

## Q1 2023 ProxyEdge Voting Record

### CARLSBERG AS

Security	K36628137	Meeting Type	Annual General Meeting
Ticker Symbol		Meeting Date	13-Mar-2023
ISIN	DK0010181759	Agenda	716678086 - Management
Record Date	06-Mar-2023	Holding Recon Date	06-Mar-2023
City / Country	COPENH / Denmark AGEN	Vote Deadline Date	03-Mar-2023
SEDOL(s)	4169219 - 5326507 - B01XW23 - B28FNT0 - BD6RNV7 - BHZLBT2	Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
CMMT	VOTING INSTRUCTIONS FOR MOST MEETINGS ARE CAST BY THE REGISTRAR IN ACCORDANCE-WITH YOUR VOTING INSTRUCTIONS. FOR THE SMALL NUMBER OF MEETINGS WHERE THERE-IS NO REGISTRAR, YOUR VOTING INSTRUCTIONS WILL BE CAST BY THE CHAIRMAN OF THE-BOARD (OR A BOARD MEMBER) AS PROXY. THE CHAIRMAN (OR A BOARD MEMBER) MAY-CHOOSE TO ONLY CAST PRO-MANAGEMENT VOTING INSTRUCTIONS. TO GUARANTEE YOUR-VOTING INSTRUCTIONS AGAINST MANAGEMENT ARE CAST, YOU MAY SUBMIT A REQUEST TO-ATTEND THE MEETING IN PERSON. THE SUB CUSTODIAN BANKS OFFER REPRESENTATION-SERVICES FOR AN ADDED FEE, IF REQUESTED	Non-Voting			
CMMT	SPLIT AND PARTIAL VOTING IS NOT AUTHORIZED FOR A BENEFICIAL OWNER IN THE-DANISH MARKET	Non-Voting			
CMMT	VOTING MUST BE LODGED WITH SHAREHOLDER DETAILS AS PROVIDED BY YOUR CUSTODIAN-BANK. IF NO SHAREHOLDER DETAILS ARE PROVIDED, YOUR INSTRUCTIONS MAY BE-REJECTED	Non-Voting			
CMMT	INTERMEDIARY CLIENTS ONLY - PLEASE NOTE THAT IF YOU ARE CLASSIFIED AS AN-INTERMEDIARY CLIENT UNDER THE SHAREHOLDER RIGHTS DIRECTIVE II, YOU SHOULD BE-PROVIDING THE UNDERLYING SHAREHOLDER INFORMATION AT THE	Non-Voting			

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VOTE INSTRUCTION-LEVEL. IF YOU ARE UNSURE ON HOW TO PROVIDE THIS LEVEL OF DATA TO BROADRIDGE-OUTSIDE OF PROXYEDGE, PLEASE SPEAK TO YOUR DEDICATED CLIENT SERVICE-REPRESENTATIVE FOR ASSISTANCE

