without Preemptive Rights	Against
Corporacion Moctezuma SAB de CV	09-Apr-24	Mexico	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	5. Elect or Ratify Directors and Company Secretary	Against
Pandox AB	10-Apr-24	Sweden	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and Auditors	10. Approve Remuneration of Directors in the Amount of SEK 890,000 for Chairman, SEK 680,000 for Deputy Chairman and SEK 468,500 for Other Directors; Approve Committee Fees; Approve Remuneration of Auditors	Against
Pandox AB	10-Apr-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Pandox AB	10-Apr-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Remuneration Report	Against
Schouw & Co A/S	10-Apr-24	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report (Advisory Vote)	Against
Schouw & Co A/S	10-Apr-24	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5.1. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Dometic Group AB	11-Apr-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Remuneration Report	Against
AstraZeneca PLC	11-Apr-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
AstraZeneca PLC	11-Apr-24	United Kingdom	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	8. Amend Performance Share Plan 2020	Against
Protector Forsikring ASA	11-Apr-24	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Statement	Against
Marimekko Oyj	16-Apr-24	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Reelect Carol Chen, Mika Ihmuotila (Chair), Teemu Kangas-Karki (Vice Chair), Tomoki Takebayashi and Marianne Vikkula as Directors; Elect Massimiliano Brunazzo as New Director	Against
The Sherwin-Williams Company	17-Apr-24	USA	G	Corporate Governance - Shareholder Rights	Adopt Simple Majority Vote	4. Adopt Simple Majority Vote	For
International Container Terminal Services, Inc.	18-Apr-24	Philippines	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	4.2. Elect Cesar A. Buenaventura as Director	Abstain
International Container Terminal Services, Inc.	18-Apr-24	Philippines	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	4.5. Elect Jose C. Ibazeta as Director	Abstain
Neobo Fastigheter AB	23-Apr-24	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	13. Approve Creation of Pool of Capital without Preemptive Rights	Against
DiaSorin SpA	24-Apr-24	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
Atea ASA	25-Apr-24	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Report	Against
Humanica Public Co. Ltd.	25-Apr-24	Thailand	G	Routine Business - Routine Business	Other Business	8. Other Business	Against
Green Landscaping Group AB	25-Apr-24	Sweden	G	Director Election - Director Election - Bundled	Elect Board of Directors and Auditors (Bundled)	12. Reelect Per Sjostrand (Chairman), Monica Trolle, Staffan Salen, Asa Kallenius and Tomas Bergstrom as Directors; Elect Bjorn Jansson as New Director; Ratify Grant Thornton Sweden as Auditors	Against
Huhtamaki Oyj	25-Apr-24	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Mercedes Alonso, Doug Baillie, Anja Korhonen, Pauline Lindwall, Kerttu Tuomas (Vice Chair), Pekka Vauramo (Chair) and Ralf K. Wunderlich as Directors; Elect Robert K. Beckler as New Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Fastighetsbolaget Emilshus AB	25-Apr-24	Sweden	G	Director Election - Director Election - Bundled	Elect Board of Directors and Auditors (Bundled)	9. Reelect Johan Ericsson (Chair), Jakob Fyrberg, Bjorn Garat, Elisabeth Thuresson and Rutger Kallen as Directors; Elect Ulrika Valassi as New Director; Ratify KPMG as Auditor	Against
Fastighetsbolaget Emilshus AB	25-Apr-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report	Against
Vietnam Dairy Products Corp.	25-Apr-24	Vietnam	G	Routine Business - Routine Business	Other Business	8. Other Business	Against
Digiworld Corp.	25-Apr-24	Vietnam	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	6. Approve Employee Stock Ownership Plan (ESOP 2024)	Against
Digiworld Corp.	25-Apr-24	Vietnam	G	Routine Business - Routine Business	Other Business	12. Other Business	Against
Upsales Technology AB	25-Apr-24	Sweden	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and Auditors	12. Approve Remuneration of Directors in the Amount of SEK 120,000 for Chairman and SEK 60,000 for Other Directors; Approve Remuneration of Auditors	Against
Upsales Technology AB	25-Apr-24	Sweden	G	Director Election - Director Election - Bundled	Elect Board of Directors and Auditors (Bundled)	13. Reelect Baltsar Sahlin (Chair), Sebastian Torneman and Daniel Wikberg as Directors; Elect Henry Rawet and Ingrid Soderberg as New Directors; Ratify BDO Malardalen AB as Auditors	Against
Schibsted ASA	26-Apr-24	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report (Advisory Vote)	Against
Thule Group AB	26-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	13.4. Reelect Johan Westman as Director	Against
