

# Board Statistics Report



Parameters Used:  
 Location(s): All locations  
 Account Group(s): All account groups  
 Institution Account(s): All institution accounts  
 Custodian Account(s): All custodian accounts  
 Reporting Period: 1/1/21 to 12/31/21

## Meeting Overview

Category	Number	Percentage
Number of votable meetings	181	
Number of meetings voted	177	97.79%
Number of meetings with at least 1 vote Against, Withhold or Abstain	104	57.46%

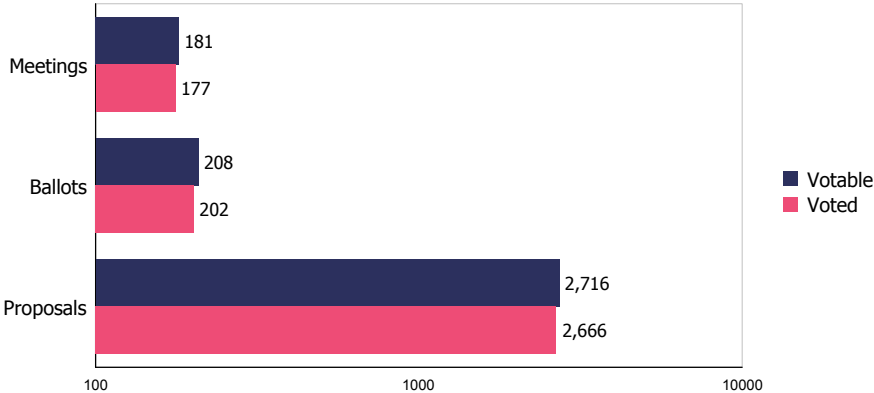
## Ballot Overview

Category	Number	Percentage
Number of votable ballots	208	
Number of ballots voted	202	97.12%

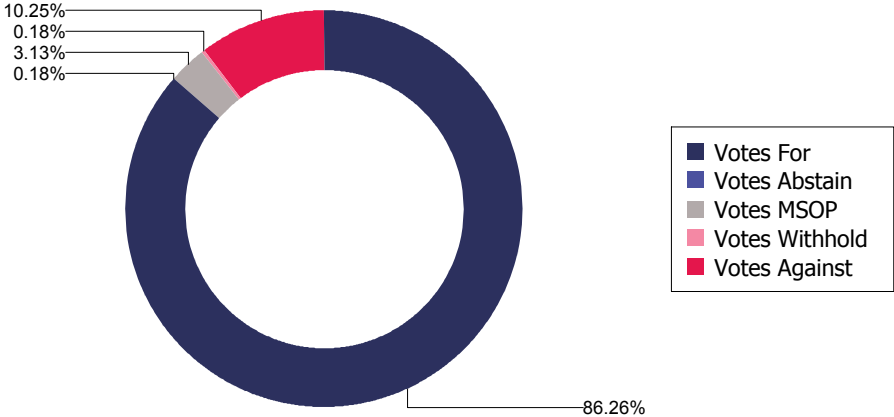
## Proposal Overview

Category	Number	Percentage
Number of votable items	2,716	
Number of items voted	2,666	98.16%
Number of votes FOR	2,373	89.01%
Number of votes AGAINST	282	10.58%
Number of votes ABSTAIN	5	0.19%
Number of votes WITHHOLD	5	0.19%
Number of votes on MSOP	86	3.23%
Number of votes One Year	1	0.04%
Number of votes Two Years	0	0.00%
Number of votes Three Years	0	0.00%
Number of votes With Policy	2,655	99.59%
Number of votes Against Policy	11	0.41%
Number of votes With Mgmt	2,370	88.90%
Number of votes Against Mgmt	296	11.10%
Number of votes on Shareholder Proposals	50	1.88%

## Voting Statistics

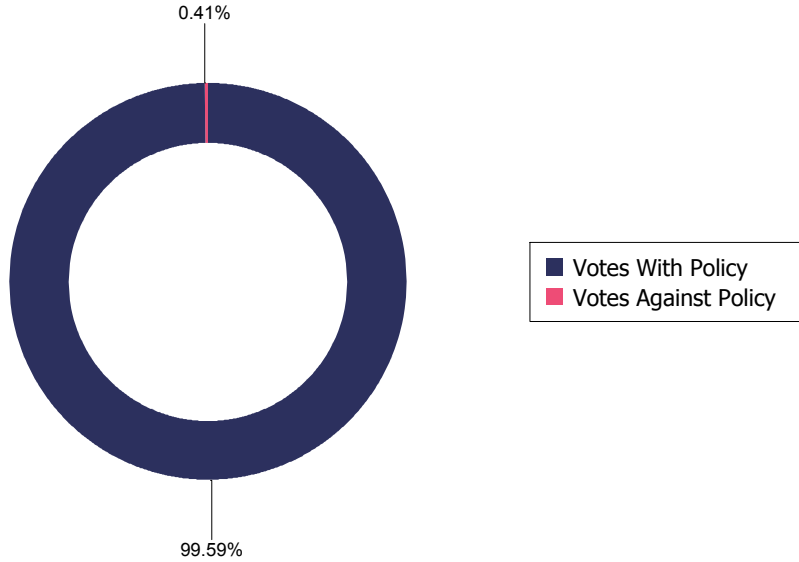


## Vote Cast Statistics

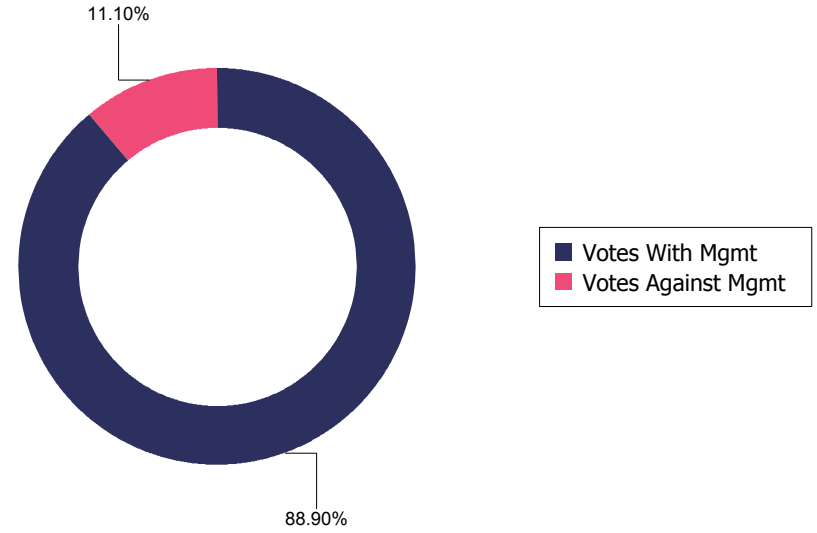


Note: Instructions of Do Not Vote are not considered voted, and in cases of different votes submitted across ballots for a given meeting, votes cast are distinctly counted by type per proposal where total votes submitted by type may be higher than unique proposals voted.

### Vote Alignment with Policy



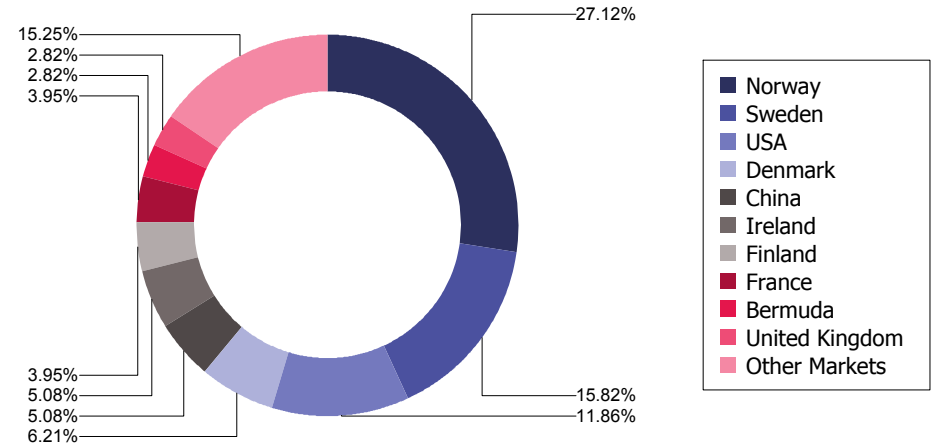
### Vote Alignment with Management



### Market Breakdown

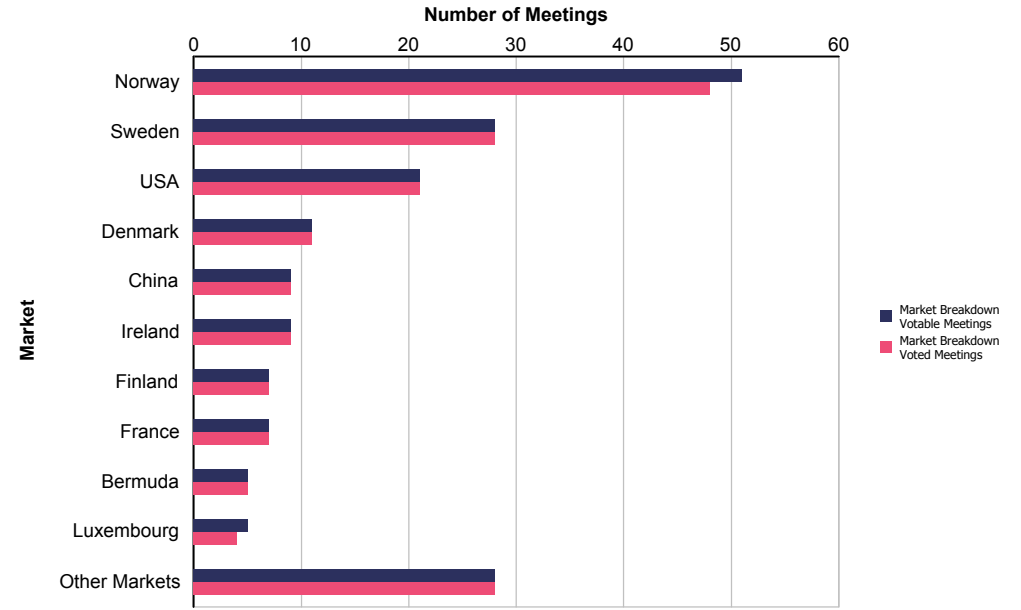
Market	Votable Meetings	Voted Meetings	Percentage
Norway	51	48	94.12%
Sweden	28	28	100.00%
USA	21	21	100.00%
Denmark	11	11	100.00%
China	9	9	100.00%
Ireland	9	9	100.00%
Finland	7	7	100.00%
France	7	7	100.00%
Bermuda	5	5	100.00%
Luxembourg	5	4	80.00%
United Kingdom	5	5	100.00%
Cayman Islands	4	4	100.00%
Netherlands	4	4	100.00%
Germany	2	2	100.00%
Japan	2	2	100.00%
Malta	2	2	100.00%
Spain	2	2	100.00%

### Meetings Voted by Market



### Market Voting Statistics

Market	Votable Meetings	Voted Meetings	Percentage
Switzerland	2	2	100.00%
Austria	1	1	100.00%
Faroe Islands	1	1	100.00%
Hong Kong	1	1	100.00%
Jersey	1	1	100.00%
Marshall Isl	1	1	100.00%



## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of Items Voted AGST/ABST/WITHH
BW Offshore Ltd.	14-May-21	Bermuda	Elect Director	Directors Related	Reelect Andreas Sohmen-Pao (Chair) as Director	1
Ocean Sun AS	11-Oct-21	Norway	Approve Executive Share Option Plan	Non-Salary Comp.	Approve Stock Option Plan	1
Panoro Energy ASA	27-May-21	Norway	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy And Other Terms of Employment For Executive Management (Part 1)	1
AF Gruppen ASA	11-May-21	Norway	Elect Director	Directors Related	Reelect Kristian Holth as Director	1
Alphabet Inc.	02-Jun-21	USA	Elect Director	Directors Related	Elect Director Robin L. Washington	1
CRISPR Therapeutics AG	10-Jun-21	Switzerland	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Non-Salary Comp.	Approve Remuneration of Executive Committee in the Amount of USD 2,693,933	1
Crayon Group Holding AS	16-Apr-21	Norway	Elect Director	Directors Related	Elect Jennifer Lee Koss as New Director	1
BioNTech SE	22-Jun-21	Germany	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Approve Creation of EUR 123.2 Million Pool of Capital with Partial Exclusion of Preemptive Rights	1
ams AG	02-Jun-21	Austria	Other Business	Routine/Business	New/Amended Proposals from Management and Supervisory Board	1
Gigante Salmon AS	17-Dec-21	Norway	Elect Director	Directors Related	Elect Liv Monica Stubholt as New Director	1
SalMar ASA	08-Jun-21	Norway	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Capitalization	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	1
Betsson AB	25-Oct-21	Sweden	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	SH-Dirs' Related	Elect Peter Hamberg as New Director	1
ABG Sundal Collier Holding ASA	20-Apr-21	Norway	Elect Director	Directors Related	Elect Knut Brundtland (Chairman) as Director	1
Alphabet Inc.	02-Jun-21	USA	Company-Specific-Governance-Related	SH-Corp Governance	Amend Certificate of Incorporation to Become a Public Benefit Corporation	1
Telefonaktiebolaget LM Ericsson	30-Mar-21	Sweden	Approve Equity Plan Financing	Non-Salary Comp.	Approve Equity Plan Financing of LTV 2021	1
Vaccibody AS	05-May-21	Norway	Approve Non-Employee Director Restricted Stock Plan	Non-Salary Comp.	Approve Restricted Share Units for New Director	1
Aker ASA	28-Apr-21	Norway	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Capitalization	Authorize Share Repurchase Program for Investment Purposes or Cancellation	1
Telefonaktiebolaget LM Ericsson	30-Mar-21	Sweden	Approve Restricted Stock Plan	Non-Salary Comp.	Approve Long-Term Variable Compensation Program 2021 (LTV 2021)	1

