

Product name: C WORLDWIDE SWEDEN
Legal entity identifier: 967600QIG0353E50TF04
Reference period: 01/01/2024 to 31/12/2024

Legal entity identifier: 967600QIGO353E50TF04


Reference period: 01/01/2024 to 31/12/2024

Did this financial product have a sustainable investment objective?


☐ It made **sustainable investments with an environmental objective:** %

☐ in economic activities that qualify as environmentally sustainable under the EU Taxonomy

☐ in economic activities that do not qualify as environmentally sustainable under the EU Taxonomy

 It promoted Environmental/Social (E/S) characteristics and while it did not have as its objective a sustainable investment, it had a proportion of 62.92 % of sustainable investments

- with an environmental objective in economic activities that qualify as environmentally sustainable under the EU Taxonomy

 with an environmental objective in economic activities that do not qualify as environmentally sustainable under the EU Taxonomy

 with a social objective

It promoted E/S characteristics, but **did not make any sustainable investments**

To what extent were the environmental and/or social characteristics promoted by this financial product met?

The Strategy promoted environmental and social characteristics by considering Principal Adverse Impacts (PAI) on sustainability factors (**Principal Adverse Impacts**). The Principal Adverse Impacts Indicators are specified in the Principal Adverse Impacts Statement of the Investment Manager (**the Principal Adverse Impact Statement**). This analysis has been conducted prior to every new investment made.

Sustainable investment means an investment in an economic activity that contributes to an environmental or social objective, provided that the investment does not significantly harm any environmental or social objective and that the investee companies follow good governance practices.

The **EU Taxonomy** is a classification system laid down in Regulation (EU) 2020/852, establishing a list of **environmentally sustainable economic activities**. That Regulation does not include a list of socially sustainable economic activities. Sustainable investments with an environmental objective might be aligned with the Taxonomy or not.



Sustainability indicators measure how the environmental or social characteristics promoted by the financial product are attained.

The Strategy promoted environmental and social characteristics through a minimum proportion of sustainable investments (**Minimum proportion of sustainable investments**).

The Strategy promoted social characteristics by avoiding investments in investee companies involved in controversial weapons (**Controversial weapons exclusion**). This has been screened for on a monthly basis.

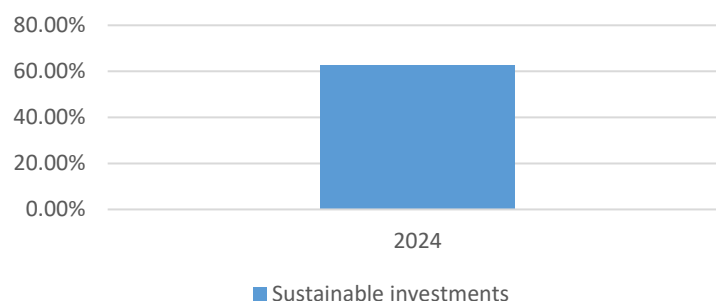
The Strategy promoted environmental and social characteristics by avoiding investments in companies exceeding a certain level of involvement in small arms, adult entertainment, alcoholic beverages, gambling, tobacco products, oil & gas, thermal coal, oil sands and shale energy (**Sector exclusions**). This has been screened for on a monthly basis.

There was no reference benchmark designated for the purpose of attaining the environmental or social characteristics promoted by the Strategy (**Reference benchmark**).

● *How did the sustainability indicators perform?*

Principal Adverse Impacts: Please see the table in the “How did this financial product consider principal adverse impacts on sustainability factors?” section below.

Minimum proportion of sustainable investments: The Strategy was committed to have a minimum proportion of 5% of sustainable investments. The actual average proportion of sustainable investments was 62.92%.



Controversial weapons exclusion: Before an investment was made in an investee company and regularly during the holding period the Strategy has conducted screening of the activities of each investee company to avoid investments in companies involved in controversial weapons. No investee companies involved in controversial weapons were identified via the regular screenings during the holding period.

Sector exclusions: Before an investment was made in an investee company and regularly during the holding period the Strategy has conducted screening of the activities of each investee company to avoid investments in companies exceeding a certain level of involvement in specific activities. No investee companies exceeding such level of involvement in specific activities were identified via the regular screenings during the holding period.