Thule Group AB	26-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	13.5. Reelect Helene Willberg as Director	Against
Bakkafrost P/F	30-Apr-24	Faroe Islands	G	Director Election - Director Election	Elect Director	5.5. Reelect Teitur Samuelsen as Director	Against
Bakkafrost P/F	30-Apr-24	Faroe Islands	G	Director Election - Director Election	Elect Director	6. Reelect Runi M. Hansen (Chair) as Director	Against
Bakkafrost P/F	30-Apr-24	Faroe Islands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Fenix Outdoor International AG	02-May-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.1. Reelect Ulf Gustafsson as Director	Against
Fenix Outdoor International AG	02-May-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.2. Reelect Mats Olsson as Director	Against
Fenix Outdoor International AG	02-May-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.3. Reelect Sebastian Von Wallwitz as Director	Against
Fenix Outdoor International AG	02-May-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.4. Reelect Susanne Nordin as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Fenix Outdoor International AG	02-May-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.5. Reelect Rolf Schmid as Director	Against
Fenix Outdoor International AG	02-May-24	Switzerland	G	Director Election - Director Election	Elect Director	4.2. Reelect Martin Nordin as Director and Board Chair	Against
Fenix Outdoor International AG	02-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.1. Reappoint Ulf Gustafsson as Member of the Compensation Committee	Against
Fenix Outdoor International AG	02-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.2. Reappoint Susanne Nordin as Member of the Compensation Committee	Against
Fenix Outdoor International AG	02-May-24	Switzerland	G	Audit Related - Auditor Related	Ratify Auditors	4.5. Ratify Ernst & Young Ltd as Auditors	Against
Fenix Outdoor International AG	02-May-24	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
engcon AB	02-May-24	Sweden	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	14. Amend Articles Re: Allow Shareholder Meetings to be Held Partially or Fully by Electronic Means; Approve Third Party Presence at General Meetings	Against
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Warren E. Buffett	Withhold
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Stephen B. Burke	Withhold
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Kenneth I. Chenault	Withhold
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Susan L. Decker	Withhold
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Charlotte Guyman	Withhold
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Thomas S. Murphy, Jr.	Withhold
Berkshire Hathaway Inc.	04-May-24	USA	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	2. Report on Efforts to Measure, Disclose and Reduce GHG Emissions Associated with Underwriting, Insuring, and Investing	For
Berkshire Hathaway Inc.	04-May-24	USA	E	Environmental - Climate	GHG Emissions	3. Disclose BHE's Emissions and Progress Towards Goal in Consolidated Report	For
Berkshire Hathaway Inc.	04-May-24	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	4. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For
Ariston Holding NV	06-May-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2b. Approve Remuneration Report	Against
Ariston Holding NV	06-May-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Amend Remuneration Policy	Against
The Hershey Company	06-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Robert M. Dutkowsky	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Hershey Company	06-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director M. Diane Koken	Withhold
The Hershey Company	06-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Robert M. Malcolm	Withhold
The Hershey Company	06-May-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Anthony J. Palmer	Withhold
The Hershey Company	06-May-24	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Juan R. Perez	Withhold
The Hershey Company	06-May-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	4. Commission Third Party Supply Chain Assessment on Achieving a Living Income for Cocoa Farmers	For
The Hershey Company	06-May-24	USA	E	Environmental - Pollution	Recycling	5. Report on Support for a Circular Economy for Packaging	For
Danaher Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Teri List	Against
Danaher Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director A. Shane Sanders	Against
Danaher Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director John T. Schwieters	Against
Danaher Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Raymond C. Stevens	Against
Danaher Corporation	07-May-24	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	4. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Danaher Corporation	07-May-24	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	5. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For