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

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of Items Voted AGST/ABST/WITHH
Norwegian Air Shuttle ASA	04-Jun-21	Norway	Elect Directors (Bundled)	Directors Related	Elect Directors	1
Brinova Fastigheter AB	05-May-21	Sweden	Elect Board Chairman/Vice-Chairman	Directors Related	Reelect Erik Selin as Board Chairman	1
Telefonaktiebolaget LM Ericsson	30-Mar-21	Sweden	Approve Alternative Equity Plan Financing	Non-Salary Comp.	Approve Alternative Equity Plan Financing of LTV 2021, if Item 16.2 is Not Approved	1
Schneider Electric SE	28-Apr-21	France	Elect Representative of Employee Shareholders to the Board	Directors Related	Elect Malene Kvist Kristensen as Representative of Employee Shareholders to the Board	1
Methode Electronics, Inc.	15-Sep-21	USA	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Advisory Vote to Ratify Named Executive Officers' Compensation	1
Sikri Holding AS	27-May-21	Norway	Elect Director	Directors Related	Reelect Torbjorn Giskeodegard Krovel as Director	1
China Everbright Environment Group Limited	18-May-21	Hong Kong	Elect Director	Directors Related	Elect Zhai Haitao as Director	1
Medistim ASA	27-Apr-21	Norway	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy And Other Terms of Employment For Executive Management	1
Europris ASA	05-May-21	Norway	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Creation of NOK 33.4 Million Pool of Capital without Preemptive Rights	1
ABB Ltd.	25-Mar-21	Switzerland	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Creation of CHF 24 Million Pool of Capital without Preemptive Rights	1
Castellum AB	25-Mar-21	Sweden	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Directors Related	Elect Anna Kinberg Batra as New Director	1
Schneider Electric SE	28-Apr-21	France	Elect Representative of Employee Shareholders to the Board	Directors Related	Elect Thierry Jacquet as Representative of Employee Shareholders to the Board	1
Bakkafrøst P/F	09-Apr-21	Faroe Islands	Elect Director	Directors Related	Reelect Annika Frederiksberg as Director	1
Coloplast A/S	02-Dec-21	Denmark	Elect Director	Directors Related	Reelect Lars Soren Rasmussen as Director	1
Sikri Holding AS	27-May-21	Norway	Approve Equity Plan Financing	Non-Salary Comp.	Approve Equity Plan Financing	1
Betsson AB	25-Oct-21	Sweden	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	SH-Dirs' Related	Elect Pontus Lindwall as New Director	1
Axactor SE	15-Apr-21	Norway	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy And Other Terms of Employment For Executive Management	1
ams AG	02-Jun-21	Austria	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy	1

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

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of Items Voted AGST/ABST/WITHH
Castellum AB	25-Mar-21	Sweden	Elect Supervisory Board Members (Bundled)	SH-Dirs' Related	Fix Number of Directors at Seven; Reelect Per Berggren, Christina Karlsson Kazeem, Zdravko Markovski and Joacim Sjoberg as Directors; Elect Rutger Arnhult (New Chair), Anna Kinberg Batra and Anna-Karin Celsing as New Directors	1
BYD Company Limited	16-Jun-21	China	Approve Executive Share Option Plan	Non-Salary Comp.	Approve Share Option Scheme of BYD Semiconductor Company Limited	1
Sikri Holding AS	27-May-21	Norway	Elect Director	Directors Related	Reelect Rune Syversen as Director	1
Compagnie de Saint-Gobain SA	03-Jun-21	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Pierre-Andre de Chalendar, Chairman and CEO	1
Envipco Holding NV	23-Jun-21	Netherlands	Elect Director	Directors Related	Reelect Simon Bolton as Executive Director	1
Fjordkraft Holding ASA	21-Apr-21	Norway	Elect Director	Directors Related	Reelect Steinar Sonsterby as Director (Chair)	1
Golden Ocean Group Limited	26-May-21	Bermuda	Elect Director	Directors Related	Elect Director Tor Svelland	1
Ocean Sun AS	11-Oct-21	Norway	Elect Director	Directors Related	Elect Kristin Aabyholm as Director	1
Xinyi Solar Holdings Limited	28-May-21	Cayman Islands	Authorize Reissuance of Repurchased Shares	Capitalization	Authorize Reissuance of Repurchased Shares	1
Alphabet Inc.	02-Jun-21	USA	Elect Director	Directors Related	Elect Director L. John Doerr	1
Alphabet Inc.	02-Jun-21	USA	Approve Omnibus Stock Plan	Non-Salary Comp.	Approve Omnibus Stock Plan	1
HomeServe Plc	16-Jul-21	United Kingdom	Elect Director	Directors Related	Re-elect Ron McMillan as Director	1
Bakkafrøst P/F	09-Apr-21	Faroe Islands	Elect Director	Directors Related	Reelect Runi M. Hansen as Director and Board Chairman	1
SEF - First SMB	30-Apr-21	Luxembourg	Approve Remuneration of Directors and/or Committee Members	Directors Related	Approve Remuneration of Directors	1
Ocean Sun AS	20-May-21	Norway	Elect Director	Directors Related	Reelect Brian Glover as Director	1
Betsson AB	25-Oct-21	Sweden	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	SH-Dirs' Related	Reelect Fredrik Carlsson as Director	1
Atlas Copco AB	27-Apr-21	Sweden	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Remuneration Report	1
Kid ASA	27-May-21	Norway	Elect Director	Directors Related	Reelect Petter Schouw-Hansen as Director for a Term of Two Years	1
Aker ASA	28-Apr-21	Norway	Elect Directors (Bundled)	Directors Related	Elect Directors	1
Fastighets AB Balder	12-May-21	Sweden	Elect Director	Directors Related	Reelect Fredrik Svensson as Director	1

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

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of Items Voted AGST/ABST/WITHH
Ocean Sun AS	20-May-21	Norway	Elect Director	Directors Related	Reelect Borge Bjorneklett as Director	1
HelloFresh SE	26-May-21	Germany	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy	1
Self Storage Group ASA	26-May-21	Norway	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Creation of NOK 4.2 Million Pool of Capital without Preemptive Rights	1
Nordic Aqua Partners A/S	27-May-21	Denmark	Ratify Auditors	Routine/Business	Ratify Deloitte as Auditors	1
Beijing Enterprises Urban Resources Group Ltd.	04-Jun-21	Cayman Islands	Authorize Reissuance of Repurchased Shares	Capitalization	Authorize Reissuance of Repurchased Shares	1
Atlas Copco AB	27-Apr-21	Sweden	Elect Director	Directors Related	Reelect Staffan Bohman as Director	1
Alibaba Group Holding Limited	17-Sep-21	Cayman Islands	Elect Director	Directors Related	Elect Director J. Michael Evans	1
Tesla, Inc.	07-Oct-21	USA	Elect Director	Directors Related	Elect Director Kimbal Musk	1
Sonans Holding AS	14-Dec-21	Norway	Elect Director	Directors Related	Elect Sylvie Milverton and Bente Sollid Storehaug as Directors	1
Castellum AB	25-Mar-21	Sweden	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Directors Related	Elect Anna-Karin Celsing as New Director	1
Kone Oyj	02-Mar-21	Finland	Elect Directors (Bundled)	Directors Related	Reelect Matti Alahuhta, Susan Duinhoven, Antti Herlin, Iris Herlin, Jussi Herlin, Ravi Kant and Juhani Kaskeala as Directors; Elect Jennifer Xin-Zhe Li as New Director	1
AF Gruppen ASA	11-May-21	Norway	Approve Remuneration Policy	Non-Salary Comp.	Review Remuneration Policy And Other Terms of Employment For Executive Management	1
China Everbright Environment Group Limited	18-May-21	Hong Kong	Authorize Reissuance of Repurchased Shares	Capitalization	Authorize Reissuance of Repurchased Shares	1
Norwegian Air Shuttle ASA	04-Jun-21	Norway	Approve Remuneration of Directors and/or Committee Members	Directors Related	Approve Remuneration of Nominating Committee	1
Evolution Gaming Group AB	16-Apr-21	Sweden	Elect Director	Directors Related	Reelect Jonas Engwall as Director	1
GoodRx Holdings, Inc.	10-Jun-21	USA	Elect Director	Directors Related	Elect Director Agnes Rey-Giraud	1
Fastighets AB Balder	12-May-21	Sweden	Elect Board Chairman/Vice-Chairman	Directors Related	Reelect Christina Rogestam as Board Chairman	1
Beijing Enterprises Urban Resources Group Ltd.	04-Jun-21	Cayman Islands	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	1
Novozymes A/S	11-Mar-21	Denmark	Allow Shareholder Meetings to be Held in Virtual-Only Format	Other/Misc	Allow Shareholder Meetings to be Held by Electronic Means Only	1

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

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of Items Voted AGST/ABST/WITHH
Navamedic ASA	03-Jun-21	Norway	Elect Director	Directors Related	Reelect Terje Bakken as Director and Chairman	1
Navamedic ASA	03-Jun-21	Norway	Elect Director	Directors Related	Reelect Inger Johanne Solhaug as Director	1
Kongsberg Gruppen ASA	06-May-21	Norway	Approve Equity Plan Financing	Non-Salary Comp.	Approve Equity Plan Financing	1
RAK Petroleum Plc	29-Jun-21	United Kingdom	Elect Director	Directors Related	Re-elect Amir Handjani as Director	1
China Everbright Greentech Ltd.	17-May-21	Cayman Islands	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	1
Alphabet Inc.	02-Jun-21	USA	Charitable Contributions	SH-Other/misc.	Report on Charitable Contributions	1
Elkem ASA	27-Apr-21	Norway	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy And Other Terms of Employment For Executive Management	1
Crayon Group Holding AS	16-Apr-21	Norway	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy And Other Terms of Employment For Executive Management	1
Crayon Group Holding AS	16-Apr-21	Norway	Approve Equity Plan Financing	Non-Salary Comp.	Approve Equity Plan Financing	1
Panoro Energy ASA	27-May-21	Norway	Approve Remuneration of Directors and/or Committee Members	Directors Related	Approve Remuneration of Directors in the Amount of USD 83,000 for Chairman, USD 50,000 for Vice Chair and USD 43,000 for Other Directors; Approve Remuneration for Committee Work; Approve Grant of Options and One-Time Extraordinary Remuneration to Chairman	1
Betsson AB	25-Oct-21	Sweden	Company-Specific Board-Related	SH-Dirs' Related	Approve Remuneration of Directors	1
BYD Company Limited	08-Jun-21	China	Authorize Issuance of Bonds/Debentures	Capitalization	Approve Authorization to the Board to Determine the Proposed Plan for the Issuance of Debt Financing Instruments	1
Siemens Gamesa Renewable Energy SA	17-Mar-21	Spain	Elect Director	Directors Related	Reelect Klaus Rosenfeld as Director	1
CRISPR Therapeutics AG	10-Jun-21	Switzerland	Approve Qualified Employee Stock Purchase Plan	Non-Salary Comp.	Approve Increase in Conditional Share Capital for Employee Equity Plans	1
Nokia Oyj	08-Apr-21	Finland	Elect Director	Directors Related	Reelect Kari Stadigh as Director	1
SEF SICAV - First Opportunities	10-Dec-21	Luxembourg	Other Business	Routine/Business	Transact Other Business (Voting)	1
Cadeler A/S	29-Apr-21	Denmark	Elect Board Chairman/Vice-Chairman	Directors Related	Elect Andreas Sohmen-Pao as Board Chairman	1
Subsea 7 SA	14-Apr-21	Luxembourg	Elect Director	Directors Related	Reelect Kristian Siem as Director	1
BNP Paribas SA	18-May-21	France	Elect Representative of Employee Shareholders to the Board	Directors Related	Elect Isabelle Coron as Representative of Employee Shareholders to the Board	1



