

VOTE SUMMARY REPORT

REPORTING PERIOD: 01/01/2024 to 31/03/2024

LOCATION(S): ALL LOCATIONS

Voting Statistics

	Total	Percent
Votable Meetings	37	
Meetings Voted	37	100.00%
Meetings with One or More Votes Against Management	26	70.27%
Votable Ballots	37	
Ballots Voted	37	100.00%

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

	Management Proposals		Shareholder Proposals		All Proposals	
	Total	Percent	Total	Percent	Total	Percent
Votable Proposals	789		24		813	
Proposals Voted	789	100.00%	24	100.00%	813	100.00%
FOR Votes	709	89.86%	7	29.17%	716	88.07%
AGAINST Votes	75	9.51%	17	70.83%	92	11.32%
ABSTAIN Votes	4	0.51%	0	0.00%	4	0.49%
WITHHOLD Votes	0	0.00%	0	0.00%	0	0.00%
Votes WITH Management	710	89.99%	17	70.83%	727	89.42%
Votes AGAINST Management	79	10.01%	7	29.17%	86	10.58%

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

Mondi Plc

Meeting Date: 15/01/2024

Country: United Kingdom

Ticker: MNDI

Record Date: 11/01/2024

Meeting Type: Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Special Dividend	Mgmt	For	For
2	Approve Share Consolidation	Mgmt	For	For
3	Authorise Issue of Equity	Mgmt	For	For
4	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
5	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For

Costco Wholesale Corporation

Meeting Date: 18/01/2024

Country: USA

Ticker: COST

Record Date: 10/11/2023

Meeting Type: Annual

Costco Wholesale Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Susan L. Decker	Mgmt	For	For
1b	Elect Director Kenneth D. Denman	Mgmt	For	For
1c	Elect Director Helena B. Foulkes	Mgmt	For	For
1d	Elect Director Richard A. Galanti	Mgmt	For	For
1e	Elect Director Hamilton E. James	Mgmt	For	For
1f	Elect Director W. Craig Jelinek	Mgmt	For	For
1g	Elect Director Sally Jewell	Mgmt	For	For
1h	Elect Director Jeffrey S. Raikes	Mgmt	For	For
1i	Elect Director John W. Stanton	Mgmt	For	For
<i>Voter Rationale: EOS manual override. See analyst note.</i>				
1j	Elect Director Ron M. Vachris	Mgmt	For	For
1k	Elect Director Mary Agnes (Maggie) Wilderotter	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
<i>Voter Rationale: EOS manual override. See analyst note.</i>				
4	Issue Audited Report on Fiduciary Relevance of Decarbonization Goal	SH	Against	Against

Intuit Inc.

Meeting Date: 18/01/2024 **Country:** USA **Ticker:** INTU
Record Date: 20/11/2023 **Meeting Type:** Annual

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

Intuit Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1i	Elect Director Thomas Szkutak	Mgmt	For	For
1j	Elect Director Raul Vazquez	Mgmt	For	For
1k	Elect Director Eric S. Yuan	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
<i>Voter Rationale: High variable pay ratio Total pay targets a range above peer median Options/PSUs vest in less than 36 months</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
5	Amend Omnibus Stock Plan	Mgmt	For	For
6	Report on Climate Risk in Retirement Plan Options	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				

Visa Inc.

Meeting Date: 23/01/2024

Country: USA

Ticker: V

Record Date: 24/11/2023

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Lloyd A. Carney	Mgmt	For	For
1b	Elect Director Kermit R. Crawford	Mgmt	For	For
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For	For
1d	Elect Director Ramon Laguarta	Mgmt	For	For
1e	Elect Director Teri L. List	Mgmt	For	For
1f	Elect Director John F. Lundgren	Mgmt	For	For
1g	Elect Director Ryan McInerney	Mgmt	For	For
1h	Elect Director Denise M. Morrison	Mgmt	For	Against
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
1i	Elect Director Pamela Murphy	Mgmt	For	For
1j	Elect Director Linda J. Rendle	Mgmt	For	For
1k	Elect Director Maynard G. Webb, Jr.	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
<i>Voter Rationale: High variable pay ratio Options/PSUs vest in less than 36 months</i>				

Visa Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Ratify KPMG LLP as Auditors	Mgmt	For	For
4	Approve Class B Exchange Offer Program Certificate Amendments	Mgmt	For	For
5	Adjourn Meeting	Mgmt	For	For
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against

Sodexo SA

Meeting Date: 30/01/2024 **Country:** France **Ticker:** SW
Record Date: 26/01/2024 **Meeting Type:** Ordinary Shareholders

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Distribution in Kind of Shares of Pluxee	Mgmt	For	For
2	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Accenture plc

Meeting Date: 31/01/2024 **Country:** Ireland **Ticker:** ACN
Record Date: 04/12/2023 **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jaime Ardila	Mgmt	For	For
1b	Elect Director Martin Bruder Muller	Mgmt	For	For
1c	Elect Director Alan Jope	Mgmt	For	For
1d	Elect Director Nancy McKinstry	Mgmt	For	For
<i>Voter Rationale: EOS manual override. See analyst note.</i>				
1e	Elect Director Beth E. Mooney	Mgmt	For	For
1f	Elect Director Gilles C. Pelisson	Mgmt	For	For
1g	Elect Director Paula A. Price	Mgmt	For	For
1h	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	For
1i	Elect Director Arun Sarin	Mgmt	For	For
1j	Elect Director Julie Sweet	Mgmt	For	For

Accenture plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1k	Elect Director Tracey T. Travis	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
<i>Voter Rationale: EOS manual override. See analyst note.</i>				
3	Amend Omnibus Stock Plan	Mgmt	For	For
4	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For
5	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
6	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For
7	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	For	For
8	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For

Imperial Brands Plc

Meeting Date: 31/01/2024 **Country:** United Kingdom **Ticker:** IMB
Record Date: 29/01/2024 **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Remuneration Policy	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
4	Approve Final Dividend	Mgmt	For	For
5	Re-elect Therese Esperdy as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to below-board gender diversity</i>				
6	Re-elect Stefan Bomhard as Director	Mgmt	For	For
7	Re-elect Susan Clark as Director	Mgmt	For	For
8	Re-elect Diane de Saint Victor as Director	Mgmt	For	For
9	Re-elect Ngozi Edozien as Director	Mgmt	For	For
10	Re-elect Alan Johnson as Director	Mgmt	For	For
11	Re-elect Robert Kunze-Concewitz as Director	Mgmt	For	For
12	Re-elect Lukas Paravicini as Director	Mgmt	For	For
13	Re-elect Jonathan Stanton as Director	Mgmt	For	For

Imperial Brands Plc

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

The Sage Group plc

Meeting Date: 01/02/2024

Country: United Kingdom

Ticker: SGE

Record Date: 30/01/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Final Dividend	Mgmt	For	For
4	Elect Roisin Donnelly as Director	Mgmt	For	For
5	Re-elect Andrew Duff as Director	Mgmt	For	For
6	Re-elect Sangeeta Anand as Director	Mgmt	For	For
7	Re-elect John Bates as Director	Mgmt	For	For
8	Re-elect Jonathan Bewes as Director	Mgmt	For	For
9	Re-elect Maggie Jones as Director	Mgmt	For	For
10	Re-elect Annette Court as Director	Mgmt	For	For
11	Re-elect Derek Harding as Director	Mgmt	For	For
12	Re-elect Steve Hare as Director	Mgmt	For	For
13	Re-elect Jonathan Howell as Director	Mgmt	For	For
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
15	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For

The Sage Group plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For
17	Authorise Issue of Equity	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Siemens AG

Meeting Date: 08/02/2024

Country: Germany

Ticker: SIE

Record Date: 01/02/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 4.70 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2022/23	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2022/23	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2022/23	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2022/23	Mgmt	For	For
3.5	Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2022/23	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2022/23	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2022/23	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2022/23	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.4	Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2022/23	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Michael Diekmann (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Regina Dugan (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2022/23	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2022/23	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Oliver Hartmann (from Sep. 14, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Keryn Lee James (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Harald Kern for Fiscal Year 2022/23	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2022/23	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Martina Merz (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Christian Pfeiffer (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2022/23	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2022/23	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Norbert Reithofer (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Kasper Rorsted for Fiscal Year 2022/23	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Nemat Shafik (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2022/23	Mgmt	For	For
4.21	Approve Discharge of Supervisory Board Member Michael Sigmund (until Aug. 31, 2023) for Fiscal Year 2022/23	Mgmt	For	For