Telenor ASA	07-May-24	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Statement	Against
Telenor ASA	07-May-24	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	11. Approve Equity Plan Financing Through Repurchase of Shares	Against
Telenor ASA	07-May-24	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	15.1. Approve Remuneration of Nominating Committee	Against
Stille AB	08-May-24	Sweden	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	17. Allow Shareholder Meetings to be Held by Electronic Means	Against
IMCD NV	14-May-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.c. Approve Remuneration Report	Against
SAP SE	15-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Aicha Evans to the Supervisory Board	Against
SAP SE	15-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Elect Friederike Rotsch to the Supervisory Board	Against
Fastighets AB Trianon	15-May-24	Sweden	G	Director Election - Director Election	Elect Director	13.c. Reelect Viktoria Bergman as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Fastighets AB Trianon	15-May-24	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	13.h. Reelect Viktoria Bergman as Board Chair	Against
Alicorp SAA	16-May-24	Peru	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	3. Approve Presentation of the Potential Acquisition of Refineria del Espino SA	Against
Alicorp SAA	16-May-24	Peru	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	4. Authorize Board and Specifically the Special Committee to Adopt the Necessary or Convenient Agreements in Relation to the Potential Agreement	Against
Marsh & McLennan Companies, Inc.	16-May-24	USA	G	Corporate Governance - Shareholder Rights	Provide Right to Act by Written Consent	4. Provide Right to Act by Written Consent	For
Intercontinental Exchange, Inc.	17-May-24	USA	G	Director Related - Board Related	Require Independent Board Chair	4. Require Independent Board Chair	For
CDW Corporation	21-May-24	USA	S	Social - Political Spending	Political Contributions Disclosure	4. Report on Political Contributions	For
Dassault Systemes SE	22-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy of Corporate Officers	Against
Dassault Systemes SE	22-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO until January 8, 2023 then Chairman and CEO until December 31, 2023	Against
Dassault Systemes SE	22-May-24	France	G	Compensation - Directors' Compensation	Remuneration-Related	10. Approve Compensation Report of Corporate Officers	Against
Dassault Systemes SE	22-May-24	France	G	Director Election - Director Election	Elect Director	11. Elect Groupe Industriel Marcel Dassault SAS as Director	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Merger by Absorption	17. Delegate Powers to the Board to Approve Merger by Absorption by the Company	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	18. Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 17	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Spin-Off Agreement	19. Delegate Powers to the Board to Approve Spin-Off Agreement	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	20. Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 19	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Corporate Transactions/Reorganizations	Acquire Certain Assets of Another Company	21. Delegate Powers to the Board to Acquire Certain Assets of Another Company	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	22. Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 21	Against
Alligo AB	23-May-24	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Reelect Goran Nasholm (Chair), Stefan Hedelius, Cecilia Marlow, Johan Sjo and Christina Aqvist as Directors; Elect Johan Lilliehook as New Director	Against
Alligo AB	23-May-24	Sweden	G	Director Related - Committee Election	Elect Member of Nominating Committee	17. Elect Peter Hofvenstam (Chair), Stefan Hedelius, Lilian Fossum Biner and Bjorn Borjesson as Members of Nominating Committee	Against
ViTrox Corporation Berhad	24-May-24	Malaysia	G	Director Election - Director Election	Elect Director	4. Elect Kiew Kwong Sen as Director	Against
ViTrox Corporation Berhad	24-May-24	Malaysia	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	7. Approve Crowe Malaysia PLT as Auditors and Authorize Board to Fix Their Remuneration	Against
Leroy Seafood Group ASA	28-May-24	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Statement	Against
Dollar General Corporation	29-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Meta Platforms, Inc.	29-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Peggy Alford	Withhold
Meta Platforms, Inc.	29-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Marc L. Andreessen	Withhold
Meta Platforms, Inc.	29-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Andrew W. Houston	Withhold
Meta Platforms, Inc.	29-May-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Tony Xu	Withhold
