

Board Statistics Report



Parameters Used:
 Location(s): Alfred Berg Kapitalforvaltning Norway
 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	230	
Number of meetings voted	196	85.22%
Number of meetings with at least 1 vote Against, Withhold or Abstain	160	69.57%

Ballot Overview

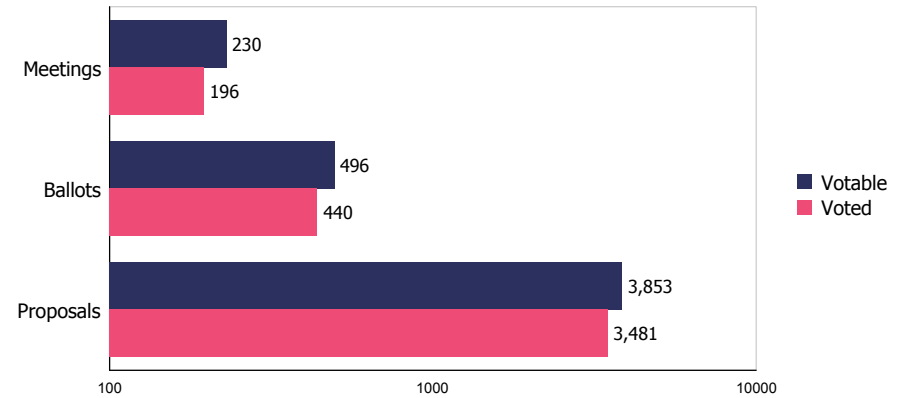
Category	Number	Percentage
Number of votable ballots	496	
Number of ballots voted	440	88.71%

Proposal Overview

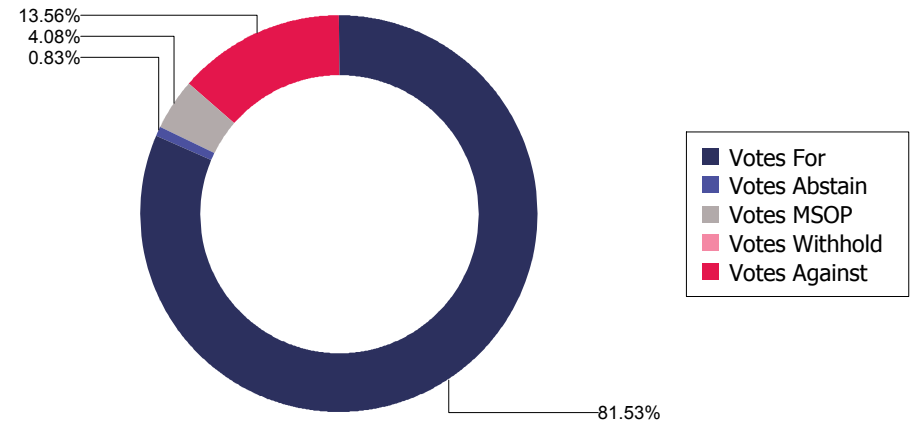
Category	Number	Percentage
Number of votable items	3,853	
Number of items voted	3,481	90.35%
Number of votes FOR	2,838	81.53%
Number of votes AGAINST	472	13.56%
Number of votes ABSTAIN	29	0.83%
Number of votes WITHHOLD	0	0.00%
Number of votes on MSOP	142	4.08%
Number of votes With Policy	3,469	99.66%
Number of votes Against Policy	12	0.34%
Number of votes With Mgmt	2,957	84.95%
Number of votes Against Mgmt	524	15.05%
Number of votes on Shareholder Proposals	65	1.87%

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.

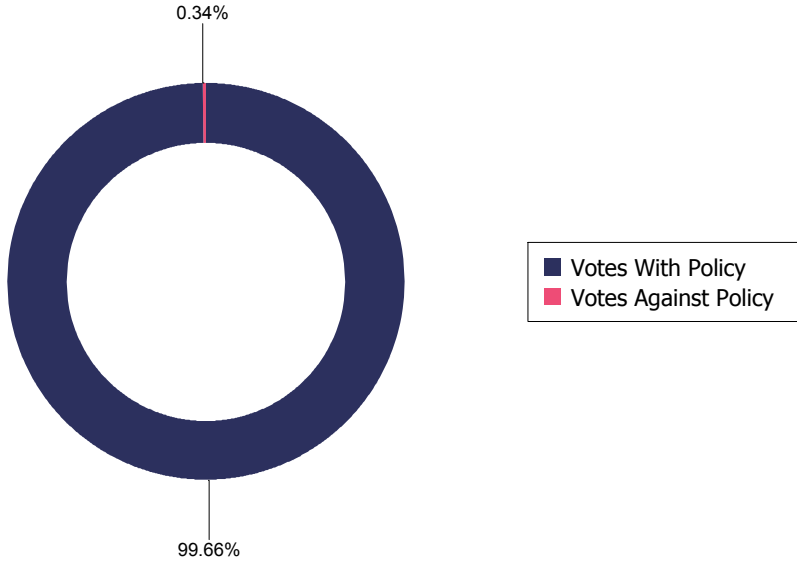
Voting Statistics



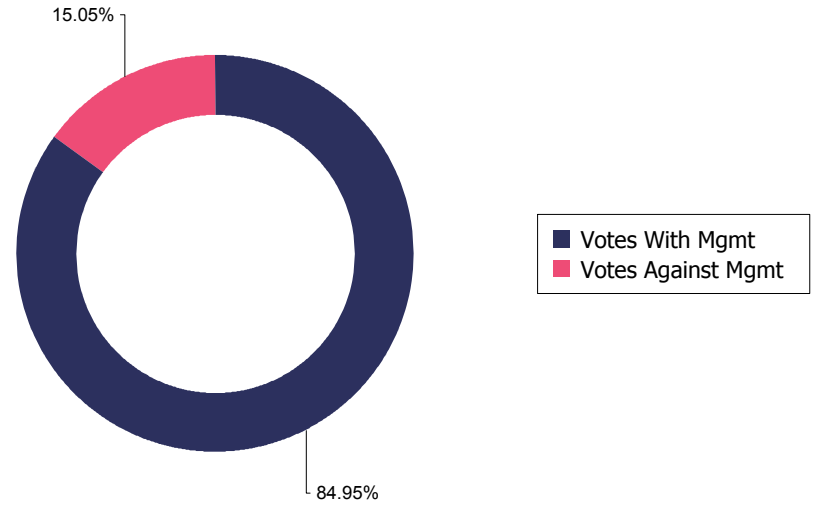
Vote Cast Statistics



Vote Alignment with Policy



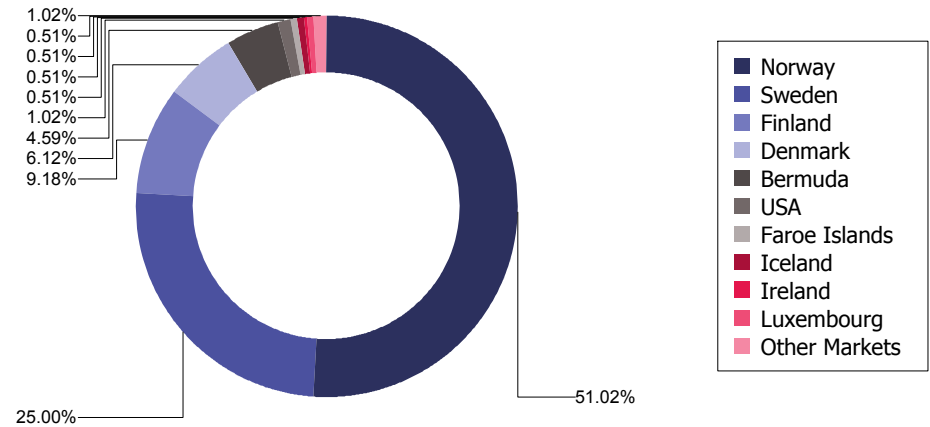
Vote Alignment with Management



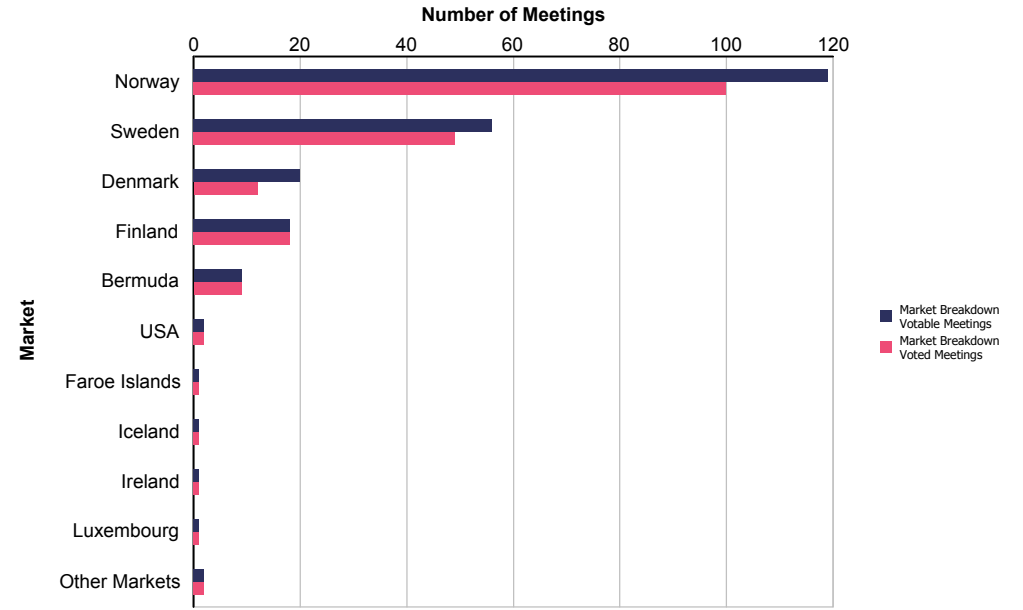
Market Breakdown

Market	Votable Meetings	Voted Meetings	Percentage
Norway	119	100	84.03%
Sweden	56	49	87.50%
Denmark	20	12	60.00%
Finland	18	18	100.00%
Bermuda	9	9	100.00%
USA	2	2	100.00%
Faroe Islands	1	1	100.00%
Iceland	1	1	100.00%
Ireland	1	1	100.00%
Luxembourg	1	1	100.00%
Switzerland	1	1	100.00%
United Kingdom	1	1	100.00%

Meetings Voted by Market



Market Voting Statistics



Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
BerGenBio ASA	06-Jan-22	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	5. Approve Remuneration of New Elected Director	Against
BerGenBio ASA	06-Jan-22	Norway	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	6. Approve Sign On Bonus for New Elected Director	Against
Gaming Innovation Group Inc.	20-Jan-22	USA	G	Director Related - Board Related	Approve Increase in Size of Board	7. Approve Increase in Size of Board	Against
Musti Group Oyj	27-Jan-22	Finland	G	Routine Business - Routine Business	Approve Special/Interim Dividends	8.b. Demand Minority Dividend	Abstain
Musti Group Oyj	27-Jan-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report	Abstain
Musti Group Oyj	27-Jan-22	Finland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	17. Approve Issuance of up to 3.2 Million Shares without Preemptive Rights	Against
MPC Container Ships ASA	25-Feb-22	Norway	G	Director Election - Director Election	Elect Director	3. Elect Peter Frederiksen as New Director	Against
GN Store Nord A/S	09-Mar-22	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report (Advisory Vote)	Against
GN Store Nord A/S	09-Mar-22	Denmark	G	Audit Related - Auditor Related	Ratify Auditors	8. Ratify PricewaterhouseCoopers as Auditors	Abstain
GN Store Nord A/S	09-Mar-22	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9.d. Amendment to Remuneration Policy for Board of Directors and Executive Management	Against
Pandora AS	10-Mar-22	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report (Advisory Vote)	Abstain
Demant A/S	10-Mar-22	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report (Advisory Vote)	Against
Demant A/S	10-Mar-22	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8.c. Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Against
VNV Global Ltd.	11-Mar-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	6.a. Approve LTIP 2022 for Key Employees	Against
VNV Global Ltd.	11-Mar-22	Sweden	G	Capitalization - Capital Structure Related	Authorize a New Class of Common Stock	6.b. Authorize New Class of Common Stock, Class C 2022 Shares to Implement LTIP 2022; Amend Articles Accordingly	Against
VNV Global Ltd.	11-Mar-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	6.c. Approve LTIP 2022 Financing Through Issuance of Class C Shares	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
A.P. Moller-Maersk A/S	15-Mar-22	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report (Advisory Vote)	Against
A.P. Moller-Maersk A/S	15-Mar-22	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8.d. Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Against
Qt Group Plc	15-Mar-22	Finland	G	Routine Business - Routine Business	Approve Special/Interim Dividends	8A. Demand Minority Dividend	Abstain
Qt Group Plc	15-Mar-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Abstain
Qt Group Plc	15-Mar-22	Finland	G	Audit Related - Auditor Related	Authorize Board to Fix Remuneration of External Auditor(s)	14. Approve Remuneration of Auditors	Against
Qt Group Plc	15-Mar-22	Finland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	16. Approve Issuance of up to 2 Million Shares without Preemptive Rights	Against
Stora Enso Oyj	15-Mar-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Abstain
Stora Enso Oyj	15-Mar-22	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Amend Remuneration Policy And Other Terms of Employment For Executive Management	Abstain
Uponor Oyj	15-Mar-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Abstain
Uponor Oyj	15-Mar-22	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Uponor Oyj	15-Mar-22	Finland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	18. Approve Issuance of up to 7.2 Million Shares without Preemptive Rights	Against
Kojamo Oyj	16-Mar-22	Finland	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	7. Accept Financial Statements and Statutory Reports	Abstain
Kojamo Oyj	16-Mar-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Abstain
Kojamo Oyj	16-Mar-22	Finland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	17. Approve Issuance of up to 24.7 Million Shares without Preemptive Rights	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Fiskars Oyj Abp	16-Mar-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report	Against
Fiskars Oyj Abp	16-Mar-22	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Abstain
Marel hf	16-Mar-22	Iceland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Marel hf	16-Mar-22	Iceland	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	8. Approve Stock Option Plan for Key Employees	Against
Marel hf	16-Mar-22	Iceland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	9. Approve Remuneration of Directors in the Amount of EUR 142,956 for Chairman, EUR 71,478 for Vice Chairman and EUR 47,652 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Nominating Committee	Abstain
Marel hf	16-Mar-22	Iceland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	11.2. Approve Creation of ISK 75 Million Pool of Capital without Preemptive Rights	Against
Novozymes A/S	16-Mar-22	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Abstain
Novozymes A/S	16-Mar-22	Denmark	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	10a. Approve Creation of DKK 56.2 Million Pool of Capital in B Shares without Preemptive Rights; DKK 56.2 Million Pool of Capital with Preemptive Rights; and Pool of Capital in Warrants without Preemptive Rights	Against
Norway Royal Salmon ASA	17-Mar-22	Norway	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	3.1. Elect Director	Against
Norway Royal Salmon ASA	17-Mar-22	Norway	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	3.2. Elect Director	Against
Norway Royal Salmon ASA	17-Mar-22	Norway	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	3.3. Elect Director	Against
Norway Royal Salmon ASA	17-Mar-22	Norway	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	3.4. Elect Director	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Norway Royal Salmon ASA	17-Mar-22	Norway	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	3.5. Elect Director	Against
Norway Royal Salmon ASA	17-Mar-22	Norway	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	3.6. Elect Director	Against
Norway Royal Salmon ASA	17-Mar-22	Norway	G	Director Related - Board Related	Company-Specific Board-Related	3.7. Elect Chair of Board	Against
Norway Royal Salmon ASA	17-Mar-22	Norway	G	Director Related - Board Related	Establish a Nominating Committee	4.1. Elect Member of Nominating Committee	Against
Norway Royal Salmon ASA	17-Mar-22	Norway	G	Director Related - Board Related	Establish a Nominating Committee	4.2. Elect Member of Nominating Committee	Against
Norway Royal Salmon ASA	17-Mar-22	Norway	G	Director Related - Board Related	Establish a Nominating Committee	4.3. Elect Member of Nominating Committee	Against
Norway Royal Salmon ASA	17-Mar-22	Norway	G	Director Related - Board Related	Establish a Nominating Committee	4.4. Elect Chairperson of Nominating Committee	Against
SAS AB	17-Mar-22	Sweden	G	Director Election - Director Election	Elect Director	9.a. Reelect Carsten Dilling as Director	Against
SAS AB	17-Mar-22	Sweden	G	Director Election - Director Election	Elect Director	9.b. Reelect Lars-Johan Jarnheimer as Director	Against
SAS AB	17-Mar-22	Sweden	G	Director Election - Director Election	Elect Director	9.e. Reelect Michael Friisdahl as Director	Against
SAS AB	17-Mar-22	Sweden	G	Director Election - Director Election	Elect Director	9.g. Reelect Kay Kratky as Director	Against
SAS AB	17-Mar-22	Sweden	G	Director Election - Director Election	Elect Director	9.h. Reelect Oscar Stege Unger as Director	Against
SAS AB	17-Mar-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	9.i. Appoint Carsten Dilling as Board Chair	Against
SAS AB	17-Mar-22	Sweden	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	14. Approve Publication of List of Yellow and Blue Free Passes	Against
SAS AB	17-Mar-22	Sweden	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	15. Approve Special Examination of the Free Travel System	Against
DSV A/S	17-Mar-22	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Abstain
Danske Bank A/S	17-Mar-22	Denmark	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	4.j. Elect Michael Strabo as New Director	Abstain
Danske Bank A/S	17-Mar-22	Denmark	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	4.k. Elect Lars Wismann as New Director	Abstain

