

# Annual general meeting 2022

The annual general meeting (AGM) for Equinor ASA was held Wednesday 11 May 2022.

**Time:**

11 May 2022 at 16:00 (CET)

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To the shareholders of Equinor ASA

## NOTICE OF ANNUAL GENERAL MEETING

11 MAY 2022 AT 16:00 CET

Equinor Business Center, Forusbeen 50, 4035 Stavanger

Digital participation is possible via Lumi AGM  
Please see more information under "Participation"

### AGENDA

- 1. Opening of the annual general meeting by the chair of the corporate assembly (no voting)**
- 2. Registration of represented shareholders and proxies (no voting)**
- 3. Election of chair for the meeting**

The board of directors proposes that the general meeting elects the chair of the corporate assembly, Tone Lunde Bakker, as chair of the meeting.
- 4. Approval of the notice and the agenda**
- 5. Election of two persons to co-sign the minutes together with the chair of the meeting**
- 6. Approval of the annual report and accounts for Equinor ASA and the Equinor group for 2021, including the board of directors' proposal for distribution of fourth quarter 2021 dividend**

The board of directors proposes a fourth quarter 2021 dividend of US dollar ("USD") 0.20 per share and an extraordinary dividend of USD 0.20 per share. The fourth quarter 2021 dividend accrues to the shareholders as registered in Equinor's shareholder register with the Norwegian Central Securities Depository (VPS) as of expiry of 13 May 2022 (the "Record Date"). Subject to ordinary settlement in VPS, this implies that the right to dividends accrues to shareholders as of 11 May 2022. The shares will be traded ex-dividend on the Oslo Stock Exchange (Oslo Børs) from and including 12 May 2022. For US ADR (American Depositary Receipts) holders, dividend accrues to the ADR-holders as of 11 May 2022, and the ex-dividend date will be from and including 13 May 2022.

Shareholders whose shares trade on the Oslo Stock Exchange will receive their dividend in Norwegian kroner ("NOK"). The NOK dividend will be communicated on 20 May 2022.

The expected payment date for the dividend is on or around 27 May 2022.

Proposed resolution:

*"The annual accounts and the annual report for 2021 for Equinor ASA and the Equinor group are approved. A fourth quarter 2021 dividend of USD 0.20 per share and an extraordinary dividend of USD 0.20 per share are approved to be distributed."*

- 7. Authorisation to distribute dividend based on approved annual accounts for 2021**

The board of directors proposes that the general meeting provides an authorisation to the board of directors to approve quarterly dividends for second and third quarter 2022 and first quarter 2023 cf. the Norwegian Public Limited Liability Companies Act section 8-2 second paragraph. Such dividends will be formally based on the company's approved annual accounts for 2021. Equinor ASA will announce dividends in connection with the respective quarterly results. Payment of the quarterly dividend is expected to take place approximately four months after the announcement of the quarterly results.

Proposed resolution:

*"The general meeting of Equinor ASA hereby authorises the board of directors to resolve the payments of dividend based on the company's approved annual accounts for 2021, cf. the Norwegian Public Limited Liability Companies Act section 8-2, second paragraph.*

*The board of directors shall, when using the authorisation, make its decision in accordance with the company's approved dividend policy. The board of directors shall before each decision to approve the payment of dividends consider if the company, after the payment of dividends, will have sufficient equity and liquidity.*

*The authorisation shall be valid until the next annual general meeting, but no later than 30 June 2023."*

## **8. Reduction in capital through the cancellation of own shares and the redemption of shares belonging to the Norwegian government**

The annual general meeting resolved on 11 May 2021 to authorise the board of directors of Equinor ASA to acquire Equinor shares in the market with a nominal value of up to NOK 187,500,000. The authorisation is valid until the next annual general meeting, but no later than 30 June 2022.

Own shares acquired pursuant to the authorisation may only be used for annulment through a reduction of the company's share capital, pursuant to the Norwegian Public Limited Liability Companies Act section 12-1.

On 14 June 2021 the board of directors of Equinor ASA launched an indicative USD 600 million share buy-back programme for 2021 and an indicative annual share buy-back programme of up to USD 1.2 billion starting from 2022, subject to board approvals before starting tranches. The first tranche was approved by the board of directors of Equinor ASA on 27 July 2021 with market operations of USD 99 million and commenced on 28 July 2021 and ended 28 September 2021. The second tranche of the market operations of the programme of USD 330 million were approved by the board of directors of Equinor ASA on 26 October 2021 and commenced on 27 October 2021 and ended 31 January 2022. Further, on 8 February 2022 the board of directors of Equinor ASA approved a first tranche 2022 of market operations of USD 330 million and commenced on 10 February 2022 and ended 25 March 2022. The board of directors of Equinor ASA has in accordance with the share buy-back programme and the current authorisation granted by the annual general meeting acquired 27,131,791 own shares in the market at an average price of NOK 247.42.

On 11 May 2021, Equinor ASA signed an agreement with the Norwegian government, represented by the Ministry of Petroleum and Energy regarding the repurchase of own shares. It is a mutual condition in the agreement that the repurchases and cancellations of own shares will not change the government's percentage ownership in the company. When Equinor ASA cancels own shares purchased in the open market, a proportionate share of the government holdings shall therefore be redeemed and cancelled to ensure that the percentage ownership remains unchanged at 67 per cent.

The compensation to the government for the redeemed shares represents the average price of the shares purchased by Equinor ASA in the market, with the addition of an interest compensation and a deduction for received dividend payments (and corresponding interest). The interest rate corresponds to six months' NIBOR + 1 per cent per annum, calculated from the time of each share purchase until payment is made on the agreed settlement date 20 July 2022. Payment of the compensation will be made upon the redemption and cancellation of 55,085,757 shares.

The compensation to the government in NOK amounts to 13,712,141,644.20, subtracted for interest compensated dividend for first through third quarter 2021. In addition the fourth quarter 2021 dividend of USD 0.40 per share (see decision in agenda item 6 above) and corresponding interest compensation will be deducted. The dividend for the fourth quarter 2021 in NOK per share will be communicated 20 May 2022.

The part of the amount that is proposed paid to the government and that exceeds the nominal value of the shares, will be covered by retained earnings in the company's accounts.

The auditor's confirmation stating that there is still coverage for the company's remaining share capital and undistributable reserves after the reduction in share capital and retained earnings, is available on [www.equinor.com/agm](http://www.equinor.com/agm). The capital reduction is conditional upon a creditor notice.

Proposed resolution:

*"As part of the implementation of the company's share buy-back programme, the company's share capital will be reduced by NOK 205,543,870 from NOK 8,144,219,267.50 to NOK 7,938,675,397.50. Of the total capital reduction amount*

- (i) NOK 67,829,477.50 will be used to annul 27,131,791 own shares, and*
- (ii) NOK 137,714,392.50 will be used to redeem and annul 55,085,757 shares owned by the Norwegian government by the Ministry of Trade, Industry and Fisheries.*

*In addition to the capital reduction amount in (ii), the Norwegian government by the Ministry of Trade, Industry and Fisheries shall receive NOK 13,574,427,251.70, with a deduction for fourth quarter 2021 dividend of USD 0.40 per share and corresponding interest compensation. The part of the amount paid to the government that exceeds the nominal value of the shares, shall be covered by retained earnings.*

*With effect from the time the capital reduction has been registered the Article 3 of the company's Articles of Association will read as follows:*

*"The share capital of the company is NOK 7,938,675,397.50 divided into 3,175,470,159 shares of NOK 2.50 each."*

## **9. Proposal to amend Article 1 of the Articles of Association**

The board of directors submits a proposal to the annual general meeting regarding amendment to Article 1, the objects-clause.

Equinor was incorporated in 1972 under the name "Den norske stats oljeselskap a.s.". The company's name was changed from Statoil ASA to Equinor ASA in 2018.

The company's objective is defined in Article 1 of the Articles of Association – the objects-clause. This clause has, with minor changes, remained the same from the company was founded.

The company has simultaneously undergone major changes from it was established and until today. The company's strategy has developed from being a focused oil and gas company, to becoming a broad energy company. In the same way as changing the company's name was natural following the strategy development, it is natural to update the objects-clause to include all company activities in a more balanced way.

In the board of directors' opinion the proposed amendment better describes the company's activities and strategy today and in the future. The board of directors therefore finds it appropriate, in the year of the company's 50th anniversary, that Article 1 of the Articles of Association, which states the objective of the company, be expressed in a forward-looking way, describing the future direction of the company.

The amendment puts all forms of energy on an equal footing in the future strategic setting but does not represent any change relative to the strategy presented to the shareholders forming the basis for the energy transition plan ("ETP"). The ETP is put forward to the shareholders at the annual general meeting for an advisory vote.

Proposed resolution:

*"The Articles of Association is amended and Article 1 will read as follows:*

*"The company's name is Equinor ASA. The company is a public limited company.*

*The objective of Equinor ASA is to develop, produce and market various forms of energy and derived products and services, as well as other business. The activities may also be carried out through participation in or cooperation with other companies."*

## 10. Energy Transition Plan

The board of directors has presented the company's energy transition plan to its shareholders, available at [www.equinor.com/agm](http://www.equinor.com/agm). The plan describes the strategy for the company's energy transition, including its actions and climate ambitions, its support for the Paris Agreement and how it plans to deliver energy with lower emissions over time while protecting long-term shareholder value and competitiveness.

The general meeting shall carry out an advisory vote on the energy transition plan, and the board proposes that the general meeting endorses the presented energy transition plan.

Proposed resolution:

*"The general meeting endorses the company's energy transition plan"*

## 11. Proposal from shareholder to set short-, medium-, and long-term targets for greenhouse gas (GHG) emissions of the company's operations and the use of energy products (including Scope 1, 2 and 3)

Shareholder Follow This has proposed the following resolution:

*"Shareholders support the company to set and publish targets that are consistent with the goal of the Paris Climate Agreement: to limit global warming to well below 2°C above pre-industrial levels and to pursue efforts to limit the temperature increase to 1.5°C.*

*These quantitative targets should cover the short-, medium-, and long-term greenhouse gas (GHG) emissions of the company's operations and the use of its energy products (Scope 1, 2, and 3).*

*Shareholders request that the company report on the strategy and underlying policies for reaching these targets and on the progress made, at least on an annual basis, at reasonable cost and omitting proprietary information.*

*You have our support."*

The shareholder's supporting statement and the board's response is available at [www.equinor.com/agm](http://www.equinor.com/agm).

The board of directors recommends the general meeting to vote against the proposal.

## 12. Proposal from shareholders that Equinor introduces and implements a climate target agenda and emissions reduction plan that is consistent with achieving the global 1,5 degree C increase target

Shareholders WWF and Greenpeace have proposed the following resolution:

*"Equinor introduces and implements a climate target agenda and emissions reduction plan that is consistent with achieving the global 1,5 degree C increase target defined in the Paris Agreement, which implies a 50 percent reduction by 2030 and a 100percent reduction by 2050 of absolute actual annual greenhouse gas (GHG) emissions compared to 2015 emission levels. The plan must include Scope 3 emissions from the combustion and other use of Equinor's range of petroleum products. The transition required to implement this plan must be based on an actual down-scaling of fossil fuel exploration and production and must exclude compensation of actual emissions through the purchase or trading of CO2 quotas through the EU / ETS system or through carbon sinks. The company shall in a transparent way report in its Energy Transition Plan the projected expected absolute emissions within each emission category, to illustrate and communicate how the company's emissions targets will be achieved, and the status of the various trajectories."*

The shareholders' supporting statement and the board's response is available at [www.equinor.com/agm](http://www.equinor.com/agm).

The board of directors recommends the general meeting to vote against the proposal.

## 13. Proposal from shareholder that Equinor takes initiative to establish a state restructuring fund for employees who now work in the oil sector

Shareholder Greenpeace has proposed the following resolution:

*"Equinor takes the initiative to establish a state restructuring fund for employees who now work in the oil sector. The trade union movement must be involved in the establishment and management of the fund, which is financed by the income from oil and gas production. The fund will finance continuing and further education of employees in petroleum production, to help petroleum workers transition to new industries.*

*The fund has a double purpose. The first objective is to strengthen, confirm and document existing transferable skills and competencies. The second objective is to build on workers' know-how and skills, and establish new competencies and knowledge that is sorely needed in emerging green industry- and energy projects. This is in line with Equinor's responsibilities and liabilities as an employer, and is in the shareholders' long-time interests."*

The shareholder's supporting statement and the board's response is available at [www.equinor.com/agm](http://www.equinor.com/agm).

The board of directors recommends the general meeting to vote against the proposal.

**14. Proposal from shareholders that Equinor declares the Norwegian sector of the Barents Sea a Voluntary Exclusion Zone, focus on its domestic business in the Norwegian sector and accelerate its transition into renewable energy**

Shareholders Even Bakke, Bente Marie Bakke, Ketil Lund, Guttorm Grundt and Gro Nylander have proposed the following resolution:

- "1. Equinor should declare the Norwegian sector of the Barents Sea a Voluntary Exclusion Zone; no further exploration nor test drilling will be conducted in this region by Equinor and its partners.*
- 2. In the long term, Equinor will focus on its very profitable domestic business in the Norwegian sector (excluding the Barents Sea) and greatly reduce their marginally profitable and lossmaking international business in the US, Brazil and developing countries (we first proposed this 3 years ago).*
- 3. Equinor will greatly accelerate its transition into renewable energy by utilizing its enormous income from its oil and gas production in the Norwegian sector, as is called for with the current energy and political crisis."*

The shareholders' supporting statement and the board's response is available at [www.equinor.com/agm](http://www.equinor.com/agm).

The board of directors recommends the general meeting to vote against the proposal.

**15. Proposal from shareholder that Equinor aims to become a leading producer of renewable energy, stops all exploration activity and test drilling for fossil energy resources and withdraws from its projects abroad**

Shareholder Bente Marie Bakke has proposed the following resolution:

- "1. Equinor aims to become a leading producer of renewable energy*
- 2. Equinor stops all exploration activity and test drilling for fossil energy resources.*
- 3. Equinor withdraws from all of its projects abroad.*
- 4. Equinor presents a plan for phasing out oil and gas production in order for Norway to be net zero by 2050"*

The shareholder's supporting statement and the board's response is available at [www.equinor.com/agm](http://www.equinor.com/agm).

The board of directors recommends the general meeting to vote against the proposal.

**16. Proposal from shareholder that Equinor significantly increases its investments in renewable energy, stop all new exploration in the Barents Sea, discontinue international activities and develop a plan for gradual closure of the oil industry**

Shareholder Gro Nylander has proposed the following resolution:

- "Equinor must significantly increase its investment in renewable energy in this decade.  
Equinor must stop all new exploration in the Barents Sea and with no further delay shelve plans for the Wisting field near the ice edge.  
Equinor must discontinue its highly unprofitable, controversial international activities, which are also detrimental to the brand standing of the company.  
Equinor must develop a concrete plan for the gradual closure of the oil industry."*

The shareholder's supporting statement and the board's response is available at [www.equinor.com/agm](http://www.equinor.com/agm).

The board of directors recommends the general meeting to vote against the proposal.



**17. Proposal from shareholder that Equinor present a strategy for real business transformation to sustainable energy production**

Shareholder Guttorm Grundt has proposed the following resolution:

*"The board will present a strategy for real business transformation to sustainable energy production, thus reducing shareholder risk and ensuring shareholder value etc. The strategy is assumed to be based on the following intermediate objectives:*

- 1. Full phasing out of all exploration activity and exploratory drilling for fossil energy resources on the Norwegian continental shelf and abroad by 2024.*
  - 2. Full phasing out and divestment of oil and gas business abroad by 2026.*
  - 3. Reinvestment of all freed-up assets from the divestment of business abroad in the development and production of renewable energy by 2028.*
  - 4. Investment of EUR 1 billion in the development and production of renewable energy in Ukraine.*
- The strategy, including environmental impact assessment, to be presented to the 2023 annual general meeting."*

The shareholder's supporting statement and the board's response is available at [www.equinor.com/agm](http://www.equinor.com/agm).

The board of directors recommends the general meeting to vote against the proposal.

**18. Proposal from shareholder that Equinor gradually divest from all international operations**

Shareholder Ivar Sætre has proposed the following resolution:

*"The general meeting asks the company's administration to gradually divest from all international operations, first within renewable energy, then within petroleum production."*

The shareholder's supporting statement and the board's response is available at [www.equinor.com/agm](http://www.equinor.com/agm).

The board of directors recommends the general meeting to vote against the proposal.

**19. Proposal from shareholder that the board of Equinor outlines a specific action plan for quality assurance and anti-corruption**

Shareholder Per Henning Lerstad has proposed the following resolution:

- "1. In the future, shareholder request the board to give a special account of and outline a specific action plan to actively monitor and better document internal quality assurance within safety, risk and financial management, including detailed audits and HSE risk management.*
- 2. What specific plans does the board have to prevent Equinor from getting involved in corruption, laundering, violation of human rights and sanctioned businesses in its projects abroad?"*

The shareholder's supporting statement and the board's response is available at [www.equinor.com/agm](http://www.equinor.com/agm).

The board of directors recommends the general meeting to vote against the proposal.

**20. The board of directors' report on Corporate Governance**

Pursuant to section 5-6 fifth paragraph of the Norwegian Public Limited Liability Companies Act, the annual general meeting shall review and evaluate the board's report on Corporate Governance which has been prepared in accordance with section 3-3b of the Norwegian Accounting Act. The Corporate Governance report for 2021 is included in chapter 3 of Equinor ASA's annual report available at [www.equinor.com/agm](http://www.equinor.com/agm).

The general meeting shall carry out an advisory vote regarding the Corporate Governance report, and the board proposes that the general meeting endorses the report.

Proposed resolution:

*"The general meeting endorses the board of directors' report on Corporate Governance."*

**21. The board of directors' remuneration report for salary and other remuneration for leading personnel**

In accordance with section 6-16b of the Norwegian Public Limited Liability Companies Act and regulation 2020-12-11-2730 the board of directors shall prepare a remuneration report for the leading personnel. The remuneration report is included in Equinor ASA's annual report chapter 3.12 available at [www.equinor.com/agm](http://www.equinor.com/agm).

In accordance with section 5-6 fourth paragraph of the Norwegian Public Limited Liability Companies Act with reference to section 6-16b second paragraph an advisory vote shall be held for the board of directors' remuneration report for salary to leading personnel.

The board of directors recommends that the general meeting by an advisory vote endorses the board of directors' remuneration report.

Proposed resolution:

*"The general meeting endorses the board of directors' remuneration report for leading personnel."*

## **22. Approval of remuneration for the company's external auditor for 2021**

Proposed resolution:

*"Remuneration to the auditor for 2021 of NOK 55,981,079 for Equinor ASA is approved."*

## **23. Election of members to the corporate assembly**

The nomination committee proposes that the general meeting adopt the following resolution regarding election of members and deputy members to the corporate assembly:

*"The following persons are elected as members of Equinor ASA's corporate assembly effective as of 12 May 2022 and until the annual general meeting in 2024:*

- 1. Jarle Roth (re-election, nominated as chair for the corporate assembly's election)*
- 2. Nils Bastiansen (re-election, nominated as deputy chair for the corporate assembly's election)*
- 3. Finn Kinserdal (re-election)*
- 4. Kari Skeidsvoll Moe (re-election)*
- 5. Kjerstin Rasmussen Braathen (re-election)*
- 6. Kjerstin Fyllingen (re-election)*
- 7. Mari Rege (re-election)*
- 8. Trond Straume (re-election)*
- 9. Martin Wien Fjell (new election, existing deputy member)*
- 10. Merete Hverven (new election)*
- 11. Helge Aasen (new election)*
- 12. Liv B. Ulriksen (new election)*

*The following persons are elected as deputy members of Equinor ASA's corporate assembly effective as of 12 May 2022 and until the annual general meeting in 2024:*

- 1st deputy member: Per Axel Koch (new election)*  
*2nd deputy member: Catrine Kristiseter Marti (new election)*  
*3rd deputy member: Nils Morten Huseby (new election)*  
*4th deputy member: Nina Kivijervi Jonassen (re-election)"*

For further information about the nominated candidates, please see information from the nomination committee at [www.equinor.com/agm](http://www.equinor.com/agm).

## **24. Determination of remuneration for the corporate assembly members**

The nomination committee proposes that the general meeting adopt the following resolution regarding changes to the remuneration to the corporate assembly:

*"The remuneration to the corporate assembly is adjusted effective from 12 May 2022 as follows:*

	<i>From</i>	<i>To</i>
<i>Chair</i>	<i>NOK 133,100/annually</i>	<i>NOK 137,600/annually</i>
<i>Deputy chair</i>	<i>NOK 70,200/annually</i>	<i>NOK 72,600/annually</i>
<i>Members</i>	<i>NOK 49,300/annually</i>	<i>NOK 51,000/annually</i>
<i>Deputy members</i>	<i>NOK 7,100/meeting</i>	<i>NOK 7,340/meeting"</i>



## 25. Election of members to the nomination committee

The nomination committee proposes that the general meeting adopt the following resolution regarding election of members to the nomination committee:

*"The following persons are elected as members of Equinor ASA's nomination committee effective as from 12 May 2022 and until the annual general meeting in 2024:*

1. Jarle Roth (re-election, new election as chair)
2. Berit L. Henriksen (re-election)
3. Merete Hverven (new election)
4. Jan Tore Føsund (new election)"

For further information about the nominated candidates, please see information from the nomination committee at [www.equinor.com/agm](http://www.equinor.com/agm).

## 26. Determination of remuneration for the nomination committee members

The nomination committee proposes that the general meeting adopt the following resolution regarding changes to the remuneration to the nomination committee:

*"The remuneration to the nomination committee is adjusted effective from 12 May 2022 as follows:*

	<i>From</i>	<i>To</i>
<i>Chair</i>	<i>NOK 13,200/meeting</i>	<i>NOK 13,650/meeting</i>
<i>Members</i>	<i>NOK 9,800/meeting</i>	<i>NOK 10,130/meeting"</i>

## 27. Authorisation to acquire Equinor ASA shares in the market to continue operation of the company's share-based incentive plans for employees

Since 2004, the company has offered a share saving plan for employees in the group. The purpose of this plan is to augment good business culture and encourage loyalty through employees becoming part-owners of the company. The long-term incentive plan was implemented in 2007 with the purpose of strengthening the alignment of top management and shareholders' long-term interests and sustainability of the company, and to retain key executives. At the annual general meeting in 2021 it was decided to authorise the board of directors to acquire shares in the market. This authorisation expires on the date of the annual general meeting in 2022, but no later than 30 June 2022. It is proposed that the annual general meeting gives the board of directors a new authorisation to acquire shares in the market, to continue the company's share-based incentive plans. It is further proposed that the authorisation granted 11 May 2021, continues to apply until the new authorisation has been registered in the Register of Business Enterprises.

Proposed resolution:

*"The board of directors is authorised on behalf of the company to acquire Equinor shares in the market. The authorisation may be used to acquire own shares at a total nominal value of up to NOK 38,000,000.*

*Shares acquired pursuant to this authorisation may only be used for sale and transfer to employees of the Equinor group as part of the group's share saving plan and long-term incentive plan, as approved by the board of directors.*

*The minimum and maximum amount that may be paid per share will be NOK 50 and NOK 1,000, respectively.*

*The authorisation is valid until 30 June 2023. This authorisation replaces, from the time of registration in the Register of Business Enterprises, the previous authorisation to acquire own shares for implementation of the share saving plan for employees granted by the annual general meeting on 11 May 2021. The previous authorisation, granted 11 May 2021, shall continue to apply until this authorisation has been registered in the Register of Business Enterprises."*

## 28. Authorisation to acquire Equinor ASA shares in the market for subsequent annulment

The board of directors propose that the general meeting grants the board of directors an authorisation to repurchase up to 75,000,000 own shares in the market (approximately 2.3 per cent of the company's share capital) in accordance with the Norwegian Public Limited Liability Companies Act section 9-4.

The reason for the request for such an authorisation is to enable Equinor's board of directors to utilise this mechanism permitted by the Norwegian Public Limited Liability Companies Act with respect to the distribution of capital to the company's shareholders. The repurchase of own shares will also be an important means of continuously adjusting the company's capital structure in order to make it more expedient. The repurchase of own shares benefits shareholders by the remaining shares representing an increased ownership interest in the company.

It is a precondition that the repurchased shares are subsequently annulled through a resolution by a new general meeting to reduce the company's share capital. It is also a precondition for the repurchase and the annulment of own shares that the Norwegian State's ownership interest in Equinor ASA is not changed. In order to achieve this, a proposal for the redemption of a proportion of the State's shares, so that the State's ownership interest in the company remains unchanged, will also be put forward at the general meeting which is to decide the annulment of the repurchased shares. The State currently has an ownership interest of 67 per cent, and the total repurchase/redemption and annulment could thus involve up to 227,272,727 shares (approximately 7.0 per cent of Equinor ASA's share capital).

It is a precondition for the board of directors' request for authorisation to repurchase own shares that Equinor ASA and the Norwegian State represented by the Ministry of Trade, Industry and Fisheries, have entered into an agreement whereby the Ministry undertakes to vote in favour of authorisation of the acquisition of own shares, their subsequent annulment and the redemption of a corresponding number of the State's shares. On redemption of the shares, Equinor ASA will pay a price to the State for each share corresponding to a volume-weighted average of the price paid by Equinor ASA for shares purchased in the market plus interest compensation calculated from the date of the individual repurchases until payment is effected.

Proposed resolution:

*"The general meeting of Equinor ASA hereby authorises the board of directors to acquire in the market, on behalf of the company, Equinor shares with a face value of up to NOK 187,500,000.*

*The minimum and maximum amount that can be paid per share will be NOK 50 and NOK 1,000, respectively. Within these limits, the board of directors shall itself decide at what price and at what time such acquisition shall take place.*

*Own shares acquired pursuant to this authorisation may only be used for annulment through a reduction of the company's share capital, pursuant to the Norwegian Public Limited Liability Companies Act section 12-1.*

*This authorisation shall be valid until the next annual general meeting, but no later than 30 June 2023."*

## **29. Marketing Instructions for Equinor ASA – adjustments**

On 25 May 2001 the annual general meeting of Equinor adopted the "Marketing Instruction for Equinor ASA" (Marketing Instruction) which requires Equinor to market oil and gas produced from the State's direct financial interests in the petroleum sector ("SDFI") together with its own oil and gas. The overall objective of the marketing arrangement is to maximize the total value of Equinor's petroleum and the State's petroleum, and to ensure a fair distribution of the total value generated. To comply with this objective, a potential need for adjusting the applicable pricing- and allocation principles for certain forms of natural gas trading under the Marketing Instruction, in particular by reducing the scope for sharing certain physical and financial trades with the State, has been identified. The board of directors support the proposal and recommend that the annual general meeting adopts a decision that necessary adjustments to the Marketing Instruction can be made. Potential adjustments will be made by the State represented by the Ministry of Trade, Industry and Fisheries. The board of directors will follow up on the adjustments made. On this basis, the board of directors asks the annual general meeting to adopt the following resolution.

Proposed resolution:

*"The annual general meeting approves that adjustments in the Marketing Instruction for Equinor ASA, adopted by the annual general meeting on 25 May 2001, can be made to the provisions concerning applicable pricing- and allocation principles for natural gas so that Equinor continue to have the necessary incentives to maximize the total value of the State's and Equinor's petroleum and ensure fair distribution at any time. Potential adjustments in the Marketing Instruction are made by the Norwegian State represented by the Ministry of Trade, Industry and Fisheries."*

## Participation

The annual general meeting will be held in Equinor Business Center for those attending in person and via Lumi AGM for those attending digitally.

Voting will only be possible electronically via Lumi AGM both for shareholders attending in person and attending digitally. Shareholders may cast votes in advance, however, to vote during the meeting the shareholder must bring a smartphone or tablet to administrate voting. Shareholders are encouraged to download the Lumi AGM app in advance. Shareholders will upon arrival at the AGM receive further practical guiding.

Shareholders wishing to attend the annual general meeting, either in person or by proxy, should register by 10 May 2022 at 12:00 CET. Registration may be sent electronically via the company's website at [www.equinor.com/agm](http://www.equinor.com/agm) or through VPS Investor Services. The registration form may also be sent by e-mail to [genf@dnb.no](mailto:genf@dnb.no) or by post to DNB Bank ASA, Verdipapirservice, Postboks 1600 Sentrum, 0021 Oslo. The registration form has been distributed to the shareholders as an appendix to the notice. Valid ID (passport, ID-license or driver's license) must be presented when attending in person.

Lack of registration could result in shareholders/proxy holders/advisors not being allowed to attend the annual general meeting in the event that the number of attendees exceeds governmental health recommendations or statutory restrictions at the given time.

Shareholders attending physically must adhere to the government's precautions with regards to preventing spread of the coronavirus, as in place as of 11 May 2022. Please note that there will only be served light refreshments at the annual general meeting.

In the event of further governmental health recommendations or statutory restrictions on assembly of persons, Equinor may be prevented from arranging a physical meeting. The board of directors can in that circumstance make changes to the annual general meeting procedure. In such case, the shareholders should note that additional information on proceedings of the meeting may be given on short notice and announced on the company's website and through a stock exchange announcement. Shareholders who have already registered for physical attendance will be directly contacted.

Digital participation will be possible via Lumi AGM on <https://web.lumiagm.com/191344747>. Equinor ASA meeting-ID will be: 191-344-747. By digital participation via Lumi AGM shareholders may cast votes on each agenda item, submit questions from smartphone, tablet or pc as well as follow the live webcast which includes simultaneous translation into English. No pre-registration is needed for digital attendance, but shareholders must be logged on before the meeting starts to be able to vote during the meeting. We therefore encourage shareholders to log on in due time. It will be possible to log on one hour before the annual general meeting starts. Secure identification of shareholders is done by using pin-code and reference number on the attached form or as found on the shareholders account in VPS Investor Services.

More information and guideline regarding digital participation and voting via Lumi AGM is available on [www.equinor.com/agm](http://www.equinor.com/agm).

Shareholders may also follow the annual general meeting via webcast at [www.equinor.com/agm](http://www.equinor.com/agm), without logging on. The webcast will be simultaneous translated into English.

Shareholders may vote in advance on each agenda item via the company's website [www.equinor.com/agm](http://www.equinor.com/agm) or via VPS Investor Services (pin-code and reference number from the attached form or on the shareholders account in VPS Investor Services is required). Advance voting must be submitted by 10 May 2022 at 16:00 CET.

Shareholders wishing to vote at the annual general meeting by proxy should send their proxy form by e-mail: [genf@dnb.no](mailto:genf@dnb.no) or to DNB Bank ASA, Registrar's Department, P.O.Box 1600 Sentrum, 0021 Oslo, Norway by 10 May 2022 at 12:00 CET. Proxies issued without voting instructions may also be submitted electronically via the company's website [www.equinor.com/agm](http://www.equinor.com/agm) or through VPS Investor Services. The proxy may also submit a written signed and dated proxy in the general meeting. A proxy form, with instructions for use, is attached to the notice. The proxy form must be dated and signed to be valid.

Shareholders that have voted in advance or given a proxy, with or without voting instructions, who wish to attend digitally via Lumi AGM or in person, will not receive cases for voting in the Lumi AGM app, but still have the right to speak or submit questions via Lumi AGM.

If shares are registered by a nominee in the VPS register, cf. section 4-10 of the Norwegian Public Limited Liability Companies Act, and the beneficial shareholder wishes to vote for own shares, then the shares must be re-registered in a separate VPS account in shareholders own name prior to the general meeting.

Equinor ASA is a Norwegian public limited liability company governed by Norwegian law, including the Public Limited Liability Companies Act and the Securities Trading Act. As of the date of this notice, the company has issued 3,257,687,707 shares, each of which represents one vote. The shares also confer equal rights in all other respects. As of the date of this notice, the company has 36,694,966 own shares which will not be voted for, of which 9,563,175 shares have been purchased as part of the share savings plan.

