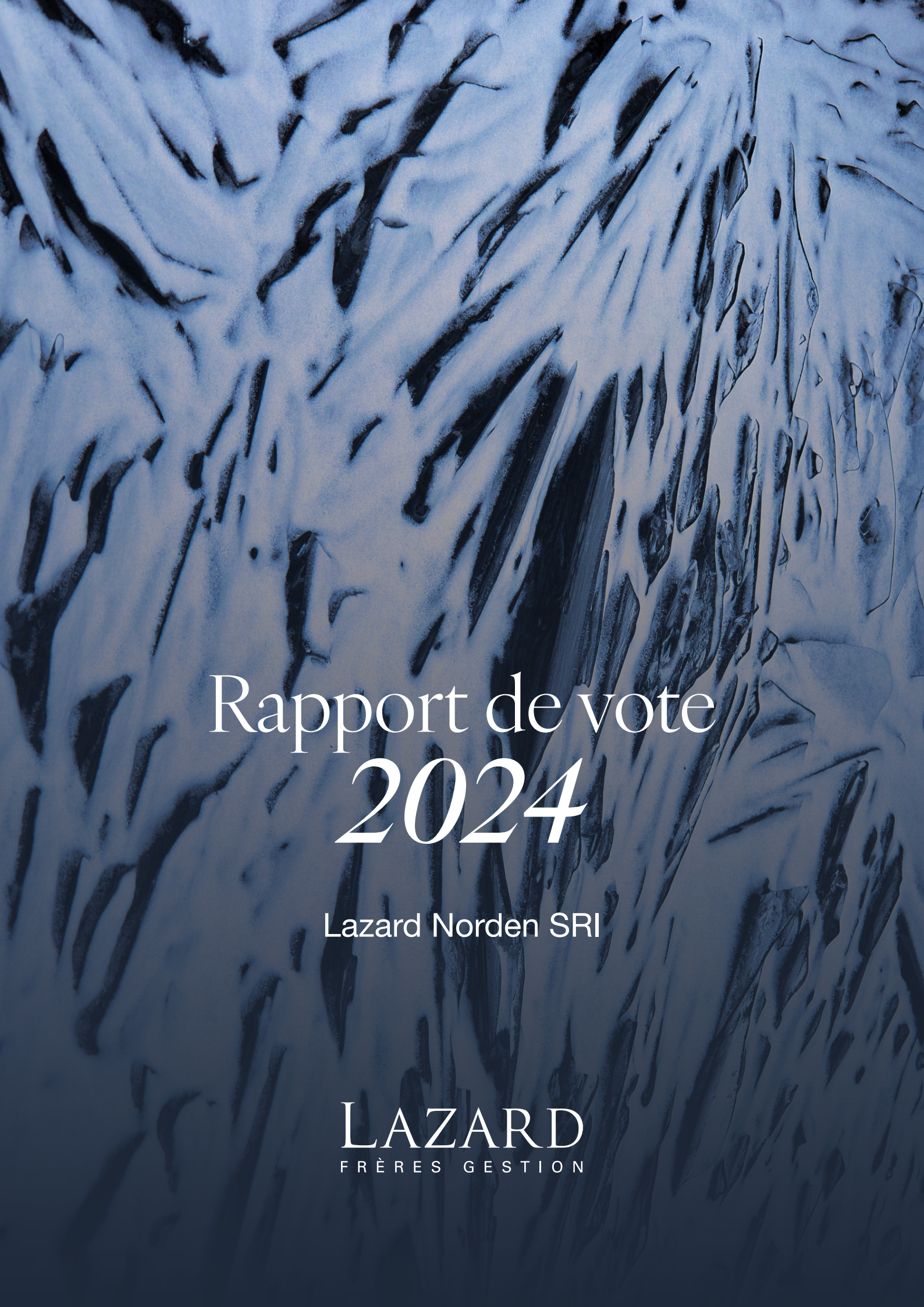


Rapport de vote *2024*

Lazard Norden SRI

LAZARD
FRÈRES GESTION

Afry AB

AG ordinaire · 23/04/2024

N° de résolution	Description	Catégorie	Proposant	Vote
2	Election of Presiding Chair	Board Related	Management	For
5	Agenda	Meeting Administration	Management	For
6	Compliance with the Rules of Convocation	Meeting Administration	Management	For
10	Accounts and Reports	Audit/Financials	Management	For
11.1	Ratify Tom Erixon	Board Related	Management	For
11.2	Ratify Gunilla berg	Board Related	Management	For
11.3	Ratify Henrik Ehrnrooth	Board Related	Management	For
11.4	Ratify Carina Håkansson	Board Related	Management	For
11.5	Ratify Neil McArthur	Board Related	Management	For
11.6	Ratify Joakim Rubin	Board Related	Management	For
11.7	Ratify Kristina Schauman	Board Related	Management	For
11.8	Ratify Tuula Teeri	Board Related	Management	For
11.9	Ratify Bodil Werkström	Board Related	Management	For
11.10	Ratify Jessika Åkerdal	Board Related	Management	For
11.11	Ratify Fredrik Sundin	Board Related	Management	For
11.12	Ratify Jonas Gustafsson	Board Related	Management	For
12	Remuneration Report	Compensation	Management	For
13	Allocation of Profits/Dividends	Audit/Financials	Management	For
14.A	Board Size	Board Related	Management	For
14.B	Directors and Auditors' Fees	Compensation	Management	For
14.C1	Elect Tom Erixon	Board Related	Management	For
14.C2	Elect Henrik Ehrnrooth	Board Related	Management	For
14.C3	Elect Neil C. McArthur	Board Related	Management	For
14.C4	Elect Kristina Schauman	Board Related	Management	For
14.C5	Elect Tuula Teeri	Board Related	Management	For
14.C6	Elect Magnus Heimburg	Board Related	Management	For
14.C7	Elect Jenny Larsson	Board Related	Management	For
14.C8	Elect Åsa Pettersson	Board Related	Management	For
14.D	Elect Tom Erixon as Chair of the Board	Board Related	Management	For
14.E	Appointment of Auditor	Audit/Financials	Management	For
15	Remuneration Policy	Compensation	Management	For
16	Adoption of Share-Based Incentives (LTI-24)	Compensation	Management	For
17	Authority to Issue Shares w/ or w/o Preemptive Rights	Capital Management	Management	For

Alfa Laval AB

AG ordinaire · 25/04/2024

N° de résolution	Description	Catégorie	Proposant	Vote
2	Election of Presiding Chair	Board Related	Management	For
4	Agenda	Meeting Administration	Management	For
6	Compliance with the Rules of Convocation	Meeting Administration	Management	For
9.A	Accounts and Reports	Audit/Financials	Management	For
9.B	Allocation of Profits/Dividends	Audit/Financials	Management	For
9.C1	Ratification of Tom Erixon (CEO)	Board Related	Management	For
9.C2	Ratification of Dennis Jönsson	Board Related	Management	For
9.C3	Ratification of Finn Rausing	Board Related	Management	For
9.C4	Ratification of Henrik Lange	Board Related	Management	For
9.C5	Ratification of Jörn Rausing	Board Related	Management	For
9.C6	Ratification of Lilian Fossum Biner	Board Related	Management	For
9.C7	Ratification of Nadine Crauwels	Board Related	Management	For
9.C8	Ratification of Ray Mauritsson	Board Related	Management	For
9.C9	Ratification of Ulf Wiinberg	Board Related	Management	For
9.C10	Ratification of Anna Müller	Board Related	Management	For
9.C11	Ratification of Bror García Lantz	Board Related	Management	For
9.C12	Ratification of Henrik Nielsen	Board Related	Management	For
9.C13	Ratification of Johan Ranhög	Board Related	Management	For
9.C14	Ratification of Johnny Hulthén	Board Related	Management	For
9.C15	Ratification of Stefan Sandell	Board Related	Management	For
9.C16	Ratification of Leif Norkvist	Board Related	Management	For
10	Remuneration Report	Compensation	Management	For
11.1	Board Size	Board Related	Management	For
11.2	Number of Auditors	Audit/Financials	Management	For
12.1	Directors' Fees	Compensation	Management	For
12.2	Committee Fees	Compensation	Management	For
12.3	Authority to Set Auditor's Fees	Audit/Financials	Management	For
13.1	Elect Dennis Jönsson	Board Related	Management	For
13.2	Elect Finn Rausing	Board Related	Management	For
13.3	Elect Henrik Lange	Board Related	Management	For
13.4	Elect Jörn Rausing	Board Related	Management	For
13.5	Elect Lillian Fossum Biner	Board Related	Management	For
13.6	Elect Ray Mauritsson	Board Related	Management	For
13.7	Elect Ulf Wiinberg	Board Related	Management	For
13.8	Elect Anna Müller	Board Related	Management	For
13.9	Elect Nadine Crauwels	Board Related	Management	For
13.10	Elect Dennis Jönsson as Chair	Board Related	Management	For

13.11	Re-election of Andreas Troberg as Auditor	Board Related	Management	For
13.12	Elect Hannah Fehland as New Auditor	Board Related	Management	For
13.13	Re-elect Henrik Jonzén as Deputy Auditor	Board Related	Management	For
13.14	Re-elect Andreas Mast as Deputy Auditor	Board Related	Management	For

ALK-Abello AS

AG ordinaire · 14/03/2024

N° de résolution	Description	Catégorie	Proposant	Vote
3	Allocation of Profits/Dividends	Audit/Financials	Management	For
4	Remuneration Report	Compensation	Management	For
5	Directors' Fees	Compensation	Management	For
6.A	Elect Anders Hedegaard as Board Chair	Board Related	Management	For
7.A	Elect Lene Skole as Board Vice Chair	Board Related	Management	For
8.A	Elect Gitte Aabo	Board Related	Management	For
8.B	Elect Lars Erik Holmqvist	Board Related	Management	For
8.C	Elect Jesper Høiland	Board Related	Management	For
8.D	Elect Bertil Lindmark	Board Related	Management	For
8.E	Elect Alan Main	Board Related	Management	For
9	Appointment of Auditor	Audit/Financials	Management	For
10.A	Indemnification of Directors	Board Related	Management	For
10.B	Amendments to Articles	Changes to Company Statutes	Management	For
10.C	Remuneration Policy	Compensation	Management	For
10.D	Authorisation of Legal Formalities	Meeting Administration	Management	Against