Controversial weapons exclusion					
Activities	Description of Activities	Level of Involvement	Companies Exceeding Level of Involvement 2024	Companies Exceeding Level of Involvement 2023	Companies Exceeding Level of Involvement 2022
Controversial Weapons	Companies involved in the core weapon system of controversial weapons, or components or services of the core weapon system that are considered tailor-made and essential for the lethal use of the weapon.	0 %	0	0	0
	Companies providing components or services for the core weapon system of controversial weapons, which are either not considered tailor-made or not essential to the lethal use of the weapon.	0 %	0	0	0

Sector exclusions					
Activities	Description of Activities	Level of Involvement	Companies Exceeding Level of Involvement 2024	Companies Exceeding Level of Involvement 2023	Companies Exceeding Level of Involvement 2022
Small Arms	Companies involved in the manufacturing, distribution, sale or retail sale of assault weapons.	5%	0	0	0
	Companies involved in the manufacturing, distribution, sale or retail sale of small arms or key components to small arms.	5%	0	0	0
Adult Entertainment	Companies involved in the production or distribution of adult entertainment or owning or operating adult entertainment establishments.	5%	0	0	0

Alcoholic Beverages	Companies involved in the manufacturing, distribution or retail sale of alcoholic beverages or in supplying alcohol-related products or services to alcoholic beverage manufacturers.	5%	0	0	0
Gambling	Companies owning or operating gambling establishments, manufacturing specialized equipment used exclusively for gambling or providing supporting products or services to gambling operations.	5%	0	0	0
Tobacco Products	Companies involved in the manufacturing, distribution or retail sale of tobacco products or in the supply of tobacco-related products or services.	5%	0	0	0
Oil & Gas	Companies involved in oil and gas exploration, production, refining, transportation, or storage.	5%	0	0	0
	Companies involved in the generation of electricity from oil or gas.	25%	0	0	0
Thermal Coal	Companies involved in the generation of electricity from thermal coal.	5%	0	0	0
	Companies involved in thermal coal extraction.	5%	0	0	0
Oil Sands	Companies involved in oil sands extraction.				
Shale Energy	Companies involved in shale energy exploration or production.	5%	0	0	0

● ***...and compared to previous periods?***

The characteristics that are comparable to a previous period are principal adverse impacts, minimum proportion of sustainable investments, sector exclusions and controversial weapons exclusion.

● ***What were the objectives of the sustainable investments that the financial product partially made and how did the sustainable investment contribute to such objectives?***

The Strategy invested in investee companies within any sector only limited by the sector exclusions. The objectives of the sustainable investments that the Strategy partially intended to make were therefore not focused on a single objective but consisted of the following:

- Reduction of greenhouse gas emissions and pollution and positive contribution to diversity measured through relative performance of investee companies based on selected Quantitative PAI Indicators compared to a general investment universe.
- Reduction of greenhouse gas emissions measured by investee companies having science based targets to reduce greenhouse gas emissions which has been reviewed and validated by the Science Based Targets Initiative.
- Contribution to the environmental objectives set out in article 9 of Regulation 2020/852 measured by any alignment with the EU Taxonomy by investee companies.

● ***How did the sustainable investments that the financial product partially made not cause significant harm to any environmental or social sustainable investment objective?***

In order to ensure that the sustainable investments that the Strategy partially intended to make, did not cause significant harm to any environmental or social sustainable investment objective, a do no significant evaluation was performed on each investee company. To pass the do no significant harm evaluation an investee company had to have:

- No negative products, services or operational exposure PAI's measured by the Exposure PAI Indicators
- No negative product controversy product PAI's measured by the Controversy products PAI Indicators
- No quantitative PAI's in the bottom 5 percentile measured by the Quantitative PAI Indicators
- No controversy related to breaches of the minimum safeguards.

Principal adverse impacts are the most significant negative impacts of investment decisions on sustainability factors relating to environmental, social and employee matters, respect for human rights, anti-corruption and anti-bribery matters.

