

## Stemrapport 2023

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Aegon NV	17-1-2023	Management	Strategic Transactions	Yes	Approve Sale of Aegon Nederland	For
Koninklijke DSM NV	23-1-2023	Management	Strategic Transactions	Yes	Approve Transaction, the Exchange Offer, Conditional Statutory Triangular Merger and Authorize Managing Board to Repurchase the DSM Preference Shares A and Conditional Cancellation of the DSM Preference Shares A	For
Koninklijke DSM NV	23-1-2023	Management	Director Related	Yes	Approve Discharge of Management Board	For
Koninklijke DSM NV	23-1-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board	For
Siemens Energy AG	7-2-2023	Management	Routine Business	Yes	Approve Allocation of Income and Omission of Dividends	For
Siemens Energy AG	7-2-2023	Management	Director Related	Yes	Approve Discharge of Management Board Member Christian Bruch for Fiscal Year 2021/22	For
Siemens Energy AG	7-2-2023	Management	Director Related	Yes	Approve Discharge of Management Board Member Maria Ferraro for Fiscal Year 2021/22	For
Siemens Energy AG	7-2-2023	Management	Director Related	Yes	Approve Discharge of Management Board Member Karim Amin (from March 1, 2022) for Fiscal Year 2021/22	For
Siemens Energy AG	7-2-2023	Management	Director Related	Yes	Approve Discharge of Management Board Member Jochen Eickholt (until Feb. 28, 2022) for Fiscal Year 2021/22	For
Siemens Energy AG	7-2-2023	Management	Director Related	Yes	Approve Discharge of Management Board Member Tim Holt for Fiscal Year 2021/22	For
Siemens Energy AG	7-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2021/22	For
Siemens Energy AG	7-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Robert Kensbock for Fiscal Year 2021/22	For
Siemens Energy AG	7-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Hubert Lienhard for Fiscal Year 2021/22	For
Siemens Energy AG	7-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Guenter Augustat for Fiscal Year 2021/22	For

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Siemens Energy AG	7-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Manfred Baereis for Fiscal Year 2021/22	For
Siemens Energy AG	7-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Manuel Bloemers (from Sep. 1, 2022) for Fiscal Year 2021/22	For
Siemens Energy AG	7-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Christine Bortenlaenger for Fiscal Year 2021/22	For
Siemens Energy AG	7-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2021/22	For
Siemens Energy AG	7-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Andreas Feldmueller for Fiscal Year 2021/22	For
Siemens Energy AG	7-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Nadine Florian for Fiscal Year 2021/22	For
Siemens Energy AG	7-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Sigmar Gabriel for Fiscal Year 2021/22	For
Siemens Energy AG	7-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Ruediger Gross (until Aug. 31, 2022) for Fiscal Year 2021/22	For
Siemens Energy AG	7-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Horst Hakelberg for Fiscal Year 2021/22	For
Siemens Energy AG	7-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2021/22	For
Siemens Energy AG	7-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Hildegard Mueller for Fiscal Year 2021/22	For
Siemens Energy AG	7-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Laurence Mulliez for Fiscal Year 2021/22	For
Siemens Energy AG	7-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Thomas Pfann (from Sep. 1, 2022) for Fiscal Year 2021/22	For

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Siemens Energy AG	7-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Matthias Rebellius for Fiscal Year 2021/22	For
Siemens Energy AG	7-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Hagen Reimer (until Aug. 31, 2022) for Fiscal Year 2021/22	For
Siemens Energy AG	7-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2021/22	For
Siemens Energy AG	7-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Geisha Williams for Fiscal Year 2021/22	For
Siemens Energy AG	7-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Randy Zwirn for Fiscal Year 2021/22	For
Siemens Energy AG	7-2-2023	Management	Audit Related	Yes	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022/23	For
Siemens Energy AG	7-2-2023	Management	Compensation	Yes	Approve Remuneration Report	Abstain
Siemens Energy AG	7-2-2023	Management	Company Articles	Yes	Amend Articles Re: Supervisory Board Committees	For
Siemens Energy AG	7-2-2023	Management	Company Articles	Yes	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For
Siemens Energy AG	7-2-2023	Management	Routine Business	Yes	Approve Virtual-Only Shareholder Meetings Until 2025	Against
Siemens Energy AG	7-2-2023	Management	Capitalization	Yes	Approve Creation of EUR 363.3 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
Siemens Energy AG	7-2-2023	Management	Capitalization	Yes	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Billion; Approve Creation of EUR 72.7 Million Pool of Capital to Guarantee Conversion Rights	For
Siemens Energy AG	7-2-2023	Management	Capitalization	Yes	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Against
Siemens AG	9-2-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of EUR 4.25 per Share	For

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Siemens AG	9-2-2023	Management	Director Related	Yes	Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2021/22	For
Siemens AG	9-2-2023	Management	Director Related	Yes	Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2021/22	For
Siemens AG	9-2-2023	Management	Director Related	Yes	Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2021/22	For
Siemens AG	9-2-2023	Management	Director Related	Yes	Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2021/22	For
Siemens AG	9-2-2023	Management	Director Related	Yes	Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2021/22	For
Siemens AG	9-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2021/22	For
Siemens AG	9-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2021/22	For
Siemens AG	9-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2021/22	For
Siemens AG	9-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2021/22	For
Siemens AG	9-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2021/22	For
Siemens AG	9-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2021/22	For
Siemens AG	9-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2021/22	For
Siemens AG	9-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Harald Kern for Fiscal Year 2021/22	For

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Siemens AG	9-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2021/22	For
Siemens AG	9-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2021/22	For
Siemens AG	9-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2021/22	For
Siemens AG	9-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2021/22	For
Siemens AG	9-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Kasper Roersted for Fiscal Year 2021/22	For
Siemens AG	9-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Nemat Shafik for Fiscal Year 2021/22	For
Siemens AG	9-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2021/22	For
Siemens AG	9-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Michael Sigmund for Fiscal Year 2021/22	For
Siemens AG	9-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2021/22	For
Siemens AG	9-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2021/22	For
Siemens AG	9-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2021/22	For
Siemens AG	9-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Gunnar Zukunft for Fiscal Year 2021/22	For
Siemens AG	9-2-2023	Management	Audit Related	Yes	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022/23	For
Siemens AG	9-2-2023	Management	Compensation	Yes	Approve Remuneration Report	Against

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Siemens AG	9-2-2023	Management	Director Election	Yes	Elect Werner Brandt to the Supervisory Board	For
Siemens AG	9-2-2023	Management	Director Election	Yes	Elect Regina Dugan to the Supervisory Board	For
Siemens AG	9-2-2023	Management	Director Election	Yes	Elect Keryn Lee James to the Supervisory Board	For
Siemens AG	9-2-2023	Management	Director Election	Yes	Elect Martina Merz to the Supervisory Board	For
Siemens AG	9-2-2023	Management	Director Election	Yes	Elect Benoit Potier to the Supervisory Board	For
Siemens AG	9-2-2023	Management	Director Election	Yes	Elect Nathalie von Siemens to the Supervisory Board	For
Siemens AG	9-2-2023	Management	Director Election	Yes	Elect Matthias Zachert to the Supervisory Board	For
Siemens AG	9-2-2023	Management	Routine Business	Yes	Approve Virtual-Only Shareholder Meetings Until 2025	Against
Siemens AG	9-2-2023	Management	Company Articles	Yes	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For
Siemens AG	9-2-2023	Management	Company Articles	Yes	Amend Articles Re: Registration in the Share Register	For
Siemens Healthineers AG	15-2-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of EUR 0.95 per Share	For
Siemens Healthineers AG	15-2-2023	Management	Director Related	Yes	Approve Discharge of Management Board Member Bernhard Montag for Fiscal Year 2022	For
Siemens Healthineers AG	15-2-2023	Management	Director Related	Yes	Approve Discharge of Management Board Member Jochen Schmitz for Fiscal Year 2022	For
Siemens Healthineers AG	15-2-2023	Management	Director Related	Yes	Approve Discharge of Management Board Member Darleen Caron for Fiscal Year 2022	For
Siemens Healthineers AG	15-2-2023	Management	Director Related	Yes	Approve Discharge of Management Board Member Elisabeth Staudinger-Leibrecht (since Dec. 1, 2021) for Fiscal Year 2022	For
Siemens Healthineers AG	15-2-2023	Management	Director Related	Yes	Approve Discharge of Management Board Member Christoph Zindel (until March 31, 2022) for Fiscal Year 2022	For

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Siemens Healthineers AG	15-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2022	For
Siemens Healthineers AG	15-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Norbert Gaus for Fiscal Year 2022	For
Siemens Healthineers AG	15-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Roland Busch for Fiscal Year 2022	For
Siemens Healthineers AG	15-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Marion Helmes for Fiscal Year 2022	For
Siemens Healthineers AG	15-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Andreas Hoffmann for Fiscal Year 2022	For
Siemens Healthineers AG	15-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Philipp Roesler for Fiscal Year 2022	For
Siemens Healthineers AG	15-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Peer Schatz for Fiscal Year 2022	For
Siemens Healthineers AG	15-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2022	For
Siemens Healthineers AG	15-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Gregory Sorensen for Fiscal Year 2022	For
Siemens Healthineers AG	15-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2022	For
Siemens Healthineers AG	15-2-2023	Management	Audit Related	Yes	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023	For
Siemens Healthineers AG	15-2-2023	Management	Compensation	Yes	Approve Remuneration Report	Against
Siemens Healthineers AG	15-2-2023	Management	Director Election	Yes	Elect Ralf Thomas to the Supervisory Board	Against
Siemens Healthineers AG	15-2-2023	Management	Director Election	Yes	Elect Veronika Bienert to the Supervisory Board	Against
Siemens Healthineers AG	15-2-2023	Management	Director Election	Yes	Elect Marion Helmes to the Supervisory Board	For
Siemens Healthineers AG	15-2-2023	Management	Director Election	Yes	Elect Peter Koerte to the Supervisory Board	Against
Siemens Healthineers AG	15-2-2023	Management	Director Election	Yes	Elect Sarena Lin to the Supervisory Board	Against

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Siemens Healthineers AG	15-2-2023	Management	Director Election	Yes	Elect Nathalie von Siemens to the Supervisory Board	Against
Siemens Healthineers AG	15-2-2023	Management	Director Election	Yes	Elect Karl-Heinz Streibich to the Supervisory Board	For
Siemens Healthineers AG	15-2-2023	Management	Director Election	Yes	Elect Dow Wilson to the Supervisory Board	Against
Siemens Healthineers AG	15-2-2023	Management	Compensation	Yes	Approve Remuneration of Supervisory Board	For
Siemens Healthineers AG	15-2-2023	Management	Routine Business	Yes	Approve Virtual-Only Shareholder Meetings Until 2028	Against
Siemens Healthineers AG	15-2-2023	Management	Company Articles	Yes	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For
Siemens Healthineers AG	15-2-2023	Management	Company Articles	Yes	Amend Articles Re: Participation of Supervisory Board Members in the Virtual General Meeting by Means of Audio and Video Transmission	For
Siemens Healthineers AG	15-2-2023	Management	Strategic Transactions	Yes	Approve Affiliation Agreement with Siemens Healthineers Holding I GmbH	For
Infineon Technologies AG	16-2-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of EUR 0.32 per Share	For
Infineon Technologies AG	16-2-2023	Management	Director Related	Yes	Approve Discharge of Management Board Member Jochen Hanebeck for Fiscal Year 2022	For
Infineon Technologies AG	16-2-2023	Management	Director Related	Yes	Approve Discharge of Management Board Member Constanze Hufenbecher for Fiscal Year 2022	For
Infineon Technologies AG	16-2-2023	Management	Director Related	Yes	Approve Discharge of Management Board Member Sven Schneider for Fiscal Year 2022	For
Infineon Technologies AG	16-2-2023	Management	Director Related	Yes	Approve Discharge of Management Board Member Andreas Urschitz (from June 1, 2022) for Fiscal Year 2022	For
Infineon Technologies AG	16-2-2023	Management	Director Related	Yes	Approve Discharge of Management Board Member Rutger Wijburg (from April 1, 2022) for Fiscal Year 2022	For
Infineon Technologies AG	16-2-2023	Management	Director Related	Yes	Approve Discharge of Management Board Member Reinhard Ploss (until March 31, 2022) for Fiscal Year 2022	For



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Infineon Technologies AG	16-2-2023	Management	Director Related	Yes	Approve Discharge of Management Board Member Helmut Gassel (until May 31, 2022) for Fiscal Year 2022	For
Infineon Technologies AG	16-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Wolfgang Eder for Fiscal Year 2022	For
Infineon Technologies AG	16-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Xiaoqun Clever for Fiscal Year 2022	For
Infineon Technologies AG	16-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Johann Dechant for Fiscal Year 2022	For
Infineon Technologies AG	16-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2022	For
Infineon Technologies AG	16-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Annette Engelfried for Fiscal Year 2022	For
Infineon Technologies AG	16-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Peter Gruber for Fiscal Year 2022	For
Infineon Technologies AG	16-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Hans-Ulrich Holdenried for Fiscal Year 2022	For
Infineon Technologies AG	16-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Susanne Lachenmann for Fiscal Year 2022	For
Infineon Technologies AG	16-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Geraldine Picaud for Fiscal Year 2022	For
Infineon Technologies AG	16-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Manfred Puffer for Fiscal Year 2022	For
Infineon Technologies AG	16-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Melanie Riedl for Fiscal Year 2022	For
Infineon Technologies AG	16-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Juergen Scholz for Fiscal Year 2022	For
Infineon Technologies AG	16-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Ulrich Spiesshofer for Fiscal Year 2022	For

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Infineon Technologies AG	16-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2022	For
Infineon Technologies AG	16-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Mirco Synde (from June 1, 2023) for Fiscal Year 2022	For
Infineon Technologies AG	16-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Diana Vitale for Fiscal Year 2022	For
Infineon Technologies AG	16-2-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Kerstin Schulzendorf (until May 31, 2022) for Fiscal Year 2022	For
Infineon Technologies AG	16-2-2023	Management	Audit Related	Yes	Ratify KPMG AG as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2023	For
Infineon Technologies AG	16-2-2023	Management	Director Election	Yes	Elect Herbert Diess to the Supervisory Board	For
Infineon Technologies AG	16-2-2023	Management	Director Election	Yes	Elect Klaus Helmrich to the Supervisory Board	For
Infineon Technologies AG	16-2-2023	Management	Capitalization	Yes	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Against
Infineon Technologies AG	16-2-2023	Management	Capitalization	Yes	Authorize Use of Financial Derivatives when Repurchasing Shares	Against
Infineon Technologies AG	16-2-2023	Management	Routine Business	Yes	Amend Article Re: Location of Annual Meeting	For
Infineon Technologies AG	16-2-2023	Management	Routine Business	Yes	Approve Virtual-Only Shareholder Meetings Until 2028	For
Infineon Technologies AG	16-2-2023	Management	Company Articles	Yes	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For
Infineon Technologies AG	16-2-2023	Management	Compensation	Yes	Approve Remuneration Policy	Against
Infineon Technologies AG	16-2-2023	Management	Compensation	Yes	Approve Remuneration Report	Against
Kone Oyj	28-2-2023	Management	Routine Business	Yes	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	For
Kone Oyj	28-2-2023	Management	Routine Business	Yes	Acknowledge Proper Convening of Meeting	For
Kone Oyj	28-2-2023	Management	Routine Business	Yes	Prepare and Approve List of Shareholders	For

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Kone Oyj	28-2-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports	For
Kone Oyj	28-2-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of EUR 1.7475 per Class A Share and EUR 1.75 per Class B Share	Against
Kone Oyj	28-2-2023	Management	Director Related	Yes	Approve Discharge of Board and President	For
Kone Oyj	28-2-2023	Management	Compensation	Yes	Approve Remuneration Report (Advisory Vote)	Against
Kone Oyj	28-2-2023	Management	Compensation	Yes	Approve Remuneration of Directors in the Amount of EUR 220,000 for Chairman, EUR 125,000 for Vice Chairman, and EUR 110,000 for Other Directors	For
Kone Oyj	28-2-2023	Management	Director Related	Yes	Fix Number of Directors at Nine	For
Kone Oyj	28-2-2023	Management	Director Election	Yes	Reelect Matti Alahuhta as Director	For
Kone Oyj	28-2-2023	Management	Director Election	Yes	Reelect Susan Duinhoven as Director	For
Kone Oyj	28-2-2023	Management	Director Election	Yes	Elect Marika Fredriksson as New Director	For
Kone Oyj	28-2-2023	Management	Director Election	Yes	Reelect Antti Herlin as Director	For
Kone Oyj	28-2-2023	Management	Director Election	Yes	Reelect Iiris Herlin as Director	For
Kone Oyj	28-2-2023	Management	Director Election	Yes	Reelect Jussi Herlin as Director	Against
Kone Oyj	28-2-2023	Management	Director Election	Yes	Reelect Ravi Kant as Director	For
Kone Oyj	28-2-2023	Management	Director Election	Yes	Elect Marcela Manubens as New Director	For
Kone Oyj	28-2-2023	Management	Director Election	Yes	Reelect Krishna Mikkilineni as Director	For
Kone Oyj	28-2-2023	Management	Audit Related	Yes	Approve Remuneration of Auditors	For
Kone Oyj	28-2-2023	Management	Director Related	Yes	Elect One Auditor for the Term Ending on the Conclusion of AGM 2023	For
Kone Oyj	28-2-2023	Management	Audit Related	Yes	Ratify Ernst & Young as Auditors	For
Kone Oyj	28-2-2023	Management	Company Articles	Yes	Amend Articles Re: Company Business; General Meeting Participation	Against
Kone Oyj	28-2-2023	Management	Capitalization	Yes	Authorize Share Repurchase Program	For
Kone Oyj	28-2-2023	Management	Capitalization	Yes	Approve Issuance of Shares and Options without Preemptive Rights	Against
Novozymes A/S	2-3-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports	For
Novozymes A/S	2-3-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of DKK 6 Per Share	For
Novozymes A/S	2-3-2023	Management	Compensation	Yes	Approve Remuneration Report	Against

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Novozymes A/S	2-3-2023	Management	Compensation	Yes	Approve Remuneration of Directors in the Amount of DKK 1.6 Million for Chairman, DKK1.07 Million for Vice Chairman and DKK 535,000 for Other Directors; Approve Remuneration for Committee Work	For
Novozymes A/S	2-3-2023	Management	Director Election	Yes	Reelect Cornelis de Jong (Chair) as Director	Abstain
Novozymes A/S	2-3-2023	Management	Director Election	Yes	Reelect Kim Stratton (Vice Chair) as Director	For
Novozymes A/S	2-3-2023	Management	Director Election	Yes	Reelect Heine Dalsgaard as Director	Abstain
Novozymes A/S	2-3-2023	Management	Director Election	Yes	Elect Sharon James as Director	For
Novozymes A/S	2-3-2023	Management	Director Election	Yes	Reelect Kasim Kutay as Director	Abstain
Novozymes A/S	2-3-2023	Management	Director Election	Yes	Reelect Morten Otto Alexander Sommer as Director	Abstain
Novozymes A/S	2-3-2023	Management	Audit Related	Yes	Ratify PricewaterhouseCoopers as Auditors	Abstain
Novozymes A/S	2-3-2023	Management	Capitalization	Yes	Approve Creation of DKK 56.2 Million Pool of Capital in B Shares without Preemptive Rights; DKK 56.2 Million Pool of Capital with Preemptive Rights; and Pool of Capital in Warrants without Preemptive Rights	Against
Novozymes A/S	2-3-2023	Management	Capitalization	Yes	Authorize Share Repurchase Program	For
Novozymes A/S	2-3-2023	Management	Routine Business	Yes	Authorize Board to Decide on the Distribution of Extraordinary Dividends	For
Novozymes A/S	2-3-2023	Management	Director Related	Yes	Approve Indemnification of Members of the Board of Directors and Executive Management	For
Novozymes A/S	2-3-2023	Management	Compensation	Yes	Amend Remuneration Policy	For
Novozymes A/S	2-3-2023	Management	Routine Business	Yes	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For
Novartis AG	7-3-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports	For
Novartis AG	7-3-2023	Management	Director Related	Yes	Approve Discharge of Board and Senior Management	For
Novartis AG	7-3-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of CHF 3.20 per Share	For

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Novartis AG	7-3-2023	Management	Capitalization	Yes	Approve CHF 63.1 Million Reduction in Share Capital via Cancellation of Repurchased Shares	For
Novartis AG	7-3-2023	Management	Capitalization	Yes	Authorize Repurchase of up to CHF 10 Billion in Issued Share Capital	For
Novartis AG	7-3-2023	Management	Company Articles	Yes	Amend Articles Re: Electronic Participation; Virtual-Only Shareholder Meetings	Against
Novartis AG	7-3-2023	Management	Company Articles	Yes	Amend Articles of Association	For
Novartis AG	7-3-2023	Management	Company Articles	Yes	Amend Articles of Association	For
Novartis AG	7-3-2023	Management	Compensation	Yes	Approve Remuneration of Directors in the Amount of CHF 8.8 Million	Against
Novartis AG	7-3-2023	Management	Compensation	Yes	Approve Maximum Remuneration of Executive Committee in the Amount of CHF 90 Million	Against
Novartis AG	7-3-2023	Management	Compensation	Yes	Approve Remuneration Report	Against
Novartis AG	7-3-2023	Management	Director Election	Yes	Reelect Joerg Reinhardt as Director and Board Chair	Against
Novartis AG	7-3-2023	Management	Director Election	Yes	Reelect Nancy Andrews as Director	For
Novartis AG	7-3-2023	Management	Director Election	Yes	Reelect Ton Buechner as Director	Against
Novartis AG	7-3-2023	Management	Director Election	Yes	Reelect Patrice Bula as Director	Against
Novartis AG	7-3-2023	Management	Director Election	Yes	Reelect Elizabeth Doherty as Director	For
Novartis AG	7-3-2023	Management	Director Election	Yes	Reelect Bridgette Heller as Director	For
Novartis AG	7-3-2023	Management	Director Election	Yes	Reelect Daniel Hochstrasser as Director	Against
Novartis AG	7-3-2023	Management	Director Election	Yes	Reelect Frans van Houten as Director	Against
Novartis AG	7-3-2023	Management	Director Election	Yes	Reelect Simon Moroney as Director	Against
Novartis AG	7-3-2023	Management	Director Election	Yes	Reelect Ana de Pro Gonzalo as Director	For
Novartis AG	7-3-2023	Management	Director Election	Yes	Reelect Charles Sawyers as Director	Against
Novartis AG	7-3-2023	Management	Director Election	Yes	Reelect William Winters as Director	Against
Novartis AG	7-3-2023	Management	Director Election	Yes	Elect John Young as Director	Against
Novartis AG	7-3-2023	Management	Director Related	Yes	Reappoint Patrice Bula as Member of the Compensation Committee	Against
Novartis AG	7-3-2023	Management	Director Related	Yes	Reappoint Bridgette Heller as Member of the Compensation Committee	For
Novartis AG	7-3-2023	Management	Director Related	Yes	Reappoint Simon Moroney as Member of the Compensation Committee	Against

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Novartis AG	7-3-2023	Management	Director Related	Yes	Reappoint William Winters as Member of the Compensation Committee	Against
Novartis AG	7-3-2023	Management	Audit Related	Yes	Ratify KPMG AG as Auditors	For
Novartis AG	7-3-2023	Management	Routine Business	Yes	Designate Peter Zahn as Independent Proxy	For
Novartis AG	7-3-2023	Management	Routine Business	Yes	Transact Other Business (Voting)	Against
Novartis AG	7-3-2023	Management	No Research	Yes	Share Re-registration Consent	For
Orsted A/S	7-3-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports	For
Orsted A/S	7-3-2023	Management	Compensation	Yes	Approve Remuneration Report (Advisory Vote)	For
Orsted A/S	7-3-2023	Management	Director Related	Yes	Approve Discharge of Management and Board	For
Orsted A/S	7-3-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of DKK 13.5 Per Share	For
Orsted A/S	7-3-2023	Management	Director Related	Yes	Fix Number of Directors at Eight	For
Orsted A/S	7-3-2023	Management	Director Election	Yes	Reelect Thomas Thune Andersen (Chair) as Director	For
Orsted A/S	7-3-2023	Management	Director Election	Yes	Reelect Lene Skole (Vice Chair) as Director	For
Orsted A/S	7-3-2023	Management	Director Election	Yes	Reelect Jorgen Kildah as Director	For
Orsted A/S	7-3-2023	Management	Director Election	Yes	Reelect Peter Korsholm as Director	For
Orsted A/S	7-3-2023	Management	Director Election	Yes	Reelect Dieter Wimmer as Director	For
Orsted A/S	7-3-2023	Management	Director Election	Yes	Reelect Julia King as Director	For
Orsted A/S	7-3-2023	Management	Director Election	Yes	Elect Annica Bresky as New Director	For
Orsted A/S	7-3-2023	Management	Director Election	Yes	Elect Andrew Brown as New Director	For
Orsted A/S	7-3-2023	Management	Compensation	Yes	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK 800,000 for Deputy Chairman and DKK 400,000 for Other Directors; Approve Remuneration for Committee Work	For
Orsted A/S	7-3-2023	Management	Audit Related	Yes	Ratify PricewaterhouseCoopers as Auditor	For
Orsted A/S	7-3-2023	Management	Routine Business	Yes	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For
Demant A/S	8-3-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports	For

