

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: 1/1/22 to 12/31/22

Meeting Overview

Category	Number	Percentage
Number of votable meetings	166	
Number of meetings voted	156	93.98%
Number of meetings with at least 1 vote Against, Withhold or Abstain	86	51.81%

Ballot Overview

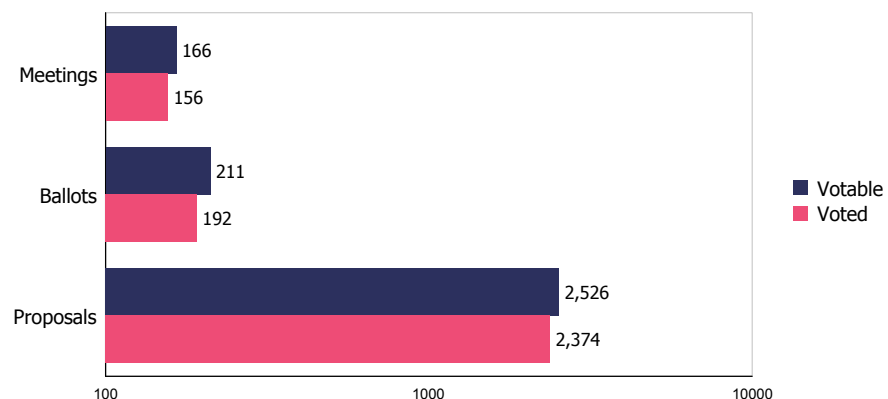
Category	Number	Percentage
Number of votable ballots	211	
Number of ballots voted	192	91.00%

Proposal Overview

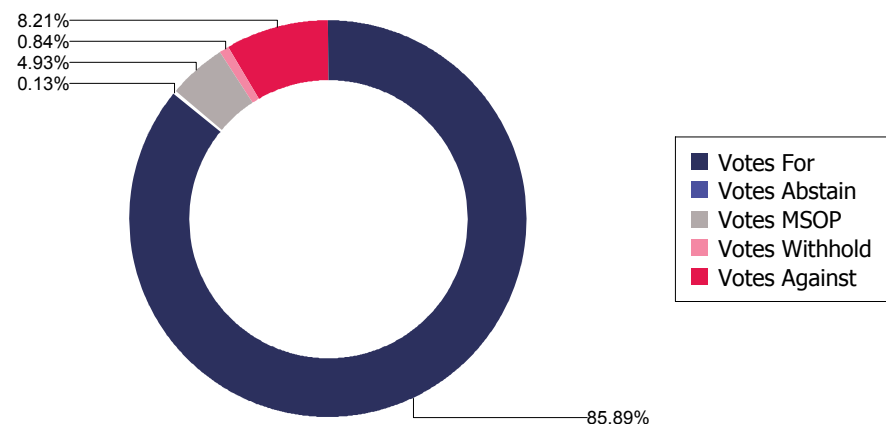
Category	Number	Percentage
Number of votable items	2,526	
Number of items voted	2,374	93.98%
Number of votes FOR	2,039	85.89%
Number of votes AGAINST	195	8.21%
Number of votes ABSTAIN	3	0.13%
Number of votes WITHHOLD	20	0.84%
Number of votes on MSOP	117	4.93%
Number of votes With Policy	2,330	98.15%
Number of votes Against Policy	44	1.85%
Number of votes With Mgmt	2,094	88.21%
Number of votes Against Mgmt	280	11.79%
Number of votes on Shareholder Proposals	77	3.24%

Notes: Instructions of Do Not Vote are not considered voted. Frequency on Pay votes of 1, 2, 3 years are counted by type (For, Against, etc.) per proposal. Votes on MSOP proposals will only be counted as a vote on MSOP and not as the actual vote cast (For, Against, etc.) per proposal to avoid duplication of data. In cases of different votes submitted across ballots for a single meeting, votes cast are distinctly counted by type (For, Against, etc.) per proposal. So, a meeting may have inflated total votes submitted than unique proposals voted.

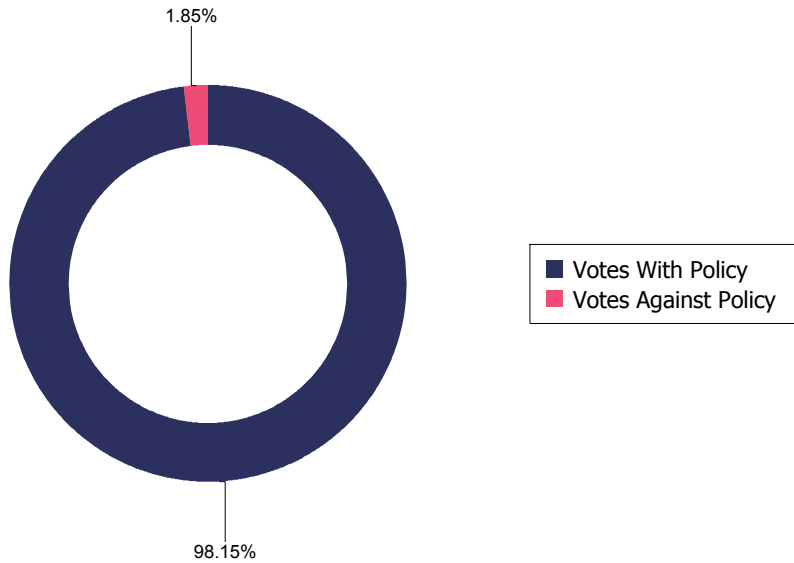
Voting Statistics



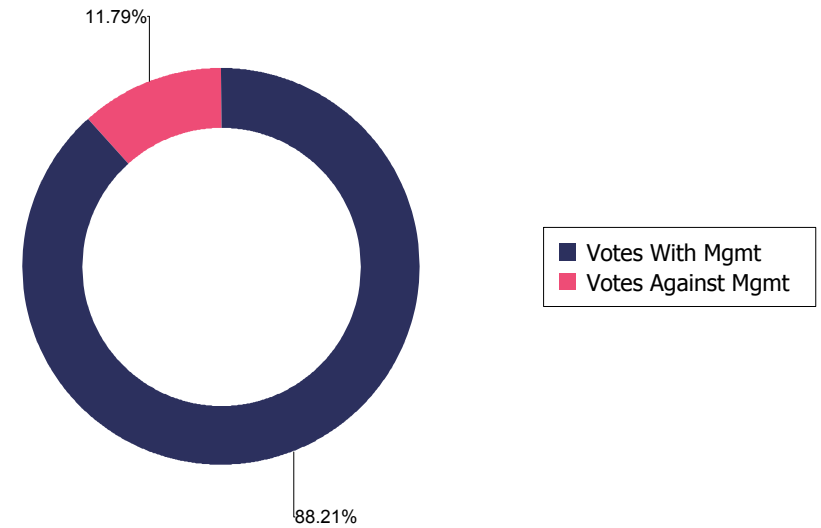
Vote Cast Statistics



Vote Alignment with Policy



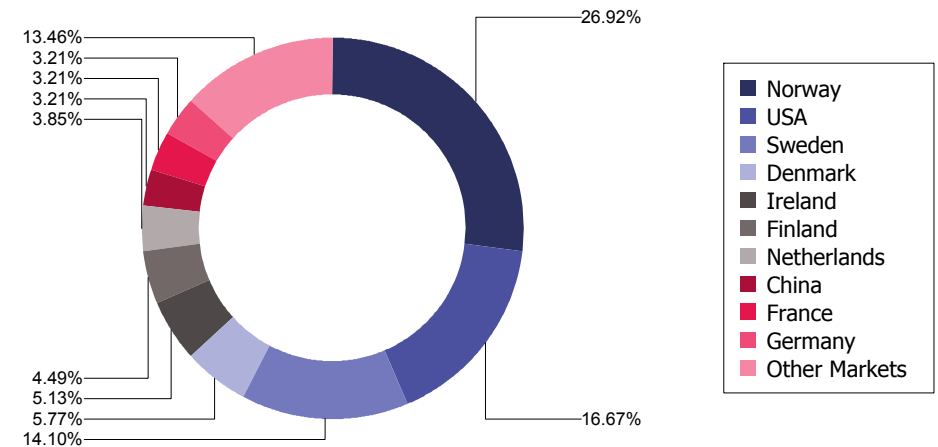
Vote Alignment with Management



Market Breakdown

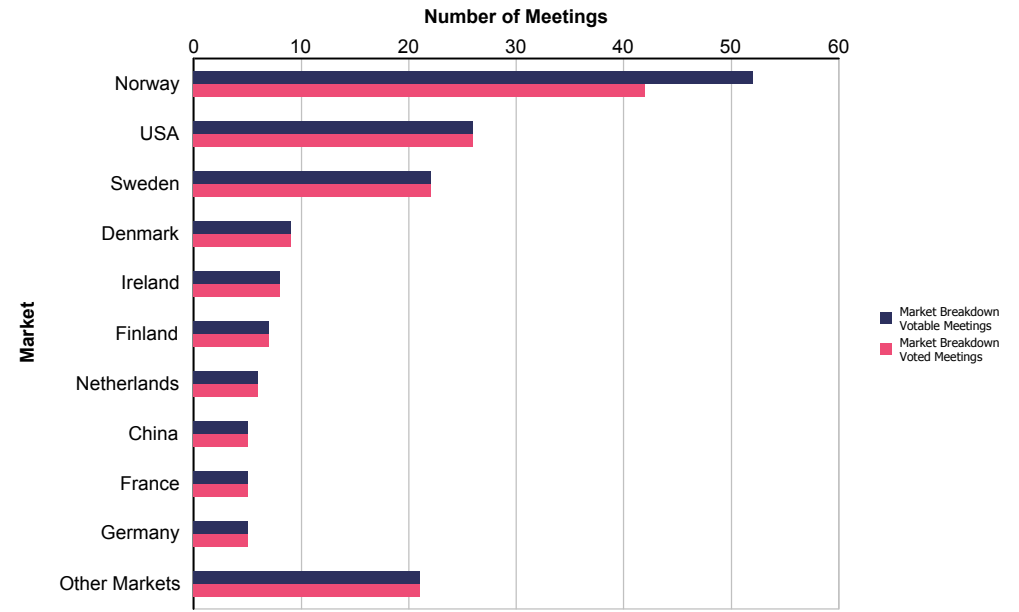
Market	Votable Meetings	Voted Meetings	Percentage
Norway	52	42	80.77%
USA	26	26	100.00%
Sweden	22	22	100.00%
Denmark	9	9	100.00%
Ireland	8	8	100.00%
Finland	7	7	100.00%
Netherlands	6	6	100.00%
China	5	5	100.00%
France	5	5	100.00%
Germany	5	5	100.00%
Japan	5	5	100.00%
United Kingdom	4	4	100.00%
Malta	3	3	100.00%
Bermuda	2	2	100.00%
Austria	1	1	100.00%
Canada	1	1	100.00%
Cayman Islands	1	1	100.00%

