

## Active Ownership Report 2022 Danske Invest

## Our active ownership activities in 2022

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As an investor, we at Danske Invest play a significant role in promoting sustainable development. We recognize the importance of addressing sustainability risks and the principal adverse impacts of our investments and we are committed to promoting sustainable business practices and driving positive change.

This year was marked by several significant geo political events, including the war in Ukraine, the energy crisis, and the climate crisis with temperatures increasing around the globe. However, on a positive note, a new global deal on biodiversity was agreed. Leaders from around the world gathered at The COP15 summit in Montreal to discuss the urgent need for action on biodiversity.

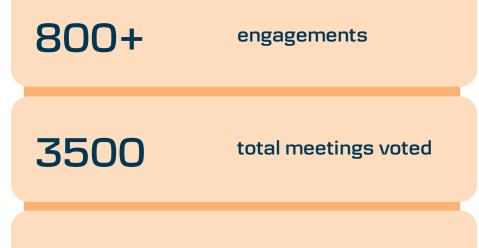
These events underlined the importance of taking action to address these challenges in our investments and promote sustainable development.

Again in 2022 we contributed to promoting responsible investment practices. Throughout the year, we engaged in a range of activities aimed at promoting sustainability and driving positive change.

Some of the key highlights of Danske Invest's activities during the year include:

- Engaging with companies to promote best practices in corporate sustainability and address key ESG (environmental, social, and governance) issues.
- Voting at general meetings, and voting on sustainability-related issues such as climate change, human rights, and diversity and inclusion.
- Collaborating with other asset managers and asset owners to promote responsible investment practices and drive positive change.

In summary, the year was marked by significant challenges, but also by important progress in promoting sustainable development. Danske Invest played a key role in this progress through its active ownership activities.



42.000+ total proposals voted

## Active ownership report

Active Ownership is a way for us at Danske Invest to protect the value of our clients' investments and to generate attractive returns. We leverage Active Ownership to influence the impact that investee companies' have on sustainability-related matters, and thereby make a positive contribution to society.

Danske Invest seeks to be an active owner and to encourage and influence companies directly through dialogue, voting, and collaboration with peers, like-minded investors and stakeholders.

Danske Invest's Active Ownership approach is based on the belief that exercising Active Ownership in certain situations can facilitate the resolution of challenging issues more effectively than the imposition of exclusions and/ or divesting, which could limit DanskeInvest's opportunities to be a responsible investor and make a positive impact through dialogue.

The Active Ownership Report is an update on our progress and results covering three parts 'Engagements', 'Collaborative Engagements' and 'Voting'.

#### Engagements

We engage in dialogue with the management of companies

### Voting

We vote at the general meetings of companies

Collaborative engagements

We collaborate with other investors and organisations

## Danske Invest's approach to engagements

The Investment and Responsible Investment teams engage on a regular basis with investee companies about material sustainability matters in order to seek improvement in performance and processes with the aim of enhancing and protecting the value of Danske Invest's investments and to manage principal adverse impacts. Reasons for dialogue can be, but are not limited to, the following:

- Inform about our voting decisions and guidelines
- Clarify publicly disclosed information from company
- Conduct research
- Identify and assess the quality of available data
- Understand performance and identify potential vulnerabilities

THE HEILER MURIPHERING

- Develop insights into risks and opportunities
- Identify potential regulatory developments and impacts

The teams interact with companies in various ways (e.g. letters, emails, one-to-one meetings, conferences, site visits, etc.) and with preferred company representatives (e.g. board, chairman, CEO, Investor Relations, Sustainability). If an engagement is unsuccessful, the team can decide to escalate the engagement, vote at the general meeting, hold/maintain weighting, decrease weighting, and/or sell/divest.

Danske Invest

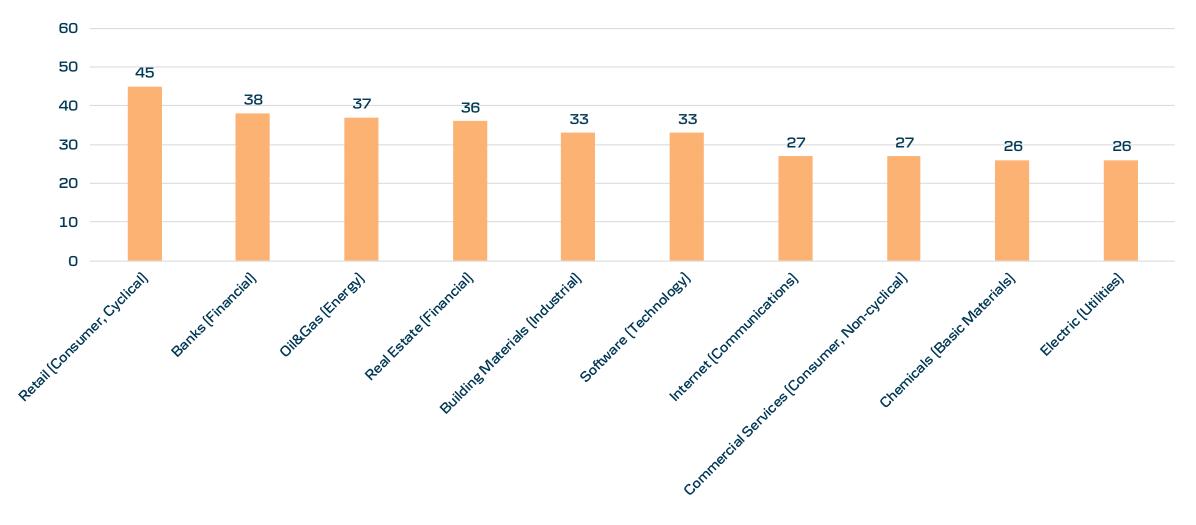
#### Engagements

We engage in dialogue with the management of companies

## In 2022, we have had the following engagement activities

Companies	804	Engagement by theme
Country domiciles	52	
ESG engagement subjects	109	
Interactions	2 270	
Governmental entities	30	Environmental 37%
Interactions	73	Social 28% Governance 36%