Meta Platforms, Inc.	29-May-24	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Mark Zuckerberg	Withhold
Meta Platforms, Inc.	29-May-24	USA	G	Director Related - Board Related	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	3. Amend Certificate of Incorporation to Limit the Liability of Officers	Against
Meta Platforms, Inc.	29-May-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Meta Platforms, Inc.	29-May-24	USA	G	Non-Routine Business - Non-Routine Business	Approve Recapitalization Plan for all Stock to Have One-vote per Share	5. Approve Recapitalization Plan for all Stock to Have One-vote per Share	For
Meta Platforms, Inc.	29-May-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	6. Report on Generative AI Misinformation and Disinformation Risks	For
Meta Platforms, Inc.	29-May-24	USA	G	Corporate Governance - Shareholder Rights	Proxy Voting Disclosure	7. Disclosure of Voting Results Based on Class of Shares	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Meta Platforms, Inc.	29-May-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	8. Report on Human Rights Risks in Non-US Markets	For
Meta Platforms, Inc.	29-May-24	USA	E, S, G	Miscellaneous - Miscellaneous	Company-Specific-Governance-Related	9. Amend Corporate Governance Guidelines	For
Meta Platforms, Inc.	29-May-24	USA	S	Social - Human Rights	Human Rights Risk Assessment	10. Report on Human Rights Impact Assessment of Targeted Advertising	For
Meta Platforms, Inc.	29-May-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	11. Report on Child Safety and Harm Reduction	For
Meta Platforms, Inc.	29-May-24	USA	S	Social - Political Spending	Political Activities and Action	13. Report on Political Advertising and Election Cycle Enhanced Actions	For
Meta Platforms, Inc.	29-May-24	USA	E, S	E&S Blended - Climate	Climate Change Lobbying	14. Report on Framework to Assess Company Lobbying Alignment with Climate Goals	For
Ping An Insurance (Group) Co. of China Ltd.	30-May-24	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	10. Approve Issuance of Debt Financing Instruments	Against
Ping An Insurance (Group) Co. of China Ltd.	30-May-24	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	11. Amend Articles of Association	Against
PT Metrodata Electronics Tbk	03-Jun-24	Indonesia	G	Director Related - Board Related	Ratify Changes in the Composition of the Board	5. Approve Changes in the Boards of the Company	Against
UnitedHealth Group Incorporated	03-Jun-24	USA	S	Social - Political Spending	Political Spending Congruency	4. Report on Congruency of Political Spending with Company Values and Priorities	For
Booking Holdings Inc.	04-Jun-24	USA	G	Compensation - Compensation	Clawback of Incentive Payments	4. Amend Clawback Policy	For
Booking Holdings Inc.	04-Jun-24	USA	S	Social - Data Security & Privacy	Data Security, Privacy, and Internet Issues	5. Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	For
K2A Knaust & Andersson Fastigheter AB	05-Jun-24	Sweden	G	Director Election - Director Election - Bundled	Elect Board of Directors and Auditors (Bundled)	11. Reelect Sten Gejrot (Chair), Claes-Henrik Julander, Johan Knaust, Ingrid Lindquist, Johan Ljungberg and Johan Thorell as Directors; Ratify KPMG as Auditor	Against
K2A Knaust & Andersson Fastigheter AB	05-Jun-24	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	14. Approve Issuance of up to 20 Percent of Issued Shares without Preemptive Rights	Against
ALM Equity AB	10-Jun-24	Sweden	G	Director Related - Board Related	Fix Number of Directors	10. Determine Number of Members and Deputy Members of Board	Against
ALM Equity AB	10-Jun-24	Sweden	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and Auditors	11. Approve Remuneration of Directors; Approve Remuneration of Auditor	Against
ALM Equity AB	10-Jun-24	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	12. Elect Directors	Against
ALM Equity AB	10-Jun-24	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	13. Elect Board Chair	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ALM Equity AB	10-Jun-24	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	20. Approve Issuance of 3 Million Shares without Preemptive Rights	Against
Etsy, Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Marla Blow	Against
Etsy, Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Gary S. Briggs	Against
Etsy, Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Melissa Reiff	Against
Etsy, Inc.	13-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Etsy, Inc.	13-Jun-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Mastercard Incorporated	18-Jun-24	USA	S	Social - Political Spending	Political Lobbying Disclosure	4. Report on Lobbying Payments and Policy	For
TravelSky Technology Limited	20-Jun-24	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	6. Amend Articles of Association	Against
Soltec Power Holdings SA	25-Jun-24	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy	Against