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Danske Bank A/S	17-Mar-22	Denmark	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	6.b. Approve Creation of Pool of Capital without Preemptive Rights	Against
Danske Bank A/S	17-Mar-22	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report (Advisory Vote)	Abstain
Danske Bank A/S	17-Mar-22	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Against
Danske Bank A/S	17-Mar-22	Denmark	G	Director Related - Board Related	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	11. Approve Indemnification of Members of the Board of Directors and Executive Management	Against
Danske Bank A/S	17-Mar-22	Denmark	G	Non-Routine Business - Non-Routine Business	Initiate Share Repurchase Program	13. Share Repurchase Program	Against
Danske Bank A/S	17-Mar-22	Denmark	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	14.a. Deadline for shareholder proposals	Against
Danske Bank A/S	17-Mar-22	Denmark	G	Director Related - Board Related	Company-Specific Board-Related	14.b. Alternates and Limitation of the Number of Candidates for the Board of Directors	Against
Danske Bank A/S	17-Mar-22	Denmark	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	14.c. Obligation to comply with applicable legislation	Against
Danske Bank A/S	17-Mar-22	Denmark	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	14.d. Confirm receipt of enquiries from shareholders	Against
Danske Bank A/S	17-Mar-22	Denmark	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	14.e. Response to enquiries from shareholders	Against
Danske Bank A/S	17-Mar-22	Denmark	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	14.f. Approve Decision About The Inalterability of the Articles of Association	Against
Danske Bank A/S	17-Mar-22	Denmark	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	14.g. Decisions of 2021 AGM	Against
Danske Bank A/S	17-Mar-22	Denmark	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	14.h. The Chairman's Derogation from the Articles of Association	Against
Danske Bank A/S	17-Mar-22	Denmark	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	14.i. Legal statement Concerning the Chairman of the General Meeting's Derogation from the Articles of Association	Against
Danske Bank A/S	17-Mar-22	Denmark	G	Director Related - Board Related	Company-Specific Board-Related	14.j. Payment of Compensation to Lars Wismann	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Danske Bank A/S	17-Mar-22	Denmark	G	Director Related - Board Related	Company-Specific Board-Related	14.k. Publishing Information Regarding the Completion of Board Leadership Courses	Against
Danske Bank A/S	17-Mar-22	Denmark	G	Director Related - Board Related	Company-Specific Board-Related	14.l. Resignation Due to Lack of Education	Against
Danske Bank A/S	17-Mar-22	Denmark	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	14.m. Danish Language Requirements for the CEO	Against
Danske Bank A/S	17-Mar-22	Denmark	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	14.n. Requirement for Completion of Danish Citizen Test	Against
Danske Bank A/S	17-Mar-22	Denmark	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	14.o. Administration Margins and Interest Rates	Against
Danske Bank A/S	17-Mar-22	Denmark	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	14.p. Information Regarding Assessments	Against
Danske Bank A/S	17-Mar-22	Denmark	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	14.q. Disclosure of Valuation Basis	Against
Danske Bank A/S	17-Mar-22	Denmark	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	14.r. Minutes of the annual general meeting	Against
Danske Bank A/S	17-Mar-22	Denmark	S, G	Compensation - Compensation	Company-Specific-Compensation-Related	14.s. Use of the Danish tax Scheme for Researchers and Highly Paid Employees	Against
Danske Bank A/S	17-Mar-22	Denmark	S, G	Compensation - Compensation	Company-Specific-Compensation-Related	14.t. The CEO's use of the Danish Tax Scheme for Researchers and Highly paid Employees	Against
Solar A/S	18-Mar-22	Denmark	G	Routine Business - Routine Business	Approve Allocation of Income and Dividends	4. Approve Allocation of Income and Dividends of DKK 45 Per Share	Against
Solar A/S	18-Mar-22	Denmark	G	Routine Business - Routine Business	Approve Special/Interim Dividends	5.1. Authorize Board to Distribute Extraordinary Dividends of DKK 50 Per Share	Against
Solar A/S	18-Mar-22	Denmark	G	Director Election - Director Election	Elect Director	8.f. Reelect Jesper Dalsgaard as Director	Abstain
Skandinaviska Enskilda Banken AB	22-Mar-22	Sweden	G	Director Election - Director Election	Elect Director	14.a1. Reelect Signhild Arnegard Hansen as Director	Against
Skandinaviska Enskilda Banken AB	22-Mar-22	Sweden	G	Director Election - Director Election	Elect Director	14.a4. Reelect Sven Nyman as Director	Against
Skandinaviska Enskilda Banken AB	22-Mar-22	Sweden	G	Director Election - Director Election	Elect Director	14.a6. Reelect Jesper Ovesen as Director	Against
Skandinaviska Enskilda Banken AB	22-Mar-22	Sweden	G	Director Election - Director Election	Elect Director	14.a7. Reelect Helena Saxon as Director	Against
Skandinaviska Enskilda Banken AB	22-Mar-22	Sweden	G	Director Election - Director Election	Elect Director	14.a9. Reelect Marcus Wallenberg 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
Skandinaviska Enskilda Banken AB	22-Mar-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	14.b. Reelect Marcus Wallenberg as Board Chair	Against
Skandinaviska Enskilda Banken AB	22-Mar-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Remuneration Report	Against
Skandinaviska Enskilda Banken AB	22-Mar-22	Sweden	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	22. Change Bank Software	Against
Skandinaviska Enskilda Banken AB	22-Mar-22	Sweden	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	23. Formation of an Integration Institute with Operations in the Oresund Region	Against
Valmet Corp.	22-Mar-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Valmet Corp.	22-Mar-22	Finland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	17. Approve Issuance of up to 15 Million Shares without Preemptive Rights	Against
Tokmanni Group Oyj	23-Mar-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Tokmanni Group Oyj	23-Mar-22	Finland	G	Audit Related - Auditor Related	Authorize Board to Fix Remuneration of External Auditor(s)	14. Approve Remuneration of Auditors	Against
Froy ASA	23-Mar-22	Norway	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	4. Elect Directors	Against
ABB Ltd.	24-Mar-22	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report (Non-Binding)	Abstain
ABB Ltd.	24-Mar-22	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Kemira Oyj	24-Mar-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Kemira Oyj	24-Mar-22	Finland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	16. Approve Issuance of up to 15.6 Million Shares and Reissuance of up to 7.8 Million Treasury Shares without Preemptive Rights	Against
Nordea Bank Abp	24-Mar-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (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
Nordea Bank Abp	24-Mar-22	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Torbjorn Magnusson (Chair), Petra van Hoeken, Robin Lawther, John Maltby, Birger Steen and Jonas Synnergren as Directors; Elect Stephen Hester (Vice Chair), Lene Skole, Arja Talma and Kjersti Wiklund as New Director	Abstain
Novo Nordisk A/S	24-Mar-22	Denmark	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	8.3. Approve Creation of DKK 45.6 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 45.6 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 45.6 Million	Against
Novo Nordisk A/S	24-Mar-22	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8.4. Amendment to Remuneration Policy for Board of Directors and Executive Management	Abstain
Metsa Board Corp.	24-Mar-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Abstain
Metsa Board Corp.	24-Mar-22	Finland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	16. Approve Issuance of up to 35 Million Shares without Preemptive Rights	Against
TietoEVERY Corp.	24-Mar-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
TietoEVERY Corp.	24-Mar-22	Finland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	17. Approve Issuance of up to 11.8 Million Shares without Preemptive Rights	Against
Holmen AB	30-Mar-22	Sweden	G	Director Election - Director Election	Elect Director	12.1. Reelect Fredrik Lundberg as Director (chair)	Abstain
Holmen AB	30-Mar-22	Sweden	G	Director Election - Director Election	Elect Director	12.2. Reelect Carl Bennet as Director	Against
Holmen AB	30-Mar-22	Sweden	G	Director Election - Director Election	Elect Director	12.4. Reelect Alice Kempe as Director	Against
Holmen AB	30-Mar-22	Sweden	G	Director Election - Director Election	Elect Director	12.5. Reelect Louise Lindh as Director	Against
Holmen AB	30-Mar-22	Sweden	G	Director Election - Director Election	Elect Director	12.6. Reelect Ulf Lundahl as Director	Against
Holmen AB	30-Mar-22	Sweden	G	Director Election - Director Election	Elect Director	12.7. Elect Fredrik Persson as New Director	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Holmen AB	30-Mar-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	15.2. Approve Performance Share Matching Plan LTIP 2022 for Key Employees; Approve Alternative Equity Plan Financing - if Item 15.1 is Not Approved	Against
Holmen AB	30-Mar-22	Sweden	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	16. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Beijer Alma AB	30-Mar-22	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	14. Approve Issuance of Class B Shares up to 10 Percent of Share Capital without Preemptive Rights	Against
Swedbank AB	30-Mar-22	Sweden	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	22. Change Bank Software	Against
Swedbank AB	30-Mar-22	Sweden	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	23. Establish an Integration Institute with Operations in the Oresund Region	Against
JM AB	31-Mar-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Remuneration Report	Against
JM AB	31-Mar-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Abstain
Outokumpu Oyj	31-Mar-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Outokumpu Oyj	31-Mar-22	Finland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	17. Approve Issuance of up to New 45 Million Shares without Preemptive Rights	Against
Avanza Bank Holding AB	31-Mar-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	18. Approve Remuneration Report	Against
Pareto Bank ASA	31-Mar-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Castellum AB	31-Mar-22	Sweden	G	Director Election - Director Election	Elect Director	14.3. Reelect Anna-Karin Celsing as Director	Against
Castellum AB	31-Mar-22	Sweden	G	Director Election - Director Election	Elect Director	14.5. Reelect Rutger Arnhult as Director	Against
Castellum AB	31-Mar-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Remuneration Report	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Castellum AB	31-Mar-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Castellum AB	31-Mar-22	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	18. Approve Creation of Pool of Capital without Preemptive Rights	Against
Castellum AB	31-Mar-22	Sweden	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	19. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Aker BP ASA	05-Apr-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	14. Approve Creation of Pool of Capital without Preemptive Rights	Against
Aker BP ASA	05-Apr-22	Norway	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	15. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Dios Fastigheter AB	05-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Dios Fastigheter AB	05-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Remuneration Report	Against
Dios Fastigheter AB	05-Apr-22	Sweden	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	17. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Dios Fastigheter AB	05-Apr-22	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	18. Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Against
Nokia Oyj	05-Apr-22	Finland	G	Routine Business - Routine Business	Approve Special/Interim Dividends	8A. Demand Minority Dividend	Abstain
Nokia Oyj	05-Apr-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Abstain
Nokia Oyj	05-Apr-22	Finland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	17. Approve Issuance of up to 550 Million Shares without Preemptive Rights	Against
SSAB AB	06-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	7.c1. Approve Discharge of Bo Annvik	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SSAB AB	06-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	7.c2. Approve Discharge of Petra Einarsson	Against
SSAB AB	06-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	7.c3. Approve Discharge of Marika Fredriksson	Against
SSAB AB	06-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	7.c4. Approve Discharge of Marie Gronborg	Against
SSAB AB	06-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	7.c5. Approve Discharge of Bengt Kjell	Against
SSAB AB	06-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	7.c6. Approve Discharge of Pasi Laine	Against
SSAB AB	06-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	7.c7. Approve Discharge of Martin Lindqvist	Against
SSAB AB	06-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	7.c8. Approve Discharge of Annareetta Lumme-Timonen	Against
SSAB AB	06-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	7.c9. Approve Discharge of Lennart Evrell	Against
SSAB AB	06-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	7.c10. Approve Discharge of Maija Strandberg	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SSAB AB	06-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	7.c11. Approve Discharge of Sture Bergvall	Against
SSAB AB	06-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	7.c12. Approve Discharge of Mikael Henriksson	Against
SSAB AB	06-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	7.c13. Approve Discharge of Tomas Jansson	Against
SSAB AB	06-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	7.c14. Approve Discharge of Tomas Karlsson	Against
SSAB AB	06-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	7.c15. Approve Discharge of Sven-Erik Rosen	Against
SSAB AB	06-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	7.c16. Approve Discharge of Patrick Sjöholm	Against
SSAB AB	06-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	7.c17. Approve Discharge of Tomas Westman	Against
SSAB AB	06-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	10.c. Reelect Lennart Evrell as Director	Against
SSAB AB	06-Apr-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	11. Reelect Lennart Evrell as Board Chair	Against
SSAB AB	06-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
SSAB AB	06-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Remuneration Report	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SSAB AB	06-Apr-22	Sweden	G	Compensation - Cash/Equity Bonus	Approve/Amend Executive Incentive Bonus Plan	15. Approve Long Term Incentive Program 2022	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
Husqvarna AB	07-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	10.a1. Reelect Tom Johnstone as Director	Against
Husqvarna AB	07-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	10.a3. Reelect Katarina Martinson as Director	Against
Husqvarna AB	07-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	10.a5. Reelect Daniel Nodhall as Director	Against
Husqvarna AB	07-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	10.a6. Reelect Lars Pettersson as Director	Against
Husqvarna AB	07-Apr-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	10.b. Reelect Tom Johnstone as Board Chair	Against
Husqvarna AB	07-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Remuneration Report	Against
Husqvarna AB	07-Apr-22	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	15. Approve Creation of Pool of Capital without Preemptive Rights	Against
Aker Solutions ASA	07-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Statement	Against
Aker Solutions ASA	07-Apr-22	Norway	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	14. Authorize Board to Purchase Treasury Shares in Connection with Acquisitions, Mergers, Demergers or other Transactions	Against
Aker Solutions ASA	07-Apr-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	15. Approve Repurchase of Shares in Connection to Equity Based Incentive Plans	Against
Aker Solutions ASA	07-Apr-22	Norway	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	16. Authorize Share Repurchase Program for the Purpose of Investment or for Subsequent Sale or Deletion of Shares	Against
Norway Royal Salmon ASA	07-Apr-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	3. Approve Creation of NOK 1.9 Million Pool of Capital without Preemptive Rights	Against
Ponsse Oyj	07-Apr-22	Finland	G	Routine Business - Routine Business	Approve Special/Interim Dividends	8A. Demand Minority Dividend	Abstain
Ponsse Oyj	07-Apr-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Report (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
Ponsse Oyj	07-Apr-22	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Reelect Mammu Kaario, Matti Kylvainio, Juha Vanhainen, Janne Vidgren, Juha Vidgren, Jukka Vidgren and Jarmo Vidgren as Directors; Elect Ilpo Marjamaa as a New Director	Against
NTG Nordic Transport Group A/S	07-Apr-22	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report (Advisory Vote)	Against
NTG Nordic Transport Group A/S	07-Apr-22	Denmark	G	Director Election - Director Election	Elect Director	6.1. Reelect Eivind Drachmann Kolding (Chair) as Director	Abstain
NTG Nordic Transport Group A/S	07-Apr-22	Denmark	G	Director Election - Director Election	Elect Director	6.2. Reelect Jorgen Hansen (Vice Chair) as Director	Abstain
NTG Nordic Transport Group A/S	07-Apr-22	Denmark	G	Director Election - Director Election	Elect Director	6.3. Reelect Finn Skovbo Pedersen as Director	Abstain
NTG Nordic Transport Group A/S	07-Apr-22	Denmark	G	Director Election - Director Election	Elect Director	6.4. Reelect Jesper Praestensgaard as Director	Abstain
NTG Nordic Transport Group A/S	07-Apr-22	Denmark	G	Director Election - Director Election	Elect Director	6.6. Reelect Carsten Krogsgaard Thomsen as Director	Abstain
NTG Nordic Transport Group A/S	07-Apr-22	Denmark	G	Audit Related - Auditor Related	Ratify Auditors	7. Ratify PricewaterhouseCoopers as Auditors	Abstain
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
Marimekko Oyj	12-Apr-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Abstain
Subsea 7 SA	12-Apr-22	Luxembourg	G	Routine Business - Routine Business	Approve Allocation of Income and Dividends	4. Approve Allocation of Income and Dividends of NOK 1.00 Per Share	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	9. Reelect Niels Kirk 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