## Engagement activities by industry - Top 10



## Engagement activities by subject - Top 5

	Ε		S		G			
Rank	Subject	Count	Rank	Subject	Count	Rank	Subject	Count
1	GHG Emissions	592	1	Employee Health & Safety	308	1	Board Composition	304
2	Energy Transformation	238	2	Employee Engagement	145	2	Capital Structure	123
3	Climate Neutrality	166	3	Supply Chain Management	104	3	M&A	168
4	Energy Efficiency	66	4	Human Rights & Community Relations	103	4	Corporate Disclosure	115
5	Sustainable Products	64	5	Labor Standards/Practices	92	5	Corporate Governance	91





## Engagement activities by subject - Top 10

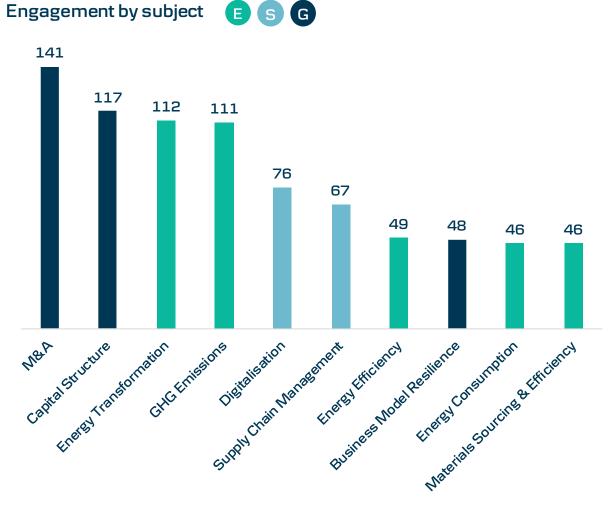


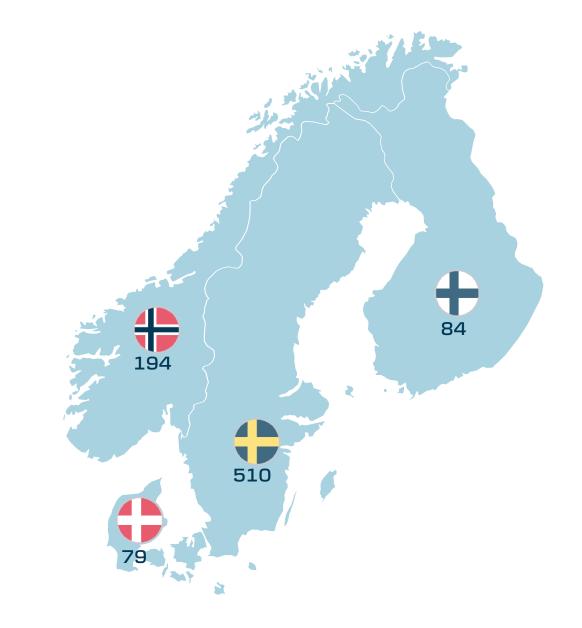
## We engage with companies around the world

Rank	Country	Count	Engagement by theme and region		
1	Sweden	510		274	
2	United States	352	389	234	
3	Norway	194	630	275 770	
4	Japan	177		564	
5	Finland	158	666	618	
6	United Kingdom	106	18	430 10 21	
7	Denmark	98	E	S G	
8	India	90	Rest of the world	Western & Southern Europe	
9	China	88	Nordics	Eastern Europe	
10	France	78			

## Our Nordic engagements

Engagement by subject





## Engagement with TotalEnergies leads to action

As a result of repeated investor engagement in the oil major TotalEnergies, the company has now suspended their activities in Myanmar.

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Danske Invest

## Engaging Australian mining companies on harassment and bullying

Western Australian mining companies are struggling with bullying, harassment and assault. We engaged with Rio Tinto, BHP Group, Fortescue and Anglo American to find out how they will prevent this culture going forward.

**Find information** 



## Principal Adverse Impacts (PAIs)

Danske Invest considers principal adverse impacts of its investment decisions on sustainability factors.

"Principal adverse impacts" means the negative, material or likely to be material effects on sustainability factors caused, compounded by or directly linked to our investment decisions.

Through the consideration of principal adverse impacts, Danske Invest is monitoring and reporting on 18 mandatory principal adverse impact indicators and six voluntary indicators defined by SFDR. The aim is to address these impacts at different degrees on an investment product and entity level in order to reduce the negative footprint our investments have and/or may have on society. How and to what extent we consider and address principal adverse impacts will evolve over time.

### Find information



## Adverse sustainability indicators for corporates in scope for PAIs

**Climate and** 

#### other environmental-related indicators

Activities negatively affecting biodiversity-sensitive areas Carbon emission reduction initiatives Carbon footprint Chemical production Deforestation Emissions of air pollutants Emissions of inorganic pollutants Emissions of ozone depletion substances Emissions to water Energy consumption by type of non-renewable sources of energy Energy consumption intensity per high impact climate sector Exposure to areas of high-water stress Fossil fuel sector activity **GHG** emissions **GHG** intensity Green securities Hazardous waste ratio Land degradation, desertification, soil sealing Natural species and protected areas Non-recycled waste ratio Non-renewable energy consumption and production Sustainable land/agriculture practices Sustainable oceans/seas practices Water management policies Water usage and recycling

#### Social and employee, respect for human rights,

#### anti-corruption and anti-bribery matters

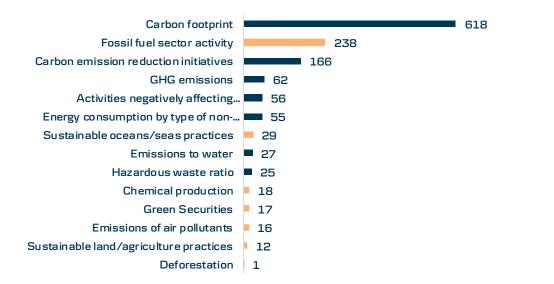
Action taken to address breaches of standards of anti-corruption and anti-bribery Anti-corruption and anti-bribery policies Board gender diversity Convictions and fines for violation of anti-corruption and anti-bribery laws Excessive CEO pay ratio Exposure to controversial weapons Grievance/complaints handling mechanism related to employee matters Human rights due diligence Human rights policy Identified cases of severe human rights issues and incidents Incidents of discrimination Number of days lost to injuries, accidents, fatalities or illness Operations and suppliers at significant risk of incidents of child labor Operations and suppliers at significant risk of incidents of forced or compulsory labor Processes and compliance mechanisms to monitor compliance with **UNGC** principles and OECD Guidelines Processes and measures for preventing trafficking in human beings Rate of accidents Supplier code of conduct Unadjusted gender pay gap Violations of UNGC principles and OECD Guidelines Whistle-blower protection Workplace accident prevention policies