Astrazeneca plc

AG ordinaire · 11/04/2024

N° de résolution	Description	Catégorie	Proposant	Vote
1	Accounts and Reports	Audit/Financials	Management	For
2	Allocation of Profits/Dividends	Audit/Financials	Management	For
3	Appointment of Auditor	Audit/Financials	Management	For
4	Authority to Set Auditor's Fees	Audit/Financials	Management	For
5A	Elect Michel Demaré	Board Related	Management	For
5B	Elect Pascal Soriot	Board Related	Management	Against
5C	Elect Aradhana Sarin	Board Related	Management	Against
5D	Elect Philip Broadley	Board Related	Management	For
5E	Elect Euan Ashley	Board Related	Management	For
5F	Elect Deborah DiSanzo	Board Related	Management	For
5G	Elect Diana Layfield	Board Related	Management	For
5H	Elect Anna Manz	Board Related	Management	For
5I	Elect Sherilyn S. McCoy	Board Related	Management	For
5J	Elect Tony Mok	Board Related	Management	For
5K	Elect Nazneen Rahman	Board Related	Management	For
5L	Elect Andreas Rummelt	Board Related	Management	For
5M	Elect Marcus Wallenberg	Board Related	Management	For
6	Remuneration Report	Compensation	Management	For
7	Remuneration Policy	Compensation	Management	For
8	Amendment to Performance Share Plan	Compensation	Management	For
9	Authorisation of Political Donations	Other	Management	For
10	Authority to Issue Shares w/ Preemptive Rights	Capital Management	Management	Against
11	Authority to Issue Shares w/o Preemptive Rights	Capital Management	Management	For
12	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Capital Management	Management	Against
13	Authority to Repurchase Shares	Capital Management	Management	For
14	Authority to Set General Meeting Notice Period at 14 Days	Changes to Company Statutes	Management	For

Atlas Copco AB

AG ordinaire · 24/04/2024

N° de résolution	Description	Catégorie	Proposant	Vote
2	Voting List	Meeting Administration	Management	For
3	Agenda	Meeting Administration	Management	For
4	Minutes	Meeting Administration	Management	For
5	Compliance with the Rules of Convocation	Meeting Administration	Management	For
8.a	Accounts and Reports	Audit/Financials	Management	For
8.b1	Ratification of Jumana Al Sibai	Board Related	Management	For
8.b2	Ratification of Staffan Bohman	Board Related	Management	For
8.b3	Ratification of Johan Forssell	Board Related	Management	For
8.b4	Ratification of Heléne Mellquist	Board Related	Management	For
8.b5	Ratification of Anna Ohlsson-Leijon	Board Related	Management	For
8.b6	Ratification of Mats Rahmström	Board Related	Management	For
8.b7	Ratification of Gordon Riske	Board Related	Management	For
8.b8	Ratification of Hans Stråberg	Board Related	Management	For
8.b9	Ratification of Peter Wallenberg Jr	Board Related	Management	For
8.b10	Ratification of Mikael Bergstedt	Board Related	Management	For
8.b11	Ratification of Benny Larsson	Board Related	Management	For
8.b12	Ratification of Mats Rahmström (CEO)	Board Related	Management	For
8.c	Allocation of Profits/Dividends	Audit/Financials	Management	For
8.d	Dividend Record Date	Audit/Financials	Management	For
9.a	Board Size	Board Related	Management	For
9.b	Number of Auditors	Audit/Financials	Management	For
10.a1	Elect Jumana Al-Sibai	Board Related	Management	For
10.a2	Elect Johan Forssell	Board Related	Management	Against
10.a3	Elect Heléne Mellquist	Board Related	Management	For
10.a4	Elect Anna Ohlsson-Leijon	Board Related	Management	Against
10.a5	Elect Gordon Riske	Board Related	Management	For
10.a6	Elect Hans Stråberg	Board Related	Management	For
10.a7	Elect Peter Wallenberg Jr.	Board Related	Management	For
10.b1	Elect Vagner Rego	Board Related	Management	For
10.b2	Elect Karin Rådström	Board Related	Management	For
10.c	Elect Hans Stråberg as Chair	Board Related	Management	For
10.d	Appointment of Auditor	Audit/Financials	Management	For
11.a	Directors' Fees	Compensation	Management	For
11.b	Authority to Set Auditor's Fees	Audit/Financials	Management	For
12.a	Remuneration Report	Compensation	Management	For
12.b	Remuneration Policy	Compensation	Management	For
12.c	Performance-based Personnel Option Plan 2024	Compensation	Management	For

13.a	Authority to Repurchase Shares Pursuant to Personnel Option Plan 2024	Capital Management	Management	For
13.b	Authority to Repurchase Shares Pursuant to Directors' Fees	Capital Management	Management	For
13.c	Authority to Issue Treasury Shares Pursuant to Personnel Option Plan 2024	Capital Management	Management	For
13.d	Authority to Issue Treasury Shares Pursuant to Directors' Fees	Capital Management	Management	For
13.e	Authority to Issue Shares Pursuant to POP 2017, 2018, 2019, 2020. and 2021	Capital Management	Management	For

Axfood AB

AG ordinaire · 20/03/2024

N° de résolution	Description	Catégorie	Proposant	Vote
2	Election of Presiding Chair	Board Related	Management	For
3	Voting List	Meeting Administration	Management	For
4	Agenda	Meeting Administration	Management	For
6	Compliance with the Rules of Convocation	Meeting Administration	Management	For
9	Accounts and Reports	Audit/Financials	Management	For
10.1	Ratify Mia Brunell Livfors	Board Related	Management	For
10.2	Ratify Fabian Bengtsson	Board Related	Management	For
10.3	Ratify Caroline Berg	Board Related	Management	For
10.4	Ratify Christian Luiga	Board Related	Management	For
10.5	Ratify Peter Ruzicka	Board Related	Management	For
10.6	Ratify Thomas Ekman	Board Related	Management	For
10.7	Ratify Sara Öhrvall	Board Related	Management	For
10.8	Ratify Christer Åberg	Board Related	Management	For
10.9	Ratify Anders Helsing	Board Related	Management	For
10.10	Ratify Michael Sjörén	Board Related	Management	For
10.11	Ratify Lars Östberg	Board Related	Management	For
10.12	Ratify Frida Antbrink	Board Related	Management	For
10.13	Ratify Ann-Katrin Alnervik	Board Related	Management	For
10.14	Ratify Patrik Thorin	Board Related	Management	For
10.15	Ratify Klas Balkow (CEO)	Board Related	Management	For
11	Allocation of Profits/Dividends	Audit/Financials	Management	For
12	Remuneration Report	Compensation	Management	For
13.1	Board Size	Board Related	Management	For
13.2	Number of Auditors	Audit/Financials	Management	For
14.1	Directors' Fees	Compensation	Management	For
14.2	Authority to Set Auditor's Fees	Audit/Financials	Management	For
15.1	Elect Mia Brunell Livfors	Board Related	Management	Against
15.2	Elect Fabian Bengtsson	Board Related	Management	For
15.3	Elect Caroline Berg	Board Related	Management	Against
15.4	Elect Thomas Ekman	Board Related	Management	For
15.5	Elect Carl Peter Christian Luiga	Board Related	Management	For
15.6	Elect Peter A. Ruzicka	Board Related	Management	For
15.7	Elect Sara Öhrvall	Board Related	Management	For
15.8	Elect Thomas Ekman as chair	Board Related	Management	For
16	Appointment of Auditor	Audit/Financials	Management	For
17	Amendment of Nomination Committee Guidelines	Changes to Company Statutes	Management	For
18A	Adoption of Share-Based Incentives (LTIP 2024)	Compensation	Management	For

18B	Authority to Repurchase and Transfer Shares (LTIP 2024)	Capital Management	Management	For
19	Amendments to Articles	Changes to Company Statutes	Management	For

Coloplast AS

AG ordinaire · 05/12/2024

N° de résolution	Description	Catégorie	Proposant	Vote
2.	Accounts and Reports	Audit/Financials	Management	For
3.	Allocation of Profits/Dividends	Audit/Financials	Management	For
4.	Remuneration Report	Compensation	Management	Against
5.	Directors' Fees	Compensation	Management	For
7.01	Elect Lars Søren Rasmussen	Board Related	Management	For
7.02	Elect Niels Peter Louis-Hansen	Board Related	Management	For
7.03	Elect Annette Brüls	Board Related	Management	For
7.04	Elect Carsten Hellmann	Board Related	Management	For
7.05	Elect Jette Nygaard-Andersen	Board Related	Management	For
7.06	Elect Marianne Wiinholt	Board Related	Management	For
8.01	Appointment of Auditor	Audit/Financials	Management	For
9.	Authorization of Legal Formalities	Meeting Administration	Management	For

DNB Bank ASA

AG ordinaire · 29/04/2024

N° de résolution	Description	Catégorie	Proposant	Vote
3	Minutes	Meeting Administration	Management	For
5	Cancellation of Shares	Capital Management	Management	For
6a	Authority to Repurchase Shares (Cancellation)	Capital Management	Management	For
6b	Authority to Repurchase Shares (Hedging)	Capital Management	Management	For
7	Authority to Issue Debt Instruments	Capital Management	Management	For
8a	Remuneration Report	Compensation	Management	Against
8b	Remuneration Policy	Compensation	Management	Against
9	Corporate Governance Report	Audit/Financials	Management	For
10	Election of Directors	Board Related	Management	For
11	Election of Nomination Committee Members	Board Related	Management	For
12	Directors' and Nomination Committee Fees	Compensation	Management	For
13	Authority to Set Auditor's Fees	Audit/Financials	Management	For
14	Shareholder Proposal Regarding Share Program, Monthly Payouts, Wind and EV Investments, and Bitcoin Use	SHP: Governance	Shareholder	Against

DSV AS

AG ordinaire · 14/03/2024

N° de résolution	Description	Catégorie	Proposant	Vote
2	Accounts and Reports	Audit/Financials	Management	For
3	Allocation of Profits/Dividends	Audit/Financials	Management	For
4	Directors' Fees	Compensation	Management	For
5	Remuneration Report	Compensation	Management	Against
6.01	Elect Thomas Plenborg	Board Related	Management	For
6.02	Elect Jørgen Møller	Board Related	Management	For
6.03	Elect Marie-Louise Aamund	Board Related	Management	For
6.04	Elect Beat Walti	Board Related	Management	For
6.05	Elect Niels Smedegaard	Board Related	Management	For
6.06	Elect Tarek Sultan Al-Essa	Board Related	Management	For
6.07	Elect Benedikte Leroy	Board Related	Management	For
6.08	Elect Helle Østergaard Kristiansen	Board Related	Management	For
7.01	Appointment of Auditor	Audit/Financials	Management	For
8.1	Authority to Reduce Share Capital	Capital Management	Management	For
8.2	Authority to Repurchase Shares	Capital Management	Management	For
8.3.A	Indemnification of Directors	Board Related	Management	For
8.3.B	Amendments to Articles	Changes to Company Statutes	Management	For
8.4	Shareholder Proposal Regarding Reporting on Human Rights	SHP: Social	Shareholder	For