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Dometic Group AB	13-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Remuneration Report	Against
Dometic Group AB	13-Apr-22	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	14. Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Against
Nyfosa AB	19-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	9.c1. Approve Discharge of Johan Ericsson	Against
Nyfosa AB	19-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	9.c2. Approve Discharge of Mats Andersson	Against
Nyfosa AB	19-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	9.c3. Approve Discharge of Marie Bucht Toresater	Against
Nyfosa AB	19-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	9.c4. Approve Discharge of Lisa Dominguez Flodin	Against
Nyfosa AB	19-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	9.c5. Approve Discharge of Jens Engwall	Against
Nyfosa AB	19-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	9.c6. Approve Discharge of Per Lindblad	Against
Nyfosa AB	19-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	9.c7. Approve Discharge of Jenny Warne	Against
Nyfosa AB	19-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	9.c8. Approve Discharge of CEO Stina Lindh Hok	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Nyfosa AB	19-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report	Against
Nyfosa AB	19-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	15.1a. Reelect Johan Ericsson as Director	Against
Nyfosa AB	19-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	15.1d. Reelect Jens Engwall as Director	Against
Nyfosa AB	19-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	15.1e. Reelect Per Lindblad as Director	Against
Nyfosa AB	19-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	15.1f. Elect Patrick Gylling as New Director	Against
Nyfosa AB	19-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	15.1g. Elect Claes Magnus Akesson as New Director	Against
Nyfosa AB	19-Apr-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	15.2. Reelect Johan Ericsson as Board Chair	Against
Nyfosa AB	19-Apr-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	17. Approve Warrant Plan for Key Employees	Against
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	Against
Nyfosa AB	19-Apr-22	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	18.b. Approve Creation of Pool of Capital without Preemptive Rights	Against
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	Against
Aker Carbon Capture AS	19-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Aker Carbon Capture AS	19-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Statement	Against
Aker Carbon Capture AS	19-Apr-22	Norway	G	Director Election - Director Election	Elect Director	10. Elect Bent Christensen as Director; Elect Kristian Rokke as Board Chair	Against
Aker Carbon Capture AS	19-Apr-22	Norway	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
Aker Carbon Capture AS	19-Apr-22	Norway	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	14. Authorize Share Repurchase Program in Connection with Acquisitions, Mergers, Demergers or Other Transactions	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Aker Carbon Capture AS	19-Apr-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	15. Authorize Share Repurchase Program in Connection with Incentive Plans	Against
Aker Carbon Capture AS	19-Apr-22	Norway	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	16. Authorize Share Repurchase Program for the Purpose of Investment or for Subsequent Sale or Deletion of Shares	Against
Norway Royal Salmon ASA	20-Apr-22	Norway	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	3. Elect Directors	Against
Norway Royal Salmon ASA	20-Apr-22	Norway	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	4. Instruct Board to Amend Agreement with NTS ASA Regarding Acquisition of Shares in Salmonor AS	Against
Norway Royal Salmon ASA	20-Apr-22	Norway	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	5. Instruct Board to Consider Alternative Structures to Finance the Cash Consideration in the Salmonor AS Transaction and Not Complete Transaction Until SalMar ASA's Offer to Acquire Shares of NTS ASA is Completed	Against
Norway Royal Salmon ASA	20-Apr-22	Norway	G	Director Related - Board Related	Company-Specific Board-Related	6. Composition of Board of Directors of NRS Farming AS	Against
Norway Royal Salmon ASA	20-Apr-22	Norway	G	Miscellaneous - Capital Structure Related	Miscellaneous -- Equity Related	7. Investigation About Share Issue in Norway Royal Salmon ASA	Against
Orkla ASA	20-Apr-22	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	11. Approve Remuneration of Directors in the Amount NOK 970,000 for Chair, NOK 630,000 for Shareholder Elected Directors and NOK 485,000 for Employee Elected Directors; Approve Remuneration for Committee Work	Against
Ultimovacs ASA	21-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Ultimovacs ASA	21-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Statement	Against
Ultimovacs ASA	21-Apr-22	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	7. Elect Directors	Against
Ultimovacs ASA	21-Apr-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	13. Approve Creation of NOK 684,435 Pool of Capital without Preemptive Rights	Against
Ultimovacs ASA	21-Apr-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	14. Approve Issuance of Shares in Connection with Incentive Plans	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Stolt-Nielsen Ltd.	21-Apr-22	Bermuda	G	Director Election - Director Election	Elect Director	4.a. Elect Samuel Cooperman as Director	Against
Stolt-Nielsen Ltd.	21-Apr-22	Bermuda	G	Director Election - Director Election	Elect Director	4.c. Elect Jan Chr. Engelhardtson as Director	Against
Stolt-Nielsen Ltd.	21-Apr-22	Bermuda	G	Director Election - Director Election	Elect Director	4.g. Elect Niels Stolt-Nielsen as Director	Against
Stolt-Nielsen Ltd.	21-Apr-22	Bermuda	G	Director Related - Board Related	Authorize Board to Fill Vacancies	5. Authorize Board to Fill Vacancies	Against
Stolt-Nielsen Ltd.	21-Apr-22	Bermuda	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	6. Elect Samuel Cooperman as Board Chair	Against
Bufab AB	21-Apr-22	Sweden	G	Audit Related - Auditor Related	Authorize Board to Fix Remuneration of External Auditor(s)	14. Approve Remuneration of Auditors	Against
Bufab AB	21-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	18. Approve Remuneration Report	Against
Bufab AB	21-Apr-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	19. Approve Stock Option Plan for Key Employees	Against
HMS Networks AB	21-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Remuneration Report	Abstain
HMS Networks AB	21-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Metso Outotec Oyj	21-Apr-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Abstain
Metso Outotec Oyj	21-Apr-22	Finland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	17. Approve Issuance of up to 82 Million Shares without Preemptive Rights	Against
Ovzon AB	21-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	9.3. Reelect Anders Bjorkman as Director	Against
Ovzon AB	21-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	9.5. Reelect Dan Jangblad as Director	Against
Ovzon AB	21-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	9.6. Reelect Nicklas Paulson as Director	Against
Ovzon AB	21-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	9.7. Reelect Magnus Rene as Director	Against
Ovzon AB	21-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	9.8. Reelect Patrik Tigerschiold 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
Ovzon AB	21-Apr-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	9.9. Reelect Magnus Rene Board Chair	Against
Ovzon AB	21-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Ovzon AB	21-Apr-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	Against
Ovzon AB	21-Apr-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	13.a. Approve Warrant Plan for Key Employees	Against
Ovzon AB	21-Apr-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	13.b. Approve Warrant Plan for Key Employees (US Program)	Against
Ovzon AB	21-Apr-22	Sweden	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	13.c. Other Matters Related to LTIP 2022	Against
Pexip Holding ASA	21-Apr-22	Norway	G	Director Election - Director Election	Elect Director	7.1. Reelect Michel Sagen (Chair) as Director	Against
Pexip Holding ASA	21-Apr-22	Norway	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	7.2. Elect Kjell Skappel as Vice Chair of the Board	Against
Pexip Holding ASA	21-Apr-22	Norway	G	Director Election - Director Election	Elect Director	7.3. Reelect Per Haug Kogstad as Director	Against
Pexip Holding ASA	21-Apr-22	Norway	G	Director Election - Director Election	Elect Director	7.4. Reelect Kjell Skappel as Director	Against
Pexip Holding ASA	21-Apr-22	Norway	G	Director Election - Director Election	Elect Director	7.5. Reelect Irene Kristiansen as Director	Against
Pexip Holding ASA	21-Apr-22	Norway	G	Director Election - Director Election	Elect Director	7.6. Reelect Marianne Wergeland Jenssen as Director	Against
Pexip Holding ASA	21-Apr-22	Norway	G	Director Election - Director Election	Elect Director	7.7. Elect Philip Austern as New Director	Against
Pexip Holding ASA	21-Apr-22	Norway	G	Director Election - Director Election	Elect Director	7.8. Elect Iselin Nybo as New Director	Against
Pexip Holding ASA	21-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Pexip Holding ASA	21-Apr-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	10. Approve Creation of NOK 310,000 Pool of Capital without Preemptive Rights	Against
Pexip Holding ASA	21-Apr-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	11. Approve Equity Plan Financing	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Pexip Holding ASA	21-Apr-22	Norway	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	12. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
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
Aker Horizons ASA	22-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Aker Horizons ASA	22-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Report (Advisory Vote)	Against
Aker Horizons ASA	22-Apr-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	12. Approve Issuance of Shares up to 20 Per cent of Share Capital without Preemptive Rights	Against
Aker Horizons ASA	22-Apr-22	Norway	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	13. Authorize Board to Purchase Treasury Shares in Connection with Acquisitions, Mergers, Demergers or other Transactions	Against
Aker Horizons ASA	22-Apr-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	14. Authorize Share Repurchase Program in Connection with Incentive Plans	Against
Aker Horizons ASA	22-Apr-22	Norway	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	15. Authorize Share Repurchase Program for the Purpose of Investment or for Subsequent Sale or Deletion of Shares	Against
Thule Group AB	26-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7.d. Approve Remuneration Report	Against
Thule Group AB	26-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy And Other Terms of Employment For Executive Management	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

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
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
Selvaag Bolig ASA	26-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Statement	Against
Selvaag Bolig ASA	26-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy And Other Terms of Employment For Executive Management	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	Against
ABG Sundal Collier Holding ASA	26-Apr-22	Norway	G	Director Election - Director Election	Elect Director	12.a. Elect Knut Brundtland (Chair) as Director	Against
ABG Sundal Collier Holding ASA	26-Apr-22	Norway	G	Director Election - Director Election	Elect Director	12.c. Reelect Arild A. Engh as Director	Against
ABG Sundal Collier Holding ASA	26-Apr-22	Norway	G	Director Election - Director Election	Elect Director	12.d. Reelect Adele Norman Pran as Director	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
Getinge AB	26-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	15.a. Reelect Carl Bennet as Director	Against
Getinge AB	26-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	15.b. Reelect Johan Bygge as Director	Against
Getinge AB	26-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	15.c. Reelect Cecilia Daun Wennborg as Director	Against
Getinge AB	26-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	15.e. Reelect Dan Frohm as Director	Against
Getinge AB	26-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	15.f. Reelect Johan Malmquist as Director	Against
Getinge AB	26-Apr-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	15.j. Reelect Johan Malmquist as Board Chair	Against
Getinge AB	26-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Remuneration Report	Against
Getinge AB	26-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	18. 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
WALLENIIUS WILHELMSEN ASA	26-Apr-22	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	8. Approve Remuneration of Directors in the Amount of NOK 1.55 Million for Chair and NOK 575,000 for Other Directors	Against
Vitec Software Group AB	26-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	12.1a. Reelect Lars Stenlund as Director	Abstain
Vitec Software Group AB	26-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	12.1d. Reelect Jan Friedman as Director	Against
Vitec Software Group AB	26-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	12.1e. Reelect Kaj Sandart as Director	Against
Vitec Software Group AB	26-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	12.1f. Reelect Crister Stjernfelt as Director	Against
Vitec Software Group AB	26-Apr-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	12.2. Elect Lars Stenlund as Board Chair	Abstain
Vitec Software Group AB	26-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Remuneration Report	Against
Vitec Software Group AB	26-Apr-22	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	16. Approve Issuance of up to 2.5 Million Class B Shares without Preemptive Rights	Against
Vitec Software Group AB	26-Apr-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	17. Approve Personnel Convertible Debenture Program 2022 for Key Employees	Against
Vitec Software Group AB	26-Apr-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	18. Approve Participation Program 2022 for Key Employees	Against
Vitec Software Group AB	26-Apr-22	Sweden	G	Compensation - Equity Compensation Plan - Non-Employee Director	Approve Non-Employee Director Stock Option Plan	19. Approve Non-Employee Director Warrant Plan	Against
Elkem ASA	27-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Elkem ASA	27-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Statement	Against
Elkem ASA	27-Apr-22	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	9. Reelect Dag Jakob Opedal and Olivier Tillette de-Clermont Tonnerre as Directors; Elect Nathalie Brunelle and Jingwan Wu as New Directors	Against
Elkem ASA	27-Apr-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	14. Approve Equity Plan Financing Through Issuance of Shares	Against
Kitron ASA	27-Apr-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	12.2. Approve Creation of NOK 3.94 Million Pool of Capital without Preemptive Rights	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Kitron ASA	27-Apr-22	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Reelect Tuomo Lahdesmaki (Chair), Gro Braekken, Espen Gundersen, Maalfrid Brath and Petra Grandins as directors; Elect Michael Lundgaard Thomsen as New Director	Against
Corem Property Group AB	27-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.c1. Approve Discharge of Patrik Essehorn	Against
Corem Property Group AB	27-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.c2. Approve Discharge of Christina Tillman	Against
Corem Property Group AB	27-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.c3. Approve Discharge of Fredrik Rapp	Against
Corem Property Group AB	27-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.c4. Approve Discharge of Katarina Klingspor	Against
Corem Property Group AB	27-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.c5. Approve Discharge of Magnus Ugglå	Against
Corem Property Group AB	27-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	8.c6. Approve Discharge of Eva Landen, CEO	Against
Corem Property Group AB	27-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Remuneration Report	Against
Corem Property Group AB	27-Apr-22	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	15. Approve Creation of Pool of Capital without Preemptive Rights	Against
Corem Property Group AB	27-Apr-22	Sweden	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	16. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Medicover AB	27-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Medicover AB	27-Apr-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16.a. Approve Performance Share Matching Plan 2022 for Key Employees	Against
Medicover AB	27-Apr-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	16.b. Approve Equity Plan Financing	Against
Medicover AB	27-Apr-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	16.c. Approve Alternative Equity Plan Financing	Against
Medicover AB	27-Apr-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16.d. Approve Inclusion of CEO and Board Member Fredrik Ragmark in Incentive Plan 2022	Against
Medicover AB	27-Apr-22	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	17. Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Against
Trelleborg AB	27-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	10.a. Reelect Hans Biorck as Director	Against
Trelleborg AB	27-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	10.b. Reelect Gunilla Fransson as Director	Against
Trelleborg AB	27-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	10.d. Reelect Johan Malmquist as Director	Against
Trelleborg AB	27-Apr-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	10.h. Elect Hans Biorck as Board Chair	Against
Trelleborg AB	27-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Remuneration Report	Against
Trelleborg AB	27-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
MPC Container Ships ASA	27-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
MPC Container Ships ASA	27-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Advisory Vote on the Remuneration Report	Against
MPC Container Ships ASA	27-Apr-22	Norway	G	Director Election - Director Election	Elect Director	8.a. Reelect Ulf Stephan Hollander as Board Chair	Against
MPC Container Ships ASA	27-Apr-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	12. Approve Creation of NOK 110.9 Million Pool of Capital without Preemptive Rights	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
MPC Container Ships ASA	27-Apr-22	Norway	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	13. Approve Issuance of Convertible Loans without Preemptive Rights up to Aggregate Nominal Amount of NOK 3 Billion; Approve Creation of NOK 110.9 Million Pool of Capital to Guarantee Conversion Rights	Against
Nordic Semiconductor ASA	28-Apr-22	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	6a. Approve Remuneration of Directors in the Amount NOK 750,000 for Chair, NOK 325,000 for Shareholder Elected Directors and NOK 150,000 for Employee Elected Directors; Approve Remuneration in Shares for Chair and Shareholder Elected Directors	Against
Nordic Semiconductor ASA	28-Apr-22	Norway	G	Director Election - Director Election	Elect Director	9b. Reelect Jan Frykhammar as Director	Against
Atea ASA	28-Apr-22	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	7. Reelect Ib Kunoe (Chair), Sven Madsen, Morten Jurs, Lisbeth Toftkaer and Saloume Djoudat as Directors	Against
BerGenBio ASA	28-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Statement	Against
BerGenBio ASA	28-Apr-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	11. Approve Equity Plan Financing	Against
BerGenBio ASA	28-Apr-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	12. Approve Creation of NOK 1.77 Million Pool of Capital without Preemptive Rights	Against
Cloudberry Clean Energy ASA	28-Apr-22	Norway	G	Director Election - Director Election	Elect Director	7.a. Elect Liv Lonnum as Director	Against
Cloudberry Clean Energy ASA	28-Apr-22	Norway	G	Director Election - Director Election	Elect Director	7.b. Elect Benedicte H. Fossum as Director	Against
Cloudberry Clean Energy ASA	28-Apr-22	Norway	G	Director Election - Director Election	Elect Director	7.c. Elect Stefanie Witte as Director	Against
Cloudberry Clean Energy ASA	28-Apr-22	Norway	G	Director Election - Director Election	Elect Director	7.d. Elect Henrik Joellsson as Director	Against
Cloudberry Clean Energy ASA	28-Apr-22	Norway	G	Director Election - Director Election	Elect Director	7.e. Elect Nicolai Nordstrand as Director	Against
Cloudberry Clean Energy ASA	28-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Statement	Against
Cloudberry Clean Energy ASA	28-Apr-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	11. Approve Creation of NOK 14.9 Million Pool of Capital without Preemptive Rights	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Cloudberry Clean Energy ASA	28-Apr-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	13. Approve Equity Plan Financing Through Issuance of Warrants	Against
Hexagon Composites ASA	28-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Statement	Against
Hexagon Composites ASA	28-Apr-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	13.1. Approve Issuance of Shares in Connection with Incentive Plans	Against
Hexagon Composites ASA	28-Apr-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	13.2. Approve Creation of Pool of Capital without Preemptive Rights	Against
Hexagon Composites ASA	28-Apr-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	14.1. Authorize Share Repurchase Program in Connection with Incentive Plans	Against
Boliden AB	28-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	13.1. Approve Discharge of Helene Bistrom	Against
Boliden AB	28-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	13.2. Approve Discharge of Michael G:son Low	Against
Boliden AB	28-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	13.3. Approve Discharge of Per Lindberg	Against
Boliden AB	28-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	13.4. Approve Discharge of Perttu Louhiluoto	Against
Boliden AB	28-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	13.5. Approve Discharge of Elisabeth Nilsson	Against
Boliden AB	28-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	13.6. Approve Discharge of Pia Rudengren	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Boliden AB	28-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	13.7. Approve Discharge of Karl-Henrik Sundstrom	Against
Boliden AB	28-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	13.8. Approve Discharge of Anders Ullberg	Against
Boliden AB	28-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	13.9. Approve Discharge of CEO Mikael Staffas	Against
Boliden AB	28-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	13.10. Approve Discharge of Tom Erixon	Against
Boliden AB	28-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	13.11. Approve Discharge of Marie Holmberg	Against
Boliden AB	28-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	13.12. Approve Discharge of Ola Holmstrom	Against
Boliden AB	28-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	13.13. Approve Discharge of Kenneth Stahl	Against
Boliden AB	28-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	13.14. Approve Discharge of Cathrin Oderyd	Against
Nordic Nanovector ASA	28-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report (Advisory Vote)	Against
Nordic Nanovector ASA	28-Apr-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	8. Approve Financing of Equity Plan for Key Employees	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Nordic Nanovector ASA	28-Apr-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	10. Approve Issuance of up to 20 Percent of Share Capital without Preemptive Rights	Against
Electrolux Professional AB	28-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Remuneration Report	Against
Electrolux Professional AB	28-Apr-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16.1. Approve Performance Share Plan for Key Employees	Against
Electrolux Professional AB	28-Apr-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	16.2. Approve Equity Plan Financing	Against
HEXPOL AB	28-Apr-22	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	12.1. Reelect Alf Goransson, Kerstin Lindell, Jan-Anders Manson, Gun Nilsson, Malin Persson and Marta Schorling Andreen as Directors	Against
HEXPOL AB	28-Apr-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	12.2. Elect Alf Goransson as Board Chair	Against
HEXPOL AB	28-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Remuneration Report	Against
HEXPOL AB	28-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	16. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Catena AB	28-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	15.h. Elect Joost Uwents as New Director	Against
Photocure ASA	28-Apr-22	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	5. Approve Remuneration of Directors in the Amount of NOK 620,000 for Chairman and NOK 360,000 for Other Directors; Approve Remuneration of Nominating Committee	Against
Photocure ASA	28-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Photocure ASA	28-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Statement	Against
Photocure ASA	28-Apr-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	13.1. Approve Issuance of up to 20 Percent of Share Capital without Preemptive Rights (Primary Proposal)	Against
Photocure ASA	28-Apr-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	13.2. Approve Issuance of up to 15 Percent of Share Capital without Preemptive Rights (Secondary Proposal)	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Photocure ASA	28-Apr-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	13.3. Approve Equity Plan Financing	Against
Tomra Systems ASA	28-Apr-22	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	9. Approve Remuneration of Directors in the Amount of NOK 1.03 Million for Chair and NOK 541,613 for Other Directors; Approve Remuneration for Committee Work	Against
Tomra Systems ASA	28-Apr-22	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	11. Reelect Bodil Sonesson, Pierre Couderc, Bjorn Matre and Hege Skryseth as Directors; Elect Johan Hjertonsson (Chair) as New Director	Against
Coor Service Management Holding AB	29-Apr-22	Sweden	G	Routine Business - Routine Business	Approve Allocation of Income and Dividends	7.b. Approve Allocation of Income and Dividends of SEK 4.80 Per Share	Against
Coor Service Management Holding AB	29-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	10.2. Reelect Magnus Meyer as Director	Abstain
Coor Service Management Holding AB	29-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy For Executive Management	Abstain
Coor Service Management Holding AB	29-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Remuneration Report	Abstain
Coor Service Management Holding AB	29-Apr-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	13.c. Approve Alternative Equity Plan Financing	Against
Coor Service Management Holding AB	29-Apr-22	Sweden	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	14. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Coor Service Management Holding AB	29-Apr-22	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	15. Approve Creation of Pool of Capital without Preemptive Rights	Against
NTS ASA	29-Apr-22	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	4. Approve Remuneration of Directors; Approve Remuneration of Nominating Committee	Against
NTS ASA	29-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Statement	Against
NTS ASA	29-Apr-22	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	8. Elect Directors and Members of Nominating Committee	Against
NTS ASA	29-Apr-22	Norway	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	9. Approve Transaction with a Related Party	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
NTS ASA	29-Apr-22	Norway	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	10. Demand Investigation of the Administration of the Company Pursuant to the Rules in Paragraph 5-25 following of the Norwegian Public Limited Liability Companies Act	Against
NTS ASA	29-Apr-22	Norway	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	11. Elect Review Committee	Against
Scatec Solar ASA	29-Apr-22	Norway	G	Routine Business - Routine Business	Approve Dividends	6. Approve Distribution of Dividends	Against
Scatec Solar ASA	29-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Scatec Solar ASA	29-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Statement	Against
Scatec Solar ASA	29-Apr-22	Norway	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	17. Authorize Board to Purchase Treasury Shares in Connection with Acquisitions, Mergers, Demergers or other Transactions	Against
Scatec Solar ASA	29-Apr-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	18. Authorize Share Repurchase Program in Connection with Incentive Plans	Against
Scatec Solar ASA	29-Apr-22	Norway	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	19. Authorize Share Repurchase Program for the Purpose of Investment or for Subsequent Sale or Deletion of Such Shares	Against
Scatec Solar ASA	29-Apr-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	21. Approve Issuance of Shares in Connection with Incentive Plans	Against
AstraZeneca Plc	29-Apr-22	United Kingdom	G	Routine Business - Routine Business	Approve Dividends	2. Approve Dividends	Against
AstraZeneca Plc	29-Apr-22	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	8. Authorise Issue of Equity	Against
AstraZeneca Plc	29-Apr-22	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	9. Authorise Issue of Equity without Pre-emptive Rights	Abstain
AstraZeneca Plc	29-Apr-22	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	10. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Abstain
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