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Demant A/S	8-3-2023	Management	Routine Business	Yes	Approve Allocation of Income and Omission of Dividends	For
Demant A/S	8-3-2023	Management	Compensation	Yes	Approve Remuneration Report (Advisory Vote)	Against
Demant A/S	8-3-2023	Management	Compensation	Yes	Approve Remuneration of Directors in the Amount of DKK 1.35 Million for Chairman, DKK 900,000 for Vice Chairman and DKK 450,000 for Other Directors; Approve Remuneration for Committee Work	For
Demant A/S	8-3-2023	Management	Director Election	Yes	Reelect Niels B. Christiansen as Director	Abstain
Demant A/S	8-3-2023	Management	Director Election	Yes	Reelect Niels Jacobsen as Director	Abstain
Demant A/S	8-3-2023	Management	Director Election	Yes	Reelect Anja Madsen as Director	Abstain
Demant A/S	8-3-2023	Management	Director Election	Yes	Reelect Sisse Fjelsted Rasmussen as Director	For
Demant A/S	8-3-2023	Management	Director Election	Yes	Reelect Kristian Villumsen as Director	For
Demant A/S	8-3-2023	Management	Audit Related	Yes	Ratify PricewaterhouseCoopers as Auditors	For
Demant A/S	8-3-2023	Management	Capitalization	Yes	Approve DKK 1.3 Million Reduction in Share Capital via Share Cancellation for Transfer to Shareholders	For
Demant A/S	8-3-2023	Management	Capitalization	Yes	Authorize Share Repurchase Program	For
Demant A/S	8-3-2023	Management	Routine Business	Yes	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For
Wartsila Oyj Abp	9-3-2023	Management	Routine Business	Yes	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	For
Wartsila Oyj Abp	9-3-2023	Management	Routine Business	Yes	Acknowledge Proper Convening of Meeting	For
Wartsila Oyj Abp	9-3-2023	Management	Routine Business	Yes	Prepare and Approve List of Shareholders	For
Wartsila Oyj Abp	9-3-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports	For
Wartsila Oyj Abp	9-3-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of EUR 0.26 Per Share	For
Wartsila Oyj Abp	9-3-2023	Management	Director Related	Yes	Approve Discharge of Board and President	For
Wartsila Oyj Abp	9-3-2023	Management	Compensation	Yes	Approve Remuneration Report (Advisory Vote)	Abstain
Wartsila Oyj Abp	9-3-2023	Management	Compensation	Yes	Approve Remuneration of Directors in the Amount of EUR 200,000 for Chairman, EUR 105,000 for Vice Chairman, and EUR	For

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
					80,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	
Wartsila Oyj Abp	9-3-2023	Management	Director Related	Yes	Fix Number of Directors at Eight	For
Wartsila Oyj Abp	9-3-2023	Management	Director Election	Yes	Reelect Karen Bomba, Morten H. Engelstoft, Karin Falk, Johan Forssell, Tom Johnstone (Chair), Mats Rahmstrom and Tiina Tuomela as Directors; Elect Mika Vehvilainen (Vice-Chair) as Director	Against
Wartsila Oyj Abp	9-3-2023	Management	Audit Related	Yes	Approve Remuneration of Auditors	For
Wartsila Oyj Abp	9-3-2023	Management	Audit Related	Yes	Ratify PricewaterhouseCoopers as Auditors	For
Wartsila Oyj Abp	9-3-2023	Management	Capitalization	Yes	Authorize Share Repurchase Program	For
Wartsila Oyj Abp	9-3-2023	Management	Capitalization	Yes	Approve Issuance of up to 57 Million Shares without Preemptive Rights	Against
Carlsberg A/S	13-3-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	For
Carlsberg A/S	13-3-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of DKK 27 Per Share	For
Carlsberg A/S	13-3-2023	Management	Compensation	Yes	Approve Remuneration Report (Advisory Vote)	Against
Carlsberg A/S	13-3-2023	Management	Compensation	Yes	Amend Remuneration Policy	Against
Carlsberg A/S	13-3-2023	Management	Compensation	Yes	Approve Remuneration of Directors in the Amount of DKK 2.05 Million for Chairman, DKK 910,000 for Vice Chair and DKK 455,000 for Other Directors; Approve Remuneration for Committee Work	For
Carlsberg A/S	13-3-2023	Management	Capitalization	Yes	Approve DKK 90 Million Reduction in Share Capital via Share Cancellation	For
Carlsberg A/S	13-3-2023	Shareholder	Social	Yes	Report on Efforts and Risks Related to Human Rights	For
Carlsberg A/S	13-3-2023	Management	Director Election	Yes	Reelect Henrik Poulsen as New Director	Abstain
Carlsberg A/S	13-3-2023	Management	Director Election	Yes	Reelect Majken Schultz as New Director	Abstain
Carlsberg A/S	13-3-2023	Management	Director Election	Yes	Reelect Mikael Aro as Director	For
Carlsberg A/S	13-3-2023	Management	Director Election	Yes	Reelect Magdi Batato as Director	Abstain
Carlsberg A/S	13-3-2023	Management	Director Election	Yes	Reelect Lilian Fossum Biner as Director	For
Carlsberg A/S	13-3-2023	Management	Director Election	Yes	Reelect Richard Burrows as Director	Abstain



Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Carlsberg A/S	13-3-2023	Management	Director Election	Yes	Reelect Punita Lal as Director	Abstain
Carlsberg A/S	13-3-2023	Management	Director Election	Yes	Reelect Soren-Peter Fuchs Olesen as Director	For
Carlsberg A/S	13-3-2023	Management	Audit Related	Yes	Ratify PricewaterhouseCoopers as Auditors	For
Carlsberg A/S	13-3-2023	Management	Routine Business	Yes	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For
Roche Holding AG	14-3-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports	For
Roche Holding AG	14-3-2023	Management	Compensation	Yes	Approve Remuneration Report	Against
Roche Holding AG	14-3-2023	Management	Compensation	Yes	Approve CHF 10.7 Million in Bonuses to the Corporate Executive Committee for Fiscal Year 2022	Abstain
Roche Holding AG	14-3-2023	Management	Compensation	Yes	Approve CHF 1.8 Million Share Bonus for the Chair of the Board of Directors for Fiscal Year 2022	Against
Roche Holding AG	14-3-2023	Management	Director Related	Yes	Approve Discharge of Board and Senior Management	Against
Roche Holding AG	14-3-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of CHF 9.50 per Share	For
Roche Holding AG	14-3-2023	Management	Director Election	Yes	Elect Severin Schwan as Director and Board Chair	Abstain
Roche Holding AG	14-3-2023	Management	Director Election	Yes	Reelect Andre Hoffmann as Director	Abstain
Roche Holding AG	14-3-2023	Management	Director Election	Yes	Reelect Joerg Duschmale as Director	Abstain
Roche Holding AG	14-3-2023	Management	Director Election	Yes	Reelect Patrick Frost as Director	For
Roche Holding AG	14-3-2023	Management	Director Election	Yes	Reelect Anita Hauser as Director	For
Roche Holding AG	14-3-2023	Management	Director Election	Yes	Reelect Richard Lifton as Director	Against
Roche Holding AG	14-3-2023	Management	Director Election	Yes	Reelect Jemilah Mahmood as Director	For
Roche Holding AG	14-3-2023	Management	Director Election	Yes	Reelect Bernard Poussot as Director	For
Roche Holding AG	14-3-2023	Management	Director Election	Yes	Reelect Claudia Dyckerhoff as Director	For
Roche Holding AG	14-3-2023	Management	Director Election	Yes	Elect Akiko Iwasaki as Director	Against
Roche Holding AG	14-3-2023	Management	Director Election	Yes	Elect Mark Schneider as Director	Against
Roche Holding AG	14-3-2023	Management	Director Related	Yes	Reappoint Andre Hoffmann as Member of the Compensation Committee	Abstain
Roche Holding AG	14-3-2023	Management	Director Related	Yes	Reappoint Richard Lifton as Member of the Compensation Committee	Against

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Roche Holding AG	14-3-2023	Management	Director Related	Yes	Reappoint Bernard Poussot as Member of the Compensation Committee	For
Roche Holding AG	14-3-2023	Management	Director Related	Yes	Appoint Joerg Duschmale as Member of the Compensation Committee	Abstain
Roche Holding AG	14-3-2023	Management	Director Related	Yes	Appoint Anita Hauser as Member of the Compensation Committee	For
Roche Holding AG	14-3-2023	Management	Routine Business	Yes	Amend Corporate Purpose	For
Roche Holding AG	14-3-2023	Management	Company Articles	Yes	Amend Articles Re: General Meeting	Against
Roche Holding AG	14-3-2023	Management	Company Articles	Yes	Amend Articles of Association	For
Roche Holding AG	14-3-2023	Management	Compensation	Yes	Approve Remuneration of Directors in the Amount of CHF 10 Million	For
Roche Holding AG	14-3-2023	Management	Compensation	Yes	Approve Remuneration of Executive Committee in the Amount of CHF 38 Million	For
Roche Holding AG	14-3-2023	Management	Routine Business	Yes	Designate Testaris AG as Independent Proxy	For
Roche Holding AG	14-3-2023	Management	Audit Related	Yes	Ratify KPMG AG as Auditors	For
Roche Holding AG	14-3-2023	Management	Routine Business	Yes	Transact Other Business (Voting)	Against
Banco Bilbao Vizcaya Argentaria SA	16-3-2023	Management	Routine Business	Yes	Approve Consolidated and Standalone Financial Statements	For
Banco Bilbao Vizcaya Argentaria SA	16-3-2023	Management	E&S Blended	Yes	Approve Non-Financial Information Statement	For
Banco Bilbao Vizcaya Argentaria SA	16-3-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends	For
Banco Bilbao Vizcaya Argentaria SA	16-3-2023	Management	Director Related	Yes	Approve Discharge of Board	For
Banco Bilbao Vizcaya Argentaria SA	16-3-2023	Management	Director Election	Yes	Reelect Raul Catarino Galamba de Oliveira as Director	For
Banco Bilbao Vizcaya Argentaria SA	16-3-2023	Management	Director Election	Yes	Reelect Lourdes Maiz Carro as Director	For
Banco Bilbao Vizcaya Argentaria SA	16-3-2023	Management	Director Election	Yes	Reelect Ana Leonor Revenga Shanklin as Director	For
Banco Bilbao Vizcaya Argentaria SA	16-3-2023	Management	Director Election	Yes	Reelect Carlos Vicente Salazar Lomelin as Director	For
Banco Bilbao Vizcaya Argentaria SA	16-3-2023	Management	Director Election	Yes	Elect Sonia Lilia Dula as Director	For
Banco Bilbao Vizcaya Argentaria SA	16-3-2023	Management	Capitalization	Yes	Approve Reduction in Share Capital via Amortization of Treasury Shares	For
Banco Bilbao Vizcaya Argentaria SA	16-3-2023	Management	Compensation	Yes	Approve Remuneration Policy	For
Banco Bilbao Vizcaya Argentaria SA	16-3-2023	Management	Compensation	Yes	Fix Maximum Variable Compensation Ratio	For

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Banco Bilbao Vizcaya Argentaria SA	16-3-2023	Management	Routine Business	Yes	Authorize Board to Ratify and Execute Approved Resolutions	For
Banco Bilbao Vizcaya Argentaria SA	16-3-2023	Management	Compensation	Yes	Advisory Vote on Remuneration Report	Abstain
DSV A/S	16-3-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports	For
DSV A/S	16-3-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of DKK 6.50 Per Share	For
DSV A/S	16-3-2023	Management	Compensation	Yes	Approve Remuneration of Directors	For
DSV A/S	16-3-2023	Management	Compensation	Yes	Approve Remuneration Report	Against
DSV A/S	16-3-2023	Management	Director Election	Yes	Reelect Thomas Plenborg as Director	For
DSV A/S	16-3-2023	Management	Director Election	Yes	Reelect Jorgen Moller as Director	For
DSV A/S	16-3-2023	Management	Director Election	Yes	Reelect Marie-Louise Aamund as Director	For
DSV A/S	16-3-2023	Management	Director Election	Yes	Reelect Beat Walti as Director	For
DSV A/S	16-3-2023	Management	Director Election	Yes	Reelect Niels Smedegaard as Director	For
DSV A/S	16-3-2023	Management	Director Election	Yes	Reelect Tarek Sultan Al-Essa as Director	For
DSV A/S	16-3-2023	Management	Director Election	Yes	Reelect Benedikte Leroy as Director	For
DSV A/S	16-3-2023	Management	Director Election	Yes	Elect Helle Ostergaard Kristiansen as Director	For
DSV A/S	16-3-2023	Management	Audit Related	Yes	Ratify PricewaterhouseCoopers as Auditor	For
DSV A/S	16-3-2023	Management	Capitalization	Yes	Authorize Share Repurchase Program	For
Pandora AS	16-3-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports	For
Pandora AS	16-3-2023	Management	Compensation	Yes	Approve Remuneration Report (Advisory Vote)	Abstain
Pandora AS	16-3-2023	Management	Compensation	Yes	Approve Remuneration of Directors	For
Pandora AS	16-3-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of DKK 16.00 Per Share	For
Pandora AS	16-3-2023	Management	Director Election	Yes	Reelect Peter A. Ruzicka as Director	For
Pandora AS	16-3-2023	Management	Director Election	Yes	Reelect Christian Frigast as Director	For
Pandora AS	16-3-2023	Management	Director Election	Yes	Reelect Birgitta Stymne Goransson as Director	For
Pandora AS	16-3-2023	Management	Director Election	Yes	Reelect Marianne Kirkegaard as Director	For
Pandora AS	16-3-2023	Management	Director Election	Yes	Reelect Catherine Spindler as Director	Abstain
Pandora AS	16-3-2023	Management	Director Election	Yes	Reelect Jan Zijdeveld as Director	For
Pandora AS	16-3-2023	Management	Director Election	Yes	Elect Lilian Fossum Biner as New Director	For

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Pandora AS	16-3-2023	Management	Audit Related	Yes	Ratify Ernst & Young as Auditor	For
Pandora AS	16-3-2023	Management	Director Related	Yes	Approve Discharge of Management and Board	For
Pandora AS	16-3-2023	Management	Capitalization	Yes	Approve DKK 6.5 Million Reduction in Share Capital via Share Cancellation; Amend Articles Accordingly	For
Pandora AS	16-3-2023	Management	Capitalization	Yes	Authorize Share Repurchase Program	For
Pandora AS	16-3-2023	Management	Routine Business	Yes	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For
Stora Enso Oyj	16-3-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports	For
Stora Enso Oyj	16-3-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of EUR 0.60 Per Share	For
Stora Enso Oyj	16-3-2023	Management	Director Related	Yes	Approve Discharge of Board and President	For
Stora Enso Oyj	16-3-2023	Management	Compensation	Yes	Approve Remuneration Report (Advisory Vote)	Abstain
Stora Enso Oyj	16-3-2023	Management	Compensation	Yes	Approve Remuneration of Directors in the Amount of EUR 209,000 for Chairman, EUR 118,000 for Vice Chairman, and EUR 81,000 for Other Directors; Approve Remuneration for Committee Work	For
Stora Enso Oyj	16-3-2023	Management	Director Related	Yes	Fix Number of Directors at Nine	For
Stora Enso Oyj	16-3-2023	Management	Director Election	Yes	Reelect Hakan Buskhe (Vice-Chair), Elisabeth Fleuriot, Helena Hedblom, Kari Jordan (Chair), Christiane Kuehne, Antti Makinen, Richard Nilsson and Hans Sohlstrom as Directors; Elect Astrid Hermann as New Director	For
Stora Enso Oyj	16-3-2023	Management	Audit Related	Yes	Approve Remuneration of Auditors	For
Stora Enso Oyj	16-3-2023	Management	Audit Related	Yes	Ratify PricewaterhouseCoopers as Auditors	For
Stora Enso Oyj	16-3-2023	Management	Capitalization	Yes	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For
Stora Enso Oyj	16-3-2023	Management	Capitalization	Yes	Approve Issuance of up to 2 Million Class R Shares without Preemptive Rights	For
Stora Enso Oyj	16-3-2023	Management	Routine Business	Yes	Allow Shareholder Meetings to be Held by Electronic Means Only	Against

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Swiss Prime Site AG	21-3-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports	For
Swiss Prime Site AG	21-3-2023	Management	Compensation	Yes	Approve Remuneration Report (Non-Binding)	Against
Swiss Prime Site AG	21-3-2023	Management	Director Related	Yes	Approve Discharge of Board and Senior Management	For
Swiss Prime Site AG	21-3-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of CHF 3.40 per Share	For
Swiss Prime Site AG	21-3-2023	Management	Routine Business	Yes	Amend Corporate Purpose	For
Swiss Prime Site AG	21-3-2023	Management	Company Articles	Yes	Amend Articles Re: Share Transfer Restrictions Clause	For
Swiss Prime Site AG	21-3-2023	Management	Company Articles	Yes	Amend Articles Re: Annual General Meeting	For
Swiss Prime Site AG	21-3-2023	Management	Routine Business	Yes	Approve Virtual-Only Shareholder Meetings	Against
Swiss Prime Site AG	21-3-2023	Management	Company Articles	Yes	Amend Articles Re: Board of Directors and Compensation	For
Swiss Prime Site AG	21-3-2023	Management	Capitalization	Yes	Approve Cancellation of Authorized Capital	For
Swiss Prime Site AG	21-3-2023	Management	Capitalization	Yes	Approve Creation of Capital Band within the Upper Limit of CHF 168.8 Million and the Lower Limit of CHF 145.8 Million with or without Exclusion of Preemptive Rights	Against
Swiss Prime Site AG	21-3-2023	Management	Company Articles	Yes	Amend Articles Re: Conditional Capital	Against
Swiss Prime Site AG	21-3-2023	Management	Compensation	Yes	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	For
Swiss Prime Site AG	21-3-2023	Management	Compensation	Yes	Approve Remuneration of Executive Committee in the Amount of CHF 8.3 Million	For
Swiss Prime Site AG	21-3-2023	Management	Director Election	Yes	Reelect Ton Buechner as Director	For
Swiss Prime Site AG	21-3-2023	Management	Director Election	Yes	Reelect Christopher Chambers as Director	For
Swiss Prime Site AG	21-3-2023	Management	Director Election	Yes	Reelect Barbara Knoflach as Director	For
Swiss Prime Site AG	21-3-2023	Management	Director Election	Yes	Reelect Gabrielle Nater-Bass as Director	For
Swiss Prime Site AG	21-3-2023	Management	Director Election	Yes	Reelect Thomas Studhalter as Director	For
Swiss Prime Site AG	21-3-2023	Management	Director Election	Yes	Reelect Brigitte Walter as Director	For
Swiss Prime Site AG	21-3-2023	Management	Director Election	Yes	Elect Reto Conrad as Director	For
Swiss Prime Site AG	21-3-2023	Management	Director Related	Yes	Reelect Ton Buechner as Board Chair	For

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Swiss Prime Site AG	21-3-2023	Management	Director Related	Yes	Reappoint Christopher Chambers as Member of the Nomination and Compensation Committee	For
Swiss Prime Site AG	21-3-2023	Management	Director Related	Yes	Reappoint Gabrielle Nater-Bass as Member of the Nomination and Compensation Committee	For
Swiss Prime Site AG	21-3-2023	Management	Director Related	Yes	Reappoint Barbara Knoflach as Member of the Nomination and Compensation Committee	For
Swiss Prime Site AG	21-3-2023	Management	Routine Business	Yes	Designate Paul Wiesli as Independent Proxy	For
Swiss Prime Site AG	21-3-2023	Management	Audit Related	Yes	Ratify PricewaterhouseCoopers AG as Auditors	For
Swiss Prime Site AG	21-3-2023	Management	Routine Business	Yes	Transact Other Business (Voting)	Against
Swiss Prime Site AG	21-3-2023	Management	No Research	Yes	Share Re-registration Consent	For
Carl Zeiss Meditec AG	22-3-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of EUR 1.10 per Share	For
Carl Zeiss Meditec AG	22-3-2023	Management	Director Related	Yes	Approve Discharge of Management Board for Fiscal Year 2021/22	For
Carl Zeiss Meditec AG	22-3-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board for Fiscal Year 2021/22	For
Carl Zeiss Meditec AG	22-3-2023	Management	Audit Related	Yes	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022/23	For
Carl Zeiss Meditec AG	22-3-2023	Management	Routine Business	Yes	Approve Virtual-Only Shareholder Meetings Until 2028	Against
Carl Zeiss Meditec AG	22-3-2023	Management	Company Articles	Yes	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For
Carl Zeiss Meditec AG	22-3-2023	Management	Company Articles	Yes	Amend Articles Re: Management Board Composition	For
Carl Zeiss Meditec AG	22-3-2023	Management	Company Articles	Yes	Amend Articles Re: Supervisory Board Composition	For
Carl Zeiss Meditec AG	22-3-2023	Management	Company Articles	Yes	Amend Articles Re: Supervisory Board Chair	For
Carl Zeiss Meditec AG	22-3-2023	Management	Company Articles	Yes	Amend Articles Re: Supervisory Board Meetings	For
Carl Zeiss Meditec AG	22-3-2023	Management	Company Articles	Yes	Amend Articles Re: Supervisory Board Resolutions	For

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Carl Zeiss Meditec AG	22-3-2023	Management	Company Articles	Yes	Amend Articles Re: Supervisory Board Committees	For
Carl Zeiss Meditec AG	22-3-2023	Management	Director Election	Yes	Elect Karl Lamprecht to the Supervisory Board	Against
Carl Zeiss Meditec AG	22-3-2023	Management	Director Election	Yes	Elect Tania von der Goltz to the Supervisory Board	For
Carl Zeiss Meditec AG	22-3-2023	Management	Director Election	Yes	Elect Christian Mueller to the Supervisory Board	Against
Carl Zeiss Meditec AG	22-3-2023	Management	Director Election	Yes	Elect Peter Kameritsch to the Supervisory Board	Against
Carl Zeiss Meditec AG	22-3-2023	Management	Director Election	Yes	Elect Isabel De Paoli to the Supervisory Board	For
Carl Zeiss Meditec AG	22-3-2023	Management	Director Election	Yes	Elect Torsten Reitze to the Supervisory Board	Against
Carl Zeiss Meditec AG	22-3-2023	Management	Compensation	Yes	Approve Remuneration Policy	Against
Carl Zeiss Meditec AG	22-3-2023	Shareholder	Compensation	Yes	Approve Remuneration Report	Against
Orion Oyj	22-3-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports	For
Orion Oyj	22-3-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of EUR 1.60 Per Share; Approve Charitable Donations of up to EUR 350,000	For
Orion Oyj	22-3-2023	Management	Director Related	Yes	Approve Discharge of Board, President and CEO	For
Orion Oyj	22-3-2023	Management	Compensation	Yes	Approve Remuneration Report (Advisory Vote)	Against
Orion Oyj	22-3-2023	Management	Compensation	Yes	Approve Remuneration of Directors in the Amount of EUR 100,000 for Chairman, EUR 61,000 for Vice Chairman and Chairman of the Committees, and EUR 50,000 for Other Directors; Approve Meeting Fees	For
Orion Oyj	22-3-2023	Management	Director Related	Yes	Fix Number of Directors at Eight	For
Orion Oyj	22-3-2023	Management	Director Election	Yes	Reelect Kari Jussi Aho, Maziar Mike Doustdar, Ari Lehtoranta, Veli-Matti Mattila, Hilpi Rautelin, Eija Ronkainen, Mikael Silvennoinen (Chair) and Karen Lykke Sorensen as Directors	Against
Orion Oyj	22-3-2023	Management	Audit Related	Yes	Approve Remuneration of Auditors	For