A shareholder has the right to have items included on the agenda of the general meeting, provided that each such item is forwarded in writing to the board of directors, together with a draft resolution or a justification as to why the item should be included on the agenda, 28 days prior to the general meeting at the latest. A shareholder may bring advisors to the general meeting and let one advisor speak on the shareholders' behalf. Advisor should also be registered to the annual general meeting in advance.

A shareholder has the right to table draft resolutions for items included in the agenda and to require that members of the board of directors and the CEO in the general meeting provide available information about matters which may affect the assessment of (i) the approval of the annual accounts and the annual report; (ii) items that are presented to the shareholders for decision; and (iii) the company's financial situation, including information about activities in other companies in which the company participates, and other matters to be discussed at the general meeting, unless the requested information cannot be disclosed without causing disproportionate harm to the company.

Notice of the annual general meeting and other case documents, including the Articles of Association, annual report and accounts, and auditor's report for 2021, are available on [www.equinor.com/aggm](http://www.equinor.com/aggm).

Shareholders can request written distribution of the material by contacting:  
Equinor ASA, attn: Investor Relations, PO Box 3, 1330 Fornebu, Norway (email: [irpost@equinor.com](mailto:irpost@equinor.com)).

The following persons in Investor Relations can also be contacted directly:  
Erik Gonder, telephone: +47 99562611, email: [ergon@equinor.com](mailto:ergon@equinor.com)  
Anne Sofie Dahle, telephone: +47 90887554, email: [asda@equinor.com](mailto:asda@equinor.com)

Forms for advance voting and power of attorney for the annual general meeting have been distributed to the shareholders together with this notice.

Equinor encourages all shareholders to register for electronic reception of the notice of the general meeting. This can be done through VPS Investor Services, either through your internet bank or [www.vps.no](http://www.vps.no). Electronic registration will reduce the environmental effects as well as the company's costs, and it will be a simplification for the shareholders.

8 April 2022  
The board of directors of Equinor ASA



## **Energy Transition Plan: Equinor aims to be a leading company in the energy transition.**

We have a strategy to accelerate the company's transition while growing cash flow and returns. The strategy is backed by clear ambitions and actions. These ambitions include:

- Reducing our net operated greenhouse gas emissions by 2030 with 50% compared to 2015, aiming for 90% of these reductions to be absolute reductions
- Reducing net carbon intensity by 20% by 2030 and by 40% by 2035 (including scope 3)  
Increasing annual gross capex allocation to renewables and low carbon solutions to above 30% by 2025 and to more than 50% by 2030
- Accelerating the renewable energy capacity ambition of 12-16 GW from 2035 to 2030
- Reducing upstream CO<sub>2</sub> intensity from our own operations to ~6 kg CO<sub>2</sub> per barrel of oil equivalent (boe) by 2030
- Developing the capacity to store 5-10 million tonnes CO<sub>2</sub> per year on an equity basis by 2030 and 15-30 million tonnes CO<sub>2</sub> per year in 2035
- Establishing 3-5 hydrogen clusters by 2035
- Allocating 40% of research and development (R&D) capital towards renewables and low carbon by 2025

We engage regularly and frequently with analysts and investors around our strategy, ambitions and execution, and the engagement following our Capital Markets Day [15 June 2021] and Capital Markets Update ("CMU") [9 Feb 2022] has overall been positive and supportive, e.g. as summarised in the following references:

- "Equinor's CMD highlighted what is perhaps the simplest, easiest-to-understand and most credible transition story in Euro O&G" (Exane BNP Paribas, June 2021)
- "A sensible and balanced strategy in its ambition to get to net zero" (Barclays Capital, June 2021)
- "Equinor remains the transitioning champion among its peers" (Kepler Chevreux, February 2022)

Engagement on the Energy Transition Plan ("ETP" or "the Plan"), confirming the ambitions set out in the CMU, has been similarly constructive. In addition to questions around our strategy and related enablers, two specific themes have also been raised by several investors and proxy advisors related to the ETP:

1. The implications of the ETP vote for the Board's responsibility for setting and executing on the strategy.
2. Setting medium term (2030-2035) ambitions in line with 1.5°C including Scope 3 emissions on absolute basis (not intensity)

**On governance:** As laid out in our governing documents, which are publicly available on our web site, the Board is responsible for the company's strategy, internal controls and risk management, including with respect to climate. When we announced our intention to publish an Energy Transition Plan, we made clear that the Plan would be put forward for an advisory vote by shareholders at this year's AGM. Equinor intends to update the Plan every three years and may continue to put it forward for an advisory vote if regarded suitable. Progress on the Plan will be reported annually. Nothing in the Plan or the resolution requesting endorsement of it implies any responsibility or accountability for the company's transition

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strategy by investors. In fact, we believe our Energy Transition Plan makes accountability explicit from the very beginning through the joint foreword from the board chair and the CEO, which describes the plan as demonstrating that Equinor has “the right strategy, ambition level, capabilities and track record to be a leading company in the energy transition while ensuring long-term shareholder value creation and competitiveness” and as a document that provides an “overview of how we are delivering on our net-zero ambition”.

**On scope 3-related targets:** we believe a strength of the Plan is in its transparency in terms of the combination of ambitions and actions. The Plan shows that we are acting to reduce our own operated scope 1 and 2 emissions in line with a Paris-aligned trajectory. For our scope 3-related emissions from the use of our products, the Plan shows that our ambitions are tracking well ahead of society as the reductions in our net carbon intensity ambitions for 2030 and 2035 are ahead of current nation states’ plans and pledges as of COP26. The Plan demonstrates our ambition to be a leader in the energy transition – but also our reliance on governments and society – in the effort to reach net zero by 2050. A focus on a reduction in absolute scope 3-related emissions (which are our customers’ scope 1+2 emissions) by 2030 is likely to incentivize displacement – rather than reduction – of emissions. In the short term, until a market for hydrogen and carbon capture and storage is established, absolute emission targets that include end-user emissions will only be achieved by selling or shutting down profitable oil and gas production, thus shifting indirect emissions to other producers. Such a focus will also fail to incentivise companies like Equinor to invest in the investments in new forms of energy. Equinor’s role as a reliable provider of natural gas to Europe is a responsibility we take very seriously, especially in the current energy security crisis in Europe. Our scope 3 ambitions reflect what we believe is realistic to achieve based on current regulatory frameworks and markets. We aim to keep evolving and raising our climate ambitions going forward, as we have done before.

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Equinor has elected to take the Energy Transition Plan to advisory vote at the AGM on 11 May 2022. The board is asking the shareholders for an advisory vote, not a binding vote. Given the multiple considerations around this vote, a vote against may reflect considerations that the Plan could be not ambitious enough, or too ambitious, or that investors are uncertain on the balance of governance between the board and shareholders.

On the level of ambition, Equinor reiterates the strategy of clear climate ambitions backed by actions, delivering in the energy transition based on competitive advantage and value focus.

On governance, Equinor points to the responses from the board to the shareholder resolutions, underlining the importance of complying with the principles of good corporate governance, and that the company’s strategy is to be determined by the board of directors. Advisory votes can be helpful for Equinor to gain insight into investors’ perspectives on the complex topic of energy transition, they are not being used to delegate strategic oversight responsibilities to shareholders, nor are they used in place of meaningful disclosures to and communications with shareholders.

We continue to be active in our engagement with the market and remain committed to any questions or clarifications which investors may have to help them assess their support for the Energy Transition Plan resolution. For AGM downloads and related links: [Equinor 2022 Annual General Meeting](#)

**Further information:  
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# Proposals from shareholders and response from the board of directors

## THE SHAREHOLDERS PROPOSALS FOR EQUINOR ASA'S ANNUAL GENERAL MEETING 11 MAY 2022

### Item 11 for Equinor's annual general meeting 11 May 2022

#### **Proposal from shareholder to set short-, medium-, and long-term targets for greenhouse gas (GHG) emissions of the company's operations and the use of energy products (including Scope 1, 2 and 3)**

Shareholder Follow This has proposed the following resolution:

*"Shareholders support the company to set and publish targets that are consistent with the goal of the Paris Climate Agreement: to limit global warming to well below 2°C above pre-industrial levels and to pursue efforts to limit the temperature increase to 1.5°C.*

*These quantitative targets should cover the short-, medium-, and long-term greenhouse gas (GHG) emissions of the company's operations and the use of its energy products (Scope 1, 2, and 3).*

*Shareholders request that the company report on the strategy and underlying policies for reaching these targets and on the progress made, at least on an annual basis, at reasonable cost and omitting proprietary information.*

*You have our support."*

The shareholder's supporting statement:

The oil and gas industry can make or break the goal of the Paris Climate Agreement. Therefore, shareholders support oil and gas companies to change course by aligning their targets with the goal of the Paris Climate Agreement and investing accordingly.

More and more investors understand this support to be part of their fiduciary duty to protect all their assets in the global economy from devastating climate change.

This fiduciary duty is underpinned by established scientific consensus, growing investor concern, and heightened legal risk.

Scientific consensus

The science is clear. We are truly running out of time; we need deep cuts in emissions this decade. To address the climate crisis and limit warming to 1.5°C, both the Intergovernmental Panel on Climate Change (IPCC) and the International Energy Agency (IEA) estimate that (net) absolute emissions must be reduced by approximately 40% by 2030.<sup>1</sup>

The IPCC could not be more clear: "unless there are immediate, rapid and large-scale reductions in greenhouse gas emissions, limiting warming to close to 1.5°C or even 2°C will be beyond reach".<sup>2</sup>

The IEA underlined that "There is no need for investment in new fossil fuel supply in our net zero pathway".<sup>3</sup>

### Momentum among financial institutions

A growing understanding has emerged among global financial institutions that climate-related risks are a source of financial risk; therefore, limiting global warming is essential to risk management and responsible stewardship of the economy.

Backing from investors that insist on targets for all emissions continues to gain momentum: 2021 saw unprecedented investor support for climate resolutions. In the US, three climate resolutions passed with a historic majority. In Europe, support for climate resolutions continues to build, despite the companies' boards rejecting the climate resolutions by claiming their existing climate targets are sufficient:

	2016	2017	2018	2019	2020	2021
Shell	2.7%	6.3%	5.5%	*	14%	30%
BP				8.4%	*	21%
Equinor				12%**	27%**	39%**
Total***					17%	

\* resolution withdrawn

\*\* percentage of non-governmental votes

\*\*\* filed by institutional investors

Evidently, a growing group of investors insists on unambiguous Paris-consistent targets for all emissions, especially across the energy sector.

### Legal risks

There has been a marked increase in climate-based litigation; courts will be more likely to hold those who have made the most significant contributions to climate change to account.

In 2021, a Dutch court ordered Shell to reduce their worldwide emissions (Scope 1, 2, and 3) by 45% by 2030. This indicates that oil and gas companies may have an individual legal responsibility to reduce emissions to address climate change and confirms the risk of liability, including liability for human rights violations.

As such, climate litigation constitutes a significant material risk for the company and its investors; taking the necessary steps now will mitigate this risk and limit future liability.

### Net zero and the carbon budget

To limit global warming to 1.5°C, the world can release another 400 GtCO<sub>2</sub> (carbon budget).<sup>4</sup> Current global emissions are estimated at 40 GtCO<sub>2</sub> per year.<sup>5</sup> Therefore, without cuts in emissions, our entire carbon budget to stay within 1.5°C will be exceeded by 2030.

These numbers stress that 'net zero by 2050' is inadequate without "immediate, rapid and large-scale" emissions reductions.

### Concluding

To allow maximum flexibility, the company may use whatever metric they deem best suited to set Paris-consistent emissions reductions targets, as long as they lead to absolute emissions reductions consistent with the goal of the Paris Climate Agreement.

We have welcomed the climate ambitions and targets the company has set thus far, especially assuming responsibility for the emissions of its products (Scope 3). We further welcomed the company's 'net-zero by 2050' aspiration. We thank the shareholders that supported these crucial steps by voting for climate targets resolutions in previous years.

We believe that the company could lead and thrive in the energy transition. We therefore encourage you to set targets that are inspirational for society, employees, shareholders, and the energy sector, allowing the company to meet an increasing demand for energy while reducing GHG emissions to levels consistent with the global intergovernmental consensus specified by the Paris Climate Agreement.

You have our support.

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Notes:

- <sup>1</sup> [IEA Net Zero by 2050 Roadmap](#), 2021, page 26; [IPCC Sixth Assessment Report, Working Group I, Summary for Policymakers, 2021](#), page 13, Box SPM.1 (a), scenario SSP1-1.9.
- <sup>2</sup> IPCC Sixth Assessment Report [Press Release](#), 9 August 2021.
- <sup>3</sup> [IEA Net Zero by 2050 Roadmap](#), 2021, page 21.
- <sup>4</sup> [IPCC Sixth Assessment Report, Working Group I, Summary for Policymakers, 2021](#), page 29, Table SPM.2 (1.5°C with a 67% likelihood).
- <sup>5</sup> [Idem](#), page 13, Box SPM.1 (a).

## Item 12 for Equinor's annual general meeting 11 May 2022

### **Proposal from shareholders that Equinor introduces and implements a climate target agenda and emissions reduction plan that is consistent with achieving the global 1,5 degree C increase target**

Shareholders WWF and Greenpeace have proposed the following resolution:

*"Equinor introduces and implements a climate target agenda and emissions reduction plan that is consistent with achieving the global 1,5 degree C increase target defined in the Paris Agreement, which implies a 50 percent reduction by 2030 and a 100percent reduction by 2050 of absolute actual annual greenhouse gas (GHG) emissions compared to 2015 emission levels. The plan must include Scope 3 emissions from the combustion and other use of Equinor's range of petroleum products. The transition required to implement this plan must be based on an actual down-scaling of fossil fuel exploration and production and must exclude compensation of actual emissions through the purchase or trading of CO2 quotas through the EU / ETS system or through carbon sinks. The company shall in a transparent way report in its Energy Transition Plan the projected expected absolute emissions within each emission category, to illustrate and communicate how the company's emissions targets will be achieved, and the status of the various trajectories."*

The shareholders' supporting statement:

In June 2021 Equinor presented its updated climate targets, which among other things require the company to reduce its net carbon intensity by 20 percent within 2030, and by 40 percent within 2035, on its way to becoming a 'climate-neutral' company by 2050. In this context, 'carbon intensity' is to be understood as the total emissions resulting from the company's production, including from the end-use burning of its fossil fuel products (Scope 3), divided by total number of energy units produced.

In March 2022 Equinor presented an Energy Transition Plan, which describes how the company intends to achieve its set climate goals. However, there are substantial flaws, limitations, and omissions both in Equinor's climate goals and in its plans for achieving them. These constitute material risks for Equinor shareholders.

For example, the Energy Transition Plan does not describe how Equinor intends to reduce its net carbon intensity. Such a reduction can be achieved through various approaches, for example by increasing the production of renewable energy, such that the relative proportion of energy from oil & gas production is reduced (thus without needing to reduce absolute emissions from the oil & gas production), or by compensating for the emissions from the company's oil & gas portfolio either registering carbon capture through investment in natural carbon sinks (such as forests), or by purchasing or trading CO2 quotas through the EU / ETS system.

In addition, Equinor has explicit plans - reflected in its Sustainability Report - to in fact increase its production of oil & gas in coming years, noting that this "might" have an impact on total emissions, without including information on the expected scale of such impacts. Equinor's energy transition plan also includes a number of caveats and conditions, which together indicate that if consumer demand or technological development does not follow Equinor's projections or expectations then the company might not achieve the emission targets or climate goals that it defines in its Energy Transition Plan.

Projections based on data from Rystad Energy show that Equinor is planning on increasing its Scope 3 emissions by 23 percent between 2021 and 2030. This is not in accordance with the company's own emission goal related to carbon intensity.

The proponents believe that Equinor's GHG emission-reduction plans do not adequately internalize or address the actual energy transition needed globally nor the large-scale international energy transition that is already underway. This constitutes a considerable risk for a company that has a business model based on the production and emission of greenhouse gasses.

An actual substantive transition of Equinor as an energy company will require that the company immediately stops investing in the exploration, development, trading, production, transport, marketing and sales of oil & gas, and that it develops and implements a plan to step down the current production. It also requires that the company increases investments in and development of renewable energy.

The shareholders behind this proposal therefore hereby propose a resolution that commits Equinor to adjusting its climate goal, which currently is defined in relation to carbon intensity, such that the goal instead relates to absolute emissions, including combustion (Scope 3). Equinor's emission targets should also be strengthened to result in minimum 50 percent reduction by 2030 and 100 percent reduction by 2050, thus ensuring that the company's business model and operations are in accordance with the targets set in the Paris Agreement. Achievement of these emission-reduction goals must be the result of an actual substantive transition of the company's activities, away from oil & gas production. The company's plans for achieving its net-zero 2050 climate goal, as well as its reporting on progress towards achieving its emission-reduction targets, must be reflected in the company's Energy Transition Plan reporting, with full transparency and clarity on how the planned emission reductions are being, or are to be achieved.



## Item 13 for Equinor's annual general meeting 11 May 2022

### **Proposal from shareholder that Equinor takes initiative to establish a state restructuring fund for employees who now work in the oil sector**

Shareholder Greenpeace has proposed the following resolution:

*"Equinor takes the initiative to establish a state restructuring fund for employees who now work in the oil sector. The trade union movement must be involved in the establishment and management of the fund, which is financed by the income from oil and gas production. The fund will finance continuing and further education of employees in petroleum production, to help petroleum workers transition to new industries.*

*The fund has a double purpose. The first objective is to strengthen, confirm and document existing transferable skills and competencies. The second objective is to build on workers' know-how and skills, and establish new competencies and knowledge that is sorely needed in emerging green industry- and energy projects. This is in line with Equinor's responsibilities and liabilities as an employer, and is in the shareholders' long-time interests."*

The shareholder's supporting statement:

To stay on targets agreed upon in the Paris Agreement, by 2030 global climate mitigations must be halved. The EU "Green deal" is providing ample signals for Norwegian oil and gas' biggest market - the Paris Agreement stands. The Russian invasion of Ukraine is speeding up European detachment processes regarding fossil fuels. Actualized fossil fuel problems are touching upon both economic and security policy questions. The EU Commission proposed a new "REpowerEU" plan 08.03.2022<sup>1</sup>. Frans Timmermans, Vice-President of the European Commission argued that<sup>2</sup>:

- *Renewable energy is a cheap, clean and potentially endless source of energy, and instead of funding the fossil fuel industry elsewhere, it is creating jobs here. Putin's war in Ukraine demonstrates the urgency of accelerating our transition to clean energy.*

The EU Commission emphasizes that the union is shifting towards a steady supply of renewable energies and green hydrogen, alongside increasing energy efficiency. The goal is to gain EU energy independence, and political control over the union's energy systems. Adding to this, the Commission has proposed a ban on Arctic oil and gas activities, and are considering stopping all arctic fossil fuel imports. In a changing home market, Equinor will have to take a lead to make changes among energy producers as well.

Research by NTNU<sup>3</sup> and DNV<sup>4</sup> show that there are renewable energy project growth barriers in Norway. A large portion of the needed workforce and know-how is locked in fossil infrastructure. This is otherwise known as path dependency. Renewable energies, oil and gas are competing for the same people. NTNU tells us that another barrier is that historically, renewable energy investments decrease whenever the oil price is rising<sup>5</sup>. These barriers will have to be overcome through proactive energy and industry decisions. As NTNU points out, Equinor is in a unique position to act as a facilitator for green transitions, through such proactive decisions<sup>6</sup>.

The most important measures presented by the official Scottish Just Transition Commission concentrates around a skills and education system, for further education of workers in sectors in focus for a green and just transition<sup>7</sup>. Scottish business, energy industry and government acknowledges the earlier mentioned barriers. To face these challenges on both an industrial and company scale, Scottish actors propose active industrial policy measures.

The same day the EU Commission presented their proposed REpowerEU plan, Nordea Markets estimated Norwegian petroleum incomes for 2022 to 1750 billion NOK, based on this year's price development and today's future price<sup>8</sup>. This estimate is six times higher than the Norwegian government's original estimated 277 billion NOK oil revenue for 2022. Increased oil and gas revenue following Russia's invasion of Ukraine must be spent wisely.

Considering Norwegian and European security policies, reducing existing- and avoiding further path dependency in the Norwegian economy, workforce and in Equinor as a company, the shareholders ask Equinor that more of the petroleum profits are earmarked for a just, green transition. Part of this must be set aside for the establishment of a state restructuring fund for continuing and further education of workers who now work in the oil sector. The remaining profit is set aside for future green projects.

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Notes:

<sup>1</sup> [https://ec.europa.eu/commission/presscorner/detail/en/IP\\_22\\_1511](https://ec.europa.eu/commission/presscorner/detail/en/IP_22_1511)

<sup>2</sup> <https://e24.no/olje-og-energi/i/1O3IAK/vil-kutte-avhengigheten-av-russisk-gass-dette-er-eus-energiplan>

<sup>3</sup> <https://www.ntnu.no/documents/7414984/O/CenSES-Offshore-wind-report-v9-digital.pdf/749a6503-d342-46f2-973e-eb9714572931>

<sup>4</sup> <https://e24.no/det-groenne-skiftet/i/OGJzLJ/naa-gaar-oljen-saa-godt-at-det-skaper-mangel-paa-ingenioere-r-til-det-groenne-skiftet>

<sup>5</sup> (ibid.) s. 23

<sup>6</sup> (ibid.) s. 22

<sup>7</sup> <https://www.gov.scot/publications/transition-commission-national-mission-fairer-greener-scotland/>

<sup>8</sup> <https://www.dn.no/energi/harald-magnus-andreassen/frank-jullum/olje-og-gass/oljeinntektene-kan-bli-1750-milliarder-kroner-det-er-nesten-sa-du-ikke-tror-det-er-sant-sier-sjefokonom-harald-magnus-andreassen/2-1-1180424>

## Item 14 for Equinor's annual general meeting 11 May 2022

### **Proposal from shareholders that Equinor declares the Norwegian sector of the Barents Sea a Voluntary Exclusion Zone, focus on its domestic business in the Norwegian sector and accelerate its transition into renewable energy**

Shareholders Even Bakke, Bente Marie Bakke, Ketil Lund, Guttorm Grundt and Gro Nylander have proposed the following resolution:

- "1. Equinor should declare the Norwegian sector of the Barents Sea a Voluntary Exclusion Zone; no further exploration nor test drilling will be conducted in this region by Equinor and its partners.*
- 2. In the long term, Equinor will focus on its very profitable domestic business in the Norwegian sector (excluding the Barents Sea) and greatly reduce their marginally profitable and lossmaking international business in the US, Brazil and developing countries (we first proposed this 3 years ago).*
- 3. Equinor will greatly accelerate its transition into renewable energy by utilizing its enormous income from its oil and gas production in the Norwegian sector, as is called for with the current energy and political crisis."*

The shareholders' supporting statement:

Proposal 1: Declaring the Norwegian sector of the Barents Sea a Voluntary Exclusion Zone for the following reasons:

1. The Norwegian government has given permits to oil & gas companies for exploration and test drilling in the Barents Sea, which is a challenging region with extreme weather conditions and a fragile environment with high biodiversity. Equinor has participated heavily in early exploration and is about to initiate operation at the Johan Castberg production platform, located approximately 200 km north of Finnmark. Additionally, Equinor is now applying for a permit to build the Wisting production platform, located 300 km north of Finnmark, and about 200 km north-east of the existing Johan Castberg platform. Wisting is close to the annual winter sea ice edge, the so called "iskant", which has a fragile and very active biosphere (polar bears, seals, birds, fish, and plankton). The winter sea ice edge will vary year-by-year from 20 km to 230 km. The Wisting field has very little natural gas for the required energy production and therefore, needs to be electrified with an expensive sea cable from Hammerfest. This will significantly add costs and impact the electricity demand in the Finnmark region. Further, the emergency readiness capabilities for the Barents Sea have proven to be inadequate in the past, as was demonstrated by the catastrophic fire at Equinor's Melkøya production plant (close to the city of Hammerfest) in September 2020. The Government Auditor Mr. Per Kristian Foss, has stated that the emergency readiness for this region is inadequate. A major oil spill in the Wisting region would cause an environmental catastrophe and causing irreparable damage to Equinor's reputation and financial stability.
2. The European Human Rights Court is due to rule on the Norwegian Government's right to give permits for exploration and drilling in the Arctic. This could violate Par. 112 of the Norwegian Constitution, which guarantees citizen rights to an environment that is conducive to good health and to a natural environment whose productivity and diversity are maintained.
3. The EU has proposed a ban on new oil & gas exploration in the Arctic region, including prohibiting the purchase of oil & gas products from this region. The President of USA, Joe Biden, has proposed to the Arctic Council a moratorium on drilling for oil & gas in the Arctic region.

In conclusion, Equinor's activities in the Norwegian section of the Barents Sea are risky from an environmental, reputational, and financial perspective. Not only could they be in violation of the Norwegian Constitution according to a possible ruling by the European Human Rights Court, but if the EU ban oil & gas exploration in the Arctic region, Equinor would have stranded assets in the Barents Sea. Furthermore, a major oil spill in this region would have catastrophic effects on the fragile biosphere with high biodiversity, where the ocean meets the winter sea ice edge. Clearly, should all or parts of the above come true, the consequences for Equinor would be a long- term loss of reputation and reduced shareholder value, as well as burdening the company with enormous costs and possibly stranded assets.

Proposal 2: Focus on domestic business and reduce high risk, unprofitable international business for the following reasons:

1. As demonstrated by the heavy company losses in the US and the fact that Equinor's activities outside Norway have not demonstrated adequate profitability, further sell-off of assets in certain developing countries should be executed. Activities in these countries with political conflicts and high corruption risks, like Angola (on-going corruption investigation), Argentina (see below), Azerbaijan, Libya, Venezuela, Nigeria, and Russia (completed?) should be stopped. Equinor should rather focus on the highly profitable oil & gas business in the established Norwegian sector (excluding the Barents Sea) and accelerate further its renewable business in wind and solar power.
2. Equinor is currently experiencing strong local protests in Argentina for its seismic sea exploration along the Atlantic coast. This is in areas with a rich aquatic life (whales and fish). The situation is like the Australian protests to the south-shore exploration that Equinor had to stop in 2020.
3. As disclosed on March 12, 2022, in the major Norwegian business newspaper, Dagens Næringsliv, Equinor has had during the last 20 years demonstrated inadequate due diligence, risk analysis and compliance with company and Norwegian Government rules and regulations when starting businesses in USA and developing countries with demonstrated high corruption risks.

Overall, these issues could reduce Equinor's long term share value to its investors, damage its reputation as a company with stated "zero tolerance for corruption" and as an environmentally responsible company, which engages actively and constructively with all its stakeholders.

Proposal 3: Accelerate transition to renewable energy for the following reasons:

1. Currently Equinor's renewable energy investments constitute only 4% of its annual investments, while 96% is used for oil and gas investments. The plan is to increase the investment to 50% by 2030. Currently, Equinor has an installed renewable energy base of about 0.8 GW. By 2030 the plan is to have an installed base between 12 and 16 GW. We are of the opinion that this is insufficient growth considering the ongoing and accelerating energy transition to renewables.
2. Ørsted AS is a spin-out from the Danish government owned oil & gas company. They have currently a wind power installed base of 13 GW and plan to increase it to 30 GW (about Norway's current capacity) by 2030. Last year we proposed that Equinor should also spin out their renewable energy business to create a much more valuable company, not burdened by the oil & gas business. This was voted down at the 2021 AGM. Currently the Equinor share price is 300 NOK and the Ørsted share price is 820 DKK or 1,066 NOK.
3. The CO<sub>2</sub> emissions resulting from Equinor's sales of oil & gas is about 250 million tons per year (Scope 3) and now increasing significantly due to the energy crisis. This is about 8 times the total CO<sub>2</sub> emissions of Norway. As far as we can see, Equinor has not so far presented a detailed "net zero emissions" plan. By accelerating investments in renewable energy and reducing investments in oil & gas, the company will move faster towards the "net zero emissions" goal by 2050.

By greatly accelerating investments in renewables, Equinor will secure long-term share value for its investors, improve its ESG position and reach its "net zero emissions" goal faster.

## Item 15 for Equinor's annual general meeting 11 May 2022

### **Proposal from shareholder that Equinor aims to become a leading producer of renewable energy, stops all exploration activity and test drilling for fossil energy resources and withdraws from its projects abroad**

Shareholder Bente Marie Bakke has proposed the following resolution:

- 1. Equinor aims to become a leading producer of renewable energy*
- 2. Equinor stops all exploration activity and test drilling for fossil energy resources.*
- 3. Equinor withdraws from all of its projects abroad.*
- 4. Equinor presents a plan for phasing out oil and gas production in order for Norway to be net zero by 2050"*

Bente Marie Bakke is a member of The Norwegian Grandparents' Climate Campaign.

The shareholder's supporting statement:

Equinor is the Norwegian people's oil company. Norwegian citizens currently own 67 percent of the shares, slightly more than 70 percent including the National Insurance Fund's shares. Our interests are to be protected by the Norwegian government and the Ministry of Petroleum and Energy. To me, as a shareholder and citizen, it seems like it is the interests of the oil industry that are being protected, not the citizens and future generations.

Our Earth is being struck by ever more serious climate-related disasters. The Intergovernmental Panel on Climate Change presents increasingly alarming reports of fossil energy sources causing deadly global warming, which is gradually growing worse. We are now facing both a climate crisis and a natural crisis. In addition to tragic human sufferings Russia's brutal attack against Ukraine has also involved acts of war causing enormous greenhouse gas emissions. Ukraine's food industry has also been severely impacted.

The war in Ukraine has boosted the prices of and demand for/use of fossil energy. War planes, means of transport and weapon systems require enormous amounts of fossil fuel. Unfortunately, this can result in Norway being seen as a war profiteer. Perhaps this impression may be toned-down if more of the oil revenues are spent on measures to reduce greenhouse gas emissions, protect our life-giving nature, and increase small-scale food production.

The Grandparents' Climate Action (BKA) was founded in 2006 by well-informed grandparents committed to ensuring that their grandchildren inherit a habitable future on a lush planet. We early, but unsuccessfully, put up a fight against the then Statoil's investments in tar sands in Alberta, Canada. It was an enormous loss-making project, and the natural environment and health of the indigenous people were negatively affected.

Statoil was founded as a company responsible for exploiting fossil energy resources on the Norwegian continental shelf. It is therefore outrageous that Equinor has invested several hundred billion NOK of Norwegian citizens' money in unprofitable climate-ruining, environmentally damaging projects abroad. Norway cannot accept being responsible for the huge pollution problems and the global warming these projects cause in other countries.

According to UN Secretary General Antonio Guterres we must stop all exploration for more oil and gas in order to reach the goals of the climate agreement. He maintains that the failure of world leaders to address climate change must be regarded as criminal. Norway and Equinor do not care about this.

The government continues to award new oil licences, also in the vulnerable Arctic. The worst example is the Wisting field, which the shareholders must oppose. If the field is put on stream, it will continue to deliver oil for many years after the world's targeted net zero in 2050. In addition, the oil spill preparedness in the Barents Sea is very inadequate. This has been pointed out by former auditor general Per Kristian Foss without success. Let us hope that our new auditor general, Karl Eirik Schjøtt-Pedersen, also will address this serious problem.

Equinor and the government have plans for electrification of oil production on the Norwegian Continental Shelf, cutting domestic greenhouse gas emissions in compliance with the Paris Agreement. This should not be done by providing more petroleum platforms with power from shore. We are now experiencing a serious electricity crisis with record-high prices in large parts of mainland Norway.