Elisa Oyj

AG ordinaire · 12/04/2024

N° de résolution	Description	Catégorie	Proposant	Vote
7	Accounts and Reports	Audit/Financials	Management	For
8	Allocation of Profits/Dividends	Audit/Financials	Management	For
9	Ratification of Board and CEO Acts	Board Related	Management	For
10	REMUNERATION REPORT	Compensation	Management	For
11	REMUNERATION POLICY	Compensation	Management	For
12	Directors' Fees	Compensation	Management	For
13	Board Size	Board Related	Management	For
14	Election of Directors	Board Related	Management	For
15	Authority to Set Auditor's Fees	Audit/Financials	Management	For
16	Appointment of Auditor	Audit/Financials	Management	For
17	Authority to Repurchase Shares	Capital Management	Management	For
18	Authority to Issue Shares w/ or w/o Preemptive Rights	Capital Management	Management	For
19	Forfeiture of Unclaimed Merger Consideration (Kymen Puhelin Oy)	Capital Management	Management	Abstain
20	Forfeiture of Unclaimed Merger Consideration (Telekarelia Oy)	Capital Management	Management	Abstain

Epiroc AB

AG ordinaire · 14/05/2024

N° de résolution	Description	Catégorie	Proposant	Vote
4	Agenda	Meeting Administration	Management	For
5	Compliance with the Rules of Convocation	Meeting Administration	Management	For
7	CEO's Address	Meeting Administration	Management	For
8A	Accounts and Reports	Audit/Financials	Management	For
8B.1	Ratification of Anthea Bath	Board Related	Management	For
8B.2	Ratification of Lennart Evrell	Board Related	Management	For
8B.3	Ratification of Johan Forssell	Board Related	Management	For
8B.4	Ratification of Helena Hedblom	Board Related	Management	For
8B.5	Ratification of Jeane Hull	Board Related	Management	For
8B.6	Ratification of Ronnie Leten	Board Related	Management	For
8B.7	Ratification of Ulla Litzén	Board Related	Management	For
8B.8	Ratification of Sigurd Mareels	Board Related	Management	For
8B.9	Ratification of Astrid Skarheim Onsum	Board Related	Management	For
8B.10	Ratification of Kristina Kanestad	Board Related	Management	For
8B.11	Ratification of Daniel Rundgren	Board Related	Management	For
8B.12	Ratification of Helena Hedblom (as CEO)	Board Related	Management	For
8C	Allocation of Profits/Dividends	Audit/Financials	Management	For
8D	Remuneration Report	Compensation	Management	For
9A	Board Size	Board Related	Management	For
9B	Number of Auditors	Audit/Financials	Management	For
10A.1	Elect Anthea Bath	Board Related	Management	For
10A.2	Elect Lennart Evrell	Board Related	Management	For
10A.3	Elect Johan Forssell	Board Related	Management	For
10A.4	Elect Helena Hedblom	Board Related	Management	Against
10A.5	Elect Jeane Hull	Board Related	Management	For
10A.6	Elect Ronnie Leten	Board Related	Management	For
10A.7	Elect Ulla Litzén	Board Related	Management	For
10A.8	Elect Sigurd Mareels	Board Related	Management	For
10A.9	Elect Astrid Skarheim Onsum	Board Related	Management	For
10B	Elect Ronnie Leten as Chair	Board Related	Management	For
10C	Appointment of Auditor	Audit/Financials	Management	For
11A	Directors' Fees	Compensation	Management	For
11B	Authority to Set Auditor's Fees	Audit/Financials	Management	For
12A	Remuneration Policy	Compensation	Management	For
12B	Adoption of Share-Based Incentives (Personnel Option Plan 2024)	Compensation	Management	For
13A	Authority to Repurchase Shares (Personnel Option Plan 2024)	Compensation	Management	For

13B	Authority to Repurchase Shares (Directors' Fees)	Capital Management	Management	For
13C	Authority to Transfer Treasury Shares (Personnel Option Plan 2024)	Compensation	Management	For
13D	Authority to Issue Treasury Shares (Directors' Fees)	Capital Management	Management	For
13E	Authority to Issue Treasury Shares (Option Plans 2018-2021)	Compensation	Management	For

Equinor ASA

AG ordinaire · 14/05/2024

N° de résolution	Description	Catégorie	Proposant	Vote
3	Election of Presiding Chair	Board Related	Management	For
5	Minutes	Meeting Administration	Management	For
7	Authority to Distribute Interim Dividends	Capital Management	Management	For
8	Shareholder Proposal Regarding Bundled Issues	SHP: Governance	Shareholder	Against
9	Shareholder Proposal Regarding Divestment of All International Operations	SHP: Governance	Shareholder	Against
10	Shareholder Proposal Regarding Appointment of New Board of Directors with Sustainability Expertise	SHP: Governance	Shareholder	Against
11	Shareholder Proposal Regarding Implementation of Energy Transition Plan	SHP: Environment	Shareholder	Against
12	Shareholder Proposal Regarding Becoming A Renewable Energy Producer	SHP: Environment	Shareholder	Against
13	Shareholder Proposal Regarding Dismantling Corporate Assembly and Autonomizing the Renewable Energy Business	SHP: Environment	Shareholder	Against
14	Shareholder Proposal Regarding Future Appointments by the Nomination Committee	SHP: Governance	Shareholder	Against
15	Shareholder Proposal Regarding CapEx Alignment with Paris Agreement	SHP: Environment	Shareholder	For
16	Corporate Governance Report	Audit/Financials	Management	For
17	Remuneration Report	Compensation	Management	Against
18	Authority to Set Auditor's Fees	Audit/Financials	Management	For
19.1	Election of Corporate Assembly	Board Related	Management	For
19.2	Election of Nils Morten Huseby	Board Related	Management	For
19.3	Election of Nils Bastiansen	Board Related	Management	For
19.4	Election of Finn Kinserdal	Board Related	Management	For
19.5	Election of Kari Skeidsvoll Moe	Board Related	Management	For
19.6	Election of Kjerstin Rasmussen Braathen	Board Related	Management	For
19.7	Election of Kjerstin Fyllingen	Board Related	Management	For
19.8	Election of Mari Rege	Board Related	Management	For
19.9	Election of Trond Straume	Board Related	Management	For
19.10	Election of Martin Wien Fjell	Board Related	Management	For
19.11	Election of Merete Hverven	Board Related	Management	For
19.12	Election of Helge Aasen	Board Related	Management	For
19.13	Election of Liv B. Ulriksen	Board Related	Management	For
19.14	Election of Deputy Corporate Assembly Member Per Axel Koch	Board Related	Management	For
19.15	Election of Deputy Corporate Assembly Member Cathrine Kristiseter Marti	Board Related	Management	For
19.16	Election of Deputy Corporate Assembly Member Bjørn Tore Markussen	Board Related	Management	For
19.17	Election of Deputy Corporate Assembly Member Elisabeth Maråk Støle	Board Related	Management	For
20	Corporate Assembly Fees	Compensation	Management	For

21.1	Election of Nomination Committee Members	Board Related	Management	For
21.2	Elect Nils Morten Huseby as Member of the Nomination Committee	Board Related	Management	For
21.3	Elect Berit L. Henriksen as Member of the Nomination Committee	Board Related	Management	For
21.4	Elect Merete Hverven as Member of the Nomination Committee	Board Related	Management	For
21.5	Elect Jan Tore Føsund as Member of the Nomination Committee	Board Related	Management	For
22	Nomination Committee Fees	Compensation	Management	For
23	Authority to Repurchase Shares (Incentive Plans)	Compensation	Management	For
24	Cancellation of Shares	Capital Management	Management	For
25	Authority to Repurchase Shares	Capital Management	Management	For

Essity Aktiebolag (publ)

AG ordinaire · 21/03/2024

N° de résolution	Description	Catégorie	Proposant	Vote
1	Election of Presiding Chair	Board Related	Management	For
2	Voting List	Meeting Administration	Management	For
4	Compliance with the Rules of Convocation	Meeting Administration	Management	For
5	Agenda	Meeting Administration	Management	For
8A	Accounts and Reports	Audit/Financials	Management	For
8B	Allocation of Profits/Dividends	Audit/Financials	Management	For
8C.1	Ratification of Ewa Björling	Board Related	Management	For
8C.2	Ratification of Pär Boman	Board Related	Management	For
8C.3	Ratification of Maria Carell	Board Related	Management	For
8C.4	Ratification of Annemarie Gardshol	Board Related	Management	For
8C.5	Ratification of Magnus Groth	Board Related	Management	For
8C.6	Ratification of Bjørn Gulden	Board Related	Management	For
8C.7	Ratification of Jan Gurander	Board Related	Management	For
8C.8	Ratification of Torbjörn Lööf	Board Related	Management	For
8C.9	Ratification of Barbara Milian Thoralfsson	Board Related	Management	For
8C.10	Ratification of Bert Nordberg	Board Related	Management	For
8C.11	Ratification of Lars Rebien Sørensen	Board Related	Management	For
8C.12	Ratification of Louise Svanberg	Board Related	Management	For
8C.13	Ratification of Susanna Lind	Board Related	Management	For
8C.14	Ratification of Örjan Svensson	Board Related	Management	For
8C.15	Ratification of Niclas Thulin	Board Related	Management	For
8C.16	Ratification of Magnus Groth (as President)	Board Related	Management	For
9	Board Size	Board Related	Management	For
10	Number of Auditors	Audit/Financials	Management	For
11A	Directors' Fees	Compensation	Management	For
11B	Authority to Set Auditor's Fees	Audit/Financials	Management	For
12A	Elect Ewa Björling	Board Related	Management	For
12B	Elect Maria Carell	Board Related	Management	For
12C	Elect Annemarie Gardshol	Board Related	Management	For
12D	Elect Magnus Groth	Board Related	Management	Against
12E	Elect Jan Gurander	Board Related	Management	For
12F	Elect Torbjörn Lööf	Board Related	Management	For
12G	Elect Bert Nordberg	Board Related	Management	For
12H	Elect Barbara Milian Thoralfsson	Board Related	Management	For
12I	Elect Karl Åberg	Board Related	Management	For
13	Election of Jan Gurander as Chair of the Board	Board Related	Management	For
14	Appointment of Auditor	Audit/Financials	Management	For