Siemens AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.22	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2022/23	Mgmt	For	For
4.23	Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2022/23	Mgmt	For	For
4.24	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2022/23	Mgmt	For	For
4.25	Approve Discharge of Supervisory Board Member Gunnar Zukunft (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023/24	Mgmt	For	For
6	Approve Remuneration Policy	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
7	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
8	Approve Creation of EUR 480 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	For	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 15 Billion; Approve Creation of EUR 210 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For

Siemens Energy AG

Meeting Date: 26/02/2024

Country: Germany

Ticker: ENR

Record Date: 19/02/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Christian Bruch for Fiscal Year 2022/23	Mgmt	For	For
<i>Voter Rationale: Inadequate management of climate-related risks</i>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.2	Approve Discharge of Management Board Member Maria Ferraro for Fiscal Year 2022/23	Mgmt	For	For
	<i>Voter Rationale: Inadequate management of climate-related risks</i>			
3.3	Approve Discharge of Management Board Member Karim Amin for Fiscal Year 2022/23	Mgmt	For	For
	<i>Voter Rationale: Inadequate management of climate-related risks</i>			
3.4	Approve Discharge of Management Board Member Tim Holt for Fiscal Year 2022/23	Mgmt	For	For
	<i>Voter Rationale: Inadequate management of climate-related risks</i>			
3.5	Approve Discharge of Management Board Member Anne-Laure Parrical de Chamard (from Nov. 1, 2022) for Fiscal Year 2022/23	Mgmt	For	For
	<i>Voter Rationale: Inadequate management of climate-related risks</i>			
3.6	Approve Discharge of Management Board Member Vinod Philip (from Oct. 1, 2022) for Fiscal Year 2022/23	Mgmt	For	For
	<i>Voter Rationale: Inadequate management of climate-related risks</i>			
4.1	Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2022/23	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Robert Kensbock for Fiscal Year 2022/23	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Hubert Lienhard for Fiscal Year 2022/23	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Guenter Augustat for Fiscal Year 2022/23	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Manfred Baereis for Fiscal Year 2022/23	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Manuel Bloemers for Fiscal Year 2022/23	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Christine Bortenlaenger for Fiscal Year 2022/23	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2022/23	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Andreas Feldmueller for Fiscal Year 2022/23	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.10	Approve Discharge of Supervisory Board Member Nadine Florian for Fiscal Year 2022/23	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Sigmar Gabriel for Fiscal Year 2022/23	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Horst Hakelberg for Fiscal Year 2022/23	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2022/23	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Hildegard Mueller for Fiscal Year 2022/23	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Laurence Mulliez for Fiscal Year 2022/23	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Thomas Pfann for Fiscal Year 2022/23	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Matthias Rebellius for Fiscal Year 2022/23	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2022/23	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Geisha Williams for Fiscal Year 2022/23	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Randy Zwirn for Fiscal Year 2022/23	Mgmt	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2023/24	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
7.1	Elect Veronika Grimm to the Supervisory Board	Mgmt	For	For
7.2	Elect Simone Menne to the Supervisory Board	Mgmt	For	For
8	Approve Remuneration of Supervisory Board	Mgmt	For	For
9	Approve Creation of EUR 399.7 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For
10	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Billion; Approve Creation of EUR 79.9 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For

Siemens Energy AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For

Apple Inc.

Meeting Date: 28/02/2024 **Country:** USA **Ticker:** AAPL
Record Date: 02/01/2024 **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Wanda Austin	Mgmt	For	For
1b	Elect Director Tim Cook	Mgmt	For	For
1c	Elect Director Alex Gorsky	Mgmt	For	For
1d	Elect Director Andrea Jung	Mgmt	For	For
<i>Voter Rationale: EOS manual override. See analyst note.</i>				
1e	Elect Director Art Levinson	Mgmt	For	For
1f	Elect Director Monica Lozano	Mgmt	For	For
1g	Elect Director Ron Sugar	Mgmt	For	For
1h	Elect Director Sue Wagner	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
<i>Voter Rationale: EOS manual override. See analyst note.</i>				
4	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against
5	Report on Standards and Procedures to Curate App Content	SH	Against	Against
6	Report on Median Gender/Racial Pay Gap	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes better management of SEE opportunities and risks</i>				
7	Report on Use of Artificial Intelligence	SH	Against	For
<i>Voter Rationale: EOS manual override. See analyst note.</i>				
8	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	Against

Deere & Company

Meeting Date: 28/02/2024 **Country:** USA **Ticker:** DE
Record Date: 02/01/2024 **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Leanne G. Caret	Mgmt	For	Against
<i>Voter Rationale: Concerns regarding Auditor tenure</i>				
1b	Elect Director Tamra A. Erwin	Mgmt	For	For
1c	Elect Director Alan C. Heuberger	Mgmt	For	For
1d	Elect Director L. Neil Hunn	Mgmt	For	For
1e	Elect Director Michael O. Johanns	Mgmt	For	For
1f	Elect Director Clayton M. Jones	Mgmt	For	For
1g	Elect Director John C. May	Mgmt	For	For
1h	Elect Director Gregory R. Page	Mgmt	For	For
1i	Elect Director Sherry M. Smith	Mgmt	For	For
1j	Elect Director Dmitri L. Stockton	Mgmt	For	For
<i>Voter Rationale: EOS manual override. See analyst note.</i>				
1k	Elect Director Sheila G. Talton	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
<i>Voter Rationale: EOS manual override. See analyst note.</i>				
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Against
<i>Voter Rationale: Concerns regarding Auditor tenure</i>				
4	Report on GHG Reduction Policies and Their Impact on Revenue Generation	SH	Against	Against
5	Civil Rights and Non-Discrimination Audit Proposal	SH	Against	Against
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation</i>				

Kone Oyj

Meeting Date: 29/02/2024

Country: Finland

Ticker: KNEBV

Record Date: 19/02/2024

Meeting Type: Annual

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt		
5	Prepare and Approve List of Shareholders	Mgmt		
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 1.7475 per Class A Share and EUR 1.75 per Class B Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
12	Approve Remuneration of Directors in the Amount of EUR 220,000 for Chairman, EUR 125,000 for Vice Chairman and EUR 110,000 for Other Directors	Mgmt	For	For
13	Fix Number of Directors at Nine	Mgmt	For	For
14.a	Reelect Matti Alahuhta as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
14.b	Reelect Susan Duinhoven as Director	Mgmt	For	For
14.c	Reelect Marika Fredriksson as Director	Mgmt	For	For
14.d	Reelect Antti Herlin as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees Concerns to protect shareholder value</i>				
14.e	Reelect Iris Herlin as Director	Mgmt	For	For
14.f	Reelect Jussi Herlin as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
14.g	Elect Timo Ihamuotila as New Director	Mgmt	For	For
14.h	Reelect Ravi Kant as Director	Mgmt	For	For
14.i	Reelect Krishna Mikkilineni as Director	Mgmt	For	For
15	Approve Remuneration of Auditors	Mgmt	For	For
16	Fix Number of Auditors at One	Mgmt	For	For
17	Ratify Ernst & Young as Auditors	Mgmt	For	For

Kone Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
18	Authorize Share Repurchase Program	Mgmt	For	For
19	Approve Issuance of Shares and Options without Preemptive Rights	Mgmt	For	Against
<i>Voter Rationale: Issue of equity raises concerns about excessive dilution of existing shareholders</i>				
20	Close Meeting	Mgmt		

Novozymes A/S

Meeting Date: 04/03/2024 **Country:** Denmark **Ticker:** NZYM.B
Record Date: 26/02/2024 **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Adoption of Novonosis AS as Secondary Name	Mgmt	For	For
2.a	Elect Jesper Brandgaard (Vice Chair) as Director	Mgmt	For	For
3.a	Elect Lise Kaae as Director	Mgmt	For	For
3.b	Elect Kevin Lane as Director	Mgmt	For	For
3.c	Elect Kim Stratton as Director	Mgmt	For	Abstain
<i>Voter Rationale: Overboarded/Too many other time commitments</i>				
4	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For