Meetings Voted by Market



Market	Votable Meetings	Voted Meetings	Percentage
Faroe Islands	1	1	100.00%
Luxembourg	1	1	100.00%
Spain	1	1	100.00%
Switzerland	1	1	100.00%

Market Voting Statistics



Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Twist Bioscience Corporation	08-Feb-22	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Nelson C. Chan	Withhold
Twist Bioscience Corporation	08-Feb-22	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Xiaoying Mai	Withhold
Twist Bioscience Corporation	08-Feb-22	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Robert Ragusa	Withhold
Admicom Oyj	25-Feb-22	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Pasi Aaltola and Olli Nokso-Koivisto as Directors; Elect Petri Niemi, Henna Makinen and Marko Somermaas New Directors	Against
Admicom Oyj	25-Feb-22	Finland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	16. Approve Issuance of Shares without Preemptive Rights	Against
Kone Oyj	01-Mar-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Kone Oyj	01-Mar-22	Finland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	11. 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	Against
Kone Oyj	01-Mar-22	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Matti Alahuhta, Susan Duinhoven, Antti Herlin, Iris Herlin, Jussi Herlin, Ravi Kant and Jennifer Xin-Zhe Li as Directors; Elect Krishna Mikkilineni and Andreas Opfermann as New Directors	Against
Apple Inc.	04-Mar-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Apple Inc.	04-Mar-22	USA	E, S, G	Miscellaneous - Miscellaneous	Company-Specific-Governance-Related	5. Amend Articles of Incorporation to become a Social Purpose Corporation	Against
Novo Nordisk A/S	24-Mar-22	Denmark	G	Director Election - Director Election	Elect Director	6.3f. Reelect Martin Mackay as Director	Abstain
SimCorp A/S	24-Mar-22	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report (Advisory Vote)	Against
SimCorp A/S	24-Mar-22	Denmark	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	7c.A. Allow Shareholder Meetings to be Held by Electronic Means Only	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Gjensidige Forsikring ASA	24-Mar-22	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13.a. Reelect Gisele Marchand (Chair), Vibeke Krag, Terje Seljeseth, Hilde Merete Nafstad, Eivind Elnan, Tor Magne Lonnum and Gunnar Robert Sellaeg as Directors	Against
OPTORUN Co., Ltd.	29-Mar-22	Japan	G	Company Articles - Article Amendments	Amend Articles to: (Japan)	2. Amend Articles to Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings - Clarify Director Authority on Board Meetings	Against
Telefonaktiebolaget LM Ericsson	29-Mar-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.e. Approve Discharge of Board Member Jan Carlson	Against
Telefonaktiebolaget LM Ericsson	29-Mar-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.g. Approve Discharge of Board Member Borje Ekholm	Against
Telefonaktiebolaget LM Ericsson	29-Mar-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.h. Approve Discharge of Board Member Eric A. Elzvik	Against
Telefonaktiebolaget LM Ericsson	29-Mar-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.i. Approve Discharge of Board Member Kurt Jofs	Against
Telefonaktiebolaget LM Ericsson	29-Mar-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.k. Approve Discharge of Employee Representative Torbjorn Nyman	Against
Telefonaktiebolaget LM Ericsson	29-Mar-22	Sweden	G	Director Related - Discharge	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	8.3.r. Approve Discharge of President Borje Ekholm	Against
Telefonaktiebolaget LM Ericsson	29-Mar-22	Sweden	G	Director Election - Director Election	Elect Director	11.2. Reelect Jan Carlson as Director	Against
Telefonaktiebolaget LM Ericsson	29-Mar-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	16.3. Approve Alternative Equity Plan Financing of LTV 2022, if Item 16.2 is Not Approved	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Telefonaktiebolaget LM Ericsson	29-Mar-22	Sweden	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	19. Increase the Production of Semiconductors that was Conducted by Ericsson During the 1980's	Against
Nokia Oyj	05-Apr-22	Finland	G	Routine Business - Routine Business	Approve Special/Interim Dividends	8A. Demand Minority Dividend	Abstain
Storebrand ASA	06-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8.a. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Deutsche Telekom AG	07-Apr-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.1. Elect Frank Appel to the Supervisory Board	Against
Borregaard ASA	07-Apr-22	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	7a. Elect Directors (Voting for All items 7a.1-7a.5 Bundled)	Against
Borregaard ASA	07-Apr-22	Norway	G	Director Election - Director Election	Elect Director	7a.1. Reelect Helge Aasen as Director	Against
Borregaard ASA	07-Apr-22	Norway	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	7.b. Reelect Helge Aasen as Board Chair	Against
Protector Forsikring ASA	07-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4.2. Approve Remuneration Report	Against
Multiconsult ASA	07-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Multiconsult ASA	07-Apr-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	11. Approve Creation of NOK 1.3 Million Pool of Capital without Preemptive Rights	Against
Subsea 7 SA	12-Apr-22	Luxembourg	G	Director Election - Director Election	Elect Director	8. Reelect David Mullen as Non-Executive Director	Against
Subsea 7 SA	12-Apr-22	Luxembourg	G	Director Election - Director Election	Elect Director	10. Reelect Jean Cahuzac as Non-Executive Director	Against
Europris ASA	21-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Statement	Against
Europris ASA	21-Apr-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	13.2. Approve Equity Plan Financing	Against
Norske Skog ASA	21-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Statement	Against
Norske Skog ASA	21-Apr-22	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	5.1. Elect Nikolai Johns and Johanna I. Linedn as Directors; Elect Tore Christian Ostensvig as Observer	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Aker ASA	22-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Statement (Advisory)	Against
Aker ASA	22-Apr-22	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	9. Elect Directors	Against
Aker ASA	22-Apr-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	13. Authorize Share Repurchase Program in Connection with Incentive Plan	Against
Entra ASA	22-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Statement	Against
Entra ASA	22-Apr-22	Norway	G	Director Election - Director Election	Elect Director	15a. Elect Ottar Ertzeid (Chair) as New Director	Against
Entra ASA	22-Apr-22	Norway	G	Director Election - Director Election	Elect Director	15b. Elect Joacim Sjoberg as New Director	Against
Entra ASA	22-Apr-22	Norway	G	Director Election - Director Election	Elect Director	15c. Reelect Camilla AC Tepfers as Director	Against
Entra ASA	22-Apr-22	Norway	G	Director Election - Director Election	Elect Director	15d. Reelect Hege Toft Karlsen as Director	Against
Entra ASA	22-Apr-22	Norway	G	Director Election - Director Election	Elect Director	15e. Reelect Widar Salbuviik as Director	Against
Fjordkraft Holding ASA	26-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Statement	Against
Fjordkraft Holding ASA	26-Apr-22	Norway	G	Director Election - Director Election	Elect Director	10.1. Reelect Steinar Sonsterby (Chair) as Director	Against
Fjordkraft Holding ASA	26-Apr-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	13. Approve Equity Plan Financing	Against
ABG Sundal Collier Holding ASA	26-Apr-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	14. Approve Creation of NOK 21.65 Million Pool of Capital without Preemptive Rights	Against
Cadeler A/S	26-Apr-22	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report (Advisory Vote)	Against
Cadeler A/S	26-Apr-22	Denmark	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	7. Approve Remuneration of Directors in the Amount of EUR 100,000 for Chair and EUR 50,000 for Other Directors; Approve Remuneration for Committee Work	Against
Cadeler A/S	26-Apr-22	Denmark	G	Director Election - Director Election	Elect Director	8.b. Elect Andreas Sohmen-Pao (Chair) as Director	Abstain