15	Remuneration Report	Compensation	Management	For
16	Remuneration Policy	Compensation	Management	For
17	Approval of Long-Term Incentive Plan	Compensation	Management	For
18A	Authority to Repurchase Shares	Capital Management	Management	For
18B	Issuance of Treasury Shares	Capital Management	Management	For

Gjensidige Forsikring ASA

AG ordinaire · 20/03/2024

N° de résolution	Description	Catégorie	Proposant	Vote
2	Election of Presiding Chair	Board Related	Management	For
4	Agenda	Meeting Administration	Management	For
5	Minutes	Meeting Administration	Management	For
7	Remuneration Report	Compensation	Management	Against
8.A	Authority to Distribute a Dividend	Capital Management	Management	For
8.B	Authority to Repurchase Shares Pursuant to Employee Compensation Plan	Compensation	Management	For
8.C	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
8.D	Authority to Issue Shares w/ or w/o Preemptive Rights	Capital Management	Management	For
8.E	Authority to Issue Debt Instruments	Capital Management	Management	For
9	Amendments to Articles	Changes to Company Statutes	Management	For
10.A	Election of Directors	Board Related	Management	For
10.B1	Elect Trine Riis Groven	Board Related	Management	For
10.B2	Elect Pernille Moen Masdal	Board Related	Management	For
10.B3	Elect Henrik Bachke Madsen	Board Related	Management	For
10.B4	Elect Inger Grøgaard Stensaker	Board Related	Management	For
10.B5	Elect Hans Seierstad	Board Related	Management	For
10.C	Appointment of Auditor	Audit/Financials	Management	For
11	Directors and Auditors' Fees	Compensation	Management	For

GN Store Nord A.S.

AG ordinaire · 13/03/2024

N° de résolution	Description	Catégorie	Proposant	Vote
2	Accounts and Reports	Audit/Financials	Management	For
3	Ratification of Board and Management Acts	Board Related	Management	For
4	Allocation of Profits/Dividends	Audit/Financials	Management	For
5	Remuneration Report	Compensation	Management	For
6	Directors' Fees	Compensation	Management	For
7.A	Board Size	Board Related	Management	For
7.B.1	Elect Jukka Pekka Pertola	Board Related	Management	For
7.B.2	Elect Klaus Holse	Board Related	Management	For
7.B.3	Elect Hélène Barnekow	Board Related	Management	For
7.B.4	Elect Anette Weber	Board Related	Management	For
7.B.5	Elect Kim Vejlby Hansen	Board Related	Management	For
7.B.6	Elect Jørgen Bundgaard Hansen	Board Related	Management	For
8	Appointment of Auditor	Audit/Financials	Management	For
9.A	Issuance of Shares w/ Preemptive Rights	Capital Management	Management	Against
9.B	Issuance of Shares w/o Preemptive Rights	Capital Management	Management	For
9.C	Authority to Repurchase Shares	Capital Management	Management	For
9.D	Amendments to Remuneration Policy	Compensation	Management	For
9.E.1	Indemnification of Directors/Officers	Board Related	Management	For
9.E.2	Amendments to Articles (Indemnification of Directors/ Officers)	Changes to Company Statutes	Management	For
9.E.3	Amendment of Remuneration Policy (Indemnification Scheme)	Compensation	Management	For

Hexpol AB

AG ordinaire · 26/04/2024

N° de résolution	Description	Catégorie	Proposant	Vote
2	Election of Presiding Chair	Board Related	Management	For
4	Agenda	Meeting Administration	Management	For
6	Compliance with the Rules of Convocation	Meeting Administration	Management	For
9.A	Accounts and Reports	Audit/Financials	Management	For
9.B	Allocation of Profits/Dividends	Audit/Financials	Management	For
9.C1	Ratify Alf Göransson	Board Related	Management	For
9.C2	Ratify Kerstin Lindell	Board Related	Management	For
9.C3	Ratify Jan-Anders E. Månson	Board Related	Management	For
9.C4	Ratify Malin Persson	Board Related	Management	For
9.C5	Ratify Märta Schörling Andreen	Board Related	Management	For
9.C6	Ratify Nils-Johan Andersson	Board Related	Management	For
9.C7	Ratify Henrik Elmin	Board Related	Management	For
9.C8	Ratify Peter Rosén	Board Related	Management	For
9.C9	Ratify Gun Nilsson	Board Related	Management	For
9.C10	Ratify Georg Brunstam	Board Related	Management	For
10	Board Size	Board Related	Management	For
11.1	Directors' Fees	Compensation	Management	For
11.2	Authority to Set Auditor's Fees	Audit/Financials	Management	For
12.1	Election of Directors	Board Related	Management	Against
12.2	Elect Alf Göransson as Chair of the Board	Board Related	Management	Against
13	Appointment of Auditor	Audit/Financials	Management	Against
14	Election of Nomination Committee Members	Board Related	Management	For
15	Remuneration Report	Compensation	Management	For

Husqvarna AB

AG ordinaire · 18/04/2024

N° de résolution	Description	Catégorie	Proposant	Vote
2	Election of Presiding Chair	Board Related	Management	For
4	Agenda	Meeting Administration	Management	For
5	Minutes	Meeting Administration	Management	For
6	Compliance with the Rules of Convocation	Meeting Administration	Management	For
8A	Accounts and Reports	Audit/Financials	Management	For
8B	Allocation of Profits/Dividends	Audit/Financials	Management	For
8C1	Ratify Tom Johnstone	Board Related	Management	For
8C2	Ratify Ingrid Bonde	Board Related	Management	For
8C3	Ratify Katarina Martinson	Board Related	Management	For
8C4	Ratify Bertrand Neuschwander	Board Related	Management	For
8C5	Ratify Daniel Nodhäll	Board Related	Management	For
8C6	Ratify Lars Pettersson	Board Related	Management	For
8C7	Ratify Christine Robins	Board Related	Management	For
8C8	Ratify Torbjörn Lööf	Board Related	Management	For
8C9	Ratify Henric Andersson (Former CEO and Director)	Board Related	Management	For
9A	Board Size	Board Related	Management	For
9B	Number of Auditors	Audit/Financials	Management	For
10	Directors' Fees	Compensation	Management	For
11A1	Elect Tom Johnstone	Board Related	Management	Against
11A2	Elect Ingrid Bonde	Board Related	Management	For
11A3	Elect Katarina Martinson	Board Related	Management	For
11A4	Elect Bertrand Neuschwander	Board Related	Management	For
11A5	Elect Daniel Nodhäll	Board Related	Management	For
11A6	Elect Lars Pettersson	Board Related	Management	Against
11A7	Elect Christine Robins	Board Related	Management	For
11A8	Elect Torbjörn Lööf	Board Related	Management	For
11A9	Elect Pavel Hajman	Board Related	Management	For
11B	Elect Tom Johnstone as Chair of the Board	Board Related	Management	Against
12A	Appointment of Auditor	Audit/Financials	Management	For
12B	Authority to Set Auditor's Fees	Audit/Financials	Management	For
13	Remuneration Report	Compensation	Management	For
14	Adoption of Share-Based Incentives (LTI 2024)	Compensation	Management	For
15	Approve Equity Swap Agreement	Capital Management	Management	For
16	Authority to Issue Shares w/o Preemptive Rights	Capital Management	Management	For

Kesko Oyj

AG ordinaire · 26/03/2024

N° de résolution	Description	Catégorie	Proposant	Vote
8	Accounts and Reports	Audit/Financials	Management	For
9	Allocation of Profits/Dividends	Audit/Financials	Management	For
10	Ratification of Board and CEO Acts	Board Related	Management	For
11	Remuneration Report	Compensation	Management	For
12	Remuneration Policy	Compensation	Management	Against
13	Directors' Fees	Compensation	Management	For
14	Board Size	Board Related	Management	For
15	Election of Directors	Board Related	Management	For
16	Authority to Set Auditor's Fees	Audit/Financials	Management	For
17	Appointment of Auditor	Audit/Financials	Management	For
18	Authority to Set Sustainability Reporting Auditor's Fees	Audit/Financials	Management	For
19	Appointment of Auditor for Sustainability Reporting	Audit/Financials	Management	For
20	Amendments to Articles	Changes to Company Statutes	Management	For
21	Authority to Repurchase Shares	Capital Management	Management	For
22	Authority to Issue Shares w/ or w/o Preemptive Rights	Capital Management	Management	For
23	Charitable Donations	Other	Management	For

Kone Corp.

AG ordinaire · 29/02/2024

N° de résolution	Description	Catégorie	Proposant	Vote
7	Accounts and Reports	Audit/Financials	Management	For
8	Allocation of Profits/Dividends	Audit/Financials	Management	For
9	Ratification of Board and CEO Acts	Board Related	Management	For
10	Remuneration Report	Compensation	Management	Against
11	Remuneration Policy	Compensation	Management	Against
12	Directors' Fees	Compensation	Management	For
13	Board Size	Board Related	Management	For
14A	Elect Matti Alahuhta	Board Related	Management	For
14B	Elect Susan Duinhoven	Board Related	Management	For
14C	Elect Marika Fredriksson	Board Related	Management	For
14D	Elect Antti Herlin	Board Related	Management	For
14E	Elect Iiris Herlin	Board Related	Management	Against
14F	Elect Jussi Herlin	Board Related	Management	Against
14G	Elect Timo Ihamuotila	Board Related	Management	For
14H	Elect Ravi Kant	Board Related	Management	Against
14I	Elect Krishna Mikkilineni	Board Related	Management	For
15	Authority to Set Auditor's Fees	Audit/Financials	Management	For
16	Number of Auditors	Audit/Financials	Management	For
17	Appointment of Auditor	Audit/Financials	Management	For
18	Authority to Repurchase Shares	Capital Management	Management	For
19	Authority to Issue Shares w/ or w/o Preemptive Rights	Capital Management	Management	For