Minimum safeguards

The minimum safeguards included high severity controversies, including controversies in relation to labor rights and human rights.

How were the indicators for adverse impacts on sustainability factors taken into account?

The mandatory indicators for adverse impacts on sustainability factors were taken into account in the measurement of an investee company's contribution to a environmental or social sustainable investment objective and the do no significant harm evaluation as described above.

The mandatory PAI indicators as defined in table 1 of annex 1 of Regulation (EU) 2022/1288 are divided into:

- Exposure PAI Indicators: PAI indicator no. 4 and 14
- Controversy PAI Indicators: PAI indicator no. 7, 10 and 11
- Quantitative PAI Indicators: PAI indicator no. 1-3, 5, 6, 8, 9, 12 and 13

Were sustainable investments aligned with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights? Details:

PAI indicator no. 10 was used to measure violations of the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights, including the principles and rights set out in the eight fundamental conventions identified in the Declaration of the International Labour Organisation on Fundamental Principles and Rights at Work and the International Bill of Human Rights. In addition, alignment with the UN Guiding Principles and the OECD Guidelines for Multinational Enterprises were included in the minimum safeguard evaluation.

The EU Taxonomy sets out a “do not significant harm” principle by which Taxonomy-aligned investments should not significantly harm EU Taxonomy objectives and is accompanied by specific Union criteria.

The “do no significant harm” principle applies only to those investments underlying the financial product that take into account the EU criteria for environmentally sustainable economic activities. The investments underlying the remaining portion of this financial product do not take into account the EU criteria for environmentally sustainable economic activities.

Any other sustainable investments must also not significantly harm any environmental or social objectives.



How did this financial product consider principal adverse impacts on sustainability factors?

Principal adverse impacts were identified, prioritised, and assessed from a materiality perspective relevant to the specific investment strategy of the Strategy. A proprietary analysis tool based on Principal Adverse Impacts Indicators was applied.

In addition, the Strategy has considered principal adverse impacts through active ownership. Where material adverse impacts have been identified in relation to an investee company, such impacts have in some cases formed the basis for an engagement with the investee company.

The principal adverse impacts of an investee company have been integrated into the investment decision-making process along with other factors such as financial and commercial factors and sustainability risks.

Adverse sustainability indicator		Metric	Impact 2024	Impact 2023
CLIMATE AND OTHER ENVIRONMENT-RELATED INDICATORS				
Greenhouse gas emissions	1. GHG emissions	Scope 1 GHG emissions	288.88 tonne CO2e	240.11 tonne CO2e
		Scope 2 GHG emissions	287.88 tonne CO2e	239.72 tonne CO2e
		From 1 January 2024, Scope 3 GHG emissions	118606.05 tonne CO2e	55304.07 tonne CO2e
		Total GHG emissions	119188.33 tonne CO2e	56068.91 tonne CO2e

	2. Carbon footprint	Carbon footprint	1088.57 tonne CO2e / EUR M invested	831.46 tonne CO2e / EUR M invested
	3. GHG intensity of investee companies	GHG intensity of investee companies	3253.67 tonne CO2e / EUR M revenue	2443.09 tonne CO2e / EUR M revenue
	4. Exposure to companies active in the fossil fuel sector	Share of investments in companies active in the fossil fuel sector	1.95 %	5.95 %
	5. Share of non-renewable energy consumption and production	Share of investments in companies active in the fossil fuel sector	Consumption: 48.08 %	Consumption: 60.74 %
	6. Energy consumption intensity per high impact climate sector	Share of non-renewable energy consumption and non-renewable energy production of investee companies from non-renewable energy sources compared to renewable energy sources, expressed as a percentage	Total: 0.16 GWh / EUR M revenue Sector C: 0.12 GWh / EUR M revenue Sector G: <0.01 GWh / EUR M revenue Sector L: 0.03 GWh / EUR M revenue	Total: 0.19 GWh / EUR M revenue Sector C: 0.21 GWh / EUR M revenue
Biodiversity	7. Activities negatively affecting biodiversity-sensitive areas	Share of investments in investee companies with sites/operations located in or near to biodiversity-sensitive areas where activities of those investee companies negatively affect those areas	0 %	0 %
Water	8. Emissions to water	Tonnes of emissions to water generated by investee companies per million EUR invested, expressed as a weighted average	0.01 tonne / EUR M invested	0.01 tonne / EUR M invested
Waste	9. Hazardous waste ratio	Tonnes of hazardous waste generated by investee companies per million EUR invested, expressed as a weighted average	0.13 tonne / EUR M invested	0.17 tonne / EUR M invested
SOCIAL AND EMPLOYEE, RESPECT FOR HUMAN RIGHTS, ANTI-CORRUPTION AND ANTI-BRIBERY MATTERS				