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Cadeler A/S	26-Apr-22	Denmark	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	12.a. Approve Creation of up to DKK 27.6 Million Pool of Capital without Preemptive Rights	Against
Atlas Copco AB	26-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	10.a1. Reelect Staffan Bohman as Director	Against
Atlas Copco AB	26-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	10.a2. Reelect Johan Forssell as Director	Against
Atlas Copco AB	26-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	10.a6. Reelect Hans Straberg as Director	Against
Atlas Copco AB	26-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	10.a7. Reelect Peter Wallenberg Jr as Director	Against
Atlas Copco AB	26-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	10.b. Elect Helene Mellquist as New Director	Against
Atlas Copco AB	26-Apr-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	10.c. Reelect Hans Straberg as Board Chair	Against
Atlas Copco AB	26-Apr-22	Sweden	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	11.a. Approve Remuneration of Directors in the Amount of SEK 3.1 Million to Chair and SEK 1 Million to Other Directors; Approve Remuneration for Committee Work; Approve Delivering Part of Remuneration in form of Synthetic Shares	Against
AXA SA	28-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy of CEO	Against
Bakkafrøst P/F	29-Apr-22	Faroe Islands	G	Director Election - Director Election	Elect Director	5.4. Reelect Teitur Samuelsen as Director	Against
Bakkafrøst P/F	29-Apr-22	Faroe Islands	G	Director Election - Director Election	Elect Director	6. Reelect Runi M. Hansen as Director and Board Chair	Against
Gilead Sciences, Inc.	04-May-22	USA	G	Director Related - Board Related	Company-Specific Board-Related	6. Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	Against
Schibsted ASA	04-May-22	Norway	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	10.a. Elect Karl-Christian Agerup as Board Chair	Against
NP3 Fastigheter AB	04-May-22	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	13. Approve Creation of Pool of Capital without Preemptive Rights	Against
Var Energi AS	04-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Technip Energies NV	05-May-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
Paradox Interactive AB	10-May-22	Sweden	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	12. Approve Remuneration of Directors in the Amount of SEK 640,000 for Chair and SEK 320,000 for Other Directors; Approve Remuneration for Auditing Committee; Approve Remuneration of Auditors	Against
Paradox Interactive AB	10-May-22	Sweden	G	Audit Related - Auditor Related	Ratify Auditors	14. Ratify PricewaterhouseCoopers as Auditors	Against
Paradox Interactive AB	10-May-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Commerzbank AG	11-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
Kongsberg Gruppen ASA	11-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Statement	Against
Kongsberg Gruppen ASA	11-May-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	11. Approve Equity Plan Financing	Against
SPIE SA	11-May-22	France	G	Director Election - Director Election	Elect Director	8. Reelect Gauthier Louette as Director	Against
SPIE SA	11-May-22	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	25. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Telenor ASA	11-May-22	Norway	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	8. Authorize Investigation About Firm's Processes and Procedures in Connection with Ongoing Fiber Development	Against
Telenor ASA	11-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10.1. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Telenor ASA	11-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10.2. Approve Remuneration Statement	Against
Telenor ASA	11-May-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	11. Approve Equity Plan Financing Through Repurchase of Shares	Against
Equinor ASA	11-May-22	Norway	E	Environmental - Climate	Management Climate-Related Proposal	10. Approve Company's Energy Transition Plan (Advisory Vote)	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Equinor ASA	11-May-22	Norway	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	13. Establish a State Restructuring Fund for Employees who Working in the Oil Sector	Against
Equinor ASA	11-May-22	Norway	E	Environmental - Climate	Climate Change Action	14. Instruct Company to Stop all Oil and Gas Exploration in the Norwegian Sector of the Barents Sea	Against
Equinor ASA	11-May-22	Norway	E	Environmental - Climate	Climate Change Action	15. Instruct Company to Stop all Exploration Activity and Test Drilling for Fossil Energy Resources	Against
Equinor ASA	11-May-22	Norway	E	Environmental - Climate	Climate Change Action	16. Increase Investments in Renewable Energy, Stop New Exploration in Barents Sea, Discontinue International Activities and Develop a Plan for Gradual Closure of the Oil Industry	Against
Equinor ASA	11-May-22	Norway	E	Environmental - Climate	Renewable Energy	17. Instruct Board to Present a Strategy for Real Business Transformation to Sustainable Energy Production	Against
Equinor ASA	11-May-22	Norway	E	Environmental - Climate	Climate Change Action	18. Instruct Company to Divest all International Operations, First Within Renewable Energy, then Within Petroleum Production	Against
Equinor ASA	11-May-22	Norway	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	19. Action Plan For Quality Assurance and Anti-Corruption	Against
TGS ASA	11-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Statement	Against
Fastighets AB Balder	12-May-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	11a. Elect Christina Rogestam as Board Chair	Against
Fastighets AB Balder	12-May-22	Sweden	G	Director Election - Director Election	Elect Director	11c. Reelect Fredrik Svensson as Director	Against
Fastighets AB Balder	12-May-22	Sweden	G	Director Election - Director Election	Elect Director	11d. Reelect Sten Duner as Director	Against
Fastighets AB Balder	12-May-22	Sweden	G	Director Election - Director Election	Elect Director	11e. Reelect Anders Wennergren as Director	Against
Fastighets AB Balder	12-May-22	Sweden	G	Director Election - Director Election	Elect Director	11f. Reelect Christina Rogestam as Director	Against
Intel Corporation	12-May-22	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Alyssa H. Henry	Against
Intel Corporation	12-May-22	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Omar Ishrak	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Intel Corporation	12-May-22	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Risa Lavizzo-Mourey	Against
Intel Corporation	12-May-22	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Dion J. Weisler	Against
Intel Corporation	12-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Intel Corporation	12-May-22	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
HelloFresh SE	12-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Fastighets AB Trianon	12-May-22	Sweden	G	Director Election - Director Election	Elect Director	13.b. Reelect Olof Andersson as Director	Against
K-Fast Holding AB	12-May-22	Sweden	G	Director Election - Director Election	Elect Director	11.1. Reelect Erik Selin (Chair) as Director	Against
K-Fast Holding AB	12-May-22	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	14. Approve Issuance of up to 24 Million Shares of Series B without Preemptive Rights	Against
Elecnor SA	17-May-22	Spain	G	Director Election - Director Election	Elect Director	7.1. Reelect Jaime Real de Asua Arteche as Director	Against
Elecnor SA	17-May-22	Spain	G	Director Election - Director Election	Elect Director	7.2. Reelect Ignacio Maria Prado Rey-Baltar as Director	Against
Elecnor SA	17-May-22	Spain	G	Director Election - Director Election	Elect Director	7.3. Reelect Miguel Maria Cervera Earle as Director	Against
Elecnor SA	17-May-22	Spain	G	Director Election - Director Election	Elect Director	7.4. Reelect Juan Ignacio Landecho Sarabia as Director	Against
Elecnor SA	17-May-22	Spain	G	Director Election - Director Election	Elect Director	7.5. Reelect Miguel Morenes Giles as Director	Against
Elecnor SA	17-May-22	Spain	G	Director Election - Director Election	Elect Director	7.6. Reelect Rafael Prado Aranguren as Director	Against
Bouvet ASA	19-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Statement	Against
Bouvet ASA	19-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Bouvet ASA	19-May-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	14. Approve Issuance of Shares in Connection with Incentive Plan	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Zalaris ASA	19-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9.2. Approve Remuneration Statement	Against
Zalaris ASA	19-May-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	13. Approve Creation of NOK 221,353 Pool of Capital without Preemptive Rights	Against
Array Technologies, Inc.	24-May-22	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Ron P. Corio	Withhold
Array Technologies, Inc.	24-May-22	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Jayanthi (Jay) Iyengar	Withhold
Royal Dutch Shell Plc	24-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Sir Andrew Mackenzie as Director	Against
Royal Dutch Shell Plc	24-May-22	United Kingdom	E	Environmental - Climate	Management Climate-Related Proposal	20. Approve the Shell Energy Transition Progress Update	Against
Amazon.com, Inc.	25-May-22	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Jeffrey P. Bezos	Against
Amazon.com, Inc.	25-May-22	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Daniel P. Huttenlocher	Against
Amazon.com, Inc.	25-May-22	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Judith A. McGrath	Against
Amazon.com, Inc.	25-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Amazon.com, Inc.	25-May-22	USA	S	Social - Charitable Spending	Charitable Contributions	11. Report on Charitable Contributions	Against
Amazon.com, Inc.	25-May-22	USA	G	Director Related - Board Related	Require More Director Nominations Than Open Seats	15. Require More Director Nominations Than Open Seats	Against
TotalEnergies SE	25-May-22	France	G	Director Election - Director Election	Elect Director	6. Reelect Lise Croteau as Director	Against
TotalEnergies SE	25-May-22	France	G	Director Election - Director Election	Elect Director	7. Reelect Maria van der Hoeven as Director	Against
TotalEnergies SE	25-May-22	France	G	Director Election - Director Election	Elect Director	8. Reelect Jean Lemierre as Director	Against
TotalEnergies SE	25-May-22	France	G	Director Election - Director Election	Elect Representative of Employee Shareholders to the Board	A. Elect Marina Delendik as Representative of Employee Shareholders to the Board	Against
TotalEnergies SE	25-May-22	France	G	Director Election - Director Election	Elect Representative of Employee Shareholders to the Board	B. Elect Alexandre Garrot as Representative of Employee Shareholders to the Board	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
TotalEnergies SE	25-May-22	France	G	Director Election - Director Election	Elect Representative of Employee Shareholders to the Board	C. Elect Agueda Marin as Representative of Employee Shareholders to the Board	Against
TotalEnergies SE	25-May-22	France	E	Environmental - Climate	Management Climate-Related Proposal	16. Approve Company's Sustainability and Climate Transition Plan	Against
Self Storage Group ASA	25-May-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	8. Approve Creation of NOK 4.73 Million Pool of Capital without Preemptive Rights	Against
Self Storage Group ASA	25-May-22	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	9. Elect Steven Skaar (Chair), Gustav Sobak, Yvonne Sandvold, Ingrid Elvira Leisner and Carl August Ameln as Directors	Against
BW Energy Ltd.	26-May-22	Bermuda	G	Director Election - Director Election	Elect Director	5.a. Reelect Andreas Sohmen-Pao as Director	Against
BW Energy Ltd.	26-May-22	Bermuda	G	Director Election - Director Election	Elect Director	5.b. Reelect Marco Beenen as Director	Against
BW Energy Ltd.	26-May-22	Bermuda	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	8. Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Against
BW Offshore Ltd.	26-May-22	Bermuda	G	Director Election - Director Election	Elect Director	5.a. Reelect Carl Krogh Arnet as Director	Against
Link Mobility Group Holding ASA	31-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Statement	Against
Link Mobility Group Holding ASA	31-May-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	11. Approve Creation of NOK 294,252.254 Pool of Capital without Preemptive Rights	Against
Link Mobility Group Holding ASA	31-May-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	12. Approve Equity Plan Financing	Against
Sikri Holding AS	31-May-22	Norway	G	Audit Related - Auditor Related	Ratify Auditors	7. Ratify Auditors	Against
Sikri Holding AS	31-May-22	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	8. Elect Directors (Bundled)	Against
Sikri Holding AS	31-May-22	Norway	G	Director Election - Director Election	Elect Director	8.1. Reelect Torstein Harildstad (Chair) as Director	Against