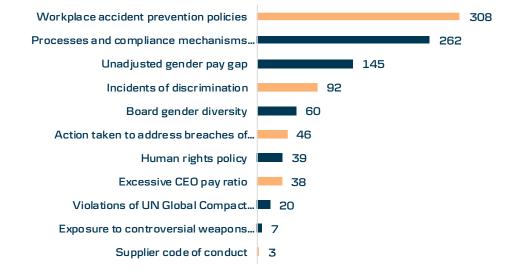
## Adverse sustainability indicators addressed in company engagements

**Climate and** 

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other environmental-related indicators*
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Social and employee, respect for human rights, anti-corruption and anti-bribery matters\*





\* Adverse sustainability impact indicators may have been engaged within certain broader ESG engagement subjects

Indicators marked in blue are in scope for Danske Invests PAI monitoring and reporting

## Adverse sustainability indicators addressed in sovereigns and real estate

Indicators applicable to investments in sovereigns and supranational\*

Indicators applicable to investments in real estate\*

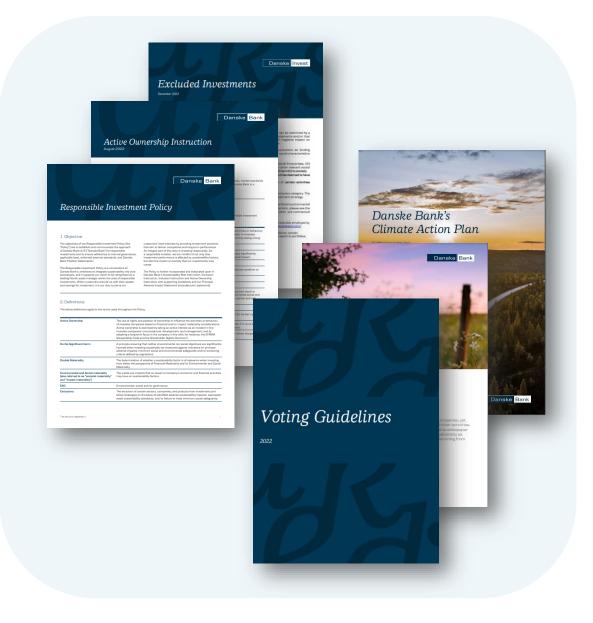


\* Adverse sustainability impact indicators may have been engaged within certain broader ESG engagement subjects

Indicators marked in blue are in scope for Danske Invests PAI monitoring and reporting

Get more sustainability related info on Danskebank.com

Find information



## Danske Invest's approach to voting

TEACH TEACHER

A company's general meeting is an opportunity for Danske Invest as an investor to voice our opinion on issues of key importance to corporate governance and to contribute to a company's sustainability performance. As a general guideline, Danske Invest supports company management; however, Danske Invest will exercise its shareholder rights to vote in line with our fiduciary duty, which is to consider what is in the best interests of our clients.

Danske Invest votes at the general meetings of companies where we represent relevant holdings in accordance with our outlined voting scope. We vote either by ourselves or through a service provider by proxy or in person by attending AGMs (or a combination of both).

Before voting, the Investment and Responsible Investment teams will assess resolutions and apply Voting Guidelines of the Danske Invest Group and market standards to each agenda item. Our Voting Guidelines are available on the Danske Invest website