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
REC Silicon ASA	02-May-22	Norway	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	4. Elect Koo Yung LEE (Chair), Maeng Yoon KIM, Renate Oberhoffer-Fritz and Heike Heiligtag as Directors	Against
NCAB Group AB	03-May-22	Sweden	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	9.b. Approve Remuneration of Directors in the Amount of SEK 350,000	Against
NCAB Group AB	03-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.a. Reelect Christian Salamon as Director	Against
NCAB Group AB	03-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.c. Reelect Jan-Olof Dahlen as Director	Against
NCAB Group AB	03-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.d. Reelect Per Hesselmark as Director	Against
NCAB Group AB	03-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.f. Reelect Hans Ramel as Director	Against
NCAB Group AB	03-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.h. Reelect Hans Stahl as Director	Against
NCAB Group AB	03-May-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	10.i. Reelect Christian Salamon as Board Chair	Against
NCAB Group AB	03-May-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	15.a. Approve Warrant Plan for Key Employees (LTIP 2022/2025)	Against
NCAB Group AB	03-May-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	15.b. Approve Equity Plan Financing Through Issuance of Warrants	Against
NCAB Group AB	03-May-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	15.c. Approve Transfer of Warrants to Participants of LTIP 2022/2025	Against
NCAB Group AB	03-May-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	15.d. Approve Acquisition of Treasury Shares in Connection with LTIP 2022/2025	Against
NCAB Group AB	03-May-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	15.e. Approve Transfer of Treasury Shares to Participants of LTIP 2022/2025	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
Collector AB	04-May-22	Sweden	G	Director Election - Director Election	Elect Director	15.A1. Reelect Erik Selin as Director	Against
Collector AB	04-May-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	15.B. Reelect Eric Selin as Board Chair	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
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
MIPS AB	05-May-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	13.2. Reelect Magnus Welander as Board Chair	Against
Peab AB	05-May-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Report	Against
Peab AB	05-May-22	Sweden	G	Director Election - Director Election	Elect Director	15.3. Reelect Liselott Kilaas as Director	Against
Peab AB	05-May-22	Sweden	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	20. Establish an Integration Institute with Operations in the Oresund Region	Against
Arendals Fossekompani ASA	05-May-22	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Elect Trond Westlie (Chair), Anne Grethe Dalane and Lise Lindback as Directors	Against
Hexatronic Group AB	05-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.b. Reelect Erik Selin as Director	Against
Instalco AB	05-May-22	Sweden	G	Director Election - Director Election	Elect Director	13.a. Reelect Johnny Alvarsson as Director	Against
Instalco AB	05-May-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	13.g. Reelect Per Sjostrand takes over as Chairman	Against
Edda Wind ASA	06-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Norsk Hydro ASA	10-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Norsk Hydro ASA	10-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Statement (Advisory Vote)	Against
Norsk Hydro ASA	10-May-22	Norway	G	Director Related - Board Related	Company-Specific Board-Related	13.2. Approve Remuneration of Directors in the Amount of NOK 731,000 for the Chairman, NOK 440,500 for the Vice Chairman, and NOK 385,700 for the Other Directors; Approve Committee Fees	Against
BillerudKorsnas AB	10-May-22	Sweden	G	Director Election - Director Election	Elect Director	12.c. Reelect Jan Svensson as Director	Against
BillerudKorsnas AB	10-May-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	13. Elect Jan Svensson as Board Chair	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Humana AB	10-May-22	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	17. Approve Creation of Pool of Capital without Preemptive Rights	Against
Humana AB	10-May-22	Sweden	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	18.b. Authorize Reissuance of Repurchased Shares	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
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, 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