Sikri Holding AS	31-May-22	Norway	G	Director Election - Director Election	Elect Director	8.2. Reelect Jens Rugseth as Director	Against
Sikri Holding AS	31-May-22	Norway	G	Director Election - Director Election	Elect Director	8.3. Reelect Preben Rasch-Olsen as Director	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sikri Holding AS	31-May-22	Norway	G	Director Election - Director Election	Elect Director	8.4. Elect Sigrun Hansen Syverud as New Director	Against
Sikri Holding AS	31-May-22	Norway	G	Director Election - Director Election	Elect Director	8.5. Elect Martine Drageset as New Director	Against
Sikri Holding AS	31-May-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	9. Approve Creation of 20 Percent of Pool of Capital without Preemptive Rights	Against
Sikri Holding AS	31-May-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	10. Approve Equity Plan Financing	Against
Sikri Holding AS	31-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	19. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Sikri Holding AS	31-May-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	20. Approve Creation of 25 Percent of Pool of Capital without Preemptive Rights	Against
Alphabet Inc.	01-Jun-22	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	3. Amend Omnibus Stock Plan	Against
Alphabet Inc.	01-Jun-22	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	12. Report on Government Takedown Requests	Against
Alphabet Inc.	01-Jun-22	USA	G	Director Related - Board Related	Company-Specific Board-Related	20. Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	Against
Circa Group AS	02-Jun-22	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	6.1. Elect Martin Laudenbach and Elise Fahlen as Directors for a Term of Two Years	Against
Navamedic ASA	02-Jun-22	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	6. Elect Directors	Against
Navamedic ASA	02-Jun-22	Norway	G	Director Related - Committee Election	Elect Member of Nominating Committee	7. Elect Members of Nominating Committee	Against
Navamedic ASA	02-Jun-22	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	8. Approve Remuneration of Directors	Against
Navamedic ASA	02-Jun-22	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	9. Approve Remuneration of Audit Committee	Against
Navamedic ASA	02-Jun-22	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	10. Approve Remuneration of Nominating Committee	Against
Navamedic ASA	02-Jun-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Navamedic ASA	02-Jun-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Remuneration Statement	Against
Navamedic ASA	02-Jun-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	15.1. Approve Equity Plan Financing	Against
Navamedic ASA	02-Jun-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	15.2. Approve Creation of NOK 2.4 Million Pool of Capital without Preemptive Rights	Against
Sana Biotechnology, Inc.	06-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Douglas Cole	Withhold
Sana Biotechnology, Inc.	06-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Steven D. Harr	Withhold
Sana Biotechnology, Inc.	06-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Michelle Seitz	Withhold
Sana Biotechnology, Inc.	06-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Patrick Y. Yang	Withhold
Flyr AS	07-Jun-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	6. Approve Issuance of up to 20 Percent of Share Capital without Preemptive Rights	Against
BYD Company Limited	08-Jun-22	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	8. Approve Provision of Guarantee by the Group	Against
BYD Company Limited	08-Jun-22	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	10. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for H Shares	Against
BYD Company Limited	08-Jun-22	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	11. Approve Issuance by BYD Electronic (International) Company Limited of Equity or Equity-Linked Securities without Preemptive Rights	Against
BYD Company Limited	08-Jun-22	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	13. Approve Authorization to the Board to Determine the Proposed Plan for the Issuance of Debt Financing Instruments	Against
Beam Therapeutics Inc.	08-Jun-22	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Mark C. Fishman	Against
Beam Therapeutics Inc.	08-Jun-22	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Carole Ho	Against
Beam Therapeutics Inc.	08-Jun-22	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Kathleen E. Walsh	Against
SalMar ASA	08-Jun-22	Norway	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	9. Approve Share-Based Incentive Plan	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SalMar ASA	08-Jun-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	14. Approve Equity Plan Financing Through Acquisition of Own Shares	Against
CRISPR Therapeutics AG	09-Jun-22	Switzerland	G	Director Election - Director Election	Elect Director	4c. Reelect Director Ali Behbahani	Against
CRISPR Therapeutics AG	09-Jun-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5a. Reelect Ali Behbahani as Member of the Compensation Committee	Against
CRISPR Therapeutics AG	09-Jun-22	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	6b. Approve Remuneration of Directors in the Amount of USD 11,738,100	Against
CRISPR Therapeutics AG	09-Jun-22	Switzerland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	10. Approve Creation of CHF 615,212.46 Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
CRISPR Therapeutics AG	09-Jun-22	Switzerland	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	12. Approve Increase in Conditional Share Capital for Employee Equity Plans	Against
CRISPR Therapeutics AG	09-Jun-22	Switzerland	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	13. Amend Omnibus Stock Plan	Against
CRISPR Therapeutics AG	09-Jun-22	Switzerland	G	Routine Business - Routine Business	Other Business	16. Transact Other Business (Voting)	Against
Masoval AS	09-Jun-22	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	5. Elect Directors	Against
Masoval AS	09-Jun-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	9. Approve Equity Plan Financing	Against
GoodRx Holdings, Inc.	14-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Christopher Adams	Withhold
GoodRx Holdings, Inc.	14-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Trevor Bezdek	Withhold
GoodRx Holdings, Inc.	14-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Adam Karol	Withhold
Xinjiang Goldwind Science & Technology Co., Ltd.	22-Jun-22	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	8. Approve Provision of Letter of Guarantee by the Company for the Benefit of Its Subsidiaries	Against
Xinjiang Goldwind Science & Technology Co., Ltd.	22-Jun-22	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	12.3. Elect Wang Haibo as Director	Against
Xinjiang Goldwind Science & Technology Co., Ltd.	22-Jun-22	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	12.4. Elect Lu Hailin as Director	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Xinjiang Goldwind Science & Technology Co., Ltd.	22-Jun-22	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	12.5. Elect Gao Jianjun as Director	Against
Vicor Corporation	24-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Philip D. Davies	Withhold
Vicor Corporation	24-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Andrew T. D'Amico	Withhold
Vicor Corporation	24-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Michael S. McNamara	Withhold
Vicor Corporation	24-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director James F. Schmidt	Withhold
Vicor Corporation	24-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Claudio Tuozzolo	Withhold
Vicor Corporation	24-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Patrizio Vinciarelli	Withhold
ams-OSRAM AG	24-Jun-22	Austria	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
ams-OSRAM AG	24-Jun-22	Austria	G	Routine Business - Routine Business	Other Business	7.1. New/Amended Proposals from Shareholders	Against
ams-OSRAM AG	24-Jun-22	Austria	G	Routine Business - Routine Business	Other Business	7.2. New/Amended Proposals from Management and Supervisory Board	Against
Kyudenko Corp.	28-Jun-22	Japan	G	Director Election - Director Election	Elect Director	3.2. Elect Director and Audit Committee Member Michinaga, Yukinori	Against
Kyudenko Corp.	28-Jun-22	Japan	G	Director Election - Director Election	Elect Director	3.3. Elect Director and Audit Committee Member Yoshizako, Toru	Against
Kyudenko Corp.	28-Jun-22	Japan	G	Director Election - Director Election	Elect Director	3.4. Elect Director and Audit Committee Member Soeda, Hidetoshi	Against
gremz, Inc.	28-Jun-22	Japan	G	Director Election - Director Election	Elect Director	4.1. Elect Director and Audit Committee Member Tezuka, Hiromizu	Against
Kandenko Co., Ltd.	29-Jun-22	Japan	G	Director Election - Director Election	Elect Director	3.1. Elect Director Yamaguchi, Hiroshi	Against
Kandenko Co., Ltd.	29-Jun-22	Japan	G	Director Election - Director Election	Elect Director	3.2. Elect Director Nakama, Toshio	Against
Mitsubishi Electric Corp.	29-Jun-22	Japan	G	Director Election - Director Election	Elect Director	2.5. Elect Director Oyamada, Takashi	Against
Mitsubishi Electric Corp.	29-Jun-22	Japan	G	Director Election - Director Election	Elect Director	2.8. Elect Director Uruma, Kei	Against
RAK Petroleum Plc	29-Jun-22	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect Bijan Mossavar-Rahmani as Director	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
RAK Petroleum Plc	29-Jun-22	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Bjorn Dale as Director	Against
RAK Petroleum Plc	29-Jun-22	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Amir Handjani as Director	Against
RAK Petroleum Plc	29-Jun-22	United Kingdom	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	8. Re-elect Bijan Mossavar-Rahmani as Executive Chairman of the Board of Directors	Against
RAK Petroleum Plc	29-Jun-22	United Kingdom	G	Director Related - Committee Election	Elect Member of Nominating Committee	11. Re-elect Bijan Mossavar-Rahmani as Chairman of the Nomination Committee	Against
LINK Mobility Group Holding ASA	12-Jul-22	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	5. Approve Remuneration of Chair in the Amount of NOK 600,000	Against
LINK Mobility Group Holding ASA	12-Jul-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	6. Approve Equity Plan Financing	Against
iShares plc - iShares Core FTSE 100 UCITS ETF	15-Jul-22	Ireland	G	Director Election - Director Election	Elect Director	8. Re-elect Paul McNaughton as Director	Against
Jazz Pharmaceuticals plc	28-Jul-22	Ireland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	4. Authorise Issue of Equity without Pre-emptive Rights	Against
Jazz Pharmaceuticals plc	28-Jul-22	Ireland	G	Takeover Related - Takeover - Other	Adjourn Meeting	5. Adjourn Meeting	Against
Tesla, Inc.	04-Aug-22	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Ira Ehrenpreis	Against
Tesla, Inc.	04-Aug-22	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Kathleen Wilson-Thompson	Against
ABG Sundal Collier Holding ASA	18-Aug-22	Norway	G	Director Election - Director Election	Elect Director	4. Elect Cecilia Marlow as New Director	Against
Methode Electronics, Inc.	14-Sep-22	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Walter J. Aspatore	Against
Methode Electronics, Inc.	14-Sep-22	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Brian J. Cadwallader	Against
Methode Electronics, Inc.	14-Sep-22	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Bruce K. Crowther	Against
Methode Electronics, Inc.	14-Sep-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Caribou Biosciences, Inc.	20-Sep-22	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Scott Braunstein	Withhold
Caribou Biosciences, Inc.	20-Sep-22	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Ran Zheng	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Cadeler A/S	07-Oct-22	Denmark	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	2.a. Approve Creation of DKK 32.8 Million Pool of Capital without Preemptive Rights	Against
Agilyx ASA	21-Oct-22	Norway	G	Director Election - Director Election	Elect Director	3.a. Elect Jan Secher (Chair) as Director	Against
Agilyx ASA	21-Oct-22	Norway	G	Director Election - Director Election	Elect Director	3.b. Elect Martha Crawford as Director	Against
Agilyx ASA	21-Oct-22	Norway	G	Director Election - Director Election	Elect Director	3.c. Elect Peter Norris as Director	Against
Agilyx ASA	21-Oct-22	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	5. Approve Remuneration of Directors	Against
Microsoft Corporation	13-Dec-22	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	4. Report on Cost/Benefit Analysis of Diversity and Inclusion	Against
Agilyx ASA	21-Dec-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Xinjiang Goldwind Science & Technology Co., Ltd.	23-Dec-22	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	1. Amend Articles of Association	Against