1	REPORT ON THE ACTIVITIES OF THE COMPANY IN THE PAST YEAR	Non-Voting			
2	PRESENTATION OF THE AUDITED ANNUAL REPORT FOR APPROVAL AND RESOLUTION TO DISCHARGE THE SUPERVISORY BOARD AND THE EXECUTIVE BOARD FROM LIABILITY	Management	For	For	For
3	PROPOSAL FOR DISTRIBUTION OF THE PROFIT FOR THE YEAR, INCLUDING DECLARATION OF DIVIDENDS	Management	For	For	For
4	PRESENTATION OF AND ADVISORY VOTE ON THE 2022 REMUNERATION REPORT	Management	For	For	For
5A	PROPOSALS FROM THE SUPERVISORY BOARD: AMENDMENT OF THE REMUNERATION POLICY FOR THE SUPERVISORY BOARD AND THE EXECUTIVE BOARD OF CARLSBERG A/S	Management	For	For	For
5B	PROPOSALS FROM THE SUPERVISORY BOARD: APPROVAL OF THE SUPERVISORY BOARD'S REMUNERATION FOR 2023	Management	For	For	For
5C	PROPOSALS FROM THE SUPERVISORY BOARD: PROPOSAL TO REDUCE THE COMPANY'S SHARE CAPITAL FOR THE PURPOSE OF CANCELLING TREASURY SHARES	Management	For	For	For
5D	PROPOSAL FROM THE SHAREHOLDERS AKADEMIKERPENSION AND LD FONDE: PROPOSAL TO REPORT ON EFFORTS AND RISKS RELATED TO HUMAN RIGHTS	Shareholder	Against	Against	For
CMMT	PLEASE NOTE THAT SHAREHOLDERS ARE ALLOWED TO VOTE 'IN FAVOR' OR 'ABSTAIN'-ONLY FOR RESOLUTION NUMBERS "6A TO 6H AND 7". THANK YOU	Non-Voting			
6A	RE-ELECTION OF HENRIK POULSEN	Management	For	For	For
6B	RE-ELECTION OF MAJKEN SCHULTZ	Management	For	For	For
6C	RE-ELECTION OF MIKAEL ARO	Management	For	For	For
6D	RE-ELECTION OF MAGDI BATATO	Management	For	For	For
6E	RE-ELECTION OF LILIAN FOSSUM BINER	Management	For	For	For
6F	RE-ELECTION OF RICHARD BURROWS	Management	For	For	For
6G	RE-ELECTION OF PUNITA LAL	Management	For	For	For

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6H	RE-ELECTION OF SOREN-PETER FUCHS OLESEN	Management	For	For	For
7	RE-ELECTION OF THE AUDITOR PRICEWATERHOUSECOOPERS STATS AUTORISERET REVISIONSPARTNERSELSKAB (PWC)	Management	For	For	For
8	AUTHORISATION TO THE CHAIR OF THE GENERAL MEETING	Management	For	For	For
CMMT	PLEASE NOTE THAT IF YOU HOLD CREST DEPOSITORY INTERESTS (CDIS) AND-PARTICIPATE AT THIS MEETING, YOU (OR YOUR CREST SPONSORED MEMBER/CUSTODIAN)-WILL BE REQUIRED TO INSTRUCT A TRANSFER OF THE RELEVANT CDIS TO THE ESCROW-ACCOUNT SPECIFIED IN THE ASSOCIATED CORPORATE EVENT IN THE CREST SYSTEM. THIS-TRANSFER WILL NEED TO BE COMPLETED BY THE SPECIFIED CREST SYSTEM DEADLINE.- ONCE THIS TRANSFER HAS SETTLED, THE CDIS WILL BE BLOCKED IN THE CREST SYSTEM.-THE CDIS WILL TYPICALLY BE RELEASED FROM ESCROW AS SOON AS PRACTICABLE ON-RECORD DATE +1 DAY (OR ON MEETING DATE +1 DAY IF NO RECORD DATE APPLIES)-UNLESS OTHERWISE SPECIFIED, AND ONLY AFTER THE AGENT HAS CONFIRMED-AVAILABILITY OF THE POSITION. IN ORDER FOR A VOTE TO BE ACCEPTED, THE VOTED-POSITION MUST BE BLOCKED IN THE REQUIRED ESCROW ACCOUNT IN THE CREST SYSTEM.-BY VOTING ON THIS MEETING, YOUR CREST SPONSORED MEMBER/CUSTODIAN MAY USE YOUR-VOTE INSTRUCTION AS THE AUTHORIZATION TO TAKE THE NECESSARY ACTION WHICH WILL- INCLUDE TRANSFERRING YOUR INSTRUCTED POSITION TO ESCROW. PLEASE CONTACT YOUR-CREST SPONSORED MEMBER/CUSTODIAN DIRECTLY FOR FURTHER INFORMATION ON THE-CUSTODY PROCESS AND WHETHER OR NOT THEY REQUIRE SEPARATE INSTRUCTIONS FROM-YOU	Non-Voting			
CMMT	PLEASE NOTE SHARE BLOCKING WILL APPLY FOR ANY VOTED POSITIONS SETTLING-THROUGH EUROCLEAR BANK.	Non-Voting			