### Voting

Danske Invest

We vote at the general meetings of companies

In 2022, we have had the following voting activities

Companies	2776
<b>Country domiciles</b>	65
Meetings	3 577
Proposals	42 045

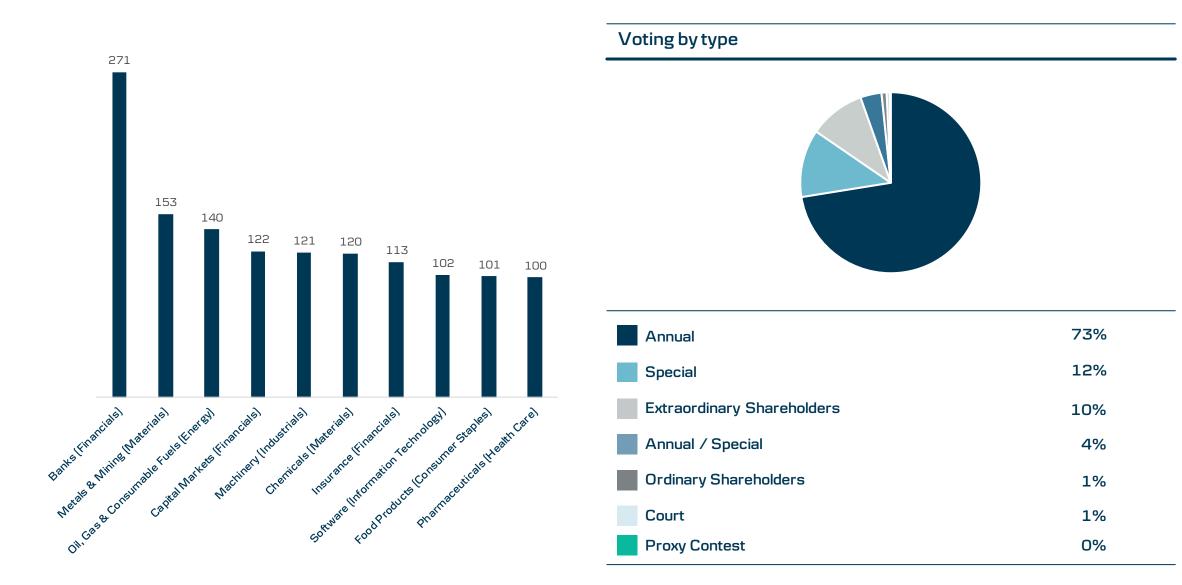


## We vote on general meetings across the globe

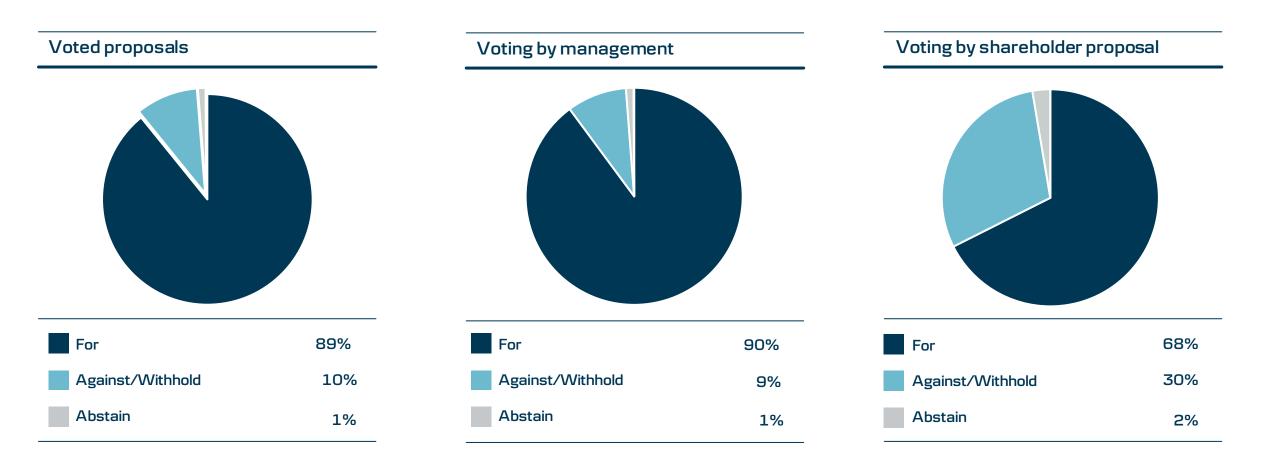
Rank	Country	Count
1	USA	762
2	China	548
3	Japan	204
4	India	196
5	Germany	119
6	United Kingdom	115
7	Cayman Island	114
8	South Korea	104
9	Sweden	101
10	France	90



## Voting by industry and type

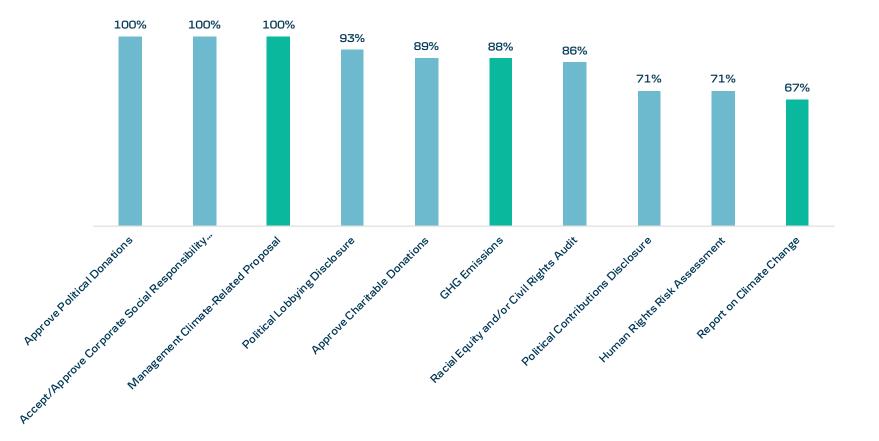


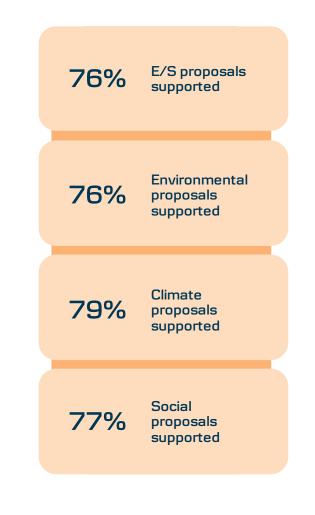
## How we voted on management and shareholder proposals



## An overview of environmental and social proposals we supported in 2022

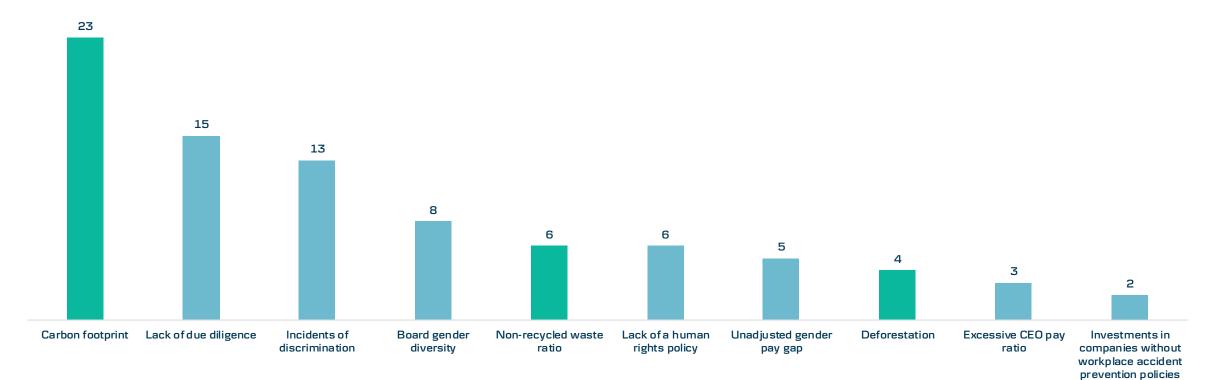
Top 10 proposals and how we supported by environmental and social proposal E





## Voting by Principal Adverse Impact

Proposals supported in relation to Principal Adverse Impact 😑 🕤



# Voting at the annual general meeting of Chevron

We supported a shareholder proposal asking Chevron to disclose on how the IEA's Net Zero by 2050 scenario will affect key components of the company's financial position. 39% of the shareholders voted in favor of the resolution.