Instead, existing petroleum platforms must be electrified through the development of offshore wind turbines. This could involve a step-change for Equinor with regard to developing new, renewable energy. Offshore wind for the electrification of petroleum platforms will also be positive for Norwegian industry. These wind turbines must help increase the reliability of electricity supply for Norway and Europe when the petroleum platforms are no longer on stream. We look forward to Equinor's plans for being a leader in the development of new renewable energy.



## Item 16 for Equinor's annual general meeting 11 May 2022

### **Proposal from shareholder that Equinor significantly increases its investments in renewable energy, stop all new exploration in the Barents Sea, discontinue international activities and develop a plan for gradual closure of the oil industry**

Shareholder Gro Nylander has proposed the following resolution:

*"Equinor must significantly increase its investment in renewable energy in this decade.*

*Equinor must stop all new exploration in the Barents Sea and with no further delay shelve plans for the Wisting field near the ice edge.*

*Equinor must discontinue its highly unprofitable, controversial international activities, which are also detrimental to the brand standing of the company.*

*Equinor must develop a concrete plan for the gradual closure of the oil industry."*

Gro Nylander is a member of The Norwegian Grandparents' Climate Campaign and The Norwegian Physicians' Climate Campaign.

## Item 17 for Equinor's annual general meeting 11 May 2022

### **Proposal from shareholder that Equinor present a strategy for real business transformation to sustainable energy production**

Shareholder Guttorm Grundt has proposed the following resolution:

*"The board will present a strategy for real business transformation to sustainable energy production, thus reducing shareholder risk and ensuring shareholder value etc. The strategy is assumed to be based on the following intermediate objectives:*

- 1. Full phasing out of all exploration activity and exploratory drilling for fossil energy resources on the Norwegian continental shelf and abroad by 2024.*
- 2. Full phasing out and divestment of oil and gas business abroad by 2026.*
- 3. Reinvestment of all freed-up assets from the divestment of business abroad in the development and production of renewable energy by 2028.*
- 4. Investment of EUR 1 billion in the development and production of renewable energy in Ukraine.*

*The strategy, including environmental impact assessment, to be presented to the 2023 annual general meeting."*

Guttorm Grundt is a member of The Norwegian Grandparents' Climate Campaign.

The shareholder's supporting statement:

Equinor is currently benefitting from the bonanza of a lifetime in the fossil market, boosting revenues to record levels, and the same for profits. So, shareholders should be pleased, thank the board of directors, and be happy to increase the bonuses of the company executives. But not everyone is pleased. Because it is not the board we should thank in that case, but President Putin and his immoral war against the people of Ukraine. This has created an unsustainable market hyped up by the war, and an economic super profit that should not benefit us, the shareholders, but Ukraine and its brave people. Equinor must of course in this situation maintain, and even increase, its production of oil and gas from existing wells and facilities. But not explore for new fossil energy resources neither offshore, nor onshore, abroad, or here in Norway. Getting those on stream will take many years, and be of little use. This will not be appropriate, neither for the planet, nor for Equinor.

According to the last report from the Intergovernmental Panel on Climate Change the temperature will, even if the nations' emission reduction targets reported to the UN are achieved, not only exceed the 1.5°C, but also the 2°C target for global heating. The CO<sub>2</sub> emissions from Equinor's oil and gas production and sales total about 250 million tonnes, or 8 times the total CO<sub>2</sub> emissions in Norway. In order to be sustainable Equinor must move the investments in new development and production from fossil to renewable energy. Increased focus on renewable energy should not come in addition to, but replace oil and gas. Today Equinor's investments in renewable energy account for only about 5 % of annual investments, whereas about 95 % go to oil and gas. The transition to 50 % renewable energy is too slow. As a responsible energy company Equinor must change the direction more rapidly than planned, securing the company's future and shareholder value.

## Item 18 for Equinor's annual general meeting 11 May 2022

### **Proposal from shareholder that Equinor gradually divest from all international operations**

Shareholder Ivar Sætre has proposed the following resolution:

*"The general meeting asks the company's administration to gradually divest from all international operations, first within renewable energy, then within petroleum production."*

The shareholder's supporting statement:

In any commercial company, it should be a prerequisite that the company's owners are aware of the company's strategy, and are well acquainted with the risks associated with the business.

Equinor (Statoil) was established to build, control and contribute to ensuring that the petroleum activities on the Norwegian continental shelf were carried out for the benefit of Norwegian interests. Since the beginning of the 1990s, activities have gradually increased outside Norway's borders, first with participation in international petroleum activities, and in recent years participation in the development and production of so-called renewable energy.

International operations have not been without significant losses, and are associated with considerable risk.

Approximately 70 per cent of Equinor is owned by the Norwegian state, and ownership is managed by the Ministry of Petroleum and Energy on behalf of the Norwegian Parliament. Few, or none, in these bodies have in-depth knowledge of the business Equinor operates. Assessments of risk are mainly carried out by persons with little or no ownership interest in the company.

## Item 19 for Equinor's annual general meeting 11 May 2022

### **Proposal from shareholder that the board of Equinor outlines a specific action plan for quality assurance and anti-corruption**

Shareholder Per Henning Lerstad has proposed the following resolution:

- "1. In the future, shareholders request the board to give a special account of and outline a specific action plan to actively monitor and better document internal quality assurance within safety, risk and financial management, including detailed audits and HSE risk management.*
- 2. What specific plans does the board have to prevent Equinor from getting involved in corruption, laundering, violation of human rights and sanctioned businesses in its projects abroad?"*

The shareholder's supporting statement:

Several media have revealed many disturbing aspects of Equinor's high-risk projects in corrupt states, such as Russia and Azerbaijan, including leasing/rental contracts with corrupt politicians. This may result in big losses for the Norwegian society and unethical use of shareholder money. Equinor has also paid hundreds of millions to a not initiated research centre, and several undefined social projects in Angola. A report from the internal audit in 2018 was critical to the handling of anti-corruption for all parts of the company's business. The Minister of Trade and Industry would like to see more transparency and confidence through more professionalised corporate governance of Equinor, perhaps in a government-owned green industrial company, a kind of world-class "Oil Fund model".

Equinor maintains that safe operations are priority number one in the current company culture. Still, the Norwegian Environment Agency, the Petroleum Safety Authority Norway, and employee representatives have criticized, investigated and called attention to inadequate maintenance, competencies, training, manpower, cost reductions, management failure and inadequate HSE risk management after former substantial non-conformities, fires and oil leaks at facilities in the US and Norway (including Statfjord B, Melkøya, Mongstad and Tjeldbergodden).

Furthermore, the Martin Linge development is one of the biggest industrial scandals in Norwegian history. The final price ended at more than NOK 60 billion, actually twice as much as in the plans approved by the Norwegian parliament, and must be paid by the taxpayers. This corresponds to the price of 15 new Munch museums. Although the now record-high oil and gas prices may result in pay-back of investments in the field this year, this is far from good financial management and capital discipline. Also the Njord field and Johan Castberg have seen substantial cost overruns. Equinor acquired and took over the operatorship for Martin Linge in 2018, with a few years' production postponement. Six workers died in an accident and 25 were injured during construction at the yard in South-Korea. Several public inspections/audits and unions have criticized poor project management and monitoring of violations of OECD's guidelines and human rights. When Equinor acquired Martin Linge, a number of faults/deficiencies were discovered, both in the electrical system and fire equipment. Some new wells must be drilled prior to start-up in order to ensure safe production.

We, almost 100,000 shareholders, maintain that we have not been adequately updated and given sufficiently detailed information in the above areas, where the emergency preparedness challenges have also been strongly criticized by public authorities. Equinor's Articles of Association lay down that shareholders shall get all updated, reliable and relevant information about the company's operations, ensuring continuous learning and improvements within safety, risk and financial management. A deterioration of the company's confidence and reputation, which may in turn affect the economic development, and thus shareholder returns over time, benefits no one.

## THE BOARD OF DIRECTORS' RESPONSE TO PROPOSALS FROM SHAREHOLDERS ITEM 11-19 AT EQUINOR ASA'S ANNUAL GENERAL MEETING 11 MAY 2022

### **The board of directors' response to shareholder's proposal from Follow This item 11, to Equinor ASA's annual general meeting 11 May 2022**

In response to shareholder expectations and as first communicated in April 2021, the board has now presented the company's energy transition plan to its shareholders for advisory vote, ref item 10. The plan describes the strategy for the company's energy transition, including a detailed overview of projects and actions which support the company's climate ambitions.

The central climate ambitions of the company are as follows:

1. 50% reduction of our operated emissions by 2030, with 90% of the cuts coming from absolute reductions. This ambition is aligned with emissions reductions that IPCC scenarios show as being consistent with a 1.5-degree pathway, ref page 14 in the energy transition plan.
2. Reducing our net carbon intensity, which describes how the company plans to deliver energy that has lower emissions over time (including emissions from the use of sold products – scope 3), by 20% by 2030 and 40% by 2035, and eventually net-zero by 2050. This shows a reduction that is more ambitious than the intensity reductions associated with the current climate goals of society as reflected by the IEA's Announced Pledges Scenario, ref page 12 in the energy transition plan.
3. Allocating more than 30% of our annual gross capital expenditure to renewables and low carbon solutions by 2025 and more than 50% in 2030.

The board highlights the significant overlap between the Equinor's energy transition plan and the proposal from Follow This, including the importance of companies supporting the goals of the Paris agreement and the setting of short, medium and long-term ambitions. The energy transition plan demonstrates how Equinor is aligned with the Paris agreement for our own emissions, how it contributes to financing the transition, and how it is ahead of society's pledges when it comes to ambitions including emission reductions from the use of energy sold. The company also reports emissions across all relevant scopes and progress on its climate ambitions in a transparent way in its Annual Sustainability Report.

However, the board's view differs from that of Follow This with respect to the question of whether energy companies should set absolute targets for scope 3 emissions. In this regard, the company believes that intensity-based ambitions are important because these include both energy production and emissions. A focus on cuts in absolute emissions from the end users is likely to incentivize displacement – rather than reduction – of emissions. In the short term, until a market for hydrogen and carbon capture and storage is established, absolute emission targets that include end-user emissions will only be achieved by selling or shutting down profitable oil and gas production, thus shifting indirect emissions from end use to other producers. Such a focus will also fail to incentivise companies like Equinor to invest in the investments in new forms of energy.

Equinor's strategy in the transition is based on being a continued supplier of reliable energy with a progressively lower GHG footprint over time toward net zero in 2050. However, the company cannot operate outside of existing framework conditions with respect to policy and markets. While our current intensity ambitions show we are driving the transition at a faster pace than society as a whole, we are dependent on governments, customers, and other key stakeholders accelerating their response to the transition in order to set scope-3 related ambitions aligned with a 1.5-degree pathway. Our energy transition plan shows how we are investing in the systemic change necessary to facilitate that acceleration. The board is grateful for the support and recognition expressed in the proposal from Follow This and therefore asks for support for the company's energy transition plan under item 10.

Based on the above, the board of directors recommends that the general meeting votes against the proposal.

## **The board of directors' response to shareholders' proposal from Greenpeace and WWF item 12, to Equinor ASA's annual general meeting 11 May 2022**

In response to shareholder expectations and as first communicated in April 2021, the board has now presented the company's energy transition plan to its shareholders for advisory vote, ref item 10. The plan describes the strategy for the company's energy transition, including a detailed overview of projects and actions which support the company's climate ambitions.

The central climate ambitions of the company are as follows:

1. 50% reduction of our operated emissions by 2030, with 90% of the cuts coming from absolute reductions. This ambition is aligned with emissions reductions that IPCC scenarios show as being consistent with a 1.5-degree pathway, ref page 14 in the energy transition plan.
2. Reducing our net carbon intensity, which describes how the company plans to deliver energy that has lower emissions over time (including emissions from the use of sold products – scope 3), by 20% by 2030 and 40% by 2035, and eventually net-zero by 2050. This shows a reduction that is more ambitious than the intensity reductions associated with the current climate goals of society as reflected by the IEA's Announced Pledges Scenario, ref page 12 in the energy transition plan.
3. Allocating more than 30% of our annual gross capital expenditure to renewables and low carbon solutions by 2025 and more than 50% in 2030.

The energy transition plan demonstrates how Equinor is aligned with the Paris agreement for our own emissions, how it contributes to financing the transition, and how it is ahead of society's pledges when it comes to ambitions including emission reductions from the use of energy sold. The company also reports emissions across all relevant scopes and progress on its climate ambitions in a transparent way in its Annual Sustainability Report.

The company believes that intensity-based ambitions are important because these include both energy production and emissions. A focus on cuts in absolute emissions from the end users is likely to incentivize displacement – rather than reduction – of emissions. In the short term, until a market for hydrogen and carbon capture and storage is established, absolute emission targets that include end-user emissions will only be achieved by selling or shutting down profitable oil and gas production, thus shifting indirect emissions from end use to other producers. Such a focus will also fail to incentivise companies like Equinor to invest in the investments in new forms of energy.

Equinor's strategy in the transition is based on being a continued reliable supplier of energy with a progressively lower GHG footprint over time toward net zero in 2050. However, the company cannot operate outside of existing framework conditions with respect to policy and markets. While our current intensity ambitions show we are driving the transition at a faster pace than society as a whole, we are dependent on governments, customers, and other key stakeholders accelerating their response to the transition in order to set scope-3 related ambitions aligned with a 1.5-degree pathway. Our energy transition plan shows how we are investing in the systemic change necessary to facilitate that acceleration.

Based on the above, the board of directors recommends that the general meeting votes against the proposal.

## **The board of directors' response to shareholder's proposal from Greenpeace item 13, to Equinor ASA's annual general meeting 11 May 2022**

In response to shareholder expectations and as first communicated in April 2021, the board has now presented the company's energy transition plan to its shareholders for advisory vote, ref item 10. The plan describes the strategy for the company's energy transition, including a detailed overview of projects and actions which support the company's climate ambitions.

The energy transition plan also underlines the importance of a transition that is just and inclusive and that the company is developing a "just transition plan" that will be released in 2022. Such plan will be informed by the ongoing energy transition, by expectations and new regulations, and will include development and reskilling of our employees and our tradition for dialogue and collaboration with trade unions in the transition of the company and its workforce.

Norwegian authorities may better assess whether there is a need for establishing a state just transition fund.

Based on the above, the board of directors recommends that the general meeting votes against the proposal.



## **The board of directors' response to shareholders' proposal from Even Bakke, Bente Marie Bakke, Ketil Lund, Guttorm Grundt and Gro Nylander item 14, shareholder's proposal from Bente Marie Bakke item 15, shareholder's proposal from Gro Nylander item 16, and shareholder's proposal from Guttorm Grundt item 17, to Equinor ASA's annual general meeting 11 May 2022**

Equinor is, no matter where the company operates, committed to preventing harm to the environment. The company has a risk-based precautionary approach and works in accordance with government requirements, company requirements and good practice to follow up the environment and safety performance. The environmental management approach of the company entails environmental risk and impact assessments in planning phases before operations or development activities. It also includes environmental baseline studies, surveys, monitoring programmes and collaborative research projects to build knowledge. Our approach includes establishing measures tailored to local conditions aiming at avoiding, minimising, mitigating or offsetting potential negative impacts. Safe and responsible operations are essential for our license to operate and an enabler of long-term value creation.

Increased activity in the Barents Sea region when Johan Castberg and possibly also the Wisting field come into operation, necessitates thorough analyzes to map potential negative effects on the environment of the activity. Work that is based on several years of research studies that have both built knowledge about the state of the ecosystem, and about potential impact as a result of our activity. All studies have been carried out in collaboration with national and international research institutes (e.g. the Institute of Marine Research, the Norwegian Polar Institute, and the Norwegian Institute for Natural Research), and are published in internationally recognized journals. Efforts are also being made to look more closely at oil spill preparedness for the entire region, through a collaborative project across the operators in the Barents Sea (BASOP – Barents Sea Operations Collaboration). Equinor understands the concern about vulnerable ecosystems near the ice edge and will ensure that this is also given high attention in our internal follow-up and planning of solutions for the Wisting field.

In Norway the company still sees a significant exploration potential, especially around our existing infrastructure, and believes that there is a need and room for this also within the framework of the Paris Agreement. We see a potential in the production of new energy carriers such as hydrogen and ammonia based on natural gas with carbon capture and storage. It is the Norwegian authorities who must at all times assess whether and which areas should be available for activity.

According to the strategy, Equinor prioritises projects with the highest value and lowest emissions also for its international portfolio. Equinor has in recent years focused its international oil and gas portfolio and has exited several countries and exited the majority of the company's operated unconventional in the US. The company is focusing more on offshore operations which is our core competence. We are making the portfolio more robust towards lower prices while capturing a significant upside in periods with higher prices. Both the board and the administration regularly evaluate the portfolio composition in relation to the company's overall strategy, the assets' economic development and other relevant aspects. This applies to the entire portfolio of the company.

The company is accelerating its profitable growth within renewables. The ambition is to allocate more than 30% of annual gross capital expenditure to renewables and low carbon solutions by 2025 and more than 50% in 2030. Offshore wind is where we have demonstrated our competitive advantage, and it will remain our main growth area. Based on recent success in securing low-cost access at scale in Poland and in South Korea, we are expecting to reach installed capacity of 12 to 16 gigawatts in 2030, five years earlier than

was the plan just one year back. Access to project execution capabilities, our unique offshore experience, strong balance sheet and trading activity can help us to do more in a faster and better way. Equinor intends to take a disciplined approach, focusing on the projects where our ability to add value is the greatest. Details of our actions and plans are set out in the energy transition plan, ref item 10.

The board is of the opinion that the company's energy transition strategy presented in the energy transition plan enables long-term value creation for the benefit of shareholders and society. Equinor's strategy in the transition is based on being a continued supplier of stable and reliable energy with a progressively lower GHG footprint over time toward net zero in 2050. The company cannot operate outside of existing framework conditions with respect to policy and markets.

The board thanks for the proposals and emphasises the importance of complying with the principles of good corporate governance, hereunder that the company's strategy is to be determined by the board of directors.

Based on the above, the board of directors recommends that the general meeting vote against the proposals.

## **The board of directors' response to shareholder's proposal from Ivar Sætre item 18, to Equinor ASA's annual general meeting 11 May 2022**

According to the strategy, Equinor prioritises projects with the highest value and lowest emissions also for its international portfolio. Equinor has in recent years focused its international oil and gas portfolio and has exited several countries and exited the majority of the company's operated unconventional oil and gas assets in the US. The company is focusing more on offshore operations which is our core competence. We are making the portfolio more robust towards lower prices while capturing a significant upside in periods with higher prices.

Both the board and the administration regularly evaluate the portfolio composition in relation to the company's overall strategy, the assets' economic development and other relevant aspects. This applies to the entire portfolio of the company.

The board is of the opinion that the company's energy transition strategy presented in the energy transition plan enables long-term value creation for the benefit of shareholders and society. Equinor's strategy in the transition is based on being a continued supplier of stable and reliable energy with a progressively lower GHG footprint over time toward net zero in 2050.

The board thanks for the proposal and emphasises the importance of complying with the principles of good corporate governance, hereunder that the company's strategy is to be determined by the board of directors.

Based on the above, the board of directors recommends that the general meeting vote against the proposal.

## **The board of directors' response to shareholder's proposal from Per Henning Lerstad item 19, to Equinor ASA's annual general meeting 11 May 2022**

Equinor's business will never be without risks, but the board's and company's number one priority is, and will always be, safe operations. This is reflected both in the board's priorities, the company's governing documentation and the company culture that has been developed in Equinor over many years. The board will continue to actively follow up this work also in the future, and on behalf of the company we look forward to the dialogue we have both with public authorities and shareholders when it comes to safety and risk management. The issue of safety will, as always, also be thoroughly commented on by the chair of the board in his speech to the general meeting.

Another very important principle for Equinor is that the company is run in a transparent and appropriate way in compliance with applicable regulations for both reporting, accounting and information to shareholders and others. This is again a subject that the board and the administration maintain a continuous focus on, irrespective of what attention such issues get in the media. At the same time, it is also important to say that the company appreciates that questions are raised, and that shareholders and others have clear expectations to the company. The dialogue helps drawing attention to and contributes to debate around important corporate and social aspects and helps Equinor maintaining high focus on these issues.

Equinor has been engaged in projects outside of Norway for many years. In more recent years, this also includes many renewables projects. Each country and each project has its own risk profile, but business integrity risk assessments as well as risk mitigating activities are integrated in all phases of any project development in Equinor. And if the risk level is too high, a project will be stopped.

In some cases, Equinor has decided to exit countries completely when the risk level has become too high. Whenever we are present in a high-risk country or project, Equinor manages that risk through various means such as for example dedicated compliance personnel, strong contractual language and commercial mechanisms to ensure compliance with laws and regulations. Equinor has a strong business integrity program that provides relevant training and raises awareness amongst all of its employees.

The board thanks for the proposal and emphasises the importance of complying with the principles of good corporate governance, hereunder that the company's strategy is to be determined by the board of directors.

Based on the above, the board of directors recommends that the general meeting vote against the proposal.

# TO THE ANNUAL GENERAL MEETING OF EQUINOR ASA

## NOMINATION OF MEMBERS TO THE CORPORATE ASSEMBLY AND NOMINATION COMMITTEE OF EQUINOR ASA

19 APRIL 2022

### 1. PURPOSE AND BACKGROUND

As set forth in section 11 of the company's articles of association, one of the tasks assigned to the nomination committee is to nominate to the general meeting members to the corporate assembly and nomination committee.

Equinor's nomination committee nominates six new candidates to the corporate assembly (three members and three deputy members) as well as nomination of one existing deputy member as a new member. Other members of the corporate assembly are nominated for re-election. The nomination committee further nominates two new members whereas one of the members also is nominated to the corporate assembly. The election will be held at the company's annual general meeting 11 May 2022, where the chair of the nomination committee will present the nomination.

### 2. ELECTION OF MEMBERS TO THE CORPORATE ASSEMBLY

Pursuant to section 7 of the company's articles of association, the company shall have a corporate assembly consisting of 18 members and deputy members. The annual general meeting shall elect 12 members and four deputy members for these 12 members. The period of service for all shareholder-elected members of the corporate assembly will expire this year. Tone Lunde Bakker (chair), Greger Mannsverk (member), Terje Venold (member), Kjersti Kleven (member) and Knut Nesse (deputy member) will resign from the corporate assembly. Furthermore, Brynjar Forbergskog resigned as member in June 2021 and was replaced by deputy member Trond Straume.

The nomination committee has emphasised several criteria for the composition of the corporate assembly, including diversity in expertise and background, a balanced gender representation and the need for renewal combined with the need for continuity. Based on this, the nomination committee has unanimously nominated the following candidates:

- a) Jarle Roth (nominated as chair for the corporate assembly's election), Nils Bastiansen, Finn Kinserdal, Kari Skeidsvoll Moe, Kjerstin Rasmussen Braathen, Kjerstin Fyllingen, Mari Rege and Trond Straume to be re-elected as members of the corporate assembly of Equinor ASA.
- b) Martin Wien Fjell, existing deputy member, to be elected as a new member of the corporate assembly in Equinor ASA. Reference is made to the description of the candidate in [Appendix A](#) below.
- c) Merete Hverven, Helge Aasen and Liv B. Ulriksen to be elected as new members of the corporate assembly of Equinor ASA. Reference is made to the description of the candidates in [Appendix A](#) below.

- d) Nina Kivijervi Jonassen to be re-elected as deputy member of the corporate assembly of Equinor ASA (4th deputy member).
- e) Per Axel Koch, Catherine Kristiseter Marti and Nils Morten Huseby to be elected as new deputy members to the corporate assembly of Equinor ASA (1st, 2nd and 3rd deputy members respectively). Reference is made to the description of the candidates in [Appendix A](#) below.
- f) The terms of office for both newly elected and re-elected members and deputy members will run until the annual general meeting in 2024.

For further information about the candidates nominated for re-election, reference is made to the calls for the general meetings of shareholders of Equinor ASA on 14 May 2014, 11 May 2016, 15 May 2018 and 14 May 2020.

### **3. ELECTION OF MEMBERS TO THE NOMINATION COMMITTEE**

Pursuant to section 11 of the company's articles of association, the nomination committee must consist of four members and the chair and one other member must be elected among the shareholder-elected members of the corporate assembly. The members of the nomination committee shall be independent of the board of directors and the company's management.

The period of service for all members of the nomination committee will expire this year.

Tone Lunde Bakker (chair) will resign from the nomination committee. As of 1 January 2022, the State's ownership of 67 % of Equinor ASA shares has been transferred from the Ministry of Petroleum and Energy (MPE) to the Ministry of Trade, Industry and Fisheries (MTIF). Hence the state's representative in the nomination committee, Bjørn Ståle Haavik, from the MPE, and his personal deputy, will be replaced with a representative from the MTIF.

The nomination committee has emphasised several criteria for the composition of the nomination committee, including diversity in expertise and background, a balanced gender representation, the need for shareholder representation and the need for renewal combined with the need for continuity. Based on this, the nomination committee has unanimously nominated the following candidates:

- a) Jarle Roth (nominated as chair) and Berit L. Henriksen to be re-elected as members of the nomination committee.
- b) Merete Hverven and Jan Tore Føsund to be elected as new members of the nomination committee. Reference is made to the description of the candidates in [Appendix A](#) below.
- c) The terms of office for both the newly elected members and re-elected members will run until the annual general meeting in 2024.

For further information about the candidates nominated for re-election, reference is made to the calls for the general meetings of shareholders of Equinor ASA on 11 May 2016 and 15 May 2018.

#### 4. PROPOSED RESOLUTION

It is proposed that the general meeting adopt the following resolution regarding election of members to the corporate assembly:

*"The following persons are elected as members of Equinor ASA's corporate assembly effective as of 12 May 2022 and until the annual general meeting in 2024:*

1. Jarle Roth (re-election, nominated as chair for the corporate assembly's election)
2. Nils Bastiansen (re-election, nominated as deputy chair for the corporate assembly's election)
3. Finn Kinserdal (re-election)
4. Kari Skeidsvoll Moe (re-election)
5. Kjerstin Rasmussen Braathen (re-election)
6. Kjerstin Fyllingen (re-election)
7. Mari Rege (re-election)
8. Trond Straume (re-election)
9. Martin Wien Fjell (new election, existing deputy member)
10. Merete Hverven (new election)
11. Helge Aasen (new election)
12. Liv B. Ulriksen (new election)

*The following persons are elected as deputy members of Equinor ASA's corporate assembly effective as of 12 May 2022 and until the annual general meeting in 2024:*

- 1st deputy member: Per Axel Koch (new election)  
2nd deputy member: Catrine Kristiseter Marti (new election)  
3rd deputy member: Nils Morten Huseby (new election)  
4th deputy member: Nina Kivijervi Jonassen (re-election)"

*It is proposed that the general meeting adopt the following resolution regarding election of members to the nomination committee:*

*"The following persons are elected as members of Equinor ASA's nomination committee effective as of 12 May 2022 and until the annual general meeting in 2024:*

1. Jarle Roth (re-election, nominated as chair)
2. Berit L. Henriksen (re-election)
3. Merete Hverven (new election)
4. Jan Tore Føsund (new election)"

Kind regards,  
Tone Lunde Bakker  
Chair/on behalf of the nomination committee in Equinor ASA



## APPENDIX A - INFORMATION ABOUT THE PROPOSED NEW MEMBERS

Information about the proposed new members and deputy members of the corporate assembly and the new members of the nomination committee follows below.

**Merete Hverven** (born 1977) – CEO of Visma since April 2020. Hverven joined Visma in 2011 as HR Director and joined the executive team as Chief Human Resources Officer (CHRO) in 2013. From 2018 she also held the role as Deputy CEO. Hverven holds a Master in Economics and Business Administration from the Norwegian School of Economics (NHH) as well as CEMS Master from St. Gallen.

**Helge Aasen** (born 1963) – CEO of Elkem ASA since 2021, as well as during the period from 2009-2019. He has held a range of leadership positions in Elkem since 1990. Aasen holds a Master of Science degree in Metallurgy from the Norwegian University of Science and Technology (NTNU) in Trondheim and has participated in an executive leadership development programme at Institute for Management Development IMD, Switzerland.

**Liv B. Ulriksen** (born 1960) – CEO of Sparebank 1 Nord-Norge since 2020 with previous 13 years of experience in the same bank, including as deputy CEO and director for risk management and credit. She is a former bank manager at Fokus Bank/Dansk Bank. Ulriksen holds a Bachelor degree in fisheries and aquaculture with specialisation in economics from the University in Tromsø.

**Martin Wien Fjell** (born 1980) – Executive Vice President Global Customer Support at Kongsberg Maritime and has been employed by Kongsberg Gruppen since 2013. Fjell has had various positions in Umoe, including CFO for Umoe Maritime in the period 2008-2013. Fjell holds a Master of Science degree ("Siviløkonom") from the Norwegian School of Economics and Business Administration (NHH).

**Per Axel Koch** (born 1961) – CEO of Polaris Media ASA since 2008. He was CEO of Adresseavisen Group ASA in the periods 2007-2008 and 1996-2006. Koch has considerable board experience. Koch holds a Master of Science degree ("Siviløkonom") from the Norwegian School of Economics and Business Administration (NHH) where he also has a higher degree ("Siviløkonom høyere avdeling").

**Cathrine Kristiseter Marti** (born 1975) – CEO of Ulstein Gruppen ASA since 2020. She was CFO in the company from 2014-2020. Throughout her whole career, she has been working in the maritime industry, and has previously held leading positions with Höegh Autoliners and DNB Shipping & Offshore. Marti holds a Master degree in Economics from the Université Toulouse 1 Capitole.

**Nils Morten Huseby** (born 1966) – President of the Institute for Energy Technology (IFE) since 2016. Prior to joining IFE, he was CEO for Rainpower ASA. Huseby has broad international experience from the energy business, with more than 20 years in top management positions. Huseby holds a Master of Science degree in Mechanical Engineering from the Norwegian University of Science and Technology (NTNU) in Trondheim.

**Jan Tore Føsund** (born 1964) – Føsund is Director General at the Ministry of Trade, Industry and Fisheries. He has previously held positions as CEO of ArcusGruppen AS and CEO of NMD Grossisthandel AS. He also has considerable board experience. Føsund holds a Master of Science degree ("Siviløkonom") from the Norwegian School of Economics and Business Administration (NHH).

The proposed candidates are independent of the board of directors and the management of Equinor ASA.



**American Depositary Shares Notice of General Meeting of Shareholders:**

**Issue:** Equinor ASA

**CUSIP:** 29446M102      **ISIN:** US29446M1027      **Ticker:** EQNR

**Meeting Details:** Annual General Meeting of Shareholders to be held on May 11, 2022, at the registered office of the company, Equinor Business Center, Forusbeen 50, 4035 Stavanger, Norway 4:00 PM CET.

**ADS Record Date:** April 1, 2022

**Voting Deadline:** April 29, 2022 at 12:00 PM (Eastern Time)

**Meeting Date:** May 11, 2022

**Ratio (ORD: ADS):** 1: 1

Documents provided by the Company related to the Meeting can be accessed at [www.Equinor.com/agm](http://www.Equinor.com/agm)

In accordance with the provisions of the Deposit Agreement governing the ADSs, registered owners of ADSs ("Owners") at the close of business (NY time) on the ADS Record Date set forth above will be entitled, subject to any applicable provisions of Norwegian law, the articles of association (or similar document) of the Company and according to the rules of the Foreign Registrar, to instruct the Depositary as to the exercise of the voting rights, if any, pertaining to the ordinary shares evidenced by that Owners' Receipts provided that such Owner is, or is acting upon the instruction of, the person(s) owning a beneficial interest in the ADSs (the "Beneficial Owner") of such ordinary shares and if that Owner is registered as a shareholder of the Company with the Foreign Registrar prior to the Meeting.

