

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: 01/01/2023 to 12/31/2023

Meeting Overview

Category	Number	Percentage
Number of votable meetings	297	
Number of meetings voted	279	93.94%
Number of meetings with at least 1 vote Against, Withhold or Abstain	93	31.31%

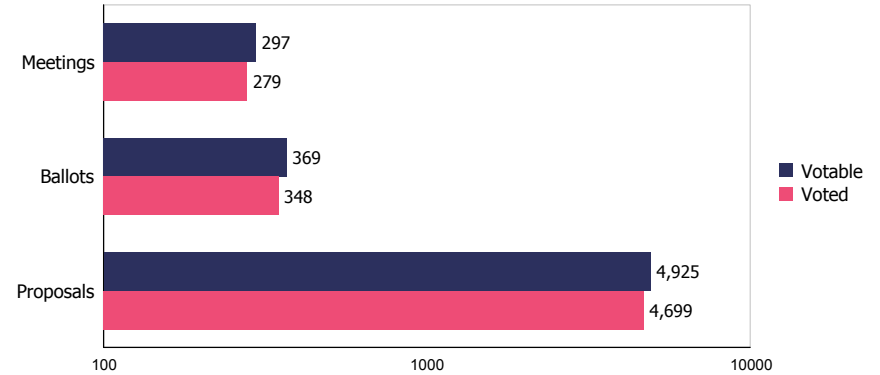
Ballot Overview

Category	Number	Percentage
Number of votable ballots	369	
Number of ballots voted	348	94.31%

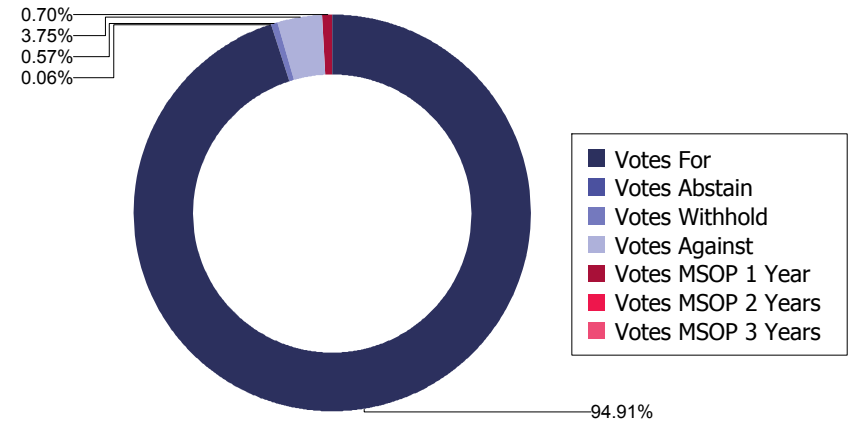
Proposal Overview

Category	Number	Percentage
Number of votable items	4,925	
Number of items voted	4,699	95.41%
Number of votes FOR	4,477	95.28%
Number of votes AGAINST	177	3.77%
Number of votes ABSTAIN	3	0.06%
Number of votes WITHHOLD	27	0.57%
Number of votes on MSOP Frequency 1 Year	33	0.70%
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	4,486	95.47%
Number of votes Against Policy	231	4.92%
Number of votes With Mgmt	4,496	95.68%
Number of votes Against Mgmt	221	4.70%
Number of votes on MSOP (exclude frequency)	214	4.55%
Number of votes on Shareholder Proposals	58	1.23%

Voting Statistics

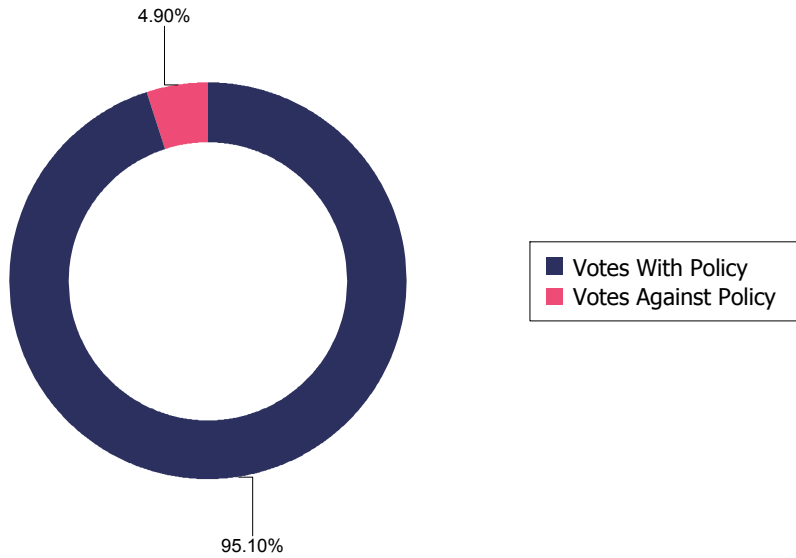


Vote Cast Statistics

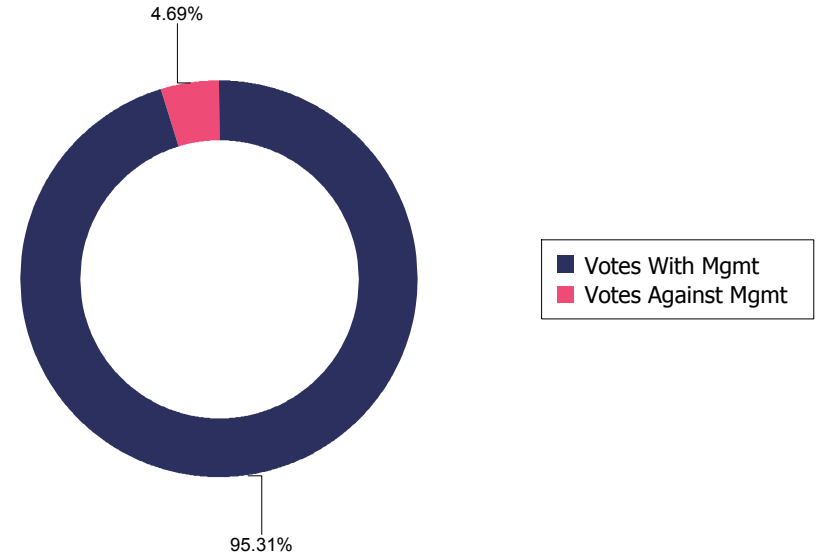


Note: "MSOP" frequency = Management Say On Pay frequency proposal votes allow shareholders to determine whether, going forward, the "say-on-pay" vote to approve compensation should occur every one, two, or three years. For all calculations in this report, only ballots in status Confirmed or Sent are 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



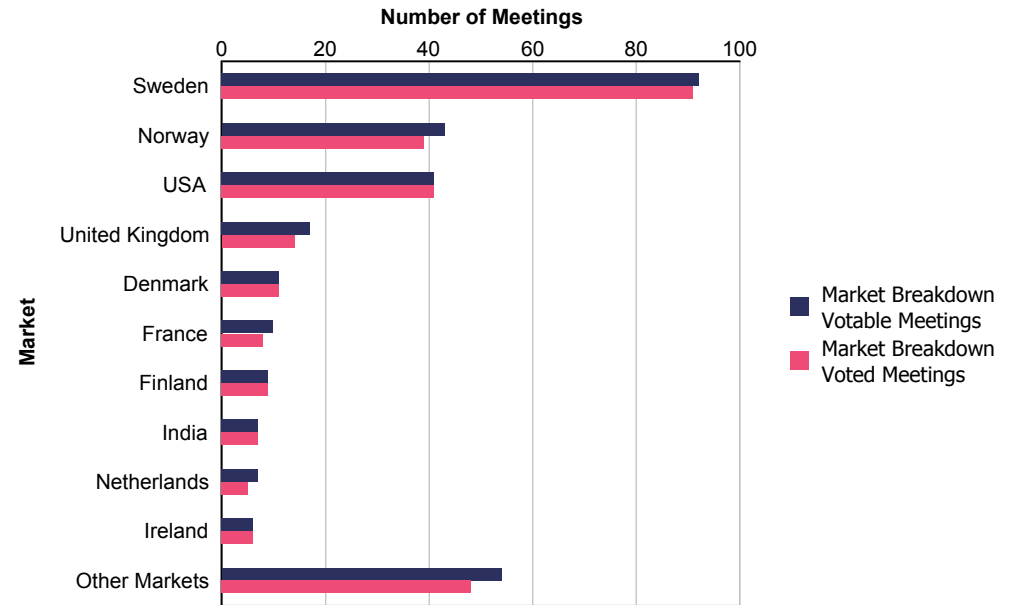
Market Breakdown

Market	Votable Meetings	Voted Meetings	Percentage
Sweden	92	91	98.91%
Norway	43	39	90.70%
USA	41	41	100.00%
United Kingdom	17	14	82.35%
Denmark	11	11	100.00%
France	10	8	80.00%
Finland	9	9	100.00%
India	7	7	100.00%
Netherlands	7	5	71.43%
Ireland	6	6	100.00%
Malaysia	5	5	100.00%
South Africa	5	5	100.00%
Switzerland	5	5	100.00%
Brazil	4	0	0.00%
Germany	4	4	100.00%