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Account Number	Account Name	Internal Account	Custodian	Ballot Shares	Unavailable Shares	Vote Date	Date Confirmed
TBCG01	NATWEST TDS DEP TBCHAWGLBEQINC	TBCG00	NORTHERN TRUST GLOBAL	1,519	0	14-Feb-2023	14-Feb-2023

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### SVENSKA HANDELSBANKEN AB

Security	W9112U104	Meeting Type	Annual General Meeting
Ticker Symbol		Meeting Date	22-Mar-2023
ISIN	SE0007100599	Agenda	716691058 - Management
Record Date	14-Mar-2023	Holding Recon Date	14-Mar-2023
City / Country	STOCKH / Sweden OLM	Vote Deadline Date	14-Mar-2023
SEDOL(s)	BMGRGY4 - BXDZ9Q1 - BY3WPV6 - BY3WPW7 - BY4JPB6 - BY4JSB7	Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
CMMT	AN ABSTAIN VOTE CAN HAVE THE SAME EFFECT AS AN AGAINST VOTE IF THE MEETING-REQUIRES APPROVAL FROM THE MAJORITY OF PARTICIPANTS TO PASS A RESOLUTION	Non-Voting			
CMMT	VOTING MUST BE LODGED WITH BENEFICIAL OWNER DETAILS AS PROVIDED BY YOUR-CUSTODIAN BANK. ACCOUNTS WITH MULTIPLE BENEFICIAL OWNERS WILL REQUIRE- DISCLOSURE OF EACH BENEFICIAL OWNER NAME, ADDRESS AND SHARE POSITION	Non-Voting			
CMMT	A BENEFICIAL OWNER SIGNED POWER OF ATTORNEY (POA) IS REQUIRED TO LODGE YOUR-VOTING INSTRUCTIONS. IF NO POA IS SUBMITTED, YOUR VOTING INSTRUCTIONS MAY BE- REJECTED	Non-Voting			
CMMT	VOTING MUST BE LODGED WITH SHAREHOLDER DETAILS AS PROVIDED BY YOUR CUSTODIAN-BANK. IF NO SHAREHOLDER DETAILS ARE PROVIDED, YOUR INSTRUCTIONS MAY BE-REJECTED	Non-Voting			
1	OPENING OF THE MEETING	Non-Voting			
2	ELECTION OF THE CHAIR OF THE MEETING	Non-Voting			
3	ESTABLISHMENT AND APPROVAL OF THE LIST OF VOTERS	Non-Voting			
4	APPROVAL OF THE AGENDA	Non-Voting			
5	ELECTION OF TWO PERSONS TO COUNTERSIGN THE MINUTES	Non-Voting			
6	DETERMINING WHETHER THE MEETING HAS BEEN DULY CONVENED	Non-Voting			