**Find information** 

Voting case - Environmental proposal



# Voting at the annual general meeting of Tesla

We supported a shareholder proposal that urges Tesla to improve transparency and take more action. The board recommended that shareholders to vote against the proposal, which require Tesla to report how they prevent harassment, discrimination and racism as well as the effect of the measures taken.

**Find information** 



## Get more voting related info below

Voting guidelines

Voting platform

Proxy Voting Dashboard	J	Fibres Market Sector Meeting Vales Management Propend
Meetings by Meeting Type	7,199 Manage	<ul> <li>66.7% Annual</li> <li>19.1% Special</li> <li>9.7% Extraordinary Shareholders</li> <li>3.1% Annual/Special</li> <li>0.8% Ordinary Shareholders</li> <li>0.4% Court</li> <li>0.7% Resear Section</li> </ul>
Voting Statistics	74K	K
• Expert	C - Handred Balleting in	Voting Guidelines
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# Danske Invest's approach to collaborative engagements

When appropriate, Danske Invest collaborates with peers, like-minded investors and other relevant parties to exercise Active Ownership by engaging through joint dialogue and contributing collectively to make a positive impact. It might be appropriate to raise the issue with others in instances where Danske Invest's own engagement may have proven to be unsuccessful. Collaborative engagements include contacting other investors to get support on engagement activities, discuss voting issues, and make proposals for general meetings. This is done on through formal investor networks or membership forums such as Climate Action 100+, FAIRR and UN PRI Advance as well as other initiatives.

## Collaborative engagements

We collaborate with other investors and organisations

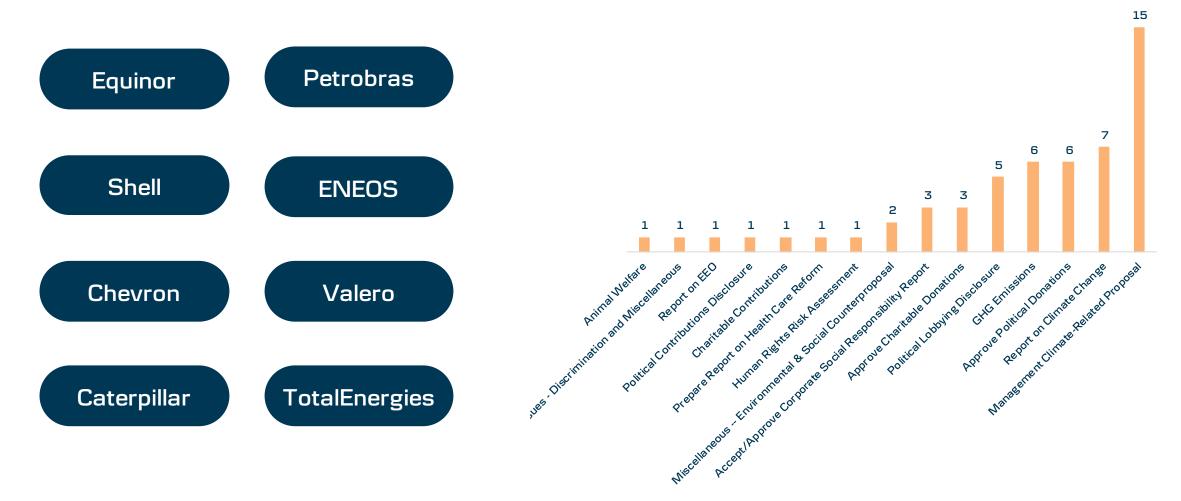
Read more about the collaborative initiatives that we are working with

Find information



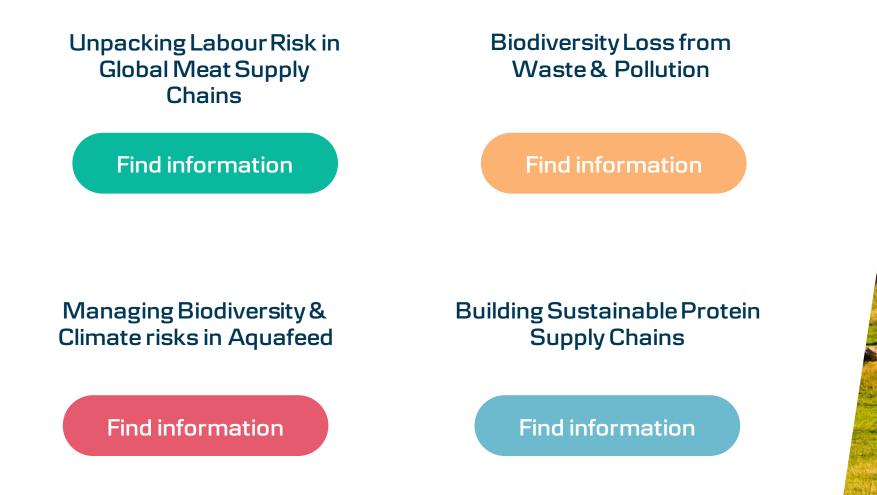
## Climate Action 100+ activities

Examples of engagements that we have participated in through CA100+



## We supported 54 environmental and social proposals on the AGM of CA100+ companies







#### 3M Co

AB Dynamics PLC ABB Asea Brown Boveri I td ABB Ltd Abertis Infraestructuras SA Absolent AB ACCIONA Energia Internacional Alexandria Real Estate Equities Inc Accor SA ACEN Corp Addl ife AB Addnode Group AB AddTech AB ADDvise Group AB Adecoagro SA ADEKA Corp Adevinta ASA adidas AG Adler Pelzer Holding GmbH ADLER Real Estate AG Admicom Ovj Advanced Drainage Systems Inc American Airlines Group Inc AFRY AB Aica Kogyo Co Ltd Aiforia Technologies Oyj Air Liquide SA Airthings ASA Aisin Corp Aker ASA Aker BioMarine ASA Aker BP ASA

