Proxy Voting Report (2024 YTD)

Direct equity investments

March 7th 2024

Important information

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VOTE SUMMARY REPORT

REPORTING PERIOD: 01/01/2024 to 29/02/2024

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

Accenture plc

Meeting Date: 31/01/2024 **Record Date:** 04/12/2023

Country: Ireland **Meeting Type:** Annual

Ticker: ACN

Primary Security ID: G1151C101

roposal lumber	Proposal Text	Proponent	Mgmt Rec	Vote Instruction		
1a	Elect Director Jaime Ardila	Mgmt	For	For		
	Voting Policy Rationale: A vote FOR the di	rectors is warranted	d.			
1b	Elect Director Martin Brudermuller	Mgmt	For	For		
	Voting Policy Rationale: A vote FOR the di	rectors is warranted	d.			
1c	Elect Director Alan Jope	Mgmt	For	For		
	Voting Policy Rationale: A vote FOR the di	rectors is warranted	d.			
1d	Elect Director Nancy McKinstry	Mgmt	For	For		
	Voting Policy Rationale: A vote FOR the di	rectors is warranted	d.			
1e	Elect Director Beth E. Mooney	Mgmt	For	For		
	Voting Policy Rationale: A vote FOR the di	rectors is warranted	d.			
1f	Elect Director Gilles C. Pelisson	Mgmt	For	For		
	Voting Policy Rationale: A vote FOR the directors is warranted.					
1g	Elect Director Paula A. Price	Mgmt	For	For		
	Voting Policy Rationale: A vote FOR the di	rectors is warranted	<i>d.</i>			
1h	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	For		
	Voting Policy Rationale: A vote FOR the di	rectors is warranted	d.			
1i	Elect Director Arun Sarin	Mgmt	For	For		
	Voting Policy Rationale: A vote FOR the di	rectors is warranted	d.			
1j	Elect Director Julie Sweet	Mgmt	For	For		
	Voting Policy Rationale: A vote FOR the directors is warranted.					
1k	Elect Director Tracey T. Travis	Mgmt	For	For		
	Voting Policy Rationale: A vote FOR the directors is warranted.					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For		
	Voting Policy Rationale: A vote FOR this pi goal definition, CEO pay and company per	•		benefit from more substantial disclosure of		
3	Amend Omnibus Stock Plan	Mgmt	For	For		

Accenture plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction			
4	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For			
	Voting Policy Rationale: A vote FOR this pris relatively conservative; and * The plan is		en that: * The purchase price is reasonable; *	* The shares reserved			
5	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For			
	Voting Policy Rationale: A vote FOR this item is warranted because only 5.76 percent of the fees paid to the auditor are for non-audit purposes.						
6	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For			
	Voting Policy Rationale: A vote FOR these proposals is warranted as the proposed amounts and durations are within recommended limits.						
7	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	For	For			
	Voting Policy Rationale: A vote FOR these proposals is warranted as the proposed amounts and durations are within recommended limits.						
8	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For			
	Voting Policy Rationale: A vote FOR this read no significant concerns have been idea		ecause this is a routine item for companies inc	corporated in Ireland,			

Intuit Inc.

Meeting Date: 18/01/2024 Record Date: 20/11/2023 Country: USA

Meeting Type: Annual

Primary Security ID: 461202103

Ticker: INTU

roposal Iumber	Proposal Text	Proponent	Mgmt Rec	Vote Instruction		
1a	Elect Director Eve Burton	Mgmt	For	Against		
	Nomination Committee (or withhold, not to vote against the incumbent methe lack of Board diversity by voting vote against all the members of the demonstrate credible progress on Board Committee. Voting Policy Rationale: A vote AGAI	Abstain depending on to the Mominate specifically against the Nomination Committee pard diversity, we might MST incumbent nomina	the market), or other Board me ion Committee in general and Chair and engaging on the top as they themselves often strer consider to still support the re ting committee members Suza	tion, we vote against the Chair of the embers on a case-by-case basis. We choose to instead show our dissatisfaction about nic with the company. We are reluctant to agthen the Board's diversity. If a company e-election of the Chair of the Nomination on the Nora Johnson, Eve Burton, Tekedra water FOR the remaining director nominees is		
1b	Elect Director Scott D. Cook	Mgmt	For	For		
10	Voting Policy Rationale: A vote AGAINST incumbent nominating committee members Suzanne Nora Johnson, Eve Burton, Tekedra Mawakana, and Thomas (Tom) Szkutak is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.					
1c	Elect Director Richard L. Dalzell	Mgmt	For	For		
	Voting Policy Pationale: A vote AGAI		ting committee members Suza	nne Nora Johnson, Eve Burton, Tekedra		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction		
1d	Elect Director Sasan K. Goodarzi	Mgmt	For	For		
				ızanne Nora Johnson, Eve Burton, Tekedra A vote FOR the remaining director nominees is		
1e	Elect Director Deborah Liu	Mgmt	For	For		
				ızanne Nora Johnson, Eve Burton, Tekedra A vote FOR the remaining director nominees is		
1f	Elect Director Tekedra Mawakana	Mgmt	For	For		
	Nomination Committee (or withhold/abs not to vote against the incumbent mem the lack of Board diversity by voting spe vote against all the members of the No	stain depending on a bers of the Nomina ecifically against the mination Committee	the market), or other Board i tion Committee in general an Chair and engaging on the t as they themselves often st	inition, we vote against the Chair of the members on a case-by-case basis. We choose and to instead show our dissatisfaction about topic with the company. We are reluctant to rengthen the Board's diversity. If a company re-election of the Chair of the Nomination		
				izanne Nora Johnson, Eve Burton, Tekedra A vote FOR the remaining director nominees is		
1g	Elect Director Suzanne Nora Johnson	Mgmt	For	For		
	Nomination Committee (or withhold/abs not to vote against the incumbent mem the lack of Board diversity by voting spe vote against all the members of the Nor demonstrate credible progress on Board Committee. Voting Policy Rationale: A vote AGAINS	stain depending on a bers of the Nominal ecifically against the mination Committee d diversity, we might T incumbent nomina	the market), or other Board of tion Committee in general and Chair and engaging on the is as they themselves often state tonsider to still support the atting committee members Su	inition, we vote against the Chair of the members on a case-by-case basis. We choose and to instead show our dissatisfaction about topic with the company. We are reluctant to grengthen the Board's diversity. If a company re-election of the Chair of the Nomination uzanne Nora Johnson, Eve Burton, Tekedra A vote FOR the remaining director nominees is		
1h	Elect Director Ryan Roslansky	Mgmt	For	For		
				uzanne Nora Johnson, Eve Burton, Tekedra A vote FOR the remaining director nominees is		
1i	Elect Director Thomas Szkutak	Mgmt	For	For		
	Voter Rationale: In the case of a lack of diversity on the Board according to the SRI definition, we vote against the Chair of the Nomination Committee (or withhold/abstain depending on the market), or other Board members on a case-by-case basis. We choose not to vote against the incumbent members of the Nomination Committee in general and to instead show our dissatisfaction about the lack of Board diversity by voting specifically against the Chair and engaging on the topic with the company. We are reluctant to vote against all the members of the Nomination Committee as they themselves often strengthen the Board's diversity. If a company demonstrate credible progress on Board diversity, we might consider to still support the re-election of the Chair of the Nomination Committee.					
	- ·		-	ızanne Nora Johnson, Eve Burton, Tekedra A vote FOR the remaining director nominees is		
1j	Elect Director Raul Vazquez	Mgmt	For	For		
				uzanne Nora Johnson, Eve Burton, Tekedra A vote FOR the remaining director nominees is		
1k	Elect Director Eric S. Yuan	Mgmt	For	For		
	- ·		-	ızanne Nora Johnson, Eve Burton, Tekedra A vote FOR the remaining director nominees is		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction			
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For			
	Annual incentives were primarily determine	ed by pre-set financial n n performance shares ut	pay and performance are reasonably aligned for the long-term incentive awailize a three-year measurement period and pa	ard is			
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year			
	Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For			
	Voting Policy Rationale: A vote FOR this item is warranted because only 5.81 percent of the fees paid to the auditor are for non-audit purposes.						
5	Amend Omnibus Stock Plan	Mgmt	For	For			
	Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.						
6	Report on Climate Risk in Retirement Plan Options	SH	Against	For			
	more responsibly, it is unclear how well en	nployees understand the d enhance the company	Phile the company offers an option to employer or retirement plans available to them. The inform of existing commitments regarding climate characterists.	rmation requested in			