Meetings Voted by Market

Market Voting Statistics

Market	Votable Meetings	Voted Meetings	Percentage
Taiwan	4	4	100.00%
Indonesia	3	3	100.00%
Spain	3	2	66.67%
Vietnam	3	3	100.00%
Canada	2	2	100.00%
China	2	2	100.00%
Luxembourg	2	1	50.00%
Mexico	2	2	100.00%
Peru	2	2	100.00%
South Korea	2	2	100.00%
Cayman Islands	1	1	100.00%
Faroe Islands	1	1	100.00%
Guernsey	1	1	100.00%
Iceland	1	1	100.00%
Italy	1	1	100.00%
Mauritius	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
Diploma Plc	18-Jan-23	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect David Lowden as Director	Against
Tracsis Plc	18-Jan-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Christopher Cole as Director	Against
Kone Oyj	28-Feb-23	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Kone Oyj	28-Feb-23	Finland	G	Director Election - Director Election	Elect Director	13.a. Reelect Matti Alahuhta as Director	Against
Kone Oyj	28-Feb-23	Finland	G	Director Election - Director Election	Elect Director	13.d. Reelect Antti Herlin as Director	Against
Kone Oyj	28-Feb-23	Finland	G	Director Election - Director Election	Elect Director	13.f. Reelect Jussi Herlin as Director	Against
Kone Oyj	28-Feb-23	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	17. Amend Articles Re: Company Business; General Meeting Participation	Against
Netcompany Group A/S	02-Mar-23	Denmark	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	9.a. Approve Creation of DKK 10 Million Pool of Capital without Preemptive Rights	Against
Ossur hf	10-Mar-23	Iceland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Ossur hf	10-Mar-23	Iceland	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	7. Approve Approve Long-Term Incentive Program for the President and CEO and other Members of the Executive Management; Approve Long-Term Incentive Program for Certain Key Employees	Against
Novo Nordisk A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.3c. Reelect Sylvie Gregoire as Director	Abstain
Novo Nordisk A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.3d. Reelect Kasim Kutay as Director	Abstain
Novo Nordisk A/S	23-Mar-23	Denmark	G	Miscellaneous - Miscellaneous	Company-Specific -- Shareholder Miscellaneous	8.4. Product Pricing Proposal	Against
SimCorp A/S	23-Mar-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report (Advisory Vote)	Against
WISE iTech Co., Ltd.	24-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.1. Elect Kim Jong-hyeon as Inside Director	Against
Neste Corp.	28-Mar-23	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	18. Amend Articles Re: Book-Entry System	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Vaisala Oyj	28-Mar-23	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	16. Amend Articles Re: Remote Meeting and Number of Board Members	Against
Olvi Oyj	29-Mar-23	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Essity AB	29-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	11.b. Reelect Par Boman as Director	Against
Essity AB	29-Mar-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	12. Reelect Par Boman as Board Chair	Against
Indutrade AB	29-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	14.1f. Reelect Katarina Martinson as Director	Against
Indutrade AB	29-Mar-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	14.2. Reelect Katarina Martinson Chairman	Against
Tryg A/S	30-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	7.1. Reelect Jukka Pertola as Member of Board	Abstain
Protector Forsikring ASA	30-Mar-23	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Statement	Against
Corporacion Moctezuma SAB de CV	31-Mar-23	Mexico	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	5. Elect Directors and Company Secretary	Against
NCC AB	31-Mar-23	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	16. Relect Alf Goransson (Chair), Simon de Chateau, Mats Jonsson, Angela Langemar Olsson and Birgit Norgaard as Directors; Elect Daniel Kjorberg Siraj and Cecilia Fasth as Directors	Against
NCC AB	31-Mar-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	20.A. Approve Performance Share Incentive Plan LTI 2023	Against
NCC AB	31-Mar-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	20.B. Approve Equity Plan Financing Through Repurchase of Class B Shares	Against
NCC AB	31-Mar-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	20.D. Approve Alternative Equity Plan Financing of LTI 2023, if Item 20.B is Not Approved	Against
Pandox AB	12-Apr-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Remuneration Report	Against
Dometic Group AB	12-Apr-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Remuneration Report	Against
Asia Commercial Joint Stock Bank	13-Apr-23	Vietnam	G	Routine Business - Routine Business	Other Business	9. Other Business	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Orkla ASA	13-Apr-23	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3.2. Approve Remuneration Statement	Against
Orkla ASA	13-Apr-23	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	9. Approve Remuneration of Directors	Against
Bossard Holding AG	17-Apr-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.2. Approve Remuneration Report	Against
Bossard Holding AG	17-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Prysmian SpA	19-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Second Section of the Remuneration Report	Against
Prysmian SpA	19-Apr-23	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Sweco AB	20-Apr-23	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	12. Reelect Asa Bergman, Alf Goransson, Johan Hjertansson, Johan Nordstrom (Chair), Christine Wolff, Susanne Pahlen Aklundh and Johan Wall as Directors	Against
Fenix Outdoor International AG	21-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Vietnam Dairy Products Corp.	25-Apr-23	Vietnam	G	Routine Business - Routine Business	Other Business	10. Other Business	Against
Entra ASA	25-Apr-23	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Statement	Against
Beazley Plc	25-Apr-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	22. Authorise Issue of Equity without Pre-emptive Rights	Against
Beazley Plc	25-Apr-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	23. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Against
Nyfosa AB	25-Apr-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Report	Against
Digiworld Corp.	26-Apr-23	Vietnam	G	Routine Business - Routine Business	Other Business	10. Other Business	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Fastighetsbolaget Emilshus AB	27-Apr-23	Sweden	G	Director Election - Director Election - Bundled	Elect Board of Directors and Auditors (Bundled)	9. Reelect Johan Ericsson (Chair), Jakob Fyrberg, Bjorn Garat and Elisabeth Thuresson as Directors; Elect Rutger Kallen as New Director; Ratify KPMG as Auditor	Against
Fastighetsbolaget Emilshus AB	27-Apr-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Report	Against
Hingham Institution for Savings	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Brian T. Kenner	Withhold
Hingham Institution for Savings	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Stacey M. Page	Withhold
Hingham Institution for Savings	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Geoffrey C. Wilkinson, Sr.	Withhold
Hingham Institution for Savings	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Robert H. Gaughen, Jr.	Withhold
Hingham Institution for Savings	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Patrick R. Gaughen	Withhold
Atlas Copco AB	27-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	10.a1. Reelect Johan Forssell as Director	Against
Atlas Copco AB	27-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	10.a6. Reelect Hans Straberg as Director	Against
Atlas Copco AB	27-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	10.a7. Reelect Peter Wallenberg Jr as Director	Against
Atlas Copco AB	27-Apr-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	10.c. Reelect Hans Straberg as Board Chair	Against
Catena AB	27-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	15.d. Reelect Lennart Mauritzson as Director	Against
Catena AB	27-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	15.h. Elect Joost Uwents as New Director	Against
Catena AB	27-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	15.i. Elect Lennart Mauritzson as Director	Against
Catena AB	27-Apr-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	15.j. Elect Lennart Mauritzson as Board Chair	Against
Catena AB	27-Apr-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	19. 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
K2A Knaust & Andersson Fastigheter AB	27-Apr-23	Sweden	G	Director Election - Director Election - Bundled	Elect Board of Directors and Auditors (Bundled)	11. Reelect Sten Gejrot (Chair), Ludwig Holmgren, Claes-Henrik Julander, Johan Knaust, Ingrid Lindquist, Johan Ljungberg and Johan Thorell as Directors; Ratify KPMG as Auditor	Against
K2A Knaust & Andersson Fastigheter AB	27-Apr-23	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 Issued Shares without Preemptive Rights	Against
Tomra Systems ASA	27-Apr-23	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Tomra Systems ASA	27-Apr-23	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	10. Approve Remuneration of Directors in the Amount of NOK 1.07 Million for Chair and NOK 563,500 for Other Directors; Approve Remuneration for Committee Work	Against
Corem Property Group AB	28-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	11.1. Reelect Patrik Essehorn as Director	Against
Corem Property Group AB	28-Apr-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	11.8. Reelect Patrik Essehorn as Board Chair	Against
Corem Property Group AB	28-Apr-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Remuneration Report	Against
Lifco AB	28-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	15.a. Reelect Carl Bennet as Director	Against
Lifco AB	28-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	15.b. Reelect Ulrika Dellby as Director	Against
Lifco AB	28-Apr-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	15.j. Reelect Carl Bennet as Board Chair	Against
Samhallsbyggnadsbolaget I Norden AB	28-Apr-23	Sweden	G	Director Election - Director Election - Bundled	Elect Board of Directors and Auditors (Bundled)	14. Reelect Lennart Schuss (Chair), Ilija Batljan, Sven-Olof Johansson, Hans Runesten, Anne-Grete Strom-Erichsen, Fredrik Svensson and Eva Swartz Grimaldi as Directors; Elect Lars Rodert as New Director; Ratify Ernst & Young AB as Auditors	Against
Schibsted ASA	28-Apr-23	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report (Advisory Vote)	Against
Schibsted ASA	28-Apr-23	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy And Other Terms of Employment For Executive Management	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	28-Apr-23	Faroe Islands	G	Company Articles - Article Amendments	Amend Articles/Charter Equity-Related	12.2. Amend Articles Re: Share Capital	Against
Unilever Plc	03-May-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
KlaraBo Sverige AB	03-May-23	Sweden	G	Director Election - Director Election - Bundled	Elect Board of Directors and Auditors (Bundled)	10. Reelect Lennart Sten (Chair), Anders Pettersson, Lulu Gylleneiden, Mats Johansson, Joacim Sjoberg, Sophia Mattsson-Linnala, Per Hakan Borjesson and Hakan Sandberg as Directors; Ratify PricewaterhouseCoopers as Auditor	Against
KlaraBo Sverige AB	03-May-23	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	Against
AddLife AB	04-May-23	Sweden	G	Director Election - Director Election	Elect Director	13.4. Reelect Eva Nilsagard as Director	Against
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Warren E. Buffett	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Charles T. Munger	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Gregory E. Abel	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Howard G. Buffett	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Susan A. Buffett	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Stephen B. Burke	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Kenneth I. Chenault	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Christopher C. Davis	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Susan L. Decker	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Charlotte Guyman	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Ajit Jain	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Thomas S. Murphy, Jr.	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.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director Ronald L. Olson	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.14. Elect Director Wallace R. Weitz	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.15. Elect Director Meryl B. Witmer	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Berkshire Hathaway Inc.	06-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	9. Encourage Senior Management Commitment to Avoid Political Speech	Against
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Teri List	Against
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director A. Shane Sanders	Against
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director John T. Schwieters	Against
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Raymond C. Stevens	Against
Norsk Hydro ASA	10-May-23	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Statement	Against
Telenor ASA	10-May-23	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9.1. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Telenor ASA	10-May-23	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9.2. Approve Remuneration Statement	Against
Telenor ASA	10-May-23	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	10. Approve Equity Plan Financing Through Repurchase of Shares	Against
Telenor ASA	10-May-23	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	15.1. Approve Remuneration of Nominating Committee	Against
Equinor ASA	10-May-23	Norway	E	Environmental - Miscellaneous	Miscellaneous Proposal - Environmental	8. Ban Use of Fiberglass Rotor Blades in All New Wind Farms, Commit to Buy into Existing Hydropower Projects, and Conduct Research on Other Energy Sources Such as Thorium	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	10-May-23	Norway	E	Environmental - Climate	Climate Change Action	9. Identify and Manage Climate-Related Risks and Possibilities, and Integrate Them into Company's Strategy	Against
Equinor ASA	10-May-23	Norway	E	Environmental - Climate	Climate Change Action	10. Stop All Exploration and Drilling by 2025 and Provide Financial and Technical Assistance For Repair and Development of Ukraine's Energy Infrastructure	Against
Equinor ASA	10-May-23	Norway	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	11. Develop Procedure to Improve Response to Shareholder Proposals	Against
Equinor ASA	10-May-23	Norway	E	Environmental - Climate	Climate Change Action	12. End All Plans for Activities in Barents Sea, Adjust Up Investment in Renewables/Low Carbon Solution to 50 Percent by 2025, Implement CCS for Melkoya, and Invest in Rebuilding of Ukraine	Against
Equinor ASA	10-May-23	Norway	E	Environmental - Climate	Climate Change Action	13. Stop All Exploration and Test Drilling for Oil & Gas, 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	10-May-23	Norway	E	Environmental - Climate	Climate Change Action	14. Include Global Warming in Company's Further Strategy, Stop All Exploration For More Oil & Gas, Phase Out All Production and Sale of Oil & Gas, Multiply Investment in Renewable Energy and CCS, and Become Climate-Friendly Company	Against
TGS ASA	10-May-23	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Remuneration Statement	Against
Edwards Lifesciences Corporation	11-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	Against
EssilorLuxottica SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Chairman and CEO	Against
Sampo Oyj	17-May-23	Finland	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	18. Allow Shareholder Meetings to be Held by Electronic Means Only	Against
SEB SA	17-May-23	France	G	Director Election - Director Election	Elect Director	5. Reelect William Gairard as Director	Against
SEB SA	17-May-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Generation as Director	Against
SEB SA	17-May-23	France	G	Director Election - Director Election	Elect Director	7. Reelect Thierry Lescure as Director	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SEB SA	17-May-23	France	G	Director Election - Director Election	Elect Director	8. Reelect Aude de Vassart as Director	Against
SEB SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Thierry de La Tour d'Artaise	Against
SEB SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Stanislas De Gramont	Against
SEB SA	17-May-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	15. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Marsh & McLennan Companies, Inc.	18-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Intercontinental Exchange, Inc.	19-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Amend Right to Call Special Meeting	Against
Leroy Seafood Group ASA	23-May-23	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Statement	Against
Nemetschek SE	23-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Against
Stendorren Fastigheter AB	23-May-23	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	12. Reelect Seth Lieberman, Helena Levander, Andreas Philipson (Chair), Carl Mork, Henrik Orrbeck and Nisha Raghavan as Directors	Against
Stendorren Fastigheter AB	23-May-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Remuneration Report	Against
Dassault Systemes SA	24-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy of Corporate Officers	Against
Dassault Systemes SA	24-May-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	9. Approve Compensation Report of Corporate Officers	Against
Aalberts NV	25-May-23	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	7. Reelect J. Van Der Zouw to Supervisory Board	Against
IVU Traffic Technologies AG	25-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Self Storage Group ASA	25-May-23	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	8. Approve Creation of NOK 4.7 Million Pool of Capital without Preemptive Rights	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Keywords Studios Plc	26-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Charlotta Ginman as Director	Against
Keywords Studios Plc	26-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Marion Sears as Director	Against
Keywords Studios Plc	26-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Neil Thompson as Director	Against
Dollar General Corporation	31-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	6. Amend Right to Call Special Meeting	Against
Meta Platforms, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Peggy Alford	Withhold
Meta Platforms, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Marc L. Andreessen	Withhold
Meta Platforms, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Andrew W. Houston	Withhold
Meta Platforms, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Tony Xu	Withhold
Meta Platforms, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Mark Zuckerberg	Withhold
Meta Platforms, Inc.	31-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	3. Report on Government Take Down Requests	Against
Aros Bostadsutveckling AB	01-Jun-23	Sweden	G	Director Election - Director Election - Bundled	Elect Board of Directors and Auditors (Bundled)	11. Reelect Johan A. Gustavsson, Joakim Alm, Hanna Bilir, Ylva Lagesson, Per Rutegard (Chair), Samir Taha and Jorgen Lundgren as Directors; Elect Ossian Ekdahlas New Director; Ratify Ernst & Young as Auditors	Against
Mowi ASA	01-Jun-23	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Statement	Against
Mowi ASA	01-Jun-23	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	8. Approve Remuneration of Directors	Against
Taiwan Semiconductor Manufacturing Co., Ltd.	06-Jun-23	Taiwan	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Amendments to Lending Procedures and Caps	3. Amend Procedures for Endorsement and Guarantees	Against
XXL ASA	06-Jun-23	Norway	G	Director Election - Director Election	Elect Director	9.1. Elect Hakan Lundstedt (Chair) 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
XXL ASA	06-Jun-23	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	10. Approve Remuneration of Directors in the Amount of NOK 450,000 for Chairman and NOK 350,000 for Other Directors; Approve Remuneration of Audit Committee	Against
XXL ASA	06-Jun-23	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	12. Authorize Issuance of Shares in Connection with Incentive Plan	Against
XXL ASA	06-Jun-23	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	13. Approve Creation of NOK 31 Million Pool of Capital without Preemptive Rights	Against
XXL ASA	06-Jun-23	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	14. Authorize Share Repurchase Program in Connection with Incentive Plans	Against
Booking Holdings Inc.	06-Jun-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
SalMar ASA	08-Jun-23	Norway	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	10. Approve Share-Based Incentive Plan	Against
Construcciones y Auxiliar de Ferrocarriles SA	10-Jun-23	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Advisory Vote on Remuneration Report	Against
Sonova Holding AG	12-Jun-23	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Etsy, Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director M. Michele Burns	Withhold
Etsy, Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Fred Wilson	Withhold
TIME dotCom Berhad	15-Jun-23	Malaysia	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	1. Approve Share Grant Plan	Against
Soltec Power Holdings SA	21-Jun-23	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Amend Remuneration Policy	Against
Bureau Veritas SA	22-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Didier Michaud-Daniel, CEO	Against
Bureau Veritas SA	22-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of CEO since June 22, 2023	Against
Mastercard Incorporated	27-Jun-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Report on Overseeing Risks Related to Discrimination	Against
Mastercard Incorporated	27-Jun-23	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	9. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Mastercard Incorporated	27-Jun-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	10. Report on Cost-Benefit Analysis of Diversity and Inclusion Efforts	Against
Bioteque Corp.	27-Jun-23	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	3.1. Elect Jing Zhong Chen, a Representative of Yisheng Co., Ltd. with Shareholder No.00082806, as Non-Independent Director	Against
Bid Corp. Ltd.	29-Jun-23	South Africa	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	2. Amend Conditional Share Plan to Introduce a Discretion on the Remuneration Committee to Determine that Awards of "Good Leavers" may Not be Subject to Time Pro-Rated Early Vesting and may Vest in Full in the Ordinary Course	Against
DSM-Firmenich AG	29-Jun-23	Switzerland	G	Routine Business - Routine Business	Other Business	5. Transact Other Business (Voting)	Against
Addtech AB	23-Aug-23	Sweden	G	Director Election - Director Election	Elect Director	13.2. Reelect Henrik Hedelius as Director	Against
Addtech AB	23-Aug-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Remuneration Report	Against
Naspers Ltd.	24-Aug-23	South Africa	G	Director Related - Committee Election	Elect Member of Audit Committee	4.4. Re-elect Steve Pacak as Chairman of the Audit Committee	Against
Naspers Ltd.	24-Aug-23	South Africa	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5. Approve Remuneration Policy	Against
Naspers Ltd.	24-Aug-23	South Africa	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Implementation Report of the Remuneration Report	Against
Naspers Ltd.	24-Aug-23	South Africa	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	7. Place Authorised but Unissued Shares under Control of Directors	Against
Naspers Ltd.	24-Aug-23	South Africa	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	8. Authorise Board to Issue Shares for Cash	Against
Naspers Ltd.	24-Aug-23	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.	24-Aug-23	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