Analysis of Votes Against Policy

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Kojamo Oyj	16-Mar-22	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Mikael Aro (Chair), Matti Harjuniemi, Anne Leskela, Mikko Mursula, Reima Rytola and Catharina Stackelberg-Hammaren as Directors; Elect Kari Kauniskangas as New Director	For
Evolution AB	08-Apr-22	Sweden	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	9. Approve Remuneration of Directors in the Aggregate Amount of EUR 1 Million	For
Evolution AB	08-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	10.a4. Reelect Jonas Engwall as Director	For
Evolution AB	08-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	10.a5. Reelect Ian Livingstone as Director	For
Evolution AB	08-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Remuneration Report	For
Nyfosa AB	19-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	15.1a. Reelect Johan Ericsson as Director	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Nyfosa AB	19-Apr-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	15.2. Reelect Johan Ericsson as Board Chair	For
Nyfosa AB	19-Apr-22	Sweden	G	Capitalization - Capital Structure Related	Authorize a New Class of Common Stock	18.a. Authorize a New Class of Common Stock of Series D and Preference Shares; Amend Articles Accordingly	For
Nyfosa AB	19-Apr-22	Sweden	G	Routine Business - Routine Business	Approve Dividends	18.c. Approve Dividends of up to SEK 8.00 Per Class D Shares and Per Preference Shares	For
Cibus Nordic Real Estate AB	20-Apr-22	Sweden	G	Capitalization - Capital Structure Related	Authorize a New Class of Common Stock	12. Authorize Creation of New Class D Stock; Amend Articles Accordingly	For
Cibus Nordic Real Estate AB	20-Apr-22	Sweden	G	Capitalization - Capital Structure Related	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	13. Approve Bonus Issue	For
Cibus Nordic Real Estate AB	20-Apr-22	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	16. Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	For
Entra ASA	22-Apr-22	Norway	G	Director Election - Director Election	Elect Director	15a. Elect Ottar Ertzeid (Chair) as New Director	Against
Entra ASA	22-Apr-22	Norway	G	Director Election - Director Election	Elect Director	15b. Elect Joacim Sjoberg as New Director	Against
Entra ASA	22-Apr-22	Norway	G	Director Election - Director Election	Elect Director	15c. Reelect Camilla AC Tepfers as Director	Against
Entra ASA	22-Apr-22	Norway	G	Director Election - Director Election	Elect Director	15d. Reelect Hege Toft Karlsen as Director	Against
Entra ASA	22-Apr-22	Norway	G	Director Election - Director Election	Elect Director	15e. Reelect Widar Salbuviik as Director	Against
ABG Sundal Collier Holding ASA	26-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Statement	For
ABG Sundal Collier Holding ASA	26-Apr-22	Norway	G	Director Election - Director Election	Elect Director	12.a. Elect Knut Brundtland (Chair) as Director	For
ABG Sundal Collier Holding ASA	26-Apr-22	Norway	G	Director Election - Director Election	Elect Director	12.c. Reelect Arild A. Engh as Director	For
ABG Sundal Collier Holding ASA	26-Apr-22	Norway	G	Director Election - Director Election	Elect Director	12.d. Reelect Adele Norman Pran as Director	For
Catena AB	28-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	15.h. Elect Joost Uwents as New Director	For
Brinova Fastigheter AB	05-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.1. Reelect Erik Selin as Director	For
Brinova Fastigheter AB	05-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.2. Reelect Johan Ericsson as Director	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Brinova Fastigheter AB	05-May-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	10.7. Elect Erik Selin as Board Chair	For
Brinova Fastigheter AB	05-May-22	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	12. Approve Creation of Pool of Capital without Preemptive Rights	For
BioGaia AB	06-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.7. Reelect Peter Rothschild as Director	For
BioGaia AB	06-May-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	11.1. Reelect Peter Rothschild as Board Chair	For
Bahnhof AB	10-May-22	Sweden	G	Director Election - Director Election - Bundled	Elect Board of Directors and Auditors (Bundled)	9. Elect Andreas Norman, Jon Karlung, Anna Ahr, Eric Hasselqvist, Kennet Lejnell and Jens Nylander as Directors; Ratify KPMG AB as Auditors	For
Bahnhof AB	10-May-22	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	10. Approve Issuance of up to 40 Million Shares without Preemptive Rights	For
Sagax AB	11-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.1. Reelect Staffan Salen as Director	For
Sagax AB	11-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.3. Reelect Johan Cerderlund as Director	For
Sagax AB	11-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.4. Reelect Filip Engelbert as Director	For
Sagax AB	11-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.5. Reelect Johan Thorell as Director	For
Sagax AB	11-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.6. Reelect Ulrika Werdelin as Director	For
Sagax AB	11-May-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	10.7. Reelect Staffan Salen as Board Chair	For
Link Mobility Group Holding ASA	31-May-22	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	9. Elect Directors (Bundled)	For
Link Mobility Group Holding ASA	31-May-22	Norway	G	Director Election - Director Election	Elect Director	9.1. Elect New Director (Chair)	For
iShares IV plc - iShares Edge MSCI World Value Factor UCITS ETF	14-Oct-22	Ireland	G	Director Election - Director Election	Elect Director	4. Re-elect Ros O'Shea as Director	For
iShares IV plc - iShares Edge MSCI World Value Factor UCITS ETF	14-Oct-22	Ireland	G	Director Election - Director Election	Elect Director	7. Re-elect Deirdre Somers as Director	For
iShares IV plc - iShares MSCI EM IMI ESG Screened UCITS ETF	14-Oct-22	Ireland	G	Director Election - Director Election	Elect Director	4. Re-elect Ros O'Shea as Director	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
iShares IV plc - iShares MSCI EM IMI ESG Screened UCITS ETF	14-Oct-22	Ireland	G	Director Election - Director Election	Elect Director	7. Re-elect Deirdre Somers as Director	For
iShares IV plc - iShares MSCI World ESG Screened UCITS ETF	14-Oct-22	Ireland	G	Director Election - Director Election	Elect Director	4. Re-elect Ros O'Shea as Director	For
iShares IV plc - iShares MSCI World ESG Screened UCITS ETF	14-Oct-22	Ireland	G	Director Election - Director Election	Elect Director	7. Re-elect Deirdre Somers as Director	For