Social and employee matters	10. Violations of UN Global Compact principles and Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises	Share of investments in investee companies that have been involved in violations of the UNGC principles or OECD Guidelines for Multinational Enterprises	0 %	0 %
	11. Lack of processes and compliance mechanisms to monitor compliance with UN Global Compact principles and OECD Guidelines for Multinational Enterprises	Share of investments in investee companies without policies to monitor compliance with the UNGC principles or OECD Guidelines for Multinational Enterprises or grievance/complaints handling mechanisms to address violations of the UNGC principles or OECD Guidelines for Multinational Enterprises	0 %	0 %
	12. Unadjusted gender pay gap	Average unadjusted gender pay gap of investee companies	8.68 %	10.09 %
	13. Board gender diversity	Average ratio of female to male board members in investee companies	37.98 %	35.62 %
	14. Exposure to controversial weapons (anti-personnel mines, cluster munitions, chemical weapons and biological weapons)	Share of investments in investee companies involved in the manufacture or selling of controversial weapons	0 %	0 %
ADDITIONAL CLIMATE AND OTHER ENVIRONMENT-RELATED INDICATORS				
Emissions	4. Investments in companies without carbon emission reduction initiatives	Share of investments in investee companies without carbon emission reduction initiatives aimed at aligning with the Paris Agreement	26.84 %	42.44 %
ADDITIONAL INDICATORS FOR SOCIAL AND EMPLOYEE, RESPECT FOR HUMAN RIGHTS, ANTI-CORRUPTION AND ANTI-BRIBERY MATTERS				
Anti-corruption and anti-bribery	15. Lack of anti-corruption and	Share of investments in entities without policies on anti-corruption and antibribery consistent with	0.84 %	0.95 %

	anti-bribery policies	the United Nations Convention against Corruption		
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What were the top investments of this financial product?

The list includes the investments constituting **the greatest proportion of investments** of the financial product during the reference period which is: 01/01-2024 to 31/12-2024.

Largest investments 2024	Sector 2024	% Assets 2024	Country 2024
Atlas Copco AB	Industrials	9.73%	Sweden
Volvo AB	Industrials	7.09%	Sweden
Skandinaviska Enskilda Banken AB	Financials	6.24%	Sweden
Hexagon AB	Information Technology	5.05%	Sweden
Sandvik AB	Industrials	4.84%	Sweden
Assa Abloy AB	Industrials	4.72%	Sweden
Addtech AB	Industrials	4.52%	Sweden
Nordnet AB	Financials	4.26%	Sweden
ABB	Industrials	3.93%	Switzerland
AstraZeneca Plc	Health Care	3.92%	United Kingdom
Alfa Laval AB	Industrials	3.45%	Sweden
Mycronic AB	Information Technology	3.15%	Sweden
Hennes & Mauritz AB	Consumer Discretionary	3.12%	Sweden
Systemair AB	Industrials	2.9%	Sweden
Wihlborgs Fastigheter AB	Real Estate	2.78%	Sweden

Largest investments 2023	Sector 2023	% Assets 2023	Country 2023
Atlas Copco A	Industrials	9.7%	Sweden
Volvo B	Industrials	6.6%	Sweden
Hexagon B	Information Technology	5.8%	Sweden
AstraZeneca	Health Care	5.7%	United Kingdom
Assa Abloy B	Industrials	5.0%	Sweden
Svenska Handelsbanken A	Financials	4.7%	Sweden
Sandvik	Industrials	4.7%	Sweden
ABB (SE)	Industrials	4.5%	Switzerland
Nibe Industrier B	Industrials	4.0%	Sweden

