

VOTE SUMMARY REPORT

REPORTING PERIOD: 01/01/2025 to 03/31/2025

Embracer Group AB

Meeting Date: 01/07/2025

Country: Sweden

Meeting Type: Extraordinary Shareholders

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Open Meeting	Mgmt			
Elect Chairman of Meeting	Mgmt	For	For	For
Prepare and Approve List of Shareholders	Mgmt	For	For	For
Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
Approve Agenda of Meeting	Mgmt	For	For	For
Approve Issuance of 5 B Shares for a Private Placement	Mgmt	For	For	For
Amend Articles Re: Set Minimum (220 Million) and Maximum (880 Million) Number of Shares	Mgmt	For	For	For
Approve 1:6 Reverse Stock Split	Mgmt	For	For	For
Approve Dividend Distribution of Shares in Asmodee Group AB	Mgmt	For	For	For
Close Meeting	Mgmt			

Boliden AB

Meeting Date: 01/23/2025

Country: Sweden

Meeting Type: Extraordinary Shareholders

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Open Meeting	Mgmt			
Elect Chairman of Meeting	Mgmt	For	For	For
Prepare and Approve List of Shareholders	Mgmt	For	For	For
Approve Agenda of Meeting	Mgmt	For	For	For

Boliden AB

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Designate Inspectors of Minutes of Meeting	Mgmt			
Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
Approve Issuance of up to 15 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For
Close Meeting	Mgmt			

Costco Wholesale Corporation

Meeting Date: 01/23/2025Country: USAMeeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Susan L. Decker	Mgmt	For	For	For
Elect Director Kenneth D. Denman	Mgmt	For	For	For
Elect Director Helena B. Foulkes	Mgmt	For	For	For
Elect Director Hamilton E. James	Mgmt	For	For	For
Elect Director Sally Jewell	Mgmt	For	For	For
Elect Director Jeffrey S. Raikes	Mgmt	For	For	For
Elect Director John W. Stanton	Mgmt	For	For	For
Elect Director Ron M. Vachris	Mgmt	For	For	For
Elect Director Mary Agnes (Maggie) Wilderotter	Mgmt	For	For	For
Ratify KPMG LLP as Auditors	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Report on Risks of Maintaining Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against

Intuit Inc.

Meeting Date: 01/23/2025Country: USAMeeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Eve Burton	Mgmt	For	For	For
Elect Director Scott D. Cook	Mgmt	For	For	For
Elect Director Richard L. Dalzell	Mgmt	For	For	For
Elect Director Sasan K. Goodarzi	Mgmt	For	For	For
Elect Director Deborah Liu	Mgmt	For	For	For
Elect Director Takedra Mawakana	Mgmt	For	For	For
Elect Director Suzanne Nora Johnson	Mgmt	For	For	For
Elect Director Forrest Norrod	Mgmt	For	For	For
Elect Director Vasant Prabhu	Mgmt	For	For	For
Elect Director Ryan Roslansky	Mgmt	For	For	For
Elect Director Thomas Szkutak	Mgmt	For	For	For
Elect Director Raul Vazquez	Mgmt	For	For	For
Elect Director Eric S. Yuan	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For

Meeting Date: 01/28/2025

Country: USA

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Lloyd A. Carney	Mgmt	For	For	For
Elect Director Kermit R. Crawford	Mgmt	For	For	For
Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For	For	For
Elect Director Ramon Laguarta	Mgmt	For	For	For
Elect Director Teri L. List	Mgmt	For	For	For

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director John F. Lundgren	Mgmt	For	For	For
Elect Director Ryan McInerney	Mgmt	For	For	For
Elect Director Denise M. Morrison	Mgmt	For	For	For
Elect Director Pamela Murphy	Mgmt	For	For	For
Elect Director Linda J. Rendle	Mgmt	For	For	For
Elect Director Maynard G. Webb, Jr.	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Ratify KPMG LLP as Auditors	Mgmt	For	For	For
Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against	Against
Report on Company's Policy on Merchant Category Codes	SH	Against	Against	Against
Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	SH	Against	Against	Against
Report on Lobbying Payments and Policy	SH	Against	Against	For

Meeting Date: 02/06/2025
 Country: Ireland
 Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Jaime Ardila	Mgmt	For	For	For
Elect Director Martin Brudermuller	Mgmt	For	For	For
Elect Director Alan Jope	Mgmt	For	For	For
Elect Director Nancy McKinstry	Mgmt	For	For	For
Elect Director Jennifer Nason	Mgmt	For	For	For
Elect Director Paula A. Price	Mgmt	For	For	For
Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	For	For
Elect Director Arun Sarin	Mgmt	For	For	For
Elect Director Julie Sweet	Mgmt	For	For	For
Elect Director Tracey T. Travis	Mgmt	For	For	For

Accenture plc

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Masahiko Uotani	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Ratify KPMG LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For
Approve Capital Reduction of the Share Premium Account	Mgmt	For	For	For
Authorize Board to Issue Shares under Irish Law	Mgmt	For	For	For
Authorize the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	Mgmt	For	For	For
Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For

Volvo Car AB

Meeting Date: 02/06/2025

Country: Sweden

Meeting Type: Extraordinary Shareholders

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Open Meeting	Mgmt			
Elect Chairman of Meeting	Mgmt	For	For	For
Prepare and Approve List of Shareholders	Mgmt	For	For	For
Approve Agenda of Meeting	Mgmt	For	For	For
Designate Inspector(s) of Minutes of Meeting	Mgmt			
Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
Approve Equity Transfer Agreement with Zeekr	Mgmt	For	For	For
Close Meeting	Mgmt			