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Naspers Ltd.	24-Aug-23	South Africa	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	6. Authorise Repurchase of A Ordinary Shares	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Johann Rupert as Director and Board Chair	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Josua Malherbe as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.5. Reelect Jean-Blaise Eckert as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.12. Reelect Guillaume Pictet as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3. Reappoint Guillaume Pictet as Member of the Compensation Committee	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	9.2. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 8 Million	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	9.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.2 Million	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	10.3. Amend Articles Re: General Meeting	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Vijaya Diagnostic Centre Ltd.	20-Sep-23	India	G	Director Election - Director Election	Elect Director	4. Reelect Sura Geeta Reddy as Director	Against
MOLD-TEK PACKAGING LIMITED	26-Sep-23	India	G	Director Election - Director Election	Elect Director	3. Reelect Subramanyam Adivishnu as Director	Against
MOLD-TEK PACKAGING LIMITED	26-Sep-23	India	G	Compensation - Compensation	Approve/Amend Employment Agreements	5. Approve Reappointment and Remuneration of Lakshmana Rao Janumahanti as Chairman and Managing Director	Against
MOLD-TEK PACKAGING LIMITED	26-Sep-23	India	G	Compensation - Compensation	Approve/Amend Employment Agreements	6. Approve Reappointment and Remuneration of Subramanyam Adivishnu as Deputy Managing Director	Against
MOLD-TEK PACKAGING LIMITED	26-Sep-23	India	G	Compensation - Compensation	Approve/Amend Employment Agreements	7. Approve Reappointment and Remuneration of P. Venkateswara Rao as Deputy Managing Director	Against
Chase Corporation	06-Oct-23	USA	G	Strategic Transactions - Mergers & Acquisitions	Approve Merger Agreement	1. Approve Merger Agreement	Against
Chase Corporation	06-Oct-23	USA	G	Compensation - Severance Agreement	Advisory Vote on Golden Parachutes	2. Advisory Vote on Golden Parachutes	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Chase Corporation	06-Oct-23	USA	G	Takeover Related - Takeover - Other	Adjourn Meeting	3. Adjourn Meeting	Against
ChemoMetec A/S	12-Oct-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7.b. Amend Remuneration Policy	Against
Alicorp SAA	29-Nov-23	Peru	G	Routine Business - Routine Business	Approve Investment and Financing Policy	1. Approve Financing Plan through the Capital Market to Restructure its Liabilities	Against
Alicorp SAA	29-Nov-23	Peru	G	Routine Business - Formalities	Authorize Board to Ratify and Execute Approved Resolutions	2. Authorize Board to Ratify and Execute Approved Resolutions	Against
Microsoft Corporation	07-Dec-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Gender-Based Compensation and Benefits Inequities	Against
Microsoft Corporation	07-Dec-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	Against
Microsoft Corporation	07-Dec-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	7. Report on Government Take Down Requests	Against
Microsoft Corporation	07-Dec-23	USA	S	Social - Political Spending	Political Contributions Disclosure	12. Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	Against
Copart, Inc.	08-Dec-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
OTC Markets Group Inc.	12-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director R. Cromwell Coulson	Against
OTC Markets Group Inc.	12-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Andrew Wimpfheimer	Against