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	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	19. Action Plan For Quality Assurance and Anti-Corruption	Against
GARO AB	11-May-22	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	12. Reelect Martin Althen, Rickard Blomqvist (Chair), Ulf Hedlundh, Susanna Hilleskog, Mari-Katharina Jonsson Kadowaki, Johan Paulsson and Lars-Ake Rydh as Directors	Against
GARO AB	11-May-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Abstain
GARO AB	11-May-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	16. Approve Warrant Program 2022/2025 for Key Employees	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
Veidekke ASA	11-May-22	Norway	G	Director Election - Director Election	Elect Director	7.1. Reelect Gro Bakstad (Chair) as Director	Against
Veidekke ASA	11-May-22	Norway	G	Director Election - Director Election	Elect Director	7.2. Reelect Daniel Kjorberg Siraj as Director	Against
Veidekke ASA	11-May-22	Norway	G	Director Election - Director Election	Elect Director	7.3. Reelect Hanne Ronneberg as Director	Against
Veidekke ASA	11-May-22	Norway	G	Director Election - Director Election	Elect Director	7.4. Reelect Per-Ingemar Persson as Director	Against
Veidekke ASA	11-May-22	Norway	G	Director Election - Director Election	Elect Director	7.5. Reelect Klara-Lise Aasen as Director	Against
Veidekke ASA	11-May-22	Norway	G	Director Election - Director Election	Elect Director	7.6. Reelect Carola Laven as Director	Against
Veidekke ASA	11-May-22	Norway	G	Director Election - Director Election	Elect Director	7.7. Elect Pal Eitheim as New Director	Against
Veidekke ASA	11-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Statement	Against
Veidekke ASA	11-May-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	14. Approve Equity Plan Financing Through Issuance of Shares	Against
Veidekke ASA	11-May-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	16. Approve Equity Plan Financing Through Repurchase of Shares	Against
VNV Global Ltd.	12-May-22	Sweden	G	Director Election - Director Election	Elect Director	12.1a. Reelect Lars O Gronstedt as Director	Against
VNV Global Ltd.	12-May-22	Sweden	G	Director Election - Director Election	Elect Director	12.1b. Reelect Josh Blachman 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
VNV Global Ltd.	12-May-22	Sweden	G	Director Election - Director Election	Elect Director	12.1e. Reelect Keith Richman as Director	Against
VNV Global Ltd.	12-May-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	12.2. Reelect Lars O Gronstedt as Board Chair	Against
VNV Global Ltd.	12-May-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Remuneration Report	Against
VNV Global Ltd.	12-May-22	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	16. Approve Creation of 20 Percent of Pool of Capital without Preemptive Rights	Against
Kid ASA	12-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Statement	Against
AKVA Group ASA	12-May-22	Norway	G	Director Election - Director Election	Elect Director	4.8f. Elect Yoav Doppelt as Director	Against
AF Gruppen ASA	13-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Statement (Advisory Vote)	Against
AF Gruppen ASA	13-May-22	Norway	G	Director Election - Director Election	Elect Director	10.2. Reelect Kristian Holth as Director	Against
AF Gruppen ASA	13-May-22	Norway	G	Director Election - Director Election	Elect Director	10.4. Reelect Pal Egil Ronn (Chair) as Director	Against
AF Gruppen ASA	13-May-22	Norway	G	Director Election - Director Election	Elect Director	10.5. Reelect Arne Baumann as Director	Against
AF Gruppen ASA	13-May-22	Norway	G	Director Election - Director Election	Elect Director	10.7. Elect Erik T. Veiby as New Director	Against
AF Gruppen ASA	13-May-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	15. Approve Creation of NOK 160,511.44 Pool of Capital without Preemptive Rights	Against
AF Gruppen ASA	13-May-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	16. Approve Issuance of Shares in Connection with Incentive Plan	Against
BW LPG Ltd.	13-May-22	Bermuda	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	5. Appoint Andreas Sohmen-Pao as Company Chair	Against
BW LPG Ltd.	13-May-22	Bermuda	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	9. Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Against
Nordic Entertainment Group AB	18-May-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	19.e. Approve Equity Swap Agreement as Alternative Equity Plan Financing	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sdiptech AB	18-May-22	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	12. Reelect Johnny Alvarsson, Jan Samuelson, Birgitta Henriksson, Urban Doverholt and Eola Anggard Runsten as Directors	Against
Gaming Innovation Group Inc.	19-May-22	USA	G	Director Election - Director Election	Elect Director	8.d. Reelect Kathryn Moore Baker as Director	Against
Gaming Innovation Group Inc.	19-May-22	USA	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	11. Approve REID CPAs LLP as Auditors and Authorize Board to Fix Their Remuneration	Against
Gaming Innovation Group Inc.	19-May-22	USA	G	Routine Business - Routine Business	Other Business	12. Other Business	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
AutoStore Holdings Ltd.	19-May-22	Norway	G	Audit Related - Auditor Related	Ratify Auditors	5. Ratify Deloitte as Auditors	Against
AutoStore Holdings Ltd.	19-May-22	Norway	G	Director Related - Committee Election	Elect Member of Nominating Committee	7.1. Elect Members of Nominating Committee	Against
AutoStore Holdings Ltd.	19-May-22	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	8. Approve Remuneration of Directors; Approve Remuneration of Audit Committee	Against
AutoStore Holdings Ltd.	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
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
Isofol Medical AB	19-May-22	Sweden	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	12.a. Approve Remuneration of Directors in the Amount of SEK 550,000 for Chairman and SEK 250,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Isofol Medical AB	19-May-22	Sweden	G	Audit Related - Auditor Related	Authorize Board to Fix Remuneration of External Auditor(s)	12.b. Approve Remuneration of Auditors	Against
Crayon Group Holding AS	20-May-22	Norway	G	Director Election - Director Election	Elect Director	6.1. Reelect Rune Syversen (Chair) as Director	Against
Crayon Group Holding AS	20-May-22	Norway	G	Director Election - Director Election	Elect Director	6.2. Reelect Dagfinn Ringas as Director	Against
Crayon Group Holding AS	20-May-22	Norway	G	Director Election - Director Election	Elect Director	6.5. Reelect Jens Rugseth as Director	Against
Crayon Group Holding AS	20-May-22	Norway	G	Director Election - Director Election	Elect Director	6.6. Elect Wenche Marie Agerup as New Director	Against
Crayon Group Holding AS	20-May-22	Norway	G	Director Election - Director Election	Elect Director	6.7. Elect Jens Winter Moberg as New Director	Against
Crayon Group Holding AS	20-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Statement	Against
Crayon Group Holding AS	20-May-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	12.a. Approve Equity Plan Financing	Against
Hafnia Ltd.	20-May-22	Bermuda	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	5. Appoint Andreas Sohmen-Pao as Company Chair	Against
Hafnia Ltd.	20-May-22	Bermuda	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	9. Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Against
Leroy Seafood Group ASA	23-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Statement	Against
Leroy Seafood Group ASA	23-May-22	Norway	G	Director Election - Director Election	Elect Director	8.a. Elect Arne Mogster (Chair) as Director	Against
Leroy Seafood Group ASA	23-May-22	Norway	G	Director Election - Director Election	Elect Director	8.b. Elect Siri Lill Mannes as Director	Against
B2Holding ASA	24-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Statement	Against
B2Holding ASA	24-May-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	14.1. Approve Issuance of Shares in Connection with Incentive Plans	Against
Austevoll Seafood ASA	24-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Remuneration Statement	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
DNO ASA	25-May-22	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	7. Approve Remuneration of Directors in the Amount of NOK 7.1 Million for Chairman, NOK 544,500 for Vice Chairman and NOK 453,750 for Other Directors; Approve Remuneration for Committee Work	Against
DNO ASA	25-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Statement	Against
DNO ASA	25-May-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	13. Approve Creation of 10 Percent of Pool of Capital without Preemptive Rights	Against
DNO ASA	25-May-22	Norway	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	14. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Bonheur ASA	25-May-22	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	6. Approve Remuneration of Directors	Against
Norwegian Air Shuttle ASA	25-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Statement	Against
Norwegian Air Shuttle ASA	25-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Norwegian Air Shuttle ASA	25-May-22	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	9. Approve Remuneration of Directors in the Amount of NOK 1.1 Million for Chairman and NOK 500,000 for Other Directors; Approve Remuneration for Committee Work	Against
Norwegian Air Shuttle ASA	25-May-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	14. Approve Equity Plan Financing	Against
Norwegian Air Shuttle ASA	25-May-22	Norway	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	15. Authorize Issuance of Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of NOK 2 Billion; Approve Creation of NOK 9.3 Million Pool of Capital to Guarantee Conversion Rights	Against
Kahoot! ASA	27-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Statement	Against
Kahoot! ASA	27-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Kahoot! ASA	27-May-22	Norway	G	Compensation - Equity Compensation Plan - Non-Employee Director	Approve Non-Employee Director Restricted Stock Plan	10.2. Approve Restricted Stock Units to Directors	Against
Kahoot! ASA	27-May-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	13. Approve Issuance of Shares in Connection with Incentive Plan	Against
Komplett ASA	02-Jun-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Statement (Advisory Vote)	Against
Komplett ASA	02-Jun-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Komplett ASA	02-Jun-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	8.2. Approve Equity Plan Financing Through Repurchase of Own Shares	Against
NTS ASA	07-Jun-22	Norway	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	4. Elect Directors	Against
NTS ASA	07-Jun-22	Norway	G	Director Related - Board Related	Establish a Nominating Committee	5. Elect Members of Nominating Committee	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
Grieg Seafood ASA	09-Jun-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Statement	Against
Mowi ASA	13-Jun-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Statement	Against
ArcticZymes Technologies ASA	23-Jun-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Statement	Against
ArcticZymes Technologies ASA	23-Jun-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	9. Approve Creation of NOK 7.5 Million Pool of Capital without Preemptive Rights	Against
ArcticZymes Technologies ASA	23-Jun-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	10. Approve Equity Plan Financing	Against
ArcticZymes Technologies ASA	23-Jun-22	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	15. Approve One Time Remuneration for Jane Theaker	Against
Adevinta ASA	29-Jun-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. 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
Adevinta ASA	29-Jun-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Statement	Against
iShares plc - iShares Global Corp Bond UCITS ETF	15-Jul-22	Ireland	G	Director Election - Director Election	Elect Director	8. Re-elect Paul McNaughton as Director	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
Addtech AB	25-Aug-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Remuneration Report	Against
Lagercrantz Group AB	30-Aug-22	Sweden	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	12.1. Approve Remuneration of Directors in the Aggregate Amount of SEK 2.68 Million	Against
Odfjell Drilling Ltd.	21-Sep-22	Bermuda	G	Director Election - Director Election	Elect Director	1.a. Reelect Simen Lieungh as Director	Against
Odfjell Drilling Ltd.	21-Sep-22	Bermuda	G	Director Election - Director Election	Elect Director	1.b. Reelect Helene Odfjell as Director	Against
Odfjell Drilling Ltd.	21-Sep-22	Bermuda	G	Director Election - Director Election	Elect Director	1.d. Reelect Harald Thorstein as Director	Against
Odfjell Drilling Ltd.	21-Sep-22	Bermuda	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Against
Odfjell Drilling Ltd.	21-Sep-22	Bermuda	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5. Amend Remuneration Policy And Other Terms of Employment For Executive Management	Against
FLEX LNG Ltd.	30-Sep-22	Bermuda	G	Director Related - Board Related	Authorize Board to Fill Vacancies	2. Authorize Board to Fill Vacancies	Against
FLEX LNG Ltd.	30-Sep-22	Bermuda	G	Director Election - Director Election	Elect Director	3. Reelect David McManus as a Director	Against
FLEX LNG Ltd.	30-Sep-22	Bermuda	G	Director Election - Director Election	Elect Director	4. Reelect Ola Lorentzon as a Director	Against
FLEX LNG Ltd.	30-Sep-22	Bermuda	G	Director Election - Director Election	Elect Director	6. Reelect Steen Jakobsen as a Director	Against
FLEX LNG Ltd.	30-Sep-22	Bermuda	G	Director Election - Director Election	Elect Director	7. Elect Susan Sakmar as New Director	Against
Frontline Ltd.	30-Sep-22	Bermuda	G	Director Election - Director Election	Elect Director	3. Elect Director John Fredriksen	Against
Frontline Ltd.	30-Sep-22	Bermuda	G	Director Election - Director Election	Elect Director	5. Elect Director Ola Lorentzon	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Frontline Ltd.	30-Sep-22	Bermuda	G	Director Election - Director Election	Elect Director	6. Elect Director Ole B. Hjertaker	Against
Frontline Ltd.	30-Sep-22	Bermuda	G	Director Election - Director Election	Elect Director	7. Elect Director Steen Jakobsen	Against
Golden Ocean Group Limited	30-Sep-22	Bermuda	G	Director Election - Director Election	Elect Director	3. Elect Director John Fredriksen	Against
Golden Ocean Group Limited	30-Sep-22	Bermuda	G	Director Election - Director Election	Elect Director	4. Elect Director Ola Lorentzon	Against
Golden Ocean Group Limited	30-Sep-22	Bermuda	G	Director Election - Director Election	Elect Director	7. Elect Director Ben Mills	Against
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
Carasent ASA	19-Oct-22	Norway	G	Director Election - Director Election	Elect Director	3. Elect Petri Niemi as New Board Chairman	Against
REC Silicon ASA	21-Oct-22	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	4. Elect Tae Won Jun (Chair), Dong Kwan Kim and Vivian Bertseka as Directors	Against
NTS ASA	24-Nov-22	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	3. Elect Directors	Against
NTS ASA	24-Nov-22	Norway	G	Director Related - Committee Election	Elect Member of Nominating Committee	4. Elect Members of Nominating Committee	Against
NTS ASA	24-Nov-22	Norway	G	Audit Related - Auditor Related	Ratify Auditors	5. Ratify Auditors	Against
Froy ASA	20-Dec-22	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	4. Elect Directors	Against
Froy ASA	20-Dec-22	Norway	G	Director Related - Committee Election	Elect Member of Nominating Committee	5. Elect Members of Nominating Committee	Against

Analysis of Votes Against Policy

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Protector Forsikring ASA	07-Apr-22	Norway	G	Routine Business - Routine Business	Approve Financial Statements, Allocation of Income, and Discharge Directors	3. Accept Financial Statements and Statutory Reports; Approve Allocation of Income	For
BRABank ASA	21-Apr-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	9. Approve Equity Plan Financing Through Repurchase of Shares	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
BRABank ASA	21-Apr-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	10. Approve Equity Plan Financing Through Increase in Share Capital	For
Europris ASA	21-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Statement	For
Europris ASA	21-Apr-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	13.2. Approve Equity Plan Financing	For
NEL ASA	21-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Statement	For
NEL ASA	21-Apr-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	10.2. Approve Issuance of Shares in Connection with Incentive Plans	For
NEL ASA	21-Apr-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	11.1. Authorize Share Repurchase Program in Connection with Incentive Plans	For
Webstep ASA	28-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy And Other Terms of Employment For Executive Management	For
Webstep ASA	28-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Remuneration Statement	For
Webstep ASA	28-Apr-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	15. Approve Creation of Up to 20 Percent of Capital without Preemptive Rights	For
Equinor ASA	11-May-22	Norway	E	Environmental - Climate	Management Climate-Related Proposal	10. Approve Company's Energy Transition Plan (Advisory Vote)	For

Analysis of Votes Against Management

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
BerGenBio ASA	06-Jan-22	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	5. Approve Remuneration of New Elected Director	Against
BerGenBio ASA	06-Jan-22	Norway	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	6. Approve Sign On Bonus for New Elected Director	Against
Gaming Innovation Group Inc.	20-Jan-22	USA	G	Director Related - Board Related	Approve Increase in Size of Board	7. Approve Increase in Size of Board	Against
Musti Group Oyj	27-Jan-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report	Abstain

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Musti Group Oyj	27-Jan-22	Finland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	17. Approve Issuance of up to 3.2 Million Shares without Preemptive Rights	Against
MPC Container Ships ASA	25-Feb-22	Norway	G	Director Election - Director Election	Elect Director	3. Elect Peter Frederiksen as New Director	Against
GN Store Nord A/S	09-Mar-22	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report (Advisory Vote)	Against
GN Store Nord A/S	09-Mar-22	Denmark	G	Audit Related - Auditor Related	Ratify Auditors	8. Ratify PricewaterhouseCoopers as Auditors	Abstain
GN Store Nord A/S	09-Mar-22	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9.d. Amendment to Remuneration Policy for Board of Directors and Executive Management	Against
Pandora AS	10-Mar-22	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report (Advisory Vote)	Abstain
Demant A/S	10-Mar-22	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report (Advisory Vote)	Against
Demant A/S	10-Mar-22	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8.c. Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Against
VNV Global Ltd.	11-Mar-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	6.a. Approve LTIP 2022 for Key Employees	Against
VNV Global Ltd.	11-Mar-22	Sweden	G	Capitalization - Capital Structure Related	Authorize a New Class of Common Stock	6.b. Authorize New Class of Common Stock, Class C 2022 Shares to Implement LTIP 2022; Amend Articles Accordingly	Against
VNV Global Ltd.	11-Mar-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	6.c. Approve LTIP 2022 Financing Through Issuance of Class C Shares	Against
A.P. Moller-Maersk A/S	15-Mar-22	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report (Advisory Vote)	Against
A.P. Moller-Maersk A/S	15-Mar-22	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8.d. Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Against
Qt Group Plc	15-Mar-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Abstain
Qt Group Plc	15-Mar-22	Finland	G	Audit Related - Auditor Related	Authorize Board to Fix Remuneration of External Auditor(s)	14. Approve Remuneration of Auditors	Against
Qt Group Plc	15-Mar-22	Finland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	16. Approve Issuance of up to 2 Million Shares without Preemptive Rights	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Stora Enso Oyj	15-Mar-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Abstain
Stora Enso Oyj	15-Mar-22	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Amend Remuneration Policy And Other Terms of Employment For Executive Management	Abstain
Uponor Oyj	15-Mar-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Abstain
Uponor Oyj	15-Mar-22	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Uponor Oyj	15-Mar-22	Finland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	18. Approve Issuance of up to 7.2 Million Shares without Preemptive Rights	Against
Kojamo Oyj	16-Mar-22	Finland	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	7. Accept Financial Statements and Statutory Reports	Abstain
Kojamo Oyj	16-Mar-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Abstain
Kojamo Oyj	16-Mar-22	Finland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	17. Approve Issuance of up to 24.7 Million Shares without Preemptive Rights	Against
Fiskars Oyj Abp	16-Mar-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report	Against
Fiskars Oyj Abp	16-Mar-22	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Abstain
Marel hf	16-Mar-22	Iceland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Marel hf	16-Mar-22	Iceland	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	8. Approve Stock Option Plan for Key Employees	Against
Marel hf	16-Mar-22	Iceland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	9. Approve Remuneration of Directors in the Amount of EUR 142,956 for Chairman, EUR 71,478 for Vice Chairman and EUR 47,652 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Nominating Committee	Abstain
Marel hf	16-Mar-22	Iceland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	11.2. Approve Creation of ISK 75 Million Pool of Capital without Preemptive Rights	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Novozymes A/S	16-Mar-22	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Abstain
Novozymes A/S	16-Mar-22	Denmark	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	10a. Approve Creation of DKK 56.2 Million Pool of Capital in B Shares without Preemptive Rights; DKK 56.2 Million Pool of Capital with Preemptive Rights; and Pool of Capital in Warrants without Preemptive Rights	Against
SAS AB	17-Mar-22	Sweden	G	Director Election - Director Election	Elect Director	9.a. Reelect Carsten Dilling as Director	Against
SAS AB	17-Mar-22	Sweden	G	Director Election - Director Election	Elect Director	9.b. Reelect Lars-Johan Jarnheimer as Director	Against
SAS AB	17-Mar-22	Sweden	G	Director Election - Director Election	Elect Director	9.e. Reelect Michael Friisdahl as Director	Against
SAS AB	17-Mar-22	Sweden	G	Director Election - Director Election	Elect Director	9.g. Reelect Kay Kratky as Director	Against
SAS AB	17-Mar-22	Sweden	G	Director Election - Director Election	Elect Director	9.h. Reelect Oscar Stege Unger as Director	Against
SAS AB	17-Mar-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	9.i. Appoint Carsten Dilling as Board Chair	Against
DSV A/S	17-Mar-22	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Abstain
Danske Bank A/S	17-Mar-22	Denmark	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	6.b. Approve Creation of Pool of Capital without Preemptive Rights	Against
Danske Bank A/S	17-Mar-22	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report (Advisory Vote)	Abstain
Danske Bank A/S	17-Mar-22	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Against
Danske Bank A/S	17-Mar-22	Denmark	G	Director Related - Board Related	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	11. Approve Indemnification of Members of the Board of Directors and Executive Management	Against
Danske Bank A/S	17-Mar-22	Denmark	E	Environmental - Miscellaneous	Miscellaneous Proposal - Environmental	12. Prepare Business Strategy in Line with Paris Agreement	For
Solar A/S	18-Mar-22	Denmark	G	Routine Business - Routine Business	Approve Allocation of Income and Dividends	4. Approve Allocation of Income and Dividends of DKK 45 Per Share	Against
Solar A/S	18-Mar-22	Denmark	G	Routine Business - Routine Business	Approve Special/Interim Dividends	5.1. Authorize Board to Distribute Extraordinary Dividends of DKK 50 Per Share	Against
Solar A/S	18-Mar-22	Denmark	G	Director Election - Director Election	Elect Director	8.f. Reelect Jesper Dalsgaard as Director	Abstain