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

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of Items Voted AGST/ABST/WITHH
BNP Paribas SA	18-May-21	France	Elect Representative of Employee Shareholders to the Board	Directors Related	Elect Dominique Potier as Representative of Employee Shareholders to the Board	1
Tesla, Inc.	07-Oct-21	USA	Elect Director	Directors Related	Elect Director James Murdoch	1
Golden Ocean Group Limited	26-May-21	Bermuda	Elect Director	Directors Related	Elect Director John Fredriksen	1
NP3 Fastigheter AB	04-May-21	Sweden	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Issuance of up to 5.4 Million Ordinary Shares and 15 Million Preference Shares without Preemptive Rights	1
Ocean Sun AS	11-Oct-21	Norway	Elect Director	Directors Related	Elect Anne Vera Skrivarhaug as Director	1
Aptiv PLC	30-Apr-21	Jersey	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Advisory Vote to Ratify Named Executive Officers' Compensation	1
G5 Entertainment AB	15-Jun-21	Sweden	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Remuneration Report	1
Navamedic ASA	03-Jun-21	Norway	Elect Director	Directors Related	Reelect Narve Reiten as Director	1
Skyworks Solutions, Inc.	12-May-21	USA	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Advisory Vote to Ratify Named Executive Officers' Compensation	1
Wihlborgs Fastigheter AB	27-Apr-21	Sweden	Elect Director	Directors Related	Reelect Jan Litborn as Director	1
Xinjiang Goldwind Science & Technology Co., Ltd.	28-Jun-21	China	Approve/Amend Loan Guarantee to Subsidiary	Reorg. and Mergers	Approve Provision of Letter of Guarantee by the Company for the Benefit of its Subsidiaries	1
Link Mobility Group Holding ASA	07-Dec-21	Norway	Approve Remuneration Policy	Non-Salary Comp.	Amend Remuneration Policy And Other Terms of Employment For Executive Management	1
Carasent ASA	30-Jun-21	Norway	Authorize Board to Fix Remuneration of External Auditor(s)	Routine/Business	Approve Remuneration of Auditors	1
Crayon Group Holding AS	16-Apr-21	Norway	Elect Director	Directors Related	Reelect Jens Rugseth as Director	1
Sikri Holding AS	27-May-21	Norway	Elect Director	Directors Related	Reelect Jens Rugseth as Director	1
Vaccibody AS	05-May-21	Norway	Approve Equity Plan Financing	Non-Salary Comp.	Approve Equity Plan Financing	1
Navamedic ASA	03-Jun-21	Norway	Elect Director	Directors Related	Elect Annika Kollen as New Director	1
Tekna Holding AS	24-Nov-21	Norway	Elect Director	Directors Related	Elect Morten Henriksen as Board Chair	1
Sikri Holding AS	27-May-21	Norway	Approve Non-Employee Director Stock Option Plan	Non-Salary Comp.	Approve Stock Option Plan for Board Chairman	1
Link Mobility Group Holding ASA	07-Dec-21	Norway	Approve Equity Plan Financing	Non-Salary Comp.	Approve Equity Plan Financing	1
GoodRx Holdings, Inc.	10-Jun-21	USA	Elect Director	Directors Related	Elect Director Douglas Hirsch	1
Envipco Holding NV	23-Jun-21	Netherlands	Elect Director	Directors Related	Reelect Gregory Garvey as Non-Executive Director	1

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

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of Items Voted AGST/ABST/WITHH
Kone Oyj	02-Mar-21	Finland	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Remuneration Report (Advisory Vote)	1
Schneider Electric SE	28-Apr-21	France	Elect Representative of Employee Shareholders to the Board	Directors Related	Elect Zennia Csikos as Representative of Employee Shareholders to the Board	1
Ocean Sun AS	20-May-21	Norway	Authorize Board to Fix Remuneration of External Auditor(s)	Routine/Business	Approve Remuneration of Auditors	1
Betsson AB	25-Oct-21	Sweden	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	SH-Dirs' Related	Reelect Eva Leach as Director	1
AF Gruppen ASA	11-May-21	Norway	Elect Director	Directors Related	Elect Saloume Djoudat as New Director	1
Evolution Gaming Group AB	16-Apr-21	Sweden	Elect Director	Directors Related	Reelect Ian Livingstone as Director	1
Europris ASA	05-May-21	Norway	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy And Other Terms of Employment For Executive Management	1
ABB Ltd.	25-Mar-21	Switzerland	Other Business	Routine/Business	Transact Other Business (Voting)	1
Alphabet Inc.	02-Jun-21	USA	Elect Director	Directors Related	Elect Director Ann Mather	1
BNP Paribas SA	18-May-21	France	Elect Representative of Employee Shareholders to the Board	Directors Related	Elect Cecile Besse Advani as Representative of Employee Shareholders to the Board	1
Brinova Fastigheter AB	05-May-21	Sweden	Elect Director	Directors Related	Reelect Erik Selin as Director	1
Crayon Group Holding AS	16-Apr-21	Norway	Elect Director	Directors Related	Elect Rune Syversen (Chairman) as New Director	1
Norwegian Air Shuttle ASA	04-Jun-21	Norway	Elect Member of Nominating Committee	Routine/Business	Elect Members of Nominating Committee	1
Fastighets AB Trianon	04-May-21	Sweden	Elect Director	Directors Related	Reelect Olof Andersson as Director	1
Fjordkraft Holding ASA	21-Apr-21	Norway	Approve Equity Plan Financing	Non-Salary Comp.	Approve Equity Plan Financing	1
Royal Dutch Shell Plc	18-May-21	United Kingdom	Elect Director	Directors Related	Re-elect Ben van Beurden as Director	1
Navamedic ASA	03-Jun-21	Norway	Approve Equity Plan Financing	Non-Salary Comp.	Approve Equity Plan Financing	1
RAK Petroleum Plc	29-Jun-21	United Kingdom	Elect Director	Directors Related	Re-elect Bjorn Dale as Director	1
NKT A/S	25-Mar-21	Denmark	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Approve Creation of Pool of Capital without Preemptive Rights; Approve Creation of Pool of Capital with Preemptive Rights; Approve Issuance of Convertible Loans without Preemptive Rights	1
Aker ASA	28-Apr-21	Norway	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy And Other Terms of Employment For Executive Management	1

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

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of Items Voted AGST/ABST/WITHH
Cadeler A/S	29-Apr-21	Denmark	Elect Director	Directors Related	Elect Andreas Sohmen-Pao as New Director	1
Ocean Sun AS	20-May-21	Norway	Elect Director	Directors Related	Reelect Thomas Moe Borseth (Chair) as Director	1
China Everbright Greentech Ltd.	17-May-21	Cayman Islands	Elect Director	Directors Related	Elect Wang Tianyi as Director	1
Envipco Holding NV	23-Jun-21	Netherlands	Elect Director	Directors Related	Reelect Christian Crepet as Non-Executive Director	1
Crayon Group Holding AS	16-Apr-21	Norway	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Remuneration Statement	1
Xinyi Solar Holdings Limited	28-May-21	Cayman Islands	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	1
Nordic Semiconductor ASA	20-Apr-21	Norway	Approve Remuneration of Directors and/or Committee Members	Directors Related	Approve Remuneration of Directors in the Amount NOK 750,000 for Chairman, NOK 325,000 for Shareholder Elected Directors and NOK 150,000 for Employee Elected Directors	1
Amazon.com, Inc.	26-May-21	USA	Elect Director	Directors Related	Elect Director Jeffrey P. Bezos	1
Envipco Holding NV	23-Jun-21	Netherlands	Elect Director	Directors Related	Reelect Alexandre Bouri as Non-Executive Director	1
Betsson AB	25-Oct-21	Sweden	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	SH-Dirs' Related	Reelect Jan Nord as Director	1
AXA SA	29-Apr-21	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Thomas Buberl, CEO	1
CRISPR Therapeutics AG	10-Jun-21	Switzerland	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Non-Salary Comp.	Approve Remuneration of Executive Committee in the Amount of USD 55,827,593	1
AF Gruppen ASA	11-May-21	Norway	Elect Director	Directors Related	Reelect Arne Baumann as Director	1
Carasent ASA	27-Oct-21	Norway	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Creation of NOK 20.9 Million Pool of Capital without Preemptive Rights	1
Zalaris ASA	20-May-21	Norway	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Creation of NOK 201,230 Pool of Capital without Preemptive Rights	1
Zalaris ASA	20-May-21	Norway	Approve Remuneration Policy	Non-Salary Comp.	Approve Guidelines for Incentive-Based Compensation for Executive Management	1
Europris ASA	05-May-21	Norway	Approve Equity Plan Financing	Non-Salary Comp.	Approve Equity Plan Financing	1

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

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of Items Voted AGST/ABST/WITHH
ABG Sundal Collier Holding ASA	20-Apr-21	Norway	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy And Other Terms of Employment For Executive Management	1
Brinova Fastigheter AB	05-May-21	Sweden	Elect Director	Directors Related	Reelect Johan Ericsson as Director	1
ams AG	02-Jun-21	Austria	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Remuneration Report	1
CRISPR Therapeutics AG	10-Jun-21	Switzerland	Elect Director	Directors Related	Reelect Director Ali Behbahani	1
Crayon Group Holding AS	16-Apr-21	Norway	Elect Director	Directors Related	Reelect Dagfinn Ringas as Director	1
Novo Nordisk A/S	25-Mar-21	Denmark	Allow Shareholder Meetings to be Held in Virtual-Only Format	Other/Misc	Allow Shareholder Meetings to be Held Partially or Fully by Electronic Means	1
Amazon.com, Inc.	26-May-21	USA	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Advisory Vote to Ratify Named Executive Officers' Compensation	1
GoodRx Holdings, Inc.	10-Jun-21	USA	Elect Director	Directors Related	Elect Director Jacqueline Kosecoff	1
Jazz Pharmaceuticals plc	29-Jul-21	Ireland	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorise Issue of Equity without Pre-emptive Rights	1
Flat Glass Group Co., Ltd.	20-May-21	China	Elect Director	Directors Related	Elect Jiang Jinhua as Director	1
Sikri Holding AS	27-May-21	Norway	Elect Director	Directors Related	Reelect Torstein Harildstad as Director and New Chair	1
Norwegian Air Shuttle ASA	04-Jun-21	Norway	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	Capitalization	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of NOK 2 Billion; Approve Issuance of up to 10 Percent of Share Capital to Guarantee Conversion Rights	1
Norwegian Air Shuttle ASA	04-Jun-21	Norway	Authorize the Company to Call EGM with Two Weeks Notice	Antitakeover Related	Authorize Company to Call EGM with Two Weeks' Notice	1
Elkem ASA	27-Apr-21	Norway	Approve Equity Plan Financing	Non-Salary Comp.	Approve Equity Plan Financing Through Issuance of Shares	1
Sikri Holding AS	27-May-21	Norway	Elect Director	Directors Related	Reelect Preben Rasch-Olsen as Director	1
Fastighets AB Balder	12-May-21	Sweden	Elect Director	Directors Related	Reelect Sten Duner as Director	1
Vaccibody AS	22-Dec-21	Norway	Approve Remuneration of Directors and/or Committee Members	Directors Related	Approve Remuneration of New Elected Directors	1
Navamedic ASA	03-Jun-21	Norway	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Creation of NOK 2.4 Million Pool of Capital without Preemptive Rights	1
Coloplast A/S	02-Dec-21	Denmark	Elect Director	Directors Related	Reelect Niels Peter Louis-Hansen as Director	1

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

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of Items Voted AGST/ABST/WITHH
Atlas Copco AB	27-Apr-21	Sweden	Elect Board Chairman/Vice-Chairman	Directors Related	Reelect Hans Straberg as Board Chairman	1
Carasent ASA	30-Jun-21	Norway	Elect Director	Directors Related	Elect Staffan Hanstorp as New Director for a Term of Two Years	1
CRISPR Therapeutics AG	10-Jun-21	Switzerland	Approve Remuneration of Directors and/or Committee Members	Directors Related	Approve Remuneration of Directors in the Amount of USD 11,738,100	1
Schibsted ASA	06-May-21	Norway	Elect Director	Directors Related	Elect Hugo Maurstad as Director	1
Orion Oyj	25-Mar-21	Finland	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Remuneration Report (Advisory Vote)	1
Self Storage Group ASA	26-May-21	Norway	Elect Directors (Bundled)	Directors Related	Reelect Steven Skaar (Chair), Gustav Sobak, Yvonne Sandvold, Ingrid Elvira Leisner and Carl August Ameln as Directors	1
China Everbright Greentech Ltd.	17-May-21	Cayman Islands	Authorize Reissuance of Repurchased Shares	Capitalization	Authorize Reissuance of Repurchased Shares	1
Sagax AB	05-May-21	Sweden	Elect Director	Directors Related	Reelect Johan Thorell as Director	1
SalMar ASA	08-Jun-21	Norway	Approve Restricted Stock Plan	Non-Salary Comp.	Approve Share-Based Incentive Plan	1
Cadeler A/S	29-Apr-21	Denmark	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Remuneration Report (Advisory Vote)	1
Multiconsult ASA	19-Apr-21	Norway	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Creation of NOK 1.3 Million Pool of Capital without Preemptive Rights	1
Kid ASA	27-May-21	Norway	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy And Other Terms of Employment For Executive Management	1
Olav Thon Eiendomsselskap ASA	22-Jun-21	Norway	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy And Other Terms of Employment For Executive Management	1
HomeServe Plc	16-Jul-21	United Kingdom	Elect Director	Directors Related	Re-elect Edward Fitzmaurice as Director	1
Atlas Copco AB	27-Apr-21	Sweden	Elect Director	Directors Related	Reelect Peter Wallenberg Jr as Director	1
Alibaba Group Holding Limited	17-Sep-21	Cayman Islands	Elect Director	Directors Related	Elect Director Joseph C. Tsai	1
Editas Medicine, Inc.	03-Jun-21	USA	Elect Director	Directors Related	Elect Director Andrew Hirsch	1
Axactor SE	15-Apr-21	Norway	Elect Director	Directors Related	Elect Glen Ole Rodland (Chair) as Director	1
Betsson AB	25-Oct-21	Sweden	Establish a Nominating Committee	SH-Dirs' Related	Amend Instructions for Nominating Committee	1