Konecranes Oyj

AG ordinaire · 27/03/2024

N° de résolution	Description	Catégorie	Proposant	Vote
7	Accounts and Reports	Audit/Financials	Management	For
8	Allocation of Profits/Dividends	Audit/Financials	Management	For
9	Ratification of Board and CEO Acts	Board Related	Management	For
10	Remuneration Report	Compensation	Management	For
11	Remuneration Policy	Compensation	Management	For
12	Directors' Fees	Compensation	Management	For
13	Board Size	Board Related	Management	For
14	Election of Directors	Board Related	Management	For
15	Authority to Set Auditor's Fees	Audit/Financials	Management	For
16	Appointment of Auditor	Audit/Financials	Management	Against
17	Amendments to Articles (Company Name)	Changes to Company Statutes	Management	For
18	Authority to Repurchase Shares	Capital Management	Management	For
19	Authority to Issue Shares w/ or w/o Preemptive Rights	Capital Management	Management	For
20	Issuance of Treasury Shares	Capital Management	Management	For
21	Authority to Issue Shares Pursuant to Employee Share Savings Plan	Capital Management	Management	For
22	Charitable Donations	Other	Management	For

Kongsberg Gruppen ASA

AG ordinaire · 07/05/2024

N° de résolution	Description	Catégorie	Proposant	Vote
5	Accounts and Reports	Audit/Financials	Management	For
6	Allocation of Profits/Dividends	Audit/Financials	Management	For
7	Directors' Fees	Compensation	Management	For
8	Authority to Set Auditor's Fees	Audit/Financials	Management	For
9	Remuneration Report	Compensation	Management	For
10	Election of Nomination Committee Members	Board Related	Management	For
11	Authority to Repurchase Shares for Incentive Program	Capital Management	Management	For
12	Amendments to Articles	Changes to Company Statutes	Management	For
13	Shareholder Proposal Regarding Investigating Advantages of Demerger/Splitting of the Company	SHP: Governance	Shareholder	Against

Neste OYJ

AG ordinaire · 27/03/2024

N° de résolution	Description	Catégorie	Proposant	Vote
7	Accounts and Reports	Audit/Financials	Management	For
8	Allocation of Profits/Dividends	Audit/Financials	Management	For
9	Ratification of Board and CEO Acts	Board Related	Management	For
10	REMUNERATION REPORT	Compensation	Management	For
11	REMUNERATION POLICY	Compensation	Management	For
12	Directors' Fees	Compensation	Management	For
13	Board Size	Board Related	Management	For
14	Election of Directors	Board Related	Management	For
15	Authority to Set Auditor's Fees	Audit/Financials	Management	For
16	Appointment of Auditor	Audit/Financials	Management	For
17	Approve Payment of Fees to Sustainability Auditor	Audit/Financials	Management	For
18	Appointment of Auditor for Sustainability Reporting	Audit/Financials	Management	For
19	Authority to Repurchase Shares	Capital Management	Management	For
20	Authority to Issue Shares w/ or w/o Preemptive Rights	Capital Management	Management	For
21	Amendments to Articles Regarding Sustainability Auditor	Changes to Company Statutes	Management	For
22	Amendment of Nomination Committee Guidelines	Changes to Company Statutes	Management	For

Nordic Semiconductor

AG extraordinaire · 06/02/2024

N° de résolution	Description	Catégorie	Proposant	Vote
2	Election of Presiding Chair	Board Related	Management	For
3	Notice of Meeting	Meeting Administration	Management	For
4A	Elect Dieter May	Board Related	Management	For
4B	Elect Helmut Gassel	Board Related	Management	For

Novo Nordisk

AG ordinaire · 21/03/2024

N° de résolution	Description	Catégorie	Proposant	Vote
2	Accounts and Reports	Audit/Financials	Management	For
3	Allocation of Profits/Dividends	Audit/Financials	Management	For
4	Remuneration Report	Compensation	Management	For
5.1	Directors' Fees	Compensation	Management	For
5.2.A	Indemnification of the Board of Directors	Compensation	Management	For
5.2.B	Indemnification of the Executive Management	Board Related	Management	For
5.2.C	Amendments to Articles	Changes to Company Statutes	Management	For
5.3	Remuneration Policy	Compensation	Management	For
6.1	Election of Helge Lund as Chair	Board Related	Management	For
6.2	Election of Henrik Poulsen as Vice Chair	Board Related	Management	For
6.3.1	Elect Laurence Debroux	Board Related	Management	For
6.3.2	Elect Andreas Fibig	Board Related	Management	For
6.3.3	Elect Sylvie Grégoire	Board Related	Management	For
6.3.4	Elect Kasim Kutay	Board Related	Management	For
6.3.5	Elect Christina Choi Lai Law	Board Related	Management	For
6.3.6	Elect Martin Mackay	Board Related	Management	For
7.1	Appointment of Auditor	Audit/Financials	Management	For
8.1	Cancellation of Shares	Capital Management	Management	For
8.2	Authority to Repurchase Shares	Capital Management	Management	For
8.3	Authority to Issue Shares w/ or w/o Preemptive Rights	Capital Management	Management	For

P/f Bakkafrost

AG ordinaire · 30/04/2024

N° de résolution	Description	Catégorie	Proposant	Vote
1	Election of Presiding Chair	Board Related	Management	For
2	Report of the Board of Directors	Board Related	Management	For
3	Accounts and Reports	Audit/Financials	Management	For
4	Allocation of Profits/Dividends	Audit/Financials	Management	For
5.1	Elect Guðrið Højgaard	Board Related	Management	For
5.2	Elect Annika Frederiksberg	Board Related	Management	For
5.3	Elect Einar Wathne	Board Related	Management	For
5.4	Elect Øystein Sandvik	Board Related	Management	Against
5.5	Elect Teitur Samuelsen	Board Related	Management	For
5.6	Elect Alf-Helge Aarskog	Board Related	Management	For
6	Elect Rúni M. Hansen as Chair	Board Related	Management	For
7	Directors' Fees	Compensation	Management	For
8.1	Appointment of Rógvi Jacobsen	Audit/Financials	Management	For
8.2	Appointment of Gunnar í Liða	Board Related	Management	For
9	Nomination Committee Fees	Compensation	Management	For
10	Appointment of Auditor	Audit/Financials	Management	For
11	Remuneration Policy	Compensation	Management	Against
12.1	Amendments to Articles (Share Capital and Shares)	Changes to Company Statutes	Management	For
12.2	Amendments to Articles (Share Capital and Shares)	Changes to Company Statutes	Management	Against
12.3	Amendments to Articles (General Meeting)	Changes to Company Statutes	Management	For

Pandora A/S

AG ordinaire · 14/03/2024

N° de résolution	Description	Catégorie	Proposant	Vote
2	Accounts and Reports	Audit/Financials	Management	For
3	Remuneration Report	Compensation	Management	For
4	Directors' Fees	Compensation	Management	For
5	Allocation of Profits/Dividends	Audit/Financials	Management	For
6.1	Elect Peter A. Ruzicka	Board Related	Management	For
6.2	Elect Christian Frigast	Board Related	Management	For
6.3	Elect Lilian Fossum Biner	Board Related	Management	For
6.4	Elect Birgitta Stymne Göransson	Board Related	Management	For
6.5	Elect Marianne Kirkegaard	Board Related	Management	For
6.6	Elect Catherine Spindler	Board Related	Management	Against
6.7	Elect Jan Zijderveld	Board Related	Management	For
7	Appointment of Auditor	Audit/Financials	Management	Against
8	Ratification of Board and Management Acts	Board Related	Management	For
9.1	Cancellation of Shares	Capital Management	Management	For
9.2	Indemnification Scheme	Board Related	Management	For
9.3A	Amendment to Remuneration Policy (Derogation Clause)	Compensation	Management	For
9.3B	Amendment to Remuneration Policy (STI Maximum Opportunity)	Compensation	Management	For
9.3C	Amendment to Remuneration Policy (Travel Allowance for Members of the Board)	Compensation	Management	For
9.4	Authority to Repurchase Shares	Capital Management	Management	For
9.5	Authorization of Legal Formalities	Meeting Administration	Management	For

Royal Unibrew AS

AG ordinaire · 30/04/2024

N° de résolution	Description	Catégorie	Proposant	Vote
2.	Accounts and Reports	Audit/Financials	Management	For
3.	Ratification of Board and Management Acts	Board Related	Management	For
4.	Allocation of Profits/Dividends	Audit/Financials	Management	For
5.	Remuneration Report	Compensation	Management	For
6.	Directors' Fees	Compensation	Management	For
7.1	Authority to Repurchase Shares	Capital Management	Management	For
7.2	Special Dividend	Compensation	Management	For
8.a	Elect Peter A. Ruzicka	Board Related	Management	For
8.b	Elect Jais Valeur	Board Related	Management	For
8.c	Elect Catharina Stackelberg-Hammarén	Board Related	Management	For
8.d	Elect Heidi Kleinbach-Sauter	Board Related	Management	For
8.e	Elect Torben Carlsen	Board Related	Management	For
8.f	Elect Lise Mortensen	Board Related	Management	For
9.	Appointment of Auditor	Audit/Financials	Management	For

Sampo Plc

AG ordinaire · 25/04/2024

N° de résolution	Description	Catégorie	Proposant	Vote
7	Accounts and Reports	Audit/Financials	Management	For
8	Allocation of Profits/Dividends	Audit/Financials	Management	For
9	Ratification of Board and CEO Acts	Board Related	Management	For
10	Remuneration Report	Compensation	Management	For
11	Remuneration Policy	Compensation	Management	For
12	Directors' Fees	Compensation	Management	For
13	Board Size	Board Related	Management	For
14	Election of Directors	Board Related	Management	For
15	Authority to Set Auditor's Fees	Audit/Financials	Management	For
16	Appointment of Auditor	Audit/Financials	Management	For
17	Authority to Repurchase Shares	Capital Management	Management	For
18	Authority to Issue Shares (Share Split)	Capital Management	Management	For

AG extraordinaire · 09/07/2024

N° de résolution	Description	Catégorie	Proposant	Vote
6	Merger (Topdanmark A/S)	M&A	Management	For