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Skandinaviska Enskilda Banken AB	22-Mar-22	Sweden	G	Director Election - Director Election	Elect Director	14.a1. Reelect Signhild Arnegard Hansen as Director	Against
Skandinaviska Enskilda Banken AB	22-Mar-22	Sweden	G	Director Election - Director Election	Elect Director	14.a4. Reelect Sven Nyman as Director	Against
Skandinaviska Enskilda Banken AB	22-Mar-22	Sweden	G	Director Election - Director Election	Elect Director	14.a6. Reelect Jesper Ovesen as Director	Against
Skandinaviska Enskilda Banken AB	22-Mar-22	Sweden	G	Director Election - Director Election	Elect Director	14.a7. Reelect Helena Saxon as Director	Against
Skandinaviska Enskilda Banken AB	22-Mar-22	Sweden	G	Director Election - Director Election	Elect Director	14.a9. Reelect Marcus Wallenberg as Director	Against
Skandinaviska Enskilda Banken AB	22-Mar-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	14.b. Reelect Marcus Wallenberg as Board Chair	Against
Skandinaviska Enskilda Banken AB	22-Mar-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Remuneration Report	Against
Valmet Corp.	22-Mar-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Valmet Corp.	22-Mar-22	Finland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	17. Approve Issuance of up to 15 Million Shares without Preemptive Rights	Against
Tokmanni Group Oyj	23-Mar-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Tokmanni Group Oyj	23-Mar-22	Finland	G	Audit Related - Auditor Related	Authorize Board to Fix Remuneration of External Auditor(s)	14. Approve Remuneration of Auditors	Against
ABB Ltd.	24-Mar-22	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report (Non-Binding)	Abstain
ABB Ltd.	24-Mar-22	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Kemira Oyj	24-Mar-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Kemira Oyj	24-Mar-22	Finland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	16. Approve Issuance of up to 15.6 Million Shares and Reissuance of up to 7.8 Million Treasury Shares without Preemptive Rights	Against
Nordea Bank Abp	24-Mar-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. 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
Nordea Bank Abp	24-Mar-22	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Torbjorn Magnusson (Chair), Petra van Hoeken, Robin Lawther, John Maltby, Birger Steen and Jonas Synnergren as Directors; Elect Stephen Hester (Vice Chair), Lene Skole, Arja Talma and Kjersti Wiklund as New Director	Abstain
Novo Nordisk A/S	24-Mar-22	Denmark	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	8.3. Approve Creation of DKK 45.6 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 45.6 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 45.6 Million	Against
Novo Nordisk A/S	24-Mar-22	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8.4. Amendment to Remuneration Policy for Board of Directors and Executive Management	Abstain
Metsa Board Corp.	24-Mar-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Abstain
Metsa Board Corp.	24-Mar-22	Finland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	16. Approve Issuance of up to 35 Million Shares without Preemptive Rights	Against
TietoEVERY Corp.	24-Mar-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
TietoEVERY Corp.	24-Mar-22	Finland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	17. Approve Issuance of up to 11.8 Million Shares without Preemptive Rights	Against
Holmen AB	30-Mar-22	Sweden	G	Director Election - Director Election	Elect Director	12.1. Reelect Fredrik Lundberg as Director (chair)	Abstain
Holmen AB	30-Mar-22	Sweden	G	Director Election - Director Election	Elect Director	12.2. Reelect Carl Bennet as Director	Against
Holmen AB	30-Mar-22	Sweden	G	Director Election - Director Election	Elect Director	12.4. Reelect Alice Kempe as Director	Against
Holmen AB	30-Mar-22	Sweden	G	Director Election - Director Election	Elect Director	12.5. Reelect Louise Lindh as Director	Against
Holmen AB	30-Mar-22	Sweden	G	Director Election - Director Election	Elect Director	12.6. Reelect Ulf Lundahl as Director	Against
Holmen AB	30-Mar-22	Sweden	G	Director Election - Director Election	Elect Director	12.7. Elect Fredrik Persson as New Director	Against
Holmen AB	30-Mar-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	15.2. Approve Performance Share Matching Plan LTIP 2022 for Key Employees; Approve Alternative Equity Plan Financing - if Item 15.1 is Not Approved	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Holmen AB	30-Mar-22	Sweden	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	16. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Beijer Alma AB	30-Mar-22	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	14. Approve Issuance of Class B Shares up to 10 Percent of Share Capital without Preemptive Rights	Against
JM AB	31-Mar-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Remuneration Report	Against
JM AB	31-Mar-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Abstain
Outokumpu Oyj	31-Mar-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Outokumpu Oyj	31-Mar-22	Finland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	17. Approve Issuance of up to New 45 Million Shares without Preemptive Rights	Against
Avanza Bank Holding AB	31-Mar-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	18. Approve Remuneration Report	Against
Pareto Bank ASA	31-Mar-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Castellum AB	31-Mar-22	Sweden	G	Director Election - Director Election	Elect Director	14.3. Reelect Anna-Karin Celsing as Director	Against
Castellum AB	31-Mar-22	Sweden	G	Director Election - Director Election	Elect Director	14.5. Reelect Rutger Arnhult as Director	Against
Castellum AB	31-Mar-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Remuneration Report	Against
Castellum AB	31-Mar-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Castellum AB	31-Mar-22	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	18. Approve Creation of Pool of Capital without Preemptive Rights	Against
Castellum AB	31-Mar-22	Sweden	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	19. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Aker BP ASA	05-Apr-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	14. Approve Creation of Pool of Capital without Preemptive Rights	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Aker BP ASA	05-Apr-22	Norway	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	15. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Dios Fastigheter AB	05-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Dios Fastigheter AB	05-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Remuneration Report	Against
Dios Fastigheter AB	05-Apr-22	Sweden	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	17. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Dios Fastigheter AB	05-Apr-22	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	18. Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Against
Nokia Oyj	05-Apr-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Abstain
Nokia Oyj	05-Apr-22	Finland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	17. Approve Issuance of up to 550 Million Shares without Preemptive Rights	Against
SSAB AB	06-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	7.c1. Approve Discharge of Bo Annvik	Against
SSAB AB	06-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	7.c2. Approve Discharge of Petra Einarsson	Against
SSAB AB	06-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	7.c3. Approve Discharge of Marika Fredriksson	Against
SSAB AB	06-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	7.c4. Approve Discharge of Marie Gronborg	Against
SSAB AB	06-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	7.c5. Approve Discharge of Bengt Kjell	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SSAB AB	06-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	7.c6. Approve Discharge of Pasi Laine	Against
SSAB AB	06-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	7.c7. Approve Discharge of Martin Lindqvist	Against
SSAB AB	06-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	7.c8. Approve Discharge of Annareetta Lumme-Timonen	Against
SSAB AB	06-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	7.c9. Approve Discharge of Lennart Evrell	Against
SSAB AB	06-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	7.c10. Approve Discharge of Maija Strandberg	Against
SSAB AB	06-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	7.c11. Approve Discharge of Sture Bergvall	Against
SSAB AB	06-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	7.c12. Approve Discharge of Mikael Henriksson	Against
SSAB AB	06-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	7.c13. Approve Discharge of Tomas Jansson	Against
SSAB AB	06-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	7.c14. Approve Discharge of Tomas Karlsson	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SSAB AB	06-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	7.c15. Approve Discharge of Sven-Erik Rosen	Against
SSAB AB	06-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	7.c16. Approve Discharge of Patrick Sjöholm	Against
SSAB AB	06-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	7.c17. Approve Discharge of Tomas Westman	Against
SSAB AB	06-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	10.c. Reelect Lennart Evrell as Director	Against
SSAB AB	06-Apr-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	11. Reelect Lennart Evrell as Board Chair	Against
SSAB AB	06-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
SSAB AB	06-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Remuneration Report	Against
SSAB AB	06-Apr-22	Sweden	G	Compensation - Cash/Equity Bonus	Approve/Amend Executive Incentive Bonus Plan	15. Approve Long Term Incentive Program 2022	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
Husqvarna AB	07-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	10.a1. Reelect Tom Johnstone as Director	Against
Husqvarna AB	07-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	10.a3. Reelect Katarina Martinson as Director	Against
Husqvarna AB	07-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	10.a5. Reelect Daniel Nodhall as Director	Against
Husqvarna AB	07-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	10.a6. Reelect Lars Pettersson as Director	Against
Husqvarna AB	07-Apr-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	10.b. Reelect Tom Johnstone as Board Chair	Against
Husqvarna AB	07-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. 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
Husqvarna AB	07-Apr-22	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	15. Approve Creation of Pool of Capital without Preemptive Rights	Against
Aker Solutions ASA	07-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Statement	Against
Aker Solutions ASA	07-Apr-22	Norway	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	14. Authorize Board to Purchase Treasury Shares in Connection with Acquisitions, Mergers, Demergers or other Transactions	Against
Aker Solutions ASA	07-Apr-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	15. Approve Repurchase of Shares in Connection to Equity Based Incentive Plans	Against
Aker Solutions ASA	07-Apr-22	Norway	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	16. Authorize Share Repurchase Program for the Purpose of Investment or for Subsequent Sale or Deletion of Shares	Against
Norway Royal Salmon ASA	07-Apr-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	3. Approve Creation of NOK 1.9 Million Pool of Capital without Preemptive Rights	Against
Ponsse Oyj	07-Apr-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Report (Advisory Vote)	Against
Ponsse Oyj	07-Apr-22	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Reelect Mammu Kaario, Matti Kylavainio, Juha Vanhainen, Janne Vidgren, Juha Vidgren, Jukka Vidgren and Jarmo Vidgren as Directors; Elect Ilpo Marjamaa as a New Director	Against
NTG Nordic Transport Group A/S	07-Apr-22	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report (Advisory Vote)	Against
NTG Nordic Transport Group A/S	07-Apr-22	Denmark	G	Director Election - Director Election	Elect Director	6.1. Reelect Eivind Drachmann Kolding (Chair) as Director	Abstain
NTG Nordic Transport Group A/S	07-Apr-22	Denmark	G	Director Election - Director Election	Elect Director	6.2. Reelect Jorgen Hansen (Vice Chair) as Director	Abstain
NTG Nordic Transport Group A/S	07-Apr-22	Denmark	G	Director Election - Director Election	Elect Director	6.3. Reelect Finn Skovbo Pedersen as Director	Abstain
NTG Nordic Transport Group A/S	07-Apr-22	Denmark	G	Director Election - Director Election	Elect Director	6.4. Reelect Jesper Praestensgaard as Director	Abstain
NTG Nordic Transport Group A/S	07-Apr-22	Denmark	G	Director Election - Director Election	Elect Director	6.6. Reelect Carsten Krogsgaard Thomsen as Director	Abstain
NTG Nordic Transport Group A/S	07-Apr-22	Denmark	G	Audit Related - Auditor Related	Ratify Auditors	7. Ratify PricewaterhouseCoopers as Auditors	Abstain
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

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
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
Marimekko Oyj	12-Apr-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Abstain
Subsea 7 SA	12-Apr-22	Luxembourg	G	Routine Business - Routine Business	Approve Allocation of Income and Dividends	4. Approve Allocation of Income and Dividends of NOK 1.00 Per Share	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	9. Reelect Niels Kirk 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
Dometic Group AB	13-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Remuneration Report	Against
Dometic Group AB	13-Apr-22	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	14. Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Against
Nyfosa AB	19-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	9.c1. Approve Discharge of Johan Ericsson	Against
Nyfosa AB	19-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	9.c2. Approve Discharge of Mats Andersson	Against
Nyfosa AB	19-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	9.c3. Approve Discharge of Marie Bucht Toresater	Against
Nyfosa AB	19-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	9.c4. Approve Discharge of Lisa Dominguez Flodin	Against

Analysis of Votes Against Management (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 - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	9.c5. Approve Discharge of Jens Engwall	Against
Nyfosa AB	19-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	9.c6. Approve Discharge of Per Lindblad	Against
Nyfosa AB	19-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	9.c7. Approve Discharge of Jenny Warne	Against
Nyfosa AB	19-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	9.c8. Approve Discharge of CEO Stina Lindh Hok	Against
Nyfosa AB	19-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report	Against
Nyfosa AB	19-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	15.1a. Reelect Johan Ericsson as Director	Against
Nyfosa AB	19-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	15.1d. Reelect Jens Engwall as Director	Against
Nyfosa AB	19-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	15.1e. Reelect Per Lindblad as Director	Against
Nyfosa AB	19-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	15.1f. Elect Patrick Gylling as New Director	Against
Nyfosa AB	19-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	15.1g. Elect Claes Magnus Akesson as New Director	Against
Nyfosa AB	19-Apr-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	15.2. Reelect Johan Ericsson as Board Chair	Against
Nyfosa AB	19-Apr-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	17. Approve Warrant Plan for Key Employees	Against
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	Against
Nyfosa AB	19-Apr-22	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	18.b. Approve Creation of Pool of Capital without Preemptive Rights	Against
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	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Aker Carbon Capture AS	19-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Aker Carbon Capture AS	19-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Statement	Against
Aker Carbon Capture AS	19-Apr-22	Norway	G	Director Election - Director Election	Elect Director	10. Elect Bent Christensen as Director; Elect Kristian Rokke as Board Chair	Against
Aker Carbon Capture AS	19-Apr-22	Norway	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
Aker Carbon Capture AS	19-Apr-22	Norway	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	14. Authorize Share Repurchase Program in Connection with Acquisitions, Mergers, Demergers or Other Transactions	Against
Aker Carbon Capture AS	19-Apr-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	15. Authorize Share Repurchase Program in Connection with Incentive Plans	Against
Aker Carbon Capture AS	19-Apr-22	Norway	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	16. Authorize Share Repurchase Program for the Purpose of Investment or for Subsequent Sale or Deletion of Shares	Against
Orkla ASA	20-Apr-22	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	11. Approve Remuneration of Directors in the Amount NOK 970,000 for Chair, NOK 630,000 for Shareholder Elected Directors and NOK 485,000 for Employee Elected Directors; Approve Remuneration for Committee Work	Against
Ultimovacs ASA	21-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Ultimovacs ASA	21-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Statement	Against
Ultimovacs ASA	21-Apr-22	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	7. Elect Directors	Against
Ultimovacs ASA	21-Apr-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	13. Approve Creation of NOK 684,435 Pool of Capital without Preemptive Rights	Against
Ultimovacs ASA	21-Apr-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	14. Approve Issuance of Shares in Connection with Incentive Plans	Against
Stolt-Nielsen Ltd.	21-Apr-22	Bermuda	G	Director Election - Director Election	Elect Director	4.a. Elect Samuel Cooperman as Director	Against
Stolt-Nielsen Ltd.	21-Apr-22	Bermuda	G	Director Election - Director Election	Elect Director	4.c. Elect Jan Chr. Engelhardtson as Director	Against
Stolt-Nielsen Ltd.	21-Apr-22	Bermuda	G	Director Election - Director Election	Elect Director	4.g. Elect Niels Stolt-Nielsen as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Stolt-Nielsen Ltd.	21-Apr-22	Bermuda	G	Director Related - Board Related	Authorize Board to Fill Vacancies	5. Authorize Board to Fill Vacancies	Against
Stolt-Nielsen Ltd.	21-Apr-22	Bermuda	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	6. Elect Samuel Cooperman as Board Chair	Against
Bufab AB	21-Apr-22	Sweden	G	Audit Related - Auditor Related	Authorize Board to Fix Remuneration of External Auditor(s)	14. Approve Remuneration of Auditors	Against
Bufab AB	21-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	18. Approve Remuneration Report	Against
Bufab AB	21-Apr-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	19. Approve Stock Option Plan for Key Employees	Against
HMS Networks AB	21-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Remuneration Report	Abstain
HMS Networks AB	21-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Metso Outotec Oyj	21-Apr-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Abstain
Metso Outotec Oyj	21-Apr-22	Finland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	17. Approve Issuance of up to 82 Million Shares without Preemptive Rights	Against
Ovzon AB	21-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	9.3. Reelect Anders Bjorkman as Director	Against
Ovzon AB	21-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	9.5. Reelect Dan Jangblad as Director	Against
Ovzon AB	21-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	9.6. Reelect Nicklas Paulson as Director	Against
Ovzon AB	21-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	9.7. Reelect Magnus Rene as Director	Against
Ovzon AB	21-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	9.8. Reelect Patrik Tigerschild as Director	Against
Ovzon AB	21-Apr-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	9.9. Reelect Magnus Rene Board Chair	Against
Ovzon AB	21-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Ovzon AB	21-Apr-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	Against
Ovzon AB	21-Apr-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	13.a. Approve Warrant Plan for Key Employees	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ovzon AB	21-Apr-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	13.b. Approve Warrant Plan for Key Employees (US Program)	Against
Ovzon AB	21-Apr-22	Sweden	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	13.c. Other Matters Related to LTIP 2022	Against
Pexip Holding ASA	21-Apr-22	Norway	G	Director Election - Director Election	Elect Director	7.1. Reelect Michel Sagen (Chair) as Director	Against
Pexip Holding ASA	21-Apr-22	Norway	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	7.2. Elect Kjell Skappel as Vice Chair of the Board	Against
Pexip Holding ASA	21-Apr-22	Norway	G	Director Election - Director Election	Elect Director	7.3. Reelect Per Haug Kogstad as Director	Against
Pexip Holding ASA	21-Apr-22	Norway	G	Director Election - Director Election	Elect Director	7.4. Reelect Kjell Skappel as Director	Against
Pexip Holding ASA	21-Apr-22	Norway	G	Director Election - Director Election	Elect Director	7.5. Reelect Irene Kristiansen as Director	Against
Pexip Holding ASA	21-Apr-22	Norway	G	Director Election - Director Election	Elect Director	7.6. Reelect Marianne Wergeland Jenssen as Director	Against
Pexip Holding ASA	21-Apr-22	Norway	G	Director Election - Director Election	Elect Director	7.7. Elect Philip Austern as New Director	Against
Pexip Holding ASA	21-Apr-22	Norway	G	Director Election - Director Election	Elect Director	7.8. Elect Iselin Nybo as New Director	Against
Pexip Holding ASA	21-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Pexip Holding ASA	21-Apr-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	10. Approve Creation of NOK 310,000 Pool of Capital without Preemptive Rights	Against
Pexip Holding ASA	21-Apr-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	11. Approve Equity Plan Financing	Against
Pexip Holding ASA	21-Apr-22	Norway	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	12. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
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