Upon the written request of an Owner on such record date, received on or before the Voting Deadline set forth above for such purpose, the Depositary shall endeavor, insofar as practicable and permitted under Norwegian law, the Deposit Agreement, the provisions of the articles of association (or similar document) of the Company and the rules of the Foreign Registrar to: (i) cause the number of ordinary shares underlying that Owner's ADSs to which that Owner's request relates to be temporarily registered in the records of the Foreign Registrar in the name of the Beneficial Owner or Beneficial Owners specified by that Owner on the condition that the Foreign Registrar will re-register those ordinary shares immediately after conclusion of the Annual General Meeting in the name of the Depositary or its nominee or the Custodian or its nominee; (ii) notify the Company of its intention to vote the amount of ordinary shares referred to in clause (i); and (iii) as proxy, to vote or cause to be voted, or otherwise to give effect to the written request of that Owner by voting or causing to be voted, the amount of ordinary shares referred to in clause (i) above in accordance with instructions set forth in such request. Owners are advised that the Depositary will not carry out a voting instruction with respect to ADSs unless: (i) either: (A) the Owner of those ADSs states on the voting instruction form that it is the Beneficial Owner of those American Depositary Shares; or (B) the voting instruction form identifies the Beneficial Owner or Beneficial Owners of those ADSs; (ii) the Owner of those ADSs either: (A) has the transfer of such ADSs blocked until the conclusion of the Meeting; or (B) delivers those ADSs to a blocked account within The Depositary Trust Company ("DTC") for the account of the Depositary and notifies the Depositary that those ADSs are being held in a blocked account until the conclusion of the Meeting; and (iii) the voting instruction form has been properly completed and timely received by the Depositary.

By submitting any Voting Instructions, you are instructing the Depositary to arrange for the temporary registration of the ordinary shares represented by your ADSs in your name in the Foreign Registrar and certifying that you are a record holder of ADSs as of the close of business on the ADS Record Date set forth above and will continuously hold all such ADSs until the conclusion of the Meeting on May 11, 2022 and any adjournments thereof. ADSs registered in the Owner's name on the books of the Depositary will be blocked from transfer until after the conclusion of the Meeting. In order to comply with the terms of the ADSs and provide the Depositary with assurance that ADSs on which it has received voting instructions from or on behalf of a DTC participant and/or their clientele will be held in that participant's account until the conclusion of the Meeting, DTC has agreed to segregate positions on which voting instructions have been received under a separate contra-CUSIP number.

A DTC participant submitting voting instructions via Broadridge on a position in its DTC account will be required, for such voting instructions to be properly submitted, to provide the Depositary with a letter authorizing DTC to have its nominee, Cede & Co., execute a proxy on the participant's behalf and to take certain actions to effectuate the purposes.

Please note that persons beneficially holding ADSs through a bank, broker or other nominee that wish to provide voting instructions with respect to the securities represented by such ADSs must follow the voting instruction requirements of, and adhere to the deadlines set by, such bank, broker, or other nominee. Such requirements and deadlines will differ from those set forth herein for registered holders of ADSs.

**Broadridge, as proxy agent, may refer on the internet, phone, or proxy card to "DEFAULT RECOMMENDATION: NO VOTE", which means that unless instructed otherwise, no vote will be cast**

REF NO:

PIN CODE:

**NOTICE OF ANNUAL GENERAL MEETING**

The annual general meeting in Equinor ASA will be held  
11 May 2022 at 16:00 CET in Equinor Business Center,  
Forusbeen 50, 4035 Stavanger, Norway

The shareholder is registered with the following amount of shares and may vote for:

**ADVANCE VOTING**

The company accepts votes in advance for this meeting. Registration deadline for advance votes: **10 May 2022 at 16:00 CET**.  
Advance votes may only be executed electronically, through the company's website [www.equinor.com/agm](http://www.equinor.com/agm) or via VPS Investor Services.

**VOTING**

Voting will only be possible electronically via Lumi AGM both for digital and physical attendance. Please log in at <https://web.lumiagm.com/191344747>.  
You must identify yourself using the pin-code and reference number that you will find in VPS Investor Services (Corporate Actions – General Meeting – ISIN) or sent by post (for shareholders who have not registered for electronic reception). Shareholders can also receive their pin-code and reference number by contacting DNB Bank Verdipapirservice by phone +47 23 26 80 20 or by e-mail [genf@dnb.no](mailto:genf@dnb.no).

On the company's web page [www.equinor.com/agm](http://www.equinor.com/agm) you will find a guide describing how you as a shareholder can vote electronically.

**DIGITAL ATTENDANCE**

No pre-registration is needed for digital attendance, but shareholders must be logged on before the meeting starts. We therefore encourage shareholders to log on in due time. It will be possible to log on to the annual general meeting one hour before start.

**PHYSICAL ATTENDANCE**

Notice of physical attendance should be registered electronically through the company's website [www.equinor.com/agm](http://www.equinor.com/agm) or via VPS Investor Services.  
To register attendance through the company's website, the above-mentioned reference number and PIN code must be stated.

Shareholders who have chosen electronic reception will not receive PIN and reference numbers and can only give notice through VPS Investor Services.  
Alternatively this form may be signed and sent by e-mail to [genf@dnb.no](mailto:genf@dnb.no), or by post to DNB Bank ASA, Registrars Department, P.O.Box 1600 Sentrum, 0021 Oslo, Norway. The notice of attendance must be received no later than **10 May 2022 at 12:00 CET**.

If the shareholder is a company, please state the name of the individual who will be representing the company:

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Place	Date	Shareholder's signature
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**PROXY WITHOUT VOTING INSTRUCTIONS FOR THE ANNUAL GENERAL MEETING OF EQUINOR ASA**

REF NO:

PIN CODE:

Proxy should be submitted electronically through the company's website [www.equinor.com/agm](http://www.equinor.com/agm) or via VPS Investor Services.

To grant proxy through the company's website, the above-mentioned reference number and PIN must be stated.  
Shareholders who have chosen electronic reception will not receive PIN and reference numbers and can only give proxy via VPS Investor Services. Proxy may also be sent by e-mail to [genf@dnb.no](mailto:genf@dnb.no) (scanned form) or by post to DNB Bank ASA, Registrars' Department, P.O.Box 1600 Sentrum, 0021 Oslo, Norway.

If you send the proxy without naming the proxy holder, the proxy will be given to the chair of the board of directors or an individual authorised by him.

This proxy must be received no later than **10 May 2022 at 12:00 CET**.

**The undersigned**

hereby grants (tick one of the two)

the chair of the board of directors (or a person authorised by him), or

\_\_\_\_\_  
(Name of proxy holder in capital letters)

proxy to attend and vote for my/our shares at the annual general meeting of Equinor ASA on 11 May 2022.

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Place	Date	Shareholder's signature (only for granting proxy)
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**PROXY WITH VOTING INSTRUCTIONS FOR THE ANNUAL GENERAL MEETING OF EQUINOR ASA**

You may use this proxy form to give voting instructions. Alternatively, you may vote electronically in advance through the company's website [www.equinor.com/aggm](http://www.equinor.com/aggm), see separate section above.

Proxies with voting instructions can only be registered by DNB and must be sent to [genf@dnb.no](mailto:genf@dnb.no) (scanned form) or by post to DNB Bank ASA, Registrars' Department, P.O.Box 1600 Sentrum, 0021 Oslo, Norway.

The form should be received no later than **10 May 2022 at 12:00 CET**. The proxy form must be dated and signed.

If you leave the "Name of the proxy holder" blank, the proxy will be given to the chair of the board of directors, or an individual authorised by him.

**The undersigned:****REF NO:**

hereby grants (tick one of the two)

Chair of the board of directors (or a person authorised by him), or

\_\_\_\_\_  
Name of proxy holder (in capital letters)

proxy to attend and vote for my/our shares at the annual general meeting of Equinor ASA on 11 May 2022.

The votes shall be exercised in accordance with the instructions below. If the sections for voting are left blank, this will be counted as an instruction to vote in accordance with the board's and nomination committee's recommendations. However, if any motions are made from the attendees in addition to or in replacement of the proposals in the notice, the proxy holder may vote at his or her discretion. If there is any doubt as to how the instructions should be understood, the proxy holder may abstain from voting.

EQUINOR ASA   ANNUAL GENERAL MEETING 2022	For	Against	Abstention
3. Election of chair for the meeting			
4. Approval of the notice and the agenda			
5. Election of two persons to co-sign the minutes together with the chair of the meeting			
6. Approval of the annual report and accounts for Equinor ASA and the Equinor group for 2021, including the board of directors' proposal for distribution of fourth quarter 2021 dividend			
7. Authorisation to distribute dividend based on approved annual accounts for 2021			
8. Reduction in capital through the cancellation of own shares and the redemption of shares belonging to the Norwegian government			
9. Proposal to amend Article 1 of the Articles of Association			
10. Energy Transition Plan			
11. Proposal from shareholder to set short-, medium-, and long-term targets for greenhouse gas (GHG) emissions of the company's operations and the use of energy products (including Scope 1, 2 and 3)			
12. Proposal from shareholders that Equinor introduces and implements a climate target agenda and emissions reduction plan that is consistent with achieving the global 1,5 degree C increase target			
13. Proposal from shareholder that Equinor takes initiative to establish a state restructuring fund for employees who now work in the oil sector			
14. Proposal from shareholders that Equinor declares the Norwegian sector of the Barents Sea a Voluntary Exclusion Zone, focus on its domestic business in the Norwegian sector and accelerate its transition into renewable energy			
15. Proposal from shareholder that Equinor aims to become a leading producer of renewable energy, stops all exploration activity and test drilling for fossil energy resources, withdraws from its projects abroad			
16. Proposal from shareholder that Equinor significantly increases its investments in renewable energy, stop all new exploration in the Barents Sea, discontinue international activities and develop a plan for gradual closure of the oil industry			
17. Proposal from shareholder that Equinor present a strategy for real business transformation to sustainable energy production			
18. Proposal from shareholder that Equinor gradually divest from all international operations			
19. Proposal from shareholder that the board of Equinor outlines a specific action plan for quality assurance and anti-corruption			
20. The board of directors' report on Corporate Governance			
21. The board of directors' remuneration report for salary and other remuneration for leading personnel			
22. Approval of remuneration for the company's external auditor for 2021			
23. Election of members to the corporate assembly			
The nomination committee's joint proposal or (individual voting)			
Jarle Roth (re-election, nominated as chair for the corporate assembly's election)			
Nils Bastiansen (re-election, nominated as deputy chair for the corporate assembly's election)			
Finn Kinserdal (re-election)			
Kari Skeidsvoll Moe (re-election)			
Kjerstin Rasmussen Braathen (re-election)			
Kjerstin Fyllingen (re-election)			
Mari Rege (re-election)			
Trond Straume (re-election)			
Martin Wien Fjell (new election, existing deputy member)			
Merete Hverven (new election)			
Helge Aasen (new election)			
Liv B. Ulriksen (new election)			
1. deputy member: Per Axel Koch (new election)			
2. deputy member: Catrine Kristseter Marti (new election)			
3. deputy member: Nils Morten Huseby (new election)			
4. deputy member: Nina Kivijervi Jonassen (re-election)			
24. Determination of remuneration for the corporate assembly members			
25. Election of members to the nomination committee			
The nomination committee's joint proposal or (individual voting)			
Jarle Roth (re-election, new election as chair)			
Berit L. Henriksen (re-election)			
Merete Hverven (new election)			
Jan Tore Føgsund (new election)			
26. Determination of remuneration for the nomination committee members			
27. Authorisation to acquire Equinor ASA shares in the market to continue operation of the company's share-based incentive plans for employees			
28. Authorisation to acquire Equinor ASA shares in the market for subsequent annulment			
29. Marketing Instructions for Equinor ASA – adjustments			

Place

Date

Shareholder's signature (to be signed only for granting proxy with voting instructions)

# Attendance Details

**Meeting: Equinor ASA, AGM  
onsdag 11. mai 2022**

	<u>Attendees</u>	<u>Votes</u>
Shareholder	56	2 182 762 694
3rd Party Proxy	3	22 183
Chair of the Board WITH PROXY	1	3 040 144
Chair of the Board WITH INSTRUCTIONS	1	234 222 752
ADVANCE VOTES	1	116 771 424
<b>Total</b>	<b>62</b>	<b>2 536 819 197</b>

**Shareholder 56 2 182 762 694**

	<u>Votes</u>	<u>Representing / Accompanying</u>
ASTING, BJØRG RINGEN	1 897	ASTING, BJØRG RINGEN
BAKKE, EVEN	10	BAKKE, EVEN
BALVOLL, INGER	73	BALVOLL, INGER
BIRKELAND, INGER	74	BIRKELAND, INGER
BJØRNSTAD, ANNE MARGRETE	6 212	BJØRNSTAD, ANNE MARGRETE
BLUNCK, THOR DITLEV	80	BLUNCK, THOR DITLEV
EILERAAS, JOHANNES MARTIN	7 319	EILERAAS, JOHANNES MARTIN
EKRHEIM, ANNE SYNNØVE HAARSTAD	316	EKRHEIM, ANNE SYNNØVE HAARSTAD
FJELDE, KJELL BJØRN	765	FJELDE, KJELL BJØRN
FRAFJORD, MORTEN	337	FRAFJORD, MORTEN
GAUSLAND, INGEBRET	330	GAUSLAND, INGEBRET
GRUNDT, GUTTORM	7	GRUNDT, GUTTORM
HAALAND, ERIK	1 290	HAALAND, ERIK
HAMRE, BÅRD INGE	978	HAMRE, BÅRD INGE
HANØY, AURORA MEDALLE	98	HANØY, AURORA MEDALLE
HANØY, EDVARD JULIN	7 400	HANØY, EDVARD JULIN
HERDLEVÆR, GUNNAR	3 260	HERDLEVÆR, GUNNAR
HOVEN, BERIT	749	HOVEN, BERIT
HOVEN, JORUN	1 731	HOVEN, JORUN
HVESSER, KLEMET ARILD	60	HVESSER, KLEMET ARILD
IFTIKHAR, NASIR	5	IFTIKHAR, NASIR
INGEBORGRUD, TORFINN AUDUN	75	INGEBORGRUD, TORFINN AUDUN
JØRPELAND, MAGNAR	1 202	JØRPELAND, MAGNAR
KAPLAN, EWALD JOHANN	445	KAPLAN, EWALD JOHANN
KARLSEN, SIGBJØRN KONRAD	2 680	KARLSEN, SIGBJØRN KONRAD
KRAG, OLAUG	2 899	KRAG, OLAUG
KRISTIANSEN, TOR KRISTIAN	2 324	KRISTIANSEN, TOR KRISTIAN
KVÆSTAD, TOR MAGNUS	1 497	KVÆSTAD, TOR MAGNUS
LALAND, TOR HENNING KLARHOLM	25	LALAND, TOR HENNING KLARHOLM
LANDSNES, GRO MUNTHE GAUSLAND	439	LANDSNES, GRO MUNTHE GAUSLAND
MIDTGÅRD, RAYMOND	829	MIDTGÅRD, RAYMOND
MORTENSEN, BJØRN	1 204	MORTENSEN, BJØRN
MYLVAGANAM, KANAGASABAPATHY	1 426	MYLVAGANAM, KANAGASABAPATHY
NÆRINGS- OG FISKERIDEPARTEMENTET, Repr. ved Georg Fredrik Rabl	2 182 650 763	NÆRINGS- OG FISKERIDEPARTEMENTET, Repr. ved Georg Fredrik Rabl
NESS, LIV MARTE	1 125	NESS, LIV MARTE
NORMAN, JAN MARTIN	4	NORMAN, JAN MARTIN
NORRIS, STEFAN ROBERT	2	NORRIS, STEFAN ROBERT
ROTH, JOHNNY MAGNE	2 984	ROTH, JOHNNY MAGNE
SÆVDAL, RAGNAR	9 773	SÆVDAL, RAGNAR
SELNÆS, KJELL ARTHUR	100	SELNÆS, KJELL ARTHUR
SIKKELAND, LARS OLE	1 940	SIKKELAND, LARS OLE
SKEIE, SVEIN	35 814	SKEIE, SVEIN
SOLA, GUNHILD RIAN	445	SOLA, GUNHILD RIAN
SOLBERG, ARNSTEIN	150	SOLBERG, ARNSTEIN
SOLHEIM, LIVE-MERETE MARJALA	1 538	SOLHEIM, LIVE-MERETE MARJALA
SØRGJERD, TOR	908	SØRGJERD, TOR
STEEN, KENNETH LIEN	39	STEEN, KENNETH LIEN
TCK INVEST AS	350	TCK INVEST AS
TEIGE, BJØRN ASLE ALEXSANDER	425	TEIGE, BJØRN ASLE ALEXSANDER
TENGESDAL, THOR OLAF	421	TENGESDAL, THOR OLAF
THORBJØRNSEN, TORE	2 460	THORBJØRNSEN, TORE
THORSEN, TØNNES JOHAN	137	THORSEN, TØNNES JOHAN
THULIN, KÅRE WILHELM	4 000	THULIN, KÅRE WILHELM

TRAA, KJELL  
TVEIT, KATHY ANN KLARHOLM  
VILLUMSTAD, STÅLE

902 TRAA, KJELL  
50 TVEIT, KATHY ANN KLARHOLM  
328 VILLUMSTAD, STÅLE

**3rd Party Proxy**

**3**

**22 183**

**Votes      Representing / Accompanying**

ESPEDAL, KNUT JONAS  
ESPEDAL, KNUT JONAS

492 ESPEDAL, KNUT JONAS  
108 ESPEDAL, ARNE KRISTIAN  
102 ESPEDAL, BERNT REIDAR

702

Midtgarden, Gunnar

Midtgarden, Gunnar  
15 000 MIDTGARDEN, RUTH LOUISE

15 000

SOLA, KARL MARTIN RIAN

667 SOLA, KARL MARTIN RIAN  
5 814 SOLA, INGER BERIT RIAN

6 481

**Chair of the Board WITH PROXY**

**1**

**3 040 144**

**Votes      Representing / Accompanying**

Chair of the Board with Proxy

5 GRØGAARD, JENS BERNHARD  
5 BERG, JØRGEN  
5 REIERTSEN, NATHALIE  
1 933 BERGSETH, STIG JARLE  
1 335 ABICHT, DANIEL PETER  
1 933 BACH, TERJE  
29 000 KJULSLUND, THOR KRISTIAN  
4 MACK, CHRISTINA KVAREKVÅL  
1 917 KARLSEN, STINE BØHLE  
3 HAUKELID, NINA  
3 MATHISEN, JEANETT DÅPAN  
3 ANDERSEN, JOACHIM KOLNES  
1 882 J.D. TRADING AS  
3 OLSEN, HELENE LUND  
3 TORSHEIM, MATIAS  
3 BØRRESEN, EMELY VORVIK  
3 SØRSTRØNEN, SNORRE HJELM  
1 850 NICOLAYSEN, EMIKO HIGASHIDA  
25 669 RUMMELHOFF, IRENE  
1 SANNES, LEIF VIKTOR  
1 750 ROSENKILDE, CHRISTA MARTA MARIA  
701 BERG, VIVI ANN  
3 MILJE, HALLVARD  
1 698 EGGEN, LARS- PETER  
1 692 ANDVORD, CECILIE MARIE  
1 651 BJERK, ARNE  
17 840 EITRHEIM, PÅL  
1 519 LENDING, REIDUN  
1 500 FRØNSDAL, JOHAN FREDRIK  
1 110 080 VERDIPAPIRFONDET EIKA SPAR  
16 197 TUNGESVIK, GEIR  
1 318 KUBURIC, HILDE ALEXANDRA GRØNLAND  
1 293 PORSGRUNN KOMMUNE  
1 317 BIRKELAND, ØRJAN  
1 243 OLSETH, JOSTEIN ANDREAS  
1 234 DIETRICHSON, BRITT ASTRID RANDEM  
1 165 ALI MUBARAK, SITHY SAMROOS  
11 085 LINDBÆK, JANNIK  
1 137 KARLSEN, ÅSE KAROLA  
1 111 SKUM, NILS ANDERS MATHISEN  
1 077 FABRITIUS, REIDAR  
1 068 BRATTELI, MA TERESA TORRES  
1 046 JENSEN, WALTER  
1 045 HELLE, MAGNE EIVIND  
1 044 MICHELSEN, ELISABETH  
1 017 FAGERVIK, MAY SISSEL  
777 800 VERDIPAPIRFONDET EIKA NORGE  
1 000 TRÆLAND, EGIL  
1 000 VESTERÅS, BJØRN ERIK  
1 000 CULLUM, ALEX ALBOROUGH  
978 OVERAAE, INGER JOHANNE  
973 AAS, INGAR LAURITZ FLADBY

Chair of the Board with Proxy

947 SHEATH, MICHAEL JONATHAN  
900 EINAR WESTBY AS  
895 BOSMANS, JOHAN EDUARD JULIA MARIA  
888 OVERØYE, JOHAN ARNT  
885 NIELSEN, ROBERT BOLLINGER  
891 STRØMME, LINA  
876 EVELAND, BENTE LYNGAAS  
862 MEKIASSEN, REIDAR STEN  
542 LAMØY, KNUT NORMANN  
845 NILSEN, ARVID EGIL  
840 FINNES, GUNLEIF KARSTEIN  
8 109 STENERUD, AKSEL  
831 JELSØ, TOR MARTIN  
8 069 ANDVORD, INGER  
825 KASPERSEN, KONRAD HÅKON  
8 000 NORSTAD, ANDERS RUNE  
812 NILSEN, ELISABETH ABRAHAMSEN  
7 841 TODNEM, BRIT SISSEL  
752 KRISTENSEN, ARILD EVEN  
7 328 FINNE-GRØNN, LILLI MARGRETHE  
729 TONNING, HALLSTEIN  
721 ROSLAND, HELGE  
718 BREISTEIN, GEIR OLAV  
718 SJØBERG, RIKKE HØISTAD  
695 KALVIK, RUNE  
682 SMITH-ERICHSEN, ANDREAS  
6 824 Austrheim, Odd Inge  
657 MIKALSEN, RAGNAR JOHAN  
657 BRÅTEN, JO ARNE  
650 LARSEN, ARILD  
650 TRÆLAND, TOVE  
417 069 VERDIPAPIRFONDET EIKA NORDEN  
614 ANGELL, HARALD OSKAR  
614 ANGELL, WENCHE  
612 LARSEN, TOVE HEGGEN  
633 JEBSEN, ANNIKEN HAUGEN  
610 LILAND, KNUT  
6 228 KIRKESÆTHER, MERETE HOLMGREN  
563 MOHOLT, BRITT  
571 OLSEN, JØRGEN  
558 FREDRIKSEN, THOR-HENRIK  
534 BIRKELAND, BRIT KRISTIN ØDEGÅRD  
530 NORDBØ, OLAV  
505 SKIVIK-HANSEN, INGOLF JOHAN  
500 DØCKER, KETTY ANDREA  
500 BREIVIK, INGER SOFIE WESTAD  
500 HANSEN, ODD ARNE  
492 HAUGEN, KARSTEN  
487 SANDBERG, THORLEIF  
485 JENSEN, CHRISTEN MAGNE  
479 LOKØY, HANS NORMANN  
466 SKRETTEING, HÅVAR EIANE  
464 KJULSLUND, SYNNØVE  
458 TVEDT, PER KVİKNE  
445 OLSEN, KJELL ROGER  
440 HOLT, TOVE IRENE  
440 HEDSTEN, EIRIK  
440 STIEN, ANNE-MARIE DALMO  
440 HEDSTEN, TROND WARHUUS  
438 FALLETH, ROLF SVERRE  
435 BAKKA, ARNE OLAV  
435 HONNINGSVÅG, ENDRE BJARNE  
435 Olsen, Aksel Owe  
439 LAROU, SEMIA  
417 LØVDAL, PAUL HELGE  
413 RØSSTAD, GUNVOR  
412 ØINO, GERD  
411 MALLAUG, BJØRN  
407 WESTRE, ANNE JOHANNE GJERTRUD  
407 LIE, PER REIDAR  
407 MALMIN, GRETHE TOVE  
407 BANG, STEINAR  
4 923 MARTYNOVA, TATIANA  
407 MADSEN, NETTE INGVOR SOLVEIG  
407 KONGSHAUG, ASTRID  
4 034 SØRVIK, INGE EIVIND  
407 Bjørnstad, Tove Løwer



407 BEKKAVIK, HALDIS  
407 GREFSTAD, ASTRID OLIVA  
407 BJØRKLUND, FRODE  
407 JOHANSEN, KRISTINE  
407 FUNNEMARK, SYNNOVE VALEN  
407 STEGARUD, GERD  
407 AARESKJOLD, MARIA NORD-VARHAUG  
407 ASK, LAILA SYNNOVE  
407 RINGDAL, ARNE  
400 ESPELID, LARS  
4 552 STØRKSEN, JOHANNES  
393 HOPSDAL, STEINAR  
382 SKUTHOLM, ASBJØRN MAGNE  
376 BALLESTAD, KNUT EIRIK  
363 WALER, STEN RINO  
360 DYRSTAD, HANS BJARNE  
356 HOVE, ERIK  
356 HOLSEN, GERD  
344 STENERSEN, BJØRN W BRANDIN  
338 ELIASSEN, LAURA JOHANNE  
338 HELSTRØM, SVEIN PEDER  
338 OLSEN, IVAR JOHAN  
333 MOGSTAD, ODDNY INGEBJØRG  
331 LANGELAND, JAN  
330 SIMONSEN, THOR  
330 OLAFSEN, ERLING JOHNNY  
330 VISTE, ARNE STEINAR  
330 SEVRE, INGER BRØGGER  
330 SEWELL, KIRSTI AAGOT ENGELSEN  
328 GRETLAND, BRITA SOFIE  
303 KLEIVDAL, HARALD WILHELM  
301 RØNNE, ELSE MARIE  
300 JEBSEN, VINCENT JACOB  
297 HESTMARK, LINDA LOUISE  
281 SOLBERG, ERLING  
4 040 SANNE, HEGE AAS  
264 FALLETH, LISBETH  
264 WESTLI, GEIR HARALD  
264 MIKALSEN, KJELL MAGNAR  
264 SOLLID, BENT-HÅVARD  
264 OPPEDAL, KARSTEN  
261 HELSTAD, EGIL ANDREAS  
261 ÅRSTAD, BERIT  
260 KIHLE, IVAR HENRY  
4 000 HALVORSEN, HALLVARD RUSTAD  
259 ENGESLAND, ROAR  
9 844 BETSI, JOHAN INGE  
258 FUGLEM, BJØRN JOHAN  
250 ALSVIK, BJØRNAR  
250 BEIER, REIDUNN MYSTER  
250 SUND, STEVE MORGAN  
248 EKORNES, MONICA  
242 LINDGREN, JOHN  
242 DRAG, ERIK  
242 IHLE, GRO  
242 MORTENSEN, BENTE AAGOT  
242 HANSEN, JORUNN  
242 HELLAND, HILDA  
242 DAHL, ELSE-BERIT  
242 LARSEN, ODDBJØRG TEGLE  
153 018 VERDIPAPIRFONDET EIKA BALANSERT  
232 ESTEVENIN, ANNE LISE FRANSVAAG  
230 LUNDE, ESPEN  
216 STEMURUD, LARS  
215 HØVIK, GRETA  
215 LEIRA, JANNICKE KARIN  
215 SKAUGVOLD, GUNVOR ELISABETH  
215 HEITMANN, HERMOD OLAV  
215 KILLI, GRETA KARIN  
139 585 VERDIPAPIRFONDET EIKA ALPHA  
208 STØYLEN, BRIT HELENE HOVLAND  
206 NYLAND, MARI  
205 KIVLE, GRO EINA  
203 RIENKS, PETER  
202 LØLAND, INGE  
211 FREDHEIM, ROGER  
200 ANDRESEN, ROLF WERNER

200 HORNTVEDT, BJØRN FREDRIK  
200 BRAKSTAD, FRODE EMIL  
200 ABRAHAMSEN, LEIF HENRY  
193 GANER, ELLEN JOHANNE  
192 BIRKELAND, KARI  
188 HAUG, PER KRISTIAN  
186 HAGELID, STIG THORGEIR FJELDSTAD  
179 VIKANE, OLAV  
179 STENSHOL, HELEN  
179 HALVORSEN, ANNE MARGRETE  
179 LINDGAARD, HANNE ELISABETH  
179 FROST, ANDERS  
179 NGUYEN, BA VAN  
179 SOLBERG, INGER  
177 JENSEN, ESPEN BJØRKLUND  
177 VORVIK, LAILA  
177 BREDESEN, HANS PETTER  
179 HEGGEN, ØYSTEIN OLAI  
173 HOLTET, JON INGAR  
173 KLØFTEN, JOSTEIN  
172 URLAND, ANNA MARIE  
172 OMDAHL, HALDIS WENCHE BØRRETZEN  
170 KLOKKERUD, GUNVOR VÅLE  
3 467 TILLER, KJELL  
167 LOFTESNES, MAIA  
167 JOHANSEN, OLE EDON  
166 FAKSNESS, LIV-GURI  
165 SOLÅS, ARNT EGIL  
165 BROCHMANN, UNNI ALIDE  
165 GUNVALDJORD, LIV  
165 HOLM, CLARA OCAMPO  
165 MAAKESTAD, RANDI  
165 SKILHAGEN, YVONNE  
165 GJETMUNDSSEN, MARGOT  
165 VOLEHAUGEN, OLE  
165 SOLLI DØDSBO, OLE  
165 STEIN, BODIL  
165 STRØMSNES, TURID KARIN  
165 BJØRNSTAD, GRETE  
165 FAKSEN, ELISABETH PETRA  
165 BRASTAD, HJØRDIS KARIN  
165 KVAMME, KITTY HELENE  
165 BANG, ODDNY ANNIE  
165 NETTELAND, IVAR SIGFRED  
165 HAAVE, THOR  
165 WEBER, LIS  
165 HAUGLAND, KIRSTEN INGEBOG  
165 JULIUSSEN, HILDE MERETE  
165 STENDE, ANDERS  
165 ARSIC, RADENKO  
165 Lund, Arnt  
165 LØYNING, ODD  
165 HØYEM, LISE STORÅS  
3 325 ANKER, IVER JOHAN  
165 SOLIBAKKE, ALFRED  
165 MIDTSÆTER, ELSE MARIE  
165 HAUGE, JORUNN SIGRID  
165 OLAUSSON, SOLVEIG MARGARETA  
IMSET, OLA RASMUS ELVESÆTER  
164 JOHANSEN, TORE  
162 MO, KRISTEN HALVDAN  
155 ALFSTAD, EGIL  
150 BERGLUND, PER-ÅGE  
146 MÆLAND, TROND  
142 WIGERNÆS, LIV SIRI  
140 CLAUSEN, ARVID  
3 200 STRANDMYR, ØYSTEIN  
133 GJELSVIK, JONVAR ASLAK  
130 SUNDSTRØM, LEIF JOHAN  
3 151 STIFTELSEN FYLKESAVISEN  
127 SELSTØ, ALICJA MALEC  
3 130 COOK, ALASDAIR DARLEY SHEPHEARD  
126 NYSTAD, INGAR OSVALD  
120 HALLEN, ANN MARIE KNIGHT  
116 NORDAHL-OLSEN, DAG  
122 BERGODD, ARNE  
110 BRUSLETTO, CHRISTIAN MOSAND