Kone Oyj

Meeting Date: 29/02/2024 **Record Date:** 19/02/2024

Country: Finland **Meeting Type:** Annual

Primary Security ID: X4551T105

Ticker: KNEBV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
	Voting Policy Rationale: These are routing	e meeting formalities.		
2	Call the Meeting to Order	Mgmt		
	Voting Policy Rationale: These are routing	e meeting formalities.		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt		
	Voting Policy Rationale: These are routing	e meeting formalities.		
4	Acknowledge Proper Convening of Meeting	Mgmt		
	Voting Policy Rationale: These are routing	e meeting formalities.		
5	Prepare and Approve List of Shareholders	Mgmt		
	Voting Policy Rationale: These are routing	e meeting formalities.		

Kone Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction		
6	Receive Financial Statements and Statutory Reports	Mgmt				
	Voting Policy Rationale: This is a routine,	non-voting item.				
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For		
	Voting Policy Rationale: A vote FOR the appresented or audit procedures used.	oproval of the ani	nual accounts is warranted du	e to a lack of concern regarding the accounts		
8	Approve Allocation of Income and Dividends of EUR 1.7475 per Class A Share and EUR 1.75 per Class B Share	Mgmt	For	For		
	Voting Policy Rationale: A vote FOR this in proposed dividend.	come allocation _l	proposal is warranted due to a	a lack of controversy surrounding the		
9	Approve Discharge of Board and President	Mgmt	For	For		
	Voting Policy Rationale: A vote FOR this proposal is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.					
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against		
	Voting Policy Rationale: A vote AGAINST this item is warranted because: * The company has not included weights and performance outcomes for the individual performance criteria for its STIP; * The company has made an excessive exit payment to its former CEO; * The performance period for the LTI 2020 which vested during 2023 is insufficient.					
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against		
	Voting Policy Rationale: A vote AGAINST tallows for one-year performance periods to		nted because: * There is not a	a maximum cap for the STIP; * The policy		
12	Approve Remuneration of Directors in the Amount of EUR 220,000 for Chairman, EUR 125,000 for Vice Chairman and EUR 110,000 for Other	Mgmt	For	For		
	Directors					
	Voting Policy Rationale: A vote FOR this refees.	emuneration prop	osal is warranted because of	a lack of concern regarding the proposed		



Proposal Mgmt Vote Proposal Text Instruction Number **Proponent** Rec Reelect Matti Alahuhta as Director 14.a Mgmt For Against Voter Rationale: A vote AGAINST Matti Alahuhta (Item 14.a), Antti Herlin (Item 14.d), Iiris Herlin (Item 14.e), Jussi Herlin (Item 14.f), and Ravi Kant (Item 14.h) is warranted due to their non independent status on a board with insufficient level of overall independence. Additionally, a vote AGAINST Matti Alahuhta (Item 14.a), Antti Herlin (Item 14.d), and Ravi Kant (Item 14.h) is warranted due to their non independent status on the remuneration committee with insufficient level of overall independence. Finally, a vote AGAINST Antti Herlin (Item 14.d) is warranted due to the company maintaining a share structure with unequal voting rights. A vote FOR the remaining director nominee(s) is warranted. In the case of a lack of diversity on the Board according to the SRI definition, we vote against the Chair of the Nomination Committee (or withhold/abstain depending on the market), or other Board members on a case-by-case basis. We choose not to vote against the incumbent members of the Nomination Committee in general and to instead show our dissatisfaction about the lack of Board diversity by voting specifically against the Chair and engaging on the topic with the company. We are reluctant to vote against all the members of the Nomination Committee as they themselves often strengthen the Board's diversity. If a company demonstrate credible progress on Board diversity, we might consider to still support the re-election of the Chair of the Nomination Committee. Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Antti Herlin, Matti Alahuhta, Jussi Herlin and Ravi Kant is warranted for lack of diversity on the board. A vote AGAINST candidates Matti Alahuhta (Item 14.a), and Antti Herlin (Item 14.d) is warranted due to their non-independent status on the remuneration committee. A vote AGAINST candidate Jussi Herlin (14.f) is warranted due to their status as an executive on a key committee (the candidate sits on both the remuneration and audit committee). Additionally, a vote AGAINST Antti Herlin (Item 14.d) is warranted because the company maintains a share structure with unequal voting rights, and the candidate is a primary beneficiary of the superior voting rights. A vote FOR the remaining director nominee(s) is warranted. 14.b Reelect Susan Duinhoven as Director Mgmt For Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Antti Herlin, Matti Alahuhta, Jussi Herlin and Ravi Kant is warranted for lack of diversity on the board. A vote AGAINST candidates Matti Alahuhta (Item 14.a), and Antti Herlin (Item 14.d) is warranted due to their non-independent status on the remuneration committee. A vote AGAINST candidate Jussi Herlin (14.f) is warranted due to their status as an executive on a key committee (the candidate sits on both the remuneration and audit committee). Additionally, a vote AGAINST Antti Herlin (Item 14.d) is warranted because the company maintains a share structure with unequal voting rights, and the candidate is a primary beneficiary of the superior voting rights. A vote FOR the remaining director nominee(s) is warranted. 14.c Reelect Marika Fredriksson as Director Mgmt For Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Antti Herlin, Matti Alahuhta, Jussi Herlin and Ravi Kant is warranted for lack of diversity on the board. A vote AGAINST candidates Matti Alahuhta (Item 14.a), and Antti Herlin (Item 14.d) is warranted due to their non-independent status on the remuneration committee. A vote AGAINST candidate Jussi Herlin (14.f) is warranted due to their status as an executive on a key committee (the candidate sits on both the remuneration and audit committee). Additionally, a vote AGAINST Antti Herlin (Item 14.d) is warranted because the company maintains a share structure with unequal voting rights, and the candidate is a primary beneficiary of the superior voting rights. A vote FOR the remaining director nominee(s) is warranted. 14.d Reelect Antti Herlin as Director Mgmt For Against Voter Rationale: A vote AGAINST Matti Alahuhta (Item 14.a), Antti Herlin (Item 14.d), Iiris Herlin (Item 14.e), Jussi Herlin (Item 14.f), and Ravi Kant (Item 14.h) is warranted due to their non independent status on a board with insufficient level of overall independence. Additionally, a vote AGAINST Matti Alahuhta (Item 14.a), Antti Herlin (Item 14.d), and Ravi Kant (Item 14.h) is warranted due to their non independent status on the remuneration committee with insufficient level of overall independence. Finally, a vote AGAINST Antti Herlin (Item 14.d) is warranted due to the company maintaining a share structure with unequal voting rights. A vote FOR the remaining director nominee(s) is warranted. In the case of a lack of diversity on the Board according to the SRI definition, we vote against the Chair of the Nomination Committee (or withhold/abstain depending on the market), or other Board members on a case-by-case basis. We choose not to vote against the incumbent members of the Nomination Committee in general and to instead show our dissatisfaction about the lack of Board diversity by voting specifically against the Chair and engaging on the topic with the company. We are reluctant to vote against all the members of the Nomination Committee as they themselves often strengthen the Board's diversity. If a company demonstrate credible progress on Board diversity, we might consider to still support the re-election of the Chair of the Nomination Committee.

Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Antti Herlin, Matti Alahuhta, Jussi Herlin and Ravi Kant is warranted for lack of diversity on the board. A vote AGAINST candidates Matti Alahuhta (Item 14.a), and Antti Herlin (Item 14.d) is warranted due to their non-independent status on the remuneration committee. A vote AGAINST candidate Jussi Herlin (14.f) is warranted due to their status as an executive on a key committee (the candidate sits on both the remuneration and audit committee). Additionally, a vote AGAINST Antti Herlin (Item 14.d) is warranted because the company maintains a share structure with unequal voting rights, and the candidate is a primary beneficiary of the superior voting rights. A vote FOR the remaining director nominee(s) is warranted.

14.e

14.f

14.g

Proposal Mgmt Vote
Number Proposal Text Proponent Rec Instruction

Reelect Iiris Herlin as Director Mgmt For Against

Voter Rationale: A vote AGAINST Matti Alahuhta (Item 14.a), Antti Herlin (Item 14.d), Iiris Herlin (Item 14.e), Jussi Herlin (Item 14.f), and Ravi Kant (Item 14.h) is warranted due to their non independent status on a board with insufficient level of overall independence. Additionally, a vote AGAINST Matti Alahuhta (Item 14.a), Antti Herlin (Item 14.d), and Ravi Kant (Item 14.h) is warranted due to their non independent status on the remuneration committee with insufficient level of overall independence. Finally, a vote AGAINST Antti Herlin (Item 14.d) is warranted due to the company maintaining a share structure with unequal voting rights. A vote FOR the remaining director nominee(s) is warranted. In the case of a lack of diversity on the Board according to the SRI definition, we vote against the Chair of the Nomination Committee (or withhold/abstain depending on the market), or other Board members on a case-by-case basis. We choose not to vote against the incumbent members of the Nomination Committee in general and to instead show our dissatisfaction about the lack of Board diversity by voting specifically against the Chair and engaging on the topic with the company. We are reluctant to vote against all the members of the Nomination Committee as they themselves often strengthen the Board's diversity. If a company demonstrate credible progress on Board diversity, we might consider to still support the re-election of the Chair of the Nomination Committee.

Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Antti Herlin, Matti Alahuhta, Jussi Herlin and Ravi Kant is warranted for lack of diversity on the board. A vote AGAINST candidates Matti Alahuhta (Item 14.a), and Antti Herlin (Item 14.d) is warranted due to their non-independent status on the remuneration committee. A vote AGAINST candidate Jussi Herlin (14.f) is warranted due to their status as an executive on a key committee (the candidate sits on both the remuneration and audit committee). Additionally, a vote AGAINST Antti Herlin (Item 14.d) is warranted because the company maintains a share structure with unequal voting rights, and the candidate is a primary beneficiary of the superior voting rights. A vote FOR the remaining director nominee(s) is warranted.

Reelect Jussi Herlin as Director Mgmt For Against

Voter Rationale: A vote AGAINST Matti Alahuhta (Item 14.a), Antti Herlin (Item 14.d), Iiris Herlin (Item 14.e), Jussi Herlin (Item 14.f), and Ravi Kant (Item 14.h) is warranted due to their non independent status on a board with insufficient level of overall independence. Additionally, a vote AGAINST Matti Alahuhta (Item 14.a), Antti Herlin (Item 14.d), and Ravi Kant (Item 14.h) is warranted due to their non independent status on the remuneration committee with insufficient level of overall independence. Finally, a vote AGAINST Antti Herlin (Item 14.d) is warranted due to the company maintaining a share structure with unequal voting rights. A vote FOR the remaining director nominee(s) is warranted. In the case of a lack of diversity on the Board according to the SRI definition, we vote against the Chair of the Nomination Committee (or withhold/abstain depending on the market), or other Board members on a case-by-case basis. We choose not to vote against the incumbent members of the Nomination Committee in general and to instead show our dissatisfaction about the lack of Board diversity by voting specifically against the Chair and engaging on the topic with the company. We are reluctant to vote against all the members of the Nomination Committee as they themselves often strengthen the Board's diversity. If a company demonstrate credible progress on Board diversity, we might consider to still support the re-election of the Chair of the Nomination Committee.

Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Antti Herlin, Matti Alahuhta, Jussi Herlin and Ravi Kant is warranted for lack of diversity on the board. A vote AGAINST candidates Matti Alahuhta (Item 14.a), and Antti Herlin (Item 14.d) is warranted due to their non-independent status on the remuneration committee. A vote AGAINST candidate Jussi Herlin (14.f) is warranted due to their status as an executive on a key committee (the candidate sits on both the remuneration and audit committee). Additionally, a vote AGAINST Antti Herlin (Item 14.d) is warranted because the company maintains a share structure with unequal voting rights, and the candidate is a primary beneficiary of the superior voting rights. A vote FOR the remaining director nominee(s) is warranted.

Elect Timo Ihamuotila as New Director Mgmt For For

Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Antti Herlin, Matti Alahuhta, Jussi Herlin and Ravi Kant is warranted for lack of diversity on the board. A vote AGAINST candidates Matti Alahuhta (Item 14.a), and Antti Herlin (Item 14.d) is warranted due to their non-independent status on the remuneration committee. A vote AGAINST candidate Jussi Herlin (14.f) is warranted due to their status as an executive on a key committee (the candidate sits on both the remuneration and audit committee). Additionally, a vote AGAINST Antti Herlin (Item 14.d) is warranted because the company maintains a share structure with unequal voting rights, and the candidate is a primary beneficiary of the superior voting rights. A vote FOR the remaining director nominee(s) is warranted.

Kone Oyj

umber	Proposal Text	Proponent	Mgmt Rec	Vote Instruction			
14.h	Reelect Ravi Kant as Director	Mgmt	For	Against			
	Voter Rationale: A vote AGAINST Matti Alahuhta (Item 14.a), Antti Herlin (Item 14.d), Iiris Herlin (Item 14.e), Jussi Herlin (Item 14.f), and Ravi Kant (Item 14.h) is warranted due to their non independent status on a board with insufficient level of overall independence. Additionally, a vote AGAINST Matti Alahuhta (Item 14.a), Antti Herlin (Item 14.d), and Ravi Kant (Item 14.h) is warranted due to their non independent status on the remuneration committee with insufficient level of overall independence. Finally, a vote AGAINST Antti Herlin (Item 14.d) is warranted due to the company maintaining a share structure with unequal voting rights. A vote FOR the remaining director nominee(s) is warranted. In the case of a lack of diversity on the Board according to the SRI definition, we vote against the Chair of the Nomination Committee (or withhold/abstain depending on the market), or other Board members on a case-by-case basis. We choose not to vote against the incumbent members of the Nomination Committee in general and to instead show our dissatisfaction about the lack of Board diversity by voting specifically against the Chair and engaging on the topic with the company. We are reluctant to vote against all the members of the Nomination Committee as they themselves often strengthen the Board's diversity. If a company demonstrate credible progress on Board diversity, we might consider to still support the re-election of the Chair of the Nomination Committee.						
	Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Antti Herlin, Matti Alahuhta, Jussi Herlin and Ravi Kant is warranted for lack of diversity on the board. A vote AGAINST candidates Matti Alahuhta (Item 14.a), and Antti Herlin (Item 14.d) is warranted due to their non-independent status on the remuneration committee. A vote AGAINST candidate Jussi Herlin (14.f) is warranted due to their status as an executive on a key committee (the candidate sits on both the remuneration and audit committee). Additionally, a vote AGAINST Antti Herlin (Item 14.d) is warranted because the company maintains a share structure with unequal voting rights, and the candidate is a primary beneficiary of the superior voting rights. A vote FOR the remaining director nominee(s) is warranted.						
14.i	Reelect Krishna Mikkilineni as Director	Mgmt	For	For			
	Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Antti Herlin, Matti Alahuhta, Jussi Herlin and Ravi Kant is warranted for lack of diversity on the board. A vote AGAINST candidates Matti Alahuhta (Item 14.a), and Antti Herlin (Item 14.d) is warranted due to their non-independent status on the remuneration committee. A vote AGAINST candidate Jussi Herlin (14.f) is warranted due to their status as an executive on a key committee (the candidate sits on both the remuneration and audit committee). Additionally, a vote AGAINST Antti Herlin (Item 14.d) is warranted because the company maintains a share structure with unequal voting rights, and the candidate is a primary beneficiary of the superior voting rights. A vote FOR the remaining director nominee(s) is warranted.						
	Ravi Kant is warranted for lack of diversit, (Item 14.d) is warranted due to their non (14.f) is warranted due to their status as committee). Additionally, a vote AGAINST unequal voting rights, and the candidate	y on the board. A v -independent statu an executive on a k - Antti Herlin (Item	ote AGAINST candidates Mass on the remuneration commers on the remuneration commers of the candidate of the candidates of the candidate	ntti Alahuhta (Item 14.a), and Antti Herlin nittee. A vote AGAINST candidate Jussi Herlin te sits on both the remuneration and audit the company maintains a share structure with			
15	Ravi Kant is warranted for lack of diversit, (Item 14.d) is warranted due to their non (14.f) is warranted due to their status as committee). Additionally, a vote AGAINST unequal voting rights, and the candidate	y on the board. A v -independent statu an executive on a k - Antti Herlin (Item	ote AGAINST candidates Mass on the remuneration commers on the remuneration commers of the candidate of the candidates of the candidate	ntti Alahuhta (Item 14.a), and Antti Herlin nittee. A vote AGAINST candidate Jussi Herlin te sits on both the remuneration and audit the company maintains a share structure with			
15	Ravi Kant is warranted for lack of diversity (Item 14.d) is warranted due to their non (14.f) is warranted due to their status as committee). Additionally, a vote AGAINST unequal voting rights, and the candidate nominee(s) is warranted.	y on the board. A vi independent statu an executive on a k Antti Herlin (Item is a primary benefic Mgmt	ote AGAINST candidates Mass on the remuneration commey committee (the candidates 14.d) is warranted because ciary of the superior voting references.	ntti Alahuhta (Item 14.a), and Antti Herlin nittee. A vote AGAINST candidate Jussi Herlin resits on both the remuneration and audit the company maintains a share structure with rights. A vote FOR the remaining director			
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16	Ravi Kant is warranted for lack of diversity (Item 14.d) is warranted due to their non (14.f) is warranted due to their status as committee). Additionally, a vote AGAINST unequal voting rights, and the candidate nominee(s) is warranted. Approve Remuneration of Auditors Voting Policy Rationale: A vote FOR is was Fix Number of Auditors at One	y on the board. A vi-independent statu an executive on a ki- Antti Herlin (Item is a primary benefic Mgmt Tranted because the Mgmt Proposal is warrante	ote AGAINST candidates Mass on the remuneration commercey committee (the candidate 14.d) is warranted because ciary of the superior voting of the superior votin	nitte Alahuhta (Item 14.a), and Antti Herlin nittee. A vote AGAINST candidate Jussi Herlin re sits on both the remuneration and audit the company maintains a share structure with rights. A vote FOR the remaining director For For For voversy concerning the number of auditors.			
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16	Ravi Kant is warranted for lack of diversity (Item 14.d) is warranted due to their non (14.f) is warranted due to their status as committee). Additionally, a vote AGAINST unequal voting rights, and the candidate nominee(s) is warranted. Approve Remuneration of Auditors Voting Policy Rationale: A vote FOR is war. Fix Number of Auditors at One Voting Policy Rationale: A vote FOR this policy Rationale: A vote FOR this policy Rationale: A vote FOR is war. Authorize Share Repurchase Program	y on the board. A vi-independent statu an executive on a k T Antti Herlin (Item is a primary benefic Mgmt rranted because the Mgmt Mgmt Mgmt Mgmt Mgmt Mgmt	ote AGAINST candidates Mass on the remuneration committee (the candidate 14.d) is warranted because ciary of the superior voting of the s	nitti Alahuhta (Item 14.a), and Antti Herlin nittee. A vote AGAINST candidate Jussi Herlin rie sits on both the remuneration and audit the company maintains a share structure with rights. A vote FOR the remaining director For The proposal. For The proposal oversy concerning the number of auditors. For The proposal oversy concerning the number of auditors.			
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16 17 18	Ravi Kant is warranted for lack of diversity (Item 14.d) is warranted due to their non (14.f) is warranted due to their status as committee). Additionally, a vote AGAINST unequal voting rights, and the candidate in nominee(s) is warranted. Approve Remuneration of Auditors Voting Policy Rationale: A vote FOR is war. Fix Number of Auditors at One Voting Policy Rationale: A vote FOR this p Ratify Ernst & Young as Auditors Voting Policy Rationale: A vote FOR is war. Authorize Share Repurchase Program Voting Policy Rationale: A vote FOR this p holding, volume, and duration limits. Approve Issuance of Shares and Options without Preemptive Rights	y on the board. A vi-independent statu an executive on a ki-independent statu an executive on a ki- Antti Herlin (Item is a primary benefic Mgmt rranted because the Mgmt rranted because the Mgmt Mgmt proposal to repurcha	ote AGAINST candidates Mass on the remuneration committee (the candidate 14.d) is warranted because ciary of the superior voting if For the series of a lack of control of the superior regarding for the series are no concerns regarding for the series company shares is warranted for the series are company shares in the series are company shares are comp	niti Alahuhta (Item 14.a), and Antti Herlin nittee. A vote AGAINST candidate Jussi Herlin rie sits on both the remuneration and audit the company maintains a share structure with rights. A vote FOR the remaining director For The proposal. For The proposal of this proposal of this proposal. For The proposal of this proposal of this proposal of this proposal.			
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Accenture plc