Analysis of Votes Against Management

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Twist Bioscience Corporation	08-Feb-22	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Nelson C. Chan	Withhold
Twist Bioscience Corporation	08-Feb-22	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Xiaoying Mai	Withhold
Twist Bioscience Corporation	08-Feb-22	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Robert Ragusa	Withhold
Admicom Oyj	25-Feb-22	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Pasi Aaltola and Olli Nokso-Koivisto as Directors; Elect Petri Niemi, Henna Makinen and Marko Somermaas New Directors	Against
Admicom Oyj	25-Feb-22	Finland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	16. Approve Issuance of Shares without Preemptive Rights	Against
Kone Oyj	01-Mar-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Kone Oyj	01-Mar-22	Finland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	11. 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	Against
Kone Oyj	01-Mar-22	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Matti Alahuhta, Susan Duinhoven, Antti Herlin, Iiris Herlin, Jussi Herlin, Ravi Kant and Jennifer Xin-Zhe Li as Directors; Elect Krishna Mikkilineni and Andreas Opfermann as New Directors	Against
Apple Inc.	04-Mar-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Apple Inc.	04-Mar-22	USA	G	Miscellaneous - Miscellaneous	Company-Specific -- Shareholder Miscellaneous	6. Approve Revision of Transparency Reports	For
Apple Inc.	04-Mar-22	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	7. Report on Forced Labor	For
Apple Inc.	04-Mar-22	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	8. Report on Median Gender/Racial Pay Gap	For
Apple Inc.	04-Mar-22	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	9. Report on Civil Rights Audit	For
Apple Inc.	04-Mar-22	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	10. Report on Concealment Clauses	For
Novo Nordisk A/S	24-Mar-22	Denmark	G	Director Election - Director Election	Elect Director	6.3f. Reelect Martin Mackay as Director	Abstain
SimCorp A/S	24-Mar-22	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report (Advisory Vote)	Against
SimCorp A/S	24-Mar-22	Denmark	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	7c.A. Allow Shareholder Meetings to be Held by Electronic Means Only	Against
Gjensidige Forsikring ASA	24-Mar-22	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13.a. Reelect Gisele Marchand (Chair), Vibeke Krag, Terje Seljeseth, Hilde Merete Nafstad, Eivind Elnan, Tor Magne Lonnum and Gunnar Robert Sellaeg as Directors	Against
OPTORUN Co., Ltd.	29-Mar-22	Japan	G	Company Articles - Article Amendments	Amend Articles to: (Japan)	2. Amend Articles to Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings - Clarify Director Authority on Board Meetings	Against
Telefonaktiebolaget LM Ericsson	29-Mar-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.e. Approve Discharge of Board Member Jan Carlson	Against
Telefonaktiebolaget LM Ericsson	29-Mar-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.g. Approve Discharge of Board Member Borje Ekholm	Against
Telefonaktiebolaget LM Ericsson	29-Mar-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.h. Approve Discharge of Board Member Eric A. Elzvik	Against
Telefonaktiebolaget LM Ericsson	29-Mar-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.i. Approve Discharge of Board Member Kurt Jofs	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Telefonaktiebolaget LM Ericsson	29-Mar-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.k. Approve Discharge of Employee Representative Torbjorn Nyman	Against
Telefonaktiebolaget LM Ericsson	29-Mar-22	Sweden	G	Director Related - Discharge	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	8.3.r. Approve Discharge of President Borje Ekholm	Against
Telefonaktiebolaget LM Ericsson	29-Mar-22	Sweden	G	Director Election - Director Election	Elect Director	11.2. Reelect Jan Carlson as Director	Against
Telefonaktiebolaget LM Ericsson	29-Mar-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	16.3. Approve Alternative Equity Plan Financing of LTV 2022, if Item 16.2 is Not Approved	Against
Storebrand ASA	06-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8.a. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Deutsche Telekom AG	07-Apr-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.1. Elect Frank Appel to the Supervisory Board	Against
Borregaard ASA	07-Apr-22	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	7a. Elect Directors (Voting for All items 7a.1-7a.5 Bundled)	Against
Borregaard ASA	07-Apr-22	Norway	G	Director Election - Director Election	Elect Director	7a.1. Reelect Helge Aasen as Director	Against
Borregaard ASA	07-Apr-22	Norway	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	7.b. Reelect Helge Aasen as Board Chair	Against
Protector Forsikring ASA	07-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4.2. Approve Remuneration Report	Against
Multiconsult ASA	07-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Multiconsult ASA	07-Apr-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	11. Approve Creation of NOK 1.3 Million Pool of Capital without Preemptive Rights	Against
Subsea 7 SA	12-Apr-22	Luxembourg	G	Director Election - Director Election	Elect Director	8. Reelect David Mullen as Non-Executive Director	Against
Subsea 7 SA	12-Apr-22	Luxembourg	G	Director Election - Director Election	Elect Director	10. Reelect Jean Cahuzac as Non-Executive Director	Against
Europris ASA	21-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Statement	Against
Europris ASA	21-Apr-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	13.2. Approve Equity Plan Financing	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Norske Skog ASA	21-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Statement	Against
Norske Skog ASA	21-Apr-22	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	5.1. Elect Nikolai Johns and Johanna I. Linedn as Directors; Elect Tore Christian Ostensvig as Observer	Against
HCA Healthcare, Inc.	21-Apr-22	USA	S	Social - Political Spending	Political Contributions Disclosure	4. Report on Political Contributions	For
HCA Healthcare, Inc.	21-Apr-22	USA	S	Social - Political Spending	Political Lobbying Disclosure	5. Report on Lobbying Payments and Policy	For
Aker ASA	22-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Statement (Advisory)	Against
Aker ASA	22-Apr-22	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	9. Elect Directors	Against
Aker ASA	22-Apr-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	13. Authorize Share Repurchase Program in Connection with Incentive Plan	Against
Entra ASA	22-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Statement	Against
Entra ASA	22-Apr-22	Norway	G	Director Election - Director Election	Elect Director	15a. Elect Ottar Ertzeid (Chair) as New Director	Against
Entra ASA	22-Apr-22	Norway	G	Director Election - Director Election	Elect Director	15b. Elect Joacim Sjoberg as New Director	Against
Entra ASA	22-Apr-22	Norway	G	Director Election - Director Election	Elect Director	15c. Reelect Camilla AC Tepfers as Director	Against
Entra ASA	22-Apr-22	Norway	G	Director Election - Director Election	Elect Director	15d. Reelect Hege Toft Karlsen as Director	Against
Entra ASA	22-Apr-22	Norway	G	Director Election - Director Election	Elect Director	15e. Reelect Widar Salbuviik as Director	Against
Fjordkraft Holding ASA	26-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Statement	Against
Fjordkraft Holding ASA	26-Apr-22	Norway	G	Director Election - Director Election	Elect Director	10.1. Reelect Steinar Sonsterby (Chair) as Director	Against
Fjordkraft Holding ASA	26-Apr-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	13. Approve Equity Plan Financing	Against
ABG Sundal Collier Holding ASA	26-Apr-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	14. Approve Creation of NOK 21.65 Million Pool of Capital without Preemptive Rights	Against
Cadeler A/S	26-Apr-22	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report (Advisory Vote)	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Cadeler A/S	26-Apr-22	Denmark	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	7. Approve Remuneration of Directors in the Amount of EUR 100,000 for Chair and EUR 50,000 for Other Directors; Approve Remuneration for Committee Work	Against
Cadeler A/S	26-Apr-22	Denmark	G	Director Election - Director Election	Elect Director	8.b. Elect Andreas Sohmen-Pao (Chair) as Director	Abstain
Cadeler A/S	26-Apr-22	Denmark	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	12.a. Approve Creation of up to DKK 27.6 Million Pool of Capital without Preemptive Rights	Against
Danone SA	26-Apr-22	France	G	Director Related - Board Related	Company-Specific Board-Related	A. Amend Article 18 of Bylaws: Role of Honorary Chairman	For
Atlas Copco AB	26-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	10.a1. Reelect Staffan Bohman as Director	Against
Atlas Copco AB	26-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	10.a2. Reelect Johan Forssell as Director	Against
Atlas Copco AB	26-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	10.a6. Reelect Hans Straberg as Director	Against
Atlas Copco AB	26-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	10.a7. Reelect Peter Wallenberg Jr as Director	Against
Atlas Copco AB	26-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	10.b. Elect Helene Mellquist as New Director	Against
Atlas Copco AB	26-Apr-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	10.c. Reelect Hans Straberg as Board Chair	Against
Atlas Copco AB	26-Apr-22	Sweden	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	11.a. Approve Remuneration of Directors in the Amount of SEK 3.1 Million to Chair and SEK 1 Million to Other Directors; Approve Remuneration for Committee Work; Approve Delivering Part of Remuneration in form of Synthetic Shares	Against
AXA SA	28-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy of CEO	Against
Bakkafrost P/F	29-Apr-22	Faroe Islands	G	Director Election - Director Election	Elect Director	5.4. Reelect Teitur Samuelsen as Director	Against
Bakkafrost P/F	29-Apr-22	Faroe Islands	G	Director Election - Director Election	Elect Director	6. Reelect Runi M. Hansen as Director and Board Chair	Against
Gilead Sciences, Inc.	04-May-22	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Gilead Sciences, Inc.	04-May-22	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	7. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Gilead Sciences, Inc.	04-May-22	USA	S	Social - Political Spending	Political Lobbying Disclosure	8. Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Gilead Sciences, Inc.	04-May-22	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	9. Report on Board Oversight of Risks Related to Anticompetitive Practices	For
Schibsted ASA	04-May-22	Norway	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	10.a. Elect Karl-Christian Agerup as Board Chair	Against
NP3 Fastigheter AB	04-May-22	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	13. Approve Creation of Pool of Capital without Preemptive Rights	Against
Var Energi AS	04-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Technip Energies NV	05-May-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
Paradox Interactive AB	10-May-22	Sweden	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	12. Approve Remuneration of Directors in the Amount of SEK 640,000 for Chair and SEK 320,000 for Other Directors; Approve Remuneration for Auditing Committee; Approve Remuneration of Auditors	Against
Paradox Interactive AB	10-May-22	Sweden	G	Audit Related - Auditor Related	Ratify Auditors	14. Ratify PricewaterhouseCoopers as Auditors	Against
Paradox Interactive AB	10-May-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Commerzbank AG	11-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
Kongsberg Gruppen ASA	11-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Statement	Against
Kongsberg Gruppen ASA	11-May-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	11. Approve Equity Plan Financing	Against
SPIE SA	11-May-22	France	G	Director Election - Director Election	Elect Director	8. Reelect Gauthier Louette as Director	Against
SPIE SA	11-May-22	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	25. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Skyworks Solutions, Inc.	11-May-22	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	8. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Telenor ASA	11-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10.1. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Telenor ASA	11-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10.2. Approve Remuneration Statement	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Telenor ASA	11-May-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	11. Approve Equity Plan Financing Through Repurchase of Shares	Against
Equinor ASA	11-May-22	Norway	E	Environmental - Climate	Management Climate-Related Proposal	10. Approve Company's Energy Transition Plan (Advisory Vote)	Against
Equinor ASA	11-May-22	Norway	E	Environmental - Climate	Climate Change Action	11. Instruct Company to Set Short, Medium, and Long-Term Targets for Greenhouse Gas (GHG) Emissions of the Company's Operations and the Use of Energy Products	For