Aker Horizons Holding AS Aker Offshore Wind AS Aker Solutions ASA Aktia Bank Ovj Akzo Nobel NV Alcadon Group AB Alfa Laval AB Alibaba Group Holding Ltd Allegro.eu SA Allison Transmission Holdings Inc Alma Media Ovj Alpha Group International PLC Alrosa PJSC Alstom SA Altice Finco SA Aluminum Corp of China Ltd Amazon.com Inc AMC Entertainment Holdings Inc Amdocs I td Andfjord Salmon AS Anglo American PLC Anheuser-Busch InBey SA/NV Anhui Conch Cement Co Ltd Antofagasta PLC AP Moller - Maersk A/S **Applied Materials Inc** Applus Services SA AQ Group AB

Aramark Services Inc. Arches Buyer Inc Arco Platform I td Ardagh Packaging Holdings Ltd Arezzo Industria e Comercio SA BASESE Arion Banki HF Ario AB Asahi Coltd Asahi Kasei Corp Asbury Automotive Group Inc Asian Paints I td ASM International NV ASMLHolding NV ASPEED Technology Inc Assa Ablov AB AstraZeneca PLC Asustek Computer Inc Atea ASA Atlantia SpA Atlas Copco AB Atmos Energy Corp Atrium Ljungberg AB Audacy Capital Corp Auren Energia SA Austevoll Seafood ASA Autoliv Inc AutoStore Holdings Ltd Autostrade per l'Italia SpA Axis Bank I td Ayala Corp

B2Holding ASA Brother Industries Ltd Bakkafrost P/F **BTS Group AB** Ballv's Corp Bufab AB Banijay Entertainment Bath & Body Works Inc Baver AG BW Energy Ltd Cable One Inc. BMW AG Beacon Roofing Supply Inc Cadeler A/S Beijer Alma AB Beijer Ref AB Belc Co Ltd Callon Petroleum Co Beluga Group PJSC Betolar Oyj **BEWiASA** Canon Inc Bharti Airtel Ltd Canopy Holdings AS **BHG Group AB** Carasent ASA **BHP** Group Ltd Cargotec Ovi Billerud AB Carlsberg AS BIPROGY Inc. Carnival Corp BOC Hong Kong Holdings Carrefour SA Boise Cascade Co Carvana Co Boku Inc Castellum AB **Boliden AB** Caterpillar Inc BorgWarner Inc Caverion Ovi Borr Drilling Ltd Boyd GamingCorp **BP PLC** Cemex SAB de CV Bravida Holding AB Bredband2AB

Budweiser Brewing Co APAC Ltd Builders FirstSourceInc **Burger King France SAS** Caesars Entertainment Inc. Caesars Resort Collection LLC / CRC Finco Inc Cairo Investment & Real Estate Development Co Candles Scandinavia AB CCO Holdings LLC / CCO Holdings Capital Corp CellaVision International AB Central Automotive Products I td Centre Testing International Group Co Ltd

#### CGI Inc

Chacha Food Co I td Chemometec A/S Chemours Co/The Chevron Corp China Education Group H. China Mengniu Dairy Co Ltd China Merchants Bank Co China Resources Land Holdings China Tourism Group Duty Free Churchill Downs Inc. Cie de Saint-Gobain Michelin SCA Cigna Corp Cint Group AB Circassia Group Plc Citigroup Inc Citycon Oyj CK Hutchison Holdings Ltd Clarivate Science Holdings Corp Clearway Energy Inc Cleveland-Cliffs Inc. Cloudberry Clean Energy ASA CMOC Group Ltd Coloplast A/S Commercial Metals Co **Compass Group PLC** Concentric AB

Consensus Cloud Solutions Inc Consolidated Communications Inc. Constellium SF Container Corp Of India Ltd Contemporary Amperex Technology Co Devon Energy Corp ContourGlobal PLC Coor Service Management Holding AB Corestate Capital Holding SA China Petroleum & Chemical Corp Cornerstone Building Brands Inc China Resources Cement Holdings Corp Inmobiliaria Vesta SAB de CV Corp Nacional del Cobre de Chile Coty Inc Covestro AG CP Atlas Buyer Inc Crayon Group Holding ASA CrayoNano AS Croda International PLC Crompton G. C. Electricals Ltd CSC Holdings LLC CSPC Pharmaceutical Group Ltd CTP NV CTS Co Ltd CTT Systems AB Cullen/Frost Bankers Inc. Daiichi Sankyo Co Ltd Dana Inc. Danske Invest A/S DBS Group Holdings Ltd Delta Air Lines Inc. DeNA Co Ltd

Detection Technology Ov Deutsche Bahn AG Deutsche Bank AG Deutsche Lufthansa AG Dfds A/S Diageo PLC Diebold Nixdorf Inc Dino Polska SA Direct Line Insurance Group PLC DI R Kredit A/S DNBASA Dolphin Drilling ASA Dometic Group AB Douglas GmbH Drax Group PLC DSVA/S Dufry One BV F.ON SF EDP - Energias de Portugal SA El Corte Ingles SA Electrolux Professional AB Electronic Arts Inc Eli Lilly & Co Elkem ASA Elliptic Laboratories ASA Elmera Group ASA Embracer Group AB Endava PI C Enel SpA

**ENEOS Holdings Inc** Energizer Holdings Inc Engcon AB Enigmo Inc Entra ASA Envipco Holding NV Epiroc AB EQS Group AG EQT AB Equinix Inc Equinor ASA ERG SpA Fricsson AB Essential Utilities Inc Essity AB Ework Group AB **EXACT Therapeutics AS** Expeditors Inter. Washington Experian PLC Exsitec Holding AB Fabege AB Fair Isaac Corp Faron Pharmaceuticals Ov Fasadgruppen Group AB Fast Retailing Co Ltd Fastighets AB Balder Ferrovial SA Fidelity National Financial Inc First Abu Dhabi Bank PJSC FI FX I NG I td

Forterra Inc. Fortescue Metals Group Ltd Fortnox AB Fortum Ovi Foundation Building Materials Inc FPT Corp F-Secure Ovi Fuji Oil Holdings Inc Future Corp Ganfeng Lithium Group Co Ltd Gap Inc/The GAROAB Genesis Energy LP Genmab A/S Genova Property Group AB Gestamp Automocion SA Getinge AB Getlink SF Gjensidige Forsikring ASA Gjensidige Pensjonsforsikring AS Global Aircraft Leasing Co Ltd GMO internet group Inc GN Store Nord AS Godrej Properties Ltd Gofore Ovi Golden Entertainment Inc Golden Ocean Group Ltd Grieg Seafood ASA Group 1 Automotive Inc Grupo Aeroportuario del Centro Norte