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

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of Items Voted AGST/ABST/WITHH
BYD Company Limited	08-Jun-21	China	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Issuance by BYD Electronic (International) Company Limited of Equity or Equity-Linked Securities without Preemptive Rights	1
ABG Sundal Collier Holding ASA	20-Apr-21	Norway	Elect Director	Directors Related	Reelect Arild A. Engh as Director	1
Beam Therapeutics, Inc.	09-Jun-21	USA	Elect Director	Directors Related	Elect Director Kristina Burow	1
Betsson AB	25-Oct-21	Sweden	Change Size of Board of Directors	SH-Dirs' Related	Determine Number of Members (6) and Deputy Members (0) of Board	1
AF Gruppen ASA	11-May-21	Norway	Elect Director	Directors Related	Reelect Kristina Alvendal as Director	1
NKT A/S	25-Mar-21	Denmark	Authorize Share Repurchase Program	Capitalization	Authorize Share Repurchase Program	1
Jazz Pharmaceuticals plc	29-Jul-21	Ireland	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Renew the Board's Authority to Issue Shares Under Irish Law	1
Novozymes A/S	11-Mar-21	Denmark	Elect Director	Directors Related	Reelect Heine Dalsgaard as Director	1
Betsson AB	25-Oct-21	Sweden	Company-Specific Board-Related	SH-Dirs' Related	Elect Johan Lundberg as Board Chair	1
AF Gruppen ASA	11-May-21	Norway	Elect Director	Directors Related	Reelect Hege Bomark as Director	1
Telenor ASA	27-May-21	Norway	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy And Other Terms of Employment For Executive Management	1
Castellum AB	25-Mar-21	Sweden	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Directors Related	Reelect Rutger Arnhult as Director	1
Navamedic ASA	03-Jun-21	Norway	Elect Director	Directors Related	Reelect Jostein Davidsen as Director	1
Norwegian Air Shuttle ASA	04-Jun-21	Norway	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy And Other Terms of Employment For Executive Management	1
Kid ASA	27-May-21	Norway	Elect Directors (Bundled)	Directors Related	Elect Directors (Bundled)	1
Carasent ASA	30-Jun-21	Norway	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy And Other Terms of Employment For Executive Management	1
Panoro Energy ASA	27-May-21	Norway	Approve Restricted Stock Plan	Non-Salary Comp.	Approve RSU Plan for Key Employees	1
China Everbright Environment Group Limited	18-May-21	Hong Kong	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	1
Nyfosa AB	21-Apr-21	Sweden	Elect Board Chairman/Vice-Chairman	Directors Related	Reelect Johan Ericsson as Board Chairman	1
Jazz Pharmaceuticals plc	29-Jul-21	Ireland	Adjourn Meeting	Antitakeover Related	Adjourn Meeting	1

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

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of Items Voted AGST/ABST/WITHH
Flat Glass Group Co., Ltd.	20-May-21	China	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	Routine/Business	Approve 2021 Financial Budget Report	1
Kone Oyj	02-Mar-21	Finland	Approve Remuneration of Directors and/or Committee Members	Directors Related	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	1
Elkem ASA	27-Apr-21	Norway	Elect Directors (Bundled)	Directors Related	Elect Directors	1
Kongsberg Gruppen ASA	06-May-21	Norway	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy And Other Terms of Employment For Executive Management	1
BYD Company Limited	08-Jun-21	China	Approve/Amend Loan Guarantee to Subsidiary	Reorg. and Mergers	Approve Provision of Guarantee by the Group	1
Aker BioMarine AS	12-Mar-21	Norway	Elect Directors (Bundled)	Directors Related	Elect Anne Harris and Cilia Holmes Indahl as New Directors; Reelect Ola Snove (Chair), Kjell Inge Rokke and Oyvind Eriksen as Directors; Elect Frank Ove Reite as Deputy Board Member	1
Panoro Energy ASA	27-May-21	Norway	Approve Equity Plan Financing	Non-Salary Comp.	Approve Equity Plan Financing	1
Sikri Holding AS	27-May-21	Norway	Elect Director	Directors Related	Reelect Fredrik Cappelen as Director	1
Fastighets AB Balder	12-May-21	Sweden	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Issuance of up to 20 Million Class B Shares without Preemptive Rights	1
Aker BioMarine AS	12-Mar-21	Norway	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Creation of NOK 105.1 Million Pool of Capital without Preemptive Rights	1
AF Gruppen ASA	11-May-21	Norway	Elect Director	Directors Related	Reelect Kjetel Digre as Director	1
Circa Group AS	16-Jun-21	Norway	Authorize Board to Fix Remuneration of External Auditor(s)	Routine/Business	Approve Remuneration of Auditors	1
Nordic Aqua Partners A/S	27-May-21	Denmark	Approve Executive Share Option Plan	Non-Salary Comp.	Approve Warrant Plan; Approve Creation of DKK 514,200 Pool of Conditional Capital to Guarantee Conversion Rights	1
Alphabet Inc.	02-Jun-21	USA	Elect Director	Directors Related	Elect Director K. Ram Shriram	1
Brinova Fastigheter AB	05-May-21	Sweden	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Issuance of Class B Shares up to 20 Percent of Share Capital without Preemptive Rights	1
Envipco Holding NV	23-Jun-21	Netherlands	Elect Director	Directors Related	Reelect Dick Stalenhoef as Non-Executive Director	1

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

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of Items Voted AGST/ABST/WITHH
CRISPR Therapeutics AG	10-Jun-21	Switzerland	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve CHF 1,179,509 Increase in Authorized Capital	1
Microsoft Corporation	30-Nov-21	USA	Miscellaneous Proposal -- Environmental & Social	SH-Social Proposal	Prohibit Sales of Facial Recognition Technology to All Government Entities	1
Nordea Bank Abp	24-Mar-21	Finland	Elect Directors (Bundled)	Directors Related	Reelect Torbjorn Magnusson (Chair), Nigel Hinshelwood, Birger Steen, Sarah Russell, Robin Lawther, Kari Jordan, Petra van Hoeken, John Maltby and Jonas Synnergren as Directors; Elect Claudia Dill as New Director	1
Elecnor SA	22-Jun-21	Spain	Elect Director	Directors Related	Ratify Appointment of and Elect Santiago Leon Domecq as Director	1
SalMar ASA	08-Jun-21	Norway	Authorize Board to Fix Remuneration of External Auditor(s)	Routine/Business	Approve Remuneration of Auditors	1
Envipco Holding NV	23-Jun-21	Netherlands	Elect Director	Directors Related	Reelect David D'Addario as Non-Executive Director	1
Castellum AB	25-Mar-21	Sweden	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Directors Related	Elect Rutger Arnhult as New Board Chairman	1
Navamedic ASA	03-Jun-21	Norway	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy And Other Terms of Employment For Executive Management	1
Ocean Sun AS	20-May-21	Norway	Elect Director	Directors Related	Reelect Arnt Emil Ingulstad as Director	1
Norwegian Air Shuttle ASA	04-Jun-21	Norway	Approve Remuneration of Directors and/or Committee Members	Directors Related	Approve Remuneration of Directors	1
Telenor ASA	27-May-21	Norway	Approve Equity Plan Financing	Non-Salary Comp.	Approve Equity Plan Financing	1
Aker ASA	28-Apr-21	Norway	Approve Equity Plan Financing	Non-Salary Comp.	Authorize Share Repurchase Program in Connection with Incentive Plan	1
Fastighets AB Balder	12-May-21	Sweden	Elect Director	Directors Related	Reelect Anders Wennergren as Director	1
Cadeler A/S	29-Apr-21	Denmark	Approve Remuneration of Directors and/or Committee Members	Directors Related	Approve Remuneration of Directors in the Amount of EUR 160,000 for Chair and EUR 40,000 for Other Directors; Approve Remuneration for Committee Work	1
Norske Skog ASA	15-Apr-21	Norway	Elect Directors (Bundled)	Directors Related	Elect John Chiang (Chair), Arvid Grundekjon and Trine-Marie Hagen as Directors; Elect Paul Kristiansen and Svein Erik Veie as Observers	1
AF Gruppen ASA	11-May-21	Norway	Elect Directors (Bundled)	Directors Related	Elect Directors (Bundled)	1



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

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of Items Voted AGST/ABST/WITHH
RAK Petroleum Plc	29-Jun-21	United Kingdom	Elect Director	Directors Related	Re-elect Bijan Mossavar-Rahmani as Director	1
RAK Petroleum Plc	29-Jun-21	United Kingdom	Elect Director	Directors Related	Re-elect Ahmed Jawa as Director	1
RAK Petroleum Plc	29-Jun-21	United Kingdom	Elect Board Chairman/Vice-Chairman	Directors Related	Re-elect Bijan Mossavar-Rahmani as Executive Chairman of the Board of Directors	1
RAK Petroleum Plc	29-Jun-21	United Kingdom	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy	1
Atlas Copco AB	27-Apr-21	Sweden	Elect Director	Directors Related	Reelect Johan Forssell as Director	1
Atlas Copco AB	27-Apr-21	Sweden	Elect Director	Directors Related	Reelect Hans Straberg as Director	1
Vaccibody AS	30-Nov-21	Norway	Amend Executive Share Option Plan	Non-Salary Comp.	Amend Terms of Outstanding Warrants	1
NKT A/S	25-Mar-21	Denmark	Allow Shareholder Meetings to be Held in Virtual-Only Format	Other/Misc	Allow Shareholder Meetings to be Held by Electronic Means Only	1
Vaccibody AS	22-Dec-21	Norway	Elect Directors (Bundled)	Directors Related	Elect Martin Nicklasson (Chair) and Anders Tuv as New Directors	1
Elecnor SA	22-Jun-21	Spain	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Advisory Vote on Remuneration Report	1
Envipco Holding NV	23-Jun-21	Netherlands	Elect Director	Directors Related	Reelect Maurice Bouri as Non-Executive Director	1
Telefonaktiebolaget LM Ericsson	30-Mar-21	Sweden	Elect Director	Directors Related	Reelect Jan Carlson as Director	1
Sikri Holding AS	27-May-21	Norway	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Creation of NOK 564,115.70 Pool of Capital without Preemptive Rights	1
Multiconsult ASA	19-Apr-21	Norway	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy And Other Terms of Employment For Executive Management	1
Fastighets AB Balder	12-May-21	Sweden	Elect Director	Directors Related	Reelect Christina Rogestam as Director	1
ams AG	02-Jun-21	Austria	Other Business	Routine/Business	New/Amended Proposals from Shareholders	1
BYD Company Limited	08-Jun-21	China	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for H Shares	1
Nokia Oyj	08-Apr-21	Finland	Elect Directors (Bundled)	Directors Related	Reelect Sari Baldauf, Bruce Brown, Thomas Dannenfeldt, Jeanette Horan, Edward Kozel, Soren Skou, Carla Smits-Nusteling, and Kari Stadigh as Directors	1
Nyfosa AB	21-Apr-21	Sweden	Elect Director	Directors Related	Reelect Johan Ericsson as Director	1