Analysis of Votes Against Policy

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sparebanken Vest	25-Jan-23	Norway	G	Director Election - Director Election	Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives	1. Elect Odd Reidar Oie, Oyvind A Langedal and Monica Salthella as New Members of Corporate Assembly	For
Cint Group AB	26-Jan-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	7.a. Approve Stock Option Plan LTIP 2023 for Key Employees	For
Cint Group AB	26-Jan-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	7.b. Approve Issuance and Transfer of Restricted Stock Units for Participants	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Nivika Fastigheter AB	26-Jan-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Remuneration Report	For
Sparebank 1 Ostlandet	22-Feb-23	Norway	G	Director Election - Director Election	Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives	2. Elect Bjornar Otterhaug, Marianne Steenland and Jorgen Haugli as Members of the Bank Supervisory Board; Elect Per Kristian Mengshoel, Trine Charlotte Hogas-Ellingsen and Gunnar Aakrann Eek as Deputy Members	For
SpareBank 1 SMN	27-Feb-23	Norway	G	Director Election - Director Election	Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives	1. Elect Members and Deputy Members of Committee of Representatives	For
DSV A/S	16-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.1. Reelect Thomas Plenborg as Director	For
DSV A/S	16-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.2. Reelect Jorgen Moller as Director	For
Admicom Oyj	21-Mar-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	12. Reelect Pasi Aaltola, Petri Niemi, Henna Makinen, Marko Somerma and Olli Nokso-Koivisto as Directors; Elect Camilla Skoog and Tomi Lod as New Directors	For
Admicom Oyj	21-Mar-23	Finland	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	18. Allow Shareholder Meetings to be Held by Electronic Means Only	For
Bredband2 i Skandinavien AB	21-Mar-23	Sweden	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and Auditors	8.d. Approve Remuneration of Directors: SEK 900,000 for Chair, SEK 675,000 for Vice Chair and SEK 450,000 for Other Directors; Approve Remuneration of Auditors	For
Bredband2 i Skandinavien AB	21-Mar-23	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
Axfood AB	22-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	15.1. Reelect Mia Brunell Livfors as Director	For
Axfood AB	22-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	15.3. Reelect Caroline Berg as Director	For
Axfood AB	22-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	15.6. Reelect Sara Ohrvall as Director	For
Axfood AB	22-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	15.7. Elect Thomas Ekman as New Director	For
Axfood AB	22-Mar-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	15.8. Reelect Mia Brunell Livfors as Board Chair	For
Novo Nordisk A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.3c. Reelect Sylvie Gregoire as Director	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Novo Nordisk A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.3d. Reelect Kasim Kutay as Director	For
Platzer Fastigheter Holding AB	23-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	13a.4. Reelect Charlotte Hybinette as Director	For
Platzer Fastigheter Holding AB	23-Mar-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	13b. Reelect Charlotte Hybinette as Board Chair	For
SimCorp A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	5.B. Reelect Morten Hubbe (Vice Chair) as Director	For
Castellum AB	23-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	14.c. Reelect Joacim Sjoberg as Director	For
Castellum AB	23-Mar-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Remuneration Report	For
Gjensidige Forsikring ASA	23-Mar-23	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	10.a. Reelect Gisele Marchand (Chair), Vibeke Krag, Terje Seljeseth, Hilde Merete Nafstad, Eivind Elnan, Tor Magne Lonnum and Gunnar Robert Sellaeg as Directors	For
Neste Corp.	28-Mar-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Matti Kahkonen (Chair), John Abbott, Nick Elmslie, Just Jansz, Jari Rosendal, Eeva Sipila (Vice Chair) and Johanna Soderstrom as Directors; Elect Heikki Malinen and Kimmo Viertola as New Directors	For
Vaisala Oyj	28-Mar-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Antti Jaaskelainen, Jukka Rinnevaara and Raimo Voipio as Directors	For
Vaisala Oyj	28-Mar-23	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	16. Amend Articles Re: Remote Meeting and Number of Board Members	For
Essity AB	29-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	11.b. Reelect Par Boman as Director	For
Essity AB	29-Mar-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	12. Reelect Par Boman as Board Chair	For
Indutrade AB	29-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	14.1f. Reelect Katarina Martinson as Director	For
Indutrade AB	29-Mar-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	14.2. Reelect Katarina Martinson Chairman	For
Fortnox AB	30-Mar-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	15.E. Approve Third Party Swap Agreement as Alternative Equity Plan Financing	For
Protector Forsikring ASA	30-Mar-23	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	8. Approve Remuneration of Directors; Approve Remuneration for Committee Work	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Beijer Alma AB	30-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	13.a. Reelect Johnny Alvarsson as Director	For
Beijer Alma AB	30-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	13.e. Reelect Johan Wall as Director (Chair)	For
Beijer Alma AB	30-Mar-23	Sweden	G	Director Related - Committee Election	Elect Member of Nominating Committee	15.2. Reelect Johan Wall as Member of Nominating Committee	For
Lemonsoft Oyj	04-Apr-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	10. Reelect Christoffer Haggblom, Kari Joki-Hollanti, Iikka Hiidenheimo, Saila Miettinen-Lahde and Michael Richter as Directors; Fix Number of Directors at Five	For
Lemonsoft Oyj	04-Apr-23	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
Lemonsoft Oyj	04-Apr-23	Finland	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	16. Allow Shareholder Meetings to be Held by Electronic Means Only	For
Pandox AB	12-Apr-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	11.8. Reelect Christian Ringnes as Board Chair	For
Dometic Group AB	12-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	11.1. Reelect Fredrik Cappelen as Director	For
Dometic Group AB	12-Apr-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	11.9. Reelect Fredrik Cappelen as Board Chair	For
Schouw & Co A/S	13-Apr-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report (Advisory Vote)	For
Schouw & Co A/S	13-Apr-23	Denmark	G	Director Election - Director Election	Elect Director	6. Reelect Kjeld Johannesen as Director	For
Multiconsult ASA	13-Apr-23	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	10. Approve Creation of NOK 1.4 Million Pool of Capital without Preemptive Rights	For
Aker BP ASA	14-Apr-23	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy And Other Terms of Employment For Executive Management	For
Aker BP ASA	14-Apr-23	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	10. Reelect Kjell Inge Rokke, Anne Marie Cannon and Kate Thomson as Directors	For
Aker BP ASA	14-Apr-23	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	12. Approve Creation of Pool of Capital without Preemptive Rights	For
Aker BP ASA	14-Apr-23	Norway	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	13. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Borregaard ASA	18-Apr-23	Norway	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	7b. Reelect Helge Aasen as Board Chair	For
Dios Fastigheter AB	18-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	12.a. Reelect Bob Persson as Director	For
Dios Fastigheter AB	18-Apr-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	12.g. Reelect Bob Persson as Board Chair	For
Subsea 7 SA	18-Apr-23	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy	For
Subsea 7 SA	18-Apr-23	Luxembourg	G	Director Election - Director Election	Elect Director	9. Elect Treveri S.a r.l., Represented by Kristian Siem as Director	For
OEM International AB	18-Apr-23	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	18-Apr-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	15. Reelect Petter Stillstrom as Board Chair	For
Bufab AB	20-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	15.a. Reelect Bengt Liljedahl as Director	For
Bufab AB	20-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	15.e. Reelect Eva Nilsagard as Director	For
Bufab AB	20-Apr-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	15.g. Reelect Bengt Liljedahl as Board Chair	For
Bufab AB	20-Apr-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	18. Approve Remuneration Report	For
Sweco AB	20-Apr-23	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
AQ Group AB	20-Apr-23	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 and Lars Wrebo as Directors; Elect Kristina Willgard and Claes Mellgren (Chair) as New Directors; Ratify Ernst & Young AB as Auditors	For
L'Oreal SA	21-Apr-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	7. Approve Compensation Report of Corporate Officers	For
Fenix Outdoor International AG	21-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.1. Reelect Ulf Gustafsson as Director	For
Fenix Outdoor International AG	21-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.2. Reelect Mats Olsson as Director	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Fenix Outdoor International AG	21-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.3. Reelect Sebastian Von Wallwitz as Director	For
Fenix Outdoor International AG	21-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.4. Reelect Susanne Nordin as Director	For
Fenix Outdoor International AG	21-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.5. Reelect Rolf Schmid as Director	For
Fenix Outdoor International AG	21-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.2. Reelect Martin Nordin as Director and Board Chair	For
Fenix Outdoor International AG	21-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.1. Reappoint Ulf Gustafsson as Member of the Compensation Committee	For
Fenix Outdoor International AG	21-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.2. Reappoint Susanne Nordin as Member of the Compensation Committee	For
Fenix Outdoor International AG	21-Apr-23	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	5.2. Approve Remuneration of Directors in the Amount of CHF 1.9 Million for Fiscal Year 2022	For
Fenix Outdoor International AG	21-Apr-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5.4. Approve Variable Remuneration of Executive Committee in the Amount of EUR 446,000	For
Medistim ASA	24-Apr-23	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Statement	For
Medistim ASA	24-Apr-23	Norway	G	Director Election - Director Election	Elect Director	9a. Elect Oyvin Broymer as Director	For
Medistim ASA	24-Apr-23	Norway	G	Director Election - Director Election	Elect Director	9b. Elect Jon H. Hoem as Director	For
Medistim ASA	24-Apr-23	Norway	G	Director Election - Director Election	Elect Director	9c. Elect Ole Jesper Dahlberg as Director	For
Medistim ASA	24-Apr-23	Norway	G	Director Election - Director Election	Elect Director	9d. Elect Anna Ahlberg as Director	For
Entra ASA	25-Apr-23	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	11. Approve Creation of NOK 18.2 Million Pool of Capital without Preemptive Rights	For
HMS Networks AB	25-Apr-23	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	12. Reelect Charlotte Brogren (Chair), Fredrik Hansson, Anders Morck, Cecilia Wachtmeister, Niklas Edling and Anna Kleine as Directors	For
Nyfosa AB	25-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	16.1b. Reelect Johan Ericsson as Director	For
Nyfosa AB	25-Apr-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	16.2. Reelect Johan Ericsson 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
Swedish Logistic Property AB	26-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	12.1. Reelect Erik Selin as Director	For
Swedish Logistic Property AB	26-Apr-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	13. Reelect Erik Selin as Board Chair	For
Swedish Logistic Property AB	26-Apr-23	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	18. Approve Creation of Pool of Capital without Preemptive Rights	For
Electrolux Professional AB	26-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	13.1. Reelect Kai Warn as Director	For
Electrolux Professional AB	26-Apr-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	13.9. Reelect Kai Warn as Board Chair	For
Electrolux Professional AB	26-Apr-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16.1. Approve Performance Share Plan for Key Employees	For
Electrolux Professional AB	26-Apr-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	16.2. Approve Equity Plan Financing	For
Troax Group AB	26-Apr-23	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	15. Reelect Anders Morck (Chair), Eva Nygren, Anna Stalenbring, Frederik Hansson, Bertil Persson and Thomas Widstrand as Directors	For
Troax Group AB	26-Apr-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	18. Approve Remuneration Report	For
Assa Abloy AB	26-Apr-23	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	12. Reelect Carl Douglas (Vice Chair), Erik Ekudden, Johan Hjertonsson (Chair), Sofia Schorling Hogberg, Lena Olving, Joakim Weidemanis and Susanne Pahlen Aklundh as Directors; Elect Victoria Van Camp as New Director	For
Assa Abloy AB	26-Apr-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	17. Approve Performance Share Matching Plan LTI 2023	For
Lime Technologies AB	26-Apr-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16. Approve Performance Share Matching Plan (LTIP 2023) for Key Employees	For
Lime Technologies AB	26-Apr-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	17. Approve Equity Plan Financing	For
Hemnet Group AB	27-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	14.B. Reelect Pierre Siri as Director	For
Hemnet Group AB	27-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	14.C. Reelect Anders Edmark as Director	For
Hemnet Group AB	27-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	14.D. Reelect Hakan Hellstrom as Director	For
Hemnet Group AB	27-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	14.E. Reelect Tracey Fellows as Director	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hemnet Group AB	27-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	14.F. Reelect Nick McKittrick as Director	For
Hemnet Group AB	27-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	14.G. Reelect Maria Redin as Director	For
Atea ASA	27-Apr-23	Norway	G	Director Election - Director Election	Elect Director	8.1. Elect Carl Espen Wollebakk as New Director	For
Atea ASA	27-Apr-23	Norway	G	Director Election - Director Election	Elect Director	8.2. Elect Lone Schott Kunoe as New Director	For
Atea ASA	27-Apr-23	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Remuneration Report	For
Huhtamaki Oyj	27-Apr-23	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	For
Thule Group AB	27-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	13.1. Reelect Hans Eckerstrom as Director	For
Thule Group AB	27-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	13.5. Reelect Johan Westman as Director	For
Thule Group AB	27-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	13.6. Reelect Helene Willberg as New Director	For
Thule Group AB	27-Apr-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	13.8. Reelect Hans Eckerstrom as Board Chair	For
SP Group A/S	27-Apr-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5b. Approve Remuneration Report (Advisory Vote)	For
Coor Service Management Holding AB	27-Apr-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	16.c. Approve Alternative Equity Plan Financing	For
Atlas Copco AB	27-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	10.a1. Reelect Johan Forssell as Director	For
Atlas Copco AB	27-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	10.a6. Reelect Hans Straberg as Director	For
Atlas Copco AB	27-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	10.a7. Reelect Peter Wallenberg Jr as Director	For
Atlas Copco AB	27-Apr-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	10.c. Reelect Hans Straberg as Board Chair	For