108 JOHNSEN, ANN KARIN  
5 042 VÅGØ, PER TORE NILS  
104 HØGH, HARALD  
104 WIUM, PER OLAV  
103 HOLIEN, TORSTEIN  
102 EFRAIMSEN, VIDAR LEIF  
102 SYVERSTAD, THORBJØRN  
3 000 HJØRNEVIK, ARNE  
100 NILSEN, BJØRN  
100 WILLIKSEN, KJELL EINAR  
2 999 MCLARNEY, MALCOLM HUGH  
100 KORSRUD, BJØRG STANDAL  
100 WEISZ, LIV MARGARETH  
100 SEGLSTEN, MAY HELEN  
100 DANIELSEN, KÅRE REIDAR  
100 SILSHE, SHEWAY  
100 PAULSEN, BJØRN ODDGEIR  
94 AABØ, ARNE  
91 TØNDER, TORE  
90 ABEL, NIELS HENRIK  
90 AAS, PER SÆTRE  
88 BRYHN, BERIT  
86 ØVRUM, NINA  
2 878 SKJERVE, ERIK SEIM  
83 JOHANSEN, FRØYDIS BERMANN  
83 FAGERSLETT, OLAV TERJE  
83 FAGERSLETT, ELI ANNE OLIVA  
83 HØY, HANS JØRGEN  
83 OLSEN, GEIR ERIK  
83 HESTENES, BJARNE  
83 ØVERGAARD, ANNE-LISE  
83 BOLSØY, GRETHE RAGNA  
80 HAUGLAND, OLE JOHAN  
80 TOMREN, IVAR KÅRE  
80 DALE, TOR MAGNE  
80 RAMSTAD, TROND  
80 BREDLI, ARTHUR  
79 SCHREINER, JOHN-HENRIK  
79 MELKILD, HALFDAN EILIF  
79 ANDERSEN, TONE  
78 HEIERAAS, HANS EDVARD  
77 NARBUVOLD DØDSBO, ELLA  
77 STENERUD, FRØYDIS CEDERKVIST  
77 SØRBERG, THERESE  
77 NARBUVOLD, HANS PEDER  
77 JENSEN, GEIR  
77 ORMAASEN, DAG EIGIL  
2 754 MEIDAL, DERELYS KIRKLAND  
77 LAURITZEN, GURI  
77 ELVEGÅRD, HARALD  
77 OTTOSEN, THERESE  
77 GUNDERSEN, BRITT LAILA  
77 VINDENES, JOHANNE DORTHEA  
77 NEEGAARD, LIV SYNNØVE  
77 FROSTAD, OLE JACOB BRYHNI  
77 DAHLE, HALDOR  
77 HOLØ, TOR IVAR  
77 KOJAN, TORIL SYNNØVE  
77 NILSEN, GUNNAR HANS WILHELM  
77 MENTZONI, BJØRG INGA  
77 FOSSÅ, KJELLAUG  
77 BRÅTEN, EVA BESSEBERG  
77 HAMMERVOLD, BJØRG MARIE  
77 MAGNUSSEN, KJELL  
77 SKAGA, KÅRE  
77 TAKVAM, SVEIN  
77 GAUP, MARIT SUSANNA  
77 OLAFSEN, ANNE LISE  
77 BJØRKLUND, KARIN MARIE  
77 REVHEIM, ANNE KRISTINE  
77 GRØNBERG, ARNE  
77 NESS, HARALD  
77 SAGEVIK, HELGE DAGFINN  
77 JOHANSEN, GUNNAR  
77 GAUSEREIDE, BRITA ANNGUN  
77 ALSTAD, KJELL MAGNE  
77 SVENSRUD, OVE ARNE

71 FRIESTAD, OLE KRISTIAN  
 70 REBBESTAD, HELGE STIG  
 2 596 GARDSTEIG, REIDUN  
 68 BRENNAN, ANNE  
 65 TVIBERG, JON NORMANN  
 65 WILLIAMSON HOLDINGS AS  
 64 LIND, HARALD  
 2 549 RAMSTAD, THOMAS  
 74 AUNE, ANNA KARINA LÆGREID  
 57 BRODAHL, HARALD  
 56 KARLSEN, HANS LEVI  
 56 BLEIKA, KJELL  
 54 ELLE, PER-ARNE  
 50 STOKKAUNE, DORDI  
 50 HANSSEN, ELISE LARSEN  
 50 LILLESTRØM, LAILA  
 50 KRISTIANSEN, ODDVAR JOHAN  
 50 WEINBERG, IRENE FRØYSTAD  
 50 OS, VIDAR  
 50 BJØRNDAHL, INGRID  
 50 LARSEN, EVA  
 50 BJØRKLID, PAAL  
 46 BERGLUND, MATIAS  
 45 MELING, CARL JOHAN  
 43 SOLHAUG, WILLY RUDOLF  
 2 391 MEDIAAS, HEIDI  
 41 ERDAL, ERLEND  
 40 BEDIN, KJELL  
 40 BRODAHL, EMMA  
 40 THORSTENSEN, THOR  
 YLVISAKER, ODDVIN  
 40 BRODAHL, JENNY  
 40 ØVREBØ, TOR JAN  
 38 RAMSTAD, JULIA HELEN BOGEN  
 38 HOEL, INGRID ODDVEIG  
 38 HØYLO, INGER LISE SVEINSDOTTER  
 2 327 LINDEGAARD, KARL-FREDRIK  
 35 THAM, YU LEONG  
 34 KJØLBERG, STEIN  
 34 FRIMANSLUND, ROY  
 2 300 BERGE, TERJE ERIK GUSTAV ERIKSSON  
 33 JOHANSEN, EIRIK JULIAN HANSEN  
 32 WIEN, BIRK  
 40 NILSEN, ROY HENRY  
 30 KRISTENSEN, ASBJØRN  
 29 LIEN, HANS JACOB  
 28 STRAND, KIM ENGAN  
 28 KVINGEDAL, EGIL  
 27 BEKKEVAHR, KNUT  
 25 SKATDALEN, SVEIN  
 25 AASEN, INGER  
 25 HEIMDAL, BJØRNAR  
 25 SKOVLI, SYNNOVE INDREBØ  
 25 SAUR, ÅSE BJØRNSEN  
 23 BRATLAND-SOLA, LISBETH REKDAL  
 20 LØKKE, ARNE  
 20 VALLTOFT, MERETE  
 20 Hetty, Per  
 20 SYRRIST, ELLING  
 19 HOLT, SIGRID MARGRETE  
 19 MORKEMO, KENT-JOHNNY  
 38 633 OPEDAL, ANDERS  
 18 SÆLE, HARALD ANDREAS  
 2 127 LYGREN, IVAR  
 37 708 NILSSON, JANNICKE  
 17 HAGEN, JAN ARILD  
 17 SOLHAUG, ODD SEVERIN  
 2 114 DYBWAD, MAREN  
 16 TORBJØRNRØD, STIAN GJERSTAD  
 22 HAUGLAND, IRMELINN OTTERLEI  
 15 HEFTE, ARVID  
 2 087 Løkken, Liv  
 2 086 TØNNESSEN, FINN ALEX  
 12 NÆRBØE, ANE KRISTIN  
 12 BJØRKE, ANETTE  
 11 DAHL, TOM KRISTIAN  
 10 HALVORSEN, JØRAN

10 HAUGE, ZENAIDA PANALIGAN  
10 MEIDELL, LILL  
10 BRYNN, RUDOLPH MICHAEL BENEDICTUS  
10 DAVIDSEN, JØRN  
10 THORSTEINSEN, MARI ANDRINE  
12 ROKSVÅG, ØYSTEIN  
2 009 HANSEN, RIGMOR  
2 011 HASSELKNIPPE, ANNE  
9 REITAN, GREGER  
8 KVÆRNMO, PER EGIL  
8 SØRDAL, KARL OSKAR  
8 LUNDEFARET, NILS MAGNE  
7 BØVRE, SISSEL HERLIN  
7 ØSTHUS, OLE DAG  
2 000 OLSEN, JAN TORE  
6 ARNSTAD, FREDRIK  
8 ALVHEIM, ØRJAN  
6 NORDENG, PER OLAV  
5 TAHERI, OMID

3 040 144

**Chair of the Board WITH INSTRUC**

1

234 222 752

**Votes Representing / Accompanying**

Chair of the Board with Instructions

1 371 360 VERDIPAPIRFONDET ALFRED BERG NORGE  
3 CHRISTENSEN, KASPER VALJORD  
3 ULVESTAD, YNGVE  
2 TORGALSBØEN, ANDERS GABRIEL  
1 320 716 STOREBRAND LIVSFORSIKRING AS  
25 046 personnel communal de Lausanne, Caisse de pensions du  
606 075 Swisscanto Fondsleitun  
8 200 Asset Management AG, Schweizerische Mobiliar  
100 085 LLB Aktien Europa ESG  
1 DANICA PENSION LIVSFORSIKRINGSAKTI  
1 034 304 DANICA PENSION LIVSFORSIKRINGSAKTI  
292 224 Koldingvej2 Billund AS  
194 430 Danske Bank Puljer  
5 733 CMLA INTERNATIONAL SHARE FUND  
19 776 CBHK-SSF-ACE-CF92  
8 778 BANK OF CHINA  
28 181 PINEBRIDGE FUND SERIES - PINEBRIDG  
22 228 02.CBHK-CITITRST LT ATOVFS-VMGF-E  
2 281 01.CBHK-CITITRST LT ATOVFS-VIF-EQ  
5 854 CITITRUST LIMITED AS TRUSTEE OF BL  
310 CBNY-CHARLES SCHWAB FBO CUSTOMERS  
92 353 CAPITAL IF INC.  
2 250 CBNY-CHARLES SCHWAB - FOR THE EXCL  
7 900 CBNY-UFCW INT PEN PLAN FOR EMPLOYE  
35 722 JOHN HANCOCK VARIABLE INSURANCE TR  
168 712 LEGAL & GENERAL COLLECTIVE INVESTM  
32 025 WALDEN INTERNATIONAL EQUITY FUND  
763 CBNY-LEGAL + GENERAL COLLECT INV F  
727 762 02.STICHTING PGGM DEPOSITARY  
263 935 03.STICHTING PGGM DEPOSITARY  
13 712 CBLDN-LATVIJAS BANKA  
45 574 AEGON CUSTODY B.V  
488 147 PGGM SPD DMAE MULTIFACTOR GLOBAL  
777 689 01.STICHTING PGGM DEPOSITARY  
695 091 PGGM DEVELOPED MARKETS EQUITY PF F  
42 665 MNSFAE RE FAE1A-EQUITY EU  
84 CBLDN-OLD MUTUAL GLOB INV SERIES P  
78 169 CBLDN-STICHTING PENSIOENFONDS META  
266 000 PFMT RE BAB1B-EQUITY EU LC  
854 LEGAL & GENERAL ASSURANCE SOCIETY  
9 586 LEGAL AND GENERAL ASSURANCE/FTSE R  
57 549 02.01.CBLDN-LEGAL AND GENERAL ASSU  
440 156 03.02.CBLDN-LEGAL AND GENERAL ASSU  
119 703 LEGAL AND GENERAL ASSURANCE/PMC FT  
4 589 CBLDN-LEGAL AND GENERAL ASSUR(PEN  
32 281 LEGAL AND GENERAL ASSURANCE/EUR (E  
99 105 07.03.CBLDN-LEGAL AND GENERAL ASSU  
37 648 LEGAL AND GENERAL ASSURANCE/PMC EU  
7 412 09.04.CBLDN-LEGAL AND GENERAL ASSU  
40 505 LEGAL AND GENERAL ASSURANCE/PMC ET  
23 086 LEGAL AND GENERAL ASSURANCE/PMC WO  
1 653 808 12.LEGAL AND GENERAL ASSURANCE/PMC

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5 073	LEGAL AND GENERAL ASSURANCE/FTSE A
30 938	LEGAL AND GENERAL ASSURANCE/FTSE W
99	LEGAL AND GENERAL ASSURANCE/CSUF-3
91 808	PMC RAFI MULTI-FACT DEV EQ IX(9767
170 576	L&G PMC FUTURE WORLD FUND (2099)
7 535	L&G PMC MSCI WLD AD CAP 2X INF9555
247 592	MSCI ACWI AD CAPP ESG IND FD(9718)
2 513	PMC CSUF C AW EXUK EQ(NWHT)I F(959
102 369	PMC FUT WLD EUR EX UK EQ IDX(9743)
28 497	NIKKO MELLON GLBL TRI-ASS FND
5 017	NWT GRAV EUR EQ FD
4 117	National Bank of the Republic of K
5 063	CMLA INDEXED GLOBAL SHARE FUND
87 959	BETASHARES GLOBAL ENERGY COMPANIES
208 597	01.CLOSE ASSET MANAGEMENT LIMITED
1 000	02.CLOSE ASSET MANAGEMENT LIMITED
7 143	AMUNDI CANADA ABSOLUTE RETURN MULT
1	FONDS DE SOLIDARITE DES TRAVAILLEU
104 441	RUFFER (CHANNEL ISLANDS) LIMITED
549 604	RUFFER LLP
1 406	THE CCM QUERCUS UNIT TRUST
2 733	THE ENDEAVOUR II FUND
356 180	CANADA POST CORPORATION REGISTERED
242 092	GSA INTERNATIONAL FUND
45 325	REGIME DE RETRAITE DE L'UNIVERSITE
5 882	THE ASPEN FUND
8 854	THE KINGFISHER FUND
8 048	THE LUNDY FUND
4 710	THE SPUD FUND
7 827	THE WALNUT FUND
6 166	THE WYKE FUND
57 524	02.CHALLENGE FUNDS - CHALLENGE EUR
579 510	03.CHALLENGE FUNDS - CHALLENGE ENE
76 350	01.CHALLENGE FUNDS - CHALLENGE INT
378 887	MEDIOLANUM BEST BRANDS - GLOBAL DE
1 999	01.DANSKE INVEST SICAV - GLOBAL PO
79 247	03.DANSKE INVEST SICAV - GLOBAL IN
22 235	04.DANSKE INVEST SICAV - EUROPE HI
2 383	05.DANSKE INVEST SICAV - GLOBAL SU
55 000	06.DANSKE INVEST SICAV - EUROPE LO
825 040	JSS INVESTMENTFONDS - JSS SUSTAINA
85 532	02.DANSKE INVEST SICAV - EUROPE
1 311	THE JUPITER GLOBAL FUND SICAV
42 000	02.Mutual Fund LocalTapiola ESG No
17 360	01.Mutual Fund LocalTapiola Europe
482 024	01.UNION INVESTMENT PRIVATFONDS GM
43 199	02.UNION INVESTMENT PRIVATFONDS GM
3 000	AM HANDEL AND PROMOTION GMBH
670	ULRICH NORBERT
200	MARKUS FLORIAN HUBER
2 797	01.CBLDN-AEGON CUSTODY B.V.
83 585	02.CBLDN-AEGON CUSTODY B.V.
94 410	03.CBLDN-AEGON CUSTODY B.V.
75 441	ISS/2323 RBC WM
32 707	(R) EUROPEAN EQUITIES 1
10 536	1290 FUNDS - 1290 SMARTBETA EQ FU
9 530	1st TRU RIVERFRONT DYNAMIC EUR ETF
70 000	29 HAUSSMANN EQUILIBRE
110 000	29 HAUSSMANN EURO RENDEMENT
13 388	50:50 GLOBAL EQUITY INDEX FD
17 776	60:40 GLOBAL EQUITY INDX FD
1 145 449	7th SWE NATI PENS FU AP 7 EQU FU
59 278	ABU DHABI PENSION FUND
46 854	ACCIDENT COMPENSATION CORPORATION
91 091	ACHMEA PENSIOEN LEVENSVERZEKERINGE
23 251	ACHMEA REINSURANCE CO N V
58 208	ACHMEA SCHADEVERZEKERINGEN N V
61 220	ACHMEA VARIABLE SECUR HEALTH FUND
7 036	ACTIAM Duurzaam Europees Aandelenf
185 693	ACTIAM Duurzam Ind Aandelenfon Eur
41 543	ACTIAM DUURZAM IND AANDELENFON WER
63 455	ACTIAM Sustainable Index Fu Eq Eur
19	ADAM P BENEDICT GST TRUST-BENE
44 564	ADELIO UCITS FUND
103 600	ADVANCED SERIES TRUST-ASTADVANCED
8 212	AF Dynamic Multi Facto Glob EQ Eur
10 526	AFER MARCHES EMERGENTS

2 495 AFER PATRIMOINE  
 7 673 AI 30:70 GbEq Currency Hedg Ind Fd  
 12 154 AI Continental European Equity Ind  
     1 AI Developed European ex UK Equity  
 7 003 AI Developed World exUK Eq Ind Fnd  
 12 482 AIA Global Multi-Factor Equity Fun  
 29 236 AIB GROUP IRISH PENSION SCHEME  
 1 124 ALAN J BALTZ TTEE  
     12 ALAN J FRANK  
     36 ALAN LICHTENSTEIN &  
     970 ALASKA PERMANENT FUND  
 7 624 ALASKA PERMANENT FUND CORP  
     5 Albert Grimmert Jr  
     200 ALBERTA EDMONDS TTEE ALBERTA H EDM  
     60 ALDO A BADINI (ROTH IRA)  
 2 869 ALEXANDER MURRAY  
     170 Alexandre Morch  
     96 ALFRED A BIBEAULT  
     42 ALFRED E SMITH, JR (IRA-ROLL)  
     10 ALFRED S BIBEAULT  
     200 ALICE N WARFIELD TR U/A DTD 08/13/  
 70 154 ALKEN CAPITAL FUND  
 49 907 ALKEN FUND ABSOLUTE RETURN EUROPE  
 301 590 ALKEN FUND EUROPEAN OPPORTUNITIES  
 55 268 ALKEN FUND SMALL CAP EUROPE  
 39 434 ALKEN FUND SUSTAINABLE EUROPE  
 16 979 ALLEANZA ASSICURAZIONI SPA  
 96 200 ALLOCATION INVEST EQUITY CORE  
 20 000 ALLOCATION INVEST INDIANAPOLIS  
     1 294 ALMEGLIO FONDO PENSIONE APERTO AL  
     91 142 ALPHA ARCHITECT INTERNATIONAL  
     43 866 ALPHA ARCHITECT INTERNATIONAL QUAN  
     23 080 ALTO INTERNAZIONALE AZIONARIO  
     1 194 AM IND EQ GL MLT SMART ALL SC BETA  
     4 663 AM SF - ABSO RET MULTI-STRA CONT  
     101 AMARJIT S AULAKH & JOSEPHINE AULAK  
 592 000 AMERICAN FU INSU SERIES GLO GRO FU  
     25 912 AMERICAN FUNDS INSURANCE SERIES IN  
     72 159 AMIF - OPTIMISER  
     5 748 AMP INTER EQU INDEX FUND HEDGED  
 101 987 AMP INTERNATIONAL EQU INDEX FUND  
     13 736 AMUNDI - KBI ACTIONS MONDE  
     13 971 AMUNDI ACTIONS EUROPE ISR  
     28 864 AMUNDI AUSTR  
     122 429 AMUNDI AUSTRIA  
     6 874 AMUNDI ESG REGIONAL MULTIFAC FU  
     166 690 AMUNDI FD EUR EQ ESG IMPROVERS  
     39 422 AMUNDI FDS DYN MULTI FACT EUR EQ  
     135 941 AMUNDI FUNDS ABSOLUTE RETURN MULTI  
     17 074 AMUNDI FUNDS EQ EUR RISK PARITY  
     161 251 AMUNDI FUNDS MULTI-STRATEGY GROWTH  
     87 500 AMUNDI FUNDS REALASSETS TARGET INC  
     18 823 AMUNDI HK MPF SER AM HK GR PL FD  
     353 247 AMUNDI INDEX MSCI EUROPE  
     961 AMUNDI INDEX MSCI EUROPE CLIMATE  
     84 573 AMUNDI INDEX MSCI WORLD  
     297 AMUNDI MSCI EUROPE ESG LEAD SELECT  
     16 225 AMUNDI MSCI EUROPE ESG LEADERS  
     778 AMUNDI MSCI EUROPE ESG UNI SELECT  
     654 AMUNDI MSCI EUROPE EX UK  
     13 764 AMUNDI MSCI WORLD CLIMATE TRANSIT  
     23 663 AMUNDI MSCI WORLD ESG LEADERS  
     125 AMUNDI MSCI WORLD ESG UNI SEL  
     2 528 AMUNDI PRIME EUROPE - UCITS ETF DR  
     10 988 AMUNDI PRIME GLOBAL - UCITS ETF DR  
     567 AMUNDI RESA ACTIONS EUROPE  
     1 058 AMUNDI REVENUS - ACTIONS HIGH DIV  
     80 000 AMUNDI SGR SPA/AMUNDI ELI MUL AS  
     1 864 AMUNDI SIF GLOBAL ETHICAL EQUITIES  
     21 221 AMUNDI STOXX EUROPE 600  
     1 982 AMUNDI STRATEGIES ACT EUR RISK PAR  
     48 AMY A NORTHUP (IRA)  
     211 AMY CHAN  
     56 AMY JAROSLOW MD (IRA-ROLL)  
     110 AMY S BENNETT (IRA)  
     12 ANDREW BALLINGER AS BENEF TO  
     103 ANDREW S THOMPSON



97 ANDREY V ZYRYANOV  
 49 ANGELA M GAVIN (IRA-ROLL)  
 42 ANH-DUNG BUI (IRA)  
 17 ANN Z LANGFORD TOD  
 6 ANNABELLE M BITTONE  
 300 ANNE J ANSPACH (IRA)  
 111 ANSMAR FAMILY TRUST  
 2 119 AP ACTIONS 2 MONDE  
 166 APRIL L SPAS REV TRUST  
 39 240 ARCHDIOCESE OF PHILADELPHIA LAY EM  
 33 230 ARCHITAS MULTI-MAN GLO FU UNIT TR  
 4 Ari Feldstein  
 431 ARIANE B MAEKER  
 1 ARIZONA PSPRS TRUST  
 2 622 ARKWRIGHT LLC  
 200 ARLENE SIDELL REV TRUST DTD 08/20/  
 22 ARLINE ASTERITA (UMA)  
 211 ARNOLD SANDERS &  
 1 839 ARRCO QUANT 1  
 2 534 ARRCO QUANT 2  
 105 546 ASIAN DEVELOPMENT BANK  
 8 000 ASSET RISK CONSULTANTS LIMITED  
 25 ASSICURAZIONI GENERALI SPA  
 78 866 ATLAS DIVERSIFIED MASTER FUND LTD  
 3 082 AURION GLOBAL EQUITY FUND  
 4 107 Australian Catholic Super&Reti Fu  
 86 613 AUSTRALIAN RETIREMENT TRUST  
 2 482 AVIVA FLEXIBLE EMERGENTS  
 2 262 AVIVA INVE POR FUN ICVC AVIVA INVE  
 7 258 AVIVA INVEINVE FU ICVC AVIVA INVE  
 3 490 AVIVA INVESTORS SELECTION  
 928 Aviva Life Pensions UK  
 41 283 AVIVA LIFE PENSIONS UK LIMITED  
 184 938 AVIVA LIFE PENSIONS UK LIMITED  
 5 053 Aviva Life Pensions UK LTD  
 11 072 AVIVA LIFE & PENSIONS IRELAND DAC  
 26 487 AVIVA LIFE + PENSIONS UK LIMITED  
 987 AXA AA DIVERSIFIE INDICIEL 1  
 459 528 AXA IM GLOBAL EX JA  
 6 499 AXA INV MAN OBO AXA STR FND GL EQ  
 11 114 AXA INVE MANA DEUTS GMBH FO AXA WE  
 11 927 AXA INVEST MANAG DE GMBH AXA EU  
 83 790 AXA Investment Managers  
 1 231 AXA OR ET MATIERES PREMIERES  
 182 358 AXA ROSENBERG EQUITY ALPHA TRUST  
 9 258 AXA ROSENBERG EUROPEAN E  
 6 406 AXA SWISS INSTIT FU GLO FAC SUST  
 114 AXA VALEURS EX EUROLANDE  
 94 888 AZL INTERNATIONAL INDEX FUND  
 8 105 AZL MSCI GLOBAL EQUITY INDEX FUND  
 75 868 BANCO CENTRAL DE TIMOR-LESTE BCTL  
 20 647 BANK OF KOREA  
 80 996 BANQUE PICTET AND CIE SA  
 53 BARBARA B WOODARD (IRA-ROLL)  
 34 BARBARA FANNING (IRA)  
 400 BARBARA J STOCKING (IRA)  
 19 900 BBBANK KONZEPT DIVIDENDEN UNI  
 278 428 BBH LUX SCA CUSTODIAN FOR FIDELI  
 1 230 471 BDL CONVICTIONS  
 384 565 BDL NAVARRE  
 6 235 BEAR CREEK INC  
 1 252 BEAT DRUGS FUND ASSOCIATION  
 2 000 BECHEN FAMILY FOUNDATION  
 211 052 BEL EQUITY EUROPE ESG  
 2 BELL ATLANTIC MASTER TRUST  
 105 BELMONT UNIVERSITY  
 228 BETTY PERLICK IRA  
 410 BEVERLY LAU IRA  
 120 559 BFT PARTNERS - VIA EQUITY EURO  
 395 061 BILL AND MELINDA GATES FOUND TR  
 8 161 BLACKROCK ASSET MANAGEMENT SCHWEI  
 26 114 BLACKROCK ASSET MANAGEMENT SCHWEIZ  
 440 650 BLACKROCK AUTHO CONTRA SCHEME I  
 28 700 BLACKROCK CDN MSCI ACWI EX-CANA  
 445 439 BLACKROCK CDN MSCI EAFE EQ IND FU  
 45 399 BLACKROCK CDN WORLD INDEX FUND  
 175 752 BLACKROCK COMMODITY STRATEGIES

Chair of the Board with Instructions

150 583	BLACKROCK ENERGY AND RESOURCES
126 527	BLACKROCK ENERGY OPPORTUNITIES
4 886	BLACKROCK FU MANAGERS LTD
53 050	BLACKROCK FUND MANAGERS LTD
1 690 463	BLACKROCK GLOBAL FUND
1 407	BLACKROCK GLOBAL FUNDS
35 332	BLACKROCK GLOBAL INDEX FUND
54 444	BLACKROCK INST TRU COM NA INVE FUN
666 046	BLACKROCK INSTITU TRU COM NA INVE
12 472	BLACKROCK INTER INDEX VI FU
227 749	BLACKROCK LIFE LIMITED
27 132	BLACKROCK LIFE LTD
185 303	BLACKROCK MSCI EAF EQ IND
14 860	BNP EASY MSCI EUROPE EX CW
4 468	BNY (INTERNATIONAL) LTD AS TRUST
9 706	BNY FU MANAG (CAYMAN) LTD
1	BOARD OF PENSIONS OF EVANGELICAL
164	BOB FULTON MEMORIAL FUND INC
204 920	BOILERMAKER BLACKSMITH NAT PEN TRU
216 778	BON SECOURS MERCY HEALTH INC
300	BONITA DENZEL INDIVIDUAL RETIREMEN
39	BONNIE LEVY
14 674	BP PENSION FUND
155	BRIAN D MOONEY
22	BRIAN J BARLAND
84	BRIAN J NEARY (IRA)
19	BRIAN P FEEHAN
1 028	BRIAN W ROBBINS
6	Brice Richmond
1 133 264	BRIDGE BUILDER INTERNATIONAL EQUIT
35 187	BRIDGE HOUSE ESTATES
583 233	BRIGHTHOUSE FUNDS TRUST II - VAN E
8 707	BROADRIDGE PROXYEDGE PEQS9 ENVESTN
153	BRUCE A SHECTER &
73	BRUCE D ATKINSON (IRA)
1 129	BRUNEI SHELL RETIREM BENEFIT FUN
7 072	BRUNSWICK UNIT 2 QUALIFIED NUCLEAR
7 252	BRUNSWICK UNIT 2 QUALIFIED NUCLEAR
76	BRYAN FEITEL (IRA)
53	BRYAN THOMAS &
79 459	BT INTERNATIONAL SHARES IND FU
17 021	BT WHOLESALE MULTI-MANA INTER SHAR
20 233	BUREAU OF LAB FUN-LAB RETIRET FU
84 866	BUREAU OF LABOR FUN-LABOR PENS FUN
342	C/O BROADRIDGE/PROXYEDGE
1 265 948	CAISSE DES DEPOTS ET CONSIGNATIONS
6 550	CHARMOZ
27 984	CALIFORNIA PUBLIC EMPLOYEES' RETIR
21 340	CALIFORNIA PUBLIC EMPLOYEES RETIRE
7 435	CALVERT VP EAFE INT IND PORTFOLIO
201 005	Canadian Pacific Railway Company P
2 339	CANDRIAM L BALANCED ASSET ALLOCAT
1 863	CANDRIAM L CONSE ASSET ALLOCATION
286	CANDRIAM L DYNA ASSET ALLOCATION
11 314	CAP FO INSTIT ACT ETRAN RENDE ABSO
5 895	CAPACITY FONDS INSTIT ACT ETRANG
86 829	CAPITAL GROUP EMPLO BEN INVES TR
397 110	CAPITAL INTERNATIONAL FUND
900 000	CARDIF ASSURANCE VIE
12 000	CARDIF ASSURANCES RISQUES DIVERS
514	CARL B SINGMASTER AND AMY W SINGMA
700	CARL H STOCKING (IRA-ROLL)
200	CARL M REYNOLDS SR CHARLENE J REYN
187	CARL NELSON BROOKS II
500	CARLYLE H LUTTINEN ACCOUNT NO 2
15	CAROL A GILLESPIE (IRA)
76	CAROLYN A ROONEY (IRA ROLL)
144	CARRIE NELSON-BARAM (IRA)
120	CATHERINE WESTON STOCKER REVOCABLE
68 443	CATHOLIC RESPO INVEST INTERNA EQ
289	CAUSEW MUL-FU LLC-GLO SUST LEA SE
1 546	CAUSEWA MUL-FU LLC-GLO SUST EQ SER
5 140	CAYMAN ISLANDS CHAMBER OF COMMERCE
30	CECILIA WALKER
8 041	Central Bank of Ireland
3 676	CENTRAL PROVIDENT FUND BOARD
76 806	CF GLOBAL PORTFOLIO LLC