Orsted A/S

Meeting Date: 05/03/2024 **Country:** Denmark **Ticker:** ORSTED
Record Date: 27/02/2024 **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
4	Approve Discharge of Management and Board	Mgmt	For	For

Orsted A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Approve Treatment of Net Loss	Mgmt	For	For
6.1	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For
6.2	Elect Lene Skole as Board Chairman	Mgmt	For	Abstain
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
6.3	Elect Andrew Brown as Vice Chairman	Mgmt	For	For
6.4A	Reelect Peter Korsholm as Director	Mgmt	For	For
6.4B	Reelect Dieter Wemmer as Director	Mgmt	For	For
6.4C	Reelect Julia King as Director	Mgmt	For	For
6.4D	Reelect Annica Bresky as Director	Mgmt	For	For
7	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK 800,000 for Deputy Chairman and DKK 400,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
8.1	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For
8.2	Ratify PricewaterhouseCoopers as Authorized Sustainability Auditor	Mgmt	For	For
9	Other Business	Mgmt		

QUALCOMM Incorporated

Meeting Date: 05/03/2024

Country: USA

Ticker: QCOM

Record Date: 08/01/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Sylvia Acevedo	Mgmt	For	For
1b	Elect Director Cristiano R. Amon	Mgmt	For	For
1c	Elect Director Mark Fields	Mgmt	For	For
1d	Elect Director Jeffrey W. Henderson	Mgmt	For	For
1e	Elect Director Gregory N. Johnson	Mgmt	For	For
1f	Elect Director Ann M. Livermore	Mgmt	For	For
1g	Elect Director Mark D. McLaughlin	Mgmt	For	For
1h	Elect Director Jamie S. Miller	Mgmt	For	For
1i	Elect Director Irene B. Rosenfeld	Mgmt	For	For
1j	Elect Director Kornelis (Neil) Smit	Mgmt	For	For
1k	Elect Director Jean-Pascal Tricoire	Mgmt	For	For

QUALCOMM Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1l	Elect Director Anthony J. Vincierra	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
<i>Voter Rationale: Pay structure does not trigger any of EOS critical concerns</i>				
4	Amend Omnibus Stock Plan	Mgmt	For	For
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For
6	Amend Bylaws to Add Federal Forum Selection Provision	Mgmt	For	For

Applied Materials, Inc.

Meeting Date: 07/03/2024 **Country:** USA **Ticker:** AMAT
Record Date: 10/01/2024 **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Rani Borkar	Mgmt	For	For
1b	Elect Director Judy Bruner	Mgmt	For	For
1c	Elect Director Xun (Eric) Chen	Mgmt	For	For
1d	Elect Director Aart J. de Geus	Mgmt	For	For
1e	Elect Director Gary E. Dickerson	Mgmt	For	For
1f	Elect Director Thomas J. Iannotti	Mgmt	For	Against
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
1g	Elect Director Alexander A. Karsner	Mgmt	For	For
1h	Elect Director Kevin P. March	Mgmt	For	For
1i	Elect Director Yvonne McGill	Mgmt	For	For
1j	Elect Director Scott A. McGregor	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
<i>Voter Rationale: High variable pay ratioHigh CEO to average NEO pay</i>				
3	Ratify KPMG LLP as Auditors	Mgmt	For	For
4	Report on Lobbying Payments and Policy	SH	Against	Against
5	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes better management of SEE opportunities and risks</i>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Call the Meeting to Order	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt		
5	Prepare and Approve List of Shareholders	Mgmt		
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 0.32 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
11	Approve Remuneration of Directors in the Amount of EUR 200,000 for Chairman, EUR 105,000 for Vice Chairman and EUR 80,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For
12	Fix Number of Directors at Eight	Mgmt	For	For
13	Reelect Karen Bomba, Morten H. Engelstoft, Karin Falk, Johan Forssell, Tom Johnstone (Chair), Mats Rahmstrom, Tiina Tuomela and Mika Vehvilainen (Vice-Chair) as Directors	Mgmt	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
16	Approve Remuneration of the Assurance Firm for the Corporate Sustainability Reporting	Mgmt	For	For
17	Elect PricewaterhouseCoopers as Assurance Firm for the Corporate Sustainability Reporting	Mgmt	For	For
18	Amend Articles Re: General Meeting	Mgmt	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For
20	Approve Issuance of up to 57 Million Shares without Preemptive Rights	Mgmt	For	For

Wartsila Oyj Abp

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

Analog Devices, Inc.

Meeting Date: 13/03/2024 **Country:** USA **Ticker:** ADI
Record Date: 09/01/2024 **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Vincent Roche	Mgmt	For	For
1b	Elect Director Stephen M. Jennings	Mgmt	For	For
1c	Elect Director Andre Andonian	Mgmt	For	For
1d	Elect Director James A. Champy	Mgmt	For	For
1e	Elect Director Edward H. Frank	Mgmt	For	Against
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
1f	Elect Director Laurie H. Glimcher	Mgmt	For	For
1g	Elect Director Karen M. Golz	Mgmt	For	For
1h	Elect Director Peter B. Henry	Mgmt	For	For
1i	Elect Director Mercedes Johnson	Mgmt	For	For
1j	Elect Director Ray Stata	Mgmt	For	For
1k	Elect Director Susie Wee	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
<i>Voter Rationale: Excessive CEO pay. Low shareholding requirement</i>				
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Adopt Simple Majority Vote	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes enhanced shareholder rights</i>				

Genmab A/S

Meeting Date: 13/03/2024 **Country:** Denmark **Ticker:** GMAB
Record Date: 06/03/2024 **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	Mgmt	For	For
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
5.a	Reelect Deirdre P. Connelly as Director	Mgmt	For	For
5.b	Reelect Pernille Erenbjerg as Director	Mgmt	For	For
5.c	Reelect Rolf Hoffmann as Director	Mgmt	For	For
5.d	Reelect Elizabeth OFarrell as Director	Mgmt	For	For
5.e	Reelect Paolo Paoletti as Director	Mgmt	For	For
5.f	Reelect Anders Gersel Pedersen as Director	Mgmt	For	Abstain
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
6	Ratify Deloitte as Auditors	Mgmt	For	For
7.a	Approve Remuneration of Directors in the Amount of DKK 3 Million for Chairman, DKK 2.4 million for Vice Chairman, and DKK 2.1 million for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
7.b	Approve Director Indemnification	Mgmt	For	For
7.c	Amend Articles Re: Indemnification	Mgmt	For	For
7.d	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
7.e	Approve Creation of DKK 6.6 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 6.6 Million Pool of Capital without Preemptive Rights	Mgmt	For	For
7.f	Approve Equity Plan Financing Through Issuance of Warrants up to a Nominal Value of DKK 750,000	Mgmt	For	For
7.g	Authorize Share Repurchase Program	Mgmt	For	For
8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
9	Other Business	Mgmt		

Starbucks Corporation

Meeting Date: 13/03/2024

Country: USA

Ticker: SBUX

Record Date: 05/01/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Ritch Allison	Mgmt	For	For
1b	Elect Director Andy Campion	Mgmt	For	For
1c	Elect Director Beth Ford	Mgmt	For	For
1d	Elect Director Melody Hobson	Mgmt	For	For
1e	Elect Director Jorgen Vig Knudstorp	Mgmt	For	For
<i>Voter Rationale: EOS manual override. See analyst note.</i>				
1f	Elect Director Neal Mohan	Mgmt	For	For
1g	Elect Director Satya Nadella	Mgmt	For	For
1h	Elect Director Laxman Narasimhan	Mgmt	For	For
1i	Elect Director Daniel Servitje	Mgmt	For	For
1j	Elect Director Mike Sievert	Mgmt	For	For
1k	Elect Director Wei Zhang	Mgmt	For	For
1l	Elect Dissident Nominee Director Maria Echaveste	SH		
1m	Elect Dissident Nominee Director Joshua Gotbaum	SH		
1n	Elect Dissident Nominee Director Wilma B. Liebman	SH		
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
<i>Voter Rationale: Total pay is in the bottom quartile (low relative to peers)</i>				
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Report on Plant-Based Milk Pricing	SH	Against	For
<i>Voter Rationale: EOS manual override. See analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				
5	Conduct Audit and Report on Systemic Discrimination	SH	Against	Against
6	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	Against