Biotage AB	27-Apr-23	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Reelect Torben Jorgensen (Chairman), Peter Ehrenheim, Asa Hedin, Mark Bradley and Karen Lykke Sorensen as Directors; Elect Kieran Murphy and Kugan Sathiyandarajah as New Directors	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Biotage AB	27-Apr-23	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19.a. Approve Issuance of up to 15 Percent of Issued Common Shares without Preemptive Rights (Primary Proposal)	For
Tomra Systems ASA	27-Apr-23	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	12. Reelect Johan Hjertonsson (Chair), Bodil Sonesson, Pierre Couderc, Bjorn Matre and Hege Skryseth as Directors	For
Kitron ASA	28-Apr-23	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Statement	For
Kitron ASA	28-Apr-23	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	11.2. Approve Creation of NOK 3.95 Million Pool of Capital without Preemptive Rights	For
Swedencare AB	28-Apr-23	Sweden	G	Director Election - Director Election - Bundled	Elect Board of Directors and Auditors (Bundled)	9. Reelect Hakan Svanberg (Chair), Johan Bergdahl, Thomas Eklund, Sara Brandt, Ulrika Valassi and Jean Yves Parisot as Directors; Elect Heinz-Juergen Bertram as New Director; Ratify Deloitte AB as Auditors Auditors	For
Swedencare AB	28-Apr-23	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	11. Approve Issuance of up to 17.6 Million Shares without Preemptive Rights	For
Lifco AB	28-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	15.a. Reelect Carl Bennet as Director	For
Lifco AB	28-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	15.b. Reelect Ulrika Dellby as Director	For
Lifco AB	28-Apr-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	15.j. Reelect Carl Bennet as Board Chair	For
Bravida Holding AB	28-Apr-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	15. Reelect Fredrik Arp as Board Chair	For
Bravida Holding AB	28-Apr-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	20.c. Approve Alternative Equity Plan Financing	For
Bakkafrøst P/F	28-Apr-23	Faroe Islands	G	Director Election - Director Election	Elect Director	6. Reelect Runi M. Hansen as Board Chair	For
Hexagon AB	02-May-23	Sweden	G	Director Election - Director Election	Elect Director	12.1. Reelect Marta Schorling Andreen as Director	For
Hexagon AB	02-May-23	Sweden	G	Director Election - Director Election	Elect Director	12.3. Reelect Sofia Schorling Hogberg as Director	For
Hexagon AB	02-May-23	Sweden	G	Director Election - Director Election	Elect Director	12.4. Reelect Ola Rollen as Director	For
Hexagon AB	02-May-23	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	02-May-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	12.8. Elect Ola Rollen as Board Chair	For
NP3 Fastigheter AB	04-May-23	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
Securitas AB	04-May-23	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Jan Svensson (Chair), Ingrid Bonde, John Brandon, Fredrik Cappelen, Gunilla Fransson, Sofia Schorling Hogberg, Harry Klagsbrun and Johan Menckel as Directors; Elect Asa Bergman as New Director	For
Securitas AB	04-May-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16. Approve Performance Share Program LTI 2023/2025 for Key Employees and Related Financing	For
Brinova Fastigheter AB	04-May-23	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 Ernst & Young as Auditors	For
Brinova Fastigheter AB	04-May-23	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
Schneider Electric SE	04-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	For
AddLife AB	04-May-23	Sweden	G	Director Election - Director Election	Elect Director	13.4. Reelect Eva Nilsagard as Director	For
CTT Systems AB	04-May-23	Sweden	G	Director Election - Director Election	Elect Director	12.a6. Reelect Tomas Torlof as Director	For
CTT Systems AB	04-May-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	12.b. Reelect Tomas Torlof as Board Chairman	For
Bygghem Group AB	05-May-23	Sweden	G	Director Election - Director Election - Bundled	Elect Board of Directors and Auditors (Bundled)	13. Reelect Anders Moberg (Chair), Daniel Muhlbach, Gunilla Spongh, Lars Ljungalv, Andreas Elgaard and Catarina Fagerholm as Director; Ratify PricewaterhouseCoopers AB as Auditor	For
Instalco AB	05-May-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report	For
Instalco AB	05-May-23	Sweden	G	Director Election - Director Election	Elect Director	13.a. Reelect Johnny Alvarsson as Director	For
MedCap AB	08-May-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	15. Approve Warrant Program LTIP 2023 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
NCAB Group AB	09-May-23	Sweden	G	Director Election - Director Election	Elect Director	12.a. Reelect Christian Salamon as Director	For
NCAB Group AB	09-May-23	Sweden	G	Director Election - Director Election	Elect Director	12.b. Reelect Per Hesselmark as Director	For
NCAB Group AB	09-May-23	Sweden	G	Director Election - Director Election	Elect Director	12.d. Reelect Hans Ramel as Director	For
NCAB Group AB	09-May-23	Sweden	G	Director Election - Director Election	Elect Director	12.f. Reelect Hans Stahl as Director	For
NCAB Group AB	09-May-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	12.h. Reelect Christian Salamon as Board Chair	For
NCAB Group AB	09-May-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	17.a. Approve Warrant Plan for Key Employees (LTIP 2023/2026)	For
NCAB Group AB	09-May-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	17.b. Approve Equity Plan Financing Through Issuance of Warrants	For
NCAB Group AB	09-May-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	17.c. Approve Transfer of Warrants to Participants of LTIP 2023/2026	For
NCAB Group AB	09-May-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	17.d. Approve Acquisition of Treasury Shares in Connection with LTIP 2023/2026	For
NCAB Group AB	09-May-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	17.e. Approve Transfer of Treasury Shares to Participants of LTIP 2023/2026	For
Sagax AB	09-May-23	Sweden	G	Director Election - Director Election	Elect Director	10.1. Reelect Staffan Salen as Director	For
Sagax AB	09-May-23	Sweden	G	Director Election - Director Election	Elect Director	10.3. Reelect Johan Cerderlund as Director	For
Sagax AB	09-May-23	Sweden	G	Director Election - Director Election	Elect Director	10.4. Reelect Filip Engelbert as Director	For
Sagax AB	09-May-23	Sweden	G	Director Election - Director Election	Elect Director	10.5. Reelect Johan Thorell as Director	For
Sagax AB	09-May-23	Sweden	G	Director Election - Director Election	Elect Director	10.6. Reelect Ulrika Werdelin as Director	For
Sagax AB	09-May-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	10.7. Reelect Staffan Salen as Board Chair	For
Mips AB	10-May-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	16.2. Reelect Magnus Welander Board Chair	For
Equinor ASA	10-May-23	Norway	E	Environmental - Climate	Climate Change Action	9. Identify and Manage Climate-Related Risks and Possibilities, and Integrate Them into Company's Strategy	Against
Veidekke ASA	10-May-23	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. 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
Veidekke ASA	10-May-23	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	13. Approve Equity Plan Financing Through Issuance of Shares	For
Veidekke ASA	10-May-23	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	15. Approve Equity Plan Financing Through Repurchase of Shares	For
Edwards Lifesciences Corporation	11-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	Against
Kongsberg Gruppen ASA	11-May-23	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Statement	For
Kongsberg Gruppen ASA	11-May-23	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	11. Approve Equity Plan Financing	For
SAP SE	11-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.1. Elect Jennifer Xin-Zhe Li to the Supervisory Board	For
SAP SE	11-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.2. Elect Qi Lu to the Supervisory Board	For
Fastighets AB Balder	11-May-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	11a. Reelect Christina Rogestam as Board Chair	For
Fastighets AB Balder	11-May-23	Sweden	G	Director Election - Director Election	Elect Director	11c. Reelect Fredrik Svensson as Director	For
Fastighets AB Balder	11-May-23	Sweden	G	Director Election - Director Election	Elect Director	11d. Reelect Sten Duner as Director	For
Fastighets AB Balder	11-May-23	Sweden	G	Director Election - Director Election	Elect Director	11e. Reelect Anders Wennergren as Director	For
Fastighets AB Trianon	11-May-23	Sweden	G	Director Election - Director Election	Elect Director	13.a. Reelect Olof Andersson as Director	For
Fastighets AB Trianon	11-May-23	Sweden	G	Director Election - Director Election	Elect Director	13.c. Reelect Viktoria Bergman as Director	For
Fastighets AB Trianon	11-May-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	13.h. Elect Viktoria Bergman as Board Chair	For
Absolent Air Care Group AB	16-May-23	Sweden	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and Auditors	11. Approve Remuneration of Directors in the Amount of SEK 624,000 for Chair and SEK 208,000 for Other Directors; Approve Remuneration of Auditors	For
Absolent Air Care Group AB	16-May-23	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	12. Reelect Johan Westman (Chair), Joakim Westh and Marta Schorling Andreen as Directors; Elect Nils-Johan Andersson and Malin Persson as New Directors	For
Nimbus Group AB	16-May-23	Sweden	G	Director Election - Director Election	Elect Director	13.1. Reelect Mats Engblom (Chair) as Director	For
Nimbus Group AB	16-May-23	Sweden	G	Director Election - Director Election	Elect Director	13.3. Reelect Per Hesselmark as Director	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Nimbus Group AB	16-May-23	Sweden	G	Director Election - Director Election	Elect Director	13.5. Reelect Eva Nilsagard as Director	For
Nimbus Group AB	16-May-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	14. Reelect Mats Engblom as Board Chairman	For
NIBE Industrier AB	16-May-23	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Georg Brunstam, Jenny Larsson, Gerteric Lindquist, Hans Linnarson (Chair), Anders Palsson, Eva Karlsson and Eva Thunholm as Directors	For
Sinch AB	17-May-23	Sweden	G	Director Election - Director Election	Elect Director	11.1. Reelect Erik Froberg as Director (Chair)	For
Munters Group AB	17-May-23	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	17-May-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Remuneration Report	For
Thunderful Group AB	17-May-23	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13.a. Reelect Mats Lonnqvist, Owe Bergsten and Tomas Franzen as Directors; Elect Martin Walfisz, Sara Bach and Patrick Svensk as New Directors	For
Fortinova Fastigheter AB	22-May-23	Sweden	G	Director Election - Director Election	Elect Director	13.a. Reelect Ole Salsten as Director	For
Fortinova Fastigheter AB	22-May-23	Sweden	G	Director Election - Director Election	Elect Director	13.c. Reelect Anders Valdemarsson as Director	For
Fortinova Fastigheter AB	22-May-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	13.g. Reelect Ole Salsten as Board Chair	For
Fortinova Fastigheter AB	22-May-23	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	15. Approve Issuance of up to 20 Percent of Share Capital without Preemptive Rights	For
Judges Scientific Plc	22-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect David Cicurel as Director	For
Annehem Fastigheter AB	23-May-23	Sweden	G	Director Election - Director Election	Elect Director	14.g. Reelect Henrik Saxborn as Director	For
Annehem Fastigheter AB	23-May-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	15. Elect Henrik Saxborn as Board Chair	For
Leroy Seafood Group ASA	23-May-23	Norway	G	Director Election - Director Election	Elect Director	8.a. Elect Britt Kathrine Drivenes as Director	For
Leroy Seafood Group ASA	23-May-23	Norway	G	Director Election - Director Election	Elect Director	8.c. Elect Karoline Mogster as Director	For
Leroy Seafood Group ASA	23-May-23	Norway	G	Director Election - Director Election	Elect Director	8.d. Elect Are Dragesund (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
Bouvet ASA	23-May-23	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Statement	For
Bouvet ASA	23-May-23	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	14. Approve Issuance of Shares in Connection with Incentive Plan	For
ALM Equity AB	23-May-23	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	12. Reelect Maria Wideroth, Johan Unger, Gerard Versteegh, Johan Wachtmeister and Joakim Alm as Directors	For
ALM Equity AB	23-May-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	13. Reelect Maria Wideroth as Board Chair	For
ALM Equity AB	23-May-23	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	15. Approve Creation of SEK 30 Million Pool of Capital without Preemptive Rights	For
Self Storage Group ASA	25-May-23	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	9. Reelect Steven Skaar (Chair), Gustav Sobak, Yvonne Sandvold, Ingrid Elvira Leisner and Carl August Ameln as Directors	For
XXL ASA	06-Jun-23	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Statement	For
Construcciones y Auxiliar de Ferrocarriles SA	10-Jun-23	Spain	G	Director Election - Director Election	Elect Director	5.1. Reelect Javier Martinez Ojinaga as Director	For
Sonova Holding AG	12-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.6. Reelect Roland Diggelmann as Director	For
Sonova Holding AG	12-Jun-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.3. Reappoint Roland Diggelmann as Member of the Nomination and Compensation Committee	For
Yara International ASA	12-Jun-23	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5.1. Approve Remuneration Policy And Other Terms of Employment For Executive Management	For
Yara International ASA	12-Jun-23	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5.2. Approve Remuneration Statement	For
Yara International ASA	12-Jun-23	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	7. Elect Therese Log Bergjord, Tina Lawton and Harald Thorstein as New Directors	For
Masoval AS	14-Jun-23	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	7. Reelect Kari Skeidsvoll Moe, Roger Granheim and Martin Staveli as Directors	For
Masoval AS	14-Jun-23	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	10. Approve Equity Plan Financing	For
Burford Capital Ltd.	05-Jul-23	Guernsey	G	Director Election - Director Election	Elect Director	2. Re-elect Hugh Steven Wilson as Director	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Addtech AB	23-Aug-23	Sweden	G	Director Election - Director Election	Elect Director	13.2. Reelect Henrik Hedelius as Director	For
Addtech AB	23-Aug-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Remuneration Report	For
Lagercrantz Group AB	29-Aug-23	Sweden	G	Director Election - Director Election	Elect Director	13.1. Reelect Fredrik Borjesson as Director	For
Lagercrantz Group AB	29-Aug-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Remuneration Report	For
Sectra AB	07-Sep-23	Sweden	G	Director Election - Director Election	Elect Director	13.b. Reelect Torbjorn Kronander as Director	For
Sectra AB	07-Sep-23	Sweden	G	Director Election - Director Election	Elect Director	13.e. Reelect Jan-Olof Bruer as Director	For
Sectra AB	07-Sep-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	14. Reappoint Jan-Olof Bruer as Board Chair	For
Sectra AB	07-Sep-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Remuneration Report	For
Embracer Group AB	21-Sep-23	Sweden	G	Audit Related - Auditor Related	Authorize Board to Fix Remuneration of External Auditor(s)	11.b. Approve Remuneration of Auditors	For
Embracer Group AB	21-Sep-23	Sweden	G	Audit Related - Auditor Related	Ratify Auditors	12.i. Ratify PwC as Auditors	For
Chase Corporation	06-Oct-23	USA	G	Strategic Transactions - Mergers & Acquisitions	Approve Merger Agreement	1. Approve Merger Agreement	Against
Chase Corporation	06-Oct-23	USA	G	Compensation - Severance Agreement	Advisory Vote on Golden Parachutes	2. Advisory Vote on Golden Parachutes	Against
Chase Corporation	06-Oct-23	USA	G	Takeover Related - Takeover - Other	Adjourn Meeting	3. Adjourn Meeting	Against
ChemoMetec A/S	12-Oct-23	Denmark	G	Director Election - Director Election	Elect Director	5.b. Reelect Hans Martin Glensbjerg as Director	For