Siemens AG

Meeting Date: 02/13/2025

Country: Germany

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Receive Financial Statements and Statutory Reports for Fiscal Year 2023/24 (Non-Voting)	Mgmt			
Approve Allocation of Income and Dividends of EUR 5.20 per Share	Mgmt	For	For	For
Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2023/24	Mgmt	For	For	For
Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2023/24	Mgmt	For	For	For
Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2023/24	Mgmt	For	For	For
Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2023/24	Mgmt	For	For	For
Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2023/24	Mgmt	For	For	For
Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2023/24	Mgmt	For	For	For
Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2023/24	Mgmt	For	For	For
Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2023/24	Mgmt	For	For	For
Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2023/24	Mgmt	For	For	For
Approve Discharge of Supervisory Board Member Regina Dugan for Fiscal Year 2023/24	Mgmt	For	For	For
Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2023/24	Mgmt	For	For	For

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2023/24	Mgmt	For	For	For
Approve Discharge of Supervisory Board Member Oliver Hartmann for Fiscal Year 2023/24	Mgmt	For	For	For
Approve Discharge of Supervisory Board Member Keryn Lee James for Fiscal Year 2023/24	Mgmt	For	For	For
Approve Discharge of Supervisory Board Member Harald Kern (until Dec. 7, 2023) for Fiscal Year 2023/24	Mgmt	For	For	For
Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2023/24	Mgmt	For	For	For
Approve Discharge of Supervisory Board Member Martina Merz for Fiscal Year 2023/24	Mgmt	For	For	For
Approve Discharge of Supervisory Board Member Christian Pfeiffer for Fiscal Year 2023/24	Mgmt	For	For	For
Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2023/24	Mgmt	For	For	For
Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2023/24	Mgmt	For	For	For
Approve Discharge of Supervisory Board Member Kasper Rorsted for Fiscal Year 2023/24	Mgmt	For	For	For
Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2023/24	Mgmt	For	For	For
Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2023/24	Mgmt	For	For	For
Approve Discharge of Supervisory Board Member Mimon Uhamou (from Dec. 12, 2023) for Fiscal Year 2023/24	Mgmt	For	For	For
Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2023/24	Mgmt	For	For	For

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2023/24	Mgmt	For	For	For
Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024/25	Mgmt	For	For	For
Ratify PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2024/25	Mgmt	For	For	For
Approve Remuneration Report	Mgmt	For	For	For
Elect Jim Snabe to the Supervisory Board	Mgmt	For	For	For
Elect Kasper Rorsted to the Supervisory Board	Mgmt	For	For	For
Elect Ulf Schneider to the Supervisory Board	Mgmt	For	For	For
Elect Grazia Vittadini to the Supervisory Board	Mgmt	For	For	For
Elect Werner Brandt to the Supervisory Board	Mgmt	For	For	For
Approve Remuneration of Supervisory Board	Mgmt	For	For	For
Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Against	Against
Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 15 Billion; Approve Creation of EUR 180 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Wanda Austin	Mgmt	For	For	For
Elect Director Tim Cook	Mgmt	For	For	For
Elect Director Alex Gorsky	Mgmt	For	For	For
Elect Director Andrea Jung	Mgmt	For	For	For
Elect Director Art Levinson	Mgmt	For	For	For
Elect Director Monica Lozano	Mgmt	For	For	For
Elect Director Ron Sugar	Mgmt	For	For	For
Elect Director Sue Wagner	Mgmt	For	For	For
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Report on Ethical AI Data Acquisition and Usage	SH	Against	Against	For
Report on Child Safety Online	SH	Against	Against	Against
Consider Abolishing DEI Policies, Programs, Departments, and Goals	SH	Against	Against	Against
Report on Discrimination in Charitable Contributions	SH	Against	Against	Against

Deere & Company

Meeting Date: 02/26/2025Country: USAMeeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Leanne G. Caret	Mgmt	For	For	For
Elect Director Tamra A. Erwin	Mgmt	For	For	For
Elect Director R. Preston Feight	Mgmt	For	For	For
Elect Director Alan C. Heuberger	Mgmt	For	For	For
Elect Director L. Neil Hunn	Mgmt	For	For	For
Elect Director Michael O. Johanns	Mgmt	For	For	For
Elect Director John C. May	Mgmt	For	For	For

Deere & Company

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Gregory R. Page	Mgmt	For	For	For
Elect Director Sherry M. Smith	Mgmt	For	For	For
Elect Director Dmitri L. Stockton	Mgmt	For	For	For
Elect Director Sheila G. Talton	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
Report on Statistical Differences in Hiring Across Race and Gender	SH	Against	Against	Against
Report on Effectiveness of Efforts to Create a Meritocratic Workplace	SH	Against	Against	For
Establish a Board Committee on Corporate Financial Sustainability	SH	Against	Against	Against
Report on a Civil Rights Audit	SH	Against	For	For
Report on Discrimination in Charitable Contributions	SH	Against	Against	Against

Applied Materials, Inc.

Meeting Date: 03/06/2025

Country: USA

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Rani Borkar	Mgmt	For	For	For
Elect Director Judy Bruner	Mgmt	For	For	For
Elect Director Xun (Eric) Chen	Mgmt	For	For	For
Elect Director Aart J. de Geus	Mgmt	For	For	For
Elect Director Gary E. Dickerson	Mgmt	For	For	For
Elect Director Thomas J. Iannotti	Mgmt	For	For	For
Elect Director Alexander A. Karsner	Mgmt	For	For	For
Elect Director Kevin P. March	Mgmt	For	For	For
Elect Director Yvonne McGill	Mgmt	For	For	For

Applied Materials, Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Scott A. McGregor	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Ratify KPMG LLP as Auditors	Mgmt	For	For	For

TransDigm Group Incorporated

Meeting Date: 03/06/2025Country: USAMeeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director David A. Barr	Mgmt	For	For	For
Elect Director Jane M. Cronin	Mgmt	For	For	For
Elect Director Michael Graff	Mgmt	For	For	For
Elect Director Sean P. Hennessy	Mgmt	For	For	For
Elect Director W. Nicholas Howley	Mgmt	For	For	For
Elect Director Gary E. McCullough	Mgmt	For	For	For
Elect Director Michele L. Santana	Mgmt	For	For	For
Elect Director Robert J. Small	Mgmt	For	For	For
Elect Director Kevin M. Stein	Mgmt	For	For	For
Elect Director Jorge L. Valladares, III	Mgmt	For	For	For
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Johnson Controls International plc