Pandora AS

Meeting Date: 14/03/2024

Country: Denmark

Ticker: PNDORA

Record Date: 07/03/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
4	Approve Remuneration of Directors	Mgmt	For	For
5	Approve Allocation of Income and Dividends of DKK 18.00 Per Share	Mgmt	For	For
6.1	Reelect Peter A. Ruzicka as Director	Mgmt	For	For
6.2	Reelect Christian Frigast as Director	Mgmt	For	For
6.3	Reelect Lilian Fossum Biner as Director	Mgmt	For	For
6.4	Reelect Birgitta Stymne Goransson as Director	Mgmt	For	For
6.5	Reelect Marianne Kirkegaard as Director	Mgmt	For	For
6.6	Reelect Catherine Spindler as Director	Mgmt	For	For
6.7	Reelect Jan Zijderveld as Director	Mgmt	For	For
7	Ratify Ernst & Young as Auditor	Mgmt	For	For
8	Approve Discharge of Management and Board	Mgmt	For	For
9.1	Approve DKK 7 Million Reduction in Share Capital via Share Cancellation; Amend Articles Accordingly	Mgmt	For	For
9.2	Amend Remuneration Policy (Indemnification Scheme)	Mgmt	For	For
9.3A	Amend Remuneration Policy (Specification of the Derogation Clause)	Mgmt	For	For
9.3B	Amend Remuneration Policy (Short-Term Incentive Plan)	Mgmt	For	For
9.3C	Amend Remuneration Policy (Travel Allowance for Board Members)	Mgmt	For	For
9.4	Authorize Share Repurchase Program	Mgmt	For	For
9.5	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
10	Other Business	Mgmt		

Skandinaviska Enskilda Banken AB

Meeting Date: 19/03/2024

Country: Sweden

Ticker: SEB.A

Record Date: 11/03/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
5.1	Designate Anna Magnusson as Inspector of Minutes of Meeting	Mgmt	For	For
5.2	Designate Carina Sverin as Inspector of Minutes of Meeting	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt		
8	Receive President's Report	Mgmt		
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For
10	Approve Allocation of Income and Dividends of SEK 8.50 Per Share	Mgmt	For	For
11.1	Approve Discharge of Jacob Aarup-Andersen	Mgmt	For	For
11.2	Approve Discharge of Signhild Arnegard Hansen	Mgmt	For	For
11.3	Approve Discharge of Anne-Catherine Berner	Mgmt	For	For
11.4	Approve Discharge of Annika Dahlberg	Mgmt	For	For
11.5	Approve Discharge of John Flint	Mgmt	For	For
11.6	Approve Discharge of Winnie Fok	Mgmt	For	For
11.7	Approve Discharge of Anna-Karin Glimstrom	Mgmt	For	For
11.8	Approve Discharge of Svein Tore Holsether	Mgmt	For	For
11.9	Approve Discharge of Charlotta Lindholm	Mgmt	For	For
11.10	Approve Discharge of Sven Nyman	Mgmt	For	For
11.11	Approve Discharge of Marika Ottander	Mgmt	For	For
11.12	Approve Discharge of Lars Ottersgard	Mgmt	For	For
11.13	Approve Discharge of Jesper Ovesen	Mgmt	For	For
11.14	Approve Discharge of Helena Saxon	Mgmt	For	For
11.15	Approve Discharge of Johan Torgeby (as Board Member)	Mgmt	For	For
11.16	Approve Discharge of Marcus Wallenberg	Mgmt	For	For

Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11.17	Approve Discharge of Johan Torgeby (as President)	Mgmt	For	For
12.1	Determine Number of Members (11) and Deputy Members (0) of Board	Mgmt	For	For
12.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
13.1	Approve Remuneration of Directors in the Amount of SEK 3.7 Million for Chairman, SEK 1.2 Million for Vice Chairman and SEK 925,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
13.2	Approve Remuneration of Auditors	Mgmt	For	For
14a1	Reelect Jacob Aarup Andersen as Director	Mgmt	For	For
14a2	Reelect Signhild Arnegard Hansen as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
14a3	Reelect Anne-Catherine Berner as Director	Mgmt	For	For
14a4	Reelect John Flint as Director	Mgmt	For	For
14a5	Reelect Winnie Fok as Director	Mgmt	For	For
14a6	Reelect Svein Tore Holsether as Director	Mgmt	For	For
14a7	Reelect Sven Nyman as Director	Mgmt	For	For
14a8	Reelect Lars Ottersgard as Director	Mgmt	For	For
14a9	Reelect Helena Saxon as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
14a10	Reelect Johan Torgeby as Director	Mgmt	For	For
14a11	Reelect Marcus Wallenberg as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments</i>				
14b	Reelect Marcus Wallenberg as Board Chair	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments</i>				
15	Ratify Ernst & Young as Auditors	Mgmt	For	For
16a	Approve Remuneration Report	Mgmt	For	For
16b	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
17a	Approve SEB All Employee Program 2024 for All Employees in Most of the Countries where SEB Operates	Mgmt	For	For
17b	Approve SEB Share Deferral Program 2024 for Group Executive Committee, Senior Managers and Key Employees	Mgmt	For	For

Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
17c	Approve SEB Restricted Share Program 2024 for Other than Senior Managers in Certain Business Units	Mgmt	For	For
18a	Authorize Share Repurchase Program	Mgmt	For	For
18b	Authorize Repurchase of Class A and/or Class C Shares and Reissuance of Repurchased Shares Inter Alia in for Capital Purposes and Long-Term Incentive Plans	Mgmt	For	For
18c	Approve Transfer of Class A Shares to Participants in 2024 Long-Term Equity Programmes	Mgmt	For	For
19	Approve Issuance of Convertibles without Preemptive Rights	Mgmt	For	For
20a	Approve SEK 411 Million Reduction in Share Capital for Transfer to Unrestricted Equity	Mgmt	For	For
20b	Approve Capitalization of Reserves of SEK 411 Million for a Bonus Issue	Mgmt	For	For
21	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	Mgmt	For	For
<i>Voter Rationale: A vote FOR the proposal to appoint an auditor for foundations with linked administration appears uncontroversial.</i>				
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt		
22	Change Bank Software	SH	None	Against
<i>Voter Rationale: See analyst note.</i>				
	Shareholder Proposals Submitted by the Swedish Society for Nature Conservation and Greenpeace Nordic	Mgmt		
23	Instruct Board of Directors to Revise SEB Overall Strategy to be in Line with the Paris Agreement Goals	SH	None	Against
<i>Voter Rationale: See analyst note.</i>				
24	Close Meeting	Mgmt		

Orion Oyj

Meeting Date: 20/03/2024

Country: Finland

Ticker: ORNBV

Record Date: 08/03/2024

Meeting Type: Annual

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt		
5	Prepare and Approve List of Shareholders	Mgmt		
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 1.62 Per Share; Approve Charitable Donations of up to EUR 350,000	Mgmt	For	For
9	Approve Discharge of Board, President and CEO	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against
<p><i>Voter Rationale: A vote AGAINST this item is warranted due to a lack of disclosure in key areas of remuneration such as variable remuneration caps and severance terms.</i></p>				
12	Approve Remuneration of Directors in the Amount of EUR 100,000 for Chairman, EUR 61,000 for Vice Chairman and EUR 50,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For
13	Fix Number of Directors at Eight	Mgmt	For	For
14	Reelect Kari Jussi Aho, Maziar Mike Doustdar, Ari Lehtoranta, Veli-Matti Mattila (Chair), Hilpi Rautelin, Eija Ronkainen and Karen Lykke Sorensen as Directors; Elect Henrik Stenqvist as New Director	Mgmt	For	Against
<p><i>Voter Rationale: A vote AGAINST this proposal is warranted for the following reasons: - Candidate Henrik Stenqvist is considered overboarded. Additionally, it is noted that the company maintains a share structure with unequal voting rights. At this moment, there are no shareholder representatives on the board.</i></p>				
15	Approve Remuneration of Auditors and Authorized Sustainability Auditors	Mgmt	For	For
16	Ratify KPMG as Auditors and Authorized Sustainability Auditors	Mgmt	For	For
17	Approve Issuance of up to 14 Million Class B Shares without Preemptive Rights	Mgmt	For	For
18	Close Meeting	Mgmt		

Meeting Date: 20/03/2024

Country: Finland

Ticker: STERV

Record Date: 08/03/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Call the Meeting to Order	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt		
5	Prepare and Approve List of Shareholders	Mgmt		
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 0.10 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against

Voter Rationale: A vote AGAINST this item is warranted because:- The company has provided only a limited and insufficient rationale for the choice to deviate from the policy regarding the new CEO's variable pay.- The company does not disclose achievement per performance criteria for both STIP and LTIP- There is insufficient specificity in the disclosure of relative weights for the performance metrics in the STIP, and no disclosure of relative weights for the LTIP(s).As such, the company's disclosure practices when viewed in their entirety are not in line with minimum expectations.