Analysis of Votes Against Management

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Diploma Plc	18-Jan-23	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect David Lowden as Director	Against
Tracsis Plc	18-Jan-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Christopher Cole as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Visa Inc.	24-Jan-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Kone Oyj	28-Feb-23	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Kone Oyj	28-Feb-23	Finland	G	Director Election - Director Election	Elect Director	13.a. Reelect Matti Alahuhta as Director	Against
Kone Oyj	28-Feb-23	Finland	G	Director Election - Director Election	Elect Director	13.d. Reelect Antti Herlin as Director	Against
Kone Oyj	28-Feb-23	Finland	G	Director Election - Director Election	Elect Director	13.f. Reelect Jussi Herlin as Director	Against
Kone Oyj	28-Feb-23	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	17. Amend Articles Re: Company Business; General Meeting Participation	Against
Netcompany Group A/S	02-Mar-23	Denmark	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	9.a. Approve Creation of DKK 10 Million Pool of Capital without Preemptive Rights	Against
Ossur hf	10-Mar-23	Iceland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Ossur hf	10-Mar-23	Iceland	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	7. Approve Approve Long-Term Incentive Program for the President and CEO and other Members of the Executive Management; Approve Long-Term Incentive Program for Certain Key Employees	Against
Novo Nordisk A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.3c. Reelect Sylvie Gregoire as Director	Abstain
Novo Nordisk A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.3d. Reelect Kasim Kutay as Director	Abstain
SimCorp A/S	23-Mar-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report (Advisory Vote)	Against
WISE iTech Co., Ltd.	24-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.1. Elect Kim Jong-hyeon as Inside Director	Against
Neste Corp.	28-Mar-23	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	18. Amend Articles Re: Book-Entry System	Against
Vaisala Oyj	28-Mar-23	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	16. Amend Articles Re: Remote Meeting and Number of Board Members	Against
Olvi Oyj	29-Mar-23	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Essity AB	29-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	11.b. Reelect Par Boman as Director	Against
Essity AB	29-Mar-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	12. Reelect Par Boman as Board Chair	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Indutrade AB	29-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	14.1f. Reelect Katarina Martinson as Director	Against
Indutrade AB	29-Mar-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	14.2. Reelect Katarina Martinson Chairman	Against
Tryg A/S	30-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	7.1. Reelect Jukka Pertola as Member of Board	Abstain
Protector Forsikring ASA	30-Mar-23	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Statement	Against
Corporacion Moctezuma SAB de CV	31-Mar-23	Mexico	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	5. Elect Directors and Company Secretary	Against
NCC AB	31-Mar-23	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	16. Relect Alf Goransson (Chair), Simon de Chateau, Mats Jonsson, Angela Langemar Olsson and Birgit Norgaard as Directors; Elect Daniel Kjorberg Siraj and Cecilia Fasth as Directors	Against
NCC AB	31-Mar-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	20.A. Approve Performance Share Incentive Plan LTI 2023	Against
NCC AB	31-Mar-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	20.B. Approve Equity Plan Financing Through Repurchase of Class B Shares	Against
NCC AB	31-Mar-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	20.D. Approve Alternative Equity Plan Financing of LTI 2023, if Item 20.B is Not Approved	Against
Pandox AB	12-Apr-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Remuneration Report	Against
Dometic Group AB	12-Apr-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Remuneration Report	Against
Asia Commercial Joint Stock Bank	13-Apr-23	Vietnam	G	Routine Business - Routine Business	Other Business	9. Other Business	Against
Orkla ASA	13-Apr-23	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3.2. Approve Remuneration Statement	Against
Orkla ASA	13-Apr-23	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	9. Approve Remuneration of Directors	Against
Bossard Holding AG	17-Apr-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.2. Approve Remuneration Report	Against
Bossard Holding AG	17-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Prysmian SpA	19-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Second Section of the Remuneration Report	Against
Sweco AB	20-Apr-23	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	Against
Fenix Outdoor International AG	21-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Vietnam Dairy Products Corp.	25-Apr-23	Vietnam	G	Routine Business - Routine Business	Other Business	10. Other Business	Against
Entra ASA	25-Apr-23	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Statement	Against
Beazley Plc	25-Apr-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	22. Authorise Issue of Equity without Pre-emptive Rights	Against
Beazley Plc	25-Apr-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	23. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Against
Nyfosa AB	25-Apr-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Report	Against
Digiworld Corp.	26-Apr-23	Vietnam	G	Routine Business - Routine Business	Other Business	10. Other Business	Against
Fastighetsbolaget Emilshus AB	27-Apr-23	Sweden	G	Director Election - Director Election - Bundled	Elect Board of Directors and Auditors (Bundled)	9. Reelect Johan Ericsson (Chair), Jakob Fyrberg, Bjorn Garat and Elisabeth Thuresson as Directors; Elect Rutger Kallen as New Director; Ratify KPMG as Auditor	Against
Fastighetsbolaget Emilshus AB	27-Apr-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Report	Against
Hingham Institution for Savings	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Brian T. Kenner	Withhold
Hingham Institution for Savings	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Stacey M. Page	Withhold
Hingham Institution for Savings	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Geoffrey C. Wilkinson, Sr.	Withhold
Hingham Institution for Savings	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Robert H. Gaughen, Jr.	Withhold
Hingham Institution for Savings	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Patrick R. Gaughen	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Atlas Copco AB	27-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	10.a1. Reelect Johan Forssell as Director	Against
Atlas Copco AB	27-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	10.a6. Reelect Hans Straberg as Director	Against
Atlas Copco AB	27-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	10.a7. Reelect Peter Wallenberg Jr as Director	Against
Atlas Copco AB	27-Apr-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	10.c. Reelect Hans Straberg as Board Chair	Against
Catena AB	27-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	15.d. Reelect Lennart Mauritzson as Director	Against
Catena AB	27-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	15.h. Elect Joost Uwents as New Director	Against
Catena AB	27-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	15.i. Elect Lennart Mauritzson as Director	Against
Catena AB	27-Apr-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	15.j. Elect Lennart Mauritzson as Board Chair	Against
Catena AB	27-Apr-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	19. Approve Remuneration Report	Against
K2A Knaust & Andersson Fastigheter AB	27-Apr-23	Sweden	G	Director Election - Director Election - Bundled	Elect Board of Directors and Auditors (Bundled)	11. Reelect Sten Gejrot (Chair), Ludwig Holmgren, Claes-Henrik Julander, Johan Knaust, Ingrid Lindquist, Johan Ljungberg and Johan Thorell as Directors; Ratify KPMG as Auditor	Against
K2A Knaust & Andersson Fastigheter AB	27-Apr-23	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 Issued Shares without Preemptive Rights	Against
Tomra Systems ASA	27-Apr-23	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Tomra Systems ASA	27-Apr-23	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	10. Approve Remuneration of Directors in the Amount of NOK 1.07 Million for Chair and NOK 563,500 for Other Directors; Approve Remuneration for Committee Work	Against
Corem Property Group AB	28-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	11.1. Reelect Patrik Essehorn as Director	Against
Corem Property Group AB	28-Apr-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	11.8. Reelect Patrik Essehorn as Board Chair	Against
Corem Property Group AB	28-Apr-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Remuneration Report	Against
Lifco AB	28-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	15.a. Reelect Carl Bennet as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Lifco AB	28-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	15.b. Reelect Ulrika Dellby as Director	Against
Lifco AB	28-Apr-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	15.j. Reelect Carl Bennet as Board Chair	Against
Samhallsbyggnadsbolaget I Norden AB	28-Apr-23	Sweden	G	Director Election - Director Election - Bundled	Elect Board of Directors and Auditors (Bundled)	14. Reelect Lennart Schuss (Chair), Ilija Batljan, Sven-Olof Johansson, Hans Runesten, Anne-Grete Strom-Erichsen, Fredrik Svensson and Eva Swartz Grimaldi as Directors; Elect Lars Rodert as New Director; Ratify Ernst & Young AB as Auditors	Against
Schibsted ASA	28-Apr-23	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report (Advisory Vote)	Against
Schibsted ASA	28-Apr-23	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Bakkafrost P/F	28-Apr-23	Faroe Islands	G	Company Articles - Article Amendments	Amend Articles/Charter Equity-Related	12.2. Amend Articles Re: Share Capital	Against
Unilever Plc	03-May-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
KlaraBo Sverige AB	03-May-23	Sweden	G	Director Election - Director Election - Bundled	Elect Board of Directors and Auditors (Bundled)	10. Reelect Lennart Sten (Chair), Anders Pettersson, Lulu Gylleneiden, Mats Johansson, Joacim Sjoberg, Sophia Mattsson-Linnala, Per Hakan Borjesson and Hakan Sandberg as Directors; Ratify PricewaterhouseCoopers as Auditor	Against
KlaraBo Sverige AB	03-May-23	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	Against
AddLife AB	04-May-23	Sweden	G	Director Election - Director Election	Elect Director	13.4. Reelect Eva Nilsagard as Director	Against
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Warren E. Buffett	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Charles T. Munger	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Gregory E. Abel	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Howard G. Buffett	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Susan A. Buffett	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Stephen B. Burke	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Kenneth I. Chenault	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Christopher C. Davis	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Susan L. Decker	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Charlotte Guyman	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Ajit Jain	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Thomas S. Murphy, Jr.	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director Ronald L. Olson	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.14. Elect Director Wallace R. Weitz	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.15. Elect Director Meryl B. Witmer	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Berkshire Hathaway Inc.	06-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	3. Advisory Vote on Say on Pay Frequency	One Year
Berkshire Hathaway Inc.	06-May-23	USA	E	Environmental - Climate	Report on Climate Change	4. Report on Physical and Transitional Climate-Related Risks and Opportunities	For
Berkshire Hathaway Inc.	06-May-23	USA	E	Environmental - Climate	Report on Climate Change	5. Report on Audit Committee's Oversight on Climate Risks and Disclosures	For
Berkshire Hathaway Inc.	06-May-23	USA	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	6. Report If and How Company Will Measure, Disclose and Reduce GHG Emissions	For
Berkshire Hathaway Inc.	06-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	7. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	8. Require Independent Board Chair	For
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Teri List	Against
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director A. Shane Sanders	Against
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director John T. Schwieters	Against
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Raymond C. Stevens	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Danaher Corporation	09-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Danaher Corporation	09-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	6. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For
Norsk Hydro ASA	10-May-23	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Statement	Against
Telenor ASA	10-May-23	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9.1. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Telenor ASA	10-May-23	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9.2. Approve Remuneration Statement	Against
Telenor ASA	10-May-23	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	10. Approve Equity Plan Financing Through Repurchase of Shares	Against
Telenor ASA	10-May-23	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	15.1. Approve Remuneration of Nominating Committee	Against
TGS ASA	10-May-23	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Remuneration Statement	Against
Kongsberg Gruppen ASA	11-May-23	Norway	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	15. Amend Articles Re: Physical or Hybrid General Meetings	For
EssilorLuxottica SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Chairman and CEO	Against
Sampo Oyj	17-May-23	Finland	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	18. Allow Shareholder Meetings to be Held by Electronic Means Only	Against
SEB SA	17-May-23	France	G	Director Election - Director Election	Elect Director	5. Reelect William Gairard as Director	Against