Skandinaviska Enskilda Banken

AG ordinaire · 19/03/2024

N° de résolution	Description	Catégorie	Proposant	Vote
2	Election of Presiding Chair	Board Related	Management	For
4	Agenda	Meeting Administration	Management	For
5.1	Election of Minute Taker (Anna Magnusson)	Board Related	Management	For
5.2	Election of Minute Taker (Carina Sverin)	Meeting Administration	Management	For
6	Compliance with Rules of Convocation	Meeting Administration	Management	For
9	Accounts and Reports	Audit/Financials	Management	For
10	Allocation of Profits/Dividends	Audit/Financials	Management	For
11.1	Ratify Jacob Aarup-Andersen	Board Related	Management	For
11.2	Ratify Signhild Arnegård Hansen	Board Related	Management	For
11.3	Ratify Anne-Catherine Berner	Board Related	Management	For
11.4	Ratify Annika Dahlberg	Board Related	Management	For
11.5	Ratify John Flint	Board Related	Management	For
11.6	Ratify Winnie Fok	Board Related	Management	For
11.7	Ratify Anna-Karin Glimström	Board Related	Management	For
11.8	Ratify Svein Tore Holsether	Board Related	Management	For
11.9	Ratify Charlotta Lindholm	Board Related	Management	For
11.10	Ratify Sven Nyman	Board Related	Management	For
11.11	Ratify Marika Ottander	Board Related	Management	For
11.12	Ratify Lars Ottersgård	Board Related	Management	For
11.13	Ratify Jesper Ovesen	Board Related	Management	For
11.14	Ratify Helena Saxon	Board Related	Management	For
11.15	Ratify Johan Torgeby	Board Related	Management	For
11.16	Ratify Marcus Wallenberg	Board Related	Management	For
11.17	Ratify Johan Torgeby (CEO)	Board Related	Management	For
12.1	Board Size	Board Related	Management	For
12.2	Number of Auditors	Audit/Financials	Management	For
13.1	Directors' Fees	Compensation	Management	For
13.2	Authority to Set Auditor's Fees	Audit/Financials	Management	For
14A.1	Elect Jacob Aarup-Andersen	Board Related	Management	For
14A.2	Elect Signhild Arnegård Hansen	Board Related	Management	For
14A.3	Elect Anne Catherine Berner	Board Related	Management	For
14A.4	Elect John Flint	Board Related	Management	For
14A.5	Elect Winnie Kin Wah Fok	Board Related	Management	For
14A.6	Elect Svein-Tore Holsether	Board Related	Management	For
14A.7	Elect Sven Nyman	Board Related	Management	For
14A.8	Elect Lars Ottersgård	Board Related	Management	For
14A.9	Elect Helena Saxon	Board Related	Management	For

14A10	Elect Johan Torgeby	Board Related	Management	For
14A11	Elect Marcus Wallenberg	Board Related	Management	Against
14B	Elect Marcus Wallenberg as Chair	Board Related	Management	Against
15	Appointment of Auditor	Audit/Financials	Management	For
16A	Remuneration Report	Compensation	Management	Against
16B	Remuneration Policy	Compensation	Management	Against
17A	SEB All Employee Programme 2024	Compensation	Management	For
17B	SEB Share Deferral Programme 2024	Compensation	Management	Against
17C	SEB Restricted Share Programme 2024	Compensation	Management	For
18A	Authority to Trade in Company Stocks	Capital Management	Management	For
18B	Authority to Repurchase and Issue Shares Pursuant to Long-term Equity Programmes	Capital Management	Management	For
18C	Transfer of Shares Pursuant to Long-term Equity Programmes	Compensation	Management	For
19	Authority to Issue Shares and Convertible Debt w or w/o Preemptive Rights	Capital Management	Management	For
20A	Cancellation of Shares/Authorities to Issue Shares	Capital Management	Management	For
20B	Bonus Share Issuance	Capital Management	Management	For
21	Appointment of Special Auditor	Audit/Financials	Management	For
22	Shareholder Proposal Regarding Change to Software for Checking Customers' Payments	SHP: Governance	Shareholder	Against
23	Shareholder Proposal Regarding Aligning Business Strategy to the Paris Agreement	SHP: Environment	Shareholder	Against

Svenska Handelsbanken AB (publ)

AG ordinaire · 20/03/2024

N° de résolution	Description	Catégorie	Proposant	Vote
2	Election of Presiding Chair	Board Related	Management	For
3	Voting List	Board Related	Management	For
4	Agenda	Meeting Administration	Management	For
5	Minutes	Meeting Administration	Management	For
6	Compliance with the Rules of Convocation	Audit/Financials	Management	For
8	Accounts and Reports	Audit/Financials	Management	For
9	Allocation of Profits/Dividends	Audit/Financials	Management	For
10	Remuneration Report	Compensation	Management	For
11	Ratification of Board and CEO Acts	Board Related	Management	For
12	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
13	Authority to Trade in Company Stock	Capital Management	Management	For
14	Authority to Issue Shares w or w/o Preemptive Rights (Contingent Convertible Securities)	Capital Management	Management	For
15	Amendments to Articles	Changes to Company Statutes	Management	For
16	Board Size	Board Related	Management	For
17	Number of Auditors	Audit/Financials	Management	For
18	Directors and Auditors' Fees	Compensation	Management	For
19.1	Elect Jon Fredrik Baksaas	Board Related	Management	For
19.2	Elect Hélène Barnekow	Board Related	Management	For
19.3	Elect Stina Bergfors	Board Related	Management	For
19.4	Elect Hans Biörck	Board Related	Management	For
19.5	Elect Pär Boman	Board Related	Management	For
19.6	Elect Kerstin Hessius	Board Related	Management	For
19.7	Elect Louise Lindh	Board Related	Management	For
19.8	Elect Fredrik Lundberg	Board Related	Management	For
19.9	Elect Ulf Riese	Board Related	Management	For
20	Election of Pär Boman as Chair of the Board	Board Related	Management	For
21	Appointment of Auditor	Audit/Financials	Management	For
22	Remuneration Policy	Compensation	Management	For
23	Appointment of Special Auditor	Capital Management	Management	For
24	Shareholder Proposal Regarding Change to Software for Checking Customers' Payments	SHP: Governance	Shareholder	For

Swedbank AB

AG ordinaire · 26/03/2024

N° de résolution	Description	Catégorie	Proposant	Vote
2	Election of Presiding Chair	Board Related	Management	For
4	Agenda	Meeting Administration	Management	For
6	Compliance with the Rules of Convocation	Meeting Administration	Management	For
8	Accounts and Reports	Audit/Financials	Management	For
9	Allocation of Profits/Dividends	Audit/Financials	Management	For
10.A	Ratification of Bo Bengtsson	Board Related	Management	For
10.B	Ratification of Göran Bengtsson	Board Related	Management	For
10.C	Ratification of Annika Creutzer	Board Related	Management	For
10.D	Ratification of Hans Eckerström	Board Related	Management	For
10.E	Ratification of Kerstin Hermansson	Board Related	Management	For
10.F	Ratification of Helena Liljedahl	Board Related	Management	For
10.G	Ratification of Bengt Erik Lindgren	Board Related	Management	For
10.H	Ratification of Anna Mossberg	Board Related	Management	For
10.I	Ratification of Per Olof Nyman	Board Related	Management	For
10.J	Ratification of Biljana Pehrsson	Board Related	Management	For
10.K	Ratification of Göran Persson	Board Related	Management	For
10.L	Ratification of Biörn Riese	Board Related	Management	For
10.M	Ratification of Jens Henriksson (CEO)	Board Related	Management	For
10.N	Ratification of Roger Ljung	Board Related	Management	For
10.O	Ratification of Åke Skoglund	Board Related	Management	For
10.P	Ratification of Henrik Joelsson	Board Related	Management	For
10.Q	Ratification of Camilla Linder	Board Related	Management	For
11	Board Size	Board Related	Management	For
12	Directors' and Auditors' Fees	Compensation	Management	For
13.A	Elect Göran Bengtsson	Board Related	Management	For
13.B	Elect Annika Creutzer	Board Related	Management	For
13.C	Elect Hans Eckerström	Board Related	Management	For
13.D	Elect Kerstin Hermansson	Board Related	Management	For
13.E	Elect Helena Liljedahl	Board Related	Management	For
13.F	Elect Anna Mossberg	Board Related	Management	For
13.G	Elect Per Olof Nyman	Board Related	Management	For
13.H	Elect Biljana Pehrsson	Board Related	Management	For
13.I	Elect Göran Persson	Board Related	Management	For
13.J	Elect Biörn Riese	Board Related	Management	For
14	Elect Göran Persson as Chair	Board Related	Management	For
15	Appointment of Auditor	Audit/Financials	Management	For
16	Approval of Nomination Committee Guidelines	Board Related	Management	For

17	Authority to Repurchase Shares Related to Securities Operations	Capital Management	Management	For
18	Authority to Repurchase Shares	Capital Management	Management	For
19	Authority to Issue Convertible Debt Instruments	Capital Management	Management	For
20.A	Adoption of Share-Based Incentives (Eken 2024)	Compensation	Management	For
20.B	Adoption of Share-Based Incentives (IP 2024)	Compensation	Management	For
20.C	Capital Proposal to Implement Equity Compensation Plan	Capital Management	Management	For
21	Amendments to Articles	Changes to Company Statutes	Management	For
22	Remuneration Report	Compensation	Management	Against
23	Shareholder Proposal Regarding Change of the Software in the Bank's Central Computers	SHP: Governance	Shareholder	Against
24	Shareholder Proposal Regarding Aligning Business Strategy to the Paris Agreement	SHP: Environment	Shareholder	Against

Sydbank

AG ordinaire · 21/03/2024

N° de résolution	Description	Catégorie	Proposant	Vote
2	Accounts and Reports	Audit/Financials	Management	For
3	Allocation of Profits/Dividends	Audit/Financials	Management	For
4	Remuneration Report	Compensation	Management	For
5.1	Elect Tine Seehausen	Board Related	Management	For
5.2	Elect Robin Feddern	Board Related	Management	For
5.3	Elect Per Nordvig Nielsen	Board Related	Management	For
5.4	Elect Jon Stefansson	Board Related	Management	For
5.5	Elect Carsten Sandbæk Kristensen	Board Related	Management	For
5.6	Elect Lise Von Seelen	Board Related	Management	For
5.7	Elect Lars Mikkelgaard-Jensen	Board Related	Management	For
5.8	Elect Christian Bring	Board Related	Management	For
5.9	Elect Lars Andersen	Board Related	Management	For
5.10	Elect Susanne Schou	Board Related	Management	For
5.11	Elect Jacob Christian Nielsen	Board Related	Management	For
5.12	Elect Hans-Jørgen Skovby Jørgensen	Board Related	Management	For
5.13	Elect Anne-Mette Elbæk Mapouya	Board Related	Management	For
5.14	Elect Martin Lentfer Petersen	Board Related	Management	For
5.15	Elect Bjarne Emborg Pedersen	Board Related	Management	For
5.16	Elect Kristine Schmidt	Board Related	Management	For
5.17	Elect Jan Christensen	Board Related	Management	For
5.18	Elect Mette Hejl	Board Related	Management	For
6	Appointment of Auditor	Audit/Financials	Management	For
7.A	Cancellation of Shares	Meeting Administration	Management	For
7.B	Remuneration Policy	Compensation	Management	For
7.C	Directors' Fees	Compensation	Management	For
7.D	Indemnification of Directors/Officers	Board Related	Management	For
8	Authority to Repurchase Shares	Capital Management	Management	For