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7	A PRESENTATION OF THE ANNUAL ACCOUNTS AND AUDITORS REPORT, AS WELL AS THE-CONSOLIDATED ANNUAL ACCOUNTS AND THE AUDITORS REPORT FOR THE GROUP, FOR 2022.-IN CONNECTION WITH THIS: - A PRESENTATION OF THE PAST YEARS WORK BY THE BOARD-AND ITS COMMITTEES - A SPEECH BY THE CHIEF EXECUTIVE OFFICER - A PRESENTATION-OF AUDIT WORK	Non-Voting				
8	RESOLUTIONS CONCERNING ADOPTION OF THE INCOME STATEMENT AND THE BALANCE SHEET, AS WELL AS THE CONSOLIDATED INCOME STATEMENT AND CONSOLIDATED BALANCE SHEET	Management	For	For	For	For
9	THE BOARD PROPOSES AN ORDINARY DIVIDEND OF SEK 5.50 PER SHARE AND A SPECIAL DIVIDEND OF SEK 2.50 PER SHARE, AND THAT THE REMAINING PROFITS BE CARRIED FORWARD TO NEXT YEAR. IN ADDITION, THE BOARD PROPOSES THAT FRIDAY, 24 MARCH 2023 BE THE RECORD DAY FOR RECEIVING DIVIDENDS. IF THE MEETING RESOLVES IN ACCORDANCE WITH THE PROPOSAL, EUROCLEAR SWEDEN AB EXPECTS TO DISTRIBUTE THE DIVIDEND ON WEDNESDAY, 29 MARCH 2023	Management	For	For	For	For
10	PRESENTATION AND APPROVAL OF THE BOARDS REPORT REGARDING PAID AND ACCRUED REMUNERATION TO EXECUTIVE OFFICERS	Management	For	For	For	For
11	RESOLUTION ON DISCHARGE FROM LIABILITY FOR THE MEMBERS OF THE BOARD AND THE CHIEF EXECUTIVE OFFICER FOR THE PERIOD REFERRED TO IN THE FINANCIAL REPORTS	Management	For	For	For	For
12	THE BOARDS PROPOSAL FOR AUTHORISATION FOR THE BOARD TO RESOLVE ON ACQUISITION AND DIVESTMENT OF SHARES IN THE BANK	Management	For	For	For	For
13	THE BOARDS PROPOSAL FOR ACQUISITION OF SHARES IN THE BANK FOR THE BANKS TRADING BOOK PURSUANT TO CHAPTER 7, SECTION 6 OF THE SWEDISH SECURITIES MARKET ACT	Management	For	For	For	For
14	THE BOARDS PROPOSAL REGARDING AUTHORISATION FOR THE BOARD TO RESOLVE ON ISSUANCE OF CONVERTIBLE TIER 1 CAPITAL INSTRUMENTS	Management	For	For	For	For

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15	DETERMINING THE NUMBER OF MEMBERS OF THE BOARD TO BE APPOINTED BY THE MEETING	Management	For	For	For
16	DETERMINING THE NUMBER OF AUDITORS TO BE APPOINTED BY THE MEETING	Management	For	For	For
17	DETERMINING FEES FOR BOARD MEMBERS AND AUDITORS	Management	For	For	For
18.1	ELECTION OF THE BOARD MEMBER: JON FREDRIK BAKSAAS	Management	For	For	For
18.2	ELECTION OF THE BOARD MEMBER: HELENE BARNEKOW	Management	For	For	For
18.3	ELECTION OF THE BOARD MEMBER: STINA BERGFORS	Management	For	For	For
18.4	ELECTION OF THE BOARD MEMBER: HANS BIORCK	Management	For	For	For
18.5	ELECTION OF THE BOARD MEMBER: PAR BOMAN	Management	For	For	For
18.6	ELECTION OF THE BOARD MEMBER: KERSTIN HESSIUS	Management	For	For	For
18.7	ELECTION OF THE BOARD MEMBER: FREDRIK LUNDBERG	Management	For	For	For
18.8	ELECTION OF THE BOARD MEMBER: ULF RIESE	Management	For	For	For
18.9	ELECTION OF THE BOARD MEMBER: ARJA TAAVENIKU	Management	For	For	For
18.10	ELECTION OF THE BOARD MEMBER: CARINA AKERSTROM	Management	For	For	For
19	ELECTION OF THE CHAIRMAN OF THE BOARD: MR PAR BOMAN	Management	For	For	For
20	IN ACCORDANCE WITH THE AUDIT COMMITTEE'S RECOMMENDATION, THE NOMINATION COMMITTEE PROPOSES THAT THE MEETING RE-ELECT PRICEWATERHOUSECOOPERS AB (PWC) AND ELECT DELOITTE AB AS AUDITORS FOR THE PERIOD UNTIL THE END OF THE AGM TO BE HELD IN 2024. SHOULD THESE TWO AUDITING COMPANIES BE ELECTED, IT HAS BEEN ANNOUNCED THAT THEY WILL APPOINT AS AUDITORS IN CHARGE MR JOHAN RIPPE (AUTHORISED PUBLIC ACCOUNTANT) FOR PWC AND MS MALIN LUNING (AUTHORISED PUBLIC ACCOUNTANT) FOR DELOITTE AB	Management	For	For	For
21	THE BOARD PROPOSES THAT THE REGISTERED PUBLIC ACCOUNTING FIRM ERNST & YOUNG AB BE APPOINTED AS AUDITORS TO THE FOLLOWING FOUNDATION ASSOCIATED WITH SVENSKA HANDELSBANKEN AB	Management	For	For	For