11	Approve Remuneration of Directors in the Amount of EUR 215,270 for Chairman, EUR 121,540 for Vice Chairman and EUR 83,430 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
12	Fix Number of Directors at Eight	Mgmt	For	For
13	Reelect Hakan Buskhe (Vice-Chair), Elisabeth Fleuriot, Helena Hedblom, Astrid Hermann, Kari Jordan (Chair), Christiane Kuehne and Richard Nilsson as Directors; Elect Reima Rytsoola as New Director	Mgmt	For	Abstain

Voter Rationale: A vote ABSTAIN on this proposal is warranted for the following reasons:- The chairman of the audit committee is non-independent.- The company maintains a share structure with unequal voting rights.

14	Approve Remuneration of Auditors	Mgmt	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For

Stora Enso Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
16	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For
17	Approve Issuance of up to 2 Million Class R Shares without Preemptive Rights	Mgmt	For	For
18	Decision on Making Order	Mgmt		
19	Close Meeting	Mgmt		

Svenska Handelsbanken AB

Meeting Date: 20/03/2024

Country: Sweden

Ticker: SHB.A

Record Date: 12/03/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt		
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9	Approve Allocation of Income and Dividends of SEK 13.00 Per Share	Mgmt	For	For
10	Approve Remuneration Report	Mgmt	For	For
11	Approve Discharge of Board and President	Mgmt	For	For
12	Authorize Repurchase of up to 120 Million Class A and/or B Shares and Reissuance of Repurchased Shares	Mgmt	For	For
13	Authorize Share Repurchase Program	Mgmt	For	For
14	Approve Issuance of Convertible Capital Instruments Corresponding to a Maximum of 198 Million Shares without Preemptive Rights	Mgmt	For	For
15	Amend Articles Re: Chairman of Shareholders Meetings	Mgmt	For	For
16	Determine Number of Directors (9)	Mgmt	For	For

Svenska Handelsbanken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
17	Determine Number of Auditors (2)	Mgmt	For	For
18	Approve Remuneration of Directors in the Amount of SEK 3.9 Million for Chair, SEK 1.1 Million for Vice Chair and SEK 795,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
19.1	Reelect Jon Fredrik Baksaas as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
19.2	Reelect Helene Barnekow as Director	Mgmt	For	For
19.3	Reelect Stina Bergfors as Director	Mgmt	For	For
19.4	Reelect Hans Biorck as Director	Mgmt	For	For
19.5	Reelect Par Boman as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments</i>				
19.6	Reelect Kerstin Hessius as Director	Mgmt	For	For
19.7	Elect Louise Lindh as New Director	Mgmt	For	For
19.8	Reelect Fredrik Lundberg as Director	Mgmt	For	Against
<i>Voter Rationale: Overboarded/Too many other time commitments</i>				
19.9	Reelect Ulf Riese as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
20	Reelect Par Boman as Board Chairman	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments</i>				
21	Ratify PricewaterhouseCoopers and Deloitte as Auditors	Mgmt	For	For
22	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
<i>Voter Rationale: EOS manual override. See analyst note.</i>				
23	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	Mgmt	For	For
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt		
24	Amend Bank's Mainframe Computers Software	SH	None	Against
25	Close Meeting	Mgmt		

Meeting Date: 21/03/2024

Country: Denmark

Ticker: DANSKE

Record Date: 14/03/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of DKK 7.50 Per Share	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
5	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
6	Determine Number of Members and Deputy Members of Board	Mgmt	For	For
6.a	Reelect Martin Blessing as Director	Mgmt	For	For
6.b	Reelect Lars-Erik Brenoe Director	Mgmt	For	For
6.c	Reelect Jacob Dahl as Director	Mgmt	For	For
6.d	Reelect Raija-Leena Hankonen-Nybom as Director	Mgmt	For	For
6.e	Reelect Allan Polack as Director	Mgmt	For	For
6.f	Reelect Helle Valentin as Director	Mgmt	For	For
6.g	Elect Lieve Mostrey as New Director	Mgmt	For	For
6.h	Elect Martin Norkaer Larsen as New Director	Mgmt	For	For
7	Ratify Deloitte as Auditors	Mgmt	For	For
8	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For
9	Authorize Share Repurchase Program	Mgmt	For	For
10	Approve Remuneration of Directors in the Amount of DKK 2.6 Million for Chairman, DKK 1.3 Million for Vice Chair and DKK 790,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
11	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For
	Shareholder Proposals Submitted by Thomas Kudsk Larsen	Mgmt		

Danske Bank A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12.a	Approve Banking Benefits for Shareholders	SH	Against	Against
	<i>Voter Rationale: SH: Against shareholder resolution, against management recommendation / Shareholder proposal does not promote enhanced shareholder rights</i>			
	Shareholder Proposals Submitted by ActionAid Denmark	Mgmt		
12.b1	Streamlining Climate Policy and Approach to Fossil Companies	SH	Against	Against
	<i>Voter Rationale: SH: Against shareholder resolution, against management recommendation / Shareholder proposal does not promote better management of ESG opportunities and risks</i>			
12.b2	Exclusion of Shares in Companies within Exploration and Production of Oil and Gas	SH	Against	Against
	<i>Voter Rationale: SH: Against shareholder resolution, against management recommendation / Shareholder proposal does not promote better management of ESG opportunities and risks</i>			
	Management Proposals	Mgmt		
13	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
14	Other Business	Mgmt		

Essity AB

Meeting Date: 21/03/2024

Country: Sweden

Ticker: ESSITY.B

Record Date: 13/03/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For
5	Approve Agenda of Meeting	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Receive President, Chairmen and Auditor Review	Mgmt		
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8.b	Approve Allocation of Income and Dividends of SEK 7.75 Per Share	Mgmt	For	For
8.c1	Approve Discharge of Ewa Bjorling	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.c2	Approve Discharge of Par Boman	Mgmt	For	For
8.c3	Approve Discharge of Maria Carell	Mgmt	For	For
8.c4	Approve Discharge of Annemarie Gardshol	Mgmt	For	For
8.c5	Approve Discharge of Magnus Groth	Mgmt	For	For
8.c6	Approve Discharge of Bjorn Gulden	Mgmt	For	For
8.c7	Approve Discharge of Jan Gurander	Mgmt	For	For
8.c8	Approve Discharge of Torbjorn Loof	Mgmt	For	For
8.c9	Approve Discharge of Barbara Milian Thoralfsson	Mgmt	For	For
8.c10	Approve Discharge of Bert Nordberg	Mgmt	For	For
8.c11	Approve Discharge of Lars Rebien Sorensen	Mgmt	For	For
8.c12	Approve Discharge of Louise Svanberg	Mgmt	For	For
8.c13	Approve Discharge of Susanna Lind	Mgmt	For	For
8.c14	Approve Discharge of Orjan Svensson	Mgmt	For	For
8.c15	Approve Discharge of Niclas Thulin	Mgmt	For	For
8.c16	Approve Discharge of Magnus Groth	Mgmt	For	For
9	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For
10	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 2.73 Million for Chairman and SEK 910,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
11.b	Approve Remuneration of Auditors	Mgmt	For	For
12.a	Reelect Ewa Bjorling as Director	Mgmt	For	For
12.b	Reelect Maria Carell as Director	Mgmt	For	For
12.c	Reelect Annemarie Gardshol as Director	Mgmt	For	For
12.d	Reelect Magnus Groth as Director	Mgmt	For	For
12.e	Reelect Jan Gurander as Director	Mgmt	For	For
12.f	Reelect Torbjorn Loof as Director	Mgmt	For	For
12.g	Reelect Bert Nordberg as Director	Mgmt	For	For
12.h	Reelect Barbara Milian Thoralfsson as Director	Mgmt	For	For
12.i	Elect Karl Aberg as New Director	Mgmt	For	Against
<i>Voter Rationale: Concerns to protect shareholder value</i>				
13	Elect Jan Gurander as Board Chair	Mgmt	For	For