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Aker Horizons ASA	22-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Aker Horizons ASA	22-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Report (Advisory Vote)	Against
Aker Horizons ASA	22-Apr-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	12. Approve Issuance of Shares up to 20 Per cent of Share Capital without Preemptive Rights	Against
Aker Horizons ASA	22-Apr-22	Norway	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	13. Authorize Board to Purchase Treasury Shares in Connection with Acquisitions, Mergers, Demergers or other Transactions	Against
Aker Horizons ASA	22-Apr-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	14. Authorize Share Repurchase Program in Connection with Incentive Plans	Against
Aker Horizons ASA	22-Apr-22	Norway	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	15. Authorize Share Repurchase Program for the Purpose of Investment or for Subsequent Sale or Deletion of Shares	Against
Thule Group AB	26-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7.d. Approve Remuneration Report	Against
Thule Group AB	26-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy And Other Terms of Employment For Executive Management	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
Selvaag Bolig ASA	26-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Statement	Against
Selvaag Bolig ASA	26-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy And Other Terms of Employment For Executive Management	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	Against
ABG Sundal Collier Holding ASA	26-Apr-22	Norway	G	Director Election - Director Election	Elect Director	12.a. Elect Knut Brundtland (Chair) as Director	Against
ABG Sundal Collier Holding ASA	26-Apr-22	Norway	G	Director Election - Director Election	Elect Director	12.c. Reelect Arild A. Engh as Director	Against
ABG Sundal Collier Holding ASA	26-Apr-22	Norway	G	Director Election - Director Election	Elect Director	12.d. Reelect Adele Norman Pran as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
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
Getinge AB	26-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	15.a. Reelect Carl Bennet as Director	Against
Getinge AB	26-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	15.b. Reelect Johan Bygge as Director	Against
Getinge AB	26-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	15.c. Reelect Cecilia Daun Wennborg as Director	Against
Getinge AB	26-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	15.e. Reelect Dan Frohm as Director	Against
Getinge AB	26-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	15.f. Reelect Johan Malmquist as Director	Against
Getinge AB	26-Apr-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	15.j. Reelect Johan Malmquist as Board Chair	Against
Getinge AB	26-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Remuneration Report	Against
Getinge AB	26-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	18. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
WALLENIOUS WILHELMSEN ASA	26-Apr-22	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	8. Approve Remuneration of Directors in the Amount of NOK 1.55 Million for Chair and NOK 575,000 for Other Directors	Against
Vitec Software Group AB	26-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	12.1a. Reelect Lars Stenlund as Director	Abstain
Vitec Software Group AB	26-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	12.1d. Reelect Jan Friedman as Director	Against
Vitec Software Group AB	26-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	12.1e. Reelect Kaj Sandart as Director	Against
Vitec Software Group AB	26-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	12.1f. Reelect Crister Stjernfelt as Director	Against
Vitec Software Group AB	26-Apr-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	12.2. Elect Lars Stenlund as Board Chair	Abstain
Vitec Software Group AB	26-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Remuneration Report	Against
Vitec Software Group AB	26-Apr-22	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	16. Approve Issuance of up to 2.5 Million Class B Shares without Preemptive Rights	Against
Vitec Software Group AB	26-Apr-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	17. Approve Personnel Convertible Debenture Program 2022 for Key Employees	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Vitec Software Group AB	26-Apr-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	18. Approve Participation Program 2022 for Key Employees	Against
Vitec Software Group AB	26-Apr-22	Sweden	G	Compensation - Equity Compensation Plan - Non-Employee Director	Approve Non-Employee Director Stock Option Plan	19. Approve Non-Employee Director Warrant Plan	Against
Elkem ASA	27-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Elkem ASA	27-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Statement	Against
Elkem ASA	27-Apr-22	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	9. Reelect Dag Jakob Opedal and Olivier Tillette de-Clermont Tonnerre as Directors; Elect Nathalie Brunelle and Jingwan Wu as New Directors	Against
Elkem ASA	27-Apr-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	14. Approve Equity Plan Financing Through Issuance of Shares	Against
Kitron ASA	27-Apr-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	12.2. Approve Creation of NOK 3.94 Million Pool of Capital without Preemptive Rights	Against
Kitron ASA	27-Apr-22	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Reelect Tuomo Lahdesmaki (Chair), Gro Braekken, Espen Gundersen, Maalfrid Brath and Petra Grandins as directors; Elect Michael Lundgaard Thomsen as New Director	Against
Corem Property Group AB	27-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.c1. Approve Discharge of Patrik Essehorn	Against
Corem Property Group AB	27-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.c2. Approve Discharge of Christina Tillman	Against
Corem Property Group AB	27-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.c3. Approve Discharge of Fredrik Rapp	Against
Corem Property Group AB	27-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.c4. Approve Discharge of Katarina Klingspor	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Corem Property Group AB	27-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.c5. Approve Discharge of Magnus Ugglå	Against
Corem Property Group AB	27-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	8.c6. Approve Discharge of Eva Landen, CEO	Against
Corem Property Group AB	27-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Remuneration Report	Against
Corem Property Group AB	27-Apr-22	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	15. Approve Creation of Pool of Capital without Preemptive Rights	Against
Corem Property Group AB	27-Apr-22	Sweden	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	16. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Medicover AB	27-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Medicover AB	27-Apr-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16.a. Approve Performance Share Matching Plan 2022 for Key Employees	Against
Medicover AB	27-Apr-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	16.b. Approve Equity Plan Financing	Against
Medicover AB	27-Apr-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	16.c. Approve Alternative Equity Plan Financing	Against
Medicover AB	27-Apr-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16.d. Approve Inclusion of CEO and Board Member Fredrik Ragmark in Incentive Plan 2022	Against
Medicover AB	27-Apr-22	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	17. Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Against
Trelleborg AB	27-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	10.a. Reelect Hans Biorck as Director	Against
Trelleborg AB	27-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	10.b. Reelect Gunilla Fransson as Director	Against
Trelleborg AB	27-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	10.d. Reelect Johan Malmquist as Director	Against
Trelleborg AB	27-Apr-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	10.h. Elect Hans Biorck as Board Chair	Against
Trelleborg AB	27-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. 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
Trelleborg AB	27-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
MPC Container Ships ASA	27-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
MPC Container Ships ASA	27-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Advisory Vote on the Remuneration Report	Against
MPC Container Ships ASA	27-Apr-22	Norway	G	Director Election - Director Election	Elect Director	8.a. Reelect Ulf Stephan Hollander as Board Chair	Against
MPC Container Ships ASA	27-Apr-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	12. Approve Creation of NOK 110.9 Million Pool of Capital without Preemptive Rights	Against
MPC Container Ships ASA	27-Apr-22	Norway	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	13. Approve Issuance of Convertible Loans without Preemptive Rights up to Aggregate Nominal Amount of NOK 3 Billion; Approve Creation of NOK 110.9 Million Pool of Capital to Guarantee Conversion Rights	Against
Nordic Semiconductor ASA	28-Apr-22	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	6a. Approve Remuneration of Directors in the Amount NOK 750,000 for Chair, NOK 325,000 for Shareholder Elected Directors and NOK 150,000 for Employee Elected Directors; Approve Remuneration in Shares for Chair and Shareholder Elected Directors	Against
Nordic Semiconductor ASA	28-Apr-22	Norway	G	Director Election - Director Election	Elect Director	9b. Reelect Jan Frykhammar as Director	Against
Atea ASA	28-Apr-22	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	7. Reelect Ib Kunoe (Chair), Sven Madsen, Morten Jurs, Lisbeth Toftkaer and Saloume Djoudat as Directors	Against
BerGenBio ASA	28-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Statement	Against
BerGenBio ASA	28-Apr-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	11. Approve Equity Plan Financing	Against
BerGenBio ASA	28-Apr-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	12. Approve Creation of NOK 1.77 Million Pool of Capital without Preemptive Rights	Against
Cloudberry Clean Energy ASA	28-Apr-22	Norway	G	Director Election - Director Election	Elect Director	7.a. Elect Liv Lonnum as Director	Against
Cloudberry Clean Energy ASA	28-Apr-22	Norway	G	Director Election - Director Election	Elect Director	7.b. Elect Benedicte H. Fossum as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Cloudberry Clean Energy ASA	28-Apr-22	Norway	G	Director Election - Director Election	Elect Director	7.c. Elect Stefanie Witte as Director	Against
Cloudberry Clean Energy ASA	28-Apr-22	Norway	G	Director Election - Director Election	Elect Director	7.d. Elect Henrik Joelsson as Director	Against
Cloudberry Clean Energy ASA	28-Apr-22	Norway	G	Director Election - Director Election	Elect Director	7.e. Elect Nicolai Nordstrand as Director	Against
Cloudberry Clean Energy ASA	28-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Statement	Against
Cloudberry Clean Energy ASA	28-Apr-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	11. Approve Creation of NOK 14.9 Million Pool of Capital without Preemptive Rights	Against
Cloudberry Clean Energy ASA	28-Apr-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	13. Approve Equity Plan Financing Through Issuance of Warrants	Against
Hexagon Composites ASA	28-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Statement	Against
Hexagon Composites ASA	28-Apr-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	13.1. Approve Issuance of Shares in Connection with Incentive Plans	Against
Hexagon Composites ASA	28-Apr-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	13.2. Approve Creation of Pool of Capital without Preemptive Rights	Against
Hexagon Composites ASA	28-Apr-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	14.1. Authorize Share Repurchase Program in Connection with Incentive Plans	Against
Boliden AB	28-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	13.1. Approve Discharge of Helene Bistrom	Against
Boliden AB	28-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	13.2. Approve Discharge of Michael G:son Low	Against
Boliden AB	28-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	13.3. Approve Discharge of Per Lindberg	Against
Boliden AB	28-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	13.4. Approve Discharge of Perttu Louhiluoto	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Boliden AB	28-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	13.5. Approve Discharge of Elisabeth Nilsson	Against
Boliden AB	28-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	13.6. Approve Discharge of Pia Rudengren	Against
Boliden AB	28-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	13.7. Approve Discharge of Karl-Henrik Sundstrom	Against
Boliden AB	28-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	13.8. Approve Discharge of Anders Ullberg	Against
Boliden AB	28-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	13.9. Approve Discharge of CEO Mikael Staffas	Against
Boliden AB	28-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	13.10. Approve Discharge of Tom Erixon	Against
Boliden AB	28-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	13.11. Approve Discharge of Marie Holmberg	Against
Boliden AB	28-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	13.12. Approve Discharge of Ola Holmstrom	Against
Boliden AB	28-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	13.13. Approve Discharge of Kenneth Stahl	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Boliden AB	28-Apr-22	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	13.14. Approve Discharge of Cathrin Oderyd	Against
Nordic Nanovector ASA	28-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report (Advisory Vote)	Against
Nordic Nanovector ASA	28-Apr-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	8. Approve Financing of Equity Plan for Key Employees	Against
Nordic Nanovector ASA	28-Apr-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	10. Approve Issuance of up to 20 Percent of Share Capital without Preemptive Rights	Against
Electrolux Professional AB	28-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Remuneration Report	Against
Electrolux Professional AB	28-Apr-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16.1. Approve Performance Share Plan for Key Employees	Against
Electrolux Professional AB	28-Apr-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	16.2. Approve Equity Plan Financing	Against
HEXPOL AB	28-Apr-22	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	12.1. Reelect Alf Goransson, Kerstin Lindell, Jan-Anders Manson, Gun Nilsson, Malin Persson and Marta Schorling Andreen as Directors	Against
HEXPOL AB	28-Apr-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	12.2. Elect Alf Goransson as Board Chair	Against
HEXPOL AB	28-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Remuneration Report	Against
HEXPOL AB	28-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	16. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Catena AB	28-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	15.h. Elect Joost Uwents as New Director	Against
Photocure ASA	28-Apr-22	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	5. Approve Remuneration of Directors in the Amount of NOK 620,000 for Chairman and NOK 360,000 for Other Directors; Approve Remuneration of Nominating Committee	Against
Photocure ASA	28-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Photocure ASA	28-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. 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
Photocure ASA	28-Apr-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	13.1. Approve Issuance of up to 20 Percent of Share Capital without Preemptive Rights (Primary Proposal)	Against
Photocure ASA	28-Apr-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	13.2. Approve Issuance of up to 15 Percent of Share Capital without Preemptive Rights (Secondary Proposal)	Against
Photocure ASA	28-Apr-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	13.3. Approve Equity Plan Financing	Against
Tomra Systems ASA	28-Apr-22	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	9. Approve Remuneration of Directors in the Amount of NOK 1.03 Million for Chair and NOK 541,613 for Other Directors; Approve Remuneration for Committee Work	Against
Tomra Systems ASA	28-Apr-22	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	11. Reelect Bodil Sonesson, Pierre Couderc, Bjorn Matre and Hege Skryseth as Directors; Elect Johan Hjertonsson (Chair) as New Director	Against
Coor Service Management Holding AB	29-Apr-22	Sweden	G	Routine Business - Routine Business	Approve Allocation of Income and Dividends	7.b. Approve Allocation of Income and Dividends of SEK 4.80 Per Share	Against
Coor Service Management Holding AB	29-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	10.2. Reelect Magnus Meyer as Director	Abstain
Coor Service Management Holding AB	29-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy For Executive Management	Abstain
Coor Service Management Holding AB	29-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Remuneration Report	Abstain
Coor Service Management Holding AB	29-Apr-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	13.c. Approve Alternative Equity Plan Financing	Against
Coor Service Management Holding AB	29-Apr-22	Sweden	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	14. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Coor Service Management Holding AB	29-Apr-22	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	15. Approve Creation of Pool of Capital without Preemptive Rights	Against
NTS ASA	29-Apr-22	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	4. Approve Remuneration of Directors; Approve Remuneration of Nominating Committee	Against
NTS ASA	29-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Statement	Against
NTS ASA	29-Apr-22	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	8. Elect Directors and Members of Nominating Committee	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
NTS ASA	29-Apr-22	Norway	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	9. Approve Transaction with a Related Party	Against
Scatec Solar ASA	29-Apr-22	Norway	G	Routine Business - Routine Business	Approve Dividends	6. Approve Distribution of Dividends	Against
Scatec Solar ASA	29-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Scatec Solar ASA	29-Apr-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Statement	Against
Scatec Solar ASA	29-Apr-22	Norway	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	17. Authorize Board to Purchase Treasury Shares in Connection with Acquisitions, Mergers, Demergers or other Transactions	Against
Scatec Solar ASA	29-Apr-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	18. Authorize Share Repurchase Program in Connection with Incentive Plans	Against
Scatec Solar ASA	29-Apr-22	Norway	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	19. Authorize Share Repurchase Program for the Purpose of Investment or for Subsequent Sale or Deletion of Such Shares	Against
Scatec Solar ASA	29-Apr-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	21. Approve Issuance of Shares in Connection with Incentive Plans	Against
AstraZeneca Plc	29-Apr-22	United Kingdom	G	Routine Business - Routine Business	Approve Dividends	2. Approve Dividends	Against
AstraZeneca Plc	29-Apr-22	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	8. Authorise Issue of Equity	Against
AstraZeneca Plc	29-Apr-22	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	9. Authorise Issue of Equity without Pre-emptive Rights	Abstain
AstraZeneca Plc	29-Apr-22	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	10. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Abstain
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
NCAB Group AB	03-May-22	Sweden	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	9.b. Approve Remuneration of Directors in the Amount of SEK 350,000	Against
NCAB Group AB	03-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.a. Reelect Christian Salamon as Director	Against
NCAB Group AB	03-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.c. Reelect Jan-Olof Dahlen as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
NCAB Group AB	03-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.d. Reelect Per Hesselmark as Director	Against
NCAB Group AB	03-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.f. Reelect Hans Ramel as Director	Against
NCAB Group AB	03-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.h. Reelect Hans Stahl as Director	Against
NCAB Group AB	03-May-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	10.i. Reelect Christian Salamon as Board Chair	Against
NCAB Group AB	03-May-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	15.a. Approve Warrant Plan for Key Employees (LTIP 2022/2025)	Against
NCAB Group AB	03-May-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	15.b. Approve Equity Plan Financing Through Issuance of Warrants	Against
NCAB Group AB	03-May-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	15.c. Approve Transfer of Warrants to Participants of LTIP 2022/2025	Against
NCAB Group AB	03-May-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	15.d. Approve Acquisition of Treasury Shares in Connection with LTIP 2022/2025	Against
NCAB Group AB	03-May-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	15.e. Approve Transfer of Treasury Shares to Participants of LTIP 2022/2025	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
Collector AB	04-May-22	Sweden	G	Director Election - Director Election	Elect Director	15.A1. Reelect Erik Selin as Director	Against
Collector AB	04-May-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	15.B. Reelect Eric Selin as Board Chair	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
MIPS AB	05-May-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	13.2. Reelect Magnus Welander as Board Chair	Against
Peab AB	05-May-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Report	Against
Peab AB	05-May-22	Sweden	G	Director Election - Director Election	Elect Director	15.3. Reelect Liselott Kilaas as Director	Against
Arendals Fossekompani ASA	05-May-22	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Elect Trond Westlie (Chair), Anne Grethe Dalane and Lise Lindback as Directors	Against
Hexatronic Group AB	05-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.b. Reelect Erik Selin as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Instalco AB	05-May-22	Sweden	G	Director Election - Director Election	Elect Director	13.a. Reelect Johnny Alvarsson as Director	Against
Instalco AB	05-May-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	13.g. Reelect Per Sjostrand takes over as Chairman	Against
Edda Wind ASA	06-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Norsk Hydro ASA	10-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Norsk Hydro ASA	10-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Statement (Advisory Vote)	Against
BillerudKorsnas AB	10-May-22	Sweden	G	Director Election - Director Election	Elect Director	12.c. Reelect Jan Svensson as Director	Against
BillerudKorsnas AB	10-May-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	13. Elect Jan Svensson as Board Chair	Against
Humana AB	10-May-22	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	17. Approve Creation of Pool of Capital without Preemptive Rights	Against
Humana AB	10-May-22	Sweden	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	18.b. Authorize Reissuance of Repurchased Shares	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
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	Climate Change Action	11. Instruct Company to Set Short, Medium, and Long-Term Targets for Greenhouse Gas (GHG) Emissions of the Companys 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