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22	PROPOSAL FROM A SHAREHOLDER CONCERNING THE BANKS IT-MANAGEMENT	Shareholder	Against	None
23	PROPOSAL FROM A SHAREHOLDER CONCERNING FORMATION OF INTEGRATION INSTITUTE ETC	Shareholder	Against	None
24	CLOSING OF THE MEETING	Non-Voting		
CMMT	PLEASE NOTE THAT IF YOU HOLD CREST DEPOSITORY INTERESTS (CDIS) AND-PARTICIPATE AT THIS MEETING, YOU (OR YOUR CREST SPONSORED MEMBER/CUSTODIAN)-WILL BE REQUIRED TO INSTRUCT A TRANSFER OF THE RELEVANT CDIS TO THE ESCROW-ACCOUNT SPECIFIED IN THE ASSOCIATED CORPORATE EVENT IN THE CREST SYSTEM. THIS-TRANSFER WILL NEED TO BE COMPLETED BY THE SPECIFIED CREST SYSTEM DEADLINE.- ONCE THIS TRANSFER HAS SETTLED, THE CDIS WILL BE BLOCKED IN THE CREST SYSTEM.-THE CDIS WILL TYPICALLY BE RELEASED FROM ESCROW AS SOON AS PRACTICABLE ON-RECORD DATE +1 DAY (OR ON MEETING DATE +1 DAY IF NO RECORD DATE APPLIES)-UNLESS OTHERWISE SPECIFIED, AND ONLY AFTER THE AGENT HAS CONFIRMED-AVAILABILITY OF THE POSITION. IN ORDER FOR A VOTE TO BE ACCEPTED, THE VOTED-POSITION MUST BE BLOCKED IN THE REQUIRED ESCROW ACCOUNT IN THE CREST SYSTEM.-BY VOTING ON THIS MEETING, YOUR CREST SPONSORED MEMBER/CUSTODIAN MAY USE YOUR-VOTE INSTRUCTION AS THE AUTHORIZATION TO TAKE THE NECESSARY ACTION WHICH WILL- INCLUDE TRANSFERRING YOUR INSTRUCTED POSITION TO ESCROW. PLEASE CONTACT YOUR-CREST SPONSORED MEMBER/CUSTODIAN DIRECTLY FOR FURTHER INFORMATION ON THE-CUSTODY PROCESS AND WHETHER OR NOT THEY REQUIRE SEPARATE INSTRUCTIONS FROM-YOU	Non-Voting		
CMMT	PLEASE NOTE SHARE BLOCKING WILL APPLY FOR ANY VOTED POSITIONS SETTLING-THROUGH EUROCLEAR BANK.	Non-Voting		