Meeting Date: 03/12/2025Country: IrelandMeeting Type: Annual

Johnson Controls International plc

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Timothy M. Archer	Mgmt	For	For	For
Elect Director Jean Blackwell	Mgmt	For	For	For
Elect Director Pierre Cohade	Mgmt	For	For	For
Elect Director Patrick K. Decker	Mgmt	For	For	For
Elect Director W. Roy Dunbar	Mgmt	For	For	For
Elect Director Gretchen R. Haggerty	Mgmt	For	For	For
Elect Director Ayesha Khanna	Mgmt	For	For	For
Elect Director Seetarama (Swamy) Kotagiri	Mgmt	For	For	For
Elect Director George R. Oliver	Mgmt	For	For	For
Elect Director Jurgen Tinggren	Mgmt	For	For	For
Elect Director Mark Vergnano	Mgmt	For	For	For
Elect Director John D. Young	Mgmt	For	For	For
Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For	For
Authorize Market Purchases of Company Shares	Mgmt	For	For	For
Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Approve the Directors' Authority to Allot Shares	Mgmt	For	For	For
Approve the Disapplication of Statutory Pre-Emption Rights	Mgmt	For	For	For

Starbucks Corporation

Meeting Date: 03/12/2025Country: USAMeeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Richard E. Allison, Jr.	Mgmt	For	For	For

Starbucks Corporation

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Andrew Campion	Mgmt	For	For	For
Elect Director Beth Ford	Mgmt	For	For	Against
Elect Director Jorgen Vig Knudstorp	Mgmt	For	For	For
Elect Director Neal Mohan	Mgmt	For	For	For
Elect Director Brian Niccol	Mgmt	For	For	For
Elect Director Daniel Javier Servitje Montull	Mgmt	For	For	For
Elect Director Michael Sievert	Mgmt	For	For	For
Elect Director Wei Zhang	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
Report on Discrimination in Charitable Contributions	SH	Against	Against	Against
Require Independent Board Chair	SH	Against	Against	For
Report on Human Rights Risks Related to Labor Organizing	SH	Against	Against	Against
Report on Cage Free Egg Commitment in China and Japan	SH	Against	Against	Against
Publish an Annual Carbon Emissions Congruency Report	SH	Against	Against	Against

Agilent Technologies, Inc.

Meeting Date: 03/13/2025

Country: USA

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Otis W. Brawley	Mgmt	For	For	For
Elect Director Mikael Dolsten	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
Eliminate Supermajority Vote Requirement	Mgmt	For	For	For

Agilent Technologies, Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Declassify the Board of Directors	SH	None	For	For

QUALCOMM Incorporated

Meeting Date: 03/18/2025Country: USAMeeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Sylvia Acevedo	Mgmt	For	For	For
Elect Director Cristiano R. Amon	Mgmt	For	For	For
Elect Director Mark Fields	Mgmt	For	For	For
Elect Director Jeffrey W. Henderson	Mgmt	For	For	For
Elect Director Ann M. Livermore	Mgmt	For	For	For
Elect Director Mark D. McLaughlin	Mgmt	For	For	For
Elect Director Jamie S. Miller	Mgmt	For	For	For
Elect Director Marie Myers	Mgmt	For	For	For
Elect Director Irene B. Rosenfeld	Mgmt	For	For	For
Elect Director Kornelis (Neil) Smit	Mgmt	For	For	For
Elect Director Jean-Pascal Tricoire	Mgmt	For	For	For
Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Amend Omnibus Stock Plan	Mgmt	For	For	For
Report on Climate Risk in Retirement Plan Options	SH	Against	Against	For

Axfood AB

Meeting Date: 03/19/2025Country: SwedenMeeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Chair of Meeting	Mgmt	For	For	For
Prepare and Approve List of Shareholders	Mgmt	For	For	For
Approve Agenda of Meeting	Mgmt	For	For	For
Designate Inspector(s) of Minutes of Meeting	Mgmt			
Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
Receive Financial Statements and Statutory Reports	Mgmt			
Receive President's Report	Mgmt			
Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
Approve Discharge of Thomas Ekman	Mgmt	For	For	For
Approve Discharge of Mia Brunell Livfors	Mgmt	For	For	For
Approve Discharge of Fabian Bengtsson	Mgmt	For	For	For
Approve Discharge of Caroline Berg	Mgmt	For	For	For
Approve Discharge of Christian Luiga	Mgmt	For	For	For
Approve Discharge of Peter Ruzicka	Mgmt	For	For	For
Approve Discharge of Sara Ohrvall	Mgmt	For	For	For
Approve Discharge of Anders Helsing	Mgmt	For	For	For
Approve Discharge of Michael Sjoren	Mgmt	For	For	For
Approve Discharge of Lars Ostberg	Mgmt	For	For	For
Approve Discharge of Frida Antbrink	Mgmt	For	For	For
Approve Discharge of Ann-Catrin Alnervik	Mgmt	For	For	For
Approve Discharge of Patrik Thorin	Mgmt	For	For	For
Approve Discharge of CEO Simone Margulies	Mgmt	For	For	For
Approve Discharge of Former CEO Klas Balkow	Mgmt	For	For	For