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Orion Oyj	22-3-2023	Management	Audit Related	Yes	Ratify KPMG as Auditors	For
Orion Oyj	22-3-2023	Management	Routine Business	Yes	Allow Shareholder Meetings to be Held by Electronic Means Only	Against
Orion Oyj	22-3-2023	Management	Capitalization	Yes	Approve Issuance of up to 14 Million Class B Shares without Preemptive Rights	Against
Svenska Handelsbanken AB	22-3-2023	Management	Routine Business	Yes	Elect Chairman of Meeting	For
Svenska Handelsbanken AB	22-3-2023	Management	Routine Business	Yes	Prepare and Approve List of Shareholders	For
Svenska Handelsbanken AB	22-3-2023	Management	Routine Business	Yes	Approve Agenda of Meeting	For
Svenska Handelsbanken AB	22-3-2023	Management	Routine Business	Yes	Designate Inspector(s) of Minutes of Meeting	For
Svenska Handelsbanken AB	22-3-2023	Management	Routine Business	Yes	Acknowledge Proper Convening of Meeting	For
Svenska Handelsbanken AB	22-3-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports	For
Svenska Handelsbanken AB	22-3-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of SEK 5.50 Per Share; Special Dividend of SEK 2.50	For
Svenska Handelsbanken AB	22-3-2023	Management	Compensation	Yes	Approve Remuneration Report	Abstain
Svenska Handelsbanken AB	22-3-2023	Management	Director Related	Yes	Approve Discharge of Board and President	For
Svenska Handelsbanken AB	22-3-2023	Management	Capitalization	Yes	Authorize Repurchase of up to 120 Million Class A and/or B Shares and Reissuance of Repurchased Shares	For
Svenska Handelsbanken AB	22-3-2023	Management	Capitalization	Yes	Authorize Share Repurchase Program	For
Svenska Handelsbanken AB	22-3-2023	Management	Capitalization	Yes	Approve Issuance of Convertible Capital Instruments Corresponding to a Maximum of 198 Million Shares without Preemptive Rights	For
Svenska Handelsbanken AB	22-3-2023	Management	Director Related	Yes	Determine Number of Directors (10)	For
Svenska Handelsbanken AB	22-3-2023	Management	Director Related	Yes	Determine Number of Auditors (2)	For
Svenska Handelsbanken AB	22-3-2023	Management	Compensation	Yes	Approve Remuneration of Directors in the Amount of SEK 3.75 Million for Chair, SEK 1.1 Million for Vice Chair and SEK 765,000 for Other Directors; Approve Remuneration for Committee Work	For
Svenska Handelsbanken AB	22-3-2023	Management	Director Election	Yes	Reelect Jon Fredrik Baksas as Director	For
Svenska Handelsbanken AB	22-3-2023	Management	Director Election	Yes	Reelect Helene Barnekow as Director	Abstain
Svenska Handelsbanken AB	22-3-2023	Management	Director Election	Yes	Reelect Stina Bergfors as Director	For



Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Svenska Handelsbanken AB	22-3-2023	Management	Director Election	Yes	Reelect Hans Biorck as Director	For
Svenska Handelsbanken AB	22-3-2023	Management	Director Election	Yes	Reelect Par Boman as Director	Against
Svenska Handelsbanken AB	22-3-2023	Management	Director Election	Yes	Reelect Kerstin Hessius as Director	For
Svenska Handelsbanken AB	22-3-2023	Management	Director Election	Yes	Reelect Fredrik Lundberg as Director	For
Svenska Handelsbanken AB	22-3-2023	Management	Director Election	Yes	Reelect Ulf Riese as Director	For
Svenska Handelsbanken AB	22-3-2023	Management	Director Election	Yes	Reelect Arja Taaveniku as Director	For
Svenska Handelsbanken AB	22-3-2023	Management	Director Election	Yes	Reelect Carina Akerstromas Director	For
Svenska Handelsbanken AB	22-3-2023	Management	Director Related	Yes	Reelect Par Boman as Board Chairman	Against
Svenska Handelsbanken AB	22-3-2023	Management	Audit Related	Yes	Ratify PricewaterhouseCoopers as Auditors	For
Svenska Handelsbanken AB	22-3-2023	Management	Audit Related	Yes	Ratify Deloitte as Auditors	Against
Svenska Handelsbanken AB	22-3-2023	Management	Director Related	Yes	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	For
Svenska Handelsbanken AB	22-3-2023	Shareholder	Miscellaneous	Yes	Amend Bank's Mainframe Computers Software	Against
Svenska Handelsbanken AB	22-3-2023	Shareholder	Miscellaneous	Yes	Approve Formation of Integration Institute	Against
Givaudan SA	23-3-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports	For
Givaudan SA	23-3-2023	Management	Compensation	Yes	Approve Remuneration Report	Abstain
Givaudan SA	23-3-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of CHF 67 per Share	For
Givaudan SA	23-3-2023	Management	Director Related	Yes	Approve Discharge of Board of Directors	For
Givaudan SA	23-3-2023	Management	Company Articles	Yes	Amend Articles Re: Annulment of the Conversion of Shares Clause	For
Givaudan SA	23-3-2023	Management	Company Articles	Yes	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Against
Givaudan SA	23-3-2023	Management	Company Articles	Yes	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For
Givaudan SA	23-3-2023	Management	Capitalization	Yes	Approve Creation of Capital Band within the Upper Limit of CHF 101.6 Million and the Lower Limit of CHF 92.3 Million with or without Exclusion of Preemptive Rights	Against

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
					and Amend Conditional Capital Authorization	
Givaudan SA	23-3-2023	Management	Director Election	Yes	Reelect Victor Balli as Director	Against
Givaudan SA	23-3-2023	Management	Director Election	Yes	Reelect Ingrid Deltenre as Director	For
Givaudan SA	23-3-2023	Management	Director Election	Yes	Reelect Olivier Filliol as Director	Against
Givaudan SA	23-3-2023	Management	Director Election	Yes	Reelect Sophie Gasperment as Director	For
Givaudan SA	23-3-2023	Management	Director Election	Yes	Reelect Calvin Grieder as Director and Board Chair	Against
Givaudan SA	23-3-2023	Management	Director Election	Yes	Reelect Tom Knutzen as Director	Against
Givaudan SA	23-3-2023	Management	Director Election	Yes	Elect Roberto Guidetti as Director	Against
Givaudan SA	23-3-2023	Management	Director Related	Yes	Reappoint Ingrid Deltenre as Member of the Compensation Committee	For
Givaudan SA	23-3-2023	Management	Director Related	Yes	Reappoint Victor Balli as Member of the Compensation Committee	Against
Givaudan SA	23-3-2023	Management	Director Related	Yes	Appoint Olivier Filliol as Member of the Compensation Committee	Against
Givaudan SA	23-3-2023	Management	Routine Business	Yes	Designate Manuel Isler as Independent Proxy	For
Givaudan SA	23-3-2023	Management	Audit Related	Yes	Ratify KPMG AG as Auditors	For
Givaudan SA	23-3-2023	Management	Compensation	Yes	Approve Remuneration of Directors in the Amount of CHF 3 Million	For
Givaudan SA	23-3-2023	Management	Compensation	Yes	Approve Short Term Variable Remuneration of Executive Committee in the Amount of CHF 3.3 Million	Abstain
Givaudan SA	23-3-2023	Management	Compensation	Yes	Approve Fixed and Long Term Variable Remuneration of Executive Committee in the Amount of CHF 15.4 Million	For
Givaudan SA	23-3-2023	Management	Routine Business	Yes	Transact Other Business (Voting)	Against
Givaudan SA	23-3-2023	Management	No Research	Yes	Share Re-registration Consent	For
Nordea Bank Abp	23-3-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports	For
Nordea Bank Abp	23-3-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends	For
Nordea Bank Abp	23-3-2023	Management	Director Related	Yes	Approve Discharge of Board and President	For
Nordea Bank Abp	23-3-2023	Management	Compensation	Yes	Approve Remuneration Report (Advisory Vote)	Abstain
Nordea Bank Abp	23-3-2023	Management	Compensation	Yes	Approve Remuneration of Directors in the Amount of EUR 352,000 for Chairman,	For

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
					EUR 165,500 for Vice Chairman, and EUR 105,500 for Other Directors; Approve Remuneration for Committee Work	
Nordea Bank Abp	23-3-2023	Management	Director Related	Yes	Determine Number of Members (10) and Deputy Members (1) of Board	For
Nordea Bank Abp	23-3-2023	Management	Director Election	Yes	Reelect Stephen Hester as Director (Chair)	For
Nordea Bank Abp	23-3-2023	Management	Director Election	Yes	Reelect Petra van Hoeken as Director	For
Nordea Bank Abp	23-3-2023	Management	Director Election	Yes	Reelect John Maltby as Director	For
Nordea Bank Abp	23-3-2023	Management	Director Election	Yes	Reelect Lene Skole as Director	For
Nordea Bank Abp	23-3-2023	Management	Director Election	Yes	Reelect Birger Steen as Director	For
Nordea Bank Abp	23-3-2023	Management	Director Election	Yes	Reelect Jonas Synnergren as Director	For
Nordea Bank Abp	23-3-2023	Management	Director Election	Yes	Reelect Arja Talma as Director	For
Nordea Bank Abp	23-3-2023	Management	Director Election	Yes	Reelect Kjersti Wiklund as Director	For
Nordea Bank Abp	23-3-2023	Management	Director Election	Yes	Elect Risto Murto as Director	For
Nordea Bank Abp	23-3-2023	Management	Director Election	Yes	Elect Per Stromberg as Director	For
Nordea Bank Abp	23-3-2023	Management	Audit Related	Yes	Approve Remuneration of Auditors	For
Nordea Bank Abp	23-3-2023	Management	Audit Related	Yes	Ratify PricewaterhouseCoopers as Auditors	For
Nordea Bank Abp	23-3-2023	Management	Company Articles	Yes	Amend Articles Re: General Meeting Participation; General Meeting	Against
Nordea Bank Abp	23-3-2023	Management	Capitalization	Yes	Approve Issuance of Convertible Instruments without Preemptive Rights	For
Nordea Bank Abp	23-3-2023	Management	Capitalization	Yes	Authorize Share Repurchase Program in the Securities Trading Business	For
Nordea Bank Abp	23-3-2023	Management	Capitalization	Yes	Authorize Reissuance of Repurchased Shares	For
Nordea Bank Abp	23-3-2023	Management	Capitalization	Yes	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For
Nordea Bank Abp	23-3-2023	Management	Capitalization	Yes	Approve Issuance of up to 30 Million Shares without Preemptive Rights	For
Novo Nordisk A/S	23-3-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports	For
Novo Nordisk A/S	23-3-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of DKK 8.15 Per Share	For
Novo Nordisk A/S	23-3-2023	Management	Compensation	Yes	Approve Remuneration Report (Advisory Vote)	Against
Novo Nordisk A/S	23-3-2023	Management	Compensation	Yes	Approve Remuneration of Directors in the Aggregate Amount of DKK 20.2 Million	For

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Novo Nordisk A/S	23-3-2023	Management	Compensation	Yes	Approve Remuneration of Directors in the Amount of DKK 3.1 Million for the Chairman, DKK 1.56 Million for the Vice Chairman, and DKK 784,000 for Other Directors; Approve Remuneration for Committee Work	For
Novo Nordisk A/S	23-3-2023	Management	Compensation	Yes	Amendment to Remuneration Policy for Board of Directors and Executive Management	Against
Novo Nordisk A/S	23-3-2023	Management	Director Related	Yes	Reelect Helge Lund as Board Chairman	Abstain
Novo Nordisk A/S	23-3-2023	Management	Director Related	Yes	Reelect Henrik Poulsen as Vice Chairman	For
Novo Nordisk A/S	23-3-2023	Management	Director Election	Yes	Reelect Laurence Debroux as Director	For
Novo Nordisk A/S	23-3-2023	Management	Director Election	Yes	Reelect Andreas Fibig as Director	For
Novo Nordisk A/S	23-3-2023	Management	Director Election	Yes	Reelect Sylvie Gregoire as Director	Abstain
Novo Nordisk A/S	23-3-2023	Management	Director Election	Yes	Reelect Kasim Kutay as Director	Abstain
Novo Nordisk A/S	23-3-2023	Management	Director Election	Yes	Reelect Christina Law as Director	For
Novo Nordisk A/S	23-3-2023	Management	Director Election	Yes	Reelect Martin Mackay as Director	For
Novo Nordisk A/S	23-3-2023	Management	Audit Related	Yes	Ratify Deloitte as Auditor	For
Novo Nordisk A/S	23-3-2023	Management	Capitalization	Yes	Approve DKK 5 Million Reduction in Share Capital via Share Cancellation of B Shares	For
Novo Nordisk A/S	23-3-2023	Management	Capitalization	Yes	Authorize Share Repurchase Program	For
Novo Nordisk A/S	23-3-2023	Management	Capitalization	Yes	Approve Creation of DKK 45.1 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 45.1 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 45.1 Million	Against
Novo Nordisk A/S	23-3-2023	Shareholder	Miscellaneous	Yes	Product Pricing Proposal	Abstain
SKF AB	23-3-2023	Management	Routine Business	Yes	Elect Chairman of Meeting	For
SKF AB	23-3-2023	Management	Routine Business	Yes	Prepare and Approve List of Shareholders	For
SKF AB	23-3-2023	Management	Routine Business	Yes	Approve Agenda of Meeting	For
SKF AB	23-3-2023	Management	Routine Business	Yes	Designate Inspector(s) of Minutes of Meeting	For
SKF AB	23-3-2023	Management	Routine Business	Yes	Acknowledge Proper Convening of Meeting	For
SKF AB	23-3-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports	For

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
SKF AB	23-3-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of SEK 7.00 Per Share	For
SKF AB	23-3-2023	Management	Director Related	Yes	Approve Discharge of Board Member Hans Straberg	For
SKF AB	23-3-2023	Management	Director Related	Yes	Approve Discharge of Board Member Hock Goh	For
SKF AB	23-3-2023	Management	Director Related	Yes	Approve Discharge of Board Member Barb Samardzich	For
SKF AB	23-3-2023	Management	Director Related	Yes	Approve Discharge of Board Member Colleen Replier	For
SKF AB	23-3-2023	Management	Director Related	Yes	Approve Discharge of Board Member Geert Follens	For
SKF AB	23-3-2023	Management	Director Related	Yes	Approve Discharge of Board Member Hakan Buskhe	For
SKF AB	23-3-2023	Management	Director Related	Yes	Approve Discharge of Board Member Susanna Schneeberger	For
SKF AB	23-3-2023	Management	Director Related	Yes	Approve Discharge of Board Member Rickard Gustafson	For
SKF AB	23-3-2023	Management	Director Related	Yes	Approve Discharge of President Rickard Gustafson	For
SKF AB	23-3-2023	Management	Director Related	Yes	Approve Discharge of Board Member Jonny Hilbert	For
SKF AB	23-3-2023	Management	Director Related	Yes	Approve Discharge of Board Member Zarko Djurovic	For
SKF AB	23-3-2023	Management	Director Related	Yes	Approve Discharge of Employee Representative Thomas Eliasson	For
SKF AB	23-3-2023	Management	Director Related	Yes	Approve Discharge of Employee Representative Steve Norrman	For
SKF AB	23-3-2023	Management	Director Related	Yes	Determine Number of Members (10) and Deputy Members (0) of Board	For
SKF AB	23-3-2023	Management	Compensation	Yes	Approve Remuneration of Directors in the Amount of SEK 2.6 Million for Chair, SEK 1.3 Million for Vice Chair and SEK 850,000 for Other Directors; Approve Remuneration for Committee Work	For
SKF AB	23-3-2023	Management	Director Election	Yes	Reelect Hans Straberg as Director	Against
SKF AB	23-3-2023	Management	Director Election	Yes	Reelect Hock Goh as Director	Against
SKF AB	23-3-2023	Management	Director Election	Yes	Reelect Geert Follens as Director	Against
SKF AB	23-3-2023	Management	Director Election	Yes	Reelect Hakan Buskhe as Director	Against

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
SKF AB	23-3-2023	Management	Director Election	Yes	Reelect Susanna Schneeberger as Director	For
SKF AB	23-3-2023	Management	Director Election	Yes	Reelect Rickard Gustafson as Director	Against
SKF AB	23-3-2023	Management	Director Election	Yes	Elect Beth Ferreira as New Director	For
SKF AB	23-3-2023	Management	Director Election	Yes	Elect Therese Friberg as New Director	For
SKF AB	23-3-2023	Management	Director Election	Yes	Elect Richard Nilsson as New Director	Against
SKF AB	23-3-2023	Management	Director Election	Yes	Elect Niko Pakalen as New Director	Against
SKF AB	23-3-2023	Management	Director Related	Yes	Reelect Hans Straberg as Board Chair	Against
SKF AB	23-3-2023	Management	Compensation	Yes	Approve Remuneration Report	Against
SKF AB	23-3-2023	Management	Compensation	Yes	Approve 2023 Performance Share Program	Against
Sartorius Stedim Biotech SA	27-3-2023	Management	Routine Business	Yes	Approve Financial Statements and Discharge Directors	For
Sartorius Stedim Biotech SA	27-3-2023	Management	Routine Business	Yes	Approve Consolidated Financial Statements and Statutory Reports	For
Sartorius Stedim Biotech SA	27-3-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of EUR 1.44 per Share	For
Sartorius Stedim Biotech SA	27-3-2023	Management	Non-Routine Business	Yes	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For
Sartorius Stedim Biotech SA	27-3-2023	Management	Compensation	Yes	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 325,800	For
Sartorius Stedim Biotech SA	27-3-2023	Management	Compensation	Yes	Approve Compensation Report of Corporate Officers	Against
Sartorius Stedim Biotech SA	27-3-2023	Management	Compensation	Yes	Approve Compensation of Joachim Kreuzburg, Chairman and CEO	Against
Sartorius Stedim Biotech SA	27-3-2023	Management	Compensation	Yes	Approve Remuneration Policy of Chairman and CEO	Against
Sartorius Stedim Biotech SA	27-3-2023	Management	Compensation	Yes	Approve Compensation of Rene Faber, Vice-CEO	Against
Sartorius Stedim Biotech SA	27-3-2023	Management	Compensation	Yes	Approve Remuneration Policy of Vice-CEO	Against
Sartorius Stedim Biotech SA	27-3-2023	Management	Capitalization	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Sartorius Stedim Biotech SA	27-3-2023	Management	Routine Business	Yes	Authorize Filing of Required Documents/Other Formalities	For
Sartorius Stedim Biotech SA	27-3-2023	Management	Capitalization	Yes	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific	Against

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
					Beneficiaries, up to Aggregate Nominal Amount of EUR 133,980	
Sartorius Stedim Biotech SA	27-3-2023	Management	Capitalization	Yes	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For
Sartorius Stedim Biotech SA	27-3-2023	Management	Compensation	Yes	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Against
Sartorius Stedim Biotech SA	27-3-2023	Management	Routine Business	Yes	Authorize Filing of Required Documents/Other Formalities	For
Holmen AB	28-3-2023	Management	Routine Business	Yes	Elect Chairman of Meeting	For
Holmen AB	28-3-2023	Management	Routine Business	Yes	Prepare and Approve List of Shareholders	For
Holmen AB	28-3-2023	Management	Routine Business	Yes	Designate Inspectors of Minutes of Meeting	For
Holmen AB	28-3-2023	Management	Routine Business	Yes	Approve Agenda of Meeting	For
Holmen AB	28-3-2023	Management	Routine Business	Yes	Acknowledge Proper Convening of Meeting	For
Holmen AB	28-3-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports	For
Holmen AB	28-3-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of SEK 16 Per Share	For
Holmen AB	28-3-2023	Management	Director Related	Yes	Approve Discharge of Board and President	For
Holmen AB	28-3-2023	Management	Director Related	Yes	Determine Number of Members (9) and Deputy Members of Board (0); Auditors (1) and Deputy Auditors (0)	For
Holmen AB	28-3-2023	Management	Compensation	Yes	Approve Remuneration of Directors in the Aggregate Amount of SEK 3,690,000; Approve Remuneration of Auditors	For
Holmen AB	28-3-2023	Management	Director Election	Yes	Reelect Fredrik Lundberg, Lars Josefsson, Alice Kempe, Louise Lindh, Ulf Lundahl, Fredrik Persson (Chair), Henrik Sjolund and Henriette Zeuchner as Directors; Elect Carina Akerstrom as Director	Against
Holmen AB	28-3-2023	Management	Audit Related	Yes	Ratify PricewaterhouseCoopers AB as Auditor	For
Holmen AB	28-3-2023	Management	Compensation	Yes	Approve Remuneration Report	Against
Holmen AB	28-3-2023	Management	Compensation	Yes	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Holmen AB	28-3-2023	Management	Capitalization	Yes	Authorize Share Repurchase Program	For
Randstad NV	28-3-2023	Management	Compensation	Yes	Approve Remuneration Report	Against

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Randstad NV	28-3-2023	Management	Routine Business	Yes	Adopt Financial Statements	For
Randstad NV	28-3-2023	Management	Routine Business	Yes	Approve Dividends of EUR 2.85 Per Share	For
Randstad NV	28-3-2023	Management	Director Related	Yes	Approve Discharge of Management Board	For
Randstad NV	28-3-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board	For
Randstad NV	28-3-2023	Management	Director Related	Yes	Elect Jorge Vazquez to Management Board	For
Randstad NV	28-3-2023	Management	Director Related	Yes	Elect Myriam Beatove Moreale to Management Board	For
Randstad NV	28-3-2023	Management	Director Election	Yes	Elect Cees 't Hart to Supervisory Board	For
Randstad NV	28-3-2023	Management	Director Election	Yes	Elect Laurence Debroux to Supervisory Board	For
Randstad NV	28-3-2023	Management	Director Election	Yes	Elect Jeroen Drost to Supervisory Board	For
Randstad NV	28-3-2023	Management	Capitalization	Yes	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Preemptive Rights	Against
Randstad NV	28-3-2023	Management	Capitalization	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For
Randstad NV	28-3-2023	Management	Capitalization	Yes	Approve Cancellation of Repurchased Shares	For
Randstad NV	28-3-2023	Management	Audit Related	Yes	Ratify Deloitte Accountants BV as Auditors	For
Randstad NV	28-3-2023	Management	Audit Related	Yes	Ratify PricewaterhouseCoopers Accountants NV as Auditors	For
SGS SA	28-3-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports	For
SGS SA	28-3-2023	Management	Compensation	Yes	Approve Remuneration Report (Non-Binding)	For
SGS SA	28-3-2023	Management	Director Related	Yes	Approve Discharge of Board and Senior Management	For
SGS SA	28-3-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of CHF 80.00 per Share	For
SGS SA	28-3-2023	Management	Director Election	Yes	Reelect Calvin Grieder as Director	Against
SGS SA	28-3-2023	Management	Director Election	Yes	Reelect Sami Atiya as Director	Against
SGS SA	28-3-2023	Management	Director Election	Yes	Reelect Phyllis Cheung as Director	For
SGS SA	28-3-2023	Management	Director Election	Yes	Reelect Ian Gallienne as Director	Against
SGS SA	28-3-2023	Management	Director Election	Yes	Reelect Tobias Hartmann as Director	Against
SGS SA	28-3-2023	Management	Director Election	Yes	Reelect Shelby du Pasquier as Director	Against
SGS SA	28-3-2023	Management	Director Election	Yes	Reelect Kory Sorenson as Director	For



Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
SGS SA	28-3-2023	Management	Director Election	Yes	Reelect Janet Vergis as Director	For
SGS SA	28-3-2023	Management	Director Election	Yes	Elect Jens Riedel as Director	Against
SGS SA	28-3-2023	Management	Director Related	Yes	Reelect Calvin Grieder as Board Chair	Against
SGS SA	28-3-2023	Management	Director Related	Yes	Reappoint Sami Atiya as Member of the Compensation Committee	Against
SGS SA	28-3-2023	Management	Director Related	Yes	Reappoint Ian Gallienne as Member of the Compensation Committee	Against
SGS SA	28-3-2023	Management	Director Related	Yes	Reappoint Kory Sorenson as Member of the Compensation Committee	For
SGS SA	28-3-2023	Management	Audit Related	Yes	Ratify PricewaterhouseCoopers SA as Auditors	For
SGS SA	28-3-2023	Management	Routine Business	Yes	Designate Notaires a Carouge as Independent Proxy	For
SGS SA	28-3-2023	Management	Compensation	Yes	Approve Remuneration of Directors in the Amount of CHF 2.7 Million	For
SGS SA	28-3-2023	Management	Compensation	Yes	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 12.5 Million	For
SGS SA	28-3-2023	Management	Compensation	Yes	Approve Variable Remuneration of Executive Committee in the Amount of CHF 4.4 Million	For
SGS SA	28-3-2023	Management	Compensation	Yes	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 13.5 Million	For
SGS SA	28-3-2023	Management	Capitalization	Yes	Approve 1:25 Stock Split	For
SGS SA	28-3-2023	Management	Capitalization	Yes	Approve Creation of Capital Band within the Upper Limit of CHF 8 Million and the Lower Limit of CHF 7.3 Million with or without Exclusion of Preemptive Rights	Against
SGS SA	28-3-2023	Management	Routine Business	Yes	Amend Corporate Purpose	For
SGS SA	28-3-2023	Management	Company Articles	Yes	Amend Articles Re: General Meetings (incl. Hybrid and Virtual Meetings); Board Meetings	Against
SGS SA	28-3-2023	Management	Company Articles	Yes	Amend Articles Re: Threshold for Convening Extraordinary General Meeting and Submitting Items to the Agenda	For
SGS SA	28-3-2023	Management	Company Articles	Yes	Amend Articles Re: Rules on Remuneration	For
SGS SA	28-3-2023	Management	Routine Business	Yes	Transact Other Business (Voting)	Against

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
SGS SA	28-3-2023	Management	No Research	Yes	Share Re-registration Consent	For
Sika AG	28-3-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports	For
Sika AG	28-3-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of CHF 3.20 per Share	For
Sika AG	28-3-2023	Management	Director Related	Yes	Approve Discharge of Board of Directors	For
Sika AG	28-3-2023	Management	Director Election	Yes	Reelect Paul Haelg as Director	For
Sika AG	28-3-2023	Management	Director Election	Yes	Reelect Viktor Balli as Director	For
Sika AG	28-3-2023	Management	Director Election	Yes	Reelect Lucrece Foufopoulos-De Ridder as Director	For
Sika AG	28-3-2023	Management	Director Election	Yes	Reelect Justin Howell as Director	For
Sika AG	28-3-2023	Management	Director Election	Yes	Reelect Gordana Landen as Director	For
Sika AG	28-3-2023	Management	Director Election	Yes	Reelect Monika Ribar as Director	For
Sika AG	28-3-2023	Management	Director Election	Yes	Reelect Paul Schuler as Director	For
Sika AG	28-3-2023	Management	Director Election	Yes	Reelect Thierry Vanlancker as Director	For
Sika AG	28-3-2023	Management	Director Related	Yes	Reelect Paul Haelg as Board Chair	For
Sika AG	28-3-2023	Management	Director Related	Yes	Reappoint Justin Howell as Member of the Nomination and Compensation Committee	For
Sika AG	28-3-2023	Management	Director Related	Yes	Reappoint Gordana Landen as Member of the Nomination and Compensation Committee	For
Sika AG	28-3-2023	Management	Director Related	Yes	Reappoint Thierry Vanlancker as Member of the Nomination and Compensation Committee	For
Sika AG	28-3-2023	Management	Audit Related	Yes	Ratify KPMG AG as Auditors	For
Sika AG	28-3-2023	Management	Routine Business	Yes	Designate Jost Windlin as Independent Proxy	For
Sika AG	28-3-2023	Management	Compensation	Yes	Approve Remuneration Report (Non-Binding)	For
Sika AG	28-3-2023	Management	Compensation	Yes	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	For
Sika AG	28-3-2023	Management	Compensation	Yes	Approve Remuneration of Executive Committee in the Amount of CHF 21.5 Million	For
Sika AG	28-3-2023	Management	Capitalization	Yes	Approve Creation of Capital Band within the Upper Limit of CHF 1.6 Million and the Lower Limit of CHF 1.5 Million with or without Exclusion of Preemptive Rights;	For

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
					Approve Creation of CHF 76,867.52 Pool of Conditional Capital Within the Capital Band	
Sika AG	28-3-2023	Management	Company Articles	Yes	Amend Articles of Association	For
Sika AG	28-3-2023	Management	Company Articles	Yes	Amend Articles Re: Editorial Changes	For
Sika AG	28-3-2023	Management	Company Articles	Yes	Amend Articles Re: Share Register	For
Sika AG	28-3-2023	Management	Routine Business	Yes	Approve Virtual-Only Shareholder Meetings	Against
Sika AG	28-3-2023	Management	Company Articles	Yes	Amend Articles Re: Board Meetings; Electronic Communication	For
Sika AG	28-3-2023	Management	Company Articles	Yes	Amend Articles Re: External Mandates for Members of the Board of Directors	For
Sika AG	28-3-2023	Management	Routine Business	Yes	Transact Other Business (Voting)	Against
Sika AG	28-3-2023	Management	No Research	Yes	Share Re-registration Consent	For
Swisscom AG	28-3-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports	For
Swisscom AG	28-3-2023	Management	Compensation	Yes	Approve Remuneration Report (Non-Binding)	Against
Swisscom AG	28-3-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of CHF 22 per Share	For
Swisscom AG	28-3-2023	Management	Director Related	Yes	Approve Discharge of Board and Senior Management	For
Swisscom AG	28-3-2023	Management	Director Election	Yes	Reelect Roland Abt as Director	Against
Swisscom AG	28-3-2023	Management	Director Election	Yes	Elect Monique Bourquin as Director	For
Swisscom AG	28-3-2023	Management	Director Election	Yes	Reelect Alain Carrupt as Director	Against
Swisscom AG	28-3-2023	Management	Director Election	Yes	Reelect Guus Dekkers as Director	Against
Swisscom AG	28-3-2023	Management	Director Election	Yes	Reelect Frank Esser as Director	Against
Swisscom AG	28-3-2023	Management	Director Election	Yes	Reelect Sandra Lathion-Zweifel as Director	For
Swisscom AG	28-3-2023	Management	Director Election	Yes	Reelect Anna Mossberg as Director	For
Swisscom AG	28-3-2023	Management	Director Election	Yes	Reelect Michael Rechsteiner as Director	Against
Swisscom AG	28-3-2023	Management	Director Related	Yes	Reelect Michael Rechsteiner as Board Chair	Against
Swisscom AG	28-3-2023	Management	Director Related	Yes	Reappoint Roland Abt as Member of the Compensation Committee	Against
Swisscom AG	28-3-2023	Management	Director Related	Yes	Appoint Monique Bourquin as Member of the Compensation Committee	For

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Swisscom AG	28-3-2023	Management	Director Related	Yes	Reappoint Frank Esser as Member of the Compensation Committee	Against
Swisscom AG	28-3-2023	Management	Director Related	Yes	Reappoint Michael Rechsteiner as Member of the Compensation Committee	Against
Swisscom AG	28-3-2023	Management	Compensation	Yes	Approve Remuneration of Directors in the Amount of CHF 2.5 Million	For
Swisscom AG	28-3-2023	Management	Compensation	Yes	Approve Remuneration of Executive Committee in the Amount of CHF 10.4 Million for Fiscal Year 2023	For
Swisscom AG	28-3-2023	Management	Compensation	Yes	Approve Remuneration of Executive Committee in the Amount of CHF 10.9 Million for Fiscal Year 2024	For
Swisscom AG	28-3-2023	Management	Routine Business	Yes	Designate Reber Rechtsanwaelte as Independent Proxy	For
Swisscom AG	28-3-2023	Management	Audit Related	Yes	Ratify PricewaterhouseCoopers AG as Auditors	For
Swisscom AG	28-3-2023	Management	E&S Blended	Yes	Amend Articles Re: Sustainability Clause	For
Swisscom AG	28-3-2023	Management	Company Articles	Yes	Amend Articles Re: Shares and Share Register	For
Swisscom AG	28-3-2023	Management	Company Articles	Yes	Amend Articles Re: General Meeting	Against
Swisscom AG	28-3-2023	Management	Company Articles	Yes	Amend Articles Re: Editorial Changes Relating to the Qualified Majority for Adoption of Resolutions	For
Swisscom AG	28-3-2023	Management	Company Articles	Yes	Amend Articles Re: Board of Directors and Executive Committee Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For
Swisscom AG	28-3-2023	Management	Company Articles	Yes	Amend Articles of Association	For
Swisscom AG	28-3-2023	Management	Routine Business	Yes	Transact Other Business (Voting)	Against
Swisscom AG	28-3-2023	Management	No Research	Yes	Share Re-registration Consent	For
Electrolux AB	29-3-2023	Management	Routine Business	Yes	Elect Chairman of Meeting	For
Electrolux AB	29-3-2023	Management	Routine Business	Yes	Prepare and Approve List of Shareholders	For
Electrolux AB	29-3-2023	Management	Routine Business	Yes	Approve Agenda of Meeting	For
Electrolux AB	29-3-2023	Management	Routine Business	Yes	Acknowledge Proper Convening of Meeting	For
Electrolux AB	29-3-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports	For

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Electrolux AB	29-3-2023	Management	Director Related	Yes	Approve Discharge of Staffan Bohman	For
Electrolux AB	29-3-2023	Management	Director Related	Yes	Approve Discharge of Petra Hedengran	For
Electrolux AB	29-3-2023	Management	Director Related	Yes	Approve Discharge of Henrik Henriksson	For
Electrolux AB	29-3-2023	Management	Director Related	Yes	Approve Discharge of Ulla Litzen	For
Electrolux AB	29-3-2023	Management	Director Related	Yes	Approve Discharge of Karin Overbeck	For
Electrolux AB	29-3-2023	Management	Director Related	Yes	Approve Discharge of Fredrik Persson	For
Electrolux AB	29-3-2023	Management	Director Related	Yes	Approve Discharge of David Porter	For
Electrolux AB	29-3-2023	Management	Director Related	Yes	Approve Discharge of Jonas Samuelson	For
Electrolux AB	29-3-2023	Management	Director Related	Yes	Approve Discharge of Mina Billing	For
Electrolux AB	29-3-2023	Management	Director Related	Yes	Approve Discharge of Viveca Brinkenfeldt-Lever	For
Electrolux AB	29-3-2023	Management	Director Related	Yes	Approve Discharge of Peter Ferm	For
Electrolux AB	29-3-2023	Management	Director Related	Yes	Approve Discharge of Ulrik Danestad	For
Electrolux AB	29-3-2023	Management	Director Related	Yes	Approve Discharge of Wilson Quispe	For
Electrolux AB	29-3-2023	Management	Director Related	Yes	Approve Discharge of Jonas Samuelson as CEO	For
Electrolux AB	29-3-2023	Management	Routine Business	Yes	Approve Allocation of Income and Omission of Dividends	For
Electrolux AB	29-3-2023	Management	Director Related	Yes	Determine Number of Members (8) and Deputy Members (0) of Board	For
Electrolux AB	29-3-2023	Management	Compensation	Yes	Approve Remuneration of Directors in the Amount of SEK 2.4 Million for Chairman and SEK 720,000 for Other Directors; Approve Remuneration for Committee Work	For
Electrolux AB	29-3-2023	Management	Audit Related	Yes	Approve Remuneration of Auditors	For
Electrolux AB	29-3-2023	Management	Director Election	Yes	Reelect Staffan Bohman as Director	Against
Electrolux AB	29-3-2023	Management	Director Election	Yes	Reelect Petra Hedengran as Director	For
Electrolux AB	29-3-2023	Management	Director Election	Yes	Reelect Henrik Henriksson as Director	For
Electrolux AB	29-3-2023	Management	Director Election	Yes	Reelect Ulla Litzen as Director	For
Electrolux AB	29-3-2023	Management	Director Election	Yes	Reelect Karin Overbeck as Director	For
Electrolux AB	29-3-2023	Management	Director Election	Yes	Reelect Fredrik Persson as Director	For
Electrolux AB	29-3-2023	Management	Director Election	Yes	Reelect David Porter as Director	For
Electrolux AB	29-3-2023	Management	Director Election	Yes	Reelect Jonas Samuelson as Director	For
Electrolux AB	29-3-2023	Management	Director Related	Yes	Elect Staffan Bohman as Board Chair	Against

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Electrolux AB	29-3-2023	Management	Audit Related	Yes	Ratify PricewaterhouseCoopers AB as Auditors	For
Electrolux AB	29-3-2023	Management	Compensation	Yes	Approve Remuneration Report	Against
Electrolux AB	29-3-2023	Management	Capitalization	Yes	Authorize Share Repurchase Program	For
Electrolux AB	29-3-2023	Management	Capitalization	Yes	Authorize Reissuance of Repurchased Shares	Against
Electrolux AB	29-3-2023	Management	Compensation	Yes	Approve Transfer of 1,544,925 B-Shares	Against
Electrolux AB	29-3-2023	Management	Compensation	Yes	Approve Performance Share Plan for Key Employees	For
Electrolux AB	29-3-2023	Management	Compensation	Yes	Approve Equity Plan Financing	For
Essity AB	29-3-2023	Management	Routine Business	Yes	Elect Chairman of Meeting	For
Essity AB	29-3-2023	Management	Routine Business	Yes	Prepare and Approve List of Shareholders	For
Essity AB	29-3-2023	Management	Routine Business	Yes	Acknowledge Proper Convening of Meeting	For
Essity AB	29-3-2023	Management	Routine Business	Yes	Approve Agenda of Meeting	For
Essity AB	29-3-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports	For
Essity AB	29-3-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of SEK 7.25 Per Share	For
Essity AB	29-3-2023	Management	Director Related	Yes	Approve Discharge of Ewa Bjorling	For
Essity AB	29-3-2023	Management	Director Related	Yes	Approve Discharge of Par Boman	For
Essity AB	29-3-2023	Management	Director Related	Yes	Approve Discharge of Annemarie Gardshol	For
Essity AB	29-3-2023	Management	Director Related	Yes	Approve Discharge of Bjorn Gulden	For
Essity AB	29-3-2023	Management	Director Related	Yes	Approve Discharge of Magnus Groth	For
Essity AB	29-3-2023	Management	Director Related	Yes	Approve Discharge of Susanna Lind	For
Essity AB	29-3-2023	Management	Director Related	Yes	Approve Discharge of Torbjorn Loof	For
Essity AB	29-3-2023	Management	Director Related	Yes	Approve Discharge of Bert Nordberg	For
Essity AB	29-3-2023	Management	Director Related	Yes	Approve Discharge of Louise Svanberg	For
Essity AB	29-3-2023	Management	Director Related	Yes	Approve Discharge of Orjan Svensson	For
Essity AB	29-3-2023	Management	Director Related	Yes	Approve Discharge of Lars Rebien Sorensen	For
Essity AB	29-3-2023	Management	Director Related	Yes	Approve Discharge of Barbara Milian Thoralfsson	For
Essity AB	29-3-2023	Management	Director Related	Yes	Approve Discharge of Niclas Thulin	For
Essity AB	29-3-2023	Management	Director Related	Yes	Approve Discharge of Magnus Groth	For

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Essity AB	29-3-2023	Management	Director Related	Yes	Determine Number of Members (9) and Deputy Members (0) of Board	For
Essity AB	29-3-2023	Management	Director Related	Yes	Determine Number of Auditors (1) and Deputy Auditors (0)	For
Essity AB	29-3-2023	Management	Compensation	Yes	Approve Remuneration of Directors in the Amount of SEK 2.62 Million for Chairman and SEK 875,000 for Other Directors; Approve Remuneration for Committee Work	For
Essity AB	29-3-2023	Management	Audit Related	Yes	Approve Remuneration of Auditors	For
Essity AB	29-3-2023	Management	Director Election	Yes	Reelect Ewa Bjorling as Director	For
Essity AB	29-3-2023	Management	Director Election	Yes	Reelect Par Boman as Director	Against
Essity AB	29-3-2023	Management	Director Election	Yes	Reelect Annemarie Gardshol as Director	For
Essity AB	29-3-2023	Management	Director Election	Yes	Reelect Magnus Groth as Director	For
Essity AB	29-3-2023	Management	Director Election	Yes	Reelect Torbjorn Loof as Director	For
Essity AB	29-3-2023	Management	Director Election	Yes	Reelect Bert Nordberg as Director	For
Essity AB	29-3-2023	Management	Director Election	Yes	Reelect Barbara M. Thoralfsson as Director	For
Essity AB	29-3-2023	Management	Director Election	Yes	Elect Maria Carell as Director	For
Essity AB	29-3-2023	Management	Director Election	Yes	Elect Jan Gurander as Director	For
Essity AB	29-3-2023	Management	Director Related	Yes	Reelect Par Boman as Board Chair	Against
Essity AB	29-3-2023	Management	Audit Related	Yes	Ratify Ernst & Young as Auditor	For
Essity AB	29-3-2023	Management	Compensation	Yes	Approve Remuneration Report	Abstain
Essity AB	29-3-2023	Management	Compensation	Yes	Approve Cash-Based Incentive Program (Program 2023-2025) for Key Employees	For
Essity AB	29-3-2023	Management	Capitalization	Yes	Authorize Share Repurchase Program	For
Essity AB	29-3-2023	Management	Capitalization	Yes	Authorize Reissuance of Repurchased Shares	Against
Genmab A/S	29-3-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	For
Genmab A/S	29-3-2023	Management	Routine Business	Yes	Approve Allocation of Income and Omission of Dividends	For
Genmab A/S	29-3-2023	Management	Compensation	Yes	Approve Remuneration Report (Advisory Vote)	Against
Genmab A/S	29-3-2023	Management	Director Election	Yes	Reelect Deirdre P. Connelly as Director	For
Genmab A/S	29-3-2023	Management	Director Election	Yes	Reelect Pernille Erenbjerg as Director	For

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Genmab A/S	29-3-2023	Management	Director Election	Yes	Reelect Rolf Hoffmann as Director	For
Genmab A/S	29-3-2023	Management	Director Election	Yes	Reelect Elizabeth OFarrell as Director	For
Genmab A/S	29-3-2023	Management	Director Election	Yes	Reelect Paolo Paoletti as Director	For
Genmab A/S	29-3-2023	Management	Director Election	Yes	Reelect Anders Gersel Pedersen as Director	For
Genmab A/S	29-3-2023	Management	Audit Related	Yes	Ratify PricewaterhouseCoopers as Auditors	For
Genmab A/S	29-3-2023	Management	Compensation	Yes	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK 900,000 for Vice Chairman, and DKK 600,000 for Other Directors; Approve Remuneration for Committee Work	Against
Genmab A/S	29-3-2023	Management	Compensation	Yes	Amend Remuneration Policy	Against
Genmab A/S	29-3-2023	Management	Compensation	Yes	Amendment to Remuneration Policy for Board of Directors and Executive Management	Against
Genmab A/S	29-3-2023	Management	Capitalization	Yes	Authorize Share Repurchase Program	For
Genmab A/S	29-3-2023	Management	Routine Business	Yes	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For
ROCKWOOL A/S	29-3-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	For
ROCKWOOL A/S	29-3-2023	Management	Compensation	Yes	Approve Remuneration Report (Advisory Vote)	Against
ROCKWOOL A/S	29-3-2023	Management	Compensation	Yes	Approve Remuneration of Directors for 2023/2024	For
ROCKWOOL A/S	29-3-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of DKK 35 Per Share	For
ROCKWOOL A/S	29-3-2023	Management	Director Election	Yes	Elect Jes Munk Hansen as New Director	For
ROCKWOOL A/S	29-3-2023	Management	Director Election	Yes	Reelect Ilse Irene Henne as New Director	For
ROCKWOOL A/S	29-3-2023	Management	Director Election	Yes	Reelect Rebekka Glasser Herlofsen as Director	For
ROCKWOOL A/S	29-3-2023	Management	Director Election	Yes	Reelect Carsten Kahler as Director	For
ROCKWOOL A/S	29-3-2023	Management	Director Election	Yes	Reelect Thomas Kahler as Director (Chair)	Abstain
ROCKWOOL A/S	29-3-2023	Management	Director Election	Yes	Reelect Jorgen Tang-Jensen as Director (Deputy Chair)	For



Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
ROCKWOOL A/S	29-3-2023	Management	Audit Related	Yes	Ratify PricewaterhouseCoopers as Auditors	For
ROCKWOOL A/S	29-3-2023	Management	Capitalization	Yes	Authorize Share Repurchase Program	For
ROCKWOOL A/S	29-3-2023	Management	Social	Yes	Approve Contribution of 100 MDKK to Support Foundation for Ukrainian Reconstruction	For
Skanska AB	29-3-2023	Management	Routine Business	Yes	Elect Chairman of Meeting	For
Skanska AB	29-3-2023	Management	Routine Business	Yes	Prepare and Approve List of Shareholders	For
Skanska AB	29-3-2023	Management	Routine Business	Yes	Approve Agenda of Meeting	For
Skanska AB	29-3-2023	Management	Routine Business	Yes	Acknowledge Proper Convening of Meeting	For
Skanska AB	29-3-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports	For
Skanska AB	29-3-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of SEK 7.50 Per Share	For
Skanska AB	29-3-2023	Management	Director Related	Yes	Approve Discharge of Hans Biorck	For
Skanska AB	29-3-2023	Management	Director Related	Yes	Approve Discharge of Par Boman	For
Skanska AB	29-3-2023	Management	Director Related	Yes	Approve Discharge of Jan Gurander	For
Skanska AB	29-3-2023	Management	Director Related	Yes	Approve Discharge of Mats Hederos	For
Skanska AB	29-3-2023	Management	Director Related	Yes	Approve Discharge of Fredrik Lundberg	For
Skanska AB	29-3-2023	Management	Director Related	Yes	Approve Discharge of Catherine Marcus	For
Skanska AB	29-3-2023	Management	Director Related	Yes	Approve Discharge of Ann E. Massey	For
Skanska AB	29-3-2023	Management	Director Related	Yes	Approve Discharge of Asa Soderstrom Winberg	For
Skanska AB	29-3-2023	Management	Director Related	Yes	Approve Discharge of Employee Representative Ola Falt	For
Skanska AB	29-3-2023	Management	Director Related	Yes	Approve Discharge of Employee Representative Richard Horstedt	For
Skanska AB	29-3-2023	Management	Director Related	Yes	Approve Discharge of Employee Representative Yvonne Stenman	For
Skanska AB	29-3-2023	Management	Director Related	Yes	Approve Discharge of Deputy Employee Representative Goran Pajnic	For
Skanska AB	29-3-2023	Management	Director Related	Yes	Approve Discharge of Deputy Employee Representative Hans Reinholdsson	For
Skanska AB	29-3-2023	Management	Director Related	Yes	Approve Discharge of Deputy Employee Representative Anders Rattgard	For
Skanska AB	29-3-2023	Management	Director Related	Yes	Approve Discharge of President Anders Danielsson	For

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Skanska AB	29-3-2023	Management	Director Related	Yes	Determine Number of Members (8) and Deputy Members (0) of Board	For
Skanska AB	29-3-2023	Management	Director Related	Yes	Determine Number of Auditors (1) and Deputy Auditors (0)	For
Skanska AB	29-3-2023	Management	Compensation	Yes	Approve Remuneration of Directors in the Amount of SEK 2.33 Million for Chairman and SEK 775,000 for Other Directors; Approve Remuneration for Committee Work	For
Skanska AB	29-3-2023	Management	Audit Related	Yes	Approve Remuneration of Auditors	For
Skanska AB	29-3-2023	Management	Director Election	Yes	Reelect Hans Biorck as Director	Against
Skanska AB	29-3-2023	Management	Director Election	Yes	Reelect Par Boman as Director	For
Skanska AB	29-3-2023	Management	Director Election	Yes	Reelect Jan Gurander as Director	For
Skanska AB	29-3-2023	Management	Director Election	Yes	Reelect Mats Hederos as Director	For
Skanska AB	29-3-2023	Management	Director Election	Yes	Reelect Fredrik Lundberg as Director	For
Skanska AB	29-3-2023	Management	Director Election	Yes	Reelect Catherine Marcus as Director	For
Skanska AB	29-3-2023	Management	Director Election	Yes	Reelect Ann E. Massey as Director	For
Skanska AB	29-3-2023	Management	Director Election	Yes	Reelect Asa Soderstrom Winberg as Director	For
Skanska AB	29-3-2023	Management	Director Related	Yes	Reelect Hans Biorck as Board Chair	Against
Skanska AB	29-3-2023	Management	Audit Related	Yes	Ratify Ernst & Young as Auditor	For
Skanska AB	29-3-2023	Management	Compensation	Yes	Approve Remuneration Report	Against
Skanska AB	29-3-2023	Management	Compensation	Yes	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Skanska AB	29-3-2023	Management	Compensation	Yes	Approve Equity Plan Financing	For
Skanska AB	29-3-2023	Management	Capitalization	Yes	Authorize Class B Share Repurchase Program	For
Banco Santander SA	30-3-2023	Management	Routine Business	Yes	Approve Consolidated and Standalone Financial Statements	For
Banco Santander SA	30-3-2023	Management	E&S Blended	Yes	Approve Non-Financial Information Statement	For
Banco Santander SA	30-3-2023	Management	Director Related	Yes	Approve Discharge of Board	For
Banco Santander SA	30-3-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends	For
Banco Santander SA	30-3-2023	Management	Director Related	Yes	Fix Number of Directors at 15	For