Equinor ASA	11-May-22	Norway	E	Environmental - Climate	Climate Change Action	12. Introduce a Climate Target Agenda and Emission Reduction Plan	For
TGS ASA	11-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Statement	Against
Fastighets AB Balder	12-May-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	11a. Elect Christina Rogestam as Board Chair	Against
Fastighets AB Balder	12-May-22	Sweden	G	Director Election - Director Election	Elect Director	11c. Reelect Fredrik Svensson as Director	Against
Fastighets AB Balder	12-May-22	Sweden	G	Director Election - Director Election	Elect Director	11d. Reelect Sten Duner as Director	Against
Fastighets AB Balder	12-May-22	Sweden	G	Director Election - Director Election	Elect Director	11e. Reelect Anders Wennergren as Director	Against
Fastighets AB Balder	12-May-22	Sweden	G	Director Election - Director Election	Elect Director	11f. Reelect Christina Rogestam as Director	Against
Intel Corporation	12-May-22	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Alyssa H. Henry	Against
Intel Corporation	12-May-22	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Omar Ishrak	Against
Intel Corporation	12-May-22	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Risa Lavizzo-Mourey	Against
Intel Corporation	12-May-22	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Dion J. Weisler	Against
Intel Corporation	12-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Intel Corporation	12-May-22	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Intel Corporation	12-May-22	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Intel Corporation	12-May-22	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	6. Report on Third-Party Civil Rights Audit	For
HelloFresh SE	12-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Fastighets AB Trianon	12-May-22	Sweden	G	Director Election - Director Election	Elect Director	13.b. Reelect Olof Andersson as Director	Against
K-Fast Holding AB	12-May-22	Sweden	G	Director Election - Director Election	Elect Director	11.1. Reelect Erik Selin (Chair) as Director	Against
K-Fast Holding AB	12-May-22	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	14. Approve Issuance of up to 24 Million Shares of Series B without Preemptive Rights	Against
Ecnor SA	17-May-22	Spain	G	Director Election - Director Election	Elect Director	7.1. Reelect Jaime Real de Asua Arteche as Director	Against
Ecnor SA	17-May-22	Spain	G	Director Election - Director Election	Elect Director	7.2. Reelect Ignacio Maria Prado Rey-Baltar as Director	Against
Ecnor SA	17-May-22	Spain	G	Director Election - Director Election	Elect Director	7.3. Reelect Miguel Maria Cervera Earle as Director	Against
Ecnor SA	17-May-22	Spain	G	Director Election - Director Election	Elect Director	7.4. Reelect Juan Ignacio Landecho Sarabia as Director	Against
Ecnor SA	17-May-22	Spain	G	Director Election - Director Election	Elect Director	7.5. Reelect Miguel Morenes Giles as Director	Against
Ecnor SA	17-May-22	Spain	G	Director Election - Director Election	Elect Director	7.6. Reelect Rafael Prado Aranguren as Director	Against
Bouvet ASA	19-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Statement	Against
Bouvet ASA	19-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Bouvet ASA	19-May-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	14. Approve Issuance of Shares in Connection with Incentive Plan	Against
Zalaris ASA	19-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9.2. Approve Remuneration Statement	Against
Zalaris ASA	19-May-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	13. Approve Creation of NOK 221,353 Pool of Capital without Preemptive Rights	Against
Array Technologies, Inc.	24-May-22	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Ron P. Corio	Withhold
Array Technologies, Inc.	24-May-22	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Jayanthi (Jay) Iyengar	Withhold
Royal Dutch Shell Plc	24-May-22	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Sir Andrew Mackenzie as Director	Against
Royal Dutch Shell Plc	24-May-22	United Kingdom	E	Environmental - Climate	Management Climate-Related Proposal	20. Approve the Shell Energy Transition Progress Update	Against
Royal Dutch Shell Plc	24-May-22	United Kingdom	E	Environmental - Climate	GHG Emissions	21. Request Shell to Set and Publish Targets for Greenhouse Gas (GHG) Emissions	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Amazon.com, Inc.	25-May-22	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Jeffrey P. Bezos	Against
Amazon.com, Inc.	25-May-22	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Daniel P. Huttenlocher	Against
Amazon.com, Inc.	25-May-22	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Judith A. McGrath	Against
Amazon.com, Inc.	25-May-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Amazon.com, Inc.	25-May-22	USA	E	Environmental - Climate	Report on Climate Change	5. Report on Retirement Plan Options Aligned with Company Climate Goals	For
Amazon.com, Inc.	25-May-22	USA	S	Social - Human Rights	Human Rights Risk Assessment	6. Commission Third Party Report Assessing Company's Human Rights Due Diligence Process	For
Amazon.com, Inc.	25-May-22	USA	G	Director Related - Board Related	Company-Specific Board-Related	7. Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	For
Amazon.com, Inc.	25-May-22	USA	E	Environmental - Pollution	Recycling	8. Report on Efforts to Reduce Plastic Use	For
Amazon.com, Inc.	25-May-22	USA	S	Social - Health & Safety	Facility Safety	9. Report on Worker Health and Safety Disparities	For
Amazon.com, Inc.	25-May-22	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	10. Report on Risks Associated with Use of Concealment Clauses	For
Amazon.com, Inc.	25-May-22	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	12. Publish a Tax Transparency Report	For
Amazon.com, Inc.	25-May-22	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	13. Report on Protecting the Rights of Freedom of Association and Collective Bargaining	For
Amazon.com, Inc.	25-May-22	USA	S	Social - Political Spending	Political Lobbying Disclosure	14. Report on Lobbying Payments and Policy	For
Amazon.com, Inc.	25-May-22	USA	S	Social - Health & Safety	Facility Safety	16. Commission a Third Party Audit on Working Conditions	For
Amazon.com, Inc.	25-May-22	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	17. Report on Median Gender/Racial Pay Gap	For
Amazon.com, Inc.	25-May-22	USA	S	Social - Human Rights	Human Rights Risk Assessment	19. Commission Third Party Study and Report on Risks Associated with Use of Rekognition	For
TotalEnergies SE	25-May-22	France	G	Director Election - Director Election	Elect Director	6. Reelect Lise Croteau as Director	Against
TotalEnergies SE	25-May-22	France	G	Director Election - Director Election	Elect Director	7. Reelect Maria van der Hoeven as Director	Against
TotalEnergies SE	25-May-22	France	G	Director Election - Director Election	Elect Director	8. Reelect Jean Lemierre as Director	Against
TotalEnergies SE	25-May-22	France	E	Environmental - Climate	Management Climate-Related Proposal	16. Approve Company's Sustainability and Climate Transition Plan	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Self Storage Group ASA	25-May-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	8. Approve Creation of NOK 4.73 Million Pool of Capital without Preemptive Rights	Against
Self Storage Group ASA	25-May-22	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	9. Elect Steven Skaar (Chair), Gustav Sobak, Yvonne Sandvold, Ingrid Elvira Leisner and Carl August Ameln as Directors	Against
BW Energy Ltd.	26-May-22	Bermuda	G	Director Election - Director Election	Elect Director	5.a. Reelect Andreas Sohmen-Pao as Director	Against
BW Energy Ltd.	26-May-22	Bermuda	G	Director Election - Director Election	Elect Director	5.b. Reelect Marco Beenen as Director	Against
BW Energy Ltd.	26-May-22	Bermuda	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	8. Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Against
BW Offshore Ltd.	26-May-22	Bermuda	G	Director Election - Director Election	Elect Director	5.a. Reelect Carl Krogh Arnet as Director	Against
Link Mobility Group Holding ASA	31-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Statement	Against
Link Mobility Group Holding ASA	31-May-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	11. Approve Creation of NOK 294,252.254 Pool of Capital without Preemptive Rights	Against
Link Mobility Group Holding ASA	31-May-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	12. Approve Equity Plan Financing	Against
Sikri Holding AS	31-May-22	Norway	G	Audit Related - Auditor Related	Ratify Auditors	7. Ratify Auditors	Against
Sikri Holding AS	31-May-22	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	8. Elect Directors (Bundled)	Against
Sikri Holding AS	31-May-22	Norway	G	Director Election - Director Election	Elect Director	8.1. Reelect Torstein Harildstad (Chair) as Director	Against
Sikri Holding AS	31-May-22	Norway	G	Director Election - Director Election	Elect Director	8.2. Reelect Jens Rugseth as Director	Against
Sikri Holding AS	31-May-22	Norway	G	Director Election - Director Election	Elect Director	8.3. Reelect Preben Rasch-Olsen as Director	Against
Sikri Holding AS	31-May-22	Norway	G	Director Election - Director Election	Elect Director	8.4. Elect Sigrun Hansen Syverud as New Director	Against
Sikri Holding AS	31-May-22	Norway	G	Director Election - Director Election	Elect Director	8.5. Elect Martine Drageset as New Director	Against
Sikri Holding AS	31-May-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	9. Approve Creation of 20 Percent of Pool of Capital without Preemptive Rights	Against
Sikri Holding AS	31-May-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	10. Approve Equity Plan Financing	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sikri Holding AS	31-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	19. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Sikri Holding AS	31-May-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	20. Approve Creation of 25 Percent of Pool of Capital without Preemptive Rights	Against
Alphabet Inc.	01-Jun-22	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	3. Amend Omnibus Stock Plan	Against
Alphabet Inc.	01-Jun-22	USA	S	Social - Political Spending	Political Lobbying Disclosure	5. Report on Lobbying Payments and Policy	For
Alphabet Inc.	01-Jun-22	USA	E	Environmental - Climate	Report on Climate Change	6. Report on Climate Lobbying	For
Alphabet Inc.	01-Jun-22	USA	E	Environmental - Climate	Report on Climate Change	7. Report on Physical Risks of Climate Change	For
Alphabet Inc.	01-Jun-22	USA	E	Environmental - Other	Community -Environment Impact	8. Report on Metrics and Efforts to Reduce Water Related Risk	For
Alphabet Inc.	01-Jun-22	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	9. Oversee and Report a Third-Party Racial Equity Audit	For
Alphabet Inc.	01-Jun-22	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	10. Report on Risks Associated with Use of Concealment Clauses	For
Alphabet Inc.	01-Jun-22	USA	G	Non-Routine Business - Non-Routine Business	Approve Recapitalization Plan for all Stock to Have One-vote per Share	11. Approve Recapitalization Plan for all Stock to Have One-vote per Share	For
Alphabet Inc.	01-Jun-22	USA	S	Social - Human Rights	Human Rights Risk Assessment	13. Report on Risks of Doing Business in Countries with Significant Human Rights Concerns	For
Alphabet Inc.	01-Jun-22	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	14. Report on Managing Risks Related to Data Collection, Privacy and Security	For
Alphabet Inc.	01-Jun-22	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	15. Disclose More Quantitative and Qualitative Information on Algorithmic Systems	For
Alphabet Inc.	01-Jun-22	USA	S	Social - Human Rights	Human Rights Risk Assessment	16. Commission Third Party Assessment of Company's Management of Misinformation and Disinformation Across Platforms	For
Alphabet Inc.	01-Jun-22	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	17. Report on External Costs of Misinformation and Impact on Diversified Shareholders	For
Alphabet Inc.	01-Jun-22	USA	S	Social - Board Diversity	Board Diversity	18. Report on Steps to Improve Racial and Gender Board Diversity	For
Alphabet Inc.	01-Jun-22	USA	E, S	E&S Blended - Board Related	Establish Environmental/Social Issue Board Committee	19. Establish an Environmental Sustainability Board Committee	For
Alphabet Inc.	01-Jun-22	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	21. Report on Policies Regarding Military and Militarized Policing Agencies	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Circa Group AS	02-Jun-22	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	6.1. Elect Martin Laudenbach and Elise Fahlen as Directors for a Term of Two Years	Against
Navamedic ASA	02-Jun-22	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	6. Elect Directors	Against
Navamedic ASA	02-Jun-22	Norway	G	Director Related - Committee Election	Elect Member of Nominating Committee	7. Elect Members of Nominating Committee	Against
Navamedic ASA	02-Jun-22	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	8. Approve Remuneration of Directors	Against