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CMMT 20 FEB 2023: INTERMEDIARY CLIENTS ONLY - PLEASE NOTE THAT IF YOU ARE-CLASSIFIED AS AN INTERMEDIARY CLIENT UNDER THE SHAREHOLDER RIGHTS DIRECTIVE-II, YOU SHOULD BE PROVIDING THE UNDERLYING SHAREHOLDER INFORMATION AT THE-VOTE INSTRUCTION LEVEL. IF YOU ARE UNSURE ON HOW TO PROVIDE THIS LEVEL OF-DATA TO BROADRIDGE OUTSIDE OF PROXYEDGE, PLEASE SPEAK TO YOUR DEDICATED-CLIENT SERVICE REPRESENTATIVE FOR ASSISTANCE

Non-Voting

CMMT 20 FEB 2023: PLEASE NOTE THAT THIS IS A REVISION DUE TO MODIFICATION OF TEXT-OF RESOLUTIONS 9, 19, 20 ,21 AND ADDITION OF COMMENT. IF YOU HAVE ALREADY-SENT IN YOUR VOTES, PLEASE DO NOT VOTE AGAIN UNLESS YOU DECIDE TO AMEND YOUR-ORIGINAL INSTRUCTIONS. THANK YOU

Non-Voting

Account Number	Account Name	Internal Account	Custodian	Ballot Shares	Unavailable Shares	Vote Date	Date Confirmed
TBCG01	NATWEST TDS DEP TBCHAWGLBEQINC	TBCG00	NORTHERN TRUST GLOBAL	38,380	0	14-Mar-2023	14-Mar-2023

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### NOVO NORDISK A/S

Security	K72807132	Meeting Type	Annual General Meeting
Ticker Symbol		Meeting Date	23-Mar-2023
ISIN	DK0060534915	Agenda	716709843 - Management
Record Date	16-Mar-2023	Holding Recon Date	16-Mar-2023
City / Country	COPENH / Denmark AGEN	Vote Deadline Date	15-Mar-2023
SEDOL(s)	BD9MGW1 - BHC8X90 - BHK3FW4 - BHWQM42 - BHWQMV9 - BHY3360 - BM8KWK9 - BPK3JS4	Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
CMMT	PLEASE NOTE THAT SHAREHOLDERS ARE ALLOWED TO VOTE 'IN FAVOR' OR 'ABSTAIN'-ONLY FOR RESOLUTIONS 6.1, 6.2, 6.3.A TO 6.3.F AND 7.1. THANK YOU.	Non-Voting			
CMMT	VOTING INSTRUCTIONS FOR MOST MEETINGS ARE CAST BY THE REGISTRAR IN ACCORDANCE-WITH YOUR VOTING INSTRUCTIONS. FOR THE SMALL NUMBER OF MEETINGS WHERE THERE-IS NO REGISTRAR, YOUR VOTING INSTRUCTIONS WILL BE CAST BY THE CHAIRMAN OF THE-BOARD (OR A BOARD MEMBER) AS PROXY. THE CHAIRMAN (OR A BOARD MEMBER) MAY-CHOOSE TO ONLY CAST PRO-MANAGEMENT VOTING INSTRUCTIONS. TO GUARANTEE YOUR-VOTING INSTRUCTIONS AGAINST MANAGEMENT ARE CAST, YOU MAY SUBMIT A REQUEST TO-ATTEND THE MEETING IN PERSON. THE SUB CUSTODIAN BANKS OFFER REPRESENTATION-SERVICES FOR AN ADDED FEE, IF REQUESTED	Non-Voting			
CMMT	SPLIT AND PARTIAL VOTING IS NOT AUTHORIZED FOR A BENEFICIAL OWNER IN THE-DANISH MARKET	Non-Voting			
CMMT	VOTING MUST BE LODGED WITH SHAREHOLDER DETAILS AS PROVIDED BY YOUR CUSTODIAN-BANK. IF NO SHAREHOLDER DETAILS ARE PROVIDED, YOUR INSTRUCTIONS MAY BE-REJECTED	Non-Voting			
1	THE BOARD OF DIRECTORS' ORAL REPORT ON THE COMPANY'S ACTIVITIES IN THE PAST-FINANCIAL YEAR	Non-Voting			
2	PRESENTATION AND ADOPTION OF THE AUDITED ANNUAL REPORT 2022	Management	For	For	For