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Banco Santander SA	30-3-2023	Management	Director Election	Yes	Ratify Appointment of and Elect Hector Blas Grisi Checa as Director	For
Banco Santander SA	30-3-2023	Management	Director Election	Yes	Ratify Appointment of and Elect Glenn Hogan Hutchins as Director	For
Banco Santander SA	30-3-2023	Management	Director Election	Yes	Reelect Pamela Ann Walkden as Director	For
Banco Santander SA	30-3-2023	Management	Director Election	Yes	Reelect Ana Patricia Botin-Sanz de Sautuola y O'Shea as Director	For
Banco Santander SA	30-3-2023	Management	Director Election	Yes	Reelect Sol Daurella Comadran as Director	For
Banco Santander SA	30-3-2023	Management	Director Election	Yes	Reelect Gina Lorenza Diez Barroso Azcarraga as Director	For
Banco Santander SA	30-3-2023	Management	Director Election	Yes	Reelect Homaira Akbari as Director	For
Banco Santander SA	30-3-2023	Management	Audit Related	Yes	Ratify Appointment of PricewaterhouseCoopers as Auditor	For
Banco Santander SA	30-3-2023	Management	Capitalization	Yes	Approve Reduction in Share Capital via Amortization of Treasury Shares	For
Banco Santander SA	30-3-2023	Management	Capitalization	Yes	Approve Reduction in Share Capital via Amortization of Treasury Shares	For
Banco Santander SA	30-3-2023	Management	Capitalization	Yes	Authorize Share Repurchase Program	For
Banco Santander SA	30-3-2023	Management	Capitalization	Yes	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 10 Billion with Exclusion of Preemptive Rights up to 10 Percent of Capital	For
Banco Santander SA	30-3-2023	Management	Compensation	Yes	Approve Remuneration Policy	For
Banco Santander SA	30-3-2023	Management	Compensation	Yes	Approve Remuneration of Directors	For
Banco Santander SA	30-3-2023	Management	Compensation	Yes	Fix Maximum Variable Compensation Ratio	For
Banco Santander SA	30-3-2023	Management	Compensation	Yes	Approve Deferred Multiyear Objectives Variable Remuneration Plan	Abstain
Banco Santander SA	30-3-2023	Management	Miscellaneous	Yes	Approve Buy-out Policy	For
Banco Santander SA	30-3-2023	Management	Compensation	Yes	Advisory Vote on Remuneration Report	Against
Banco Santander SA	30-3-2023	Management	Routine Business	Yes	Authorize Board to Ratify and Execute Approved Resolutions	For
CaixaBank SA	30-3-2023	Management	Routine Business	Yes	Approve Consolidated and Standalone Financial Statements	For
CaixaBank SA	30-3-2023	Management	E&S Blended	Yes	Approve Non-Financial Information Statement	For

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
CaixaBank SA	30-3-2023	Management	Director Related	Yes	Approve Discharge of Board	For
CaixaBank SA	30-3-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends	For
CaixaBank SA	30-3-2023	Management	Audit Related	Yes	Renew Appointment of PricewaterhouseCoopers as Auditor	For
CaixaBank SA	30-3-2023	Management	Director Election	Yes	Reelect Gonzalo Gortazar Rotaeche as Director	For
CaixaBank SA	30-3-2023	Management	Director Election	Yes	Reelect Cristina Garmendia Mendizabal as Director	For
CaixaBank SA	30-3-2023	Management	Director Election	Yes	Reelect Amparo Moraleda Martinez as Director	For
CaixaBank SA	30-3-2023	Management	Director Election	Yes	Elect Peter Loscher as Director	For
CaixaBank SA	30-3-2023	Management	Compensation	Yes	Amend Remuneration Policy	For
CaixaBank SA	30-3-2023	Management	Compensation	Yes	Approve Remuneration of Directors	For
CaixaBank SA	30-3-2023	Management	Compensation	Yes	Approve 2023 Variable Remuneration Scheme	Abstain
CaixaBank SA	30-3-2023	Management	Compensation	Yes	Fix Maximum Variable Compensation Ratio	For
CaixaBank SA	30-3-2023	Management	Routine Business	Yes	Authorize Board to Ratify and Execute Approved Resolutions	For
CaixaBank SA	30-3-2023	Management	Compensation	Yes	Advisory Vote on Remuneration Report	Abstain
Kesko Oyj	30-3-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports	For
Kesko Oyj	30-3-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of EUR 1.08 Per Share	For
Kesko Oyj	30-3-2023	Management	Director Related	Yes	Approve Discharge of Board and President	For
Kesko Oyj	30-3-2023	Management	Compensation	Yes	Approve Remuneration Report (Advisory Vote)	Against
Kesko Oyj	30-3-2023	Management	Compensation	Yes	Approve Remuneration of Directors in the Amount of EUR 102,000 for Chairman; EUR 63,000 for Vice Chairman, and EUR 47,500 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	For
Kesko Oyj	30-3-2023	Management	Audit Related	Yes	Approve Remuneration of Auditors	For
Kesko Oyj	30-3-2023	Management	Audit Related	Yes	Ratify Deloitte as Auditors	For
Kesko Oyj	30-3-2023	Management	Company Articles	Yes	Amend Articles Re: Board of Directors and Term of Office	For

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Kesko Oyj	30-3-2023	Management	Capitalization	Yes	Authorize Share Repurchase Program	For
Kesko Oyj	30-3-2023	Management	Capitalization	Yes	Approve Issuance of up to 33 Million Class B Shares without Preemptive Rights	Against
Kesko Oyj	30-3-2023	Management	Social	Yes	Approve Charitable Donations of up to EUR 300,000	For
Novozymes A/S	30-3-2023	Management	Strategic Transactions	Yes	Approve Merger Agreement with Chr. Hansen Holding A/S	For
Novozymes A/S	30-3-2023	Management	Company Articles	Yes	Amend Articles Re: Number of Directors	For
Novozymes A/S	30-3-2023	Management	Director Related	Yes	Approve Indemnification of Members of the Board of Directors and Executive Management	For
Novozymes A/S	30-3-2023	Management	Company Articles	Yes	Amend Articles Re: Indemnification	For
Novozymes A/S	30-3-2023	Management	Compensation	Yes	Amend Remuneration Policy	For
Novozymes A/S	30-3-2023	Management	Routine Business	Yes	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For
Svenska Cellulosa AB SCA	30-3-2023	Management	Routine Business	Yes	Elect Chairman of Meeting	For
Svenska Cellulosa AB SCA	30-3-2023	Management	Routine Business	Yes	Prepare and Approve List of Shareholders	For
Svenska Cellulosa AB SCA	30-3-2023	Management	Routine Business	Yes	Acknowledge Proper Convening of Meeting	For
Svenska Cellulosa AB SCA	30-3-2023	Management	Routine Business	Yes	Approve Agenda of Meeting	For
Svenska Cellulosa AB SCA	30-3-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports	For
Svenska Cellulosa AB SCA	30-3-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of SEK 2.50 Per Share	For
Svenska Cellulosa AB SCA	30-3-2023	Management	Director Related	Yes	Approve Discharge of Charlotte Bengtsson	For
Svenska Cellulosa AB SCA	30-3-2023	Management	Director Related	Yes	Approve Discharge of Asa Bergman	For
Svenska Cellulosa AB SCA	30-3-2023	Management	Director Related	Yes	Approve Discharge of Par Boman	For
Svenska Cellulosa AB SCA	30-3-2023	Management	Director Related	Yes	Approve Discharge of Lennart Evrell	For
Svenska Cellulosa AB SCA	30-3-2023	Management	Director Related	Yes	Approve Discharge of Annemarie Gardshol	For
Svenska Cellulosa AB SCA	30-3-2023	Management	Director Related	Yes	Approve Discharge of Carina Hakansson	For
Svenska Cellulosa AB SCA	30-3-2023	Management	Director Related	Yes	Approve Discharge of Ulf Larsson (as board member)	For
Svenska Cellulosa AB SCA	30-3-2023	Management	Director Related	Yes	Approve Discharge of Martin Lindqvist	For
Svenska Cellulosa AB SCA	30-3-2023	Management	Director Related	Yes	Approve Discharge of Bert Nordberg	For
Svenska Cellulosa AB SCA	30-3-2023	Management	Director Related	Yes	Approve Discharge of Anders Sundstrom	For

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Svenska Cellulosa AB SCA	30-3-2023	Management	Director Related	Yes	Approve Discharge of Barbara M. Thoralfsson	For
Svenska Cellulosa AB SCA	30-3-2023	Management	Director Related	Yes	Approve Discharge of Karl Aberg	For
Svenska Cellulosa AB SCA	30-3-2023	Management	Director Related	Yes	Approve Discharge of Employee Representative Niclas Andersson	For
Svenska Cellulosa AB SCA	30-3-2023	Management	Director Related	Yes	Approve Discharge of Employee Representative Roger Bostrom	For
Svenska Cellulosa AB SCA	30-3-2023	Management	Director Related	Yes	Approve Discharge of Employee Representative Maria Jonsson	For
Svenska Cellulosa AB SCA	30-3-2023	Management	Director Related	Yes	Approve Discharge of Employee Representative Johanna Viklund Linden	For
Svenska Cellulosa AB SCA	30-3-2023	Management	Director Related	Yes	Approve Discharge of Deputy Employee Representative Stefan Lundkvist	For
Svenska Cellulosa AB SCA	30-3-2023	Management	Director Related	Yes	Approve Discharge of Deputy Employee Representative Malin Marklund	For
Svenska Cellulosa AB SCA	30-3-2023	Management	Director Related	Yes	Approve Discharge of Deputy Employee Representative Peter Olsson	For
Svenska Cellulosa AB SCA	30-3-2023	Management	Director Related	Yes	Approve Discharge of CEO Ulf Larsson	For
Svenska Cellulosa AB SCA	30-3-2023	Management	Director Related	Yes	Determine Number of Directors (10) and Deputy Directors (0) of Board	For
Svenska Cellulosa AB SCA	30-3-2023	Management	Director Related	Yes	Determine Number of Auditors (1) and Deputy Auditors (0)	For
Svenska Cellulosa AB SCA	30-3-2023	Management	Compensation	Yes	Approve Remuneration of Directors in the Amount of SEK 2.089Million for Chairman and SEK 695,000 for Other Directors; Approve Remuneration for Committee Work	For
Svenska Cellulosa AB SCA	30-3-2023	Management	Audit Related	Yes	Approve Remuneration of Auditors	For
Svenska Cellulosa AB SCA	30-3-2023	Management	Director Election	Yes	Reelect Asa Bergman as Director	For
Svenska Cellulosa AB SCA	30-3-2023	Management	Director Election	Yes	Reelect Par Boman as Director	Against
Svenska Cellulosa AB SCA	30-3-2023	Management	Director Election	Yes	Reelect Lennart Evrell as Director	For
Svenska Cellulosa AB SCA	30-3-2023	Management	Director Election	Yes	Reelect Annemarie Gardshol as Director	For
Svenska Cellulosa AB SCA	30-3-2023	Management	Director Election	Yes	Reelect Carina Hakansson as Director	For
Svenska Cellulosa AB SCA	30-3-2023	Management	Director Election	Yes	Reelect Ulf Larsson as Director	For
Svenska Cellulosa AB SCA	30-3-2023	Management	Director Election	Yes	Reelect Martin Lindqvist as Director	For
Svenska Cellulosa AB SCA	30-3-2023	Management	Director Election	Yes	Reelect Anders Sundstrom as Director	For
Svenska Cellulosa AB SCA	30-3-2023	Management	Director Election	Yes	Reelect Barbara M. Thoralfsson as Director	For

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Svenska Cellulosa AB SCA	30-3-2023	Management	Director Election	Yes	Reelect Karl Aberg as Director	For
Svenska Cellulosa AB SCA	30-3-2023	Management	Director Related	Yes	Reelect Par Boman as Board Chair	Against
Svenska Cellulosa AB SCA	30-3-2023	Management	Audit Related	Yes	Ratify Ernst & Young as Auditor	For
Svenska Cellulosa AB SCA	30-3-2023	Management	Compensation	Yes	Approve Remuneration Report	Against
Svenska Cellulosa AB SCA	30-3-2023	Management	Compensation	Yes	Approve Cash-Based Incentive Program (Program 2023-2025) for Key Employees	For
Swedbank AB	30-3-2023	Management	Routine Business	Yes	Elect Chairman of Meeting	For
Swedbank AB	30-3-2023	Management	Routine Business	Yes	Approve Agenda of Meeting	For
Swedbank AB	30-3-2023	Management	Routine Business	Yes	Acknowledge Proper Convening of Meeting	For
Swedbank AB	30-3-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports	For
Swedbank AB	30-3-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of SEK 9.75 Per Share	For
Swedbank AB	30-3-2023	Management	Director Related	Yes	Approve Discharge of Bo Bengtsson	For
Swedbank AB	30-3-2023	Management	Director Related	Yes	Approve Discharge of Goran Bengtson	For
Swedbank AB	30-3-2023	Management	Director Related	Yes	Approve Discharge of Annika Creutzer	For
Swedbank AB	30-3-2023	Management	Director Related	Yes	Approve Discharge of Hans Eckerstrom	For
Swedbank AB	30-3-2023	Management	Director Related	Yes	Approve Discharge of Kerstin Hermansson	For
Swedbank AB	30-3-2023	Management	Director Related	Yes	Approve Discharge of Helena Liljedahl	For
Swedbank AB	30-3-2023	Management	Director Related	Yes	Approve Discharge of Bengt Erik Lindgren	For
Swedbank AB	30-3-2023	Management	Director Related	Yes	Approve Discharge of Anna Mossberg	For
Swedbank AB	30-3-2023	Management	Director Related	Yes	Approve Discharge of Per Olof Nyman	For
Swedbank AB	30-3-2023	Management	Director Related	Yes	Approve Discharge of Biljana Pehrsson	For
Swedbank AB	30-3-2023	Management	Director Related	Yes	Approve Discharge of Goran Persson	For
Swedbank AB	30-3-2023	Management	Director Related	Yes	Approve Discharge of Biorn Riese	For
Swedbank AB	30-3-2023	Management	Director Related	Yes	Approve Discharge of Bo Magnusson	For
Swedbank AB	30-3-2023	Management	Director Related	Yes	Approve Discharge of Jens Henriksson	For
Swedbank AB	30-3-2023	Management	Director Related	Yes	Approve Discharge of Roger Ljung	For
Swedbank AB	30-3-2023	Management	Director Related	Yes	Approve Discharge of Ake Skoglund	For
Swedbank AB	30-3-2023	Management	Director Related	Yes	Approve Discharge of Henrik Joelsson	For
Swedbank AB	30-3-2023	Management	Director Related	Yes	Approve Discharge of Camilla Linder	For
Swedbank AB	30-3-2023	Management	Director Related	Yes	Determine Number of Members (11) and Deputy Members of Board (0)	For

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Swedbank AB	30-3-2023	Management	Compensation	Yes	Approve Remuneration of Directors in the Amount of SEK 3 Million for Chairman, SEK 1 Million for Vice Chairman and SEK 709,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	For
Swedbank AB	30-3-2023	Management	Director Election	Yes	Reelect Goran Bengtsson as Director	For
Swedbank AB	30-3-2023	Management	Director Election	Yes	Reelect Annika Creutzer as Director	For
Swedbank AB	30-3-2023	Management	Director Election	Yes	Reelect Hans Eckerstrom as Director	For
Swedbank AB	30-3-2023	Management	Director Election	Yes	Reelect Kerstin Hermansson as Director	For
Swedbank AB	30-3-2023	Management	Director Election	Yes	Reelect Helena Liljedahl as Director	For
Swedbank AB	30-3-2023	Management	Director Election	Yes	Reelect Bengt Erik Lindgren as Director	For
Swedbank AB	30-3-2023	Management	Director Election	Yes	Reelect Anna Mossberg as Director	Against
Swedbank AB	30-3-2023	Management	Director Election	Yes	Reelect Per Olof Nyman as Director	For
Swedbank AB	30-3-2023	Management	Director Election	Yes	Reelect Biljana Pehrsson as Director	For
Swedbank AB	30-3-2023	Management	Director Election	Yes	Reelect Goran Persson as Director	For
Swedbank AB	30-3-2023	Management	Director Election	Yes	Reelect Biorn Riese as Director	For
Swedbank AB	30-3-2023	Management	Director Related	Yes	Elect Goran Persson as Board Chairman	For
Swedbank AB	30-3-2023	Management	Audit Related	Yes	Ratify PricewaterhouseCoopers as Auditors	For
Swedbank AB	30-3-2023	Management	Director Related	Yes	Approve Nomination Committee Procedures	For
Swedbank AB	30-3-2023	Management	Compensation	Yes	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Swedbank AB	30-3-2023	Management	Capitalization	Yes	Authorize Repurchase Authorization for Trading in Own Shares	For
Swedbank AB	30-3-2023	Management	Capitalization	Yes	Authorize Share Repurchase Program	For
Swedbank AB	30-3-2023	Management	Capitalization	Yes	Approve Issuance of Convertibles without Preemptive Rights	For
Swedbank AB	30-3-2023	Management	Compensation	Yes	Approve Common Deferred Share Bonus Plan (Eken 2023)	For
Swedbank AB	30-3-2023	Management	Compensation	Yes	Approve Deferred Share Bonus Plan for Key Employees (IP 2023)	For
Swedbank AB	30-3-2023	Management	Compensation	Yes	Approve Equity Plan Financing	For
Swedbank AB	30-3-2023	Management	Compensation	Yes	Approve Remuneration Report	Against



Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Swedbank AB	30-3-2023	Shareholder	Miscellaneous	Yes	Change Bank Software	Against
Swedbank AB	30-3-2023	Shareholder	Miscellaneous	Yes	Allocation of funds	Against
Swedbank AB	30-3-2023	Shareholder	Miscellaneous	Yes	Establishment of a Chamber of Commerce	Against
Swedbank AB	30-3-2023	Shareholder	Environmental	Yes	Stop Financing Fossil Companies That Expand Extraction and Lack Robust Fossil Phase-Out Plans in Line with 1.5 Degrees	For
Telefonica SA	30-3-2023	Management	Routine Business	Yes	Approve Consolidated and Standalone Financial Statements	For
Telefonica SA	30-3-2023	Management	E&S Blended	Yes	Approve Non-Financial Information Statement	For
Telefonica SA	30-3-2023	Management	Director Related	Yes	Approve Discharge of Board	For
Telefonica SA	30-3-2023	Management	Routine Business	Yes	Approve Treatment of Net Loss	For
Telefonica SA	30-3-2023	Management	Audit Related	Yes	Renew Appointment of PricewaterhouseCoopers as Auditor	For
Telefonica SA	30-3-2023	Management	Capitalization	Yes	Approve Reduction in Share Capital via Amortization of Treasury Shares	For
Telefonica SA	30-3-2023	Management	Routine Business	Yes	Approve Dividends Charged Against Unrestricted Reserves	For
Telefonica SA	30-3-2023	Management	Capitalization	Yes	Authorize Share Repurchase Program	For
Telefonica SA	30-3-2023	Management	Compensation	Yes	Approve Remuneration Policy	For
Telefonica SA	30-3-2023	Management	Routine Business	Yes	Authorize Board to Ratify and Execute Approved Resolutions	Abstain
Telefonica SA	30-3-2023	Management	Compensation	Yes	Advisory Vote on Remuneration Report	For
UniCredit SpA	31-3-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports	For
UniCredit SpA	31-3-2023	Management	Routine Business	Yes	Approve Allocation of Income	For
UniCredit SpA	31-3-2023	Management	Routine Business	Yes	Approve Elimination of Negative Reserves	For
UniCredit SpA	31-3-2023	Management	Capitalization	Yes	Authorize Share Repurchase Program	For
UniCredit SpA	31-3-2023	Management	Compensation	Yes	Approve Remuneration Policy	Against
UniCredit SpA	31-3-2023	Management	Compensation	Yes	Approve Second Section of the Remuneration Report	Against
UniCredit SpA	31-3-2023	Management	Compensation	Yes	Approve 2023 Group Incentive System	Against
UniCredit SpA	31-3-2023	Management	Compensation	Yes	Approve Fixed-Variable Compensation Ratio	For
UniCredit SpA	31-3-2023	Management	Director Related	Yes	Approve Decrease in Size of Board from 13 to 12	For

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
UniCredit SpA	31-3-2023	Management	Compensation	Yes	Authorize Board to Increase Capital to Service the 2017-2019 LTI Plan and Amend Capital Increases Authorizations to Service the 2018 to 2021 Group Incentive Systems	For
UniCredit SpA	31-3-2023	Management	Compensation	Yes	Authorize Board to Increase Capital to Service the 2022 Group Incentive System	Against
UniCredit SpA	31-3-2023	Management	Capitalization	Yes	Authorize Cancellation of Treasury Shares without Reduction of Share Capital	For
UniCredit SpA	31-3-2023	Management	Director Related	Yes	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Husqvarna AB	4-4-2023	Management	Routine Business	Yes	Elect Chairman of Meeting	For
Husqvarna AB	4-4-2023	Management	Routine Business	Yes	Approve Agenda of Meeting	For
Husqvarna AB	4-4-2023	Management	Routine Business	Yes	Designate Inspector(s) of Minutes of Meeting	For
Husqvarna AB	4-4-2023	Management	Routine Business	Yes	Acknowledge Proper Convening of Meeting	For
Husqvarna AB	4-4-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports	For
Husqvarna AB	4-4-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of SEK 3.00 Per Share	For
Husqvarna AB	4-4-2023	Management	Director Related	Yes	Approve Discharge of Tom Johnstone	For
Husqvarna AB	4-4-2023	Management	Director Related	Yes	Approve Discharge of Ingrid Bonde	For
Husqvarna AB	4-4-2023	Management	Director Related	Yes	Approve Discharge of Katarina Martinson	For
Husqvarna AB	4-4-2023	Management	Director Related	Yes	Approve Discharge of Bertrand Neuschwander	For
Husqvarna AB	4-4-2023	Management	Director Related	Yes	Approve Discharge of Daniel Nodhall	For
Husqvarna AB	4-4-2023	Management	Director Related	Yes	Approve Discharge of Lars Pettersson	For
Husqvarna AB	4-4-2023	Management	Director Related	Yes	Approve Discharge of Christine Robins	For
Husqvarna AB	4-4-2023	Management	Director Related	Yes	Approve Discharge of Stefan Ranstrand	For
Husqvarna AB	4-4-2023	Management	Director Related	Yes	Approve Discharge of CEO Henric Andersson	For
Husqvarna AB	4-4-2023	Management	Director Related	Yes	Determine Number of Members (8) and Deputy Members (0) of Board	For
Husqvarna AB	4-4-2023	Management	Director Related	Yes	Determine Number of Auditors (1) and Deputy Auditors (0)	For