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

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of Items Voted AGST/ABST/WITHH
Elecnor SA	22-Jun-21	Spain	Ratify Auditors	Routine/Business	Renew Appointment of KPMG Auditores as Auditor	1
AF Gruppen ASA	11-May-21	Norway	Elect Director	Directors Related	Reelect Pal Egil Ronn (Chair) as Director	1
Novo Nordisk A/S	25-Mar-21	Denmark	Company-Specific -- Shareholder Miscellaneous	SH-Other/misc.	Initiate Plan for Changed Ownership	1
Olav Thon Eiendomsselskap ASA	22-Jun-21	Norway	Elect Directors (Bundled)	Directors Related	Elect One Director for a Term of Two Years and One Deputy Director for a Term of One Year	1
Aker BioMarine AS	12-Mar-21	Norway	Approve Equity Plan Financing	Non-Salary Comp.	Approve Equity Plan Financing	1
CRISPR Therapeutics AG	10-Jun-21	Switzerland	Elect Member of Remuneration Committee	Routine/Business	Reelect Ali Behbahani as Member of the Compensation Committee	1
HomeServe Plc	16-Jul-21	United Kingdom	Elect Director	Directors Related	Re-elect Katrina Cliffe as Director	1
Norwegian Air Shuttle ASA	04-Jun-21	Norway	Approve Equity Plan Financing	Non-Salary Comp.	Approve Equity Plan Financing	1
Xinyi Solar Holdings Limited	28-May-21	Cayman Islands	Elect Director	Directors Related	Elect Cheng Kwok Kin, Paul as Director	1
Self Storage Group ASA	26-May-21	Norway	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy And Other Terms of Employment For Executive Management	1
Aker ASA	28-Apr-21	Norway	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Capitalization	Authorize Share Repurchase Program in Connection with Acquisitions, Mergers, Demergers or Other Transactions	1
Axactor SE	15-Apr-21	Norway	Approve Equity Plan Financing	Non-Salary Comp.	Approve Equity Plan Financing	1
Beam Therapeutics, Inc.	09-Jun-21	USA	Elect Director	Directors Related	Elect Director Graham Cooper	1
Xinjiang Goldwind Science & Technology Co., Ltd.	28-Jun-21	China	Approve/Amend Loan Guarantee to Subsidiary	Reorg. and Mergers	Approve Provision of New Guarantees by the Company for its Subsidiaries	1
BW LPG Ltd.	14-May-21	Bermuda	Elect Board Chairman/Vice-Chairman	Directors Related	Appoint Andreas Sohmen-Pao as Company Chair	1
Betsson AB	25-Oct-21	Sweden	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	SH-Dirs' Related	Reelect Johan Lundberg as Director	1
Carasent ASA	30-Jun-21	Norway	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Creation of NOK 17.8 Million Pool of Capital without Preemptive Rights	1
Medistim ASA	27-Apr-21	Norway	Elect Director	Directors Related	Elect Torben Jorgensen as Director	1
Beijing Enterprises Urban Resources Group Ltd.	04-Jun-21	Cayman Islands	Elect Director	Directors Related	Elect Zhou Min as Director	1
Envipco Holding NV	23-Jun-21	Netherlands	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Remuneration Report	1

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

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of Items Voted AGST/ABST/WITHH
CRISPR Therapeutics AG	10-Jun-21	Switzerland	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Non-Salary Comp.	Approve Remuneration of Executive Committee in the Amount of USD 3,514,207	1
Golden Ocean Group Limited	26-May-21	Bermuda	Elect Director	Directors Related	Elect Director Ola Lorentzon	1
BW LPG Ltd.	14-May-21	Bermuda	Elect Director	Directors Related	Reelect Andreas Sohlen-Pao as Director	1
Sikri Holding AS	27-May-21	Norway	Elect Directors (Bundled)	Directors Related	Reelect Current Directors (Bundled)	1
Sikri Holding AS	27-May-21	Norway	Elect Director	Directors Related	Reelect Christian Krag Breddam as Director	1
Nordic Semiconductor ASA	20-Apr-21	Norway	Approve Restricted Stock Plan	Non-Salary Comp.	Approve Long-Term Incentive Plan	1
SalMar ASA	08-Jun-21	Norway	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy And Other Terms of Employment For Executive Management (Binding)	1
Mitsubishi Electric Corp.	29-Jun-21	Japan	Elect Director	Directors Related	Elect Director Oyamada, Takashi	1
Panoro Energy ASA	27-May-21	Norway	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy And Other Terms of Employment For Executive Management (Part 2)	1
ABG Sundal Collier Holding ASA	20-Apr-21	Norway	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Creation of NOK 21.7 Million Pool of Capital without Preemptive Rights	1

## Analysis of Votes Against Policy

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of items voted AGST Policy
Bahnhof AB	11-May-21	Sweden	Elect Director	Directors Related	Reelect Eric Hasselqvist as Director	1
Bahnhof AB	11-May-21	Sweden	Elect Director	Directors Related	Reelect Andreas Norman as Director	1
Bahnhof AB	11-May-21	Sweden	Elect Board Chairman/Vice-Chairman	Directors Related	Reelect Andreas Norman as Board Chairman	1
Siemens Gamesa Renewable Energy SA	17-Mar-21	Spain	Elect Director	Directors Related	Reelect Klaus Rosenfeld as Director	1
Bahnhof AB	11-May-21	Sweden	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Issuance of up to 40 Million Shares without Preemptive Rights	1
Bahnhof AB	11-May-21	Sweden	Elect Director	Directors Related	Reelect Kennet Lejnell as Director	1
Bouvet ASA	20-May-21	Norway	Approve Equity Plan Financing	Non-Salary Comp.	Approve Creation of NOK 200,000 Pool of Capital in Connection With Employee Share Scheme	1

**Analysis of Votes Against Policy (Continued)**

<b>Company Name</b>	<b>Meeting Date</b>	<b>Market</b>	<b>Proposal Code Description</b>	<b>Proposal Type Category</b>	<b>Proposal Text</b>	<b># of items voted AGST Policy</b>
Bouvet ASA	20-May-21	Norway	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy And Other Terms of Employment For Executive Management	1
Bahnhof AB	11-May-21	Sweden	Elect Director	Directors Related	Reelect Anna Ahr as Director	1
Bahnhof AB	11-May-21	Sweden	Elect Director	Directors Related	Elect Jens Nylander as New Director	1
Bahnhof AB	11-May-21	Sweden	Elect Director	Directors Related	Reelect Jon Karlung as Director	1

**Analysis of Votes Against Management**

<b>Company Name</b>	<b>Meeting Date</b>	<b>Market</b>	<b>Proposal Code Description</b>	<b>Proposal Type Category</b>	<b>Proposal Text</b>	<b># of items voted AGST Mgmt</b>
BW Offshore Ltd.	14-May-21	Bermuda	Elect Director	Directors Related	Reelect Andreas Sohlen-Pao (Chair) as Director	1
Ocean Sun AS	11-Oct-21	Norway	Approve Executive Share Option Plan	Non-Salary Comp.	Approve Stock Option Plan	1
Panoro Energy ASA	27-May-21	Norway	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy And Other Terms of Employment For Executive Management (Part 1)	1
AF Gruppen ASA	11-May-21	Norway	Elect Director	Directors Related	Reelect Kristian Holth as Director	1
Alphabet Inc.	02-Jun-21	USA	Elect Director	Directors Related	Elect Director Robin L. Washington	1
Tesla, Inc.	07-Oct-21	USA	Human Rights Risk Assessment	SH-Soc./Human Rights	Additional Reporting on Human Rights	1
CRISPR Therapeutics AG	10-Jun-21	Switzerland	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Non-Salary Comp.	Approve Remuneration of Executive Committee in the Amount of USD 2,693,933	1
Crayon Group Holding AS	16-Apr-21	Norway	Elect Director	Directors Related	Elect Jennifer Lee Koss as New Director	1
BioNTech SE	22-Jun-21	Germany	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Approve Creation of EUR 123.2 Million Pool of Capital with Partial Exclusion of Preemptive Rights	1
Gigante Salmon AS	17-Dec-21	Norway	Elect Director	Directors Related	Elect Liv Monica Stubholt as New Director	1
SalMar ASA	08-Jun-21	Norway	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Capitalization	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	1
ABG Sundal Collier Holding ASA	20-Apr-21	Norway	Elect Director	Directors Related	Elect Knut Brundtland (Chairman) as Director	1
Alphabet Inc.	02-Jun-21	USA	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH-Corp Governance	Approve Recapitalization Plan for all Stock to Have One-vote per Share	1
Telefonaktiebolaget LM Ericsson	30-Mar-21	Sweden	Approve Equity Plan Financing	Non-Salary Comp.	Approve Equity Plan Financing of LTV 2021	1

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of items voted AGST Mgmt
Vaccibody AS	05-May-21	Norway	Approve Non-Employee Director Restricted Stock Plan	Non-Salary Comp.	Approve Restricted Share Units for New Director	1
Amazon.com, Inc.	26-May-21	USA	Miscellaneous Proposal -- Environmental & Social	SH-Social Proposal	Report on Customers' Use of its Surveillance and Computer Vision Products Capabilities or Cloud Products Contribute to Human Rights Violations	1
Aker ASA	28-Apr-21	Norway	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Capitalization	Authorize Share Repurchase Program for Investment Purposes or Cancellation	1
Telefonaktiebolaget LM Ericsson	30-Mar-21	Sweden	Approve Restricted Stock Plan	Non-Salary Comp.	Approve Long-Term Variable Compensation Program 2021 (LTV 2021)	1
Norwegian Air Shuttle ASA	04-Jun-21	Norway	Elect Directors (Bundled)	Directors Related	Elect Directors	1
Brinova Fastigheter AB	05-May-21	Sweden	Elect Board Chairman/Vice-Chairman	Directors Related	Reelect Erik Selin as Board Chairman	1
Telefonaktiebolaget LM Ericsson	30-Mar-21	Sweden	Approve Alternative Equity Plan Financing	Non-Salary Comp.	Approve Alternative Equity Plan Financing of LTV 2021, if Item 16.2 is Not Approved	1
Methode Electronics, Inc.	15-Sep-21	USA	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Advisory Vote to Ratify Named Executive Officers' Compensation	1
Sikri Holding AS	27-May-21	Norway	Elect Director	Directors Related	Reelect Torbjorn Giskeodegard Krovel as Director	1
China Everbright Environment Group Limited	18-May-21	Hong Kong	Elect Director	Directors Related	Elect Zhai Haitao as Director	1
Medistim ASA	27-Apr-21	Norway	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy And Other Terms of Employment For Executive Management	1
Europris ASA	05-May-21	Norway	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Creation of NOK 33.4 Million Pool of Capital without Preemptive Rights	1
ABB Ltd.	25-Mar-21	Switzerland	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Creation of CHF 24 Million Pool of Capital without Preemptive Rights	1
Bakkafrost P/F	09-Apr-21	Faroe Islands	Elect Director	Directors Related	Reelect Annika Frederiksberg as Director	1
Coloplast A/S	02-Dec-21	Denmark	Elect Director	Directors Related	Reelect Lars Soren Rasmussen as Director	1
Sikri Holding AS	27-May-21	Norway	Approve Equity Plan Financing	Non-Salary Comp.	Approve Equity Plan Financing	1
Axactor SE	15-Apr-21	Norway	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy And Other Terms of Employment For Executive Management	1
ams AG	02-Jun-21	Austria	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy	1
BYD Company Limited	16-Jun-21	China	Approve Executive Share Option Plan	Non-Salary Comp.	Approve Share Option Scheme of BYD Semiconductor Company Limited	1
Sikri Holding AS	27-May-21	Norway	Elect Director	Directors Related	Reelect Rune Syversen as Director	1

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of items voted AGST Mgmt
Compagnie de Saint-Gobain SA	03-Jun-21	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Pierre-Andre de Chalendar, Chairman and CEO	1
Envipco Holding NV	23-Jun-21	Netherlands	Elect Director	Directors Related	Reelect Simon Bolton as Executive Director	1
Fjordkraft Holding ASA	21-Apr-21	Norway	Elect Director	Directors Related	Reelect Steinar Sonsterby as Director (Chair)	1
Golden Ocean Group Limited	26-May-21	Bermuda	Elect Director	Directors Related	Elect Director Tor Svelland	1
Alphabet Inc.	02-Jun-21	USA	Miscellaneous Proposal -- Environmental & Social	SH-Social Proposal	Report on Risks Related to Anticompetitive Practices	1
Ocean Sun AS	11-Oct-21	Norway	Elect Director	Directors Related	Elect Kristin Aabyholm as Director	1
Xinyi Solar Holdings Limited	28-May-21	Cayman Islands	Authorize Reissuance of Repurchased Shares	Capitalization	Authorize Reissuance of Repurchased Shares	1
Alphabet Inc.	02-Jun-21	USA	Elect Director	Directors Related	Elect Director L. John Doerr	1
Alphabet Inc.	02-Jun-21	USA	Approve Omnibus Stock Plan	Non-Salary Comp.	Approve Omnibus Stock Plan	1
HomeServe Plc	16-Jul-21	United Kingdom	Elect Director	Directors Related	Re-elect Ron McMillan as Director	1
Bakkafrost P/F	09-Apr-21	Faroe Islands	Elect Director	Directors Related	Reelect Runi M. Hansen as Director and Board Chairman	1
SEF - First SMB	30-Apr-21	Luxembourg	Approve Remuneration of Directors and/or Committee Members	Directors Related	Approve Remuneration of Directors	1
Ocean Sun AS	20-May-21	Norway	Elect Director	Directors Related	Reelect Brian Glover as Director	1
Atlas Copco AB	27-Apr-21	Sweden	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Remuneration Report	1
Kid ASA	27-May-21	Norway	Elect Director	Directors Related	Reelect Petter Schouw-Hansen as Director for a Term of Two Years	1
Aker ASA	28-Apr-21	Norway	Elect Directors (Bundled)	Directors Related	Elect Directors	1
Fastighets AB Balder	12-May-21	Sweden	Elect Director	Directors Related	Reelect Fredrik Svensson as Director	1
Ocean Sun AS	20-May-21	Norway	Elect Director	Directors Related	Reelect Borge Bjorneklett as Director	1
HelloFresh SE	26-May-21	Germany	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy	1
Self Storage Group ASA	26-May-21	Norway	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Creation of NOK 4.2 Million Pool of Capital without Preemptive Rights	1
Nordic Aqua Partners A/S	27-May-21	Denmark	Ratify Auditors	Routine/Business	Ratify Deloitte as Auditors	1
Beijing Enterprises Urban Resources Group Ltd.	04-Jun-21	Cayman Islands	Authorize Reissuance of Repurchased Shares	Capitalization	Authorize Reissuance of Repurchased Shares	1
Atlas Copco AB	27-Apr-21	Sweden	Elect Director	Directors Related	Reelect Staffan Bohman as Director	1
Alibaba Group Holding Limited	17-Sep-21	Cayman Islands	Elect Director	Directors Related	Elect Director J. Michael Evans	1
Tesla, Inc.	07-Oct-21	USA	Elect Director	Directors Related	Elect Director Kimbal Musk	1