Navamedic ASA	02-Jun-22	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	9. Approve Remuneration of Audit Committee	Against
Navamedic ASA	02-Jun-22	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	10. Approve Remuneration of Nominating Committee	Against
Navamedic ASA	02-Jun-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Navamedic ASA	02-Jun-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Remuneration Statement	Against
Navamedic ASA	02-Jun-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	15.1. Approve Equity Plan Financing	Against
Navamedic ASA	02-Jun-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	15.2. Approve Creation of NOK 2.4 Million Pool of Capital without Preemptive Rights	Against
Sana Biotechnology, Inc.	06-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Douglas Cole	Withhold
Sana Biotechnology, Inc.	06-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Steven D. Harr	Withhold
Sana Biotechnology, Inc.	06-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Michelle Seitz	Withhold
Sana Biotechnology, Inc.	06-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Patrick Y. Yang	Withhold
Flyr AS	07-Jun-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	6. Approve Issuance of up to 20 Percent of Share Capital without Preemptive Rights	Against
BYD Company Limited	08-Jun-22	China	G	Strategic Transactions - Corporate Transactions/Reorganiza tions	Approve/Amend Loan Guarantee to Subsidiary	8. Approve Provision of Guarantee by the Group	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
BYD Company Limited	08-Jun-22	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	10. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for H Shares	Against
BYD Company Limited	08-Jun-22	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	11. Approve Issuance by BYD Electronic (International) Company Limited of Equity or Equity-Linked Securities without Preemptive Rights	Against
BYD Company Limited	08-Jun-22	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	13. Approve Authorization to the Board to Determine the Proposed Plan for the Issuance of Debt Financing Instruments	Against
Beam Therapeutics Inc.	08-Jun-22	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Mark C. Fishman	Against
Beam Therapeutics Inc.	08-Jun-22	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Carole Ho	Against
Beam Therapeutics Inc.	08-Jun-22	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Kathleen E. Walsh	Against
SalMar ASA	08-Jun-22	Norway	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	9. Approve Share-Based Incentive Plan	Against
SalMar ASA	08-Jun-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	14. Approve Equity Plan Financing Through Acquisition of Own Shares	Against
CRISPR Therapeutics AG	09-Jun-22	Switzerland	G	Director Election - Director Election	Elect Director	4c. Reelect Director Ali Behbahani	Against
CRISPR Therapeutics AG	09-Jun-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5a. Reelect Ali Behbahani as Member of the Compensation Committee	Against
CRISPR Therapeutics AG	09-Jun-22	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	6b. Approve Remuneration of Directors in the Amount of USD 11,738,100	Against
CRISPR Therapeutics AG	09-Jun-22	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	8. Advisory Vote on Say on Pay Frequency	One Year
CRISPR Therapeutics AG	09-Jun-22	Switzerland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	10. Approve Creation of CHF 615,212.46 Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
CRISPR Therapeutics AG	09-Jun-22	Switzerland	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	12. Approve Increase in Conditional Share Capital for Employee Equity Plans	Against
CRISPR Therapeutics AG	09-Jun-22	Switzerland	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	13. Amend Omnibus Stock Plan	Against
CRISPR Therapeutics AG	09-Jun-22	Switzerland	G	Routine Business - Routine Business	Other Business	16. Transact Other Business (Voting)	Against
Masoval AS	09-Jun-22	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	5. Elect Directors	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Masoval AS	09-Jun-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	9. Approve Equity Plan Financing	Against
GoodRx Holdings, Inc.	14-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Christopher Adams	Withhold
GoodRx Holdings, Inc.	14-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Trevor Bezdek	Withhold
GoodRx Holdings, Inc.	14-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Adam Karol	Withhold
Xinjiang Goldwind Science & Technology Co., Ltd.	22-Jun-22	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	8. Approve Provision of Letter of Guarantee by the Company for the Benefit of Its Subsidiaries	Against
Xinjiang Goldwind Science & Technology Co., Ltd.	22-Jun-22	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	12.3. Elect Wang Haibo as Director	Against
Xinjiang Goldwind Science & Technology Co., Ltd.	22-Jun-22	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	12.4. Elect Lu Hailin as Director	Against
Xinjiang Goldwind Science & Technology Co., Ltd.	22-Jun-22	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	12.5. Elect Gao Jianjun as Director	Against
Vicor Corporation	24-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Philip D. Davies	Withhold
Vicor Corporation	24-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Andrew T. D'Amico	Withhold
Vicor Corporation	24-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Michael S. McNamara	Withhold
Vicor Corporation	24-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director James F. Schmidt	Withhold
Vicor Corporation	24-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Claudio Tuozzolo	Withhold
Vicor Corporation	24-Jun-22	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Patrizio Vinciarelli	Withhold
ams-OSRAM AG	24-Jun-22	Austria	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
Kyudenko Corp.	28-Jun-22	Japan	G	Director Election - Director Election	Elect Director	3.2. Elect Director and Audit Committee Member Michinaga, Yukinori	Against
Kyudenko Corp.	28-Jun-22	Japan	G	Director Election - Director Election	Elect Director	3.3. Elect Director and Audit Committee Member Yoshizako, Toru	Against
Kyudenko Corp.	28-Jun-22	Japan	G	Director Election - Director Election	Elect Director	3.4. Elect Director and Audit Committee Member Soeda, Hidetoshi	Against
gremz, Inc.	28-Jun-22	Japan	G	Director Election - Director Election	Elect Director	4.1. Elect Director and Audit Committee Member Tezuka, Hiromizu	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Kandenko Co., Ltd.	29-Jun-22	Japan	G	Director Election - Director Election	Elect Director	3.1. Elect Director Yamaguchi, Hiroshi	Against
Kandenko Co., Ltd.	29-Jun-22	Japan	G	Director Election - Director Election	Elect Director	3.2. Elect Director Nakama, Toshio	Against
Mitsubishi Electric Corp.	29-Jun-22	Japan	G	Director Election - Director Election	Elect Director	2.5. Elect Director Oyamada, Takashi	Against
Mitsubishi Electric Corp.	29-Jun-22	Japan	G	Director Election - Director Election	Elect Director	2.8. Elect Director Uruma, Kei	Against
RAK Petroleum Plc	29-Jun-22	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect Bijan Mossavar-Rahmani as Director	Against
RAK Petroleum Plc	29-Jun-22	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Bjorn Dale as Director	Against
RAK Petroleum Plc	29-Jun-22	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Amir Handjani as Director	Against
RAK Petroleum Plc	29-Jun-22	United Kingdom	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	8. Re-elect Bijan Mossavar-Rahmani as Executive Chairman of the Board of Directors	Against
RAK Petroleum Plc	29-Jun-22	United Kingdom	G	Director Related - Committee Election	Elect Member of Nominating Committee	11. Re-elect Bijan Mossavar-Rahmani as Chairman of the Nomination Committee	Against
LINK Mobility Group Holding ASA	12-Jul-22	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	5. Approve Remuneration of Chair in the Amount of NOK 600,000	Against
LINK Mobility Group Holding ASA	12-Jul-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	6. Approve Equity Plan Financing	Against
iShares plc - iShares Core FTSE 100 UCITS ETF	15-Jul-22	Ireland	G	Director Election - Director Election	Elect Director	8. Re-elect Paul McNaughton as Director	Against
Jazz Pharmaceuticals plc	28-Jul-22	Ireland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	4. Authorise Issue of Equity without Pre-emptive Rights	Against
Jazz Pharmaceuticals plc	28-Jul-22	Ireland	G	Takeover Related - Takeover - Other	Adjourn Meeting	5. Adjourn Meeting	Against
Tesla, Inc.	04-Aug-22	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Ira Ehrenpreis	Against
Tesla, Inc.	04-Aug-22	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Kathleen Wilson-Thompson	Against
Tesla, Inc.	04-Aug-22	USA	G	Director Related - Board Related	Adopt Proxy Access Right	6. Adopt Proxy Access Right	For
Tesla, Inc.	04-Aug-22	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	7. Report on Efforts to Prevent Harassment and Discrimination in the Workplace	For
Tesla, Inc.	04-Aug-22	USA	S	Social - Board Diversity	Board Diversity	8. Report on Racial and Gender Board Diversity	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Tesla, Inc.	04-Aug-22	USA	S	Social - Human Capital Management	Mandatory Arbitration on Employment Related Claims	9. Report on the Impacts of Using Mandatory Arbitration	For
Tesla, Inc.	04-Aug-22	USA	E	Environmental - Climate	Report on Climate Change	10. Report on Corporate Climate Lobbying in line with Paris Agreement	For
Tesla, Inc.	04-Aug-22	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	11. Adopt a Policy on Respecting Rights to Freedom of Association and Collective Bargaining	For
Tesla, Inc.	04-Aug-22	USA	S	Social - Human Rights	Human Rights Risk Assessment	12. Report on Eradicating Child Labor in Battery Supply Chain	For
Tesla, Inc.	04-Aug-22	USA	E	Environmental - Other	Community -Environment Impact	13. Report on Water Risk Exposure	For
ABG Sundal Collier Holding ASA	18-Aug-22	Norway	G	Director Election - Director Election	Elect Director	4. Elect Cecilia Marlow as New Director	Against
Methode Electronics, Inc.	14-Sep-22	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Walter J. Aspatore	Against
Methode Electronics, Inc.	14-Sep-22	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Brian J. Cadwallader	Against
Methode Electronics, Inc.	14-Sep-22	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Bruce K. Crowther	Against
Methode Electronics, Inc.	14-Sep-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Caribou Biosciences, Inc.	20-Sep-22	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Scott Braunstein	Withhold
Caribou Biosciences, Inc.	20-Sep-22	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Ran Zheng	Withhold
Cadeler A/S	07-Oct-22	Denmark	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	2.a. Approve Creation of DKK 32.8 Million Pool of Capital without Preemptive Rights	Against
Agilyx ASA	21-Oct-22	Norway	G	Director Election - Director Election	Elect Director	3.a. Elect Jan Secher (Chair) as Director	Against
Agilyx ASA	21-Oct-22	Norway	G	Director Election - Director Election	Elect Director	3.b. Elect Martha Crawford as Director	Against
Agilyx ASA	21-Oct-22	Norway	G	Director Election - Director Election	Elect Director	3.c. Elect Peter Norris as Director	Against
Agilyx ASA	21-Oct-22	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	5. Approve Remuneration of Directors	Against
Cisco Systems, Inc.	08-Dec-22	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	4. Report on Tax Transparency Set Forth in the Global Reporting Initiative's Tax Standard	For
Microsoft Corporation	13-Dec-22	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	5. Report on Hiring of Persons with Arrest or Incarceration Records	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Microsoft Corporation	13-Dec-22	USA	E	Environmental - Climate	Report on Climate Change	6. Assess and Report on the Company's Retirement Funds' Management of Systemic Climate Risk	For
Microsoft Corporation	13-Dec-22	USA	S	Social - Data Security & Privacy	Data Security, Privacy, and Internet Issues	7. Report on Government Use of Microsoft Technology	For
Microsoft Corporation	13-Dec-22	USA	S	Social - Weapons	Weapons - Related	8. Report on Development of Products for Military	For
Microsoft Corporation	13-Dec-22	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	9. Report on Tax Transparency	For
Agilyx ASA	21-Dec-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Xinjiang Goldwind Science & Technology Co., Ltd.	23-Dec-22	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	1. Amend Articles of Association	Against

Unvoted Meetings

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
Medistim ASA	27-Apr-22	Annual	Norway	1628506
Lumi Gruppen AS	26-Apr-22	Annual	Norway	1635007
SpareBank 1 Nord-Norge	11-Feb-22	Annual	Norway	1604948
SATS ASA	04-Apr-22	Annual	Norway	1617762
AF Gruppen ASA	13-May-22	Annual	Norway	1640934
Kitron ASA	27-Apr-22	Annual	Norway	1631836
Kid ASA	12-May-22	Annual	Norway	1642782
Nordic Semiconductor ASA	28-Apr-22	Annual	Norway	1629858
Elkem ASA	27-Apr-22	Annual	Norway	1629874
Crayon Group Holding AS	20-May-22	Annual	Norway	1645696