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Husqvarna AB	4-4-2023	Management	Compensation	Yes	Approve Remuneration of Directors in the Amount of SEK 2.25 Million to Chairman and SEK 650,000 to Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	For
Husqvarna AB	4-4-2023	Management	Director Election	Yes	Reelect Tom Johnstone as Director	Against
Husqvarna AB	4-4-2023	Management	Director Election	Yes	Reelect Ingrid Bonde as Director	For
Husqvarna AB	4-4-2023	Management	Director Election	Yes	Reelect Katarina Martinson as Director	For
Husqvarna AB	4-4-2023	Management	Director Election	Yes	Reelect Bertrand Neuschwander as Director	Against
Husqvarna AB	4-4-2023	Management	Director Election	Yes	Reelect Daniel Nodhall as Director	Against
Husqvarna AB	4-4-2023	Management	Director Election	Yes	Reelect Lars Pettersson as Director	For
Husqvarna AB	4-4-2023	Management	Director Election	Yes	Reelect Christine Robins as Director	For
Husqvarna AB	4-4-2023	Management	Director Election	Yes	Elect Torbjorn Loof as New Director	Against
Husqvarna AB	4-4-2023	Management	Director Related	Yes	Reelect Tom Johnstone as Board Chair	Against
Husqvarna AB	4-4-2023	Management	Audit Related	Yes	Ratify KPMG as Auditors	For
Husqvarna AB	4-4-2023	Management	Audit Related	Yes	Approve Remuneration of Auditors	For
Husqvarna AB	4-4-2023	Management	Compensation	Yes	Approve Remuneration Report	For
Husqvarna AB	4-4-2023	Management	Compensation	Yes	Approve Performance Share Incentive Program LTI 2023	For
Husqvarna AB	4-4-2023	Management	Compensation	Yes	Approve Equity Plan Financing	For
Husqvarna AB	4-4-2023	Management	Capitalization	Yes	Approve Issuance of up to 10 Percent of the Company's Share Capital without Preemptive Rights	Against
Nokia Oyj	4-4-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports	For
Nokia Oyj	4-4-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of EUR 0.12 Per Share	For
Nokia Oyj	4-4-2023	Management	Director Related	Yes	Approve Discharge of Board and President	For
Nokia Oyj	4-4-2023	Management	Compensation	Yes	Approve Remuneration Report (Advisory Vote)	Abstain
Nokia Oyj	4-4-2023	Management	Compensation	Yes	Approve Remuneration of Directors in the Amount of EUR 440,000 to Chair, EUR 210,000 to Vice Chair and EUR 185,000 to Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	For
Nokia Oyj	4-4-2023	Management	Director Related	Yes	Fix Number of Directors at Ten	For

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Nokia Oyj	4-4-2023	Management	Director Election	Yes	Reelect Sari Baldauf (Chair) as Director	For
Nokia Oyj	4-4-2023	Management	Director Election	Yes	Reelect Thomas Dannenfeldt as Director	For
Nokia Oyj	4-4-2023	Management	Director Election	Yes	Reelect Lisa Hook as Director	For
Nokia Oyj	4-4-2023	Management	Director Election	Yes	Reelect Jeanette Horan as Director	For
Nokia Oyj	4-4-2023	Management	Director Election	Yes	Reelect Thomas Saueressig as Director	For
Nokia Oyj	4-4-2023	Management	Director Election	Yes	Reelect Soren Skou (Vice Chair) as Director	For
Nokia Oyj	4-4-2023	Management	Director Election	Yes	Reelect Carla Smits-Nusteling as Director	For
Nokia Oyj	4-4-2023	Management	Director Election	Yes	Reelect Kai Oistamo as Director	For
Nokia Oyj	4-4-2023	Management	Director Election	Yes	Elect Timo Ahopelto as Director	For
Nokia Oyj	4-4-2023	Management	Director Election	Yes	Elect Elizabeth Crain as Director	For
Nokia Oyj	4-4-2023	Management	Audit Related	Yes	Approve Remuneration of Auditor	For
Nokia Oyj	4-4-2023	Management	Audit Related	Yes	Ratify Deloitte as Auditor	For
Nokia Oyj	4-4-2023	Management	Capitalization	Yes	Authorize Share Repurchase Program	For
Nokia Oyj	4-4-2023	Management	Capitalization	Yes	Approve Issuance of up to 550 Million Shares without Preemptive Rights	Against
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Routine Business	Yes	Elect Chairman of Meeting	For
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Routine Business	Yes	Approve Agenda of Meeting	For
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Routine Business	Yes	Designate Ossian Ekdahl as Inspector of Minutes of Meeting	For
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Routine Business	Yes	Designate Carina Sverin as Inspector of Minutes of Meeting	For
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Routine Business	Yes	Acknowledge Proper Convening of Meeting	For
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports	For
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of SEK 6.75 Per Share	For
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Director Related	Yes	Approve Discharge of Jacob Aarup-Andersen	For
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Director Related	Yes	Approve Discharge of Signhild Arnegard Hansen	For
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Director Related	Yes	Approve Discharge of Anne-Catherine Berner	For
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Director Related	Yes	Approve Discharge of John Flint	For
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Director Related	Yes	Approve Discharge of Winnie Fok	For

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Director Related	Yes	Approve Discharge of Anna-Karin Glimstrom	For
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Director Related	Yes	Approve Discharge of Annika Dahlberg	For
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Director Related	Yes	Approve Discharge of Charlotta Lindholm	For
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Director Related	Yes	Approve Discharge of Sven Nyman	For
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Director Related	Yes	Approve Discharge of Magnus Olsson	For
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Director Related	Yes	Approve Discharge of Marika Ottander	For
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Director Related	Yes	Approve Discharge of Lars Ottersgard	For
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Director Related	Yes	Approve Discharge of Jesper Ovesen	For
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Director Related	Yes	Approve Discharge of Helena Saxon	For
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Director Related	Yes	Approve Discharge of Johan Torgeby (as Board Member)	For
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Director Related	Yes	Approve Discharge of Marcus Wallenberg	For
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Director Related	Yes	Approve Discharge of Johan Torgeby (as President)	For
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Director Related	Yes	Determine Number of Members (11) and Deputy Members (0) of Board	For
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Director Related	Yes	Determine Number of Auditors (1) and Deputy Auditors (0)	For
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Compensation	Yes	Approve Remuneration of Directors in the Amount of SEK 3.6 Million for Chairman, SEK 1.1 Million for Vice Chairman, and SEK 880,000 for Other Directors; Approve Remuneration for Committee Work	For
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Audit Related	Yes	Approve Remuneration of Auditors	For
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Director Election	Yes	Reelect Jacob Aarup Andersen as Director	For
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Director Election	Yes	Reelect Signhild Arnegard Hansen as Director	For
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Director Election	Yes	Reelect Anne-Catherine Berner as Director	For
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Director Election	Yes	Reelect John Flint as Director	For
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Director Election	Yes	Reelect Winnie Fok as Director	For
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Director Election	Yes	Reelect Sven Nyman as Director	For
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Director Election	Yes	Reelect Lars Ottersgard as Director	For
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Director Election	Yes	Reelect Helena Saxon as Director	For
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Director Election	Yes	Reelect Johan Torgeby as Director	For
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Director Election	Yes	Elect Marcus Wallenberg as Director	Against

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Director Election	Yes	Elect Svein Tore Holsether as Director	For
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Director Related	Yes	Reelect Marcus Wallenberg as Board Chair	Against
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Audit Related	Yes	Ratify Ernst & Young as Auditors	For
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Compensation	Yes	Approve Remuneration Report	Against
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Compensation	Yes	Approve SEB All Employee Program 2023 for All Employees in Most of the Countries where SEB Operates	For
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Compensation	Yes	Approve SEB Share Deferral Program 2023 for Group Executive Committee, Senior Managers and Key Employees	Against
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Compensation	Yes	Approve SEB Restricted Share Program 2023 for Some Employees in Certain Business Units	For
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Capitalization	Yes	Authorize Share Repurchase Program	For
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Capitalization	Yes	Authorize Repurchase of Class A and/or Class C Shares and Reissuance of Repurchased Shares Inter Alia in for Capital Purposes and Long-Term Incentive Plans	For
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Compensation	Yes	Approve Transfer of Class A Shares to Participants in 2023 Long-Term Equity Programs	For
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Capitalization	Yes	Approve Issuance of Convertibles without Preemptive Rights	For
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Capitalization	Yes	Approve SEK 390 Million Reduction in Share Capital via Reduction of Par Value for Transfer to Unrestricted Equity	For
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Capitalization	Yes	Approve Capitalization of Reserves of SEK 390 Million for a Bonus Issue	For
Skandinaviska Enskilda Banken AB	4-4-2023	Management	Director Related	Yes	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	For
Skandinaviska Enskilda Banken AB	4-4-2023	Shareholder	Miscellaneous	Yes	Change Bank Software	Against
Skandinaviska Enskilda Banken AB	4-4-2023	Shareholder	Miscellaneous	Yes	Simplified Renewal for BankID	Against
Skandinaviska Enskilda Banken AB	4-4-2023	Shareholder	Environmental	Yes	Stop Financing Fossil Companies that Expand Extraction and Lack Robust Fossil Phase-Out Plans in Line with 1.5 Degrees	For

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Skandinaviska Enskilda Banken AB	4-4-2023	Shareholder	Miscellaneous	Yes	Conduct Study on Compliance with the Rule of Law for Bank Customers	Against
Skandinaviska Enskilda Banken AB	4-4-2023	Shareholder	Miscellaneous	Yes	Establish Swedish/Danish Chamber of Commerce	Against
Volvo AB	4-4-2023	Management	Routine Business	Yes	Elect Chairman of Meeting	For
Volvo AB	4-4-2023	Management	Routine Business	Yes	Approve Agenda of Meeting	For
Volvo AB	4-4-2023	Management	Routine Business	Yes	Acknowledge Proper Convening of Meeting	For
Volvo AB	4-4-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports	For
Volvo AB	4-4-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of SEK 7.00 Per Share and an Extra Dividend of SEK 7.00 Per Share	For
Volvo AB	4-4-2023	Management	Director Related	Yes	Approve Discharge of Matti Alahuhta	For
Volvo AB	4-4-2023	Management	Director Related	Yes	Approve Discharge of Jan Carlson	For
Volvo AB	4-4-2023	Management	Director Related	Yes	Approve Discharge of Eckhard Cordes	For
Volvo AB	4-4-2023	Management	Director Related	Yes	Approve Discharge of Eric Elzvik	For
Volvo AB	4-4-2023	Management	Director Related	Yes	Approve Discharge of Martha Finn Brooks	For
Volvo AB	4-4-2023	Management	Director Related	Yes	Approve Discharge of Kurt Jofs	For
Volvo AB	4-4-2023	Management	Director Related	Yes	Approve Discharge of Martin Lundstedt (Board Member)	For
Volvo AB	4-4-2023	Management	Director Related	Yes	Approve Discharge of Kathryn V. Marinello	For
Volvo AB	4-4-2023	Management	Director Related	Yes	Approve Discharge of Martina Merz	For
Volvo AB	4-4-2023	Management	Director Related	Yes	Approve Discharge of Hanne de Mora	For
Volvo AB	4-4-2023	Management	Director Related	Yes	Approve Discharge of Helena Stjernholm	For
Volvo AB	4-4-2023	Management	Director Related	Yes	Approve Discharge of Carl-Henric Svanberg	For
Volvo AB	4-4-2023	Management	Director Related	Yes	Approve Discharge of Lars Ask (Employee Representative)	For
Volvo AB	4-4-2023	Management	Director Related	Yes	Approve Discharge of Mats Henning (Employee Representative)	For
Volvo AB	4-4-2023	Management	Director Related	Yes	Approve Discharge of Mikael Sallstrom (Employee Representative)	For
Volvo AB	4-4-2023	Management	Director Related	Yes	Approve Discharge of Camilla Johansson (Deputy Employee Representative)	For
Volvo AB	4-4-2023	Management	Director Related	Yes	Approve Discharge of Mari Larsson (Deputy Employee Representative)	For

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Volvo AB	4-4-2023	Management	Director Related	Yes	Approve Discharge of Martin Lundstedt (as CEO)	For
Volvo AB	4-4-2023	Management	Director Related	Yes	Determine Number of Members (11) of Board	For
Volvo AB	4-4-2023	Management	Director Related	Yes	Determine Number Deputy Members (0) of Board	For
Volvo AB	4-4-2023	Management	Compensation	Yes	Approve Remuneration of Directors in the Amount of SEK 3.9 Million for Chairman and SEK 1.18 Million for Other Directors except CEO; Approve Remuneration for Committee Work	Abstain
Volvo AB	4-4-2023	Management	Director Election	Yes	Reelect Matti Alahuhta as Director	For
Volvo AB	4-4-2023	Management	Director Election	Yes	Elect Bo Annvik as New Director	For
Volvo AB	4-4-2023	Management	Director Election	Yes	Reelect Jan Carlson as Director	For
Volvo AB	4-4-2023	Management	Director Election	Yes	Reelect Eric Elzvik as Director	For
Volvo AB	4-4-2023	Management	Director Election	Yes	Reelect Martha Finn Brooks as Director	For
Volvo AB	4-4-2023	Management	Director Election	Yes	Reelect Kurt Jofs as Director	For
Volvo AB	4-4-2023	Management	Director Election	Yes	Reelect Martin Lundstedt as Director	For
Volvo AB	4-4-2023	Management	Director Election	Yes	Reelect Kathryn V. Marinello as Director	For
Volvo AB	4-4-2023	Management	Director Election	Yes	Reelect Martina Merz as Director	For
Volvo AB	4-4-2023	Management	Director Election	Yes	Reelect Helena Stjernholm as Director	For
Volvo AB	4-4-2023	Management	Director Election	Yes	Reelect Carl-Henric Svanberg as Director	Against
Volvo AB	4-4-2023	Management	Director Related	Yes	Reelect Carl-Henric Svanberg as Board Chair	Against
Volvo AB	4-4-2023	Management	Audit Related	Yes	Approve Remuneration of Auditors	For
Volvo AB	4-4-2023	Management	Audit Related	Yes	Ratify Deloitte AB as Auditors	For
Volvo AB	4-4-2023	Management	Director Related	Yes	Elect Par Boman to Serve on Nominating Committee	For
Volvo AB	4-4-2023	Management	Director Related	Yes	Elect Anders Oscarsson to Serve on Nominating Committee	For
Volvo AB	4-4-2023	Management	Director Related	Yes	Elect Magnus Billing to Serve on Nominating Committee	For
Volvo AB	4-4-2023	Management	Director Related	Yes	Elect Anders Algotsson to Serve on Nominating Committee	For
Volvo AB	4-4-2023	Management	Director Related	Yes	Elect Chairman of the Board to Serve on Nomination Committee	Against
Volvo AB	4-4-2023	Management	Compensation	Yes	Approve Remuneration Report	Against



Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Volvo AB	4-4-2023	Management	Compensation	Yes	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Volvo AB	4-4-2023	Management	Compensation	Yes	Approve Long-Term Performance Based Incentive Program	Abstain
Deutsche Telekom AG	5-4-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of EUR 0.70 per Share	For
Deutsche Telekom AG	5-4-2023	Management	Director Related	Yes	Approve Discharge of Management Board for Fiscal Year 2022	For
Deutsche Telekom AG	5-4-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board for Fiscal Year 2022	For
Deutsche Telekom AG	5-4-2023	Management	Audit Related	Yes	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023 and for the Review of the Interim Financial Statements for Fiscal Year 2023 and First Quarter of Fiscal Year 2024	For
Deutsche Telekom AG	5-4-2023	Management	Director Election	Yes	Elect Harald Krueger to the Supervisory Board	For
Deutsche Telekom AG	5-4-2023	Management	Director Election	Yes	Elect Reinhard Ploss to the Supervisory Board	For
Deutsche Telekom AG	5-4-2023	Management	Director Election	Yes	Elect Margret Suckale to the Supervisory Board	For
Deutsche Telekom AG	5-4-2023	Management	Routine Business	Yes	Approve Virtual-Only Shareholder Meetings Until 2025	Against
Deutsche Telekom AG	5-4-2023	Management	Compensation	Yes	Approve Remuneration Report	For
Telia Co. AB	5-4-2023	Management	Routine Business	Yes	Elect Chairman of Meeting	For
Telia Co. AB	5-4-2023	Management	Routine Business	Yes	Approve Agenda of Meeting	For
Telia Co. AB	5-4-2023	Management	Routine Business	Yes	Acknowledge Proper Convening of Meeting	For
Telia Co. AB	5-4-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports	For
Telia Co. AB	5-4-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of SEK 2.00 Per Share	For
Telia Co. AB	5-4-2023	Management	Director Related	Yes	Approve Discharge of Johannes Ametsreiter	For
Telia Co. AB	5-4-2023	Management	Director Related	Yes	Approve Discharge of Ingrid Bonde	For
Telia Co. AB	5-4-2023	Management	Director Related	Yes	Approve Discharge of Luisa Delgado	For
Telia Co. AB	5-4-2023	Management	Director Related	Yes	Approve Discharge of Tomas Eliasson	For
Telia Co. AB	5-4-2023	Management	Director Related	Yes	Approve Discharge of Rickard Gustafson	For

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Telia Co. AB	5-4-2023	Management	Director Related	Yes	Approve Discharge of Lars-Johan Jarnheimer	For
Telia Co. AB	5-4-2023	Management	Director Related	Yes	Approve Discharge of Jeanette Jager	For
Telia Co. AB	5-4-2023	Management	Director Related	Yes	Approve Discharge of Nina Linander	For
Telia Co. AB	5-4-2023	Management	Director Related	Yes	Approve Discharge of Jimmy Maymann	For
Telia Co. AB	5-4-2023	Management	Director Related	Yes	Approve Discharge of Martin Tiveus	For
Telia Co. AB	5-4-2023	Management	Director Related	Yes	Approve Discharge of Stefan Carlsson	For
Telia Co. AB	5-4-2023	Management	Director Related	Yes	Approve Discharge of Martin Saaf	For
Telia Co. AB	5-4-2023	Management	Director Related	Yes	Approve Discharge of Rickard Wast	For
Telia Co. AB	5-4-2023	Management	Director Related	Yes	Approve Discharge of Agneta Ahlstrom	For
Telia Co. AB	5-4-2023	Management	Director Related	Yes	Approve Discharge of Allison Kirkby (CEO)	For
Telia Co. AB	5-4-2023	Management	Compensation	Yes	Approve Remuneration Report	Against
Telia Co. AB	5-4-2023	Management	Director Related	Yes	Determine Number of Members (9) and Deputy Members of Board (0)	For
Telia Co. AB	5-4-2023	Management	Compensation	Yes	Approve Remuneration of Directors in the Amount of SEK 2 Million for Chairman, SEK 940,000 for Vice Chairman, and SEK 670,000 for Other Directors; Approve Remuneration for Committee Work	For
Telia Co. AB	5-4-2023	Management	Director Election	Yes	Reelect Johannes Ametsreiter as Director	Against
Telia Co. AB	5-4-2023	Management	Director Election	Yes	Reelect Ingrid Bonde as Director	For
Telia Co. AB	5-4-2023	Management	Director Election	Yes	Reelect Luisa Delgado as Director	For
Telia Co. AB	5-4-2023	Management	Director Election	Yes	Reelect Tomas Eliasson as Director	Against
Telia Co. AB	5-4-2023	Management	Director Election	Yes	Reelect Rickard Gustafson as Director	Against
Telia Co. AB	5-4-2023	Management	Director Election	Yes	Reelect Lars-Johan Jarnheimer as Director	Against
Telia Co. AB	5-4-2023	Management	Director Election	Yes	Reelect Jeanette Jager as Director	For
Telia Co. AB	5-4-2023	Management	Director Election	Yes	Reelect Jimmy Maymann as Director	Against
Telia Co. AB	5-4-2023	Management	Director Election	Yes	Elect Sarah Eccleston as Director	For
Telia Co. AB	5-4-2023	Management	Director Related	Yes	Reelect Lars-Johan Jarnheimer as Board Chair	Against
Telia Co. AB	5-4-2023	Management	Director Related	Yes	Reelect Ingrid Bonde as Vice Chairman	For
Telia Co. AB	5-4-2023	Management	Director Related	Yes	Determine Number of Auditors (1) and Deputy Auditors (0)	For
Telia Co. AB	5-4-2023	Management	Audit Related	Yes	Approve Remuneration of Auditors	For

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Telia Co. AB	5-4-2023	Management	Audit Related	Yes	Ratify Deloitte as Auditors	For
Telia Co. AB	5-4-2023	Management	Compensation	Yes	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Telia Co. AB	5-4-2023	Management	Capitalization	Yes	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Telia Co. AB	5-4-2023	Management	Compensation	Yes	Approve Performance Share Program 2023/2026 for Key Employees	For
Telia Co. AB	5-4-2023	Management	Compensation	Yes	Approve Equity Plan Financing Through Transfer of Shares	For
Telia Co. AB	5-4-2023	Management	Capitalization	Yes	Approve SEK 5.4 Million Reduction in Share Capital via Share Cancellation	For
Telia Co. AB	5-4-2023	Management	Capitalization	Yes	Approve Capitalization of Reserves of SEK 533 Million for a Bonus Issue	For
Zurich Insurance Group AG	6-4-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports	For
Zurich Insurance Group AG	6-4-2023	Management	Compensation	Yes	Approve Remuneration Report	Abstain
Zurich Insurance Group AG	6-4-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of CHF 24.00 per Share	For
Zurich Insurance Group AG	6-4-2023	Management	Director Related	Yes	Approve Discharge of Board and Senior Management	For
Zurich Insurance Group AG	6-4-2023	Management	Director Election	Yes	Reelect Michel Lies as Director and Board Chair	For
Zurich Insurance Group AG	6-4-2023	Management	Director Election	Yes	Reelect Joan Amble as Director	For
Zurich Insurance Group AG	6-4-2023	Management	Director Election	Yes	Reelect Catherine Bessant as Director	For
Zurich Insurance Group AG	6-4-2023	Management	Director Election	Yes	Reelect Dame Carnwath as Director	For
Zurich Insurance Group AG	6-4-2023	Management	Director Election	Yes	Reelect Christoph Franz as Director	For
Zurich Insurance Group AG	6-4-2023	Management	Director Election	Yes	Reelect Michael Halbherr as Director	For
Zurich Insurance Group AG	6-4-2023	Management	Director Election	Yes	Reelect Sabine Keller-Busse as Director	For
Zurich Insurance Group AG	6-4-2023	Management	Director Election	Yes	Reelect Monica Maechler as Director	For
Zurich Insurance Group AG	6-4-2023	Management	Director Election	Yes	Reelect Kishore Mahbubani as Director	For
Zurich Insurance Group AG	6-4-2023	Management	Director Election	Yes	Reelect Peter Maurer as Director	For
Zurich Insurance Group AG	6-4-2023	Management	Director Election	Yes	Reelect Jasmin Staiblin as Director	For
Zurich Insurance Group AG	6-4-2023	Management	Director Election	Yes	Reelect Barry Stowe as Director	For
Zurich Insurance Group AG	6-4-2023	Management	Director Related	Yes	Reappoint Michel Lies as Member of the Compensation Committee	For

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Zurich Insurance Group AG	6-4-2023	Management	Director Related	Yes	Reappoint Catherine Bessant as Member of the Compensation Committee	For
Zurich Insurance Group AG	6-4-2023	Management	Director Related	Yes	Reappoint Christoph Franz as Member of the Compensation Committee	For
Zurich Insurance Group AG	6-4-2023	Management	Director Related	Yes	Reappoint Sabine Keller-Busse as Member of the Compensation Committee	For
Zurich Insurance Group AG	6-4-2023	Management	Director Related	Yes	Reappoint Kishore Mahbubani as Member of the Compensation Committee	For
Zurich Insurance Group AG	6-4-2023	Management	Director Related	Yes	Reappoint Jasmin Staiblin as Member of the Compensation Committee	For
Zurich Insurance Group AG	6-4-2023	Management	Routine Business	Yes	Designate Keller AG as Independent Proxy	For
Zurich Insurance Group AG	6-4-2023	Management	Audit Related	Yes	Ratify Ernst & Young AG as Auditors	For
Zurich Insurance Group AG	6-4-2023	Management	Compensation	Yes	Approve Remuneration of Directors in the Amount of CHF 6 Million	For
Zurich Insurance Group AG	6-4-2023	Management	Compensation	Yes	Approve Remuneration of Executive Committee in the Amount of CHF 83 Million	For
Zurich Insurance Group AG	6-4-2023	Management	Capitalization	Yes	Approve Creation of Capital Band within the Upper Limit of CHF 18.9 Million and the Lower Limit of CHF 13.5 Million with or without Exclusion of Preemptive Rights	For
Zurich Insurance Group AG	6-4-2023	Management	Company Articles	Yes	Amend Articles Re: Share Register	For
Zurich Insurance Group AG	6-4-2023	Management	Routine Business	Yes	Approve Virtual-Only Shareholder Meetings	Against
Zurich Insurance Group AG	6-4-2023	Management	Company Articles	Yes	Amend Articles of Association	For
Zurich Insurance Group AG	6-4-2023	Management	Routine Business	Yes	Transact Other Business (Voting)	Against
Zurich Insurance Group AG	6-4-2023	Management	No Research	Yes	Share Re-registration Consent	For
Ferrovial SA	12-4-2023	Management	Routine Business	Yes	Approve Consolidated and Standalone Financial Statements	For
Ferrovial SA	12-4-2023	Management	E&S Blended	Yes	Approve Non-Financial Information Statement	For
Ferrovial SA	12-4-2023	Management	Routine Business	Yes	Approve Allocation of Income	For
Ferrovial SA	12-4-2023	Management	Director Related	Yes	Approve Discharge of Board	For
Ferrovial SA	12-4-2023	Management	Audit Related	Yes	Renew Appointment of Ernst & Young as Auditor	For
Ferrovial SA	12-4-2023	Management	Director Election	Yes	Reelect Ignacio Madrideoj Fernandez as Director	Against
Ferrovial SA	12-4-2023	Management	Director Election	Yes	Reelect Philip Bowman as Director	Against