Dino Polska SA	26-Jun-24	Poland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Remuneration Report	Against
Dino Polska SA	26-Jun-24	Poland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy	Against
Dino Polska SA	26-Jun-24	Poland	G	Director Election - Director Election	Elect Supervisory Board Member	16.1. Elect Maciej Polanowski as Supervisory Board Member	Against
Dino Polska SA	26-Jun-24	Poland	G	Director Election - Director Election	Elect Supervisory Board Member	16.2. Elect Eryk Bajer as Supervisory Board Member	Against
Dino Polska SA	26-Jun-24	Poland	G	Director Election - Director Election	Elect Supervisory Board Member	16.3. Elect Slawomir Jakszuk as Supervisory Board Member	Against
Dino Polska SA	26-Jun-24	Poland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	17.1. Approve Remuneration of Maciej Polanowski (Supervisory Board Member)	Against
Dino Polska SA	26-Jun-24	Poland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	17.2. Approve Remuneration of Eryk Bajer (Supervisory Board Member)	Against
Dino Polska SA	26-Jun-24	Poland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	17.3. Approve Remuneration of Slawomir Jakszuk (Supervisory Board Member)	Against
Dino Polska SA	26-Jun-24	Poland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	17.4. Approve Remuneration of Piotr Borowski (Supervisory Board Member)	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Dino Polska SA	26-Jun-24	Poland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	17.5. Approve Remuneration of Supervisory Board Deputy Chairman	Against
Dino Polska SA	26-Jun-24	Poland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	17.6. Approve Remuneration of Supervisory Board and Audit Committee Member	Against
Autodesk, Inc.	16-Jul-24	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Provide Right to Call a Special Meeting	For
Naspers Ltd.	22-Aug-24	South Africa	G	Director Election - Director Election	Elect Director	4.2. Re-elect Craig Enenstein as Director	Against
Naspers Ltd.	22-Aug-24	South Africa	G	Director Related - Committee Election	Elect Member of Audit Committee	5.4. Re-elect Steve Pacak as Chairman of the Audit Committee	Against
Naspers Ltd.	22-Aug-24	South Africa	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy	Against
Naspers Ltd.	22-Aug-24	South Africa	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Implementation Report of the Remuneration Report	Against
Naspers Ltd.	22-Aug-24	South Africa	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	8. Place Authorised but Unissued Shares under Control of Directors	Against
Naspers Ltd.	22-Aug-24	South Africa	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	9. Authorise Board to Issue Shares for Cash	Against
Naspers Ltd.	22-Aug-24	South Africa	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	2. Approve Financial Assistance in Terms of Section 44 of the Companies Act	Against
Naspers Ltd.	22-Aug-24	South Africa	G	Capitalization - Capital Structure - Repurchase	Authorize Directed Share Repurchase Program	5. Authorise Specific Repurchase of N Ordinary Shares from Holders of N Ordinary Share	Against
Naspers Ltd.	22-Aug-24	South Africa	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	6. Authorise Repurchase of A Ordinary Shares	Against
DiaSorin SpA	04-Sep-24	Italy	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	1.1. Amend Company Bylaws Re: Articles 8 and 9	Against
Coloplast A/S	05-Dec-24	Denmark	G	Director Election - Director Election	Elect Director	7.2. Reelect Niels Peter Louis-Hansen as Director	Abstain
Microsoft Corporation	10-Dec-24	USA	S	Social - Weapons	Weapons - Related	4. Report on Risks of Weapons Development	For
Microsoft Corporation	10-Dec-24	USA	S	Social - Human Rights	Operations in High Risk Countries	6. Report on Risks of Operating in Countries with Significant Human Rights Concerns	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Microsoft Corporation	10-Dec-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	7. Report on Risks of Using Artificial Intelligence and Machine Learning Tools for Oil and Gas Development and Production	For
Microsoft Corporation	10-Dec-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	8. Report on Risks Related to AI Generated Misinformation and Disinformation	For
Microsoft Corporation	10-Dec-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	9. Report on AI Data Sourcing Accountability	For
OTC Markets Group Inc.	17-Dec-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director R. Cromwell Coulson	Against
OTC Markets Group Inc.	17-Dec-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Neal Wolkoff	Against

Unvoted Meetings

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
Sonova Holding AG	11-Jun-24	Annual	Switzerland	1812531
EDP Renovaveis SA	04-Apr-24	Annual	Spain	1828271
Eiendomsspar AS	06-May-24	Annual	Norway	1854608