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3	RESOLUTION TO DISTRIBUTE THE PROFIT ACCORDING TO THE ADOPTED ANNUAL REPORT 2022	Management	For	For	For
4	PRESENTATION OF AND ADVISORY VOTE ON THE REMUNERATION REPORT 2022	Management	Abstain	For	Against
	Comments: We look for the Board to include metrics related to return on invested capital (ROIC) in senior executive management remuneration packages. This is to ensure capital is only allocated to projects likely to achieve an ROIC above the cost of capital. There are no such metrics in the proposed remuneration structure. We will look to engage with the board on this.				
5.1	APPROVAL OF THE REMUNERATION OF THE BOARD OF DIRECTORS:	Management	For	For	For
	APPROVAL OF THE REMUNERATION OF THE BOARD OF DIRECTORS FOR 2022				
5.2	APPROVAL OF THE REMUNERATION OF THE BOARD OF DIRECTORS:	Management	For	For	For
	APPROVAL OF THE REMUNERATION LEVEL OF THE BOARD OF DIRECTORS FOR 2023				
5.3	APPROVAL OF THE REMUNERATION OF THE BOARD OF DIRECTORS:	Management	For	For	For
	AMENDMENT TO THE REMUNERATION POLICY				
6.1	ELECTION OF MEMBER TO THE BOARD OF DIRECTORS: ELECTION OF HELGE LUND AS CHAIR	Management	For	For	For
6.2	ELECTION OF MEMBER TO THE BOARD OF DIRECTORS: ELECTION OF HENRIK POULSEN AS VICE CHAIR	Management	For	For	For
6.3.A	ELECTION OF OTHER MEMBER TO THE BOARD OF DIRECTOR: LAURENCE DEBROUX	Management	For	For	For
6.3.B	ELECTION OF OTHER MEMBER TO THE BOARD OF DIRECTOR: ANDREAS FIBIG	Management	For	For	For
6.3.C	ELECTION OF OTHER MEMBER TO THE BOARD OF DIRECTOR: SYLVIE GREGOIRE	Management	For	For	For
6.3.D	ELECTION OF OTHER MEMBER TO THE BOARD OF DIRECTOR: KASIM KUTAY	Management	For	For	For
6.3.E	ELECTION OF OTHER MEMBER TO THE BOARD OF DIRECTOR: CHRISTINA LAW	Management	For	For	For
6.3.F	ELECTION OF OTHER MEMBER TO THE BOARD OF DIRECTOR: MARTIN MACKAY	Management	For	For	For
7.1	APPOINTMENT OF AUDITOR: APPOINTMENT OF DELOITTE STATS AUTORISERET REVISIONSPARTNERSELSKAB	Management	For	For	For
8.1	PROPOSALS FROM THE BOARD OF DIRECTORS AND/OR SHAREHOLDERS: REDUCTION OF THE COMPANY'S B SHARE CAPITAL BY NOMINALLY DKK 5,000,000 BY CANCELLATION OF B SHARES	Management	For	For	For