SEB SA	17-May-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Generaction as Director	Against
SEB SA	17-May-23	France	G	Director Election - Director Election	Elect Director	7. Reelect Thierry Lescure as Director	Against
SEB SA	17-May-23	France	G	Director Election - Director Election	Elect Director	8. Reelect Aude de Vassart as Director	Against
SEB SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Thierry de La Tour d'Artaise	Against
SEB SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Stanislas De Gramont	Against
SEB SA	17-May-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	15. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Xylem Inc.	18-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	4. Require Independent Board Chair	For
Otis Worldwide Corporation	18-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	4. Require Independent Board Chair	For
Marsh & McLennan Companies, Inc.	18-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Leroy Seafood Group ASA	23-May-23	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Statement	Against
Nemetschek SE	23-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Against
Stendorren Fastigheter AB	23-May-23	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	12. Reelect Seth Lieberman, Helena Levander, Andreas Philipson (Chair), Carl Mork, Henrik Orrbeck and Nisha Raghavan as Directors	Against
Stendorren Fastigheter AB	23-May-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Remuneration Report	Against
Dassault Systemes SA	24-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy of Corporate Officers	Against
Dassault Systemes SA	24-May-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	9. Approve Compensation Report of Corporate Officers	Against
Aalberts NV	25-May-23	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	7. Reelect J. Van Der Zouw to Supervisory Board	Against
IVU Traffic Technologies AG	25-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Self Storage Group ASA	25-May-23	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	8. Approve Creation of NOK 4.7 Million Pool of Capital without Preemptive Rights	Against
Keywords Studios Plc	26-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Charlotta Ginman as Director	Against
Keywords Studios Plc	26-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Marion Sears as Director	Against
Keywords Studios Plc	26-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Neil Thompson as Director	Against
Dollar General Corporation	31-May-23	USA	S	Social - Animal Welfare	Animal Welfare	5. Report on 2025 Cage-Free Egg Goal	For
Dollar General Corporation	31-May-23	USA	S	Social - Health & Safety	Facility Safety	7. Oversee and Report a Workplace Health and Safety Audit	For
Meta Platforms, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Peggy Alford	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Meta Platforms, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Marc L. Andreessen	Withhold
Meta Platforms, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Andrew W. Houston	Withhold
Meta Platforms, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Tony Xu	Withhold
Meta Platforms, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Mark Zuckerberg	Withhold
Meta Platforms, Inc.	31-May-23	USA	G	Non-Routine Business - Non-Routine Business	Approve Recapitalization Plan for all Stock to Have One-vote per Share	4. Approve Recapitalization Plan for all Stock to Have One-vote per Share	For
Meta Platforms, Inc.	31-May-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	5. Report on Human Rights Impact Assessment of Targeted Advertising	For
Meta Platforms, Inc.	31-May-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	6. Report on Lobbying Payments and Policy	For
Meta Platforms, Inc.	31-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	7. Report on Allegations of Political Entanglement and Content Management Biases in India	For
Meta Platforms, Inc.	31-May-23	USA	E, S	E&S Blended - Climate	Climate Change Lobbying	8. Report on Framework to Assess Company Lobbying Alignment with Climate Goals	For
Meta Platforms, Inc.	31-May-23	USA	S	Social - Data Security & Privacy	Data Security, Privacy, and Internet Issues	9. Report on Data Privacy regarding Reproductive Healthcare	For
Meta Platforms, Inc.	31-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	10. Report on Enforcement of Community Standards and User Content	For
Meta Platforms, Inc.	31-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	11. Report on Child Safety and Harm Reduction	For
Meta Platforms, Inc.	31-May-23	USA	E, S	E&S Blended - Compensation	Link Executive Pay to Social Criteria	12. Report on Executive Pay Calibration to Externalized Costs	For
Meta Platforms, Inc.	31-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	13. Commission Independent Review of Audit & Risk Oversight Committee	For
Aros Bostadsutveckling AB	01-Jun-23	Sweden	G	Director Election - Director Election - Bundled	Elect Board of Directors and Auditors (Bundled)	11. Reelect Johan A. Gustavsson, Joakim Alm, Hanna Bilir, Ylva Lagesson, Per Rutegard (Chair), Samir Taha and Jorgen Lundgren as Directors; Elect Ossian Ekdahlas New Director; Ratify Ernst & Young as Auditors	Against
Mowi ASA	01-Jun-23	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Statement	Against
Mowi ASA	01-Jun-23	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	8. Approve Remuneration of Directors	Against
UnitedHealth Group Incorporated	05-Jun-23	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	5. Report on Third-Party Racial Equity Audit	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
UnitedHealth Group Incorporated	05-Jun-23	USA	S	Social - Political Spending	Political Spending Congruency	6. Report on Congruency of Political Spending with Company Values and Priorities	For
UnitedHealth Group Incorporated	05-Jun-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	7. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For
Taiwan Semiconductor Manufacturing Co., Ltd.	06-Jun-23	Taiwan	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Amendments to Lending Procedures and Caps	3. Amend Procedures for Endorsement and Guarantees	Against
XXL ASA	06-Jun-23	Norway	G	Director Election - Director Election	Elect Director	9.1. Elect Hakan Lundstedt (Chair) as New Director	Against
XXL ASA	06-Jun-23	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	10. Approve Remuneration of Directors in the Amount of NOK 450,000 for Chairman and NOK 350,000 for Other Directors; Approve Remuneration of Audit Committee	Against
XXL ASA	06-Jun-23	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	12. Authorize Issuance of Shares in Connection with Incentive Plan	Against
XXL ASA	06-Jun-23	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	13. Approve Creation of NOK 31 Million Pool of Capital without Preemptive Rights	Against
XXL ASA	06-Jun-23	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	14. Authorize Share Repurchase Program in Connection with Incentive Plans	Against
SalMar ASA	08-Jun-23	Norway	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	10. Approve Share-Based Incentive Plan	Against
Construcciones y Auxiliar de Ferrocarriles SA	10-Jun-23	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Advisory Vote on Remuneration Report	Against
Sonova Holding AG	12-Jun-23	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Yara International ASA	12-Jun-23	Norway	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	13. Initiate Special Investigation to Determine if Violations of the Working Environment Act Took Place at Company's Contractor	For
Etsy, Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director M. Michele Burns	Withhold
Etsy, Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Fred Wilson	Withhold
Etsy, Inc.	14-Jun-23	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	5. Commission Independent Review of Effectiveness of Efforts to Prevent Harassment and Discrimination	For
TIME dotCom Berhad	15-Jun-23	Malaysia	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	1. Approve Share Grant Plan	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Soltec Power Holdings SA	21-Jun-23	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Amend Remuneration Policy	Against
Bureau Veritas SA	22-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Didier Michaud-Daniel, CEO	Against
Bureau Veritas SA	22-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of CEO since June 22, 2023	Against
Mastercard Incorporated	27-Jun-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	7. Report on Establishing Merchant Category Code for Gun and Ammunition Stores	For
Mastercard Incorporated	27-Jun-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	8. Report on Lobbying Payments and Policy	For
Bioteque Corp.	27-Jun-23	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	3.1. Elect Jing Zhong Chen, a Representative of Yisheng Co., Ltd. with Shareholder No.00082806, as Non-Independent Director	Against
Bid Corp. Ltd.	29-Jun-23	South Africa	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	2. Amend Conditional Share Plan to Introduce a Discretion on the Remuneration Committee to Determine that Awards of "Good Leavers" may Not be Subject to Time Pro-Rated Early Vesting and may Vest in Full in the Ordinary Course	Against
DSM-Firmenich AG	29-Jun-23	Switzerland	G	Routine Business - Routine Business	Other Business	5. Transact Other Business (Voting)	Against
Addtech AB	23-Aug-23	Sweden	G	Director Election - Director Election	Elect Director	13.2. Reelect Henrik Hedelius as Director	Against
Addtech AB	23-Aug-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Remuneration Report	Against
Naspers Ltd.	24-Aug-23	South Africa	G	Director Related - Committee Election	Elect Member of Audit Committee	4.4. Re-elect Steve Pacak as Chairman of the Audit Committee	Against
Naspers Ltd.	24-Aug-23	South Africa	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5. Approve Remuneration Policy	Against
Naspers Ltd.	24-Aug-23	South Africa	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Implementation Report of the Remuneration Report	Against
Naspers Ltd.	24-Aug-23	South Africa	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	7. Place Authorised but Unissued Shares under Control of Directors	Against
Naspers Ltd.	24-Aug-23	South Africa	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	8. Authorise Board to Issue Shares for Cash	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Naspers Ltd.	24-Aug-23	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.	24-Aug-23	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.	24-Aug-23	South Africa	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	6. Authorise Repurchase of A Ordinary Shares	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Johann Rupert as Director and Board Chair	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Josua Malherbe as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.5. Reelect Jean-Blaise Eckert as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.12. Reelect Guillaume Pictet as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3. Reappoint Guillaume Pictet as Member of the Compensation Committee	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	9.2. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 8 Million	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	9.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.2 Million	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	10.3. Amend Articles Re: General Meeting	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Vijaya Diagnostic Centre Ltd.	20-Sep-23	India	G	Director Election - Director Election	Elect Director	4. Reelect Sura Geeta Reddy as Director	Against
MOLD-TEK PACKAGING LIMITED	26-Sep-23	India	G	Director Election - Director Election	Elect Director	3. Reelect Subramanyam Adivishnu as Director	Against
MOLD-TEK PACKAGING LIMITED	26-Sep-23	India	G	Compensation - Compensation	Approve/Amend Employment Agreements	5. Approve Reappointment and Remuneration of Lakshmana Rao Janumahanti as Chairman and Managing Director	Against
MOLD-TEK PACKAGING LIMITED	26-Sep-23	India	G	Compensation - Compensation	Approve/Amend Employment Agreements	6. Approve Reappointment and Remuneration of Subramanyam Adivishnu as Deputy Managing Director	Against
MOLD-TEK PACKAGING LIMITED	26-Sep-23	India	G	Compensation - Compensation	Approve/Amend Employment Agreements	7. Approve Reappointment and Remuneration of P. Venkateswara Rao as Deputy Managing Director	Against
Chase Corporation	06-Oct-23	USA	G	Strategic Transactions - Mergers & Acquisitions	Approve Merger Agreement	1. Approve Merger Agreement	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Chase Corporation	06-Oct-23	USA	G	Compensation - Severance Agreement	Advisory Vote on Golden Parachutes	2. Advisory Vote on Golden Parachutes	Against
Chase Corporation	06-Oct-23	USA	G	Takeover Related - Takeover - Other	Adjourn Meeting	3. Adjourn Meeting	Against
ChemoMetec A/S	12-Oct-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7.b. Amend Remuneration Policy	Against
Alicorp SAA	29-Nov-23	Peru	G	Routine Business - Routine Business	Approve Investment and Financing Policy	1. Approve Financing Plan through the Capital Market to Restructure its Liabilities	Against
Alicorp SAA	29-Nov-23	Peru	G	Routine Business - Formalities	Authorize Board to Ratify and Execute Approved Resolutions	2. Authorize Board to Ratify and Execute Approved Resolutions	Against
Microsoft Corporation	07-Dec-23	USA	S	Social - Weapons	Weapons - Related	8. Report on Risks of Weapons Development	For
Microsoft Corporation	07-Dec-23	USA	E	Environmental - Climate	Report on Climate Change	9. Report on Climate Risk in Retirement Plan Options	For
Microsoft Corporation	07-Dec-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	10. Publish a Tax Transparency Report	For
Microsoft Corporation	07-Dec-23	USA	S	Social - Human Rights	Operations in High Risk Countries	11. Report on Risks of Operating in Countries with Significant Human Rights Concerns	For
Microsoft Corporation	07-Dec-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	13. Report on Risks Related to AI Generated Misinformation and Disinformation	For
Copart, Inc.	08-Dec-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
OTC Markets Group Inc.	12-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director R. Cromwell Coulson	Against
OTC Markets Group Inc.	12-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Andrew Wimpfheimer	Against