Meeting Date: 31/01/2024 Cor Record Date: 04/12/2023 Me Primary Security ID: G1151C101

Country: Ireland
Meeting Type: Annual

Ticker: ACN

Accenture plc

Proposal			Mgmt	Vote		
Number	Proposal Text	Proponent	Rec	Instruction		
1a	Elect Director Jaime Ardila	Mgmt	For	For		
	Voting Policy Rationale: A vote FOR the di	rectors is warranted.				
1b	Elect Director Martin Brudermuller	Mgmt	For	For		
	Voting Policy Rationale: A vote FOR the di	rectors is warranted.				
1c	Elect Director Alan Jope	Mgmt	For	For		
	Voting Policy Rationale: A vote FOR the di	rectors is warranted.				
1d	Elect Director Nancy McKinstry	Mgmt	For	For		
	Voting Policy Rationale: A vote FOR the di	rectors is warranted.				
1e	Elect Director Beth E. Mooney	Mgmt	For	For		
	Voting Policy Rationale: A vote FOR the di	rectors is warranted.				
1f	Elect Director Gilles C. Pelisson	Mgmt	For	For		
	Voting Policy Rationale: A vote FOR the di	rectors is warranted.				
1g	Elect Director Paula A. Price	Mgmt	For	For		
	Voting Policy Rationale: A vote FOR the di	rectors is warranted.				
1h	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	For		
	Voting Policy Rationale: A vote FOR the di	rectors is warranted.				
1i	Elect Director Arun Sarin	Mgmt	For	For		
	Voting Policy Rationale: A vote FOR the di	rectors is warranted.				
1j	Elect Director Julie Sweet	Mgmt	For	For		
	Voting Policy Rationale: A vote FOR the di	rectors is warranted.				
1k	Elect Director Tracey T. Travis	Mgmt	For	For		
	Voting Policy Rationale: A vote FOR the di	rectors is warranted.				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For		
	Voting Policy Rationale: A vote FOR this proposal is warranted. While shareholders would benefit from more substantial disclosure of goal definition, CEO pay and company performance are reasonably aligned at this time.					
3	Amend Omnibus Stock Plan	Mgmt	For	For		
	Voting Policy Rationale: Based on the Equi	ity Plan Scorecard ev	valuation (EPSC), a vote FC	OR this proposal is warranted.		
4	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For		
	Voting Policy Rationale: A vote FOR this pair is relatively conservative; and * The plan		given that: * The purchas	e price is reasonable; * The shares reserved		
5	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For		

Voting Policy Rationale: A vote FOR this item is warranted because only 5.76 percent of the fees paid to the auditor are for non-audit purposes.

Accenture plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For
	Voting Policy Rationale: A vote FOR these limits.	proposals is warranted	as the proposed amounts and durations are v	within recommended
7	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	For	For
	Voting Policy Rationale: A vote FOR these limits.	proposals is warranted	as the proposed amounts and durations are v	within recommended
8	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For
	Voting Policy Rationale: A vote FOR this re and no significant concerns have been ide		necause this is a routine item for companies in	corporated in Ireland,

Intuit Inc.