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Approve Allocation of Income and Dividends of SEK 8.75 Per Share	Mgmt	For	For	For
Approve Remuneration Report	Mgmt	For	Against	Against
Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For
Approve Remuneration of Directors in the Amount of SEK 850,000 for Chair and SEK 545,000 for Other Directors	Mgmt	For	For	For
Approve Remuneration of Auditors	Mgmt	For	For	For
Reelect Fabian Bengtsson as Director	Mgmt	For	For	For
Reelect Caroline Berg as Director	Mgmt	For	For	For
Reelect Mia Brunell Livfors as Director	Mgmt	For	For	For
Reelect Christian Luiga as Director	Mgmt	For	For	For
Reelect Peter Ruzicka as Director	Mgmt	For	For	For
Reelect Sara Ohrvall as Director	Mgmt	For	For	For
Elect Bjorn Annwall as New Director	Mgmt	For	For	For
Elect Kristofer Tonstrom as New Director	Mgmt	For	For	For
Elect Carolin Berg as Board Chair	Mgmt	For	For	For
Approve Performance Share Plan LTIP 2025 for Key Employees	Mgmt	For	For	For
Approve Equity Plan Financing Through Repurchase and Transfer of Shares	Mgmt	For	For	For

Nordea Bank Abp

Meeting Date: 03/20/2025Country: FinlandMeeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Open Meeting	Mgmt			
Call the Meeting to Order	Mgmt			

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
Acknowledge Proper Convening of Meeting	Mgmt			
Prepare and Approve List of Shareholders	Mgmt			
Receive Financial Statements and Statutory Reports; Receive President Review	Mgmt			
Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
Approve Allocation of Income and Dividends of EUR 0.94 Per Share	Mgmt	For	For	For
Approve Discharge of Board and President	Mgmt	For	For	For
Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
Approve Remuneration of Directors in the Amount of EUR 400,000 for Chair, EUR 180,000 for Vice Chair and EUR 112,000 for Other Directors; Approve Remuneration for Committee Work; Approve Legal and Administrative Fees	Mgmt	For	For	For
Fix Number of Directors (10) and Deputy Directors (1)	Mgmt	For	For	For
Reelect Sir Stephen Hester (Chair) as Director	Mgmt	For	For	For
Reelect Petra van Hoeken as Director	Mgmt	For	For	For
Reelect John Maltby as Director	Mgmt	For	For	For
Reelect Risto Murto as Director	Mgmt	For	For	For
Reelect Lars Rohde as Director	Mgmt	For	For	For
Reelect Lene Skole as Director	Mgmt	For	For	For
Reelect Per Stromberg as Director	Mgmt	For	For	For
Reelect Jonas Synnergren as Director	Mgmt	For	For	For
Reelect Arja Talma as Director	Mgmt	For	For	For
Reelect Kjersti Wiklund as Director	Mgmt	For	For	For
Approve Remuneration of Auditor	Mgmt	For	For	For
Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For

Nordea Bank Abp

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For
Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	Mgmt	For	For	For
Amend Charter for the Shareholders Nomination Board	Mgmt	For	For	For
Approve Issuance of Convertible Instruments without Preemptive Rights	Mgmt	For	For	For
Authorize Share Repurchase Program in the Securities Trading Business	Mgmt	For	For	For
Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
Approve Issuance of up to 30 Million Shares without Preemptive Rights	Mgmt	For	For	For
Shareholder Proposals Submitted by Swedish Society for Nature Conservation and Action Aid Denmark	Mgmt			
Approve Business Activities in Line with the Paris Agreement	SH	Against	Against	Against
Close Meeting	Mgmt			

The Walt Disney Company

Meeting Date: 03/20/2025Country: USAMeeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Mary T. Barra	Mgmt	For	For	For
Elect Director Amy L. Chang	Mgmt	For	For	For
Elect Director D. Jeremy Darroch	Mgmt	For	For	For
Elect Director Carolyn N. Everson	Mgmt	For	For	For
Elect Director Michael B.G. Froman	Mgmt	For	For	For

The Walt Disney Company

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director James P. Gorman	Mgmt	For	For	For
Elect Director Robert A. Iger	Mgmt	For	For	For
Elect Director Maria Elena Lagomasino	Mgmt	For	For	For
Elect Director Calvin R. McDonald	Mgmt	For	For	For
Elect Director Derica W. Rice	Mgmt	For	For	For
Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Report on Climate Risk in Retirement Plan Options	SH	Against	Against	For
Reconsider Participation in Human Rights Campaign's Corporate Equality Index	SH	Against	Against	Against
Report on Risks of Discriminating Based on Religious and Political Views	SH	Against	Against	Against

Neste Corp.

Meeting Date: 03/25/2025

Country: Finland

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Open Meeting	Mgmt			
Call the Meeting to Order	Mgmt			
Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
Acknowledge Proper Convening of Meeting	Mgmt			
Prepare and Approve List of Shareholders	Mgmt			
Receive Financial Statements and Statutory Reports; Receive Board's Report; Receive Auditor's Report	Mgmt			
Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Approve Allocation of Income and Dividends of EUR 0.20 Per Share	Mgmt	For	For	For
Approve Discharge of Board and President	Mgmt	For	For	For
Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
Approve Remuneration of Directors in the Amount of EUR 165,000 for Chair, EUR 90,000 for Vice Chair, and EUR 75,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
Fix Number of Directors at Eight	Mgmt	For	For	For
Reelect John Abbott (Vice Chair), Nick Elmslie, Just Jansz, Conrad Keijzer, Pasi Laine (Chair) and Sari Mannonen as Directors; Elect Anna Hyvonen and Essimari Kairisto as New Directors	Mgmt	For	Against	Against
Approve Remuneration of Auditors	Mgmt	For	For	For
Ratify KPMG as Auditor	Mgmt	For	For	For
Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For
Appoint KPMG as Auditor for Sustainability Reporting	Mgmt	For	For	For
Authorize Share Repurchase Program	Mgmt	For	For	For
Approve Issuance of up to 23 Million Shares without Preemptive Rights	Mgmt	For	For	For
Close Meeting	Mgmt			