Nordnet	Financials	3.9%	Sweden
Addtech B	Industrials	3.9%	Sweden
Hennes & Mauritz B	Consumer Discretionary	3.7%	Sweden
Essity Aktiebolag	Consumer Staples	3.6%	Sweden
Alfa Laval	Industrials	3.4%	Sweden
Systemair	Industrials	3.1%	Sweden

Largest investments 2022	Sector 2022	% Assets 2022	Country 2022
Hexagon B	Information Technology	6.1%	Sweden
AstraZeneca	Health Care	5.8%	United Kingdom
Volvo B	Industrials	5.6%	Sweden
Atlas Copco A	Industrials	5.4%	Sweden
Svenska Handelsbanken A	Financials	4.8%	Sweden
Assa Abloy B	Industrials	4.7%	Sweden
ABB (SE)	Industrials	4.6%	Switzerland
Hennes & Mauritz B	Consumer Discretionary	4.3%	Sweden
Sandvik	Industrials	4.2%	Sweden
Cint Group	Information Technology	3.7%	Sweden
Nibe Industrier B	Industrials	3.6%	Sweden
Atlas Copco Old	Industrials	3.6%	Sweden
Addtech B	Industrials	3.2%	Sweden
Alfa Laval	Industrials	3.2%	Sweden
Nordnet	Financials	2.8%	Sweden

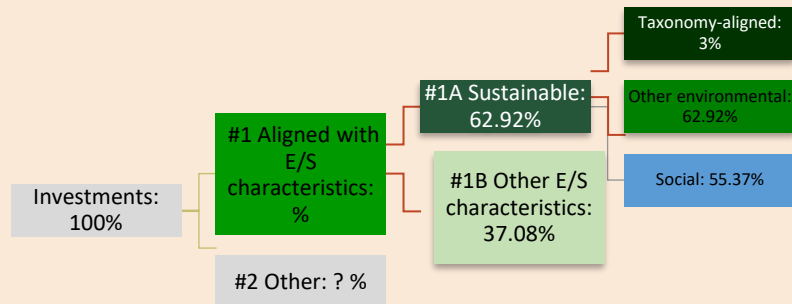
The top investments of the Strategy are calculated based on the average of the quarterly values of the Strategy.



What was the proportion of sustainability-related investments?

● What was the asset allocation?

Asset allocation describes the share of investments in specific assets.



#1 Aligned with E/S characteristics includes the investments of the financial product used to attain the environmental or social characteristics promoted by the financial product.

#2 Other includes the remaining investments of the financial product which are neither aligned with the environmental or social characteristics, nor are qualified as sustainable investments.

The category **#1 Aligned with E/S characteristics** covers:

- The sub-category **#1A Sustainable** covers sustainable investments with environmental or social objectives.
- The sub-category **#1B Other E/S characteristics** covers investments aligned with the environmental or social characteristics that do not qualify as sustainable investments.

	2024
#1 Aligned with E/S characteristics	97.64%
#1A Sustainable	62.92%
#1B Other E/S characteristics	37.08%
#2 Other	2.36%

The investments of the Strategy mainly consist of equities. All equities are used to meet the environmental or social characteristics promoted by the Strategy, in accordance with the binding elements of the investment strategy (#1).

The remaining investments of the Strategy consist of cash held as ancillary liquidity (#2).

To comply with the EU Taxonomy, the criteria for **fossil gas** include limitations on emissions and switching to fully renewable power or low-carbon fuels by the end of 2035. For **nuclear energy**, the criteria include comprehensive safety and waste management rules.

Enabling activities directly enable other activities to make a substantial contribution to an environmental objective.

Transitional activities are activities for which low-carbon alternatives are not yet available and among others have greenhouse gas emission levels corresponding to the best performance.