Chair of the Board with Instructions

14	CHAD BRYANT (IRA)
6 860	CHANG HWA COMMERCIAL BANK LTD
218	CHARLES FISCHER (IRA)
3 260	CHARLES G RICKSECKER TTEE
7 307	CHARLES O BRIEN
2	Charles Somers, Jr.
1 184	CHARLES W SWAN JR TTEE
500	CHEONG LIVING TRUST
20	CHRIS LEE
3	CHRIS SLADEK
400	CHRISTINE H HARDING
1 000	CHRISTINE S RUDDY &
800	CHRISTINE S RUDDY (IRA)
1 750	CHRISTOPHER A LODEWYKS & CRAIG W H
1 000	CHRISTOPHER A WILMOT &
1 000	CHRISTOPHER A WILMOT (IRA-ROLL
12	CHRISTOPHER GEORGE BALLINGER
1	CIBC ASSET MANAGEMENT INC
213 079	CIBC ATLAS INTERN GROWTH FU
18 502	CIBC EAFE EQUITY POOL
1	CIBC EUROPEAN EQUITY FUND
1	CIBC EUROPEAN INDEX FUND
1 689	CIBC INTERNATIONAL EQUITY INDEX PO
1	CIBC INTERNATIONAL INDEX FUND
29	CINDY A MCMULLEN (IRA)
834	CITW FUND LP
635	CITW FUND LP
59 066	CITY O PHILADELPH PUB EMPL RETI SY
78 498	CITY OF LA FIRE&POLICE PENS PL
1 575	CLAUDIA M BARRULAS G YEFREMIAN
23 718	Cleome Index Europe Equities
1 602	Cleome Index World Equities
117	CLIVE WILLIAMS (IRA)
7 800	CLOSE ASSET MANAGEMENT LIMITED
2 650	CLOSE ASSET MANAGEMENT LIMITED
10 500	CLOSE ASSET MANAGEMENT UK
268 910	CNP ASSUR EDRAM ACTIONS EUROPE
115 278	CNP ASSUR EUROPE NEUFLIZE OBC
8 826	CNP ASSUR VALUE ET MOMENTUM
128 038	CNP TOCQUEVILLE VALUE EUROPE ISR
31	COFFEY FAMILY TRUST
31 179	COL FST STATE INV LTD AS RES ENT
354	Colin Grubbs
32	COLLEEN E LADUZINSKI
382 178	COLLEGE RETIREMENT EQUITIES FUND
22 246	COLLEGE RETIREMENT EQUITIES FUND
1 547	COMBUSTION ENGINEERING 524(G) ASBE
84	COMERICA & WARREN COOK TTEES
20	COMERICA BANK & TRUST NA TTEE
11 346	COMMONWEALTH BANK GROUP SUPER
342 067	COMMONWEALTH GL INFRAST SEC FUND 1
16 666	CONNECTICUT GENE LIFE INSUR COMP
1 933	CONNECTICUT GENL LIFE INSUR COMPY
7	COOPERATIEVE RABOBANK U.A.
23 660	COUNTY OF LA DEFCOMP AND THRIFT PL
1 400	COUNTY OF LOS ANGELES SAVINGS PLAN
17 672	COVEA ACT. EUROPE HORS EURO
4 800	COVENANT HEALTH
3 096	CP BALANCED FUND
260 130	CPR INVEST - GLOBAL RESOURCES
132	CRAIG C YOUNG REV LIVING TR
30	CRAIG NICKERSON &
17 000	CRN ODDO ACTIONS
3 324	CSAA INSURANCE EXCHANGE
22	CYNTHIA JOY L YACKOW TTEE
153	CYNTHIA LIVINGSTON (IRA)
31 468	DAMI GMBH DWS VORSORGE AS DYNAMIK
12 717	DAMI GMBH DWS VORSORGE AS FLEX
1	Dane Snyder
497 066	DANICA PENS LIVSFORSIKRINGSAKTIES
12	DANIEL J INNERS (IRA)
111	DANIEL J JOHNSON
29	DANIEL LEARY LIVING TRUST
12	DANIEL PIERCE KOVACS
1	DANIEL R MRDJENOVICH
1	DANIEL R MRDJENOVICH IRA
165 652	DANSKE INVEST EUR EQ FUND

Chair of the Board with Instructions

27 539 DANSKE INVEST EUR HIGH DIV FUND  
 12 Darren Tran  
 52 DARTOS 95 TRUST  
 242 DAUGHTERS OF THE CHARITY OF THE SA  
 11 DAVID ADAMS (IRA)  
 128 DAVID ADAMS MURPHY TRUST  
 300 DAVID AND NANCY CABLE CO-TTEES DAV  
 13 DAVID C DIXON &  
 15 DAVID ERLLENHEIM  
 580 DAVID M PURVES  
 15 DAVID S BENNETT  
 71 DAVID SCHOONMAKER AND  
 82 DAVID SIMMONS (IRA)  
 700 DAVID W BODENBERG (IRA)  
 1 126 DAWM FOR DEAM-FONDS PPC GEQ  
 48 650 DAWM FOR DEUTSCHE QUANT EQUITY LOW  
 100 DEBORAH E HAIGHT RRA  
 6 Deborah Kravchuk  
 96 DEBRA TAMA (IRA)  
 100 DEE MITCHELL-HITCHCOCK INDIVIDUAL  
 200 DELMER R & ELIZABETH M HARMON  
 32 DENISE M GRAVES &  
 42 DENISE P MADDOX (IRA)  
 134 DENNIS J SMITH ROBIN C SMITH JT TE  
 1 965 Derrick Favors  
 14 789 DETROIT EDISON QUAL NUC DECOM TR  
 4 917 DEUTSCHE DCG EQ  
 870 DEVELOPED INTERN EQ SELECT ETF  
 9 DEWEY H BURKETT JR  
 500 DIANA R REX INDIVIDUAL RETIREMENT  
 1 275 DIVERSIFIED PORTFOLIOS FUND LTD  
 230 575 DMS UCI PLAT ICAV LATITUDE HOR FU  
 43 315 DMS UCIT PLAT ICAV LATITUDE GLO FU  
 10 039 338 DODGE + COX WORLDWIDE FUNDS PLC  
 1 047 DONALD J MILLER  
 100 DONALD L HEEFNER AND MARY L HEEFNE  
 17 DONNA C WILKINS &  
 20 DONNELL L EFFERSON AND  
 100 DORIS H WESTBROOK TTEE  
 83 DOUGLAS C DIVER REV TRUST  
 14 DOUGLAS C MILLER AS BENEF TO  
 11 DOUGLAS R TENGDI  
 22 DOUGLAS WHITEMAN (IRA-ROLL)  
 50 DOUGLAS WILLIAM LUNDY (IRA)  
 90 DR PETER R BETZER AND DR SUSAN B B  
 27 DR TONY COHEN DCSD IRA  
 56 424 DTE ENERGY COMPANY AFFILIATES EMPL  
 13 650 DTE ENERGY COMPANY MASTER VEBA TRU  
 44 803 DUKE ENERGY QUALIFIED NUCLEAR  
 30 800 DUKE ENERGY RETIREMENT SAVINGS PLA  
 358 681 DUPONT PENSION TRUST  
 6 209 DUPONT PENSION TRUST  
 124 355 DWS INV AKT SCH MIT TEILGESELLSCH  
 1 255 000 DWS INV GMBH 4 DWS VERMOGENSB I  
 12 082 DWS INV GMBH FOR DEAM-FONDS CPT  
 11 737 DWS INV GMBH OBO DEAM FONDS ZDV  
 203 221 DWS INVEST  
 184 049 DWS INVEST GMBH Bo DWS-FON BPT  
 1 475 000 DWS INVEST GMBH FOR DWS AKKUMULA  
 11 548 DWS INVEST GMBH4DEAM-FONDS GSK 1  
 7 700 DWS INVEST GMBH4FOS PERFORM N SICH  
 108 859 DWS INVEST II  
 5 882 FIDEICOMISO FAE  
 3 105 DWS INVEST SA ARERO DER WELTFONDS  
 113 420 DWS INVEST SA FOR DWS ESG EUR EQ  
 10 589 DWS INVEST SA FOR ZURICH GL EQUITY  
 21 102 DWS INVEST SA4ARERO DER WELTFONDS  
 9 166 DWS INVESTMENT GMBH FOR DEAM-FON  
 25 041 DWS INVESTMENT GMBH FOR DEAM-FON  
 413 896 DWS INVESTMENT GMBH FOR DWS CONCEP  
 62 300 DWS INVESTMENT GMBH RE DEAM-FONDS  
 18 000 DWS INVESTMENT SA 4 CAPITAL STRAT  
 41 500 DWS INVESTMENT SA 4 DWS CONCEPT DJ  
 48 500 DWS INVESTMENT SA FOR DWS CONCEPT  
 8 Dylan Gamec Bromberg  
 35 E WILLIAM FRY II (IRA-ROLL)  
 60 984 EARNST INTERNATIONAL POOLED GROUP

Chair of the Board with Instructions

978	EASTSPRING INVESTMENTS
76 840	Edmond de Rothschild Fu Inco Eur
100	EDMUND L BENSON III -TOD-
16 348	EdR FUND II - Income 2024
650	EDWARD B RUST TTEE
14	EDWARD G DZIENIS JR (IRA)
61	EDWARD P LANG (ROTH-IRA)
17	EDWARD T SMOREY (IRA)
400	EDWIN R GROVE III PATTIE H GROVE J
25 268	EGEPARGNE 2 DIVERSIFIE
2 101	ELAINE GELLMAN
44 342	ELECTRICAL WORKERS PENSION FUND, L
870	ELECTRICITY SUPPLY PENSION SCHEME
115 163	ELFUN INTERNAT EQUITY FUND
102	ELINOR L KNODEL
5 274	ELIZABETH BREITSCH
15 800	EMERSON ELECTRIC CO. RETIR MAS TR
23 208	EMG EUROPE LAZARD AM
7 589	EMG EUROPE NUMERIC INVESTORS
2	EMPLOYEES RETIREMENT SYS BALTIMORE
9 567	ENERGY INSURANCE MUTUAL LTD CO
2 341	ENERGY INVESTMENT FUND
100	ENTERTAINMENT LIVE EVENTS LLC
111	ENVESTNET ASSET MANAGEMENT
165	ENVESTNET ASSET MGMT
41 582	EQ ADVISORS TRU EQ/INTER CORE MANA
54 434	EQ ADVISORS TRU-ATM INT MAN VOL
15 560	EQ ADVISORS TRUST - 1290 VT SM
30 256	EQ GLO EQ MANA VOLATILITY PORT
119 887	EQ/INTER MANAGED VOLATILITY PORT
29 500	Equitile Investments Ltd
44	ERIC BRIAN ANKER
65	ERIC C DIXON
63	ERIC J SPITZER (IRA)
69	ERIC KAWAMOTO (IRA-ROLL)
10	ERIC MAURER
1 000	ERIK P NYGAARD TTEE
1	ERIK STEINER
107 000	ERIKOISSIJOIT LAHITA AIF EUR ESG
51	ERNEST A DUMAS
19 046	ESSEX COUNTY COUNCIL PENSION FUND
262 008	ETOILE ENERGIE EUROPE
62 373	ETOILE MATIERES PREMIERES
860	ETTA LEWIS STAECK TRUST
41 045	EU SCR IND NONLEN COM TR FND NMAA
154	EUNJOO YOO OMEGA
124 870	EUROPAC INTERNATIONAL VALUE FUND
2	Eusley Jones
50	EVA ROSE GOETZ (IRA)
1 057	EVAN VASILIADES
7	EVENUEL PEREZ
1	FAIRFAX COUNTY UNIFORMED RETIRE
17 400	FAMILY BALANCED INTERNATIONAL
26 627	FAMILY INVESTMENTS CHILD TRUST FUN
1	FBO DANIEL R MRDJENOVICH
83 917	FCP ACTIONS MONDE VALEURS RESPO
16 000	FDA 18 ACTIONS
13 000	FDC A3 POCHE TITRES
147 515	FEDEX CORP EMPLOYEES PENSION TRUST
14 120	FEG SELECT LLC
1 124	FIDEICOMISO FAE
426 983	FIDELITY GRO TRU FOR EMPL BENT PLA
6 844 594	FIDELITY INVE TR FIDELITY INT DISC
1 278	FIDELITY MNGMT AND RESEARCH COMP
361 376	FIDELITY SECU FU FIDE FLEX LAR CAP
13 100	FIREFIGHTERS RETIREMENT SYSTEM
66 465	FIRST TRUST DEVELOPED MARKETS
4 680	FIRSTTRINTCAPITSTRENGTHETF
6 080	FIS KNIGHTS OF COLUMBUS GLOBAL BEL
735 818	FLOURISH INVESTMENT CORPORATION
1 305	FMR CAPITAL INC.
34 851	FOLKSAM OMSESIDIG SAKFORS BOH
54 338	Fondation Botnar
4 320	FONDAZIONE ROMA GLO PASSIVE EQ
2 125	FONDO PENSIONE LABORFONDS
2 136	FORD MOTOR COMPANY OF CANADA
3 602	FP PICTET FP PICTET MUL ASSE PORT

Chair of the Board with Instructions

67 605	FRANCISCAN ALLIANCE INC
44 568	FRANCISCAN ALLIANCE INC. MASTER
444	FRANK A LITTLE JR. & ELIZABETH GAI
1	Frank Kozuch III
12 582	FRANK L DESPOMARE
1	Frantz Myrthil
10 903	FULCRUM LIQUID REAL ASSETS FUND
16 796	FUNDACAO CALOUSTE GULBENKIAN
10 266	FUNDO DE PENSOES
29 111	FUNDO DE SEGURANCA SOCIAL
24 309	FUTURE FU BOARD OF GUARD F0B MEDIC
111 874	FUTURE FUND BOARD OF GUARDIANS
280	FUWEI ZHANG & YUSONG CAO JTWROS
27 973	G FUND - NEW DEAL EUROPE
135 000	G FUND TOTAL RETURN ALL CAP EUROP
1 724	G.A.-FUND-B - WORLD EQUITIES
7 069	GAIKOKUKABU SUB FUND 1, L. P.
86	GARY G ZENOBI (IRA)
1 199	GARY W NELSON
258	GENE GLO FON PENS APERTO CONTRIB
23 791	GENERALI GLO - FONDO PENSIONE APER
1 384	GENERALI GLOBAL - FONDO PENSIONE A
58 619	GENERALI INVESTMENTS SICAV
52 854	GENERALI ITALIA SPA
19 160	GENERTELLIFE SPA
111	GEORGE A KRIEBEL
200	GEORGE ANTONATOS
85	GEORGE GANG LI &
1 000	GEORGE M GABRIEL IRRA
3 000	GEORGE MORRIS
202	GEORGE WILLIAM OSOSKE IRA
886	GERARD F SIROIS JR
69	GERTI DHIMA
61	GLENN M RICHARD TTEE F & R RICHARD
41 200	GLOBAL PORTFOLIO
51	GLORIA SCHMOLLINGER
36 957	GMAM GROUP PENSION TRUST II
54 559	GMAM INVESTMENT FUNDS TRUST
55	GOLDA WOOD (IRA)
962	GOLDMAN SACHS UK RETIREMENT PLAN
42	GORDON SHINDLE (IRA)
46 025	GOVERNMENT EMPLO SUPERANNU BOARD
786 285	GOVERNMENT PENSION INVESTMENT FUND
303 001	GOVERNMENT PENSION INVESTMENT FUND
61	GRAHAM J CUNNINGHAM
8 200	GREAT-WEST CORE STRATEGIES
3 696	GREEN TREE FU SERI TRU OF AME INV
68	GREGORY C HAMMOND
1	GREGORY F BOULANGER AND ELIZABETH
166	GREGORY W DRUMM (IRA)
67 093	GREYSTONE GL INC AND GROWTH FUND
136 540	GREYSTONE GLOBAL EQUITY FUND
21 500	GROUPAMA CR TOTAL RETURN ALL CAP
1 806	Groupama Europe Equities
17 272	GROUPAMA EUROPE EQUITIES
5	GUGU MOHAPELOA
43 834	GUIDESTONE FUN INTER EQ IND FU
496 614	GUINNESS ASSET MANAGEMENT FUNDS PL
24 445	GUINNESS ATKINSON GLOBAL ENERGY
2 000	HANS STEINHAUSER EXPORT IMP GMBH
149	HANS UNDERDAHL &
61	HANSON FAMILY GRANTOR
111	HAPPY BUDDY LLC
77	HAPPY OJITOS LLC
1 333	HARB DIV INTE ALL CAP FUND
505 896	HARBOR INT FUND
15	HAROLD BENNETT III (IRA)
45	HAROLD E YOUNGBLOOD (IRA)
40	HAROLD YOUNGBLOOD JR
8 331	HARRIS UNIT 1 QUALIFIED NUCLEAR
127	HARRY F DAWLEY
26	HARRY F DAWLEY (IRA)
155	HARVEY E BELKIN TOD LAURA A BELKIN
12	HEATHER BLISS &
23 736	HITACHI FOREIGN EQY IND MOTHER FD
122 757	HONG KONG SPECIAL ADMINISTRATIVE
8 395	HOSPITAL AUTHOR PROVIDENT FU SCH

Chair of the Board with Instructions

6 000	HSBC REPUBLIC BANK(GUERNSEY)LTD PX
2 642	HSBC SEOUL BRANCH ACTING AS TRUSTE
591 806	HSBC-SSB EUROPE EX UK EQUITY TRACK
1 439	HUBER SALAS
11 991	HYPEKA
8 299	IA CLARINGTON GLOBAL VALUE FUND
166 871	IBM 401(K)
36 588	IBM 401(K) PLUS PLAN TRUST
53 478	IBM PERSONAL PENSION PLAN TRUST
4 245	IBM RETIREMENT PLAN
1 508	IEVA OZOLA
12 737	ILLINOIS MUNICIPAL RETIREMENT FUND
2	IMPERIAL INTERNATIONAL EQUITY POOL
1 613	IMPERIAL INTERNATIONAL EQUITY POOL
2	IMPERIAL OVERSEAS EQUITY POOL
94 397	INDUSTRIAL ALLIANCE INS & FINANC
6 855	INTEL RETIREE MEDICAL PLAN TRUST
1 932	INTER MONETARY FU RETI STA BEN INV
7 750	INTER MONETARY FUN STAFF RETIR PLA
3 985	INTERN EXPATRIATE BENEFIT MASTER T
22 101	INTERNATIONAL ALPHA SELECT COMMON
1 177 300	INTERNATIONAL GROWTH AND INCOME FU
59 144	INTERNATIONAL MONETARY FUND
356 823	Internationale Kapitalanlagegesell
155 987	INVESTER DAN INV EUR HOJT UDBY KL
9 252	INVESTERIN DAN INV GLO IND - A
44 911	INVESTERIN DAN INV GLO IND KL
8 254	INVESTERIN DAN INVE EUR IND BNP
274 613	INVESTERIN DANS INV SEL GLO EQ SO
86 504	INVESTERIN DANS INVE EUR HOJT UDBY
74 768	INVESTERING DAN INV EUR KL
21 023	INVESTERING DANSKE INVEST EUR 2 KL
20 239	INVESTERING PRO INV AFDE DANI PEN
23 713	INVESTERINGS DAN INV EUR INDE KL
184 395	INVESTERINGS DAN INVE SELECT FLEX
51 569	INVESTERINGS DANS INV EUR - AKKUM
517 795	INVESTERINGSFORENINGEN DANSKE INVE
836	INVESTERINGSFORENINGEN INVESTIN SA
4 025	INVESTISSEMENT 1512
14 370	IOWA PUBLIC EMPLOYEES RETIREMENT
82	IRENE VALCARCE-BURKE (IRA)
56	IRINA SPITZER (IRA)
26	IRREV TR NATHAN & LEAH SPERBER
3 058	ISHARES ALL-COUNTRY EQU IND FU
5 180 701	ISHARES CORE MSCI EAFE ETF
221 429	ISHARES CORE MSCI EAFE IMI INDX ET
522	ISHARES EDGE MSCI INTL SIZE FACTOR
67 236	ISHARES EDGE MSCI INTL VALUE FACT
586 570	ISHARES III PUBLIC LIMITED COMP
143 982	ISHARES IV PUBLIC LIMITED COMP
310 859	ISHARES MSCI ACWI ETF
173 371	ISHARES MSCI ACWI EX U.S.
3 231 139	ISHARES MSCI EAFE ETF
3 321	ISHARES MSCI KOKUSAI ETF
35 707	ISHARES MSCI WORLD ETF
6 642	ISHARES PUBLIC LIMITED COMP
7 662	ISHARES V PUBLIC LIMITED COMP
51 031	ISHARES V PUBLIC LIMITED COMP
477	ISHARES VI PUBLIC LIMITED COMP
83 350	ISHARES WHOLESALE INTER EQ IND FU
331 652	ISHS CORE MSCI INTERL DEVL D MARKTS
1 010 501	ISHS CORE MSCI TOTAL INTERN AL STO
509 890	ISHS MSCI EAFE INTERNL INDEX FD
719	IVY PROSHARES MSCI ACWI INDEX FUND
18	J. F. FISCHER INC.
152	JACE A INGHAM (IRA-ROLL)
333	JACK LYKINS INDIVIDUAL RETIREMENT
1 619	JACK VAN CREVELD TR VAN CREVELD RE
1	Jacob Mcelroy
416	JADEO HARINANDAN
2	Jakob Kerns
28	JAMES A BROWNING &
97	JAMES A BROWNING TTEE
29	JAMES A NELSON AND SHARON LEE NELS
32	JAMES CAUTHEN &
150	JAMES CURRAN &
98	JAMES D ROUTHIER

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300 JAMES H STOCKING (IRA)  
 24 JAMES J PETERS &  
 10 JAMES M GAVELEK  
 168 JAMES M PESCI &  
 51 JAMES P LATOSEK (IRA)  
 1 000 JAMES R EDMONDS INDIVIDUAL RETIREM  
 200 JAMES R EDMONDS TTEE JAMES R EDMON  
 60 JAMES SPAYNE  
 82 JAMES V BOUTOT (IRA)  
 500 JANICE M HILL INDIVIDUAL RETIREMEN  
 100 JANICE M HILL ROTH IRA RBC CAPITAL  
 1 495 JASON A SEDERQUIST  
 200 JASON A SEDERQUIST IRRA  
 99 JASON MIRANDA  
 18 JASON W. HYMAN (IRA)  
 33 JEAN A BENEDICT (IRA)  
 700 JEFFREY A APPEL &MARJORIE R APPEL  
 1 000 JEFFREY ALAN MILLER TTEE  
 45 JEFFREY BURCHETT &  
 22 JEFFREY GREENSPAN  
 18 JEFFREY J HOWARD  
 66 JEFFREY P GABRIEL (IRA)  
 13 JEFFREY R TIDWELL (IRA)  
 715 JENNIFER WHEELER BEST  
 74 JEREMY T HARRISON DINA HARRISON CO  
 100 JERRY D DRAKE &ZENA M DRAKE JTWRO  
 17 JESSE M ABRAHAM  
 2 769 JESUS OCHOA  
 300 JOAN M NEWSOM NORMAN H NEWSOM JT T  
 800 JOANNE M LAYTON (IRA-ROLL)  
 13 JODI SIRAVO  
 2 JOHN BURNETT  
 250 JOHN C ROWE ROTH IRA RBC CAPITAL M  
 157 JOHN E LARSEN TRUST  
 29 JOHN F KELLEY FAMILY PLANNING  
 1 JOHN H HARRIS  
 111 JOHN J MOGCK TRUST  
 15 JOHN KEVIN FEEHAN  
 100 JOHN LECHICKY  
 540 JOHN PAUL FRIESS  
 50 JOHN R ALMOND (IRA)  
 41 JOHN R ORNDORFF, II (IRA)  
 12 JOHN T REED (IRA)  
 78 JOHN V CATAPANO  
 75 JOHN W STONE & MARILYN L STONE  
 488 913 JOHNS N JOHNS PENS SAV PLNS MSR TR  
 12 244 JOHNSON AND JOHNSON UK GR RET PLAN  
 77 JOHNSON FAMILY TRUST  
 1 Joseph Canelli  
 69 JOSEPH F BYRD JR (IRA)  
 170 JOSEPH F HILL INDIVIDUAL RETIREMEN  
 100 JOSEPH F HILL ROTH IRA RBC CAPITAL  
 49 JOSEPH M LACEY (IRA)  
 1 400 JOSEPH W GLIVA (IRA)  
 86 JOSHUA BROWN  
 31 JUDEH MAHMUD HANDOUSH &  
 300 JUDY S RUSSELL  
 27 JULIA E DAVIDSON  
 40 JULIE HARDWICK  
 38 924 JUNON ACTIONS OBLIGATIONS  
 5 876 JUPITER ABSOLUTE RETURN FUND  
 24 979 KAISER FOUNDATION HOSPITALS  
 637 KAISER PERMANENTE GROUP TRUST  
 47 112 KAPITALF INVE PRO GBL LAR CAP MAR  
 174 425 KAPITALF INVES PRO VEL WOR EQ IND  
 75 488 KAPITALFO INVES PRO LOW RIS EQU II  
 46 186 KAPITALFOR INVESTIN PRO GLO EQU I  
 344 476 KAPITALFOREN INVE PRO ACA GLO VAL  
 12 128 KAPITALFORENINGEN DANSKE INVEST IN  
 33 319 KAPITALFORENINGEN LD GLO QUA MAN  
 12 433 KAPITALFORENINGEN LD SMA BETA MAND  
 80 KAREN D CANGIALOSI (IRA)  
 13 KAREN DWORKIN ALEXANDER (IRA)  
 18 KAREN FIORIGLIO (IRA)  
 44 KAREN FRY (IRA-ROLL)  
 8 KARLA A DALLEY GST EXEMPT  
 8 700 KAYNE ANDERSON RENEWABLE ENERGY

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200 KEITH ROBENHORST AND CAROL ROBENHO  
 125 KEITH RUSSELL (IRA)  
 8 KELLY CHRISTINE RYDER IRREVOCABLE  
 196 118 Kempen Eur High Dividend Fu N.V  
 19 031 KEMPEN INTER FU-Kempen Lux Eur  
 196 945 KEMPEN INTER FU-Kempen Lux Glo Hi  
 394 685 Kempen Umbrella Fund I NV  
 102 KENNETH P STEINMETZ &  
 1 KENNETH RIVERS  
 35 KERRY JOHNSON &  
 16 KEVIN D RICE & NANCY F RICE JT TEN  
 1 000 KEVIN E MOLEY AND DOROTHY MOLEY TT  
 29 Kevin Martin DDS PLLC 401K  
 42 Kevin Martin DDS PLLC 401k  
 1 KEVIN S DANIELS  
 9 KIMBERLY A ACE INDIVIDUAL RETIREME  
 417 KIMBERLY NEUKAM TTEE KIMBERLY NEUK  
 30 KIMBERLY TART BYRD (IRA)  
 177 KIRA WIZNER 2013 TRUST  
 49 KISHNER 1989 TRUST  
 59 750 KNIGHTS OF COLUMBUS INTERN EQUITY  
 331 263 KPA PENSIONSFORESKRING AB PUBL 10  
 5 127 KPA TJANSTEPENSION AB (PUBL)  
 347 KRANESHARES GLOB CAR TRANSFO ETF  
 712 KRISTEN M FERRARO REV TRUST  
 6 759 KUWAIT FUND FOR ARAB ECON DEVEL  
 176 923 KYBURG INSTITU FU AKTIEN WELT  
 128 000 LAHITAPIOLA KESKINAINEN HENKI-VAKU  
 90 000 LAHITAPIOLA KESKINAINEN VAKUUTU  
 1 900 LANDRY GLOBAL EQUITY FUND  
 2 500 LANDRY GLOBAL EQUITY II FUND L.P.  
 89 LAURA A GROVER (IRA)  
 45 LAURA L MISCHEL  
 31 LAURA LYNN GAASCH  
 17 LAURIE L JOHNSON (IRA)  
 100 LAWRENCE F WON IRRA  
 89 LAWRENCE S NORTON &  
 5 034 Lawrence Stegman  
 158 LAZARD ASSET MANAGEMENT LLC  
 5 518 LAZARD GLOBAL ACTIVE FUNDS PUBLIC  
 45 000 LBPAM ACTIONS MONDE  
 59 318 LBPAM ISR ACTIONS EX-EURO  
 50 LDB GRANTOR TR  
 1 000 LEAH GOLDMAN TTEE  
 3 520 LEG & GENERAL MSCI EAFE SL FU LLC  
 5 583 LEG a GEN FUT WOR CLIM CH EQ FAC I  
 1 715 LEG a GEN FUT WOR ESG EUR EX UK IN  
 17 141 LEG A GENE FUT WOR ESG DEVE IND FU  
 392 LEGAL & GENE GLOB DEVEL EQ IND FU  
 89 771 LEGAL & GENERAL CCF  
 83 137 LEGAL & GENERAL MSCI EAFE FUND LLC  
 517 928 LEGAL and GEN EUROPEAN INDEX TRUST  
 3 920 LEGAL and GEN GLOL EQ INDEX FD  
 66 352 LEGAL and GEN INTERN INDEX TRUST  
 18 864 LEGAL AND GEN UCITS ETF PLC  
 19 123 LEGAL AND GENERAL ICAV  
 29 788 LEICESTERSHIRE COU COUNCIL PEN FU  
 564 LEONARD C GORDON  
 33 LESLIE C FOX  
 1 000 000 LF MONTANARO GLOBAL SELECT FUND  
 39 382 LF ROBECO ACS UMBRELLA FUND  
 268 810 LGPS CENT AUTHORISED CONT SCHEME  
 9 007 LIF-LYX MSCI WOR CATH PRIN ESG DR  
 205 LINDA FERGUS  
 1 353 LINK FND SOLUTIONS LT  
 1 500 LINK FND SOLUTIONS LTD  
 235 000 LINK FUND SOLUTIONS LIMITED  
 8 533 LINK FUND SOLUTIONS LT  
 14 LINWOOD FELTS (IRA)  
 51 LISA A ARUFFO-SWEENEY  
 30 LISA C HENSINGER IRRA  
 28 LISA CAUTHEN (IRA)  
 4 470 LLOYD'S SUPERANNUATION FUND  
 7 306 LOCKHEED MARTIN CO DEF CONTR PL  
 4 300 LOCKHEED MARTIN COR MAST RET TR  
 183 LORENZO C NICASTRO &  
 96 LORI A LAFORGE (ROTH IRA)

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985 444 LOTHIAN PENSION FUND  
 171 700 LSV INTERNATIONAL AC VALUE EQUITY  
 119 300 LSV INTERNATIONAL VALUE EQUITY TR  
 33 100 LSV NON-US EQUITY LLC  
     1 Lucas Fragnito  
     10 LUKAS HRBAC  
 170 723 LVIP SSGA INTERNATIONAL INDEX FUND  
     10 LYLE WILSON  
     76 LYNN FEINER (IRA)  
     2 LYNN RUSSELL  
 566 110 LYX IND FD-LYXOR CORE STO EUR 600  
     6 676 Lyxor 1 STOX Eur 600 ESG DR UC ETF  
     32 131 LYXOR CORE MSCI WORLD (DR) UCI ETF  
 276 396 LYXOR MSCI EUR ESG LEAD DR UCI ETF  
     85 432 LYXOR MSCI EUROPE UCITS ETF  
     1 111 M PRIME EUROPE STOCKS  
     32 435 M R B B  
         78 M THEODORE SILVER (IRA)  
         296 MADALEX ASSOCIATES S A KULICK GEN  
         542 MAJOR LEAGUE BASEBALL PLAYERS PENS  
     1 196 MALLARD LAKE LIMITED  
 376 054 MANAGED PENSION FUNDS LIMITED  
 240 918 MANAGED PENSION FUNDS LIMITED  
     4 522 MANVILLE PERSONAL INJURY SET  
     7 348 MAPLE-BROWN ABBOTT INTERN EQ TR  
     91 595 MARATHON UCITS COMMON CONTRA FU  
     28 541 MARATHON UCITS F  
     6 962 MARATHON UCITS FNDS  
 463 058 MARATHON UCITS FUNDS  
 1 299 928 MARATHON-LONDON INTERN INVE TRUST  
     13 MARCELLO ROMAN  
     157 MARGARET C CLAYTON (IRA)  
     28 MARIO MARTINEZ &  
     63 MARJORIE MANGERS  
     300 MARK A GRAFF INDIVIDUAL RETIREMENT  
     2 015 MARK A POWERS & KAREN POWERS JTWRO  
         13 MARK A WHEELER (IRA-ROLL)  
         10 MARK FEATHERMAN (IRA ROLL)  
         2 MARK MADDEN  
         43 MARK P CASTIGLIONE SEP  
     18 000 MARLENE E LAWRENCE TTEE  
     30 608 MARSH AND MCLENNAN MAS RETIR TRU  
         15 MARSHA M EVERTON (IRA)  
         9 MARTIN BERINGER AND HELENA BERINGER  
     378 MARVIN B MITCHELL  
     1 000 MARVIN SELF  
     20 MARY JANE PROSCHEL TTEE PROSCHEL L  
     213 MARY L BARTLETT INDIVIDUAL RETIREM  
     7 407 MARY LOU FRY  
     30 MARY N BROWN  
     20 MARY PAT MCCANN  
 154 764 MARYLAND STATE RETIREMENT + PENSIO  
     1 076 MARY-PATRICIA MOYER  
     139 MARYROSE GANS (IRA)  
     79 919 MAS BAN JAP 400045887 11-3  
     575 246 MAS BAN OF JAP FO MTBJ400045828 11  
     772 111 MAS BAN OF JAP FO MUTB4000  
 1 044 877 MAS BAN OF JAP FO MUTB4000  
     918 471 MAS BAN OF JAP FO MUTB4000  
     329 667 MAS BAN OF JAP FO MUTB4000  
 1 099 037 MAS BAN OF JAP FO MUTB4000  
     105 922 MASON TENDERS DISTRICT COUNCIL PEN  
     27 800 MASTTR BANK OF JP MUTB400021492  
     81 795 MATIGNON ACTIONS INTERNATIONALES  
         18 MATTHEW TANGORRA &  
         69 MATTHEW WARD ROWE (IRA)  
     19 483 MAY an COMMO an CITIZ OF CITY LON  
         29 MELISSA L REHFUS (IRA)  
     25 115 MEMORIAL SLOAN-KETTERING CANC CEN  
     7 000 MERCER DIOC OF BR LAY PENS INV TR  
     21 407 MERCER DIOCESE OF BROOKLYN GR STR  
     48 867 MERCER DIVERSIFIED ALTERNATIVES FU  
     3 400 MERCER INTERNAT EQUITY FUND  
     4 440 MERCER PAS SUSTAI INTERNL SHA FU  
     39 430 MERCER QIF CCF  
     259 815 MERCER QIF CCF  
     12 780 MERCER UNHEDGED OVERSEAS SHARES TR