Tele2 AB

AG ordinaire · 15/05/2024

N° de résolution	Description	Catégorie	Proposant	Vote
2	Election of Presiding Chair	Board Related	Management	For
4	Agenda	Meeting Administration	Management	For
6	Compliance with the Rules of Convocation	Meeting Administration	Management	For
10	Accounts and Reports	Audit/Financials	Management	For
11a	Allocation of Profits/Dividends	Audit/Financials	Management	For
11b.1	Dividend Record Date (Board proposal)	Audit/Financials	Management	For
11b.2	Dividend Record Date (Shareholder Proposal)	SHP: Governance	Shareholder	Against
12a	Ratify Andrew Barron	Board Related	Management	For
12b	Ratify Stina Bergfors	Board Related	Management	For
12c	Ratify Georgi Ganev	Board Related	Management	For
12d	Ratify Kjell Johnsen	Board Related	Management	For
12e	Ratify Sam Kini	Board Related	Management	For
12f	Ratify Eva Lindqvist	Board Related	Management	For
12g	Ratify Lars-Åke Norling	Board Related	Management	For
12h	Ratify Carla Smits-Nusteling	Board Related	Management	For
13	Board Size	Board Related	Management	For
14a	Directors' Fees	Compensation	Management	For
14b	Authority to Set Auditor's Fees	Audit/Financials	Management	For
15a	Elect Thomas Reynaud	Board Related	Management	For
15b	Elect Stina Bergfors	Board Related	Management	For
15c	Elect Aude Durant	Board Related	Management	For
15d	Elect Georgi Ganev	Board Related	Management	For
15e	Elect Jean-Marc Harion	Board Related	Management	For
15f	Elect Nicholas Högberg	Board Related	Management	For
15g	Elect Sam Kini	Board Related	Management	For
15h	Elect Eva Lindqvist	Board Related	Management	For
15i	Elect Lars-Åke Norling	Board Related	Management	For
16	Elect Thomas Reynaud as Chair of the Board	Board Related	Management	For
17	Appointment of Auditor	Audit/Financials	Management	Against
18	Remuneration Report	Compensation	Management	For
19a	Adoption of Share-Based Incentives (LTI 2024)	Compensation	Management	For
19b	Authority to Issue Shares (LTI)	Capital Management	Management	For
19c	Authority to Repurchase Shares (LTI)	Capital Management	Management	For
19d	Authority to Transfer Treasury Shares (LTI)	Capital Management	Management	For
19e	Authority to Issue Treasury Shares (LTI)	Capital Management	Management	For
19f	Approve Equity Swap Agreement	Capital Management	Management	For
20	Authority to Repurchase Shares	Capital Management	Management	For

21a	Shareholder Proposal Regarding Board and Management Qualifications	SHP: Governance	Shareholder	Against
21b	Shareholder Proposal Regarding Measures Taken to Ensure Qualifications	SHP: Governance	Shareholder	Against
21c	Shareholder Proposal Regarding Report on Measures Taken	SHP: Governance	Shareholder	Against

Telefonaktiebolaget L M Ericsson

AG ordinaire · 03/04/2024

N° de résolution	Description	Catégorie	Proposant	Vote
1	Election of Presiding Chair	Board Related	Management	For
2	Voting List	Board Related	Management	For
3	Agenda	Meeting Administration	Management	For
4	Compliance with the Rules of Convocation	Meeting Administration	Management	For
8.1	Accounts and Reports	Audit/Financials	Management	For
8.2	Remuneration Report	Compensation	Management	For
8.3.1	Ratify Jan Carlson	Board Related	Management	For
8.3.2	Ratify Ronnie Leten	Board Related	Management	For
8.3.3	Ratify Jacob Wallenberg	Board Related	Management	For
8.3.4	Ratify Jon Fredrik Baksaas	Board Related	Management	For
8.3.5	Ratify Nora Denzel	Board Related	Management	For
8.3.6	Ratify Carolina Dybeck Happe	Board Related	Management	For
8.3.7	Ratify Börje Ekholm	Board Related	Management	For
8.3.8	Ratify Eric A. Elzvik	Board Related	Management	For
8.3.9	Ratify Kurt Jofs	Board Related	Management	For
8.310	Ratify Kristin S. Rinne	Board Related	Management	For
8.311	Ratify Helena Stjernholm	Board Related	Management	For
8.312	Ratify Jonas Synnergren	Board Related	Management	For
8.313	Ratify Christy Wyatt	Board Related	Management	For
8.314	Ratify Torbjörn Nyman	Board Related	Management	For
8.315	Ratify Anders Ripa	Board Related	Management	For
8.316	Ratify Ulf Rosberg	Board Related	Management	For
8.317	Ratify Annika Salomonsson	Board Related	Management	For
8.318	Ratify Kjell-Åke Soting	Board Related	Management	For
8.319	Ratify Frans Frejdestedt	Board Related	Management	For
8.320	Ratify Loredana Roslund	Board Related	Management	For
8.321	Ratify Stefan Wänstedt	Board Related	Management	For
8.322	Ratify Börje Ekholm (CEO)	Board Related	Management	For
8.4	Allocation of Profits/Dividends	Audit/Financials	Management	For
9	Board Size	Board Related	Management	For
10	Directors' Fees	Compensation	Management	For
11.1	Elect Jon Fredrik Baksaas	Board Related	Management	For
11.2	Elect Jan Carlson	Board Related	Management	For
11.3	Elect Carolina Dybeck Happe	Board Related	Management	For
11.4	Elect Börje Ekholm	Board Related	Management	For
11.5	Elect Eric A. Elzvik	Board Related	Management	For
11.6	Elect Kristin S. Rinne	Board Related	Management	For

11.7	Elect Jonas Synnergren	Board Related	Management	For
11.8	Elect Jacob Wallenberg	Board Related	Management	For
11.9	Elect Christy Wyatt	Board Related	Management	For
11.10	Elect Karl Åberg	Board Related	Management	For
12	Elect Jan Carlson as Chair	Board Related	Management	For
13	Number of Auditors	Audit/Financials	Management	For
14	Authority to Set Auditor's Fees	Audit/Financials	Management	For
15	Appointment of Auditor	Audit/Financials	Management	For
16.1	Adoption of Share-Based Incentives (LTV 2024)	Compensation	Management	For
16.2	Capital authorities to implement LTV I 2024	Capital Management	Management	For
16.3	Approve Equity Swap Agreement (LTV I 2024)	Capital Management	Management	For
17	Approval of Transfer of Treasury Shares, Issuance of Shares and Acquisitions of Shares Pursuant to the Previously Approved LTV I 2023	Capital Management	Management	For
18.1	Transfer of treasury shares to Cover Expenses (LTV 2021, LTV 2022 & LTV II 2023)	Compensation	Management	For
18.2	Transfer of Treasury Shares to Cover Costs for Tax and Social Security Liabilities (LTV 2021, LTV 2022 & LTV I 2023)	Compensation	Management	For

Telenor ASA

AG ordinaire · 07/05/2024

N° de résolution	Description	Catégorie	Proposant	Vote
4	Minutes	Meeting Administration	Management	For
7	Authority to Set Auditor's Fees	Audit/Financials	Management	Against
9	Remuneration Report	Compensation	Management	Against
10	Cancellation of Shares	Capital Management	Management	For
11	Authority to Repurchase Shares (Incentive Plan)	Capital Management	Management	For
12	Authority to Repurchase and Cancel Shares	Capital Management	Management	For
13.1	Election of Heidi Algarheim	Board Related	Management	For
14	Corporate Assembly Fees	Compensation	Management	For
15.1	Nomination Committee Fees	Compensation	Management	For
15.2	Shareholder Proposal regarding Nomination Committee Fees	SHP: Governance	Shareholder	Against

Thule Group AB

AG ordinaire · 26/04/2024

N° de résolution	Description	Catégorie	Proposant	Vote
2	Election of Presiding Chair	Board Related	Management	For
3	Voting List	Board Related	Management	For
4	Agenda	Meeting Administration	Management	For
6	Compliance with the Rules of Convocation	Meeting Administration	Management	For
10.a	Accounts and Reports	Audit/Financials	Management	For
10.b	Allocation of Profits/Dividends	Audit/Financials	Management	For
10c1	Ratify Hans Eckerström	Board Related	Management	For
10c2	Ratify Mattias Ankarberg	Board Related	Management	For
10c3	Ratify Mattias Ankarberg (CEO)	Board Related	Management	For
10c4	Ratify Anders Jensen	Board Related	Management	For
10c5	Ratify Sarah McPhee	Board Related	Management	For
10c6	Ratify Heléne Mellquist	Board Related	Management	For
10c7	Ratify Johan Westman	Board Related	Management	For
10c8	Ratify Helene Willberg	Board Related	Management	For
10c9	Ratify Therese Reuterswär	Board Related	Management	For
10c10	Ratify Magnus Welander (Former CEO)	Board Related	Management	For
10.d	Remuneration Report	Compensation	Management	For
11	Board Size	Board Related	Management	For
12	Directors' Fees	Compensation	Management	For
13.1	Elect Hans Eckerström	Board Related	Management	For
13.2	Elect Anders Jensen	Board Related	Management	For
13.3	Elect Sarah McPhee	Board Related	Management	For
13.4	Elect Johan Westman	Board Related	Management	For
13.5	Elect Helene Willberg	Board Related	Management	Against
13.6	Elect Sandra Finér	Board Related	Management	For
13.7	Elect Paul Gustavsson	Board Related	Management	For
13.8	Election of Hans Eckerström as Chair	Board Related	Management	For
14	Authority to Set Auditor's Fees	Audit/Financials	Management	For
15	Appointment of Auditor	Audit/Financials	Management	For
16	Authority to Issue Shares w/ or w/o Preemptive Rights	Capital Management	Management	For

UPM-Kymmene Oyj

AG ordinaire · 04/04/2024

N° de résolution	Description	Catégorie	Proposant	Vote
7	Accounts and Reports	Audit/Financials	Management	For
8	Allocation of Profits/Dividends	Audit/Financials	Management	For
9	Ratification of Board and CEO Acts	Board Related	Management	For
10	Remuneration Report	Compensation	Management	For
11	Remuneration Policy	Compensation	Management	For
12	Directors' Fees	Compensation	Management	For
13	Board Size	Board Related	Management	For
14	Election of Directors	Board Related	Management	For
15	Authority to Set Auditor's Fees	Audit/Financials	Management	For
16	Appointment of Auditor	Audit/Financials	Management	Against
17	Authority to Issue Shares w/ or w/o Preemptive Rights	Capital Management	Management	For
18	Authority to Repurchase Shares	Capital Management	Management	For
19	Charitable Donations	Other	Management	For