Telefonaktiebolaget LM Ericsson

Meeting Date: 03/25/2025Country: SwedenMeeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Chair of Meeting	Mgmt	For	For	For
Prepare and Approve List of Shareholders	Mgmt	For	For	For

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Approve Agenda of Meeting	Mgmt	For	For	For
Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
Designate Inspector(s) of Minutes of Meeting	Mgmt			
Receive Financial Statements and Statutory Reports	Mgmt			
Receive President and CEO Report; Allow Questions	Mgmt			
Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
Approve Remuneration Report	Mgmt	For	For	For
Approve Discharge of Board Member Jan Carlson	Mgmt	For	For	For
Approve Discharge of Board Member Jacob Wallenberg	Mgmt	For	For	For
Approve Discharge of Board Member Jon Fredrik Baksaas	Mgmt	For	For	For
Approve Discharge of Board Member Carolina Dybeck Happe	Mgmt	For	For	For
Approve Discharge of Board Member Borje Ekholm	Mgmt	For	For	For
Approve Discharge of Board Member Eric A. Elzvik	Mgmt	For	For	For
Approve Discharge of Board Member Kristin S. Rinne	Mgmt	For	For	For
Approve Discharge of Board Member Helena Stjernholm	Mgmt	For	For	For
Approve Discharge of Board Member Jonas Synnergren	Mgmt	For	For	For
Approve Discharge of Board Member Christy Wyatt	Mgmt	For	For	For
Approve Discharge of Board Member Karl Aberg	Mgmt	For	For	For
Approve Discharge of Employee Representative Ulf Rosberg	Mgmt	For	For	For
Approve Discharge of Employee Representative Annika Salomonsson	Mgmt	For	For	For
Approve Discharge of Employee Representative Kjell-Ake Soting	Mgmt	For	For	For
Approve Discharge of Deputy Employee Representative Frans Frejdestedt	Mgmt	For	For	For
Approve Discharge of Deputy Employee Representative Loredana Roslund	Mgmt	For	For	For

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Approve Discharge of Deputy Employee Representative Stefan Wanstedt	Mgmt	For	For	For
Approve Discharge of President Borje Ekholm	Mgmt	For	For	For
Approve Allocation of Income and Dividends of SEK 2.85 Per Share	Mgmt	For	For	For
Determine Number Directors (11) and Deputy Directors (0) of Board	Mgmt	For	For	For
Approve Remuneration of Directors in the Amount of SEK 5 Million for Chair and SEK 1.3 Million for Other Directors, Approve Remuneration for Committee Work	Mgmt	For	Against	For
Reelect Jon Fredrik Baksaas as Director	Mgmt	For	For	For
Reelect Jan Carlson as Director	Mgmt	For	Against	For
Reelect Borje Ekholm as Director	Mgmt	For	For	For
Reelect Eric A. Elzvik as Director	Mgmt	For	For	For
Reelect Kristin S. Rinne as Director	Mgmt	For	For	For
Reelect Jonas Synnergren as Director	Mgmt	For	For	For
Reelect Jacob Wallenberg as Director	Mgmt	For	Against	For
Reelect Christy Wyatt as Director	Mgmt	For	For	For
Reelect Karl Aberg as Director	Mgmt	For	Against	For
Elect Christian Cederholm as New Director	Mgmt	For	Against	For
Elect Marachel Knight as New Director	Mgmt	For	For	For
Reelect Jan Carlson as Board Chair	Mgmt	For	Against	For
Determine Number of Auditors (1)	Mgmt	For	For	For
Approve Remuneration of Auditors	Mgmt	For	For	For
Ratify Deloitte AB as Auditor	Mgmt	For	For	For
Approve Long-Term Variable Compensation Program 2025 (LTV 2025)	Mgmt	For	For	For
Approve Equity Plan Financing LTV 2025	Mgmt	For	For	For

Telefonaktiebolaget LM Ericsson

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Approve Alternative Equity Plan Financing of LTV 2025, if Item 16.2 is Not Approved	Mgmt	For	For	For
Amend Long-Term Variable Compensation Programs LTV I 2023, LTV II 2023 and LTV 2024	Mgmt	For	For	For
Approve Equity Plan Financing of LTV 2024	Mgmt	For	For	For
Approve Equity Plan Financing of LTV 2022, LTV I 2023 and LTV II 2023	Mgmt	For	For	For
Approve Equity Plan Financing of LTV 2022, LTV I 2023 and LTV II 2023	Mgmt	For	For	For
Shareholder Proposals Submitted by Christopher Neitzert	Mgmt			
Approve Policy Ensuring that Executive Bonuses are Disbursed Only After All Employees Have Received Cost-of-living and Performance-based Salary Increases Each Year	SH	Against	Against	Against

Electrolux AB

Meeting Date: 03/26/2025Country: SwedenMeeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Chair of Meeting	Mgmt	For	For	For
Prepare and Approve List of Shareholders	Mgmt	For	For	For
Approve Agenda of Meeting	Mgmt	For	For	For
Designate Inspector(s) of Minutes of Meeting	Mgmt			
Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
Receive Financial Statements and Statutory Reports	Mgmt			
Receive President's Report	Mgmt			
Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
Approve Discharge of Staffan Bohman	Mgmt	For	For	For