Unvoted Meetings

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
Howden Joinery Group Plc	04-May-23	Annual	United Kingdom	1696318
Telenor ASA	26-Jan-23	Extraordinary Shareholders	Norway	1708398
Elektroimportøren AS	02-May-23	Annual	Norway	1708785
Wolters Kluwer NV	10-May-23	Annual	Netherlands	1711158
Porvair Plc	18-Apr-23	Annual	United Kingdom	1712137
Bunzl Plc	26-Apr-23	Annual	United Kingdom	1717956

Unvoted Meetings (Continued)

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
Teleperformance SE	13-Apr-23	Annual/Special	France	1718560
Bergman & Beving AB	24-Aug-23	Annual	Sweden	1722231
EDP Renovaveis SA	04-Apr-23	Annual	Spain	1722766
Lectra SA	28-Apr-23	Annual	France	1732217
Eurofins Scientific SE	27-Apr-23	Annual	Luxembourg	1734226
Sinqia SA	27-Apr-23	Extraordinary Shareholders	Brazil	1734909
Sinqia SA	27-Apr-23	Annual	Brazil	1734918
Masoval AS	11-Apr-23	Extraordinary Shareholders	Norway	1736941
Eiendomsspar AS	08-May-23	Annual	Norway	1747272
Sinqia SA	11-May-23	Extraordinary Shareholders	Brazil	1755650
Sinqia SA	14-Sep-23	Extraordinary Shareholders	Brazil	1782577
IMCD NV	27-Nov-23	Extraordinary Shareholders	Netherlands	1797530