Meeting Date: 18/01/2024
Record Date: 20/11/2023

Country: USA

Ticker: INTU

Record Date: 20/11/2023 Meeting Type: Annual Primary Security ID: 461202103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Eve Burton	Mgmt	For	Against
	not to vote against the incumbent m the lack of Board diversity by voting vote against all the members of the l	abstain depending on t embers of the Nominat specifically against the Nomination Committee	he market), or other Board men ion Committee in general and to Chair and engaging on the topic as they themselves often streng	on, we vote against the Chair of the onbers on a case-by-case basis. We choose of instead show our dissatisfaction about to with the company. We are reluctant to option the Board's diversity. If a company election of the Chair of the Nomination
				ne Nora Johnson, Eve Burton, Tekedra hte FOR the remaining director nominees is
1b	Elect Director Scott D. Cook	Mgmt	For	For
				ne Nora Johnson, Eve Burton, Tekedra te FOR the remaining director nominees is
1c	Elect Director Richard L. Dalzell	Mgmt	For	For
				ne Nora Johnson, Eve Burton, Tekedra te FOR the remaining director nominees is
1d	Elect Director Sasan K. Goodarzi	Mgmt	For	For
				ne Nora Johnson, Eve Burton, Tekedra te FOR the remaining director nominees is
1e	Elect Director Deborah Liu	Mgmt	For	For
				ne Nora Johnson, Eve Burton, Tekedra te FOR the remaining director nominees is

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction		
1f	Elect Director Tekedra Mawakana	Mgmt	For	For		
	Nomination Committee (or withhold/a not to vote against the incumbent me the lack of Board diversity by voting s vote against all the members of the N	bstain depending on to mbers of the Nominato pecifically against the Comination Committee	the market), or other Board a tion Committee in general ar Chair and engaging on the a as they themselves often st	inition, we vote against the Chair of the members on a case-by-case basis. We choose to to instead show our dissatisfaction about topic with the company. We are reluctant to rengthen the Board's diversity. If a company re-election of the Chair of the Nomination		
				izanne Nora Johnson, Eve Burton, Tekedra A vote FOR the remaining director nominees is		
1g	Elect Director Suzanne Nora Johnson	Mgmt	For	For		
-3	Nomination Committee (or withhold/a not to vote against the incumbent me the lack of Board diversity by voting s vote against all the members of the N	bstain depending on a mbers of the Nomina pecifically against the omination Committee	the market), or other Board t tion Committee in general ar Chair and engaging on the t as they themselves often st	inition, we vote against the Chair of the members on a case-by-case basis. We choose of to instead show our dissatisfaction about topic with the company. We are reluctant to the Board's diversity. If a company re-election of the Chair of the Nomination		
				izanne Nora Johnson, Eve Burton, Tekedra A vote FOR the remaining director nominees is		
1h	Elect Director Ryan Roslansky	Mgmt	For	For		
				izanne Nora Johnson, Eve Burton, Tekedra A vote FOR the remaining director nominees is		
1 i	Elect Director Thomas Szkutak	Mgmt	For	For		
	Voter Rationale: In the case of a lack of diversity on the Board according to the SRI definition, we vote against the Chair of the Nomination Committee (or withhold/abstain depending on the market), or other Board members on a case-by-case basis. We choose not to vote against the incumbent members of the Nomination Committee in general and to instead show our dissatisfaction about the lack of Board diversity by voting specifically against the Chair and engaging on the topic with the company. We are reluctant to vote against all the members of the Nomination Committee as they themselves often strengthen the Board's diversity. If a company demonstrate credible progress on Board diversity, we might consider to still support the re-election of the Chair of the Nomination Committee.					
	<i>-</i> ,		-	izanne Nora Johnson, Eve Burton, Tekedra A vote FOR the remaining director nominees is		
1j	Elect Director Raul Vazquez	Mgmt	For	For		
				izanne Nora Johnson, Eve Burton, Tekedra A vote FOR the remaining director nominees is		
1k	Elect Director Eric S. Yuan	Mgmt	For	For		
				izanne Nora Johnson, Eve Burton, Tekedra A vote FOR the remaining director nominees is		
2	Advisory Vote to Ratify Named Execut Officers' Compensation	tive Mgmt	For	For		
	Annual incentives were primarily deter	rmined by pre-set fina term performance sh	ancial metrics and half of the	are reasonably aligned for the year in review. I long-term incentive award is Isurement period and payouts are generally		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction		
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year		
	Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.					
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For		
	Voting Policy Rationale: A vote FOR this item is warranted because only 5.81 percent of the fees paid to the auditor are for non-audit purposes.					
5	Amend Omnibus Stock Plan	Mgmt	For	For		
	Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.					
6	Report on Climate Risk in Retirement Plan Options	SH	Against	For		
	Voting Policy Rationale: A vote FOR this resolution is warranted. While the company offers an option to employees that want to invest more responsibly, it is unclear how well employees understand the retirement plans available to them. The information requested in the report would not only complement and enhance the company's existing commitments regarding climate change, but also allow shareholders to better evaluate the company's strategies and management of related risks.					

Kone Oyj

Meeting Date: 29/02/2024 **Record Date:** 19/02/2024

Country: Finland **Meeting Type:** Annual

Primary Security ID: X4551T105

Ticker: KNEBV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
	Voting Policy Rationale: These are routine	meeting formalities.		
2	Call the Meeting to Order	Mgmt		
	Voting Policy Rationale: These are routine	meeting formalities.		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt		
	Voting Policy Rationale: These are routine	meeting formalities.		
4	Acknowledge Proper Convening of Meeting	Mgmt		
	Voting Policy Rationale: These are routine	meeting formalities.		
5	Prepare and Approve List of Shareholders	Mgmt		
	Voting Policy Rationale: These are routine	meeting formalities.		
6	Receive Financial Statements and Statutory Reports	Mgmt		
	Voting Policy Rationale: This is a routine,	non-voting item.		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction		
8	Approve Allocation of Income and Dividends of EUR 1.7475 per Class A Share and EUR 1.75 per Class B Share	Mgmt	For	For		
	Voting Policy Rationale: A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.					
9	Approve Discharge of Board and President	Mgmt	For	For		
	Voting Policy Rationale: A vote FOR this proposal is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.					
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against		
	Voting Policy Rationale: A vote AGAINST this item is warranted because: * The company has not included weights and performance outcomes for the individual performance criteria for its STIP; * The company has made an excessive exit payment to its former CEO; * The performance period for the LTI 2020 which vested during 2023 is insufficient.					
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against		
	Voting Policy Rationale: A vote AGAINST this item is warranted because: * There is not a maximum cap for the STIP; * The policy allows for one-year performance periods for the LTIP.					
12	Approve Remuneration of Directors in the Amount of EUR 220,000 for Chairman, EUR 125,000 for Vice Chairman and EUR 110,000 for Other Directors	Mgmt	For	For		
	Voting Policy Rationale: A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.					
13	Fix Number of Directors at Nine	Mgmt	For	For		
	Voting Policy Rationale: A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board.					
14.a	Reelect Matti Alahuhta as Director	Mgmt	For	Against		
	Voter Rationale: A vote AGAINST Matti Alahuhta (Item 14.a), Antti Herlin (Item 14.d), Iiris Herlin (Item 14.e), Jussi Herlin (Item 14.f), and Ravi Kant (Item 14.h) is warranted due to their non independent status on a board with insufficient level of overall independence. Additionally, a vote AGAINST Matti Alahuhta (Item 14.a), Antti Herlin (Item 14.d), and Ravi Kant (Item 14.h) is warranted due to their non independent status on the remuneration committee with insufficient level of overall independence. Finally, a vote AGAINST Antti Herlin (Item 14.d) is warranted due to the company maintaining a share structure with unequal voting rights. A vote FOR the remaining director nominee(s) is warranted. In the case of a lack of diversity on the Board according to the SRI definition, we vote against the Chair of the Nomination Committee (or withhold/abstain depending on the market), or other Board members on a case-by-case basis. We choose not to vote against the incumbent members of the Nomination Committee in general and to instead show our dissatisfaction about the lack of Board diversity by voting specifically against the Chair and engaging on the topic with the company. We are reluctant to vote against all the members of the Nomination Committee as they themselves often strengthen the Board's diversity. If a company demonstrate credible progress on Board diversity, we might consider to still support the re-election of the Chair of the Nomination Committee.					

Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Antti Herlin, Matti Alahuhta, Jussi Herlin and Ravi Kant is warranted for lack of diversity on the board. A vote AGAINST candidates Matti Alahuhta (Item 14.a), and Antti Herlin (Item 14.d) is warranted due to their non-independent status on the remuneration committee. A vote AGAINST candidate Jussi Herlin (14.f) is warranted due to their status as an executive on a key committee (the candidate sits on both the remuneration and audit committee). Additionally, a vote AGAINST Antti Herlin (Item 14.d) is warranted because the company maintains a share structure with unequal voting rights, and the candidate is a primary beneficiary of the superior voting rights. A vote FOR the remaining director nominee(s) is warranted.



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction		
14.b	Reelect Susan Duinhoven as Director	Mgmt	For	For		
	Voting Policy Rationale: A vote AGAINST Ravi Kant is warranted for lack of diversi (Item 14.d) is warranted due to their no (14.f) is warranted due to their status as committee). Additionally, a vote AGAINS unequal voting rights, and the candidate nominee(s) is warranted.	ity on the board. A I n-independent statu s an executive on a T Antti Herlin (Item	vote AGAINST candidates Matti Ala us on the remuneration committee key committee (the candidate sits 114.d) is warranted because the co	ahuhta (Item 14.a), and Antti Herlin c. A vote AGAINST candidate Jussi Herlin con both the remuneration and audit company maintains a share structure with		
14.c	Reelect Marika Fredriksson as Director	Mgmt	For	For		
	Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Antti Herlin, Matti Alahuhta, Jussi Herlin and Ravi Kant is warranted for lack of diversity on the board. A vote AGAINST candidates Matti Alahuhta (Item 14.a), and Antti Herlin (Item 14.d) is warranted due to their non-independent status on the remuneration committee. A vote AGAINST candidate Jussi Herlin (14.f) is warranted due to their status as an executive on a key committee (the candidate sits on both the remuneration and audit committee). Additionally, a vote AGAINST Antti Herlin (Item 14.d) is warranted because the company maintains a share structure with unequal voting rights, and the candidate is a primary beneficiary of the superior voting rights. A vote FOR the remaining director nominee(s) is warranted.					
14.d	Reelect Antti Herlin as Director	Mgmt	For	Against		
	14.f), and Ravi Kant (Item 14.h) is warra independence. Additionally, a vote AGAI warranted due to their non independent a vote AGAINST Antti Herlin (Item 14.d) vote FOR the remaining director nomine definition, we vote against the Chair of t members on a case-by-case basis. We cand to instead show our dissatisfaction a topic with the company. We are reluctan strengthen the Board's diversity. If a conthe re-election of the Chair of the Nomin	NST Matti Alahuhta status on the remu is warranted due to (s) is warranted. It he Nomination Combose not to vote a bout the lack of Bot to vote against all pany demonstrate	(Item 14.a), Antti Herlin (Item 14. Ineration committee with insufficie to the company maintaining a share In the case of a lack of diversity on Inmittee (or withhold/abstain deper Igainst the incumbent members of I the members of the Nomination (d), and Ravi Kant (Item 14.h) is nt level of overall independence. Finally, estructure with unequal voting rights. A the Board according to the SRI ading on the market), or other Board the Nomination Committee in general against the Chair and engaging on the Committee as they themselves often		
	Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Antti Herlin, Matti Alahuhta, Jussi Herlin and Ravi Kant is warranted for lack of diversity on the board. A vote AGAINST candidates Matti Alahuhta (Item 14.a), and Antti Herlin (Item 14.d) is warranted due to their non-independent status on the remuneration committee. A vote AGAINST candidate Jussi Herlin (14.f) is warranted due to their status as an executive on a key committee (the candidate sits on both the remuneration and audit committee). Additionally, a vote AGAINST Antti Herlin (Item 14.d) is warranted because the company maintains a share structure with unequal voting rights, and the candidate is a primary beneficiary of the superior voting rights. A vote FOR the remaining director nominee(s) is warranted.					
14.e	Reelect Iiris Herlin as Director	Mgmt	For	Against		
	Voter Rationale: A vote AGAINST Matti Alahuhta (Item 14.a), Antti Herlin (Item 14.d), Iiris Herlin (Item 14.e), Jussi Herlin (Item 14.f), and Ravi Kant (Item 14.h) is warranted due to their non independent status on a board with insufficient level of overall independence. Additionally, a vote AGAINST Matti Alahuhta (Item 14.a), Antti Herlin (Item 14.d), and Ravi Kant (Item 14.h) is warranted due to their non independent status on the remuneration committee with insufficient level of overall independence. Finally, a vote AGAINST Antti Herlin (Item 14.d) is warranted due to the company maintaining a share structure with unequal voting rights. A vote FOR the remaining director nominee(s) is warranted. In the case of a lack of diversity on the Board according to the SRI definition, we vote against the Chair of the Nomination Committee (or withhold/abstain depending on the market), or other Board members on a case-by-case basis. We choose not to vote against the incumbent members of the Nomination Committee in general and to instead show our dissatisfaction about the lack of Board diversity by voting specifically against the Chair and engaging on the topic with the company. We are reluctant to vote against all the members of the Nomination Committee as they themselves often strengthen the Board's diversity. If a company demonstrate credible progress on Board diversity, we might consider to still support					

Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Antti Herlin, Matti Alahuhta, Jussi Herlin and Ravi Kant is warranted for lack of diversity on the board. A vote AGAINST candidates Matti Alahuhta (Item 14.a), and Antti Herlin (Item 14.d) is warranted due to their non-independent status on the remuneration committee. A vote AGAINST candidate Jussi Herlin (14.f) is warranted due to their status as an executive on a key committee (the candidate sits on both the remuneration and audit committee). Additionally, a vote AGAINST Antti Herlin (Item 14.d) is warranted because the company maintains a share structure with unequal voting rights, and the candidate is a primary beneficiary of the superior voting rights. A vote FOR the remaining director nominee(s) is warranted.

the re-election of the Chair of the Nomination Committee.