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Approve Discharge of Geert Follens	Mgmt	For	For	For
Approve Discharge of Petra Hedengran	Mgmt	For	For	For
Approve Discharge of Henrik Henriksson	Mgmt	For	For	For
Approve Discharge of Ulla Litzen	Mgmt	For	For	For
Approve Discharge of Torbjorn Loof	Mgmt	For	For	For
Approve Discharge of Daniel Nodhall	Mgmt	For	For	For
Approve Discharge of Karin Overbeck	Mgmt	For	For	For
Approve Discharge of Fredrik Persson	Mgmt	For	For	For
Approve Discharge of David Porter	Mgmt	For	For	For
Approve Discharge of Michael Rauterkus	Mgmt	For	For	For
Approve Discharge of Jonas Samuelson	Mgmt	For	For	For
Approve Discharge of Viveca Brinkenfeldt-Lever	Mgmt	For	For	For
Approve Discharge of Peter Ferm	Mgmt	For	For	For
Approve Discharge of Wilson Quispe	Mgmt	For	For	For
Approve Discharge of Ulrik Danestad	Mgmt	For	For	For
Approve Discharge of Jonas Samuelson as President and CEO	Mgmt	For	For	For
Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For	For
Approve Remuneration of Directors in the Amount of SEK 2.7 Million for Chair and SEK 775,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
Approve Remuneration of Auditors	Mgmt	For	For	For
Reelect Geert Follens as Director	Mgmt	For	For	For
Reelect Petra Hedengran as Director	Mgmt	For	Against	For

Electrolux AB

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Reelect Ulla Litzen as Director	Mgmt	For	For	For
Reelect Torbjorn Loof as Director	Mgmt	For	For	For
Reelect Daniel Nodhall as Director	Mgmt	For	Against	For
Reelect Karin Overbeck as Director	Mgmt	For	For	For
Reelect David Porter as Director	Mgmt	For	For	For
Reelect Michael Rauterkus as Director	Mgmt	For	For	For
Elect Yannick Fierling as New Director	Mgmt	For	For	For
Reelect Torbjorn Loof as Board Chair	Mgmt	For	For	For
Ratify PricewaterhouseCoopers AB as Auditors	Mgmt	For	For	For
Approve Remuneration Report	Mgmt	For	For	For
Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
Approve Transfer of 815,000 B-Shares	Mgmt	For	For	For
Approve Performance Share Plan for Key Employees	Mgmt	For	Against	For
Approve Equity Plan Financing	Mgmt	For	Against	For
Approve Alternative Equity Plan Financing	Mgmt	For	Against	For
Close Meeting	Mgmt			

Svenska Handelsbanken AB

Meeting Date: 03/26/2025Country: SwedenMeeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Open Meeting	Mgmt			
Elect Chair of Meeting	Mgmt	For	For	For
Prepare and Approve List of Shareholders	Mgmt	For	For	For
Approve Agenda of Meeting	Mgmt	For	For	For
Designate Inspector(s) of Minutes of Meeting	Mgmt			

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
Receive Financial Statements and Statutory Reports	Mgmt			
Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
Approve Allocation of Income and Dividends of SEK 15 Per Share	Mgmt	For	For	For
Approve Remuneration Report	Mgmt	For	For	For
Approve Discharge of Par Boman	Mgmt	For	For	For
Approve Discharge of Fredrik Lundberg	Mgmt	For	For	For
Approve Discharge of Mikael Almvret	Mgmt	For	For	For
Approve Discharge of Jon Fredrik Baksaas	Mgmt	For	For	For
Approve Discharge of Helene Barnekow	Mgmt	For	For	For
Approve Discharge of Stina Bergfors	Mgmt	For	For	For
Approve Discharge of Hans Biorck	Mgmt	For	For	For
Approve Discharge of Stefan Henricson	Mgmt	For	For	For
Approve Discharge of Kerstin Hessius	Mgmt	For	For	For
Approve Discharge of Anna Hjelmberg	Mgmt	For	For	For
Approve Discharge of Louise Lindh	Mgmt	For	For	For
Approve Discharge of Lena Renstrom	Mgmt	For	For	For
Approve Discharge of Ulf Riese	Mgmt	For	For	For
Approve Discharge of Arja Taaveniku	Mgmt	For	For	For
Approve Discharge of CEO Michael Green	Mgmt	For	For	For
Authorize Repurchase of up to 120 Million Class A and/or B Shares and Reissuance of Repurchased Shares	Mgmt	For	For	For
Authorize Share Repurchase Program	Mgmt	For	For	For

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Approve Issuance of Convertible Capital Instruments Corresponding to a Maximum of 198 Million Shares without Preemptive Rights	Mgmt	For	For	For
Determine Number of Directors (9)	Mgmt	For	For	For
Determine Number of Auditors (2)	Mgmt	For	For	For
Approve Remuneration of Directors in the Amount of SEK 4.05 Million for Chair, SEK 1.15 Million for Vice Chair and SEK 825,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
Reelect Helene Barnekow as Director	Mgmt	For	For	For
Reelect Stina Bergfors as Director	Mgmt	For	For	For
Reelect Hans Biorck as Director	Mgmt	For	For	For
Reelect Par Boman as Director	Mgmt	For	Against	For
Reelect Kerstin Hessius as Director	Mgmt	For	For	For
Elect Anders Jernhall as New Director	Mgmt	For	For	For
Reelect Louise Lindh as Director	Mgmt	For	For	For
Reelect Fredrik Lundberg as Director	Mgmt	For	Against	For
Reelect Ulf Riese as Director	Mgmt	For	Against	For
Elect Par Borman as Board Chair	Mgmt	For	Against	For
Ratify PricewaterhouseCoopers and Deloitte as Auditors	Mgmt	For	For	For
Ratify KPMG AB as Auditors In Foundations with Associated Management	Mgmt	For	For	For
Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt			
Approve Proposal Regarding Improving Procedures for Issuing BankID	SH	Against	Against	Against
Approve Proposal Regarding Improving the BankID Security	SH	Against	Against	Against
Shareholder Proposals Submitted by Henric Eriksson and Jacob Eriksson	Mgmt			
Change Dividend Policy	SH	Against	Against	Against