Valmet Corporation

AG ordinaire · 21/03/2024

N° de résolution	Description	Catégorie	Proposant	Vote
7	Accounts and Reports	Audit/Financials	Management	For
8	Allocation of Profits/Dividends	Audit/Financials	Management	For
9	Ratification of Board and CEO Acts	Board Related	Management	For
10	Remuneration Policy	Compensation	Management	For
11	Remuneration Report	Compensation	Management	For
12	Directors' Fees	Compensation	Management	For
13	Board Size	Board Related	Management	For
14	Election of Directors	Board Related	Management	For
15	Authority to Set Auditor's Fees	Audit/Financials	Management	For
16	Appointment of Auditor	Audit/Financials	Management	For
17	Authority to Repurchase Shares	Capital Management	Management	For
18	Authority to Issue Shares w/ or w/o Preemptive Rights	Capital Management	Management	For

Vestas Wind Systems AS

AG ordinaire · 09/04/2024

N° de résolution	Description	Catégorie	Proposant	Vote
2	Accounts and Reports	Audit/Financials	Management	For
3	Allocation of Profits/Dividends	Audit/Financials	Management	For
4	Remuneration Report	Compensation	Management	For
5	Directors' Fees	Compensation	Management	For
6.A	Elect Anders Runevad	Board Related	Management	For
6.B	Elect Eva Merete Søfelde Berneke	Board Related	Management	For
6.C	Elect Helle Thorning-Schmidt	Board Related	Management	For
6.D	Elect Karl-Henrik Sundström	Board Related	Management	For
6.E	Elect Lena Olving	Board Related	Management	For
6.F	Elect William (Bill) Fehrman	Board Related	Management	For
6.G	Elect Henriette Hallberg Thygesen	Board Related	Management	For
7	Appointment of Auditor	Audit/Financials	Management	For
8.1	Remuneration Policy	Compensation	Management	For
8.2	Authority to Repurchase Shares	Capital Management	Management	For
9	Authorization of Legal Formalities	Meeting Administration	Management	For

Volvo AB

AG ordinaire · 27/03/2024

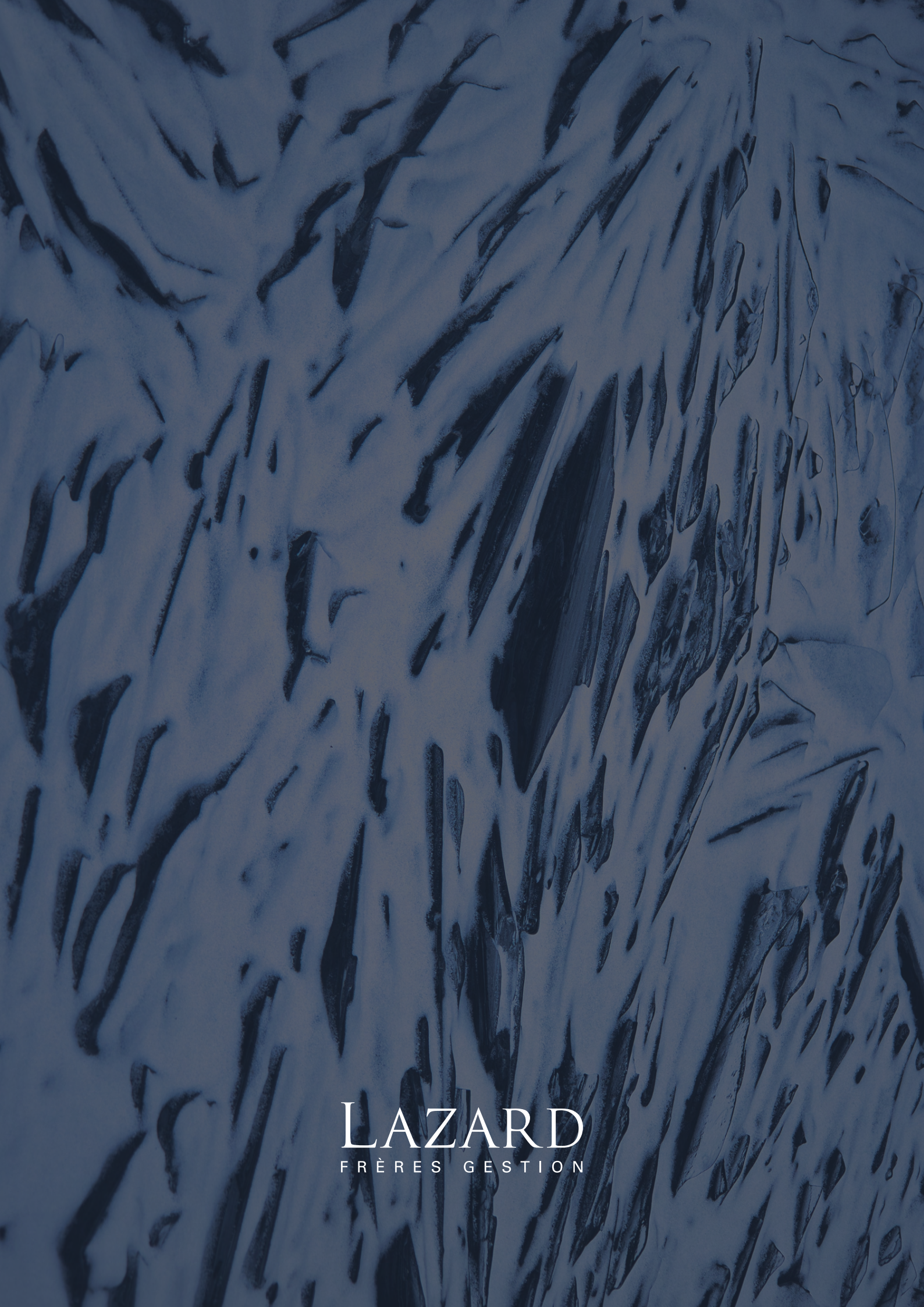
N° de résolution	Description	Catégorie	Proposant	Vote
2	Election of Presiding Chair	Board Related	Management	For
4	Agenda	Meeting Administration	Management	For
6	Compliance with the Rules of Convocation	Meeting Administration	Management	For
9	Accounts and Reports	Audit/Financials	Management	For
10	Allocation of Profits/Dividends	Audit/Financials	Management	For
11.1	Ratify Matti Alahuhta	Board Related	Management	For
11.2	Ratify Bo Annvik	Board Related	Management	For
11.3	Ratify Jan Carlson	Board Related	Management	For
11.4	Ratify Eric Elzvik	Board Related	Management	For
11.5	Ratify Martha Finn Brooks	Board Related	Management	For
11.6	Ratify Kurt Jofs	Board Related	Management	For
11.7	Ratify Martin Lundstedt	Board Related	Management	For
11.8	Ratify Kathryn V. Marinello	Board Related	Management	For
11.9	Ratify Martina Merz	Board Related	Management	For
11.10	Ratify Hanne de Mora	Board Related	Management	For
11.11	Ratify Helena Stjernholm	Board Related	Management	For
11.12	Ratify Carl-Henric Svanberg	Board Related	Management	For
11.13	Ratify Lars Ask	Board Related	Management	For
11.14	Ratify Mats Henning	Board Related	Management	For
11.15	Ratify Mari Larsson	Board Related	Management	For
11.16	Ratify Urban Spännar	Board Related	Management	For
11.17	Ratify Danny Bilger	Board Related	Management	For
11.18	Ratify Camilla Johansson	Board Related	Management	For
11.19	Ratify Erik Svensson	Board Related	Management	For
11.20	Ratify Martin Lundstedt (President and CEO)	Board Related	Management	For
12.1	Board Size	Board Related	Management	For
12.2	Number of Deputy Board Members	Board Related	Management	For
13	Directors' Fees	Compensation	Management	For
14.1	Elect Matti Alahuhta	Board Related	Management	For
14.2	Elect Bo Annvik	Board Related	Management	For
14.3	Elect Pär Boman	Board Related	Management	Against
14.4	Elect Jan Carlson	Board Related	Management	For
14.5	Elect Eric A. Elzvik	Board Related	Management	For
14.6	Elect Martha Finn Brooks	Board Related	Management	For
14.7	Elect Kurt Jofs	Board Related	Management	For
14.8	Elect Martin Lundstedt	Board Related	Management	For
14.9	Elect Kathryn V. Marinello	Board Related	Management	For

14.10	Elect Martina Merz	Board Related	Management	For
14.11	Elect Helena Stjernholm	Board Related	Management	For
15	Elect Pär Boman as Chair	Board Related	Management	Against
16	Authority to Set Auditor's Fees	Audit/Financials	Management	For
17	Appointment of Auditor	Audit/Financials	Management	For
18.1	Election of Fredrik Persson	Board Related	Management	For
18.2	Election of Anders Oscarsson	Board Related	Management	For
18.3	Election of Carina Silberg	Board Related	Management	For
18.4	Election of Anders Algotsson	Board Related	Management	For
18.5	Election of the Chair of the Board as Nominating Committee Member	Board Related	Management	For
19	Remuneration Report	Compensation	Management	For

Wartsila Oyj Abp

AG ordinaire · 07/03/2024

N° de résolution	Description	Catégorie	Proposant	Vote
7	Accounts and Reports	Audit/Financials	Management	For
8	Allocation of Profits/Dividends	Audit/Financials	Management	For
9	Ratification of Board and CEO Acts	Board Related	Management	For
10	Remuneration Report	Compensation	Management	For
11	Directors' Fees	Compensation	Management	For
12	Board Size	Board Related	Management	For
13	Election of Directors	Board Related	Management	For
14	Authority to Set Auditor's Fees	Audit/Financials	Management	For
15	Appointment of Auditor	Audit/Financials	Management	For
16	Authority to Set Fees to Auditor for Sustainability Reporting	Audit/Financials	Management	For
17	Appointment of Auditor for Sustainability Reporting	Audit/Financials	Management	For
18	Amendments to Articles	Changes to Company Statutes	Management	For
19	Authority to Repurchase Shares	Capital Management	Management	For
20	Authority to Issue Shares w/ or w/o Preemptive Rights	Capital Management	Management	For


LAZARD
FRÈRES GESTION