Proposal Mgmt Vote Proposal Text Instruction Number **Proponent** Rec Reelect Jussi Herlin as Director For 14.f Mgmt Against Voter Rationale: A vote AGAINST Matti Alahuhta (Item 14.a), Antti Herlin (Item 14.d), Iiris Herlin (Item 14.e), Jussi Herlin (Item 14.f), and Ravi Kant (Item 14.h) is warranted due to their non independent status on a board with insufficient level of overall independence. Additionally, a vote AGAINST Matti Alahuhta (Item 14.a), Antti Herlin (Item 14.d), and Ravi Kant (Item 14.h) is warranted due to their non independent status on the remuneration committee with insufficient level of overall independence. Finally, a vote AGAINST Antti Herlin (Item 14.d) is warranted due to the company maintaining a share structure with unequal voting rights. A vote FOR the remaining director nominee(s) is warranted. In the case of a lack of diversity on the Board according to the SRI definition, we vote against the Chair of the Nomination Committee (or withhold/abstain depending on the market), or other Board members on a case-by-case basis. We choose not to vote against the incumbent members of the Nomination Committee in general and to instead show our dissatisfaction about the lack of Board diversity by voting specifically against the Chair and engaging on the topic with the company. We are reluctant to vote against all the members of the Nomination Committee as they themselves often strengthen the Board's diversity. If a company demonstrate credible progress on Board diversity, we might consider to still support the re-election of the Chair of the Nomination Committee. Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Antti Herlin, Matti Alahuhta, Jussi Herlin and Ravi Kant is warranted for lack of diversity on the board. A vote AGAINST candidates Matti Alahuhta (Item 14.a), and Antti Herlin (Item 14.d) is warranted due to their non-independent status on the remuneration committee. A vote AGAINST candidate Jussi Herlin (14.f) is warranted due to their status as an executive on a key committee (the candidate sits on both the remuneration and audit committee). Additionally, a vote AGAINST Antti Herlin (Item 14.d) is warranted because the company maintains a share structure with unequal voting rights, and the candidate is a primary beneficiary of the superior voting rights. A vote FOR the remaining director nominee(s) is warranted. Elect Timo Ihamuotila as New Director Mgmt 14.g For Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Antti Herlin, Matti Alahuhta, Jussi Herlin and Ravi Kant is warranted for lack of diversity on the board. A vote AGAINST candidates Matti Alahuhta (Item 14.a), and Antti Herlin (Item 14.d) is warranted due to their non-independent status on the remuneration committee. A vote AGAINST candidate Jussi Herlin (14.f) is warranted due to their status as an executive on a key committee (the candidate sits on both the remuneration and audit committee). Additionally, a vote AGAINST Antti Herlin (Item 14.d) is warranted because the company maintains a share structure with unequal voting rights, and the candidate is a primary beneficiary of the superior voting rights. A vote FOR the remaining director nominee(s) is warranted. 14.h Reelect Ravi Kant as Director Mgmt For Against Voter Rationale: A vote AGAINST Matti Alahuhta (Item 14.a), Antti Herlin (Item 14.d), Iiris Herlin (Item 14.e), Jussi Herlin (Item 14.f), and Ravi Kant (Item 14.h) is warranted due to their non independent status on a board with insufficient level of overall independence. Additionally, a vote AGAINST Matti Alahuhta (Item 14.a), Antti Herlin (Item 14.d), and Ravi Kant (Item 14.h) is warranted due to their non independent status on the remuneration committee with insufficient level of overall independence. Finally, a vote AGAINST Antti Herlin (Item 14.d) is warranted due to the company maintaining a share structure with unequal voting rights. A vote FOR the remaining director nominee(s) is warranted. In the case of a lack of diversity on the Board according to the SRI definition, we vote against the Chair of the Nomination Committee (or withhold/abstain depending on the market), or other Board members on a case-by-case basis. We choose not to vote against the incumbent members of the Nomination Committee in general and to instead show our dissatisfaction about the lack of Board diversity by voting specifically against the Chair and engaging on the topic with the company. We are reluctant to vote against all the members of the Nomination Committee as they themselves often strengthen the Board's diversity. If a company demonstrate credible progress on Board diversity, we might consider to still support the re-election of the Chair of the Nomination Committee. Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Antti Herlin, Matti Alahuhta, Jussi Herlin and Ravi Kant is warranted for lack of diversity on the board. A vote AGAINST candidates Matti Alahuhta (Item 14.a), and Antti Herlin (Item 14.d) is warranted due to their non-independent status on the remuneration committee. A vote AGAINST candidate Jussi Herlin (14.f) is warranted due to their status as an executive on a key committee (the candidate sits on both the remuneration and audit committee). Additionally, a vote AGAINST Antti Herlin (Item 14.d) is warranted because the company maintains a share structure with unequal voting rights, and the candidate is a primary beneficiary of the superior voting rights. A vote FOR the remaining director nominee(s) is warranted. Reelect Krishna Mikkilineni as Director 14.i Mgmt For For Voting Policy Rationale: A vote AGAINST incumbent nomination committee members Antti Herlin, Matti Alahuhta, Jussi Herlin and Ravi Kant is warranted for lack of diversity on the board. A vote AGAINST candidates Matti Alahuhta (Item 14.a), and Antti Herlin (Item 14.d) is warranted due to their non-independent status on the remuneration committee. A vote AGAINST candidate Jussi Herlin (14.f) is warranted due to their status as an executive on a key committee (the candidate sits on both the remuneration and audit committee). Additionally, a vote AGAINST Antti Herlin (Item 14.d) is warranted because the company maintains a share structure with unequal voting rights, and the candidate is a primary beneficiary of the superior voting rights. A vote FOR the remaining director

Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.

For

For

Mgmt

nominee(s) is warranted.

Approve Remuneration of Auditors

15

Kone Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction		
16	Fix Number of Auditors at One	Mgmt	For	For		
	Voting Policy Rationale: A vote FOR this proposal is warranted because of a lack of controversy concerning the number of auditors.					
17	Ratify Ernst & Young as Auditors	Mgmt	For	For		
	Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.					
18	Authorize Share Repurchase Program	Mgmt	For	For		
	Voting Policy Rationale: A vote FOR this proposal to repurchase company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.					
19	Approve Issuance of Shares and Options without Preemptive Rights	Mgmt	For	Against		
	Voting Policy Rationale: A vote AGAINST this issuance authorization is warranted because it explicitly includes the possibility to issue additional super voting shares.					
20	Close Meeting	Mgmt				
	Voting Policy Rationale: This is a non-voting formality.					