Essity AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14	Ratify Ernst & Young as Auditor	Mgmt	For	For
15	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
17	Approve Cash-Based Incentive Program (Program 2024-2026) for Key Employees	Mgmt	For	For
18.a	Authorize Share Repurchase Program	Mgmt	For	For
18.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For

Nordea Bank Abp

Meeting Date: 21/03/2024

Country: Finland

Ticker: NDA.SE

Record Date: 11/03/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Call the Meeting to Order	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt		
5	Prepare and Approve List of Shareholders	Mgmt		
6	Receive Financial Statements and Statutory Reports; Receive President Review	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 0.92 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12	Approve Remuneration of Directors in the Amount of EUR 365,000 for Chairman, EUR 171,000 for Vice Chairman and EUR 109,000 for Other Directors; Approve Legal and Administrative Fees; Approve Travel Expenses; Approve Remuneration for Committee Work	Mgmt	For	For
13	Determine Number of Members (10) and Deputy Members (1) of Board	Mgmt	For	For
14a	Reelect Sir Stephen Hester as Director (Chair)	Mgmt	For	For
14b	Reelect Petra van Hoeken as Director	Mgmt	For	For
14c	Reelect John Maltby as Director	Mgmt	For	For
14d	Reelect Risto Murto as Director	Mgmt	For	For
14e	Reelect Lene Skole as Director	Mgmt	For	For
14f	Reelect Per Stromberg as Director	Mgmt	For	For
14g	Reelect Jonas Synnergren as Director	Mgmt	For	For
14h	Reelect Arja Talma as Director	Mgmt	For	For
14i	Reelect Kjersti Wiklund as Director	Mgmt	For	For
14j	Elect Lars Rohde as new Director	Mgmt	For	For
15	Approve Remuneration of Auditors	Mgmt	For	For
16	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
17	Approve Remuneration of Authorized Sustainability Auditors	Mgmt	For	For
18	Ratify PricewaterhouseCoopers as Authorized Sustainability Auditor	Mgmt	For	For
19	Approve Issuance of Convertible Instruments without Preemptive Rights	Mgmt	For	For
20	Authorize Share Repurchase Program in the Securities Trading Business	Mgmt	For	For
21	Authorize Reissuance of Repurchased Shares	Mgmt	For	For
22	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
23	Approve Issuance of up to 30 Million Shares without Preemptive Rights	Mgmt	For	For
	Shareholder Proposals Submitted by Greenpeace Nordic, the Swedish Society for Nature Conservation and Mellefolkkeligt Samvirke / Action Aid Denmark	Mgmt		
24	Approve Business Activities in Line with the Paris Agreement	SH	Against	Against
25	Close Meeting	Mgmt		

Meeting Date: 21/03/2024

Country: Denmark

Ticker: NOVO.B

Record Date: 14/03/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of DKK 6.40 Per Share	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
5.1	Approve Remuneration of Directors in the Amount of DKK 3.4 Million for the Chairman, DKK 1.7 Million for the Vice Chairman and DKK 840,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
5.2a	Approve Indemnification of Board of Directors	Mgmt	For	For
5.2b	Approve Indemnification of Executive Management	Mgmt	For	For
5.2c	Amend Articles Re: Indemnification Scheme	Mgmt	For	For
5.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For
<i>Voter Rationale: EOS manual override. See analyst note.</i>				
6.1	Reelect Helge Lund (Chair) as Director	Mgmt	For	For
6.2	Reelect Henrik Poulsen (Vice Chair) as Director	Mgmt	For	For
<i>Voter Rationale: EOS manual override. See analyst note.</i>				
6.3a	Reelect Laurence Debroux as Director	Mgmt	For	For
6.3b	Reelect Andreas Fibig as Director	Mgmt	For	For
6.3c	Reelect Sylvie Gregoire as Director	Mgmt	For	For
6.3d	Reelect Kasim Kutay as Director	Mgmt	For	For
<i>Voter Rationale: EOS manual override. See analyst note.</i>				
6.3e	Reelect Christina Law as Director	Mgmt	For	For
6.3f	Reelect Martin Mackay as Director	Mgmt	For	For
<i>Voter Rationale: EOS manual override. See analyst note.</i>				
7	Ratify Deloitte as Auditor	Mgmt	For	For
8.1	Approve DKK 4.5 Million Reduction in Share Capital via Share Cancellation of B Shares	Mgmt	For	For
8.2	Authorize Share Repurchase Program	Mgmt	For	For

Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.3	Approve Creation of DKK 44.7 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 44.7 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 44.7 Million	Mgmt	For	For
9	Other Business	Mgmt		

Tryg A/S

Meeting Date: 21/03/2024

Country: Denmark

Ticker: TRYG

Record Date: 14/03/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2.b	Approve Discharge of Management and Board	Mgmt	For	For
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
5	Approve Remuneration of Directors in the Amount of DKK 1.35 Million for Chairman, DKK 900,000 for Vice Chairman, and DKK 450,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
6.a	Approve DKK 92 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For
6.b	Approve Creation of DKK 308 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 308 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 30.8 Million	Mgmt	For	For
6.c	Authorize Share Repurchase Program	Mgmt	For	For
6.d	Amend Indemnification of Members of the Board of Directors and Executive Management; Amend Remuneration Policy	Mgmt	For	For
6.e	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For
7.1	Reelect Jukka Pertola as Member of Board	Mgmt	For	For

Tryg A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.2	Reelect Carl-Viggo Ostlund as Member of Board	Mgmt	For	For
7.3	Reelect Mengmeng Du as Member of Board	Mgmt	For	For
7.4	Reelect Thomas Hofman-Bang as Director	Mgmt	For	For
7.5	Reelect Steffen Kragh as Director	Mgmt	For	For
7.6	Elect Benedicte Bakke Agerup as New Director	Mgmt	For	For
7.7	Elect Jorn Rise Andersen as New Director	Mgmt	For	For
7.8	Elect Claus Wistof as New Director	Mgmt	For	For
7.9	Elect Anne Kaltoft as New Director	Mgmt	For	For
8	Ratify PricewaterhouseCoopers as Auditors and Authorized Sustainability Auditors	Mgmt	For	For
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
10	Other Business	Mgmt		

Svenska Cellulosa AB SCA

Meeting Date: 22/03/2024

Country: Sweden

Ticker: SCA.B

Record Date: 14/03/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Elect Chairman of Meeting	Mgmt	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For
5	Approve Agenda of Meeting	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Receive President's Report	Mgmt		
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8.b	Approve Allocation of Income and Dividends of SEK 2.75 Per Share	Mgmt	For	For

Svenska Cellulosa AB SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.c1	Approve Discharge of Asa Bergman	Mgmt	For	For
8.c2	Approve Discharge of Par Boman	Mgmt	For	For
8.c3	Approve Discharge of Lennart Evrell	Mgmt	For	For
8.c4	Approve Discharge of Annemarie Gardshol	Mgmt	For	For
8.c5	Approve Discharge of Carina Hakansson	Mgmt	For	For
8.c6	Approve Discharge of Ulf Larsson (as Board Member)	Mgmt	For	For
8.c7	Approve Discharge of Martin Lindqvist	Mgmt	For	For
8.c8	Approve Discharge of Anders Sundstrom	Mgmt	For	For
8.c9	Approve Discharge of Barbara M. Thoralfsson	Mgmt	For	For
8.c10	Approve Discharge of Karl Aberg	Mgmt	For	For
8.c11	Approve Discharge of Employee Representative Niclas Andersson	Mgmt	For	For
8.c12	Approve Discharge of Employee Representative Roger Bostrom	Mgmt	For	For
8.c13	Approve Discharge of Employee Representative Maria Jonsson	Mgmt	For	For
8.c14	Approve Discharge of Deputy Employee Representative Stefan Lundkvist	Mgmt	For	For
8.c15	Approve Discharge of Deputy Employee Representative Malin Marklund	Mgmt	For	For
8.c16	Approve Discharge of Deputy Employee Representative Peter Olsson	Mgmt	For	For
8.c17	Approve Discharge of CEO Ulf Larsson	Mgmt	For	For
9	Determine Number of Directors (9) and Deputy Directors (0) of Board	Mgmt	For	For
10	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
11.1	Approve Remuneration of Directors in the Amount of SEK 2.1 Million for Chairman and SEK 715,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
11.2	Approve Remuneration of Auditors	Mgmt	For	For
12.1	Reelect Asa Bergman as Director	Mgmt	For	Against
<i> Voter Rationale: Overboarded/Too many other time commitments</i>				
12.2	Reelect Lennart Evrel as Director	Mgmt	For	For
12.3	Reelect Annemarie Gardshol as Director	Mgmt	For	For
12.4	Reelect Carina Hakansson as Director	Mgmt	For	For