Grupo Mexico SAB de CV	Hornbach Baumarkt AG	Italgas SpA	Koninklijke DSM NV	Luminor Bank AB
GSKPLC	Housing Development Finance Corp	ITM Power PLC	Kotak Mahindra Bank Ltd	Macy's Retail Holdings LLC
H & M Hennes & Mauritz AB	HSBC Holdings PLC	Ivanhoe Mines Ltd	Kweichow Moutai Co Ltd	Mahindra & Mahindra Ltd
H+H International A/S	HT Troplast GmbH	Jaguar Land Rover Automotive PLC	La Poste SA	Makalot Industrial Co Ltd
Halliburton Co	Hughes Satellite Systems Corp	James Hardie Industries PLC	Ladder Capital Corp	Makita Corp
Halyk Savings Bank of Kazakhstan	Husqvarna AB	Japan Wool Textile Co Ltd/The	Lagercrantz Group AB	Marimekko Oyj
Hamakyorex Co Ltd	Hypera SA	JD.com Inc	Lamar Media Corp	Marubeni Corp
Hanesbrands Inc	Iberdrola SA	JELD-WEN Inc	Lamor Corp Oyj	Maruti Suzuki India Ltd
Hannon A. S. I. Capital Inc	ICICI Bank Ltd	JFE Holdings Inc	Landshypotek Bank AB	Masonite International Corp
Hansol Chemical Co Ltd	iHeartCommunications Inc	JMAB	Lansforsakringar Bank AB	Matalan Finance PLC
Harvia Oyj	Imola Merger Corp	Johnson & Johnson	LANXESS AG	Maxeda DIY Holding BV
HCA Healthcare Inc	Incap Oyj	Joinn Laboratories China Co Ltd	Learning Technologies Group PLC	McGraw-Hill Education Inc
		K2A Knaust & Andersson		
Heimstaden Bostad AB	Indutrade AB	Fastigheter AB	Lemonsoft Oyj	Medcap AB
Heineken NV	Info Edge India Ltd	Kakao Corp	Leroy Seafood Group ASA	Medical Properties Trust Inc
Hemnet Group AB	Infosys Ltd	Kamux Corp	LG Chem Ltd	Medicover AB
Hemso Fastighets AB	Inner Mongolia BaoTou Steel Union		Li Auto Inc	Medistim ASA
Hermina Hospital Group	Instalco AB	Kasikornbank PCL	Li Ning Co Ltd	Meituan
Hess Corp	Intea Fastigheter AB	KazMunayGas National Co JSC	Lifco AB	Melco Resorts & Entertainment Ltd
Hess Midstream LP	Integrated Wind Solutions ASA	KDDI Corp	Lime Technologies AB	Meltwater NV
Hexagon AB	Interface Inc	Kempower Oyj	Lincoln Electric Holdings Inc	Mercedes-Benz Group AG
Hexatronic Group AB	International Consolidated Airlines	Kesko Oyj	Lintec Corp	MGM Resorts International
Hexpol AB	International Design Group SPA	Kewpie Corp	Lithia Motors Inc	Michaels Cos Inc/The
Hindalco Industries Ltd	International Game Technology PLC	Kingspan Group PLC	Littelfuse Inc	Midcap Financial Issuer Trust
Hindustan Unilever Ltd	Interpublic Group of Cos Inc/The	Kinnevik AB	LKQ Corp	Millennium Escrow Corp
Hitachi Ltd	Intesa Sanpaolo SpA	Kinsale Capital Group Inc	Lloyds Banking Group PLC	MIPSAB
Hoegh Autoliners ASA	Intrum AB	KMC Kuei Meng International Inc	Longyuan P. G Shanghai Investment	
HollyFrontier Corp	Investor AB	Knowit Consulting Stockholm AB	L'Oreal SA	Mitsubishi Estate Co Ltd
Hon Hai Precision Industry Co Ltd	Inwido AB	Kobe Bussan Co Ltd	Louisiana-Pacific Corp	Mitsubishi Gas Chemical Co Inc
Honda Motor Co Ltd	Islandsbanki HF	Kongsberg Automotive ASA	LPL Holdings Inc	Mitsubishi UFJ Financial Group Inc
Hong Kong Exchanges & Clearing	ISS A/S	Kongsberg Gruppen ASA	Lumen Technologies Inc	Mitsui & Co Ltd

Mitsui Fudosan Co Ltd MLP Saglik Hizmetleri AS Modulight Oy Mohegan Gaming & Entertainment Nibe Industrier AB Mondelez International Inc Mowi ASA Mphasis Ltd MPT Operating Partnership LP Mr Cooper Group Inc MTN Group Ltd Multiplan Empreendimentos Imobiliarios SA Munters Group AB Musti Group Nordic Oy Mytilineos SA Nanoform Finland Plc NARI Technology Co Ltd National Grid PLC NAVER Corp Navient Corp NCAB Group AB Nederman Holding AB NELASA Nepa AB Neptune Energy Bondco PLC Neptune Energy Group Ltd Neste Oyj Nestle SA Netflix Inc. Network International LLC Newmark Group Inc

Nexon Co Ltd NextEra Energy Inc NH Hotel Group SA Nichias Corp Nichirei Corp NIKE Inc Nilfisk A/S Nine Dragons Paper Holdings Ltd NIO Inc

Nippon Express Co Ltd Nippon Shinyaku Co Ltd Nippon Steel Corp Nissan Motor Co Ltd NKTA/S Nokia Oyj Nokian Renkaat Oyj Nolato AB Noram Drilling AS NORBIT ASA Nordea Bank Abp Nordic Lights Group OYJ Nordic Semiconductor ASA Nordic Waterproofing Holding A/S Nordnet AB Nordstrom Inc Norsk Hydro ASA Northern Oil and Gas Inc Norva24 Group AB Norway Royal Salmon ASA