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of items voted AGST Mgmt
Sonans Holding AS	14-Dec-21	Norway	Elect Director	Directors Related	Elect Sylvie Milverton and Bente Sollid Storehaug as Directors	1
Cisco Systems, Inc.	13-Dec-21	USA	Amend Proxy Access Right	SH-Dirs' Related	Amend Proxy Access Right	1
Kone Oyj	02-Mar-21	Finland	Elect Directors (Bundled)	Directors Related	Reelect Matti Alahuhta, Susan Duinhoven, Antti Herlin, Iris Herlin, Jussi Herlin, Ravi Kant and Juhani Kaskeala as Directors; Elect Jennifer Xin-Zhe Li as New Director	1
AF Gruppen ASA	11-May-21	Norway	Approve Remuneration Policy	Non-Salary Comp.	Review Remuneration Policy And Other Terms of Employment For Executive Management	1
Amazon.com, Inc.	26-May-21	USA	Amend Articles/Bylaws/Charter - Call Special Meetings	SH-Dirs' Related	Reduce Ownership Threshold for Shareholders to Call Special Meeting	1
China Everbright Environment Group Limited	18-May-21	Hong Kong	Authorize Reissuance of Repurchased Shares	Capitalization	Authorize Reissuance of Repurchased Shares	1
Norwegian Air Shuttle ASA	04-Jun-21	Norway	Approve Remuneration of Directors and/or Committee Members	Directors Related	Approve Remuneration of Nominating Committee	1
Evolution Gaming Group AB	16-Apr-21	Sweden	Elect Director	Directors Related	Reelect Jonas Engwall as Director	1
HCA Healthcare, Inc.	28-Apr-21	USA	Provide Right to Act by Written Consent	SH-Dirs' Related	Provide Right to Act by Written Consent	1
GoodRx Holdings, Inc.	10-Jun-21	USA	Elect Director	Directors Related	Elect Director Agnes Rey-Giraud	1
Fastighets AB Balder	12-May-21	Sweden	Elect Board Chairman/Vice-Chairman	Directors Related	Reelect Christina Rogestam as Board Chairman	1
Beijing Enterprises Urban Resources Group Ltd.	04-Jun-21	Cayman Islands	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	1
Novozymes A/S	11-Mar-21	Denmark	Allow Shareholder Meetings to be Held in Virtual-Only Format	Other/Misc	Allow Shareholder Meetings to be Held by Electronic Means Only	1
Navamedic ASA	03-Jun-21	Norway	Elect Director	Directors Related	Reelect Terje Bakken as Director and Chairman	1
Navamedic ASA	03-Jun-21	Norway	Elect Director	Directors Related	Reelect Inger Johanne Solhaug as Director	1
Kongsberg Gruppen ASA	06-May-21	Norway	Approve Equity Plan Financing	Non-Salary Comp.	Approve Equity Plan Financing	1
RAK Petroleum Plc	29-Jun-21	United Kingdom	Elect Director	Directors Related	Re-elect Amir Handjani as Director	1
Amazon.com, Inc.	26-May-21	USA	Miscellaneous Proposal -- Environmental & Social	SH-Social Proposal	Report on Potential Human Rights Impacts of Customers' Use of Rekognition	1
China Everbright Greentech Ltd.	17-May-21	Cayman Islands	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	1
Elkem ASA	27-Apr-21	Norway	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy And Other Terms of Employment For Executive Management	1
Crayon Group Holding AS	16-Apr-21	Norway	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy And Other Terms of Employment For Executive Management	1
Crayon Group Holding AS	16-Apr-21	Norway	Approve Equity Plan Financing	Non-Salary Comp.	Approve Equity Plan Financing	1

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of items voted AGST Mgmt
Panoro Energy ASA	27-May-21	Norway	Approve Remuneration of Directors and/or Committee Members	Directors Related	Approve Remuneration of Directors in the Amount of USD 83,000 for Chairman, USD 50,000 for Vice Chair and USD 43,000 for Other Directors; Approve Remuneration for Committee Work; Approve Grant of Options and One-Time Extraordinary Remuneration to Chairman	1
BYD Company Limited	08-Jun-21	China	Authorize Issuance of Bonds/Debentures	Capitalization	Approve Authorization to the Board to Determine the Proposed Plan for the Issuance of Debt Financing Instruments	1
Siemens Gamesa Renewable Energy SA	17-Mar-21	Spain	Elect Director	Directors Related	Reelect Klaus Rosenfeld as Director	1
CRISPR Therapeutics AG	10-Jun-21	Switzerland	Approve Qualified Employee Stock Purchase Plan	Non-Salary Comp.	Approve Increase in Conditional Share Capital for Employee Equity Plans	1
Nokia Oyj	08-Apr-21	Finland	Elect Director	Directors Related	Reelect Kari Stadigh as Director	1
SEF SICAV - First Opportunities	10-Dec-21	Luxembourg	Other Business	Routine/Business	Transact Other Business (Voting)	1
Cadeler A/S	29-Apr-21	Denmark	Elect Board Chairman/Vice-Chairman	Directors Related	Elect Andreas Sohmen-Pao as Board Chairman	1
Subsea 7 SA	14-Apr-21	Luxembourg	Elect Director	Directors Related	Reelect Kristian Siem as Director	1
Tesla, Inc.	07-Oct-21	USA	Elect Director	Directors Related	Elect Director James Murdoch	1
Golden Ocean Group Limited	26-May-21	Bermuda	Elect Director	Directors Related	Elect Director John Fredriksen	1
NP3 Fastigheter AB	04-May-21	Sweden	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Issuance of up to 5.4 Million Ordinary Shares and 15 Million Preference Shares without Preemptive Rights	1
Ocean Sun AS	11-Oct-21	Norway	Elect Director	Directors Related	Elect Anne Vera Skriverhaug as Director	1
Aptiv PLC	30-Apr-21	Jersey	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Advisory Vote to Ratify Named Executive Officers' Compensation	1
G5 Entertainment AB	15-Jun-21	Sweden	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Remuneration Report	1
Navamedic ASA	03-Jun-21	Norway	Elect Director	Directors Related	Reelect Narve Reiten as Director	1
Skyworks Solutions, Inc.	12-May-21	USA	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Advisory Vote to Ratify Named Executive Officers' Compensation	1
Amazon.com, Inc.	26-May-21	USA	Company-Specific Board-Related	SH-Dirs' Related	Adopt a Policy to Include Hourly Employees as Director Candidates	1
Wihlborgs Fastigheter AB	27-Apr-21	Sweden	Elect Director	Directors Related	Reelect Jan Litborn as Director	1
Tesla, Inc.	07-Oct-21	USA	Mandatory Arbitration on Employment Related Claims	SH-Gen Econ Issues	Report on Employee Arbitration	1



## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of items voted AGST Mgmt
Xinjiang Goldwind Science & Technology Co., Ltd.	28-Jun-21	China	Approve/Amend Loan Guarantee to Subsidiary	Reorg. and Mergers	Approve Provision of Letter of Guarantee by the Company for the Benefit of its Subsidiaries	1
Link Mobility Group Holding ASA	07-Dec-21	Norway	Approve Remuneration Policy	Non-Salary Comp.	Amend Remuneration Policy And Other Terms of Employment For Executive Management	1
Carasent ASA	30-Jun-21	Norway	Authorize Board to Fix Remuneration of External Auditor(s)	Routine/Business	Approve Remuneration of Auditors	1
Tesla, Inc.	07-Oct-21	USA	Establish Environmental/Social Issue Board Committee	SH-Dirs' Related	Assign Responsibility for Strategic Oversight of Human Capital Management to an Independent Board-Level Committee	1
Microsoft Corporation	30-Nov-21	USA	Labor Issues - Discrimination and Miscellaneous	SH-Other/misc.	Report on Implementation of the Fair Chance Business Pledge	1
Crayon Group Holding AS	16-Apr-21	Norway	Elect Director	Directors Related	Reelect Jens Rugseth as Director	1
Sikri Holding AS	27-May-21	Norway	Elect Director	Directors Related	Reelect Jens Rugseth as Director	1
Vaccibody AS	05-May-21	Norway	Approve Equity Plan Financing	Non-Salary Comp.	Approve Equity Plan Financing	1
Gilead Sciences, Inc.	12-May-21	USA	Require Independent Board Chairman	SH-Routine/Business	Require Independent Board Chair	1
Navamedic ASA	03-Jun-21	Norway	Elect Director	Directors Related	Elect Annika Kollen as New Director	1
Tekna Holding AS	24-Nov-21	Norway	Elect Director	Directors Related	Elect Morten Henriksen as Board Chair	1
Sikri Holding AS	27-May-21	Norway	Approve Non-Employee Director Stock Option Plan	Non-Salary Comp.	Approve Stock Option Plan for Board Chairman	1
Link Mobility Group Holding ASA	07-Dec-21	Norway	Approve Equity Plan Financing	Non-Salary Comp.	Approve Equity Plan Financing	1
GoodRx Holdings, Inc.	10-Jun-21	USA	Elect Director	Directors Related	Elect Director Douglas Hirsch	1
Envipco Holding NV	23-Jun-21	Netherlands	Elect Director	Directors Related	Reelect Gregory Garvey as Non-Executive Director	1
Kone Oyj	02-Mar-21	Finland	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Remuneration Report (Advisory Vote)	1
Ocean Sun AS	20-May-21	Norway	Authorize Board to Fix Remuneration of External Auditor(s)	Routine/Business	Approve Remuneration of Auditors	1
AF Gruppen ASA	11-May-21	Norway	Elect Director	Directors Related	Elect Saloume Djoudat as New Director	1
Evolution Gaming Group AB	16-Apr-21	Sweden	Elect Director	Directors Related	Reelect Ian Livingstone as Director	1
Europris ASA	05-May-21	Norway	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy And Other Terms of Employment For Executive Management	1
ABB Ltd.	25-Mar-21	Switzerland	Other Business	Routine/Business	Transact Other Business (Voting)	1
Alphabet Inc.	02-Jun-21	USA	Elect Director	Directors Related	Elect Director Ann Mather	1
Brinova Fastigheter AB	05-May-21	Sweden	Elect Director	Directors Related	Reelect Erik Selin as Director	1