Svenska Cellulosa AB SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12.5	Reelect Ulf Larsson as Director	Mgmt	For	For
12.6	Reelect Martin Lindqvist as Director	Mgmt	For	For
12.7	Reelect Anders Sundstrom as Director	Mgmt	For	For
12.8	Reelect Barbara M. Thoralfsson as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
12.9	Elect Helena Stjernholm as New Director	Mgmt	For	Against
<i>Voter Rationale: Overboarded/Too many other time commitments</i>				
13	Elect Helena Stjernholm as Board Chair	Mgmt	For	Against
<i>Voter Rationale: Overboarded/Too many other time commitments</i>				
14	Ratify Ernst & Young as Auditor	Mgmt	For	For
15	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
16	Approve Cash-Based Incentive Program (Program 2024-2026) for Key Employees	Mgmt	For	For
17	Close Meeting	Mgmt		

Kesko Oyj

Meeting Date: 26/03/2024

Country: Finland

Ticker: KESKOB

Record Date: 14/03/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Call the Meeting to Order	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt		
5	Prepare and Approve List of Shareholders	Mgmt		
6	Receive CEO's Review	Mgmt		
7	Receive Financial Statements and Statutory Reports	Mgmt		
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9	Approve Allocation of Income and Dividends of EUR 1.02 Per Share	Mgmt	For	For
10	Approve Discharge of Board and President	Mgmt	For	For
11	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against
<p><i>Voter Rationale: A vote AGAINST this item is warranted because:- The performance share plan, in which the CEO and Deputy CEO participate, has performance periods of less than three years;- Lack of disclosure regarding the weights and the performance targets attached to the short-term incentive plan for the CEO;- There are concerns relating to pay-for-performance alignment.</i></p>				
12	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against
<p><i>Voter Rationale: A vote AGAINST this item is warranted because the performance share plan, in which the CEO participates, has performance periods of less than three years.</i></p>				
13	Approve Remuneration of Directors in the Amount of EUR 107,000 for Chairman, EUR 66,000 for Vice Chairman and EUR 50,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For
14	Fix Number of Directors at Seven	Mgmt	For	For
15	Reelect Esa Kiiskinen, Peter Fagernas, Jannica Fagerholm, Piia Karhu, Jussi Perala and Timo Ritakallio as Directors; Elect Pauli Jaakola as New Director	Mgmt	For	Against
<p><i>Voter Rationale: A vote AGAINST this proposal is warranted for the following reasons:- There is a lack of gender diversity on the board;- The new nominee is a representative of a shareholder benefitting from a share structure with unequal voting rights.</i></p>				
16	Approve Remuneration of Auditors	Mgmt	For	For
17	Ratify Deloitte as Auditors	Mgmt	For	For
18	Approve Authorized Sustainability Remuneration of Auditors	Mgmt	For	For
19	Ratify Deloitte as Authorized Sustainability Auditors	Mgmt	For	For
20	Amend Articles	Mgmt	For	For
21	Authorize Share Repurchase Program	Mgmt	For	For
22	Approve Issuance of up to 33 Million Class B Shares without Preemptive Rights	Mgmt	For	For
23	Approve Charitable Donations of up to EUR 300,000	Mgmt	For	For
24	Close Meeting	Mgmt		

Sartorius Stedim Biotech SA

Meeting Date: 26/03/2024

Country: France

Ticker: DIM

Record Date: 22/03/2024

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Discharge Directors	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 0.69 per Share	Mgmt	For	For
4	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 600,000	Mgmt	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
6	Approve Compensation of Joachim Kreuzburg, Chairman and CEO from January 1, 2023 to March 27, 2023	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
7	Approve Compensation of Rene Faber, Vice-CEO from January 1, 2023 to March 27, 2023	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
8	Approve Compensation of Joachim Kreuzburg, Chairman of the Board from March 28, 2023 to December 31, 2023	Mgmt	For	For
9	Approve Compensation of Rene Faber, CEO from March 28, 2023 to December 31, 2023	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
10	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
11	Approve Remuneration Policy of CEO	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
12	Reelect Susan Dexter as Director	Mgmt	For	For
13	Reelect Anne-Marie Graffin as Director	Mgmt	For	Against
	<i>Voter Rationale: Concerns about remuneration committee performance</i>			
14	Appoint PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For
15	Appoint PricewaterhouseCoopers Audit as Sustainability Auditor	Mgmt	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against
	<i>Voter Rationale: Poison pill/anti-takeover measure not in investors interests</i>			
	Extraordinary Business	Mgmt		

Sartorius Stedim Biotech SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
17	Amend Articles 17 and 22 of Bylaws Re: General Meetings	Mgmt	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million	Mgmt	For	Against
<i>Voter Rationale: Poison pill/anti-takeover measure not in investors interests</i>				
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million	Mgmt	For	Against
<i>Voter Rationale: Issue of equity raises concerns about excessive dilution of existing shareholdersPoison pill/anti-takeover measure not in investors interests</i>				
20	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 6 Million	Mgmt	For	Against
<i>Voter Rationale: Issue of equity raises concerns about excessive dilution of existing shareholdersPoison pill/anti-takeover measure not in investors interests</i>				
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 to 19	Mgmt	For	Against
<i>Voter Rationale: Issue of equity raises concerns about excessive dilution of existing shareholdersPoison pill/anti-takeover measure not in investors interests</i>				
22	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against
<i>Voter Rationale: Poison pill/anti-takeover measure not in investors interests</i>				
23	Authorize Capitalization of Reserves of Up to EUR 6 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
25	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For

SKF AB

Meeting Date: 26/03/2024

Country: Sweden

Ticker: SKF.B

Record Date: 18/03/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt		
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt		
8	Receive President's Report	Mgmt		
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For
10	Approve Allocation of Income and Dividends of SEK 7.50 Per Share	Mgmt	For	For
11.1	Approve Discharge of Board Member Hans Straberg	Mgmt	For	For
11.2	Approve Discharge of Board Member Hock Goh	Mgmt	For	For
11.3	Approve Discharge of Board Member Geert Follens	Mgmt	For	For
11.4	Approve Discharge of Board Member Hakan Buskhe	Mgmt	For	For
11.5	Approve Discharge of Board Member Susanna Schneerberg	Mgmt	For	For
11.6	Approve Discharge of Board Member Rickard Gustafson	Mgmt	For	For
11.7	Approve Discharge of Board Member Beth Ferreira	Mgmt	For	For
11.8	Approve Discharge of Board Member Therese Friberg	Mgmt	For	For
11.9	Approve Discharge of Board Member Richard Nilsson	Mgmt	For	For
11.10	Approve Discharge of Board Member Niko Pakalen	Mgmt	For	For
11.11	Approve Discharge of Board Member Jonny Hillber	Mgmt	For	For
11.12	Approve Discharge of Board Member Zarko Djurovic	Mgmt	For	For
11.13	Approve Discharge of Deputy Board Member Thomas Eliasson	Mgmt	For	For
11.14	Approve Discharge of Deputy Board Member Steve Norrman	Mgmt	For	For
11.15	Approve Discharge of President Rickard Gustafsson	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12	Determine Number of Members (10) and Deputy Members (0) of Board	Mgmt	For	For
13	Approve Remuneration of Directors in the Amount of SEK 2.8 Million for Chair, SEK 1.4 Million for Vice Chair and SEK 900,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
14.1	Reelect Hans Straberg as Director	Mgmt	For	Against
<i>Voter Rationale: Overboarded/Too many other time commitments Concerns related to approach to board gender diversity</i>				
14.2	Reelect Hock Goh as Director	Mgmt	For	For
14.3	Reelect Geert Follens as Director	Mgmt	For	For
14.4	Reelect Hakan Buskhe as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
14.5	Reelect Susanna Schneeberger as Director	Mgmt	For	For
14.6	Reelect Rickard Gustafson as Director	Mgmt	For	For
14.7	Reelect Beth Ferreira as Director	Mgmt	For	For
14.8	Reelect Therese Friberg as Director	Mgmt	For	For
14.9	Reelect Richard Nilsson as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
14.10	Reelect Niko Pakalen as Director	Mgmt	For	For
15	Reelect Hans Straberg as Board Chair	Mgmt	For	Against
<i>Voter Rationale: Overboarded/Too many other time commitments Concerns related to approach to board gender diversity</i>				
16	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
17	Approve 2024 Performance Share Program	Mgmt	For	For