● ***In which economic sectors were the investments made?***

Sector	Weight
Industrial Machinery & Supplies & Components	17.82 %
Construction Machinery & Heavy Transportation Equipment	9.80 %
Electronic Equipment & Instruments	8.20 %
Building Products	8.11 %
Diversified Banks	6.47 %
Apparel Retail	5.23 %
Real Estate Operating Companies	5.02 %
Trading Companies & Distributors	4.49 %
Investment Banking & Brokerage	4.16 %
Pharmaceuticals	4.12 %
Electrical Components & Equipment	4.02 %
Aerospace & Defense	2.75 %
Other Specialty Retail	2.67 %
Household Products	2.62 %
Application Software	2.56 %
Biotechnology	2.05 %
Automotive Retail	2.00 %
Leisure Products	1.87 %
Publishing	1.87 %
Paper Products	1.70 %
Systems Software	1.59 %
Interactive Media & Services	0.84 %
Drug Retail	0.05 %



To what extent were the sustainable investments with an environmental objective aligned with the EU Taxonomy?

% of aligned investments	Enabling (An economic activity that enables other activities to contribute to an environmental objective)	Transition (Activities that are crucial to the economy but are not currently close to a net-zero carbon emission level)	Own Performance (An economic activity that is performed in an environmentally sustainable way)
Climate Change Mitigation	<0.5 %	< 0.5 %	3 %
Climate Change Adaptation	0 %	-	0 %
Biodiversity & Ecosystem	-	-	0 %
Pollution Prevention & Control	-	-	0%
Water & Marine Resources	0 %	-	0 %
Circular Economy	0 %	-	0 %

Did the financial product invest in fossil gas and/or nuclear energy related activities complying with the EU Taxonomy¹?

☐

Yes:

☐

In fossil gas

☐

In nuclear energy

☒

No

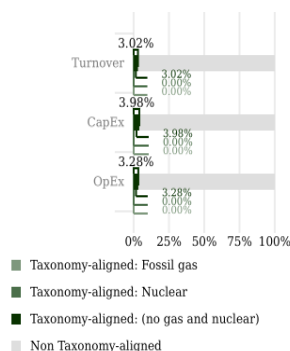
¹ Fossil gas and/or nuclear related activities will only comply with the EU Taxonomy where they contribute to limiting climate change ("climate change mitigation") and do not significantly harm any EU Taxonomy objective - see explanatory note in the left hand margin. The full criteria for fossil gas and nuclear energy economic activities that comply with the EU Taxonomy are laid down in Commission Delegated Regulation (EU) 2022/1214.

Taxonomy-aligned activities are expressed as a share of:

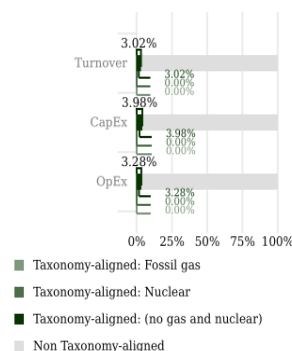
- **turnover** reflecting the share of revenue from green activities of investee companies.
- **capital expenditure (CapEx)** showing the green investments made by investee companies, e.g. for a transition to a green economy.
- **operational expenditure (OpEx)** reflecting green operational activities of investee companies.

The graphs below show in green the percentage of investments that were aligned with the EU Taxonomy. As there is no appropriate methodology to determine the taxonomy-alignment of sovereign bonds, the first graph shows the Taxonomy alignment in relation to all the investments of the financial product including sovereign bonds, while the second graph shows the Taxonomy alignment only in relation to the investments of the financial product other than sovereign bonds.*

1. Taxonomy-alignment of investments including sovereign bonds*



2. Taxonomy-alignment of investments excluding sovereign bonds*



* For the purpose of these graphs, 'sovereign bonds' consist of all sovereign exposures.

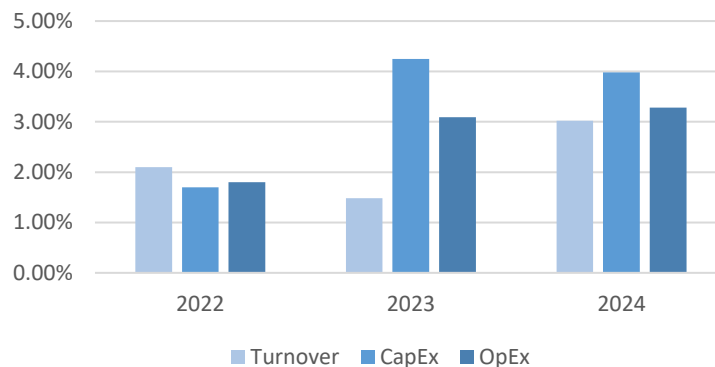
Where data is not available directly from the companies, estimated data is used from a third-party data provider.