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of items voted AGST Mgmt
Crayon Group Holding AS	16-Apr-21	Norway	Elect Director	Directors Related	Elect Rune Syversen (Chairman) as New Director	1
Norwegian Air Shuttle ASA	04-Jun-21	Norway	Elect Member of Nominating Committee	Routine/Business	Elect Members of Nominating Committee	1
Amazon.com, Inc.	26-May-21	USA	Miscellaneous Proposal -- Environmental & Social	SH-Social Proposal	Report on Board Oversight of Risks Related to Anti-Competitive Practices	1
Fastighets AB Trianon	04-May-21	Sweden	Elect Director	Directors Related	Reelect Olof Andersson as Director	1
Fjordkraft Holding ASA	21-Apr-21	Norway	Approve Equity Plan Financing	Non-Salary Comp.	Approve Equity Plan Financing	1
Royal Dutch Shell Plc	18-May-21	United Kingdom	Elect Director	Directors Related	Re-elect Ben van Beurden as Director	1
Navamedic ASA	03-Jun-21	Norway	Approve Equity Plan Financing	Non-Salary Comp.	Approve Equity Plan Financing	1
RAK Petroleum Plc	29-Jun-21	United Kingdom	Elect Director	Directors Related	Re-elect Bjorn Dale as Director	1
NKT A/S	25-Mar-21	Denmark	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Approve Creation of Pool of Capital without Preemptive Rights; Approve Creation of Pool of Capital with Preemptive Rights; Approve Issuance of Convertible Loans without Preemptive Rights	1
Aker ASA	28-Apr-21	Norway	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy And Other Terms of Employment For Executive Management	1
Alphabet Inc.	02-Jun-21	USA	Link Executive Pay to Social Criteria	SH-Compensation	Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation	1
Cadeler A/S	29-Apr-21	Denmark	Elect Director	Directors Related	Elect Andreas Sohmen-Pao as New Director	1
Ocean Sun AS	20-May-21	Norway	Elect Director	Directors Related	Reelect Thomas Moe Borseth (Chair) as Director	1
China Everbright Greentech Ltd.	17-May-21	Cayman Islands	Elect Director	Directors Related	Elect Wang Tianyi as Director	1
Envipco Holding NV	23-Jun-21	Netherlands	Elect Director	Directors Related	Reelect Christian Crepet as Non-Executive Director	1
Crayon Group Holding AS	16-Apr-21	Norway	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Remuneration Statement	1
Xinyi Solar Holdings Limited	28-May-21	Cayman Islands	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	1
Nordic Semiconductor ASA	20-Apr-21	Norway	Approve Remuneration of Directors and/or Committee Members	Directors Related	Approve Remuneration of Directors in the Amount NOK 750,000 for Chairman, NOK 325,000 for Shareholder Elected Directors and NOK 150,000 for Employee Elected Directors	1
Amazon.com, Inc.	26-May-21	USA	Elect Director	Directors Related	Elect Director Jeffrey P. Bezos	1
Alphabet Inc.	02-Jun-21	USA	Require Environmental/Social Issue Qualifications for Director Nominees	SH-Dirs' Related	Require Independent Director Nominee with Human and/or Civil Rights Experience	1

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of items voted AGST Mgmt
Envipco Holding NV	23-Jun-21	Netherlands	Elect Director	Directors Related	Reelect Alexandre Bouri as Non-Executive Director	1
AXA SA	29-Apr-21	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Thomas Buberl, CEO	1
Alphabet Inc.	02-Jun-21	USA	Miscellaneous Proposal -- Environmental & Social	SH-Social Proposal	Report on Takedown Requests	1
CRISPR Therapeutics AG	10-Jun-21	Switzerland	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Non-Salary Comp.	Approve Remuneration of Executive Committee in the Amount of USD 55,827,593	1
AF Gruppen ASA	11-May-21	Norway	Elect Director	Directors Related	Reelect Arne Baumann as Director	1
Carasent ASA	27-Oct-21	Norway	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Creation of NOK 20.9 Million Pool of Capital without Preemptive Rights	1
Microsoft Corporation	30-Nov-21	USA	Gender Pay Gap	SH-Other/misc.	Report on Gender/Racial Pay Gap	1
Amazon.com, Inc.	26-May-21	USA	Community -Environment Impact	SH-Health/Environ.	Report on the Impacts of Plastic Packaging	1
Zalaris ASA	20-May-21	Norway	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Creation of NOK 201,230 Pool of Capital without Preemptive Rights	1
Zalaris ASA	20-May-21	Norway	Approve Remuneration Policy	Non-Salary Comp.	Approve Guidelines for Incentive-Based Compensation for Executive Management	1
Europris ASA	05-May-21	Norway	Approve Equity Plan Financing	Non-Salary Comp.	Approve Equity Plan Financing	1
ABG Sundal Collier Holding ASA	20-Apr-21	Norway	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy And Other Terms of Employment For Executive Management	1
Brinova Fastigheter AB	05-May-21	Sweden	Elect Director	Directors Related	Reelect Johan Ericsson as Director	1
ams AG	02-Jun-21	Austria	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Remuneration Report	1
CRISPR Therapeutics AG	10-Jun-21	Switzerland	Elect Director	Directors Related	Reelect Director Ali Behbahani	1
Crayon Group Holding AS	16-Apr-21	Norway	Elect Director	Directors Related	Reelect Dagfinn Ringas as Director	1
Novo Nordisk A/S	25-Mar-21	Denmark	Allow Shareholder Meetings to be Held in Virtual-Only Format	Other/Misc	Allow Shareholder Meetings to be Held Partially or Fully by Electronic Means	1
Amazon.com, Inc.	26-May-21	USA	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Advisory Vote to Ratify Named Executive Officers' Compensation	1
GoodRx Holdings, Inc.	10-Jun-21	USA	Elect Director	Directors Related	Elect Director Jacqueline Kosecoff	1
Jazz Pharmaceuticals plc	29-Jul-21	Ireland	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorise Issue of Equity without Pre-emptive Rights	1
Flat Glass Group Co., Ltd.	20-May-21	China	Elect Director	Directors Related	Elect Jiang Jinhua as Director	1

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of items voted AGST Mgmt
Sikri Holding AS	27-May-21	Norway	Elect Director	Directors Related	Reelect Torstein Harildstad as Director and New Chair	1
Norwegian Air Shuttle ASA	04-Jun-21	Norway	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	Capitalization	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of NOK 2 Billion; Approve Issuance of up to 10 Percent of Share Capital to Guarantee Conversion Rights	1
Norwegian Air Shuttle ASA	04-Jun-21	Norway	Authorize the Company to Call EGM with Two Weeks Notice	Antitakeover Related	Authorize Company to Call EGM with Two Weeks' Notice	1
Amazon.com, Inc.	26-May-21	USA	Require Independent Board Chairman	SH-Routine/Business	Require Independent Board Chair	1
Amazon.com, Inc.	26-May-21	USA	Labor Issues - Discrimination and Miscellaneous	SH-Other/misc.	Oversee and Report on a Civil Rights, Equity, Diversity and Inclusion Audit	1
Elkem ASA	27-Apr-21	Norway	Approve Equity Plan Financing	Non-Salary Comp.	Approve Equity Plan Financing Through Issuance of Shares	1
Sikri Holding AS	27-May-21	Norway	Elect Director	Directors Related	Reelect Preben Rasch-Olsen as Director	1
Fastighets AB Balder	12-May-21	Sweden	Elect Director	Directors Related	Reelect Sten Duner as Director	1
Vaccibody AS	22-Dec-21	Norway	Approve Remuneration of Directors and/or Committee Members	Directors Related	Approve Remuneration of New Elected Directors	1
Tesla, Inc.	07-Oct-21	USA	Declassify the Board of Directors	SH-Dirs' Related	Declassify the Board of Directors	1
Navamedic ASA	03-Jun-21	Norway	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Creation of NOK 2.4 Million Pool of Capital without Preemptive Rights	1
Microsoft Corporation	30-Nov-21	USA	Workplace Sexual Harassment	SH-Other/misc.	Report on Effectiveness of Workplace Sexual Harassment Policies	1
Coloplast A/S	02-Dec-21	Denmark	Elect Director	Directors Related	Reelect Niels Peter Louis-Hansen as Director	1
Atlas Copco AB	27-Apr-21	Sweden	Elect Board Chairman/Vice-Chairman	Directors Related	Reelect Hans Straberg as Board Chairman	1
Carasent ASA	30-Jun-21	Norway	Elect Director	Directors Related	Elect Staffan Hanstorp as New Director for a Term of Two Years	1
CRISPR Therapeutics AG	10-Jun-21	Switzerland	Approve Remuneration of Directors and/or Committee Members	Directors Related	Approve Remuneration of Directors in the Amount of USD 11,738,100	1
Schibsted ASA	06-May-21	Norway	Elect Director	Directors Related	Elect Hugo Maurstad as Director	1
Orion Oyj	25-Mar-21	Finland	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Remuneration Report (Advisory Vote)	1
Self Storage Group ASA	26-May-21	Norway	Elect Directors (Bundled)	Directors Related	Reelect Steven Skaar (Chair), Gustav Sobak, Yvonne Sandvold, Ingrid Elvira Leisner and Carl August Ameln as Directors	1

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of items voted AGST Mgmt
China Everbright Greentech Ltd.	17-May-21	Cayman Islands	Authorize Reissuance of Repurchased Shares	Capitalization	Authorize Reissuance of Repurchased Shares	1
Sagax AB	05-May-21	Sweden	Elect Director	Directors Related	Reelect Johan Thorell as Director	1
SalMar ASA	08-Jun-21	Norway	Approve Restricted Stock Plan	Non-Salary Comp.	Approve Share-Based Incentive Plan	1
Cadeler A/S	29-Apr-21	Denmark	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Remuneration Report (Advisory Vote)	1
Multiconsult ASA	19-Apr-21	Norway	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Creation of NOK 1.3 Million Pool of Capital without Preemptive Rights	1
Kid ASA	27-May-21	Norway	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy And Other Terms of Employment For Executive Management	1
Amazon.com, Inc.	26-May-21	USA	Gender Pay Gap	SH-Other/misc.	Report on Gender/Racial Pay Gap	1
Amazon.com, Inc.	26-May-21	USA	Labor Issues - Discrimination and Miscellaneous	SH-Other/misc.	Report on Promotion Data	1
Olav Thon Eiendomsselskap ASA	22-Jun-21	Norway	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy And Other Terms of Employment For Executive Management	1
HomeServe Plc	16-Jul-21	United Kingdom	Elect Director	Directors Related	Re-elect Edward Fitzmaurice as Director	1
Atlas Copco AB	27-Apr-21	Sweden	Elect Director	Directors Related	Reelect Peter Wallenberg Jr as Director	1
Alibaba Group Holding Limited	17-Sep-21	Cayman Islands	Elect Director	Directors Related	Elect Director Joseph C. Tsai	1
Amazon.com, Inc.	26-May-21	USA	Political Lobbying Disclosure	SH-Other/misc.	Report on Lobbying Payments and Policy	1
Editas Medicine, Inc.	03-Jun-21	USA	Elect Director	Directors Related	Elect Director Andrew Hirsch	1
Axactor SE	15-Apr-21	Norway	Elect Director	Directors Related	Elect Glen Ole Rodland (Chair) as Director	1
Microsoft Corporation	30-Nov-21	USA	Political Activities and Action	SH-Other/misc.	Report on Lobbying Activities Alignment with Company Policies	1
BYD Company Limited	08-Jun-21	China	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Issuance by BYD Electronic (International) Company Limited of Equity or Equity-Linked Securities without Preemptive Rights	1
ABG Sundal Collier Holding ASA	20-Apr-21	Norway	Elect Director	Directors Related	Reelect Arild A. Engh as Director	1
Beam Therapeutics, Inc.	09-Jun-21	USA	Elect Director	Directors Related	Elect Director Kristina Burow	1
AF Gruppen ASA	11-May-21	Norway	Elect Director	Directors Related	Reelect Kristina Alvendal as Director	1
NKT A/S	25-Mar-21	Denmark	Authorize Share Repurchase Program	Capitalization	Authorize Share Repurchase Program	1
Jazz Pharmaceuticals plc	29-Jul-21	Ireland	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Renew the Board's Authority to Issue Shares Under Irish Law	1
Novozymes A/S	11-Mar-21	Denmark	Elect Director	Directors Related	Reelect Heine Dalsgaard as Director	1

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of items voted AGST Mgmt
AF Gruppen ASA	11-May-21	Norway	Elect Director	Directors Related	Reelect Hege Bomark as Director	1
Telenor ASA	27-May-21	Norway	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy And Other Terms of Employment For Executive Management	1
Navamedic ASA	03-Jun-21	Norway	Elect Director	Directors Related	Reelect Jostein Davidsen as Director	1
Norwegian Air Shuttle ASA	04-Jun-21	Norway	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy And Other Terms of Employment For Executive Management	1
Kid ASA	27-May-21	Norway	Elect Directors (Bundled)	Directors Related	Elect Directors (Bundled)	1
Carasent ASA	30-Jun-21	Norway	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy And Other Terms of Employment For Executive Management	1
Panoro Energy ASA	27-May-21	Norway	Approve Restricted Stock Plan	Non-Salary Comp.	Approve RSU Plan for Key Employees	1
China Everbright Environment Group Limited	18-May-21	Hong Kong	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	1
Nyfosa AB	21-Apr-21	Sweden	Elect Board Chairman/Vice-Chairman	Directors Related	Reelect Johan Ericsson as Board Chairman	1
Jazz Pharmaceuticals plc	29-Jul-21	Ireland	Adjourn Meeting	Antitakeover Related	Adjourn Meeting	1
Tesla, Inc.	07-Oct-21	USA	Report on EEO	SH-Other/misc.	Report on Diversity and Inclusion Efforts	1
Flat Glass Group Co., Ltd.	20-May-21	China	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	Routine/Business	Approve 2021 Financial Budget Report	1
Kone Oyj	02-Mar-21	Finland	Approve Remuneration of Directors and/or Committee Members	Directors Related	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	1
Elkem ASA	27-Apr-21	Norway	Elect Directors (Bundled)	Directors Related	Elect Directors	1
Kongsberg Gruppen ASA	06-May-21	Norway	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy And Other Terms of Employment For Executive Management	1
HCA Healthcare, Inc.	28-Apr-21	USA	Link Executive Pay to Social Criteria	SH-Compensation	Assess Feasibility of Increasing the Impact of the Company's Performance on Quality Metrics for Senior Executive Compensation	1
BYD Company Limited	08-Jun-21	China	Approve/Amend Loan Guarantee to Subsidiary	Reorg. and Mergers	Approve Provision of Guarantee by the Group	1
Aker BioMarine AS	12-Mar-21	Norway	Elect Directors (Bundled)	Directors Related	Elect Anne Harris and Cilia Holmes Indahl as New Directors; Reelect Ola Snove (Chair), Kjell Inge Rokke and Oyvind Eriksen as Directors; Elect Frank Ove Reite as Deputy Board Member	1
Alphabet Inc.	02-Jun-21	USA	Improve Human Rights Standards or Policies	SH-Soc./Human Rights	Report on Whistleblower Policies and Practices	1
Panoro Energy ASA	27-May-21	Norway	Approve Equity Plan Financing	Non-Salary Comp.	Approve Equity Plan Financing	1
Sikri Holding AS	27-May-21	Norway	Elect Director	Directors Related	Reelect Fredrik Cappelen as Director	1