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21 215 MERCY HEALTH RETIREMENT TRUST 615  
 2 572 MERIAN EUROPEAN EQUITY (EX UK) FU  
 1 507 MERSEYSIDE PENSION FUND  
 121 804 MGI FUNDS MGI NONUS CORE EQ FUND  
 57 680 MGI FUNDS PLC  
 268 259 MGI FUNDS PLC  
 431 MICHAEL C SMITH AND HELEN S SMITH  
 3 MICHAEL DAVIS  
 25 MICHAEL F MCCUE IRA  
 200 MICHAEL P HENNESSY  
 28 MICHAEL R KILUK & PAMELA S KILUK J  
 15 MICHAEL W O'HARE  
 32 MICHELE RAE ONKEN REV TRUST  
 114 MIKE H PETERSON (SAR-SEP)  
 17 000 MINISTRY OF ECONOMY AND FINANCE  
 1 631 MISSION DIOCESE FUND LLC  
 393 978 M-L INTERNATIONAL INVESTMENT FUND  
 1 MONETARY AUTHORITY OF MACAO  
 115 MONICA D MALEY QUATTRONE (IRA)  
 10 002 MORNINGSTAR INTERNA SHARES HIGH OP  
 9 155 MOTABI AS SOLE TRU MOTA ENDOW TR  
 108 MR CASEY J MAXWELL AND MRS KATELYN  
 215 MR DUANE C SOUTHWICK IRA  
 1 000 MR HORST A BAUMANN TTEE  
 10 MR MICHAEL CLARK  
 100 MR RICHARD COLLURA  
 41 MR RICHARD F LEE  
 250 MR STEPHEN P FEDOR JR  
 500 MR STEPHEN T GOTTESMAN TTEE  
 500 MR WERNER KLOTZBUECHER  
 404 MRS HELEN L WOO  
 675 MRS JEANETTE E OPITZ RRA  
 20 679 MS PATHWAY FUN - INTERNA EQ  
 47 788 MSCI ACWI EX-US IMI INDEX FUND B2  
 29 040 MT TOTAL RETURN FUND  
 82 016 MTBJ LTD RE: MUTB400021536  
 735 MUL-LYXOR MSCI WORLD CLIMATE CHA  
 4 048 Mutual Global Fund CI New  
 8 000 MYB  
 529 NANCY CARTER SIMPSON NOEL  
 200 NANCY E SPARKE  
 502 NANCY JOHNSON BROMLEY RRA  
 215 NANCY M PIHL INDIVIDUAL RETIREMENT  
 184 NANCY M ROOTH  
 50 NANCY R STOCKING (IRA)  
 300 NANCY ROWE ROTH IRA RBC CAPITAL MA  
 403 NANCY T MESSINGER (IRA)  
 9 307 NAT COUNCIL FOR SOC SEC FU P.R.C  
 190 281 NAT RES IN NON-LENDING COM TR FND  
 250 953 NATCOUNCIL FOR SOC SEC FU P.R.C  
 1 063 733 NATIONAL EMPLOYMENT SAVINGS TRUST  
 45 115 NATIONWIDE GLOB SUSTAINABLE EQ FU  
 13 691 NATIONWIDE RISK-BASED INTERNATIONAL  
 165 906 NATWEST TRUS AND DEPOS SER LTD  
 353 869 NATWEST TRUSTEE AND DEPOSITARY  
 4 058 NEF GLOBAL EQUITY  
 28 505 NEI GLOBAL DIVIDEND RS FUND  
 129 900 NEI GLOBAL EQUITY POOL  
 500 NEIL H WEINTRAUB TTEE  
 30 NEIL PANTIG ROTH IRA  
 3 198 500 NEW PERSPECTIVE FUND  
 201 300 NEW YORK STATE TEACHERS RETIREMENT  
 297 069 NEW YORK STATE TEACHERS RETIREMENT  
 3 793 New Zealand Guardian Tr Com Ltd  
 1 812 NEXTERA ENERGY DUANE ARNOLD  
 1 426 NEXTERA ENERGY DUANE ARNOLD LLC  
 7 907 NEXTERA ENERGY POINT BEACH  
 16 042 NFS LIMITED  
 1 000 NICHOLAS E. BURIS 2016 TRUST  
 200 NICHOLAS J CHASE  
 2 NICHOLAS MOORE  
 1 391 NIESA C RUSTAD  
 156 NIESA C RUSTAD RRA  
 1 297 NN (L SICAV  
 5 775 NN (L) SICAV  
 2 144 NN L SICAV  
 52 NN L) SICAV

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2 077 NN PARAPLUFONDS 1 N V  
 26 300 NONUS EQ MAN: PORT 4 OFFSH MSTR LP  
 11 500 NON-US EQUITY MANAGERS PORTFOLIO1  
 721 NORMAN P THERIAULT (IRA)  
 87 100 NORTH DAKOTA STATE INVESTMENT BOAR  
 19 170 NORTHERN IRELAND ELECT PEN SCH  
 3 407 NORTHROP GRUMMAN CORP VEBA MST TRI  
 395 000 NORTHWEST MU SER FU INC INTERN EQ  
 58 523 NORTHWESTERN UNIVERSITY  
 99 302 NOTTINGHAMSHIRE COUNTY COUNCIL  
 673 122 NT COMPANY SUB-ADV COLLEC FU TRU  
 1 387 N.V. HAGELUNIE  
 43 000 ODDO BHF ALGO GLOBAL  
 83 000 ODDO BHF ASSE MANA GMBH WEG FT-FIB  
 45 000 ODDO BHF ASSE MANAT GMBH WEGE SCHM  
 108 897 ODDO BHF ASSET MANA GMBH WEGEN ODD  
 81 753 OFP DUPONT EUROPEAN PENSION FUND  
 42 973 OIL INVESTMENT CORP LTD  
 4 OLEG V MAGERGUT  
 5 705 OMERIN PLUS  
 4 358 ONE FAMILY GLOBAL EQUITY FUND  
 105 700 ONTARIO POWER GEN INC PENS PLAN  
 2 ONTARIO POWER GENERATION INC  
 416 OPPENHEIMER & CO INC CUSTOD FB  
 400 OPPENHEIMER & CO INC CUSTODIAN FB  
 300 OPPENHEIMER & CO INC CUSTODIAN FBO  
 2 300 OREGON PUBLIC EMPLOYEES RETIREMENT  
 38 P DARDEN COBB &  
 76 PATRICIA A MORAN  
 49 PATRICIA MORRISSY (IRA)  
 676 PATRICK J FRAWLEY  
 290 PATRICK M KANE & PAULA M KANE JT T  
 70 PAUL CUTTIC (SEP IRA)  
 500 PAUL GINOCCHIO AND JILL GINOCCHIO  
 101 PAUL GINOCCHIO RRA  
 92 PAUL STRAND LARSEN TRUST  
 9 PAULA J DALLEY GST EXEMPT  
 81 268 PEACE OFFICERS ANNUITY AND BENEFIT  
 5 PEI YU HSU  
 6 312 PENN SERIES DEVELOPED INTERN  
 12 PENNY CORDONNA  
 419 200 PENS DANM PENSI FORSI RING AKTIES  
 9 707 PENSION INVESTMENT FD TR NUMBER 4  
 21 731 PENSION PLAN OF LOCAL 464A  
 6 736 PENSIONINVESTFUNDTRNUMBER10  
 851 PENSIONINVESTFUNDTRNUMBER21  
 56 035 PENSIONINVESTFUNDTRNUMBER3  
 3 427 PENSIONINVESTFUNDTRNUMBER8  
 3 402 PEOPLES BANK OF CH  
 438 089 PEOPLES BANK OF CHINA  
 279 146 PEOPLE'S BANK OF CHINA 4  
 540 PERRY C BURKETT  
 649 PERRY D PIERRE SEP-IRA RBC CAPITAL  
 87 PETER B BERNIER AS BENEF TO  
 17 PETER HOLZWARTH (IRA ROLL)  
 26 PETER M BURKHARDT (IRA)  
 24 PETKO VATEV  
 12 203 PFIZER MANUFACTURING GMBH  
 11 899 PG AND E CORP RETIREMENT MASTER  
 887 PG&E POSTRETIREMENT MEDICAL PLAN  
 375 PHILIP D ANSPACH (IRA)  
 1 898 PICTET AND CIE EUROPE SA  
 10 866 PICTET CH GLOBAL EQUITIES  
 555 PICTET GLO SELEC FU DYNA ALLOC FU  
 723 PICTET GLOBAL DYNAMIC ALLOCATION  
 11 131 PICTET SICAV II DYN ASSE ALLOC FU  
 163 864 PICTET TOTAL RET DIVERSIFIED ALPHA  
 75 831 PIMCO EQUITY SERIES: PIMCO RAE INT  
 44 691 PIMCO RAE INTERNATIONAL FUND LLC  
 39 ROBERT REED &  
 7 301 PINEBRIDGE DYNA ASSET ALLOCA FU  
 13 819 PINEBRIDGE GLOB DYNA ASSET ALLO FU  
 14 119 PINEBRIDGE GLOBAL FUNDS  
 1 PIOTR DOBRON  
 702 PLURIBUS LABS GLOB CORE EQ MAST FU  
 2 255 POB MANDATE BLACKROCK  
 6 895 POOL REINSURANCE COMPANY LIMITED

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7 915 PREDICA ISR MONDE - ACTIONS  
 30 010 PRESCIENT GLOBAL FUNDS ICAV  
 56 204 PRIVATFONDS NACHHALTIG  
 40 028 PrivilJPMorPanEuropFlexEq  
 26 900 PRUDENTIAL RETIR INSUR ANNUITY CO  
 842 PUBL SCHOOL TEACHERS PENSION&RETIR  
 7 664 PUBLIC AUTHORITY FOR SOC INSURANCE  
 5 900 QIC LIMITED  
 82 QUINCY COTTON &  
 9 939 QUONIAM FU SEL SICAV EUR EQ MINR  
 36 774 QUONIAM FUN SEL SICAV GLO RISK PR  
 28 915 QUONIAM FUN SELEC SICAV EUR EQ MIN  
 5 761 QUONIAM FUNDS SELEC SICAV GLO EQU  
 28 R & L DENTISTRY LLC 401K  
 117 957 R PORTFOLIO BDL EUROPEAN EQUITY AL  
 1 Raeshawna Habersham  
 741 RAJAGOPAL RAMACHANDRA & KOUSHALYA  
 14 RALEIGH T HARRINGTON (IRA)  
 209 RALPH SORRENTINO &  
 176 RALPH TOLOMEO & LENA TOLOMEO JT TE  
 400 RANDALL H PILE (IRA)  
 18 111 RAYLIANT QUANTI DEVEL MARK EQUITY  
 8 948 RAYTHEON TECHNOLOGIES CORP  
 960 RBC CAPITAL MAR LLC ATTN: IA O  
 60 018 RBC CAPITAL MARKETS LLC ATTN: IA O  
 300 RBC CAPITAL MARKETS LLC CUST LEE S  
 200 RBC Capital Markets LLC CUST Sally  
 22 701 REALINDEX GLOBAL SHARE FUND  
 66 REBECCA RABIN (ROTH-IRA)  
 20 452 REGIME DE RENTES DU MOUV DESJARD  
 400 REINHARD SARGES TTEE  
 102 467 RELIANCE TRUST INSTITUTIONAL RETIR  
 106 RENAISSANCE INTERNATIONAL EQUITY  
 23 561 RHODE ISLAND EMPLO RETI SYS POOLED  
 400 RICHARD A GESICK IRA  
 321 RICHARD B JONES  
 58 RICHARD D SMITH MPP  
 638 RICHARD D SWADLEY AND/OR DIANE E S  
 393 RICHARD DAYERMANJIAN  
 22 RICHARD FIELDHOUSE (IRA)  
 125 RICHARD J POLSINELLO IRA  
 85 RICHARD J POLSINELLO RRA  
 39 RICHARD L ACE JR INDIVIDUAL RETIRE  
 300 RICHARD S GIELOW INDIVIDUAL RETIRE  
 26 RICHARD S JOHNSON (IRA-ROLL)  
 48 RICHARD ST PIERRE (IRA)  
 12 RICHARD VAN BENTHUYSEN (IRA)  
 1 600 RICHARD W MYHRE AND LINDA A MYHRE  
 807 RICHARD W MYHRE RRA  
 1 300 RICK D UPDYKE &LEAH D UPDYKE TIC  
 67 RITA B SOWELL &  
 80 RJP LABOR CONSULTANTS LL SRA  
 22 905 ROBECO CAPITAL GROWTH FUNDS  
 214 150 ROBECO CAPITAL GROWTH FUNDS  
 701 ROBECO GLO DM CONSER EQ FU AUD  
 103 452 ROBECO INSTITUTIONAL UMBRELLA FUND  
 49 446 ROBECO UMBRELLA FUND I N.V.  
 200 ROBERT A FLATOW AND KATHLEEN M FLA  
 196 ROBERT A RYDIGER  
 98 ROBERT ALLEN (IRA)  
 658 ROBERT C KENNEDY JR & LORRAINE E K  
 75 ROBERT E WOODS  
 800 ROBERT G DUSEL MARIE R DUSEL JT TE  
 187 ROBERT G SORKINE RRA  
 101 ROBERT HOFFMANN (IRA)  
 160 ROBERT J BOWMAN &  
 129 ROBERT J THOMAS (IRA)  
 295 ROBERT N DOWNS  
 93 ROBERT S OLICK TRUST  
 26 ROBERT SHELTON  
 35 ROBERTA AUFRANC (IRA)  
 1 000 ROBERTA E DICKINSON INDIVIDUAL RE  
 1 000 ROBERTA E DICKINSON INDIVIDUAL RET  
 6 268 ROBINSON UNIT 2 QUALIFIED NUCLEAR  
 98 ROCCO SCHIAVONE (IRA)  
 141 646 ROCHE US RETIREMENT PL MAST TR  
 91 954 ROCKEFELLER & CO. INC

Chair of the Board with Instructions

113 RODNEY J LOGAN & PAMELA J LOGAN JT  
 36 ROGER M MUSCHLITZ &  
 50 ROMA OLIVE PLANELLES  
 175 RON B LAU IRA  
 1 400 RONALD J STEPAN INDIVIDUAL RETIREM  
 7 Ronald Young Jr  
 4 ROSEN G GEORGIEV  
 711 ROTHSCHILD & CO ASSET MANAG US INC  
 122 268 RP FONDS INSTIT ACT MARCHES DEVEL  
 16 RUDOLPH MARSICANO (IRA)  
 1 000 RUSSELL FRIEDMAN  
 4 RYAN MORRISSEY  
 325 RYAN OGAARD AND AND WENDY OGAARD J  
 74 S DAVID ROSS TTEE  
 129 324 S&W KENNOX STRATEGIC VALUE FUND  
 26 067 SABADELL EUROPA VALOR FI  
 1 815 SACRAMENTO COUNTY EMPL RET SYS  
 3 584 SAINT-GOBAIN UK PENS TRUSTEES LTD  
 33 589 SAINT-GOBAIN UK PENSION SCHEME  
 184 SALLIE S KIM &  
 215 SAMUEL BLUMENTHAL TRUST  
 1 SAMUEL JOHN  
 60 Samuel Tremblay  
 8 Santiago Gonzalez Irigoyen  
 50 SARA P TITCHENER  
 18 400 SARASIN GLOBAL EQUITY REAL RETURN  
 74 620 SARASIN GLOBAL HIGHER DIVIDEND  
 9 537 SAUDI CENTRAL BANK  
 200 084 SBC MASTER PENSION TRUST  
 103 474 SCHOOL EMPLOYEES RET SYST OF OHIO  
 11 437 SCOTIA INT EQ INDEX TRACKER ETF  
 1 857 SCOTIA INTERNATIONAL EQ IND FU  
 5 SCOTT GREEN  
 30 Scott Kaul  
 82 SCOTT PHILLIP HEINZ  
 20 SCOTT RAYMOND GIROUARD  
 550 SEAN SIMRIN -TOD-  
 9 059 SEATTLE CITY EMPLOY RETIREME SYST  
 40 848 SEEYOND ACTIONS EUROPEENNES  
 281 Seeyond Europe Market Neutral  
 633 SEFCU PSP DTD 01/01/1991  
 13 544 SEMPRA ENERGY PENSION MASTER TRUST  
 13 SERGHEI COJOCARI  
 94 SETH D CASTON &  
 2 Seth Olsen  
 68 154 SG ACTIONS ENERGIE  
 403 SHELDON MESSINGER (IRA)  
 3 952 SHELL CANADA 2007 PENSION PLAN  
 236 SHELLEY CRANLEY TTEE  
 9 307 SIEMENS ABSOLUTE RETURN  
 49 485 SIEMENS BALANCED  
 1 795 SIEMENS DC BALANCED  
 14 142 SIEMENS DIVERSIFIED GROWTH  
 21 848 SIEMENS EUROINVEST AKTIEN  
 58 676 SOUTH DAKOTA RETIREMENT SYST  
 28 213 SOUTHERN CALIFORNIA EDISON CO RET  
 3 200 SOUTHERN CO EMP SAVINGS PLAN  
 4 865 SOYSIA  
 39 832 SPA MANDATE BLACKROCK  
 910 SPDR BLOOMBERG SASB DEVELOPED MAR  
 9 621 SPDR MSCI ACWI EX US ETF  
 14 560 SPDR MSCI EAFE STRATEGICFACTORS  
 481 SPDR MSCI WORLD QUALITY MIX FUND  
 342 SPDR MSCI WORLD STRATEGICFACTORS  
 65 025 SPDR PORTFOLIO DEV WORLD EX-US ETF  
 1 903 SPDR PORTFOLIO EUROPE ETF  
 671 772 SPDR SP GLOB NAT RESOURCES ETF  
 2 382 SPP PENSION & FORSAKRING AB (PUBL)  
 68 SQUASHSMARTS, INC  
 21 125 SS ALLCTR WRLD ACT NONLEND CMN TR  
 7 329 SS CLIMATE ESG INTERNATIONAL  
 777 225 SS MSCI NO IND SEC LEN COM TR FND  
 10 673 SS WORLD ENH SEC LEND COMMON TR  
 253 453 SSB DEVELOPED EQUITY INDEX PORTFOL  
 4 860 SSB GLOB ADVI GROSS ROL UP UNI TRU  
 267 434 SSB GLOBAL ADVISORS CAYMAN C/O MAP  
 221 028 SSB INV FUNDS FOR TAXEXEMPT RETIRE

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33 485	SSGA ALL COUNTRY WORLD EX-US INTEG
8 296	SSGA FTSE RAFI DEVELOPED 1000 INDE
36 025	SSGA INTERNATIONAL STOCK SELECTION
5 464	SSGA MSCI ACWIEXUS ID NL DAIL TRST
100 051	SSGA SPDR ETFS EUROPE I PLC
2 362 152	SSGA SPDR ETFS EUROPE II PLC
9 146	ST OF MINNESOTA
19 002	ST PFD PMA MANDATE BLACKROCK
100	STACY E HITCHCOCK
3	STANISLAV VASILENCO
35 242	STAR PASTEUR
122 157	STATE OF MINNESOTA
5 183	STATE OF SOUTH DAKOTA
6	STATE OF WISCONSIN INVEST BOARD
67 573	STATE ST IRELAND UNIT TRUST
10 091	STATE ST TOTAL RETURN V.I.S. FUND
9 364	STATE STREET CCF
15 964	STATE STREET FACTOR-BASED
42 005	STATE STREET GLOBAL ADV
310 709	STATE STREET GLOBAL ADV LUX SICAV
88 394	STATE STREET GLOBAL ADVISOR
2 727 779	STATE STREET GLOBAL ADVISORS TRU
2 920	STATE STREET GLOBAL ADVISORS TRUST
155 123	STATE STREET GLOBAL ALL CAP
21 197	STATE STREET GLOBAL EQUITY FUND
1 298	STATE STREET GLOBAL INDEX PLUS TRT
66 349	STATE STREET GLOBAL NATURAL
20 345	STATE STREET INTERN EQ INDEX TR
11 747	STATE STREET INTERNATIONAL EQUIT
31 343	STATE STREET MSCI ACWI EX USA IMI
94 421	STATE UNIVERSITIES RETIREMENT SYSY
4 830	STELLAR INSURANCE LTD.
5	STEPHEN BRADLEY
5	Stephen J Cox
133	STEPHEN KLOTZ FAMILY FOUNDATION
300	STEPHEN R HAJEK
1	STEVE DOSS AND JORDAN M BLANCHARD
13	STEVEN B GOCHENAUER (IRA)
134	STEVEN C BOYER &
1	STEVEN STRUCK
34 797	STEWART FUNDS LIMITED
36 102	STICH BED VOOR DE MEUBELI NDUSTRIE
118 440	STICH BED VOOR HET BEROEPSVERVOER
33 718	STICH BED VOOR HET SCHOONMAAK EN G
28 239	STICHTI BEDRIJF PENS FO ZORGVE
73 294	STICHTING AHOLD DELHAIZE PENSIOEN
1 449	STICHTING BEDRIJFSPENSIOENFONDS VO
1 175	STICHTING BEDRIJFSTAKPENSIOENFONDS
106 450	STICHTING BEW SYNTRUS ACH BELEGGI
14 704	STICHTING BEWAARDER ACHMEA
213 351	STICHTING BEWAAREDER ACHMEA BELEG
76 404	STICHTING BLUE SKY LIQUID ASSET FU
270 352	STICHTING BPL PENSIOEN MANDAAT BLA
8 835	STICHTING DE NATIONALE ALGEMEEN
26 791	STICHTING HEINEKEN PENSIOENFONDS
15 573	STICHTING ING CDC PENSIOENFONDS
5 881	STICHTING INSTITUUT GAK
9 039	STICHTING MEDIAH NEDER PENSIOENF
7 013	STICHTING NN CDC PENSIOENFONDS
22 499	STICHTING SPOORWEGPENSIOENFONDS
162 408	STRATHCLYDE PENSION FUND
925	STRUCTU DIVERSIF GRO FD-CSA AMUND
1 643	STRUCTURA-DIVERSIF GROWTH FD-CSA
47	SUELLE LARGE
1	SULTANATE OF OMAN MIN OF DEFENCE
5 958	SUPERANNUATION FU MNGMNT COR
36	SUSAN AXELBANK (IRA)
11	SUSAN CICIONE (IRA ROLL)
67	SUSAN D SILBERMAN REV TRUST
81	SUSAN JONES
20	SUSAN K AUMAN
66	SUSAN M URSOMARSO (IRA-ROLL)
115	SUSAN R ROMANICK
33	SUSAN SLACK MANNING (SEP-IRA)
43	SUSAN ZDROIK (IRA)
27 958	SUTTER HEALTH MASTER RETIREMENT
12	SUZANNE STATON (IRA-ROLL)

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16 482	Swiss Life Asset Management AG
4 990	SWISS LIFE FUNDS (LUX)-EQU GLO
1	SYLVAN PARTNERS LLC
293	SYLVESTER 2021 FAMILY
4 700	SYMMETRY US EQUITY FUND
2 307	TAHOE PARTNERSHIP
100 000	TAIPEI FUBON COMERCIAL BANK LTD
7	Tamara Popovska
10	TAMMY F KLUNK (IRA)
100	TAMRA S CARBONI &
18 180	TANGERINE BAL GROWTH PORTFOLIO
2 377	TANGERINE BALANCED INC PORTFOLIO
15 125	TANGERINE BALANCED PORTFOLIO
21 731	TANGERINE EQUITY GROWTH PORTFOLIO
1	TD EMERALD INTERNAT EQ IND FND
1	TD EUROPEAN INDEX FUND
77 709	TD GREYSTONE INT INC AND GR FND
387 810	TD GREYSTONE INTERN EQUITY FUND
17 803	TD INT STOCK FD-GS TD INT STOCK FD
1	TD INTERNATIONAL EQUITY INDEX ETF
1	TD RESOURCE FUND
23 375	TELSTRA SUPERANNUATION SCHEME
308 263	TENNESSEE CONSOL RETIR SYSTEM
15	TERESE KALLISH (IRA)
73	TERRENCE J MCCABE (IRA)
2	TEXAS EDUCATION AGCY
1 728	THE AMERICAN UNIVERSITY IN CAIRO
61 181	THE BANK OF KOREA
270 056	THE BANK OF KOREA
6 806	THE BANK OF KOREA
14 934	THE BANK OF KOREA 39 NAMDAEMUN-RO
2 400	THE BANK OF NOVA SCOTIA
2 400	THE BANK OF NOVA SCOTIA
3 272	THE BARCLAYS BANK UK RETIREMENT FU
2 446	THE BEAMISH FUND
11 011	THE BOARD OF THE PEN PROTECTION FU
36	THE BUI FAMILY TRUST
1 036	THE BURNS FAMILY REVOCABLE TRUST O
2 932	THE COLORADO HEALTH FOUNDATION
4 200	THE COMMONWEALTH FUND
15 231	THE CONTACT FUND
5 407	THE CRANMER INVESTMENT FUND
28 702	THE DAISYBELLE FUND
74 643	THE EUROPEAN ORG FOR NUCLEAR RES
159	THE FISCHER LIVING
375 000	THE GABELLI DIVIDEND & INCOME TRUS
8 500	THE GLOUCESTER PORTFOLIO
1 507 194	THE GREATER MANCHESTER PENSION FU
23	THE GUMERSON FAMILY TRUST
6 500	THE JAY D DOCKENDORFF REV TR
5 634	THE LF ACCESS POOL AUTHO CONTR SCH
2 469 422	THE MARATHON LONDON GRO TRU FOR EM
26 771	THE MARATHON-LONDON POOLED TRUST
87 545	THE MASTER TRUST BANK OF JAPAN LTD
43 600	THE METHODIST HOSPITAL
54 262	THE PUBLIC INSTITUTION FOR SOC SEC
106 821	THE REGENTS OF THE UNIVERSITY OF C
1 050	THE ROBERT & SANDRA SELVI LIVING T
5 307	THE SERISSA FUND
154 330	THE STATE OF CONNECTICUT ACT
940	THE THOMAS R SHELTON
102	THE TRACY RYDER WARD REVOCABLE TRU
65 990	THE TRUSTEES OF THE ESB PENS FU
24	THE TUNNEY FAMILY LIMITED PARTNERS
2 401	THE UNIVERSITY COURT OF THE UNI
31	THEODORE L UHLMAN, JR (IRA)
50	THOMAS A DIPIPPA (IRA-ROLL)
53	THOMAS A KRISULEWICZ (IRA)
108	THOMAS BALLACHINO (IRA)
400	THOMAS D HEILMAN & CINDY H HEILMAN
1 182	THOMAS FEHR
1 400	THOMAS FOWLER
148	THOMAS I LANGFORD & JANE L LANGFOR
89	THOMAS L JENKINS (IRA)
100	THOMAS LEWANDOWSKI TTEE
55	THOMAS R CARTMEL
3 162	THOMAS R CUNNINGHAM

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26	THOMAS R MANGOLD
3 949 498	THRIFT SAVINGS PLAN
74 765	TIAA-CREF FUNDS - INTER EQ FD
30 266	TIAA-CREF FUNDS-TIAA-CREF INTERNAT
2 349	TIAA-CREF INTERNAT EQ INDEX FUND
3 014	TIAA-CREF LIFE FUNDS INTER EQ FD
7 538	TIAA-CREF SOCIAL CHOICE INTERNATIO
41 554	TM CRUX OEIC TM CRUX EUROPEAN FUND
3 962	TM FULCRUM DIVD LIQUID ALTER FU
1 868	TM FULCRUM DIVE ABSOLUTE RETU FU
9 327	TM OAK FUND
1 200	TOM BEVINGTON &
500	TOM J BERNTSON TTEE
45 967	TONI ACTIONS 100 ISR
6 644	TOTALENERGIES DIVE EQ ET SOLIDA
54 076	TOTL INTERNL EX U.S. IND MASTR PF
4 492	TRANSAMERICA INTERNATIONAL EQUITY
273	TRISTATE CAPITAL BANK
50	TRISTATE CAPITAL BANK COLLATERAL
45	TRISTATE CAPITAL BANK COLLATERAL F
39	TRISTATE CAPITAL BANK FBO COLLATER
4 899	TROND OLAV SYGNABERE
11	TRUDY A SIAK (IRA)
14 035	True Potential Investments LLP
2 321	TWU Superannuation Fund
1 200	TYSON F WOOD TTEE
82 251	UBS (IRL) ETF PLC
76 779	UBS (US) GROUP TRUST
247 536	UBS ASSET MANAGE LIFE LTD
225 675	UBS ASSET MANAGEMENT LIFE LTD
13 431	UBS ASSET MANAGEMENT LIFE LTD
70 994	UBS CANADA GLOBAL EQUITY FUND
30 810	UBS COMMON CONTRACTUAL FUND
66 734	UBS ETF
28 296	UBS FTSE RAFI DEVELOPED 1000 IND
46 569	UBS FU MNGM SWITZER AG BEH ZURICH
1 284 711	UBS Fund Manag (Switzerland) AG
1 191	UBS Fund Management (Switzer) AG
37 638	UBS GLO EQ CLIMATE TRANS FU
91 173	UBS INTERNATIONAL SUSTAINABLE
1 460	UBS IQ MSCI WORLD EX AUSTRALIA
2 158	UFCW UNIAPARTIC FOOD INDU EMPL
4 289	UN RELIE AN WOR AGE FOR PALES REFU
461 976	UNIDIVIDENDENASS
122 000	UNISECTOR BASICINDUSTRIES
21 844	UNIVERS CNP 1
1 965	UNIVERSAL SHIPOWNERS MARINE
492 469	UNIVERSITIES SUPERANNUATION SCHEME
4 500	UNIVERSITY OF GUELPH FOREIGN PROPE
48 312	UNIVERSITY PENSION PLAN ONTARIO
10 757	URENCO UK PENSION SCHEME
4 809	UT CORP EMPLOYEE SAVI PLANMAST TR
5 285	VALIANT AKTIEN EUROP
32 179	Van Lanschot Manda Deve Eur Eq
912 500	VANECK FUNDS - GLOBAL RESOURCES FU
36 630	VANECK ICAV
401 300	VANECK VIP GLOBAL RESOURCES FUND
6 039	VANG FTSE DEVEXNRAM HDIVYIND ETF
6 933 742	VANGUARD DEV MARKETS INDEX FUND
5 771 131	VANGUARD FIDUCIARY TRUST COMPANY
24	SJÁSTAD, DENIS
70 669	VANGUARD FIDUCIARY TRUST COMPANY
1 857 293	VANGUARD FTSE ALL-WORLD EXEC US
112 278	VANGUARD FTSE DEV ALLCAP ENAI ETF
12 459	VANGUARD FTSE DEV EU ALCAP INX ETF
264 813	VANGUARD FTSE DEVELOPED WORLD
30 805	VANGUARD FTSE GLOBAL ALL CAP
202 914	VANGUARD FUNDS PUBLIC
35 012	VANGUARD FUNDS PUBLIC LIM
110 373	VANGUARD FUNDS PUBLIC LTD
271 422	VANGUARD FUNDS PUBLIC ltd
229 774	VANGUARD FUNDS PUBLIC LTD COMP
3 204	VANGUARD GLOBAL DIVIDEND FUND
394 320	VANGUARD GLOBAL EQUITY FUND
1 272	VANGUARD GLOBAL EQUITY FUND
18 756	VANGUARD GLOBAL EQUITY INCOME FUND
1 721	VANGUARD GLOBAL MOM FACTOR ETF