Norwegian Air Shuttle ASA Norwegian Energy Co ASA Nova Ljubljanska Banka dd Novatek PJSC Novo Nordisk A/S Novolipetsk Steel PJSC Novozymes A/S NP3 Fastigheter AB NRC Group ASA NRG Energy Inc

Nyfosa AB Nykode Therapeutics ASA Obic Co Ltd Occidental Petroleum Corp **OHL** Operaciones SA **OKUMA** Corp Oma Saastopankki Oyj OneMain Holdings Inc Optomed Ov Orion Oyj Orkla ASA Orpea SA Orsted AS Orthex Oyj Outokumpu Oyj Oversea-Chinese Banking Corp Ltd Polyus PJSC OX2 AB Pacific Basin Shipping Ltd Pan American Silver Corp Panoro Energy ASA

Patrick Industries Inc Pattern Energy Group LLC Paxman AB Peach Property Finance GmbH Peloton Interactive Inc. Penn Entertainment Inc Penn N. G. of West Virginia Inc Penske Automotive Group Inc Permian Resources Corp PetroChina Co Ltd

Petroleo Brasileiro SA Petroleos Mexicanos Pfizer Inc PG&E Corp **PGSASA** PGT Innovations Inc Philips Domestic Appliances Physitrack PLC Pihlajalinna Oyj Ping An I. G. Co of China Ltd Pioneer Natural Resources Co Piraeus Bank SA Pitney Bowes Inc Pizza Express Inc Plug Power Inc Poste Italiane SpA Power Grid Corp of India Ltd Poya International Co Ltd PRA Group Inc

Press Metal Aluminium Holdings Prestige Estates Projects Ltd PrestigeBidCo GmbH Procter & Gamble Co/The Prysmian SpA Public Power Corp SA Punch Finance PLC Puuilo Oyj QT Group Oyj QVC Inc

Raisio Oyj Randviken Fastigheter AB Range Resources Corp Ratos AB Reach Subsea ASA Reliance Industries Ltd Remy Cointreau SA Renault SA Repsol SA Restaurant Brands International I P Revenio Group Oyj Rinnai Corp **Rio Tinto PLC ROBLOX** Corp Roche Holding AG Rocket Software Inc ROCKWOOL A/S Rosneft Oil Co PJSC Rovio Entertainment Oyj Royal Unibrew A/S

Rugvista Group AB **RWEAG** S&P Global Inc. Salmar ASA Salmon Evolution ASA Samhallsbyggnadsbolaget i Norden Siam Cement PCL/The Sampo Ovi Samsung Electronics Co Ltd Samsung Engineering Co Ltd Sandvik AB Sankyo Co Ltd Sankyu Inc Sanoma Ovj Sanwa Holdings Corp SATS ASA Saudi Arabian Oil Co SBA Communications Corp Scatec ASA Schibsted ASA Schlumberger Holdings Corp Schneider Flectric SF Scripps Escrow Inc Sdiptech AB Sealtd Seafire AB Seaway 7 ASA Sectra AB Securitas AB Self Storage Group ASA Service Properties Trust

Shell PLC Shenzhen M. Bio-Medical E. Co Ltd SpareBank 1 SR-Bank ASA Shin-Etsu Chemical Co Ltd Shinnihon Corp Shree Cement I td Siemens AG Siemens Gamesa R. Energy SA SIG Group AG Signa Development Finance SCS Siili Capital Oy Siili Solutions Ovi Sika Group Silergy Corp Sinbon Electronics Co Ltd Sinch AB Sinclair Television Group Inc Sirius XM Radio Inc. Sizzling Platter LLC Skandinaviska Enskilda Banken AB Storskogen Group AB Skanska AB SKF AB Snam SpA SoftBank Group Corp S-Oil Corp Sojitz Corp Solar A/S Solvay SA Sonic Automotive Inc. Sony Group Corp

SpareBank 1 SMN Sporton International Inc Spotify Technology SA SS&C Technologies Holdings Inc SSABAB SSE PLC Standard Chartered Bank Zambia Starwood Property Trust Inc Statkraft AS Stellantis NV Stenhus Fastigheter I Norden AB STERIS PLC Stockholm Exergi Holding AB Stonegate Pub Co Financing 2019 Tbd30 AB StoneX Group Inc Stora Enso Ovi STORE Capital Corp Storebrand ASA Straumann Holding AG Studio City Finance Ltd Subsea 7 SA Sumitomo Corp Sumitomo Realty & Development SunCoke Energy Inc Sundrug Co Ltd Surgical Science Sweden AB Suzuki Motor Corp Svenska Cellulosa AB SCA

Svenska Handelsbanken AB Sweco AB Swedbank AB Swedish Orphan Biovitrum AB Swisscom AG Synsam AB Systemair AB Saab AB Takashimaya Co Ltd Talenom Ovj Tasty Bondco 1 SA Tata Consultancy Services Ltd Tata Steel I td TBC Bank Group PLC Techtronic Industries Co Ltd Telenor ASA Teleperformance Tencent Holdings Ltd Teradyne Inc Terna - Rete Elettrica Nazionale Terreno Realty Corp Terveystalo Oyj Tesla Inc. Teva Pharmaceutical Industries Ltd Uber Technologies Inc TGSASA Thule Group AB thyssenkrupp AG Tisco Financial Group PCL T-Mobile US Inc

Tobii Dynavox AB Toei Coltd Tokmanni Ov Tokyo Electron Ltd TOMRA Systems ASA Tongcheng Travel Holdings Ltd **TOPPAN INC** Toray Industries Inc Tormek AB TotalEnergies SE Toyo Suisan Kaisha Ltd Toyo Tire Corp Toyota Industries Corp Tractor Supply Co Transocean Ltd Trelleborg AB Trip.com Group Ltd Troax Group AB Truecaller AB TS Tech Co Ltd Tsuruha Holdings Inc TTM Technologies Inc TUI Cruises GmbH Tyler Technologies Inc Ultimovacs ASA UltraTech Cement I td Umicore SA UniCredit SpA Unilever PLC

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Danske Invest Asset Management – a division of Danske Invest A/S Holmens Kanal 2-12 DK-1092 Copenhagen, Denmark Company reg. no.: 61 12 62 28 Tel. +45 45 13 96 00 Fax +45 45 14 98 03 https://danskebank.dk/asset-management