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8.2	PROPOSALS FROM THE BOARD OF DIRECTORS AND/OR SHAREHOLDERS: AUTHORISATION TO THE BOARD OF DIRECTORS TO ALLOW THE COMPANY TO REPURCHASE OWN SHARES	Management	For	For	For
8.3	PROPOSALS FROM THE BOARD OF DIRECTORS AND/OR SHAREHOLDERS: AUTHORISATION TO THE BOARD OF DIRECTORS TO INCREASE THE COMPANY'S SHARE CAPITAL	Management	For	For	For
8.4	PLEASE NOTE THAT THIS RESOLUTION IS A SHAREHOLDER PROPOSAL: PROPOSALS FROM THE BOARD OF DIRECTORS AND/OR SHAREHOLDERS: PROPOSAL FROM THE SHAREHOLDER KRITISKE AKTIONAERER ON PRODUCT PRICING	Shareholder	Against	Against	For
9	ANY OTHER BUSINESS	Non-Voting			
CMMT	INTERMEDIARY CLIENTS ONLY - PLEASE NOTE THAT IF YOU ARE CLASSIFIED AS AN-INTERMEDIARY CLIENT UNDER THE SHAREHOLDER RIGHTS DIRECTIVE II, YOU SHOULD BE- PROVIDING THE UNDERLYING SHAREHOLDER INFORMATION AT THE VOTE INSTRUCTION-LEVEL. IF YOU ARE UNSURE ON HOW TO PROVIDE THIS LEVEL OF DATA TO BROADRIDGE- OUTSIDE OF PROXYEDGE, PLEASE SPEAK TO YOUR DEDICATED CLIENT SERVICE-REPRESENTATIVE FOR ASSISTANCE	Non-Voting			
CMMT	PLEASE NOTE THAT IF YOU HOLD CREST DEPOSITORY INTERESTS (CDIS) AND-PARTICIPATE AT THIS MEETING, YOU (OR YOUR CREST SPONSORED MEMBER/CUSTODIAN)-WILL BE REQUIRED TO INSTRUCT A TRANSFER OF THE RELEVANT CDIS TO THE ESCROW-ACCOUNT SPECIFIED IN THE ASSOCIATED CORPORATE EVENT IN THE CREST SYSTEM. THIS-TRANSFER WILL NEED TO BE COMPLETED BY THE SPECIFIED CREST SYSTEM DEADLINE.- ONCE THIS TRANSFER HAS SETTLED, THE CDIS WILL BE BLOCKED IN THE CREST SYSTEM.-THE CDIS WILL TYPICALLY BE RELEASED FROM ESCROW AS SOON AS PRACTICABLE ON-RECORD DATE +1 DAY (OR ON MEETING DATE +1 DAY IF NO RECORD DATE APPLIES)-UNLESS OTHERWISE SPECIFIED, AND ONLY AFTER THE AGENT HAS CONFIRMED-AVAILABILITY OF THE POSITION. IN ORDER FOR A VOTE TO BE ACCEPTED, THE VOTED-	Non-Voting			

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POSITION MUST BE BLOCKED IN THE  
 REQUIRED ESCROW ACCOUNT IN THE  
 CREST SYSTEM.-BY VOTING ON THIS  
 MEETING, YOUR CREST SPONSORED  
 MEMBER/CUSTODIAN MAY USE YOUR-  
 VOTE INSTRUCTION AS THE  
 AUTHORIZATION TO TAKE THE  
 NECESSARY ACTION WHICH WILL-  
 INCLUDE TRANSFERRING YOUR  
 INSTRUCTED POSITION TO ESCROW.  
 PLEASE CONTACT YOUR-CREST  
 SPONSORED MEMBER/CUSTODIAN  
 DIRECTLY FOR FURTHER  
 INFORMATION ON THE-CUSTODY  
 PROCESS AND WHETHER OR NOT  
 THEY REQUIRE SEPARATE  
 INSTRUCTIONS FROM-YOU

CMMT PLEASE NOTE SHARE BLOCKING WILL  
 APPLY FOR ANY VOTED POSITIONS  
 SETTling-THROUGH EUROCLEAR  
 BANK. Non-Voting

Account Number	Account Name	Internal Account	Custodian	Ballot Shares	Unavailable Shares	Vote Date	Date Confirmed
TBCG01	NATWEST TDS DEP TBCHAWGLBEQINC	TBCG00	NORTHERN TRUST GLOBAL	3,895	0	15-Mar-2023	15-Mar-2023