Svenska Handelsbanken AB

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Close Meeting	Mgmt			

Swedbank AB

Meeting Date: 03/26/2025Country: SwedenMeeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Open Meeting	Mgmt			
Elect Chair of Meeting	Mgmt	For	For	For
Prepare and Approve List of Shareholders	Mgmt			
Approve Agenda of Meeting	Mgmt	For	For	For
Designate Inspectors of Minutes of Meeting	Mgmt			
Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
Receive Financial Statements and Statutory Reports	Mgmt			
Receive Auditor's Reports	Mgmt			
Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
Approve Allocation of Income and Dividends of SEK 21.70 Per Share	Mgmt	For	For	For
Approve Discharge of Goran Bengtson	Mgmt	For	For	For
Approve Discharge of Annika Creutzer	Mgmt	For	For	For
Approve Discharge of Hans Eckerstrom	Mgmt	For	For	For
Approve Discharge of Kerstin Hermansson	Mgmt	For	For	For
Approve Discharge of Helena Liljedahl	Mgmt	For	For	For
Approve Discharge of Bengt Erik Lindgren	Mgmt	For	For	For
Approve Discharge of Anna Mossberg	Mgmt	For	For	For
Approve Discharge of Per Olof Nyman	Mgmt	For	For	For
Approve Discharge of Biljana Pehrsson	Mgmt	For	For	For

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Approve Discharge of Goran Persson	Mgmt	For	For	For
Approve Discharge of Biorn Riese	Mgmt	For	For	For
Approve Discharge of Jens Henriksson	Mgmt	For	For	For
Approve Discharge of Roger Ljung	Mgmt	For	For	For
Approve Discharge of Ake Skoglund	Mgmt	For	For	For
Approve Discharge of Henrik Joelsson	Mgmt	For	For	For
Approve Discharge of Camilla Linder	Mgmt	For	For	For
Determine Number of Members (11) and Deputy Members of Board (0)	Mgmt	For	For	For
Approve Remuneration of Directors in the Amount of SEK 3.5 Million for Chair, SEK 1.2 Million for Vice Chair and SEK 800,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For	For
Reelect Goran Bengtsson as Director	Mgmt	For	For	For
Reelect Annika Creutzer as Director	Mgmt	For	For	For
Reelect Hans Eckerstrom as Director	Mgmt	For	For	For
Reelect Kerstin Hermansson as Director	Mgmt	For	For	For
Reelect Helena Liljedahl as Director	Mgmt	For	For	For
Reelect Anna Mossberg as Director	Mgmt	For	For	For
Reelect Per Olof Nyman as Director	Mgmt	For	For	For
Reelect Biljana Pehrsson as Director	Mgmt	For	For	For
Reelect Goran Persson as Director	Mgmt	For	For	For
Reelect Biorn Riese as Director	Mgmt	For	For	For
Elect Rasmus Roos as New Director	Mgmt	For	For	For
Elect Goran Persson as Board Chair	Mgmt	For	For	For
Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For

Swedbank AB

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Approve Nomination Committee Procedures	Mgmt	For	For	For
Authorize Repurchase Authorization for Trading in Own Shares	Mgmt	For	For	For
Authorize Share Repurchase Program	Mgmt	For	For	For
Approve Issuance of Convertibles without Preemptive Rights	Mgmt	For	For	For
Approve Common Deferred Share Bonus Plan (Eken 2025)	Mgmt	For	For	For
Approve Deferred Share Bonus Plan for Key Employees (IP 2025)	Mgmt	For	For	For
Approve Equity Plan Financing	Mgmt	For	For	For
Approve Remuneration Report	Mgmt	For	For	For
Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt			
Approve Proposal Regarding Improving Finance Sweden's Procedures for Issuing New BankID	SH	None	Against	Against
Approve Proposal Regarding Improving the Security of BankID Usage	SH	None	Against	Against
Close Meeting	Mgmt			

ABB Ltd.

Meeting Date: 03/27/2025

Country: Switzerland

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
Approve Sustainability Report (Non-Binding)	Mgmt	For	For	For
Approve Discharge of Board and Senior Management	Mgmt	For	For	For
Approve Allocation of Income and Dividends of CHF 0.90 per Share	Mgmt	For	For	For

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Approve Remuneration of Directors in the Amount of CHF 4.3 Million	Mgmt	For	For	For
Approve Remuneration of Executive Committee in the Amount of CHF 44.5 Million	Mgmt	For	For	For
Reelect David Constable as Director	Mgmt	For	For	For
Reelect Frederico Curado as Director	Mgmt	For	For	For
Reelect Johan Forssell as Director	Mgmt	For	For	For
Reelect Denise Johnson as Director	Mgmt	For	For	For
Reelect Jennifer Xin-Zhe Li as Director	Mgmt	For	For	For
Reelect Geraldine Matchett as Director	Mgmt	For	For	For
Reelect David Meline as Director	Mgmt	For	For	For
Elect Claudia Nemat as Director	Mgmt	For	For	For
Reelect Mats Rahmstrom as Director	Mgmt	For	For	For
Reelect Peter Voser as Director and Board Chair	Mgmt	For	For	For
Reappoint David Constable as Member of the Compensation Committee	Mgmt	For	For	For
Reappoint Frederico Curado as Member of the Compensation Committee	Mgmt	For	For	For
Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	Mgmt	For	For	For
Designate Zehnder Bolliger & Partner as Independent Proxy	Mgmt	For	For	For
Ratify KPMG AG as Auditors	Mgmt	For	For	For
Transact Other Business (Voting)	Mgmt	For	Against	Against