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Ferrovial SA	12-4-2023	Management	Director Election	Yes	Reelect Hanne Birgitte Breinbjerg Sorensen as Director	For
Ferrovial SA	12-4-2023	Management	Director Election	Yes	Reelect Juan Hoyos Martinez de Irujo as Director	Against
Ferrovial SA	12-4-2023	Management	Director Election	Yes	Reelect Gonzalo Urquijo Fernandez de Araoz as Director	Against
Ferrovial SA	12-4-2023	Management	Routine Business	Yes	Approve Scrip Dividends	For
Ferrovial SA	12-4-2023	Management	Routine Business	Yes	Approve Scrip Dividends	For
Ferrovial SA	12-4-2023	Management	Capitalization	Yes	Approve Reduction in Share Capital via Amortization of Treasury Shares	For
Ferrovial SA	12-4-2023	Management	Compensation	Yes	Approve Restricted Stock Plan	For
Ferrovial SA	12-4-2023	Management	Strategic Transactions	Yes	Approve Cross-Border Merger between Ferrovial SA and Ferrovial International SE	Against
Ferrovial SA	12-4-2023	Management	Compensation	Yes	Approve Remuneration Policy Applicable to Ferrovial International SE	Against
Ferrovial SA	12-4-2023	Management	Compensation	Yes	Advisory Vote on Remuneration Report	For
Ferrovial SA	12-4-2023	Management	Environmental	Yes	Reporting on Climate Transition Plan	Against
Ferrovial SA	12-4-2023	Management	Routine Business	Yes	Authorize Board to Ratify and Execute Approved Resolutions	For
Koninklijke Ahold Delhaize NV	12-4-2023	Management	Routine Business	Yes	Adopt Financial Statements	For
Koninklijke Ahold Delhaize NV	12-4-2023	Management	Routine Business	Yes	Approve Dividends	For
Koninklijke Ahold Delhaize NV	12-4-2023	Management	Compensation	Yes	Approve Remuneration Report	For
Koninklijke Ahold Delhaize NV	12-4-2023	Management	Director Related	Yes	Approve Discharge of Management Board	For
Koninklijke Ahold Delhaize NV	12-4-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board	For
Koninklijke Ahold Delhaize NV	12-4-2023	Management	Director Election	Yes	Reelect Peter Agnefjall to Supervisory Board	For
Koninklijke Ahold Delhaize NV	12-4-2023	Management	Director Election	Yes	Reelect Bill McEwan to Supervisory Board	For
Koninklijke Ahold Delhaize NV	12-4-2023	Management	Director Election	Yes	Reelect Katie Doyle to Supervisory Board	For
Koninklijke Ahold Delhaize NV	12-4-2023	Management	Director Election	Yes	Elect Julia Vander Ploeg to Supervisory Board	For
Koninklijke Ahold Delhaize NV	12-4-2023	Management	Director Related	Yes	Reelect Frans Muller to Management Board	For
Koninklijke Ahold Delhaize NV	12-4-2023	Management	Director Related	Yes	Elect JJ Fleeman to Management Board	For
Koninklijke Ahold Delhaize NV	12-4-2023	Management	Audit Related	Yes	Ratify KPMG Accountants N.V. as Auditors	For
Koninklijke Ahold Delhaize NV	12-4-2023	Management	Capitalization	Yes	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Against

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Koninklijke Ahold Delhaize NV	12-4-2023	Management	Capitalization	Yes	Authorize Board to Exclude Preemptive Rights from Share Issuances	Against
Koninklijke Ahold Delhaize NV	12-4-2023	Management	Capitalization	Yes	Authorize Board to Acquire Common Shares	For
Koninklijke Ahold Delhaize NV	12-4-2023	Management	Capitalization	Yes	Approve Cancellation of Repurchased Shares	For
Royal KPN NV	12-4-2023	Management	Routine Business	Yes	Adopt Financial Statements	For
Royal KPN NV	12-4-2023	Management	Compensation	Yes	Approve Remuneration Report	Abstain
Royal KPN NV	12-4-2023	Management	Routine Business	Yes	Approve Dividends	For
Royal KPN NV	12-4-2023	Management	Director Related	Yes	Approve Discharge of Management Board	For
Royal KPN NV	12-4-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board	For
Royal KPN NV	12-4-2023	Management	Audit Related	Yes	Ratify Ernst & Young Accountants LLP as Auditors	For
Royal KPN NV	12-4-2023	Management	Director Election	Yes	Reelect Jolande Sap to Supervisory Board	For
Royal KPN NV	12-4-2023	Management	Director Election	Yes	Elect Ben Noteboom to Supervisory Board	Against
Royal KPN NV	12-4-2023	Management	Director Election	Yes	Elect Frank Heemskerk to Supervisory Board	Against
Royal KPN NV	12-4-2023	Management	Director Election	Yes	Elect Herman Dijkhuizen to Supervisory Board	Against
Royal KPN NV	12-4-2023	Management	Capitalization	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For
Royal KPN NV	12-4-2023	Management	Capitalization	Yes	Approve Reduction in Share Capital through Cancellation of Shares	For
Royal KPN NV	12-4-2023	Management	Capitalization	Yes	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Against
Royal KPN NV	12-4-2023	Management	Capitalization	Yes	Authorize Board to Exclude Preemptive Rights from Share Issuances	Against
Swiss Re AG	12-4-2023	Management	Compensation	Yes	Approve Remuneration Report	Abstain
Swiss Re AG	12-4-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports	For
Swiss Re AG	12-4-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of USD 6.40 per Share	Against
Swiss Re AG	12-4-2023	Management	Compensation	Yes	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 9.2 Million	For
Swiss Re AG	12-4-2023	Management	Director Related	Yes	Approve Discharge of Board of Directors	For
Swiss Re AG	12-4-2023	Management	Director Election	Yes	Reelect Sergio Ermotti as Director and Board Chair	For

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Swiss Re AG	12-4-2023	Management	Director Election	Yes	Reelect Karen Gavan as Director	For
Swiss Re AG	12-4-2023	Management	Director Election	Yes	Reelect Joachim Oechslin as Director	For
Swiss Re AG	12-4-2023	Management	Director Election	Yes	Reelect Deanna Ong as Director	For
Swiss Re AG	12-4-2023	Management	Director Election	Yes	Reelect Jay Ralph as Director	For
Swiss Re AG	12-4-2023	Management	Director Election	Yes	Reelect Joerg Reinhardt as Director	For
Swiss Re AG	12-4-2023	Management	Director Election	Yes	Reelect Philip Ryan as Director	For
Swiss Re AG	12-4-2023	Management	Director Election	Yes	Reelect Paul Tucker as Director	For
Swiss Re AG	12-4-2023	Management	Director Election	Yes	Reelect Jacques de Vaucleroy as Director	For
Swiss Re AG	12-4-2023	Management	Director Election	Yes	Reelect Larry Zimpleman as Director	For
Swiss Re AG	12-4-2023	Management	Director Election	Yes	Elect Vanessa Lau as Director	For
Swiss Re AG	12-4-2023	Management	Director Election	Yes	Elect Pia Tischhauser as Director	For
Swiss Re AG	12-4-2023	Management	Director Related	Yes	Reappoint Karen Gavan as Member of the Compensation Committee	For
Swiss Re AG	12-4-2023	Management	Director Related	Yes	Reappoint Deanna Ong as Member of the Compensation Committee	For
Swiss Re AG	12-4-2023	Management	Director Related	Yes	Reappoint Joerg Reinhardt as Member of the Compensation Committee	For
Swiss Re AG	12-4-2023	Management	Director Related	Yes	Reappoint Jacques de Vaucleroy as Member of the Compensation Committee	For
Swiss Re AG	12-4-2023	Management	Director Related	Yes	Appoint Jay Ralph as Member of the Compensation Committee	For
Swiss Re AG	12-4-2023	Management	Routine Business	Yes	Designate Proxy Voting Services GmbH as Independent Proxy	For
Swiss Re AG	12-4-2023	Management	Audit Related	Yes	Ratify KPMG as Auditors	For
Swiss Re AG	12-4-2023	Management	Compensation	Yes	Approve Remuneration of Directors in the Amount of CHF 9.2 Million	For
Swiss Re AG	12-4-2023	Management	Compensation	Yes	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 33 Million	For
Swiss Re AG	12-4-2023	Management	Capitalization	Yes	Approve Creation of Capital Band within the Upper Limit of CHF 40.2 Million and the Lower Limit of CHF 28.6 Million with or without Exclusion of Preemptive Rights; Amend Conditional Capital Authorization; Editorial Amendments	For

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Swiss Re AG	12-4-2023	Management	Company Articles	Yes	Amend Articles Re: General Meetings (Incl. Virtual-Only or Hybrid Shareholder Meetings)	Against
Swiss Re AG	12-4-2023	Management	Company Articles	Yes	Amend Articles of Association	For
Swiss Re AG	12-4-2023	Management	Routine Business	Yes	Transact Other Business (Voting)	Against
Swiss Re AG	12-4-2023	Management	No Research	Yes	Share Re-registration Consent	For
UPM-Kymmene Oyj	12-4-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports	For
UPM-Kymmene Oyj	12-4-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of EUR 1.50 Per Share	For
UPM-Kymmene Oyj	12-4-2023	Management	Director Related	Yes	Approve Discharge of Board and President	For
UPM-Kymmene Oyj	12-4-2023	Management	Compensation	Yes	Approve Remuneration Report	Against
UPM-Kymmene Oyj	12-4-2023	Management	Compensation	Yes	Remuneration of Directors in the Amount of EUR 218,000 for Chairman, EUR 145,000 for Deputy Chairman and EUR 120,000 for Other Directors; Approve Compensation for Committee Work	For
UPM-Kymmene Oyj	12-4-2023	Management	Director Related	Yes	Fix Number of Directors at Nine	For
UPM-Kymmene Oyj	12-4-2023	Management	Director Election	Yes	Reelect Henrik Ehrnrooth, Emma FitzGerald, Jari Gustafsson, Piia-Noora Kauppi, Topi Manner, Marjan Oudeman, Martin a Porta and Kim Wahl as Directors; Eelect Pia Aaltonen-Forsell as New Director	For
UPM-Kymmene Oyj	12-4-2023	Management	Audit Related	Yes	Approve Remuneration of Auditors	For
UPM-Kymmene Oyj	12-4-2023	Management	Audit Related	Yes	Ratify PricewaterhouseCoopers as Auditor for FY 2023	Against
UPM-Kymmene Oyj	12-4-2023	Management	Audit Related	Yes	Ratify Ernst & Young Oy as Auditor for FY 2024	For
UPM-Kymmene Oyj	12-4-2023	Management	Capitalization	Yes	Approve Issuance of up to 25 Million Shares without Preemptive Rights	For
UPM-Kymmene Oyj	12-4-2023	Management	Capitalization	Yes	Authorize Share Repurchase Program	For
UPM-Kymmene Oyj	12-4-2023	Management	Routine Business	Yes	Allow Shareholder Meetings to be Held by Electronic Means Only	Against
UPM-Kymmene Oyj	12-4-2023	Management	Social	Yes	Authorize Charitable Donations	For
Vestas Wind Systems A/S	12-4-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports	For



Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Vestas Wind Systems A/S	12-4-2023	Management	Routine Business	Yes	Approve Allocation of Income and Omission of Dividends	For
Vestas Wind Systems A/S	12-4-2023	Management	Compensation	Yes	Approve Remuneration Report (Advisory Vote)	Against
Vestas Wind Systems A/S	12-4-2023	Management	Compensation	Yes	Approve Remuneration of Directors in the Amount of DKK 1.4 Million for Chairman, DKK 910,350 for Vice Chairman and DKK 455,175 for Other Directors; Approve Remuneration for Committee Work	For
Vestas Wind Systems A/S	12-4-2023	Management	Director Election	Yes	Reelect Anders Runevad as Director	For
Vestas Wind Systems A/S	12-4-2023	Management	Director Election	Yes	Reelect Bruce Grant as Director	For
Vestas Wind Systems A/S	12-4-2023	Management	Director Election	Yes	Reelect Eva Merete Sofelde Berneke as Director	For
Vestas Wind Systems A/S	12-4-2023	Management	Director Election	Yes	Reelect Helle Thorning-Schmidt as Director	For
Vestas Wind Systems A/S	12-4-2023	Management	Director Election	Yes	Reelect Karl-Henrik Sundstrom as Director	For
Vestas Wind Systems A/S	12-4-2023	Management	Director Election	Yes	Reelect Kentaro Hosomi as Director	For
Vestas Wind Systems A/S	12-4-2023	Management	Director Election	Yes	Reelect Lena Olving as Director	For
Vestas Wind Systems A/S	12-4-2023	Management	Audit Related	Yes	Ratify PricewaterhouseCoopers as Auditor	Abstain
Vestas Wind Systems A/S	12-4-2023	Management	Capitalization	Yes	Authorize Share Repurchase Program	For
Vestas Wind Systems A/S	12-4-2023	Management	Routine Business	Yes	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For
Beiersdorf AG	13-4-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of EUR 0.70 per Share	For
Beiersdorf AG	13-4-2023	Management	Director Related	Yes	Approve Discharge of Management Board for Fiscal Year 2022	For
Beiersdorf AG	13-4-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board for Fiscal Year 2022	For
Beiersdorf AG	13-4-2023	Management	Audit Related	Yes	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023	For
Beiersdorf AG	13-4-2023	Management	Compensation	Yes	Approve Remuneration Report	Against
Beiersdorf AG	13-4-2023	Management	Director Election	Yes	Elect Uta Kemmerich-Keil to the Supervisory Board	For
Beiersdorf AG	13-4-2023	Management	Director Related	Yes	Elect Beatrice Dreyfus as Alternate Supervisory Board Member	For
Beiersdorf AG	13-4-2023	Management	Routine Business	Yes	Approve Virtual-Only Shareholder Meetings Until 2025	Against

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Beiersdorf AG	13-4-2023	Management	Company Articles	Yes	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For
Fortum Oyj	13-4-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports	For
Fortum Oyj	13-4-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of EUR 0.91 Per Share	Against
Fortum Oyj	13-4-2023	Management	Director Related	Yes	Approve Discharge of Board and President	For
Fortum Oyj	13-4-2023	Management	Compensation	Yes	Approve Remuneration Report (Advisory Vote)	Against
Fortum Oyj	13-4-2023	Management	Compensation	Yes	Approve Remuneration of Directors in the Amount of EUR 88,800 for Chair, EUR 63,300 for Deputy Chair and EUR 43,100 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	For
Fortum Oyj	13-4-2023	Management	Director Related	Yes	Fix Number of Directors at Ten	For
Fortum Oyj	13-4-2023	Management	Director Election	Yes	Reelect Ralf Christian, Luisa Delgado, Essimari Kairisto and Teppo Paavola as Directors; Elect Jonas Gustavsson, Marita Niemela, Mikael Silvennoinen, Maija Strandberg, Johan Soderstrom and Vesa-Pekka Takala as New Directors	For
Fortum Oyj	13-4-2023	Management	Audit Related	Yes	Approve Remuneration of Auditors	For
Fortum Oyj	13-4-2023	Management	Audit Related	Yes	Ratify Deloitte as Auditors	For
Fortum Oyj	13-4-2023	Management	Company Articles	Yes	Amend Articles Re: Notice of General Meeting; Virtual Participation; General Meeting	Against
Fortum Oyj	13-4-2023	Management	Capitalization	Yes	Authorize Share Repurchase Program	For
Fortum Oyj	13-4-2023	Management	Capitalization	Yes	Authorize Reissuance of Repurchased Shares	For
Fortum Oyj	13-4-2023	Management	Social	Yes	Approve Charitable Donations	For
Stellantis NV	13-4-2023	Management	Compensation	Yes	Approve Remuneration Report Excluding Pre-Merger Legacy Matters	Abstain
Stellantis NV	13-4-2023	Management	Compensation	Yes	Approve Remuneration Report on the Pre-Merger Legacy Matters	Against
Stellantis NV	13-4-2023	Management	Routine Business	Yes	Adopt Financial Statements and Statutory Reports	For

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Stellantis NV	13-4-2023	Management	Routine Business	Yes	Approve Dividends of EUR 1.34 Per Share	For
Stellantis NV	13-4-2023	Management	Director Related	Yes	Approve Discharge of Directors	For
Stellantis NV	13-4-2023	Management	Director Election	Yes	Elect Benoit Ribadeau-Dumas as Non-Executive Director	For
Stellantis NV	13-4-2023	Management	Audit Related	Yes	Ratify Ernst & Young Accountants LLP as Auditors for the Financial Year 2023	For
Stellantis NV	13-4-2023	Management	Audit Related	Yes	Ratify Deloitte Accountants B.V. as Auditors for the Financial Year 2024	For
Stellantis NV	13-4-2023	Management	Compensation	Yes	Amend Remuneration Policy	For
Stellantis NV	13-4-2023	Management	Capitalization	Yes	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Against
Stellantis NV	13-4-2023	Management	Capitalization	Yes	Authorize Board to Exclude Preemptive Rights from Share Issuances	Against
Stellantis NV	13-4-2023	Management	Capitalization	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For
Stellantis NV	13-4-2023	Management	Capitalization	Yes	Approve Cancellation of Common Shares	For
CNH Industrial NV	14-4-2023	Management	Routine Business	Yes	Adopt Financial Statements	For
CNH Industrial NV	14-4-2023	Management	Routine Business	Yes	Approve Dividends of EUR 0.36 Per Share	For
CNH Industrial NV	14-4-2023	Management	Director Related	Yes	Approve Discharge of Directors	For
CNH Industrial NV	14-4-2023	Management	Compensation	Yes	Approve Remuneration Report	Against
CNH Industrial NV	14-4-2023	Management	Compensation	Yes	Approve Plan to Grant Rights to Subscribe for Common Shares to Executive Directors under Equity Incentive Plans	Against
CNH Industrial NV	14-4-2023	Management	Director Election	Yes	Reelect Suzanne Heywood as Executive Director	For
CNH Industrial NV	14-4-2023	Management	Director Election	Yes	Reelect Scott W. Wine as Executive Director	For
CNH Industrial NV	14-4-2023	Management	Director Election	Yes	Reelect Howard W. Buffett as Non-Executive Director	For
CNH Industrial NV	14-4-2023	Management	Director Election	Yes	Reelect Karen Linehan as Non-Executive Director	For
CNH Industrial NV	14-4-2023	Management	Director Election	Yes	Reelect Alessandro Nasi as Non-Executive Director	For
CNH Industrial NV	14-4-2023	Management	Director Election	Yes	Reelect Vagn Sorensen as Non-Executive Director	For
CNH Industrial NV	14-4-2023	Management	Director Election	Yes	Reelect Asa Tamsons as Non-Executive Director	For

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
CNH Industrial NV	14-4-2023	Management	Director Election	Yes	Elect Elizabeth Bastoni as Non-Executive Director	For
CNH Industrial NV	14-4-2023	Management	Director Election	Yes	Elect Richard J. Kramer as Non-Executive Director	For
CNH Industrial NV	14-4-2023	Management	Capitalization	Yes	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Against
CNH Industrial NV	14-4-2023	Management	Capitalization	Yes	Authorize Board to Exclude Preemptive Rights from Share Issuances	Against
CNH Industrial NV	14-4-2023	Management	Capitalization	Yes	Grant Board Authority to Issue Special Voting Shares Up to 10 Percent of Issued Capital	Against
CNH Industrial NV	14-4-2023	Management	Capitalization	Yes	Authorize Repurchase of Up to 10 Percent of Issued Capital	For
CNH Industrial NV	14-4-2023	Management	Audit Related	Yes	Ratify Deloitte Accountants B.V. as Auditors	For
Moncler SpA	18-4-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports	For
Moncler SpA	18-4-2023	Management	Routine Business	Yes	Approve Allocation of Income	For
Moncler SpA	18-4-2023	Management	Compensation	Yes	Approve Second Section of the Remuneration Report	Abstain
Moncler SpA	18-4-2023	Management	Capitalization	Yes	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Moncler SpA	18-4-2023	Shareholder	Audit Related	Yes	Slate 1 Submitted by Double R Srl	Against
Moncler SpA	18-4-2023	Shareholder	Audit Related	Yes	Slate 2 Submitted by Institutional Investors (Assogestioni)	For
Moncler SpA	18-4-2023	Shareholder	Audit Related	Yes	Appoint Chairman of Internal Statutory Auditors	For
Moncler SpA	18-4-2023	Shareholder	Director Related	Yes	Approve Internal Auditors' Remuneration	For
Moncler SpA	18-4-2023	Management	Director Related	Yes	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
ABN AMRO Bank NV	19-4-2023	Management	Compensation	Yes	Approve Remuneration Report	For
ABN AMRO Bank NV	19-4-2023	Management	Routine Business	Yes	Adopt Financial Statements and Statutory Reports	For
ABN AMRO Bank NV	19-4-2023	Management	Routine Business	Yes	Approve Dividends of EUR 0.67 Per Share	For
ABN AMRO Bank NV	19-4-2023	Management	Director Related	Yes	Approve Discharge of Executive Board	For
ABN AMRO Bank NV	19-4-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board	For
ABN AMRO Bank NV	19-4-2023	Management	Audit Related	Yes	Ratify Ernst & Young Accountants LLP (EY) as Auditors	For

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
ABN AMRO Bank NV	19-4-2023	Management	Director Election	Yes	Reelect Michiel Lap to Supervisory Board	Against
ABN AMRO Bank NV	19-4-2023	Management	Director Election	Yes	Elect Wouter Devriendt to Supervisory Board	For
ABN AMRO Bank NV	19-4-2023	Management	Strategic Transactions	Yes	Approve Cross-Border Merger of ABN AMRO and Banque Neulize OBC	For
ABN AMRO Bank NV	19-4-2023	Management	Capitalization	Yes	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	For
ABN AMRO Bank NV	19-4-2023	Management	Capitalization	Yes	Authorize Board to Exclude Preemptive Rights from Share Issuances	For
ABN AMRO Bank NV	19-4-2023	Management	Capitalization	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For
ABN AMRO Bank NV	19-4-2023	Management	Capitalization	Yes	Approve Cancellation of Shares	For
Covestro AG	19-4-2023	Management	Director Related	Yes	Approve Discharge of Management Board for Fiscal Year 2022	For
Covestro AG	19-4-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board for Fiscal Year 2022	For
Covestro AG	19-4-2023	Management	Audit Related	Yes	Ratify KPMG AG as Auditors for Fiscal Year 2023 and for the Review of the Interim Financial Statements for Fiscal Year 2023 and First Quarter of Fiscal Year 2024	For
Covestro AG	19-4-2023	Management	Compensation	Yes	Approve Remuneration Report	Against
Covestro AG	19-4-2023	Management	Compensation	Yes	Approve Remuneration Policy	Against
Covestro AG	19-4-2023	Management	Routine Business	Yes	Approve Virtual-Only Shareholder Meetings Until 2025	Against
Covestro AG	19-4-2023	Management	Company Articles	Yes	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For
Prysmian SpA	19-4-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports	For
Prysmian SpA	19-4-2023	Management	Routine Business	Yes	Approve Allocation of Income	For
Prysmian SpA	19-4-2023	Management	Capitalization	Yes	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Prysmian SpA	19-4-2023	Management	Compensation	Yes	Approve Incentive Plan	Against
Prysmian SpA	19-4-2023	Management	Compensation	Yes	Approve Remuneration Policy	Abstain
Prysmian SpA	19-4-2023	Management	Compensation	Yes	Approve Second Section of the Remuneration Report	Against