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of items voted AGST Mgmt
Fastighets AB Balder	12-May-21	Sweden	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Issuance of up to 20 Million Class B Shares without Preemptive Rights	1
Aker BioMarine AS	12-Mar-21	Norway	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Creation of NOK 105.1 Million Pool of Capital without Preemptive Rights	1
AF Gruppen ASA	11-May-21	Norway	Elect Director	Directors Related	Reelect Kjetel Digre as Director	1
Circa Group AS	16-Jun-21	Norway	Authorize Board to Fix Remuneration of External Auditor(s)	Routine/Business	Approve Remuneration of Auditors	1
Nordic Aqua Partners A/S	27-May-21	Denmark	Approve Executive Share Option Plan	Non-Salary Comp.	Approve Warrant Plan; Approve Creation of DKK 514,200 Pool of Conditional Capital to Guarantee Conversion Rights	1
Alphabet Inc.	02-Jun-21	USA	Elect Director	Directors Related	Elect Director K. Ram Shriram	1
Brinova Fastigheter AB	05-May-21	Sweden	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Issuance of Class B Shares up to 20 Percent of Share Capital without Preemptive Rights	1
Envipco Holding NV	23-Jun-21	Netherlands	Elect Director	Directors Related	Reelect Dick Stalenhoef as Non-Executive Director	1
CRISPR Therapeutics AG	10-Jun-21	Switzerland	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve CHF 1,179,509 Increase in Authorized Capital	1
Nordea Bank Abp	24-Mar-21	Finland	Elect Directors (Bundled)	Directors Related	Reelect Torbjorn Magnusson (Chair), Nigel Hinshelwood, Birger Steen, Sarah Russell, Robin Lawther, Kari Jordan, Petra van Hoeken, John Maltby and Jonas Synnergren as Directors; Elect Claudia Dill as New Director	1
Elecnor SA	22-Jun-21	Spain	Elect Director	Directors Related	Ratify Appointment of and Elect Santiago Leon Domecq as Director	1
SalMar ASA	08-Jun-21	Norway	Authorize Board to Fix Remuneration of External Auditor(s)	Routine/Business	Approve Remuneration of Auditors	1
Envipco Holding NV	23-Jun-21	Netherlands	Elect Director	Directors Related	Reelect David D'Addario as Non-Executive Director	1
Navamedic ASA	03-Jun-21	Norway	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy And Other Terms of Employment For Executive Management	1
Ocean Sun AS	20-May-21	Norway	Elect Director	Directors Related	Reelect Arnt Emil Ingulstad as Director	1
Norwegian Air Shuttle ASA	04-Jun-21	Norway	Approve Remuneration of Directors and/or Committee Members	Directors Related	Approve Remuneration of Directors	1
Telenor ASA	27-May-21	Norway	Approve Equity Plan Financing	Non-Salary Comp.	Approve Equity Plan Financing	1
Aker ASA	28-Apr-21	Norway	Approve Equity Plan Financing	Non-Salary Comp.	Authorize Share Repurchase Program in Connection with Incentive Plan	1

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of items voted AGST Mgmt
Fastighets AB Balder	12-May-21	Sweden	Elect Director	Directors Related	Reelect Anders Wennergren as Director	1
Cadeler A/S	29-Apr-21	Denmark	Approve Remuneration of Directors and/or Committee Members	Directors Related	Approve Remuneration of Directors in the Amount of EUR 160,000 for Chair and EUR 40,000 for Other Directors; Approve Remuneration for Committee Work	1
Norske Skog ASA	15-Apr-21	Norway	Elect Directors (Bundled)	Directors Related	Elect John Chiang (Chair), Arvid Grundekjon and Trine-Marie Hagen as Directors; Elect Paul Kristiansen and Svein Erik Veie as Observers	1
AF Gruppen ASA	11-May-21	Norway	Elect Directors (Bundled)	Directors Related	Elect Directors (Bundled)	1
RAK Petroleum Plc	29-Jun-21	United Kingdom	Elect Director	Directors Related	Re-elect Bijan Mossavar-Rahmani as Director	1
RAK Petroleum Plc	29-Jun-21	United Kingdom	Elect Director	Directors Related	Re-elect Ahmed Jawa as Director	1
RAK Petroleum Plc	29-Jun-21	United Kingdom	Elect Board Chairman/Vice-Chairman	Directors Related	Re-elect Bijan Mossavar-Rahmani as Executive Chairman of the Board of Directors	1
RAK Petroleum Plc	29-Jun-21	United Kingdom	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy	1
Atlas Copco AB	27-Apr-21	Sweden	Elect Director	Directors Related	Reelect Johan Forssell as Director	1
Atlas Copco AB	27-Apr-21	Sweden	Elect Director	Directors Related	Reelect Hans Straberg as Director	1
Vaccibody AS	30-Nov-21	Norway	Amend Executive Share Option Plan	Non-Salary Comp.	Amend Terms of Outstanding Warrants	1
NKT A/S	25-Mar-21	Denmark	Allow Shareholder Meetings to be Held in Virtual-Only Format	Other/Misc	Allow Shareholder Meetings to be Held by Electronic Means Only	1
Vaccibody AS	22-Dec-21	Norway	Elect Directors (Bundled)	Directors Related	Elect Martin Nicklasson (Chair) and Anders Tuv as New Directors	1
Elecnor SA	22-Jun-21	Spain	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Advisory Vote on Remuneration Report	1
Envipco Holding NV	23-Jun-21	Netherlands	Elect Director	Directors Related	Reelect Maurice Bouri as Non-Executive Director	1
Telefonaktiebolaget LM Ericsson	30-Mar-21	Sweden	Elect Director	Directors Related	Reelect Jan Carlson as Director	1
Sikri Holding AS	27-May-21	Norway	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Creation of NOK 564,115.70 Pool of Capital without Preemptive Rights	1
Multiconsult ASA	19-Apr-21	Norway	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy And Other Terms of Employment For Executive Management	1
Fastighets AB Balder	12-May-21	Sweden	Elect Director	Directors Related	Reelect Christina Rogestam as Director	1
BYD Company Limited	08-Jun-21	China	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for H Shares	1
Nokia Oyj	08-Apr-21	Finland	Elect Directors (Bundled)	Directors Related	Reelect Sari Baldauf, Bruce Brown, Thomas Dannenfeldt, Jeanette Horan, Edward Kozel, Soren Skou, Carla Smits-Nusteling, and Kari Stadigh as Directors	1



**Analysis of Votes Against Management (Continued)**

<b>Company Name</b>	<b>Meeting Date</b>	<b>Market</b>	<b>Proposal Code Description</b>	<b>Proposal Type Category</b>	<b>Proposal Text</b>	<b># of items voted AGST Mgmt</b>
Nyfosa AB	21-Apr-21	Sweden	Elect Director	Directors Related	Reelect Johan Ericsson as Director	1
Elecnor SA	22-Jun-21	Spain	Ratify Auditors	Routine/Business	Renew Appointment of KPMG Auditores as Auditor	1
AF Gruppen ASA	11-May-21	Norway	Elect Director	Directors Related	Reelect Pal Egil Ronn (Chair) as Director	1
Olav Thon Eiendomsselskap ASA	22-Jun-21	Norway	Elect Directors (Bundled)	Directors Related	Elect One Director for a Term of Two Years and One Deputy Director for a Term of One Year	1
Aker BioMarine AS	12-Mar-21	Norway	Approve Equity Plan Financing	Non-Salary Comp.	Approve Equity Plan Financing	1
CRISPR Therapeutics AG	10-Jun-21	Switzerland	Elect Member of Remuneration Committee	Routine/Business	Reelect Ali Behbahani as Member of the Compensation Committee	1
HomeServe Plc	16-Jul-21	United Kingdom	Elect Director	Directors Related	Re-elect Katrina Cliffe as Director	1
Norwegian Air Shuttle ASA	04-Jun-21	Norway	Approve Equity Plan Financing	Non-Salary Comp.	Approve Equity Plan Financing	1
Xinyi Solar Holdings Limited	28-May-21	Cayman Islands	Elect Director	Directors Related	Elect Cheng Kwok Kin, Paul as Director	1
Self Storage Group ASA	26-May-21	Norway	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy And Other Terms of Employment For Executive Management	1
Aker ASA	28-Apr-21	Norway	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Capitalization	Authorize Share Repurchase Program in Connection with Acquisitions, Mergers, Demergers or Other Transactions	1
Axactor SE	15-Apr-21	Norway	Approve Equity Plan Financing	Non-Salary Comp.	Approve Equity Plan Financing	1
Beam Therapeutics, Inc.	09-Jun-21	USA	Elect Director	Directors Related	Elect Director Graham Cooper	1
Xinjiang Goldwind Science & Technology Co., Ltd.	28-Jun-21	China	Approve/Amend Loan Guarantee to Subsidiary	Reorg. and Mergers	Approve Provision of New Guarantees by the Company for its Subsidiaries	1
Royal Dutch Shell Plc	18-May-21	United Kingdom	GHG Emissions	SH-Health/Environ.	Request Shell to Set and Publish Targets for Greenhouse Gas (GHG) Emissions	1
BW LPG Ltd.	14-May-21	Bermuda	Elect Board Chairman/Vice-Chairman	Directors Related	Appoint Andreas Sohmen-Pao as Company Chair	1
Carasent ASA	30-Jun-21	Norway	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Creation of NOK 17.8 Million Pool of Capital without Preemptive Rights	1
Medistim ASA	27-Apr-21	Norway	Elect Director	Directors Related	Elect Torben Jorgensen as Director	1
Beijing Enterprises Urban Resources Group Ltd.	04-Jun-21	Cayman Islands	Elect Director	Directors Related	Elect Zhou Min as Director	1
Envipco Holding NV	23-Jun-21	Netherlands	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Remuneration Report	1
CRISPR Therapeutics AG	10-Jun-21	Switzerland	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Non-Salary Comp.	Approve Remuneration of Executive Committee in the Amount of USD 3,514,207	1
Golden Ocean Group Limited	26-May-21	Bermuda	Elect Director	Directors Related	Elect Director Ola Lorentzon	1
BW LPG Ltd.	14-May-21	Bermuda	Elect Director	Directors Related	Reelect Andreas Sohmen-Pao as Director	1

**Analysis of Votes Against Management (Continued)**

<b>Company Name</b>	<b>Meeting Date</b>	<b>Market</b>	<b>Proposal Code Description</b>	<b>Proposal Type Category</b>	<b>Proposal Text</b>	<b># of items voted AGST Mgmt</b>
Sikri Holding AS	27-May-21	Norway	Elect Directors (Bundled)	Directors Related	Reelect Current Directors (Bundled)	1
Sikri Holding AS	27-May-21	Norway	Elect Director	Directors Related	Reelect Christian Krag Breddam as Director	1
Nordic Semiconductor ASA	20-Apr-21	Norway	Approve Restricted Stock Plan	Non-Salary Comp.	Approve Long-Term Incentive Plan	1
SalMar ASA	08-Jun-21	Norway	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy And Other Terms of Employment For Executive Management (Binding)	1
Mitsubishi Electric Corp.	29-Jun-21	Japan	Elect Director	Directors Related	Elect Director Oyamada, Takashi	1
Panoro Energy ASA	27-May-21	Norway	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy And Other Terms of Employment For Executive Management (Part 2)	1
ABG Sundal Collier Holding ASA	20-Apr-21	Norway	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Creation of NOK 21.7 Million Pool of Capital without Preemptive Rights	1

**Unvoted Meetings**

<b>Company Name</b>	<b>Meeting Date</b>	<b>Meeting Type</b>	<b>Market</b>	<b>Meeting ID</b>
BW Ideol AS	06-Apr-21	Extraordinary Shareholders	Norway	1521129
Integrated Wind Solutions AS	24-Jun-21	Annual	Norway	1558518
Millicom International Cellular SA	04-May-21	Annual	Luxembourg	1518519
Rana Gruber AS	18-Mar-21	Annual	Norway	1514763