Skanska AB

Meeting Date: 27/03/2024

Country: Sweden

Ticker: SKA.B

Record Date: 19/03/2024

Meeting Type: Annual

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Designate Inspector(s) of Minutes of Meeting	Mgmt		
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive President's Report	Mgmt		
8	Receive Financial Statements and Statutory Reports	Mgmt		
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For
10	Approve Allocation of Income and Dividends of SEK 5.50 Per Share	Mgmt	For	For
11a	Approve Discharge of Hans Biorck	Mgmt	For	For
11b	Approve Discharge of Par Boman	Mgmt	For	For
11c	Approve Discharge of Jan Gurander	Mgmt	For	For
11d	Approve Discharge of Mats Hederos	Mgmt	For	For
11e	Approve Discharge of Fredrik Lundberg	Mgmt	For	For
11f	Approve Discharge of Catherine Marcus	Mgmt	For	For
11g	Approve Discharge of Ann E. Massey	Mgmt	For	For
11h	Approve Discharge of Asa Soderstrom Winberg	Mgmt	For	For
11i	Approve Discharge of Employee Representative Ola Falt	Mgmt	For	For
11j	Approve Discharge of Employee Representative Richard Horstedt	Mgmt	For	For
11k	Approve Discharge of Employee Representative Yvonne Stenman	Mgmt	For	For
11l	Approve Discharge of Deputy Employee Representative Goran Pajnic	Mgmt	For	For
11m	Approve Discharge of Deputy Employee Representative Hans Reinholdsson	Mgmt	For	For
11n	Approve Discharge of Deputy Employee Representative Anders Rattgard	Mgmt	For	For
11o	Approve Discharge of President Anders Danielsson	Mgmt	For	For
12a	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For
12b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
13a	Approve Remuneration of Directors in the Amount of SEK 2.4 Million for Chairman and SEK 800,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
13b	Approve Remuneration of Auditors	Mgmt	For	For
14a	Reelect Hans Biorck as Director	Mgmt	For	For

Skanska AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14b	Reelect Par Boman as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments</i>				
14c	Reelect Jan Gurander as Director	Mgmt	For	For
14d	Reelect Mats Hederos as Director	Mgmt	For	For
14e	Reelect Fredrik Lundberg as Director	Mgmt	For	Against
<i>Voter Rationale: Overboarded/Too many other time commitments</i>				
14f	Reelect Catherine Marcus as Director	Mgmt	For	For
14g	Reelect Asa Soderstrom Winberg as Director	Mgmt	For	For
14h	Elect Jayne McGivern as New Director	Mgmt	For	For
14i	Elect Henrik Sjolund as New Director	Mgmt	For	For
14j	Reelect Hans Biorck as Board Chair	Mgmt	For	For
15	Ratify Ernst & Young AB as Auditors	Mgmt	For	For
16	Approve Remuneration Report	Mgmt	For	For
17	Approve Equity Plan Financing	Mgmt	For	For
18	Authorize Class B Share Repurchase Program	Mgmt	For	For
19	Amend Articles Re: General Meeting	Mgmt	For	For
20	Close Meeting	Mgmt		

Volvo AB

Meeting Date: 27/03/2024

Country: Sweden

Ticker: VOLV.B

Record Date: 19/03/2024

Meeting Type: Annual

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For
10	Approve Allocation of Income and Dividends of SEK 7.50 Per Share and an Extra Dividend of SEK 10.50 Per Share	Mgmt	For	For
11.1	Approve Discharge of Matti Alahuhta	Mgmt	For	For
11.2	Approve Discharge of Bo Annvik	Mgmt	For	For
11.3	Approve Discharge of Jan Carlson	Mgmt	For	For
11.4	Approve Discharge of Eric Elzvik	Mgmt	For	For
11.5	Approve Discharge of Martha Finn Brooks	Mgmt	For	For
11.6	Approve Discharge of Kurt Jofs	Mgmt	For	For
11.7	Approve Discharge of Martin Lundstedt (Board Member)	Mgmt	For	For
11.8	Approve Discharge of Kathryn V. Marinello	Mgmt	For	For
11.9	Approve Discharge of Martina Merz	Mgmt	For	For
11.10	Approve Discharge of Hanne de Mora	Mgmt	For	For
11.11	Approve Discharge of Helena Stjernholm	Mgmt	For	For
11.12	Approve Discharge of Carl-Henric Svanberg	Mgmt	For	For
11.13	Approve Discharge of Lars Ask (Employee Representative)	Mgmt	For	For
11.14	Approve Discharge of Mats Henning (Employee Representative)	Mgmt	For	For
11.15	Approve Discharge of Mari Larsson (Employee Representative)	Mgmt	For	For
11.16	Approve Discharge of Urban Spannär (Employee Representative)	Mgmt	For	For
11.17	Approve Discharge of Danny Bilger (Deputy Employee Representative)	Mgmt	For	For
11.18	Approve Discharge of Camilla Johansson (Deputy Employee Representative)	Mgmt	For	For
11.19	Approve Discharge of Erik Svensson (Deputy Employee Representative)	Mgmt	For	For
11.20	Approve Discharge of Martin Lundstedt (as CEO)	Mgmt	For	For
12.1	Determine Number of Members (11) of Board of Directors	Mgmt	For	For
12.2	Determine Number Deputy Members (0) of Board of Directors	Mgmt	For	For
13	Approve Remuneration of Directors in the Amount of SEK 4.1 Million for Chairman and SEK 1.23 Million for Other Directors except CEO; Approve Remuneration for Committee Work	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14.1	Reelect Matti Alahuhta as Director	Mgmt	For	For
14.2	Reelect Bo Annvik as Director	Mgmt	For	For
<i>Voter Rationale: EOS manual override. See analyst note.</i>				
14.3	Elect Par Boman as New Director	Mgmt	For	Against
<i>Voter Rationale: Overboarded/Too many other time commitments</i>				
14.4	Reelect Jan Carlson as Director	Mgmt	For	For
14.5	Reelect Eric Elzvik as Director	Mgmt	For	For
<i>Voter Rationale: EOS manual override. See analyst note.</i>				
14.6	Reelect Martha Finn Brooks as Director	Mgmt	For	For
14.7	Reelect Kurt Jofs as Director	Mgmt	For	For
14.8	Reelect Martin Lundstedt as Director	Mgmt	For	For
14.9	Reelect Kathryn V. Marinello as Director	Mgmt	For	For
14.10	Reelect Martina Merz as Director	Mgmt	For	For
14.11	Reelect Helena Stjernholm as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
15	Elect Par Boman as Board Chair	Mgmt	For	Against
<i>Voter Rationale: Overboarded/Too many other time commitments</i>				
16	Approve Remuneration of Auditors	Mgmt	For	For
17	Ratify Deloitte AB as Auditors	Mgmt	For	For
18.1	Elect Fredrik Persson to Serve on Nominating Committee	Mgmt	For	For
18.2	Elect Anders Oscarsson to Serve on Nominating Committee	Mgmt	For	For
18.3	Elect Carina Silberg to Serve on Nominating Committee	Mgmt	For	For
18.4	Elect Anders Algotsson to Serve on Nominating Committee	Mgmt	For	For
18.5	Elect Chairman of the Board to Serve on Nominating Committee	Mgmt	For	For
19	Approve Remuneration Report	Mgmt	For	For