Any compliance of the investments with the criteria under Article 3 of the EU Taxonomy has not been subject to an audit statement.

● What was the share of investments made in transitional and enabling activities?

0.02% of the portfolio is aligned with the EU Taxonomy through transitional activities and 0.39% is aligned through enabling activities.

● **How did the percentage of investments that were aligned with the EU Taxonomy compare with previous reference periods**



are sustainable investments with an environmental objective that **do not take into account the criteria** for environmentally sustainable economic activities under Regulation (EU) 2020/852.



What was the share of sustainable investments with an environmental objective not aligned with the EU Taxonomy?

The share of sustainable investments with an environmental objective not aligned with the EU Taxonomy was 97%.

The reason why the Strategy invested in sustainable investments not aligned with the EU Taxonomy was due to the low availability of company data and the fact that not all companies are subject to the EU Taxonomy.



What was the share of socially sustainable investments?

The share of socially sustainable investments was 62.92%.



What investments were included under “other”, what was their purpose and were there any minimum environmental or social safeguards?

Cash is held as ancillary liquidity. There are no minimum environmental or social safeguards. Investments under “other” are not used for hedging.



What actions have been taken to meet the environmental and/or social characteristics during the reference period?

Sector exclusions and controversial weapons

During the reference period screenings were conducted at the time of a new investment and on a regular basis during the holding period to ensure that no investee companies

exceeded the level of involvement in the sectors mentioned above. Morningstar Sustainalytics is utilised to conduct these monthly screenings.

Number of investee companies sold due to sector exclusions or controversial weapons		
2024	2023	2022
0	0	0

Principal Adverse Impacts

As for the PAIs all investee companies have been screened regularly – and as a minimum once a year - during the holding period via a proprietary analysis tool. Where material adverse impacts have been identified in relation to an investee company, such impacts may form the basis for an engagement with the investee company.

The Strategy has considered principal adverse impacts on sustainability factors as part of its investment decision process as specified in the PAI statement of the Investment Manager.

The PAI statement is available at <https://cworldwide.com/downloads/statement-on-principal-adverse-impacts-of-investment-decisions-on-sustainability-factors/>

	2024
Amount of new PAI analysis made	2
Amount of updated PAI analysis	28

Active ownership

Engagement is an integral part of the investment process. It is anchored directly with the portfolio management team responsible for the Strategy.

	2024	2023	2022
Total numbers of engagement:	22	27	35
Top 3 topics within Environment	Climate Change	Energy Management	Climate Change
	Energy Management	Climate Change	Water Management
	Recycling	Waste Management	Energy Management
Top 3 topics within Social	Selling Practices & Product Labelling	Labour Practices	Labour Practices

	Labour Practices	Employee Engagement, Diversity & Inclusion	Product Quality & Safety
	Product Quality & Safety	Product Quality & Safety	Selling Practices & Product Labelling
Top 3 topics within Governance	Strategy	Compensation	Strategy
	Quality of Management	ESG Integration & Reporting	Business Ethics
	Legal Regulatory Environment	Competitive Behaviour	ESG Integration & Reporting

All general meetings of investee companies have been monitored and voting rights were exercised.

Proxy Voting – Overview Statistics	2024		2023		2022	
Meetings Voted	100%	29	100%	33	100%	38
Proposals Voted	100%	935	100%	901	100%	1071
Meetings with at least one vote against management	66%		40%		23%	
Proposal Categories (Top 3)	56%	Board Related	53%	Board Related	26%	Discharge
	14%	Audit/Financials	14%	Audit/Financials	20%	Director Election
	13%	Compensation	13%	Compensation	15%	Formalities