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
GARO AB	11-May-22	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	12. Reelect Martin Althen, Rickard Blomqvist (Chair), Ulf Hedlundh, Susanna Hilleskog, Mari-Katharina Jonsson Kadowaki, Johan Paulsson and Lars-Ake Rydh as Directors	Against
GARO AB	11-May-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Abstain
GARO AB	11-May-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	16. Approve Warrant Program 2022/2025 for Key Employees	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
Veidekke ASA	11-May-22	Norway	G	Director Election - Director Election	Elect Director	7.1. Reelect Gro Bakstad (Chair) as Director	Against
Veidekke ASA	11-May-22	Norway	G	Director Election - Director Election	Elect Director	7.2. Reelect Daniel Kjørberg Siraj as Director	Against
Veidekke ASA	11-May-22	Norway	G	Director Election - Director Election	Elect Director	7.3. Reelect Hanne Ronneberg as Director	Against
Veidekke ASA	11-May-22	Norway	G	Director Election - Director Election	Elect Director	7.4. Reelect Per-Ingemar Persson as Director	Against
Veidekke ASA	11-May-22	Norway	G	Director Election - Director Election	Elect Director	7.5. Reelect Klara-Lise Aasen as Director	Against
Veidekke ASA	11-May-22	Norway	G	Director Election - Director Election	Elect Director	7.6. Reelect Carola Laven as Director	Against
Veidekke ASA	11-May-22	Norway	G	Director Election - Director Election	Elect Director	7.7. Elect Pal Eitrheim as New Director	Against
Veidekke ASA	11-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Statement	Against
Veidekke ASA	11-May-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	14. Approve Equity Plan Financing Through Issuance of Shares	Against
Veidekke ASA	11-May-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	16. Approve Equity Plan Financing Through Repurchase of Shares	Against
VNV Global Ltd.	12-May-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Remuneration Report	Against
VNV Global Ltd.	12-May-22	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	16. Approve Creation of 20 Percent of Pool of Capital without Preemptive Rights	Against
Kid ASA	12-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. 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
AKVA Group ASA	12-May-22	Norway	G	Director Election - Director Election	Elect Director	4.8f. Elect Yoav Doppelt as Director	Against
AF Gruppen ASA	13-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Statement (Advisory Vote)	Against
AF Gruppen ASA	13-May-22	Norway	G	Director Election - Director Election	Elect Director	10.2. Reelect Kristian Holth as Director	Against
AF Gruppen ASA	13-May-22	Norway	G	Director Election - Director Election	Elect Director	10.4. Reelect Pal Egil Ronn (Chair) as Director	Against
AF Gruppen ASA	13-May-22	Norway	G	Director Election - Director Election	Elect Director	10.5. Reelect Arne Baumann as Director	Against
AF Gruppen ASA	13-May-22	Norway	G	Director Election - Director Election	Elect Director	10.7. Elect Erik T. Veiby as New Director	Against
AF Gruppen ASA	13-May-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	15. Approve Creation of NOK 160,511.44 Pool of Capital without Preemptive Rights	Against
AF Gruppen ASA	13-May-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	16. Approve Issuance of Shares in Connection with Incentive Plan	Against
BW LPG Ltd.	13-May-22	Bermuda	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	5. Appoint Andreas Sohmen-Pao as Company Chair	Against
BW LPG Ltd.	13-May-22	Bermuda	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	9. Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Against
Nordic Entertainment Group AB	18-May-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	19.e. Approve Equity Swap Agreement as Alternative Equity Plan Financing	Against
Sdiptech AB	18-May-22	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	12. Reelect Johnny Alvarsson, Jan Samuelson, Birgitta Henriksson, Urban Doverholt and Eola Anggard Runsten as Directors	Against
Gaming Innovation Group Inc.	19-May-22	USA	G	Director Election - Director Election	Elect Director	8.d. Reelect Kathryn Moore Baker as Director	Against
Gaming Innovation Group Inc.	19-May-22	USA	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	11. Approve REID CPAs LLP as Auditors and Authorize Board to Fix Their Remuneration	Against
Gaming Innovation Group Inc.	19-May-22	USA	G	Routine Business - Routine Business	Other Business	12. Other Business	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 Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
AutoStore Holdings Ltd.	19-May-22	Norway	G	Audit Related - Auditor Related	Ratify Auditors	5. Ratify Deloitte as Auditors	Against
AutoStore Holdings Ltd.	19-May-22	Norway	G	Director Related - Committee Election	Elect Member of Nominating Committee	7.1. Elect Members of Nominating Committee	Against
AutoStore Holdings Ltd.	19-May-22	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	8. Approve Remuneration of Directors; Approve Remuneration of Audit Committee	Against
AutoStore Holdings Ltd.	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
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
Isofol Medical AB	19-May-22	Sweden	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	12.a. Approve Remuneration of Directors in the Amount of SEK 550,000 for Chairman and SEK 250,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Against
Isofol Medical AB	19-May-22	Sweden	G	Audit Related - Auditor Related	Authorize Board to Fix Remuneration of External Auditor(s)	12.b. Approve Remuneration of Auditors	Against
Crayon Group Holding AS	20-May-22	Norway	G	Director Election - Director Election	Elect Director	6.1. Reelect Rune Syversen (Chair) as Director	Against
Crayon Group Holding AS	20-May-22	Norway	G	Director Election - Director Election	Elect Director	6.2. Reelect Dagfinn Ringas as Director	Against
Crayon Group Holding AS	20-May-22	Norway	G	Director Election - Director Election	Elect Director	6.5. Reelect Jens Rugseth as Director	Against
Crayon Group Holding AS	20-May-22	Norway	G	Director Election - Director Election	Elect Director	6.6. Elect Wenche Marie Agerup as New Director	Against
Crayon Group Holding AS	20-May-22	Norway	G	Director Election - Director Election	Elect Director	6.7. Elect Jens Winter Moberg as New Director	Against
Crayon Group Holding AS	20-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Statement	Against
Crayon Group Holding AS	20-May-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	12.a. Approve Equity Plan Financing	Against
Hafnia Ltd.	20-May-22	Bermuda	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	5. Appoint Andreas Sohmen-Pao as Company Chair	Against
Hafnia Ltd.	20-May-22	Bermuda	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	9. Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Leroy Seafood Group ASA	23-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Statement	Against
Leroy Seafood Group ASA	23-May-22	Norway	G	Director Election - Director Election	Elect Director	8.a. Elect Arne Mogster (Chair) as Director	Against
Leroy Seafood Group ASA	23-May-22	Norway	G	Director Election - Director Election	Elect Director	8.b. Elect Siri Lill Mannes as Director	Against
B2Holding ASA	24-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Statement	Against
B2Holding ASA	24-May-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	14.1. Approve Issuance of Shares in Connection with Incentive Plans	Against
Austevoll Seafood ASA	24-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Remuneration Statement	Against
DNO ASA	25-May-22	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	7. Approve Remuneration of Directors in the Amount of NOK 7.1 Million for Chairman, NOK 544,500 for Vice Chairman and NOK 453,750 for Other Directors; Approve Remuneration for Committee Work	Against
DNO ASA	25-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Statement	Against
DNO ASA	25-May-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	13. Approve Creation of 10 Percent of Pool of Capital without Preemptive Rights	Against
DNO ASA	25-May-22	Norway	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	14. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Bonheur ASA	25-May-22	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	6. Approve Remuneration of Directors	Against
Norwegian Air Shuttle ASA	25-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Statement	Against
Norwegian Air Shuttle ASA	25-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Norwegian Air Shuttle ASA	25-May-22	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	9. Approve Remuneration of Directors in the Amount of NOK 1.1 Million for Chairman and NOK 500,000 for Other Directors; Approve Remuneration for Committee Work	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Norwegian Air Shuttle ASA	25-May-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	14. Approve Equity Plan Financing	Against
Norwegian Air Shuttle ASA	25-May-22	Norway	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	15. Authorize Issuance of Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of NOK 2 Billion; Approve Creation of NOK 9.3 Million Pool of Capital to Guarantee Conversion Rights	Against
Kahoot! ASA	27-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Statement	Against
Kahoot! ASA	27-May-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Kahoot! ASA	27-May-22	Norway	G	Compensation - Equity Compensation Plan - Non-Employee Director	Approve Non-Employee Director Restricted Stock Plan	10.2. Approve Restricted Stock Units to Directors	Against
Kahoot! ASA	27-May-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	13. Approve Issuance of Shares in Connection with Incentive Plan	Against
Komplett ASA	02-Jun-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Statement (Advisory Vote)	Against
Komplett ASA	02-Jun-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Komplett ASA	02-Jun-22	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	8.2. Approve Equity Plan Financing Through Repurchase of Own Shares	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
Grieg Seafood ASA	09-Jun-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Statement	Against
Mowi ASA	13-Jun-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Statement	Against
ArcticZymes Technologies ASA	23-Jun-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Statement	Against
ArcticZymes Technologies ASA	23-Jun-22	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	9. Approve Creation of NOK 7.5 Million Pool of Capital without Preemptive Rights	Against
ArcticZymes Technologies ASA	23-Jun-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
ArcticZymes Technologies ASA	23-Jun-22	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	15. Approve One Time Remuneration for Jane Theaker	Against
Adevinta ASA	29-Jun-22	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Adevinta ASA	29-Jun-22	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Statement	Against
iShares plc - iShares Global Corp Bond UCITS ETF	15-Jul-22	Ireland	G	Director Election - Director Election	Elect Director	8. Re-elect Paul McNaughton as Director	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
Addtech AB	25-Aug-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Remuneration Report	Against
Lagercrantz Group AB	30-Aug-22	Sweden	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	12.1. Approve Remuneration of Directors in the Aggregate Amount of SEK 2.68 Million	Against
Odfjell Drilling Ltd.	21-Sep-22	Bermuda	G	Director Election - Director Election	Elect Director	1.a. Reelect Simen Lieungh as Director	Against
Odfjell Drilling Ltd.	21-Sep-22	Bermuda	G	Director Election - Director Election	Elect Director	1.b. Reelect Helene Odfjell as Director	Against
Odfjell Drilling Ltd.	21-Sep-22	Bermuda	G	Director Election - Director Election	Elect Director	1.d. Reelect Harald Thorstein as Director	Against
Odfjell Drilling Ltd.	21-Sep-22	Bermuda	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Against
Odfjell Drilling Ltd.	21-Sep-22	Bermuda	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5. Amend Remuneration Policy And Other Terms of Employment For Executive Management	Against
FLEX LNG Ltd.	30-Sep-22	Bermuda	G	Director Related - Board Related	Authorize Board to Fill Vacancies	2. Authorize Board to Fill Vacancies	Against
FLEX LNG Ltd.	30-Sep-22	Bermuda	G	Director Election - Director Election	Elect Director	3. Reelect David McManus as a Director	Against
FLEX LNG Ltd.	30-Sep-22	Bermuda	G	Director Election - Director Election	Elect Director	4. Reelect Ola Lorentzon as a Director	Against
FLEX LNG Ltd.	30-Sep-22	Bermuda	G	Director Election - Director Election	Elect Director	6. Reelect Steen Jakobsen as a Director	Against
FLEX LNG Ltd.	30-Sep-22	Bermuda	G	Director Election - Director Election	Elect Director	7. Elect Susan Sakmar as New Director	Against
Frontline Ltd.	30-Sep-22	Bermuda	G	Director Election - Director Election	Elect Director	3. Elect Director John Fredriksen	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Frontline Ltd.	30-Sep-22	Bermuda	G	Director Election - Director Election	Elect Director	5. Elect Director Ola Lorentzon	Against
Frontline Ltd.	30-Sep-22	Bermuda	G	Director Election - Director Election	Elect Director	6. Elect Director Ole B. Hjertaker	Against
Frontline Ltd.	30-Sep-22	Bermuda	G	Director Election - Director Election	Elect Director	7. Elect Director Steen Jakobsen	Against
Golden Ocean Group Limited	30-Sep-22	Bermuda	G	Director Election - Director Election	Elect Director	3. Elect Director John Fredriksen	Against
Golden Ocean Group Limited	30-Sep-22	Bermuda	G	Director Election - Director Election	Elect Director	4. Elect Director Ola Lorentzon	Against
Golden Ocean Group Limited	30-Sep-22	Bermuda	G	Director Election - Director Election	Elect Director	7. Elect Director Ben Mills	Against
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
Carasent ASA	19-Oct-22	Norway	G	Director Election - Director Election	Elect Director	3. Elect Petri Niemi as New Board Chairman	Against
REC Silicon ASA	21-Oct-22	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	4. Elect Tae Won Jun (Chair), Dong Kwan Kim and Vivian Bertseka as Directors	Against
NTS ASA	24-Nov-22	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	3. Elect Directors	Against
NTS ASA	24-Nov-22	Norway	G	Director Related - Committee Election	Elect Member of Nominating Committee	4. Elect Members of Nominating Committee	Against
NTS ASA	24-Nov-22	Norway	G	Audit Related - Auditor Related	Ratify Auditors	5. Ratify Auditors	Against
Froy ASA	20-Dec-22	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	4. Elect Directors	Against
Froy ASA	20-Dec-22	Norway	G	Director Related - Committee Election	Elect Member of Nominating Committee	5. Elect Members of Nominating Committee	Against

Unvoted Meetings

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
Kongsberg Automotive ASA	02-Jun-22	Annual	Norway	1651119
DOF Subsea AS	30-Sep-22	Bondholder	Norway	1685473
Topdanmark A/S	24-Mar-22	Annual	Denmark	1614159
REC Silicon ASA	22-Dec-22	Extraordinary Shareholders	Norway	1702158

Unvoted Meetings (Continued)

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
Jyske Bank A/S	22-Mar-22	Annual	Denmark	1570200
REC Silicon ASA	22-Jun-22	Annual	Norway	1646510
NTS ASA	21-Jan-22	Extraordinary Shareholders	Norway	1600186
HANZA AB	15-Dec-22	Extraordinary Shareholders	Sweden	1700509
Norway Royal Salmon ASA	02-Jun-22	Annual	Norway	1650432
DOF Subsea AS	07-Nov-22	Bondholder	Norway	1693584
Jyske Bank A/S	21-Apr-22	Extraordinary Shareholders	Denmark	1626659
ChemoMetec A/S	13-Oct-22	Annual	Denmark	1686039
Sedana Medical AB	11-May-22	Annual	Sweden	1632702
Carlsberg A/S	14-Mar-22	Annual	Denmark	1606775
New Wave Group AB	18-May-22	Annual	Sweden	1636426
Spar Nord Bank A/S	23-Mar-22	Annual	Denmark	1613966
DOF Subsea AS	07-Nov-22	Bondholder	Norway	1693305
Gapwaves AB	10-Jun-22	Extraordinary Shareholders	Sweden	1650640
MPC Container Ships ASA	21-Dec-22	Extraordinary Shareholders	Norway	1701892
DOF Subsea AS	28-Feb-22	Bondholder	Norway	1607428
Gapwaves AB	28-Apr-22	Annual	Sweden	1626710
Sydbank A/S	24-Mar-22	Annual	Denmark	1572031
Norway Royal Salmon ASA	30-Jun-22	Extraordinary Shareholders	Norway	1658439
DOF Subsea AS	29-Apr-22	Bondholder	Norway	1635745
Gapwaves AB	19-Aug-22	Extraordinary Shareholders	Sweden	1670648
Ziton A/S	29-Sep-22	Bondholder	Denmark	1685475
NTS ASA	18-Mar-22	Extraordinary Shareholders	Norway	1612292
DOF Subsea AS	30-Sep-22	Bondholder	Norway	1685471
DOF Subsea AS	28-Feb-22	Bondholder	Norway	1607142
NTS ASA	18-Feb-22	Extraordinary Shareholders	Norway	1604604
Qleanair AB	12-May-22	Annual	Sweden	1633808
Kahoot! ASA	22-Dec-22	Extraordinary Shareholders	Norway	1702254

Unvoted Meetings (Continued)

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
DOF Subsea AS	29-Apr-22	Bondholder	Norway	1636044
DOF Subsea AS	28-Feb-22	Bondholder	Norway	1607425