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Prysmian SpA	19-4-2023	Management	Compensation	Yes	Authorize Board to Increase Capital to Service the Incentive Plan	Against
Prysmian SpA	19-4-2023	Management	Director Related	Yes	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
SIG Group AG	20-4-2023	Management	No Research	Yes	Share Re-registration Consent	For
Akzo Nobel NV	21-4-2023	Management	Routine Business	Yes	Adopt Financial Statements	For
Akzo Nobel NV	21-4-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends	For
Akzo Nobel NV	21-4-2023	Management	Compensation	Yes	Approve Remuneration Report	Against
Akzo Nobel NV	21-4-2023	Management	Director Related	Yes	Approve Discharge of Management Board	For
Akzo Nobel NV	21-4-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board	For
Akzo Nobel NV	21-4-2023	Management	Director Election	Yes	Elect B.J. Noteboom to Supervisory Board	For
Akzo Nobel NV	21-4-2023	Management	Director Election	Yes	Reelect J. Poots-Bijl to Supervisory Board	For
Akzo Nobel NV	21-4-2023	Management	Director Election	Yes	Reelect D.M. Sluimers to Supervisory Board	Against
Akzo Nobel NV	21-4-2023	Management	Capitalization	Yes	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Against
Akzo Nobel NV	21-4-2023	Management	Capitalization	Yes	Authorize Board to Exclude Preemptive Rights from Share Issuances	Against
Akzo Nobel NV	21-4-2023	Management	Capitalization	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For
Akzo Nobel NV	21-4-2023	Management	Capitalization	Yes	Authorize Cancellation of Repurchased Shares	For
Henkel AG & Co. KGaA	24-4-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports	For
Henkel AG & Co. KGaA	24-4-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of EUR 1.83 per Ordinary Share and EUR 1.85 per Preferred Share	For
Henkel AG & Co. KGaA	24-4-2023	Management	Director Related	Yes	Approve Discharge of Personally Liable Partner for Fiscal Year 2022	For
Henkel AG & Co. KGaA	24-4-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board for Fiscal Year 2022	For
Henkel AG & Co. KGaA	24-4-2023	Management	Director Related	Yes	Approve Discharge of Shareholders' Committee for Fiscal Year 2022	For
Henkel AG & Co. KGaA	24-4-2023	Management	Audit Related	Yes	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023	For
Henkel AG & Co. KGaA	24-4-2023	Management	Director Election	Yes	Elect Laurent Martinez to the Supervisory Board	Against

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Henkel AG & Co. KGaA	24-4-2023	Management	Compensation	Yes	Approve Remuneration Report	Abstain
Henkel AG & Co. KGaA	24-4-2023	Management	Compensation	Yes	Approve Remuneration Policy	Against
Henkel AG & Co. KGaA	24-4-2023	Management	Routine Business	Yes	Approve Virtual-Only Shareholder Meetings Until 2025	Against
Henkel AG & Co. KGaA	24-4-2023	Management	Company Articles	Yes	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For
Henkel AG & Co. KGaA	24-4-2023	Management	Capitalization	Yes	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Against
Henkel AG & Co. KGaA	24-4-2023	Management	Capitalization	Yes	Authorize Use of Financial Derivatives when Repurchasing Shares	Against
Henkel AG & Co. KGaA	24-4-2023	Management	Strategic Transactions	Yes	Approve Affiliation Agreement with Henkel IP Management and IC Services GmbH	For
ING Groep NV	24-4-2023	Management	Compensation	Yes	Approve Remuneration Report	For
ING Groep NV	24-4-2023	Management	Routine Business	Yes	Adopt Financial Statements and Statutory Reports	For
ING Groep NV	24-4-2023	Management	Routine Business	Yes	Approve Dividends	For
ING Groep NV	24-4-2023	Management	Director Related	Yes	Approve Discharge of Executive Board	For
ING Groep NV	24-4-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board	For
ING Groep NV	24-4-2023	Management	Audit Related	Yes	Ratify KPMG Accountants N.V. (KPMG) as Auditors	For
ING Groep NV	24-4-2023	Management	Director Related	Yes	Reelect Tanate Phutrakul to Executive Board	For
ING Groep NV	24-4-2023	Management	Director Election	Yes	Elect Alexandra Reich to Supervisory Board	For
ING Groep NV	24-4-2023	Management	Director Election	Yes	Elect Karl Guha to Supervisory Board	Against
ING Groep NV	24-4-2023	Management	Director Election	Yes	Reelect Herna Verhagen to Supervisory Board	For
ING Groep NV	24-4-2023	Management	Director Election	Yes	Reelect Mike Rees to Supervisory Board	Against
ING Groep NV	24-4-2023	Management	Capitalization	Yes	Grant Board Authority to Issue Shares Up to 40 Percent of Issued Capital	For
ING Groep NV	24-4-2023	Management	Capitalization	Yes	Authorize Board to Exclude Preemptive Rights from Share Issuances	For
ING Groep NV	24-4-2023	Management	Capitalization	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
ING Groep NV	24-4-2023	Management	Capitalization	Yes	Approve Cancellation of Repurchased Shares Pursuant to the Authority Under Item 9	For
ASML Holding NV	26-4-2023	Management	Compensation	Yes	Approve Remuneration Report	For
ASML Holding NV	26-4-2023	Management	Routine Business	Yes	Adopt Financial Statements and Statutory Reports	For
ASML Holding NV	26-4-2023	Management	Routine Business	Yes	Approve Dividends	For
ASML Holding NV	26-4-2023	Management	Director Related	Yes	Approve Discharge of Management Board	For
ASML Holding NV	26-4-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board	For
ASML Holding NV	26-4-2023	Management	Compensation	Yes	Approve Number of Shares for Management Board	Against
ASML Holding NV	26-4-2023	Management	Compensation	Yes	Amend Remuneration Policy for the Supervisory Board	For
ASML Holding NV	26-4-2023	Management	Compensation	Yes	Amend Remuneration of the Members of the Supervisory Board	For
ASML Holding NV	26-4-2023	Management	Director Election	Yes	Elect N.S. Andersen to Supervisory Board	For
ASML Holding NV	26-4-2023	Management	Director Election	Yes	Elect J.P. de Kreij to Supervisory Board	For
ASML Holding NV	26-4-2023	Management	Audit Related	Yes	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	For
ASML Holding NV	26-4-2023	Management	Capitalization	Yes	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	For
ASML Holding NV	26-4-2023	Management	Capitalization	Yes	Authorize Board to Exclude Preemptive Rights from Share Issuances	For
ASML Holding NV	26-4-2023	Management	Capitalization	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For
ASML Holding NV	26-4-2023	Management	Capitalization	Yes	Authorize Cancellation of Repurchased Shares	For
IMCD NV	26-4-2023	Management	Compensation	Yes	Approve Remuneration Report	Against
IMCD NV	26-4-2023	Management	Routine Business	Yes	Adopt Financial Statements and Statutory Reports	For
IMCD NV	26-4-2023	Management	Routine Business	Yes	Approve Dividends of EUR 6.78 Per Share	For
IMCD NV	26-4-2023	Management	Director Related	Yes	Approve Discharge of Management Board	For
IMCD NV	26-4-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board	For
IMCD NV	26-4-2023	Management	Director Related	Yes	Elect Valerie Diele-Braun to Management Board	For



Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
IMCD NV	26-4-2023	Management	Audit Related	Yes	Ratify Deloitte Accountants B.V. as Auditors for the Financial Year 2024	For
IMCD NV	26-4-2023	Management	Audit Related	Yes	Ratify Ernst & Young Accountants LLP as Auditors for the Financial Year 2025-2027	For
IMCD NV	26-4-2023	Management	Capitalization	Yes	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Against
IMCD NV	26-4-2023	Management	Capitalization	Yes	Authorize Board to Exclude Preemptive Rights from Share Issuances	Against
IMCD NV	26-4-2023	Management	Capitalization	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For
Continental AG	27-4-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of EUR 1.50 per Share	For
Continental AG	27-4-2023	Management	Director Related	Yes	Approve Discharge of Management Board Member Nikolai Setzer for Fiscal Year 2022	For
Continental AG	27-4-2023	Management	Director Related	Yes	Approve Discharge of Management Board Member Katja Duerrfeld for Fiscal Year 2022	For
Continental AG	27-4-2023	Management	Director Related	Yes	Approve Discharge of Management Board Member Christian Koetz for Fiscal Year 2022	For
Continental AG	27-4-2023	Management	Director Related	Yes	Approve Discharge of Management Board Member Philip Nelles for Fiscal Year 2022	For
Continental AG	27-4-2023	Management	Director Related	Yes	Approve Discharge of Management Board Member Ariane Reinhart for Fiscal Year 2022	For
Continental AG	27-4-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Wolfgang Reitzle for Fiscal Year 2022	For
Continental AG	27-4-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Christiane Benner for Fiscal Year 2022	For
Continental AG	27-4-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Hasan Allak for Fiscal Year 2022	For
Continental AG	27-4-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Dorothea von Boxberg for Fiscal Year 2022	For
Continental AG	27-4-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Stefan Buchner for Fiscal Year 2022	For

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Continental AG	27-4-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Gunter Dunkel for Fiscal Year 2022	For
Continental AG	27-4-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Francesco Grioli for Fiscal Year 2022	For
Continental AG	27-4-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Michael Iglhaut for Fiscal Year 2022	For
Continental AG	27-4-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Satish Khatu for Fiscal Year 2022	For
Continental AG	27-4-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Isabel Knauf for Fiscal Year 2022	For
Continental AG	27-4-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Carmen Loeffler for Fiscal Year 2022	For
Continental AG	27-4-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Sabine Neuss for Fiscal Year 2022	For
Continental AG	27-4-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Rolf Nonnenmacher for Fiscal Year 2022	For
Continental AG	27-4-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Dirk Nordmann for Fiscal Year 2022	For
Continental AG	27-4-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Lorenz Pfau for Fiscal Year 2022	For
Continental AG	27-4-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Klaus Rosenfeld for Fiscal Year 2022	For
Continental AG	27-4-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Georg Schaeffler for Fiscal Year 2022	For
Continental AG	27-4-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Maria-Elisabeth Schaeffler-Thumann for Fiscal Year 2022	For
Continental AG	27-4-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Joerg Schoenfelder for Fiscal Year 2022	For

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Continental AG	27-4-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Stefan Scholz for Fiscal Year 2022	For
Continental AG	27-4-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board Member Elke Volkmann for Fiscal Year 2022	For
Continental AG	27-4-2023	Management	Audit Related	Yes	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for Fiscal Year 2023	For
Continental AG	27-4-2023	Management	Compensation	Yes	Approve Remuneration Report	Abstain
Continental AG	27-4-2023	Management	Routine Business	Yes	Approve Virtual-Only Shareholder Meetings Until 2026	Against
Continental AG	27-4-2023	Management	Company Articles	Yes	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For
Continental AG	27-4-2023	Management	Company Articles	Yes	Amend Articles Re: General Meeting Chair and Procedure	For
Continental AG	27-4-2023	Management	Strategic Transactions	Yes	Amend Affiliation Agreement with Continental Automotive GmbH	For
GEA Group AG	27-4-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of EUR 0.95 per Share	For
GEA Group AG	27-4-2023	Management	Compensation	Yes	Approve Remuneration Report	Abstain
GEA Group AG	27-4-2023	Management	Director Related	Yes	Approve Discharge of Management Board for Fiscal Year 2022	For
GEA Group AG	27-4-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board for Fiscal Year 2022	For
GEA Group AG	27-4-2023	Management	Audit Related	Yes	Ratify KPMG AG as Auditors for Fiscal Year 2023	For
GEA Group AG	27-4-2023	Management	Director Election	Yes	Elect Hans Kempf to the Supervisory Board	For
GEA Group AG	27-4-2023	Management	Company Articles	Yes	Amend Articles Re: Supervisory Board Term of Office	For
GEA Group AG	27-4-2023	Management	Company Articles	Yes	Amend Articles Re: By-Elections to the Supervisory Board	For
GEA Group AG	27-4-2023	Management	Compensation	Yes	Approve Remuneration of Supervisory Board	For
GEA Group AG	27-4-2023	Management	Routine Business	Yes	Approve Virtual-Only Shareholder Meetings Until 2025	Against

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
GEA Group AG	27-4-2023	Management	Company Articles	Yes	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For
GEA Group AG	27-4-2023	Management	Company Articles	Yes	Amend Articles Re: General Meeting Chair and Procedure	For
GEA Group AG	27-4-2023	Management	Capitalization	Yes	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Against
Merck KGaA	28-4-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports for Fiscal Year 2022	For
Merck KGaA	28-4-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of EUR 2.20 per Share	For
Merck KGaA	28-4-2023	Management	Director Related	Yes	Approve Discharge of Management Board for Fiscal Year 2022	For
Merck KGaA	28-4-2023	Management	Director Related	Yes	Approve Discharge of Supervisory Board for Fiscal Year 2022	For
Merck KGaA	28-4-2023	Management	Compensation	Yes	Approve Remuneration Report	Abstain
Merck KGaA	28-4-2023	Management	Capitalization	Yes	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 2.5 Billion; Approve Creation of EUR 16.8 Million Pool of Capital to Guarantee Conversion Rights	For
Merck KGaA	28-4-2023	Management	Routine Business	Yes	Approve Virtual-Only Shareholder Meetings Until 2025	Against
Merck KGaA	28-4-2023	Management	Company Articles	Yes	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	For
SalMar ASA	23-10-2023	Management	Routine Business	Yes	Approve Notice of Meeting and Agenda	For
SalMar ASA	23-10-2023	Management	Routine Business	Yes	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	For
SalMar ASA	23-10-2023	Management	Capitalization	Yes	Approve NOK 3.3 Million Reduction in Share Capital via Share Cancellation	For
UniCredit SpA	27-10-2023	Management	Capitalization	Yes	Authorize Share Repurchase Program	For
UniCredit SpA	27-10-2023	Management	Capitalization	Yes	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	For

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
UniCredit SpA	27-10-2023	Management	Company Articles	Yes	Amend Company Bylaws	For
Mediobanca Banca di Credito Finanziario SpA	28-10-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports	For
Mediobanca Banca di Credito Finanziario SpA	28-10-2023	Management	Routine Business	Yes	Approve Allocation of Income	For
Mediobanca Banca di Credito Finanziario SpA	28-10-2023	Management	Director Related	Yes	Fix Number of Directors	For
Mediobanca Banca di Credito Finanziario SpA	28-10-2023	Management	Director Election	Yes	Slate 1 Submitted by Management	For
Mediobanca Banca di Credito Finanziario SpA	28-10-2023	Shareholder	Director Election	Yes	Slate 2 Submitted by Delfin Sarl	Against
Mediobanca Banca di Credito Finanziario SpA	28-10-2023	Shareholder	Director Election	Yes	Slate 3 Submitted by Institutional Investors (Assogestioni)	Against
Mediobanca Banca di Credito Finanziario SpA	28-10-2023	Management	Compensation	Yes	Approve Remuneration of Directors	For
Mediobanca Banca di Credito Finanziario SpA	28-10-2023	Shareholder	Audit Related	Yes	Slate 1 Submitted by Delfin Sarl	Against
Mediobanca Banca di Credito Finanziario SpA	28-10-2023	Shareholder	Audit Related	Yes	Slate 2 Submitted by Institutional Investors (Assogestioni)	For
Mediobanca Banca di Credito Finanziario SpA	28-10-2023	Management	Director Related	Yes	Approve Internal Auditors' Remuneration	For
Mediobanca Banca di Credito Finanziario SpA	28-10-2023	Management	Capitalization	Yes	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For
Mediobanca Banca di Credito Finanziario SpA	28-10-2023	Management	Compensation	Yes	Approve Remuneration Policy	For
Mediobanca Banca di Credito Finanziario SpA	28-10-2023	Management	Compensation	Yes	Approve Second Section of the Remuneration Report	For
Mediobanca Banca di Credito Finanziario SpA	28-10-2023	Management	Compensation	Yes	Approve Annual Performance Share Scheme	For
Mediobanca Banca di Credito Finanziario SpA	28-10-2023	Management	Compensation	Yes	Approve Long-Term Incentive Plan 2023-2026	For
Mediobanca Banca di Credito Finanziario SpA	28-10-2023	Management	Compensation	Yes	Approve Employee Share Ownership and Co-investment Plan 2023-2026	For
Mediobanca Banca di Credito Finanziario SpA	28-10-2023	Management	Capitalization	Yes	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 4	For
Mediobanca Banca di Credito Finanziario SpA	28-10-2023	Management	Compensation	Yes	Authorize Board to Increase Capital to Service Long-Term Incentive Plan 2023-2026	For

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Mediobanca Banca di Credito Finanziario SpA	28-10-2023	Management	Compensation	Yes	Authorize Board to Increase Capital to Service Employee Share Ownership Plan 2023-2026	For
Mediobanca Banca di Credito Finanziario SpA	28-10-2023	Management	Company Articles	Yes	Amend Company Bylaws Re: Article 33	For
Pernod Ricard SA	10-11-2023	Management	Routine Business	Yes	Approve Financial Statements and Statutory Reports	For
Pernod Ricard SA	10-11-2023	Management	Routine Business	Yes	Approve Consolidated Financial Statements and Statutory Reports	For
Pernod Ricard SA	10-11-2023	Management	Routine Business	Yes	Approve Allocation of Income and Dividends of EUR 4.70 per Share	For
Pernod Ricard SA	10-11-2023	Management	Director Election	Yes	Reelect Kory Sorenson as Director	For
Pernod Ricard SA	10-11-2023	Management	Director Election	Yes	Reelect Philippe Petitcolin as Director	For
Pernod Ricard SA	10-11-2023	Management	Director Election	Yes	Elect Max Koeune as Director	For
Pernod Ricard SA	10-11-2023	Management	Audit Related	Yes	Renew Appointment of Deloitte & Associates as Auditor	For
Pernod Ricard SA	10-11-2023	Management	Compensation	Yes	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,350,000	For
Pernod Ricard SA	10-11-2023	Management	Compensation	Yes	Approve Compensation of Alexandre Ricard, Chairman and CEO	Abstain
Pernod Ricard SA	10-11-2023	Management	Compensation	Yes	Approve Remuneration Policy of Alexandre Ricard, Chairman and CEO	Against
Pernod Ricard SA	10-11-2023	Management	Compensation	Yes	Approve Compensation Report of Corporate Officers	Abstain
Pernod Ricard SA	10-11-2023	Management	Compensation	Yes	Approve Remuneration Policy of Directors	For
Pernod Ricard SA	10-11-2023	Management	Non-Routine Business	Yes	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For
Pernod Ricard SA	10-11-2023	Management	Capitalization	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For
Pernod Ricard SA	10-11-2023	Management	Capitalization	Yes	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For
Pernod Ricard SA	10-11-2023	Management	Capitalization	Yes	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 130 Million	For
Pernod Ricard SA	10-11-2023	Management	Capitalization	Yes	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive	Against

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
					Rights up to Aggregate Nominal Amount of EUR 39 Million	
Pernod Ricard SA	10-11-2023	Management	Capitalization	Yes	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16, 17 and 19	Against
Pernod Ricard SA	10-11-2023	Management	Capitalization	Yes	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 39 Million	Against
Pernod Ricard SA	10-11-2023	Management	Capitalization	Yes	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For
Pernod Ricard SA	10-11-2023	Management	Capitalization	Yes	Authorize Capitalization of Reserves of Up to EUR 130 Million for Bonus Issue or Increase in Par Value	For
Pernod Ricard SA	10-11-2023	Management	Compensation	Yes	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For
Pernod Ricard SA	10-11-2023	Management	Compensation	Yes	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	For
Pernod Ricard SA	10-11-2023	Management	Routine Business	Yes	Authorize Filing of Required Documents/Other Formalities	For
IMCD NV	27-11-2023	Management	Director Election	Yes	Elect Dorthe Mikkelsen to Supervisory Board	For
Coloplast A/S	7-12-2023	Management	Routine Business	Yes	Accept Financial Statements and Statutory Reports	For
Coloplast A/S	7-12-2023	Management	Routine Business	Yes	Approve Allocation of Income	For
Coloplast A/S	7-12-2023	Management	Compensation	Yes	Approve Remuneration Report	Against
Coloplast A/S	7-12-2023	Management	Compensation	Yes	Approve Remuneration of Directors in the Amount of DKK 1.35 Million for Chairman, DKK 787,500 for Deputy Chairman and DKK 450,000 for Other Directors; Approve Remuneration for Committee Work	For
Coloplast A/S	7-12-2023	Management	Director Related	Yes	Approve Indemnification of Members of the Board of Directors	For
Coloplast A/S	7-12-2023	Management	Company Articles	Yes	Amend Articles Re: Indemnification	For
Coloplast A/S	7-12-2023	Management	Compensation	Yes	Amend Remuneration Policy	Against
Coloplast A/S	7-12-2023	Management	Capitalization	Yes	Authorize Share Repurchase Program	For

Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Coloplast A/S	7-12-2023	Management	Director Election	Yes	Reelect Lars Soren Rasmussen as Director	Abstain
Coloplast A/S	7-12-2023	Management	Director Election	Yes	Reelect Niels Peter Louis-Hansen as Director	Abstain
Coloplast A/S	7-12-2023	Management	Director Election	Yes	Reelect Annette Bruls as Director	Abstain
Coloplast A/S	7-12-2023	Management	Director Election	Yes	Reelect Carsten Hellmann as Director	For
Coloplast A/S	7-12-2023	Management	Director Election	Yes	Reelect Jette Nygaard-Andersen as Director	Abstain
Coloplast A/S	7-12-2023	Management	Director Election	Yes	Reelect Marianne Wiinholt as Director	For
Coloplast A/S	7-12-2023	Management	Audit Related	Yes	Ratify Ernst & Young as Auditors	For
Coloplast A/S	7-12-2023	Management	Routine Business	Yes	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For
Solvay SA	8-12-2023	Management	Strategic Transactions	Yes	Approve Demerger Proposal	For
Solvay SA	8-12-2023	Management	Capitalization	Yes	Approve Reduction in Share Capital	For
Solvay SA	8-12-2023	Management	Company Articles	Yes	Amend Article 5 to Reflect Changes in Capital	For
Solvay SA	8-12-2023	Management	Capitalization	Yes	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Against
Solvay SA	8-12-2023	Management	Takeover Related	Yes	Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer and Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Against
Solvay SA	8-12-2023	Management	Capitalization	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital and Amend Article 9 Accordingly	For
Solvay SA	8-12-2023	Management	Takeover Related	Yes	Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	For
Solvay SA	8-12-2023	Management	Capitalization	Yes	Authorize Reissuance of Repurchased Shares	Against
Solvay SA	8-12-2023	Management	Takeover Related	Yes	Authorize Board to Reissue Shares in the Event of a Serious and Imminent Harm	Against
Solvay SA	8-12-2023	Management	Capitalization	Yes	Approve Cancellation of Repurchased Shares	For
Solvay SA	8-12-2023	Management	Routine Business	Yes	Change Date of the 2024 Ordinary Shareholders' Meeting	For



Company Name	Meeting Date	Proponent	Proposal Code Category	Votable Proposal	Proposal Text	Vote Instruction
Solvay SA	8-12-2023	Management	Company Articles	Yes	Adopt New Articles of Association	For
Solvay SA	8-12-2023	Management	Capitalization	Yes	Approve Change-in-Control Provision: Environmental Liabilities	For
Solvay SA	8-12-2023	Management	Capitalization	Yes	Approve Change-in-Control Provision related to U.S. Tax Matters	For
Solvay SA	8-12-2023	Management	Compensation	Yes	Approve Exceptional Bonus for the CEO	Against
Solvay SA	8-12-2023	Management	Director Election	Yes	Elect Thomas Aebischer as Independent Director	Against
Solvay SA	8-12-2023	Management	Director Election	Yes	Elect Thierry Bonnefous as Director	Against
Solvay SA	8-12-2023	Management	Director Election	Yes	Elect Yves Bonte as Independent Director	Against
Solvay SA	8-12-2023	Management	Director Election	Yes	Elect Philippe Kehren as Director	Against
Solvay SA	8-12-2023	Management	Director Election	Yes	Elect Annette Stube as Independent Director	For
Solvay SA	8-12-2023	Management	Director Election	Yes	Elect Melchior de Vogue as Director	Against
Solvay SA	8-12-2023	Management	Routine Business	Yes	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	For