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Chair of Meeting	Mgmt	For	For	For
Prepare and Approve List of Shareholders	Mgmt	For	For	For
Designate Inspector(s) of Minutes of Meeting	Mgmt			
Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
Approve Agenda of Meeting	Mgmt	For	For	For
Receive Financial Statements and Statutory Reports	Mgmt			
Receive President, Chair and Auditor Review	Mgmt			
Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
Approve Allocation of Income and Dividends of SEK 8.25 Per Share	Mgmt	For	For	For
Approve Discharge of Ewa Bjorling	Mgmt	For	For	For
Approve Discharge of Par Boman	Mgmt	For	For	For
Approve Discharge of Maria Carell	Mgmt	For	For	For
Approve Discharge of Annemarie Gardshol	Mgmt	For	For	For
Approve Discharge of Magnus Groth	Mgmt	For	For	For
Approve Discharge of Jan Gurander	Mgmt	For	For	For
Approve Discharge of Torbjorn Loof	Mgmt	For	For	For
Approve Discharge of Bert Nordberg	Mgmt	For	For	For
Approve Discharge of Barbara M. Thoralfsson	Mgmt	For	For	For
Approve Discharge of Karl Aberg	Mgmt	For	For	For
Approve Discharge of Sofia Lafqvist	Mgmt	For	For	For
Approve Discharge of Andeas Larsson	Mgmt	For	For	For
Approve Discharge of Suasanna Lind	Mgmt	For	For	For
Approve Discharge of Orjan Svensson	Mgmt	For	For	For

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Approve Discharge of Niclas Thulin	Mgmt	For	For	For
Approve Discharge of Magnus Groth (President)	Mgmt	For	For	For
Determine Number of Directors (10) and Deputy Members (0) of Board	Mgmt	For	For	For
Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
Approve Remuneration of Directors in the Amount of SEK 2.9 Million for Chair and SEK 960,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
Approve Remuneration of Auditors	Mgmt	For	For	For
Reelect Maria Carell as Director	Mgmt	For	For	For
Reelect Annemarie Gardshol as Director	Mgmt	For	For	For
Reelect Magnus Groth as Director	Mgmt	For	For	For
Reelect Jan Gurander as Director	Mgmt	For	For	For
Reelect Torbjorn Loof as Director	Mgmt	For	For	For
Reelect Bert Nordberg as Director	Mgmt	For	For	For
Reelect Barbara M. Thoralfsson as Director	Mgmt	For	For	For
Reelect Karl Aberg as Director	Mgmt	For	Against	For
Elect Alexander Lacik as New Director	Mgmt	For	For	For
Elect Katarina Martinson as New Director	Mgmt	For	Against	For
Reelect Jan Gurander as Board Chair	Mgmt	For	For	For
Ratify Ernst & Young as Auditor	Mgmt	For	For	For
Approve Remuneration Report	Mgmt	For	For	For
Approve Cash-Based Incentive Program (Program 2025-2027) for Key Employees	Mgmt	For	For	For
Approve SEK 31 Million Reduction in Share Capital via Share Cancellation; Approve Share Capital Increase Through Bonus Issue; Amend Articles	Mgmt	For	For	For
Authorize Share Repurchase Program	Mgmt	For	For	For

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For

Novo Nordisk A/S

Meeting Date: 03/27/2025Country: DenmarkMeeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Receive Report of Board	Mgmt			
Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
Approve Allocation of Income and Dividends of DKK 7.9 Per Share	Mgmt	For	For	For
Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
Approve Remuneration of Directors for 2024	Mgmt	For	For	For
Approve Remuneration Level of Directors for 2025	Mgmt	For	For	For
Reelect Helge Lund (Chair) as Director	Mgmt	For	For	For
Reelect Henrik Poulsen (Vice Chair) as Director	Mgmt	For	Abstain	For
Reelect Laurence Debroux as Director	Mgmt	For	For	For
Reelect Andreas Fibig as Director	Mgmt	For	For	For
Reelect Sylvie Gregoire as Director	Mgmt	For	For	For
Reelect Kasim Kutay as Director	Mgmt	For	Abstain	For
Reelect Christina Law as Director	Mgmt	For	For	For
Reelect Martin Mackay as Director	Mgmt	For	For	For
Ratify Deloitte as Auditors; Ratify Deloitte as Auditors for Sustainability Reporting	Mgmt	For	For	For
Authorize Share Repurchase Program	Mgmt	For	For	For

Novo Nordisk A/S

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Approve Creation of DKK 44.7 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 44.7 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 44.7 Million	Mgmt	For	For	For
Shareholder Proposals Submitted by Kritiske Aktionaerer	Mgmt			
Approve Proposal Regarding Regulated Working Conditions at Construction Sites	SH	Against	Against	Against
Management Proposals	Mgmt			
Other Business	Mgmt			

Holmen AB

Meeting Date: 03/31/2025

Country: Sweden

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Open Meeting	Mgmt			
Elect Chair of Meeting	Mgmt	For	For	For
Prepare and Approve List of Shareholders	Mgmt	For	For	For
Designate Inspectors of Minutes of Meeting	Mgmt	For	For	For
Approve Agenda of Meeting	Mgmt	For	For	For
Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
Receive Financial Statements and Statutory Reports	Mgmt			
Allow Questions	Mgmt			
Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
Approve Allocation of Income and Dividends of SEK 12.00 Per Share; Approve Record Date for Dividend Payment	Mgmt	For	For	For
Approve Discharge of Board and President	Mgmt	For	For	For

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Determine Number of Members (9) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
Approve Remuneration of Directors in the Amount of SEK 910,000 for Chair and SEK 455,000 for Other Directors; Approve Remuneration of Auditor	Mgmt	For	For	For
Reelect Fredrik Lundberg (Chair), Alice Kempe, Louise Lindh, Ulf Lundahl, Fredrik Persson, Henrik Sjolund, Henriette Zeuchner and Carina Akerstrom as Directors; Elect Stefan Widing as New Director	Mgmt	For	Against	For
Ratify PricewaterhouseCoopers AB as Auditor	Mgmt	For	For	For
Approve Remuneration Report	Mgmt	For	For	For
Approve Performance Share Matching Plan LTIP 2025 for Key Employees	Mgmt	For	For	For
Approve Equity Plan Financing	Mgmt	For	For	For
Approve Alternative Equity Plan Financing - if Item 17.b1 is Not Approved	Mgmt	For	For	For
Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
Close Meeting	Mgmt			