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2 652 VANGUARD GLOBAL MULTI-FACT FU  
 11 342 VANGUARD GLOBAL VALUE EQUITY FUND  
 6 090 VANGUARD GLOBAL VALUE FACTOR ETF  
 18 677 VANGUARD INTER SHA SELE EXC IND  
 361 022 VANGUARD INTERN SHARES INDEX FUND  
 357 394 VANGUARD INTERNATIONAL HIGH DIV  
 233 398 VANGUARD INVESTMENT  
 410 894 VANGUARD INVESTMENT SER  
 44 975 VANGUARD INVESTMENT SERIES PLC  
 17 208 VANGUARD INVESTMENTS COMMON CON  
 22 205 VANGUARD INVESTMENTS COMMON CONTR  
 104 249 VANGUARD INVESTMENTS COMMON CONTRA  
 492 146 VANGUARD INVESTMENTS FUNDS ICVC -V  
 39 940 VANGUARD INVESTMENTS II CCF  
 26 294 VANGUARD INVESTMENTS II CCF-VAN  
 24 308 VANGUARD INVESTMENTS II CCF-VANG  
 456 745 VANGUARD TOT WORLD STOCK IND FUND  
 12 447 735 VANGUARD TOTAL INT STOCK IND FUND  
 210 091 VELLIV PENSION & LIVSFORSIKRING AS  
 11 774 VERMONT PENSION INVEST COMMISSION  
 84 978 VERMONT PENSION INVESTMENT COM  
 1 Veronica Light  
 11 391 VIA AM SICAV VIA ABSOLUTE RETURN  
 15 VICKI L KEEN  
 3 838 VILLIERS ALTO  
 45 250 VILLIERS OPERA - BFT  
 30 VINCENT J. WEINER JR. (IRA)  
 1 957 VOYA BALANCED PORTFOLIO  
 1 386 VOYA INTERNATIONAL INDEX PORT  
 36 232 VOYA MULTI-MANAGER INT FACTORS  
 56 870 VOYA MULTI-MANAGER INTERNATIONAL  
 1 VYRON K MULLIGAN  
 581 W ALFRED HAYES JR TR FBO  
 31 W ANTHONY WILES TRUST  
 200 WALTER  
 167 WALTER Z STEINMAN (ROTH-IRA)  
 72 WARREN SWEBERG (IRA)  
 9 319 WASHINGTON STATE INVESTMENT BOARD  
 12 824 WASHINGTON STATE INVESTMENT BOARD  
 280 989 WASHINGTON STATE INVESTMENT BOARD  
 700 000 WEST YORKSHIRE PENSION FUND  
 3 449 WHEELS COMMON INVESTMENT FUND  
 24 WHITNEY DALTON MELTON  
 38 WILLARD F TUNNEY  
 4 WILLIAM E YIELDING REVOCABLE TRUST  
 36 WILLIAM N DEHAVEN (IRA)  
 13 William Pelke  
 10 WILLIAM STRINGER  
 1 300 WILLIAM T FITZGERALD &  
 1 000 WILLIAM T FITZGERALD (IRA)  
 1 WILLIAM YIELDING  
 1 WILMINGTON INTERNAT FUND  
 75 285 WILMINGTON TRUST COLLECT INVESTM  
 9 375 WORLD TRADE ORGANIZATION PENS PLAN  
 60 094 WSSP INTERNATIONAL EQUITIES TRUST  
 553 WU FAMILY TRUST  
 40 247 WW MSCI EAFE IND NONLEN FD4EX ORG  
 72 WYNETTE HOLDEN (IRA)  
 4 200 XEROX CAN EMPLOYEES RETIREM PLAN  
 17 400 XEROX CORP RETIREMENT SAVINGS PLAN  
 63 773 XEROX FINAL SALARY PENSION SCHEME  
 528 021 XTRACKERS  
 1 733 093 XTRACKERS (IE) PUBLIC LIMIT COMPAN  
 1 426 XTRACKERS (IE) PUBLIC LIMITED COMP  
 6 Yva Swenson  
 150 Zane Kheir  
 1 110 ZEPHYR  
 63 112 ZURICH INVEST GLO THEM SHA POOL  
 2 317 ZURICH INVEST UNH GLO THEM SHA SCH  
 32 827 Zwitse Instit Beleg - Zwitterleven  
 1 208 401 Zwitterleven Beleg - Zwits Europ A  
 896 FULCRUM UCITS SICAV  
 6 570 UBS Fund Manag (Switzerl) AG  
 19 280 VERDIPAPIRFONDET DNB EUROPA INDEKS  
 1 171 147 VERDIPAPIRFONDET NORDEA AVKASTNING  
 1 080 036 VERDIPAPIRFONDET ALFRED BERG AKTIV  
 1 450 LISETH, SVEIN ALF

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12 475 VERDIPAPIRFONDET STOREBRAND INDEKS  
 1 279 289 VERDIPAPIRFONDET STOREBRAND VERDI  
 448 707 VERDIPAPIRFONDET STOREBRAND AKSJE  
 845 388 VERDIPAPIRFONDET EQUINOR AKSJER NO  
 982 HANSEN, THOMAS KROGH  
 12 087 048 VERDIPAPIRFONDET KLP AKSJENORGE IN  
 40 022 VERDIPAPIRFOND STOREBRAND GLOBAL I  
 149 583 VERDIPAPIRFONDET DNB NORGE  
 101 598 VERDIPAPIRFONDET DNB NORDEN INDEKS  
 384 873 ARBEJDSMARKEDETS TILLAEGSPENSION  
 3 555 828 VPF DNB AM NORSKE AKSJER  
 3 337 507 VERDIPAPIRFONDET STOREBRAND NORGE  
 2 006 068 VERDIPAPIRFONDET DNB NORGE INDEKS  
 367 286 DANSKE INVEST NORGE II  
 327 566 VERDIPAPIRFONDET DELPHI NORGE  
 3 826 418 VERDIPAPIRFONDET STOREBRAND INDEKS  
 350 000 VERDIPAPIRFONDET FONDSFINANS NORGE  
 487 HJELMÅS, OLE  
 5 506 ANDERSSON, SVEN GÖRAN BERTIL  
 309 686 VERDIPAPIRFONDET NORDEA NORWEGIAN  
 290 800 Danske Invest Norge Vekst  
 440 STRAND, AMUND  
 407 BASTIANSEN, LISE  
 263 236 VERDIPAPIRFONDET DNB NORGE PENSJON  
 256 579 VERDIPAPIRFONDET NORDEA NORGE PLUS  
 407 BASTIANSEN, TOR  
 250 000 VERDIPAPIRFONDET SR-BANK UTBYTTE  
 4 423 396 KOMMUNAL LANDSPENSJONSKASSE GJENSI  
 233 161 VERDIPAPIRFONDET DELPHI NORDIC  
 250 500 VERDIPAPIRFONDET DELPHI GLOBAL  
 388 AUNE, AUD INGRID  
 195 998 DANSKE INVEST NORGE I  
 345 THAULOW, HANS HENRIK  
 330 ÅGOTNES, GJERTRUD  
 328 ØSTBY, CLAUS CHRISTEN  
 4 226 J.P. Morgan Bank Luxembourg S.A.  
 189 527 ELO MUTUAL PENSION INSURANCE COMP  
 300 RØSHOLDT HOLDING AS  
 180 000 VPF FONDSFINANS UTBYTTE  
 179 559 ALFRED BERG NORDIC GAMBAK  
 229 760 VERDIPAPIRFONDET DNB NORDEN  
 3 324 080 FJARDE AP-FONDEN  
 194 TORSETHAUGEN, SILJE  
 2 914 725 DANSKE INVEST NORSKE INSTIT. II.  
 3 036 684 VERDIPAPIRFONDET ALFRED BERG INDEK  
 111 054 VERDIPAPIRFONDET KLP AKSJEGLOBAL F  
 165 MIKKELSEN, WILLY SOLMUND  
 104 862 VERDIPAPIRFONDET DNB GLOBAL INDEKS  
 140 REINHOLDS, EMMA EDITH KATARINA  
 135 LARSEN, LIV JORUNN SÆTRE  
 2 559 575 VERDIPAPIRFONDET ALFRED BERG GAMBA  
 132 MAGNUSSEN, TEODOR  
 108 STOKKA, LILLIAN  
 108 STOKKA, KJELL MARTON  
 98 KROGH, BRITT HELENE VON  
 83 BRAATEN, BRIT  
 678 561 VPF NORGE SELEKTIV  
 77 ÅSENG, KJELL HALLSTEIN  
 77 000 VERDIPAPIRFONDET SR-BANK NORGE  
 68 168 VERDIPAPIRFONDET DELPHI EUROPE  
 77 ARNETVEIT, MARIT LISE  
 77 LODDENGGAARD, EGIL  
 77 HAUKLAND, KARIN HELENE  
 2 070 000 VERDIPAPIRFONDET KLP AKSJENORGE  
 70 EILERTSEN, CAMILLA  
 64 KIRKHUS, ANDERS  
 60 353 VERDIPAPIRFONDET STOREBRAND NORGE  
 50 LIAN, GRETHE  
 1 948 107 VERDIPAPIRFOND ODIN NORGE  
 45 IDSØ, ALEKSANDER  
 2 396 HOFF, BRIT  
 36 058 VERDIPAPIRFONDET FIRST NORWAY  
 44 068 VERDIPAPIRFONDET DELPHI KOMBINASJO  
 33 RØSTAD, KJELL  
 31 TERNING, GEIR INGE  
 30 THORBJØRNSSEN, SVEIN OLAF  
 1 316 091 VERDIPAPIRFONDET DNB OBX

Chair of the Board with Instructions

**ADVANCE VOTES**

1

**116 771 424**

**Votes Representing / Accompanying**

ADVANCE VOTE

1 961 SHEPHERD, IAIN GAVIN ALEXANDER

9 RØEN, LAILA

5 DIGRE, PÅL FOSS

5 WIGEN, LARS-HÅKON AAHEIM

4 PEDERSEN, EIRIK SEVALDRUD

4 SAVITRI, TANIA

3 HEPSØ, SNORRE

8 JUSUPOVA-NILSEN, OLGA

3 HOUGE, MARIE BLYSTAD

3 MEHUS, TORILL CECILIE

2 MATHIASSEN, LEONARD

2 WOLDSNES, RUNE

2 FJELLRO, ELISABETH

1 857 WILLMS, ASHLEY ANN

2 LANGE, MARIUS SØRENSEN

1 PEDERSEN, PETTER

1 SZEFER-KARLSEN, ANNE

1 BAKKE, BENTE MARIE

1 STOPLÉ, SANDER BERG

ADVANCE VOTE

1 STEINVEG, JON MORTEN

1 OLSEN, KRISTIAN FRANTZEN

1 FAAL, TRYGVE MAJAW

ØZBEY, SEFER

1 700 VATSVÅG, SARA

1 649 WENNBERG, MARIE

1 611 JOHNSEN, ROGER MARTIN

17 817 HOVE, KJETIL

1 065 KOEIJER, GELEIN MAINZA DE

1 529 HOLTHE, JAN

16 914 NYLUND, ARNE SIGVE

1 499 HANASAND, MARTE JOHANSON

1 487 MÆLAND, ANNETTE

1 498 FJÆR, UNNI MERETHE SKORSTAD

1 450 MOCK, ALEXANDER

1 436 HOLMSEN, ANDERS BREDE

1 428 WHEATLEY, PAUL ANTHONY

1 358 KARLSRUD, THOMAS

13 301 HAGEN, SISSEL TORUNN ROPEID

12 545 TORSTENSEN, SIV HELEN RYGH

1 043 ROMERO NIEVES, JOSUE

1 018 KULIKOVA, ANNA

1 010 LERSTAD, PER HENNING

1 019 ERIKSEN, FINN

9 290 FLØ, ELLEN MARIE

9 155 HAUGLAND, TORSTEIN

970 SCHWENKE, BERND LUKAS LUCA

978 ESPEDAL, AAGE VALENTIN

971 MOEN, PÅL RUNAR

940 KALKVIK, OLE SLOTHE

932 NESSE, HELGE

7 500 THORSEN, KARL EINAR

887 NOREVIK, ANDERS MARIFJÆREN

879 ISAKSEN, ALF MAGNUS

8 100 HORNELAND, ANNE KRISTI STOKKA

384 FOSS, PER KÅRE

1 015 MYKLEBUST, JOHNNY MARTIN

7 919 DALEN, KJERSTI STEINSVÅG

805 AUNE, LARS JØRGEN

785 SUND, NINA KRISTIN

7 597 WALL, INGRID ELIZABETH

7 490 WALDERHAUG, OLAV JOHN

752 STØRKSEN, SIMEN SKAUGE

756 ENGEN, ØYVIND

730 WESTGAARD, HANNE

7 283 REZAZADEH, SAYED HOSSEIN BAGHERI

730 KNOPH, STEIN ERIK

711 AMDAL, TOR

716 KOLSTAD, ØYSTEIN OSTERMANN

524 557 VERDIPAPIRFONDET KLP AKSJENORDEN I

6 965 GONDER, ERIK  
688 PATTERSON, SIMON MICHAEL  
670 MACQUARRIE, ALASTAIR  
650 WIE, DAGFINN  
647 ØVRUM, MARGARETH  
641 HUNSKÅR, ØYSTEIN  
612 SAURE, DAN BØRGE  
600 HENRIKSEN, BERIT LEDEL  
364 VATNØY, MARIUS  
585 BERGE, TOR-SVEN GREGORIO  
593 OTTERSEN, GEIR  
587 REAY, GILLIAN  
558 MOEN, TERJE OLAV  
561 VEIT, STEFAN ANDREAS  
5 214 SVERDRUP, BJØRN OTTO  
538 HÅLAND, SUN VERONICA  
509 HODNE, JAN EGON  
504 STOKKEVÅG, ARILD  
500 WAAGE, INGE OLAV  
474 ØBY, MAREN LOVISE  
459 KNUZSEN, OLE MORTEN  
445 TINHOLT, STÅLE HERMAN  
445 HORNÆS, ARNE  
439 DYBWAD, TOM JACOB  
425 HOPE, BJØRN MAGNE  
420 SMEBY, STEIN  
415 HEKTOEN, OLAF  
410 MARKÅS, LARS IVAN  
115 774 484 FOLKETRYGDFONDET  
407 KJESERUD, OLE-ALEXANDER ROSTAD  
407 HOLMSEN, SOPHIA KATHARINA KAISER  
4 826 HUSTOFT, KENNETH ØYSTEIN  
4 721 MARIERO, EIMUND  
406 TAUGBØL, CECILIE  
409 MUNKEBYE, MAGNUS BRUHN  
405 GASPAR MACHADO, FRANCISCO JOAO  
405 FORSETLØKKEN, SINDRE LANGÅS  
396 MELAND, TOR ERIK  
403 SKATEN, TERJE STORETVEDT  
386 GJERDE, OLE LUDOLF  
350 GRØNNINGSÆTER, PETTER ORVIK  
340 DESSINGTHON, INGER  
347 ALGRØY, AMALIE  
345 SAGHAUG, ANDERS  
328 ØSTBY, SISSEL KRISTIN  
324 NAETHER, SYLVI KRISTIN  
295 LARSEN, ØYSTEIN GRAN  
4 124 MØLLER, NICOLA KERSTIN  
288 JØSENDAL, EMIL  
291 BOCCHI, MATHIEU PIERRE GEORGES  
4 000 MOEN, MAGNAR  
249 VIALLATTE, BARBRO ANN ROSS  
246 KÅRTVEIT, JOHN ROGER  
242 HAARBERG, ØYSTEIN  
242 CUMMING, JOHN GORDON  
3 890 ANDERSEN, SANNA  
153 981 VERDIPAPIRFONDET KLP AKSJEGLOBAL I  
3 838 EIKELAND, GEIR  
229 GOOSSENS, STEFAN JANTJE  
200 KVALØ, TROND ÅGE  
200 SYLJUÅSEN, OLAV FREDRIK  
200 ALGARRA, MIGUEL ANGEL  
190 BALSEIRO VIGO, PABLO  
192 MÆHLE, OLAV ANDRE  
3 568 LIE, MARIANNE  
179 JACOBSEN, TORBJØRN SYVER  
179 BYE, BIRGER  
179 KARLSSON, NILS-PETTER  
179 ENGFORS, HELENE ELISABETH  
3 533 HEIAN, KNUT-YNGVE  
177 GULLIKSEN, GUNNAR  
175 ANDERSEN, DAN STÅLE  
175 HOEL, ESPEN WILLASSEN  
175 HODNELAND, LAURITZ  
172 ASTRUP, THORVALD  
170 GULBRANDSEN, LARS ERIK  
167 ENGESET, SOLBJØRG

ADVANCE VOTE

173 AAGAARD, ALEXANDER  
 3 372 CARLSEN, HENRIK  
 165 STEINSÅKER, SVEIN HELGE  
 158 KORKOTS, FILIPP  
 3 266 KVALVIK, JOHNNY  
 150 AAS, LARS ANDREAS  
 145 JULIUSSEN, TOM RUNE ANGELL-STORØ  
 169 LEE, THOMAS DAVID  
 139 LIE, NILS EGIL  
 130 BØE, DANIEL  
 126 HERVIEUX, NADÈGE  
 125 KVAM, MICHAEL STELLANDER  
 125 SÆTERHOLEN, STIAN HALVOR ØVRUM  
 123 DELEBEKK, ANDERS  
 110 YTTERSTAD, SVEIN-ERIK  
 109 ALVAREZ LOIRA, MIGUEL  
 108 WALDERHAUG, RUNE  
 3 250 LARSSON, PER  
 100 BØYUM, STEINAR  
 2 989 NIELSEN, FINN GUNNAR  
 2 886 SMEDSVIG, STIG EINAR  
 83 SANDVIK, THOMAS  
 82 FAUGSTAD, TONE MÆLAND  
 80 NILSEN, JON MORTEN WEME  
 50 EGELAND, TORMOD ANDRÉ MJELDE  
 2 779 STABELL, HENNING KROHG  
 78 HAUGEN, KJELL OLA  
 77 SANDBERG, MARIT HENRIETTE MO  
 77 SKJESOL, JOHN  
 77 PEDERSEN, JORUNN MARI  
 77 DYBESLAND, TOVE ELISABETH  
 77 ANDREASSEN, JØRN  
 75 HALVORSEN, KRISTIAN SIGURD  
 75 BURMAN, IAN CHRISTIAN  
 75 JOSEFSSON, BO INGEMAR  
 2 614 SÆTRE, IVAR  
 70 STRØMME, HANS KRISTIAN  
 65 HELBIG, ANNE  
 56 SKJOLDHEIM, ROALD  
 54 JENTOFTSEN, ØRJAN HAUGANE  
 52 LEISTER, EIVIND ANDRE  
 50 HOLM, KRISTINE  
 50 KUZNETSOVA, ZHANNA  
 2 457 ASLESEN, BJØRN  
 50 594 VERDIPAPIRFONDET KLP AKSJEEUROPA I  
 50 HANSEN, JOAKIM BOYE  
 SPESIALFONDET KLP ALFA GLOBAL ENER  
 45 JOHANSEN INVESTMENT AS  
 41 CALINE, YANN  
 41 STEINSLAND, RONNY  
 40 FAGERHEIM, ERIK RENÉ LARSEN  
 38 LINDBERG, TORE  
 35 WHALE, EVEN THEODOR  
 35 ROVIK, HÅKON  
 33 SANDTRØEN, REBECCA MADELEINE GILBERT  
 37 TORKILDSRUD, JOSTEIN  
 31 BARTLING, LAURIDS  
 31 WESTERFJELL, VEGARD  
 30 TORP, VANJA  
 30 KIPPERNES, SIVERT  
 36 GANESAN, DINESH  
 28 HAUGE, VEGARD OBRESTAD  
 25 ACAY, LINDA BEATHE  
 25 LOW GUANG XING, MARCUS  
 24 TRÆET, STEINAR BORE  
 27 JENSEN, ARNHILD LANGAAS  
 2 164 FIGUEIRA, BRENDAN MARCUS  
 20 KNUTSEN, STEEN ROBIN  
 15 ANGELVIK, SILJE  
 15 HOBBERSTAD, GRO  
 2 044 Buset, HELGE  
 10 SAGEN, BENJAMIN BJØRGVIK  
 10 NYLANDER, GRO  
 10 ARNESEN, TERJE GUSTAVSEN  
 10 LUND, KETIL  
 10 KRISTIANSEN, ROBIN  
 10 HEGGLAND, ELIN MARI

ADVANCE VOTE

10 LINDELI, KEN RUNO HOPE  
2 025 NYGÅRD, SIGFRED ANDREAS  
9 SYLTA, CANDIDA SILVA  
8 BJERKESET, MARIUS SVENDSEN  
6 LYCKE, ATLE  
6 HØILAND, STEFFEN

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116 771 424

To the Shareholders' Meeting of Equinor ASA

## **Statement on coverage for restricted equity in connection with a capital reduction**

We have verified that there is coverage for the remaining share capital and other restricted equity in connection with the capital reduction in Equinor ASA.

### *The Board of Directors' responsibility*

The Board of Directors is responsible for ensuring that the capital reduction does not exceed an amount that ensures full coverage for the Company's restricted equity pursuant to the Norwegian Public Limited Liability Companies Act section 12-2.

### *Auditor's responsibility*

Our responsibility is to make a statement on whether there is full coverage for the Company's restricted equity pursuant to the Norwegian Public Limited Liability Companies Act section 12-2.

We conducted our examination and issue our statement in accordance with the Norwegian standard SA 3802-1 "The auditor's statements and reports pursuant to Norwegian company legislation". The standard requires that we plan and perform our work to obtain reasonable assurance for the fact that there is coverage for the remaining share capital and other restricted equity, having considered events subsequent to the balance sheet date and any loss likely to be incurred. The examination includes testing the calculations for which the Board of Directors is responsible and an assessment of whether events subsequent to the balance sheet date that can result in an inadequate coverage, have been sufficiently considered.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### *Opinion*

In our opinion, there is coverage for the remaining share capital and other restricted equity subsequent to the capital reduction of NOK 205,543,870.00 from NOK 8,144,219,267.50 to NOK 7,938,675,397.50, and distributions in excess of the nominal value of NOK 13,574,427,251.70 less USD 22,124,202.76, in accordance with the Norwegian Public Limited Liability Companies Act.

Stavanger, 8 April 2022  
ERNST & YOUNG AS

Tor Inge Skjellevik  
State Authorized Public Accountant (Norway)

This is a translation of the original official Norwegian document and is provided for information purposes only.



**MINUTES OF  
THE ANNUAL GENERAL MEETING  
OF EQUINOR ASA  
11 MAY 2022**

The annual general meeting of Equinor ASA was held on 11 May 2022 in Equinor Business Center, Forusbeen 50, 4035 Stavanger and via Lumi AGM for digital attendance.

The chair of the board, the chair of the corporate assembly, the president and CEO, general counsel and the company's auditor attended. Company secretary Marte Johanson Hanasand recorded the minutes of the meeting.

The agenda was as follows:

**1. Opening of the annual general meeting by the chair of the corporate assembly**

Tone Lunde Bakker, chair of the corporate assembly, opened the meeting.

**2. Registration of represented shareholders and proxies**

Overview of shareholders represented at the annual general meeting, either by personal or digital attendance, by proxy, or by advance voting, is attached in [Appendix 1](#) to these minutes.

**3. Election of the chair of the meeting**

The general meeting adopted the following resolution:

*"Tone Lunde Bakker, chair of the corporate assembly, is elected chair of the meeting."*

**4. Approval of the notice and the agenda**

The general meeting adopted the following resolution:

*"The notice and proposed agenda are approved."*

**5. Election of two persons to co-sign the minutes together with the chair of the meeting**

The general meeting adopted the following resolution:

*"Georg Fredrik Rabl and Svein Skeie are elected to co-sign the minutes together with the chair of the meeting."*

**6. Approval of the annual report and accounts for Equinor ASA and the Equinor group for 2021, including the board of directors' proposal for distribution of fourth quarter 2021 dividend**

The chair of the meeting informed the general meeting that the annual report and accounts and the auditor's report have been made available on the company's website. Recitation was therefore not necessary.

The chair of the meeting read the following statement on behalf of the Ministry of Trade, Industry and Fisheries:

*In the ownership dialogue the state, as an owner, emphasises that the company's capital structure supports efficient goal achievement. The state's goal as an owner of Equinor ASA is to achieve the highest possible return over time, cf. White Paper nr. 8 (2019-2020) "the state's direct ownership of companies – sustainable value creation" (the ownership report). The ministry refers to the high natural gas prices Equinor has realised recently, contributing to the company's very strong capitalisation. We also refer to the company's own net debt to capital employed ambition. As an owner, the state finds it important that this be emphasised in the decisions made by Equinor's board of directors going forward concerning dividend and capitalisation. The board is responsible for the company's capital structure, but decisions at the annual general meeting about dividends and capital changes will affect the capital structure.*

In accordance with the proposal from the board, the general meeting adopted the following resolution:

*"The annual accounts and the annual report for 2021 for Equinor ASA and the Equinor group are approved. A fourth quarter 2021 dividend of USD 0.20 per share and an extraordinary dividend of USD 0.20 per share are approved to be distributed."*

#### **7. Authorisation to distribute dividend based on approved annual accounts for 2021**

In accordance with the proposal from the board, the general meeting adopted the following resolution:

*"The general meeting of Equinor ASA hereby authorises the board of directors to resolve the payments of dividend based on the company's approved annual accounts for 2021, cf. the Norwegian Public Limited Liability Companies Act section 8-2, second paragraph.*

*The board of directors shall, when using the authorisation, make its decision in accordance with the company's approved dividend policy. The board of directors shall before each decision to approve the payment of dividends consider if the company, after the payment of dividends, will have sufficient equity and liquidity.*

*The authorisation shall be valid until the next annual general meeting, but no later than 30 June 2023."*

#### **8. Reduction in capital through the cancellation of own shares and the redemption of shares belonging to the Norwegian government**

The general meeting agreed on the following resolution:

*"As part of the implementation of the company's share buy-back programme, the company's share capital will be reduced by NOK 205,543,870 from NOK 8,144,219,267.50 to NOK 7,938,675,397.50. Of the total capital reduction amount*

- (i) NOK 67,829,477.50 will be used to annul 27,131,791 own shares, and*
- (ii) NOK 137,714,392.50 will be used to redeem and annul 55,085,757 shares owned by the Norwegian government by the Ministry of Trade, Industry and Fisheries.*

*In addition to the capital reduction amount in (ii), the Norwegian government by the Ministry of Trade, Industry and Fisheries shall receive NOK 13,574,427,251.70, with a deduction for fourth quarter 2021 dividend of USD 0,40 per share and corresponding interest compensation. The part of the amount paid to the government that exceeds the nominal value of the shares, shall be covered by retained earnings.*

With effect from the time the capital reduction has been registered the Article 3 of the company's Articles of Association read as follows:

*"The share capital of the company is NOK 7,938,675,397.50 divided into 3,175,470,159 shares of NOK 2.50 each."*

## 9. Proposal to amend Article 1 of the Articles of Association

In accordance with the proposal from the board, the general meeting adopted the following resolution:

*"The Articles of Association is amended and Article 1 will read as follows:*

*"The company's name is Equinor ASA. The company is a public limited company.*

*The objective of Equinor ASA is to develop, produce and market various forms of energy and derived products and services, as well as other business. The activities may also be carried out through participation in or cooperation with other companies."*

## 10. Energy Transition Plan

Jon Erik Reinhardsen, chair of the board of directors, presented the company's energy transition plan.

The chair of the meeting read the following statement from the Ministry of Trade, Industry and Fisheries:

*The state, as an owner, is positive to the company presenting an energy transition plan. This will give shareholders and the market a better-informed position from which to assess, among other things, risks, opportunities, capital allocation, positioning and pace in the transition to a low-carbon energy company towards 2050. The state, among other things, bases its voting on the company's affirmation that the long-term value creation supports the goals of the Paris agreement and the 1.5 degree trajectory.*

*The plan will be presented to the shareholders for advisory vote at the annual general meeting. In the state's view this means that it is the company board and the administration that are responsible for the company's strategy, including for this plan, and for initiating the necessary measures, including investments and priorities, to follow this up and to achieve the company's climate targets. The company should, in the Ministry of Trade, Industry and Fisheries' view, be as transparent as possible about the status of the work during the plan period.*

*The state, as an owner, believes that the plan should be updated more frequently than every three years in the event of significant changes of assumptions, framework conditions, market development, or good industry practice. The state, as an owner, expects the company to closely monitor the development.*

*Equinor's plan for the transition to a low-carbon energy company should contribute to high, long-term value creation for the owners. Equinor's transition may also help develop new green industries, reduce GHG emissions and develop long-term value-generating jobs in Norway.*

In accordance with the proposal from the board, the general meeting adopted the following resolution:

*"The general meeting endorses the company's energy transition plan."*

## 11. Proposal from shareholder to set short-, medium-, and long-term targets for greenhouse gas (GHG) emissions of the company's operations and the use of energy products (including Scope 1, 2 and 3)

Shareholder Follow This had proposed that the company would set short-, medium-, and long-term targets for greenhouse gas (GHG) emissions of the company's operations and the use of energy products (including Scope 1, 2 and 3).

The shareholder's proposal was not adopted.

**12. Proposal from shareholders to introduce and implement a climate target agenda and emissions reduction plan that is consistent with achieving the global 1,5 degree C increase target**

Shareholders WWF and Greenpeace had proposed that the company would introduce and implement a climate target agenda and emissions reduction plan that is consistent with achieving the global 1,5 degree C increase target.

The shareholders' proposal was not adopted.

**13. Proposal from shareholder to take initiative to establish a state restructuring fund for employees who now work in the oil sector**

Shareholder Greenpeace had proposed that the company would take initiative to establish a state restructuring fund for employees who now work in the oil sector.

The shareholder's proposal was not adopted.

**14. Proposal from shareholders to declare the Norwegian sector of the Barents Sea a Voluntary Exclusion Zone, focus on domestic business in the Norwegian sector and accelerate transition into renewable energy**

Shareholders Even Bakke, Bente Marie Bakke, Ketil Lund, Guttorm Grundt and Gro Nylander had proposed that the company would declare the Norwegian sector of the Barents Sea a Voluntary Exclusion Zone, focus on its domestic business in the Norwegian sector and accelerate its transition into renewable energy.

The shareholders' proposal was not adopted.

**15. Proposal from shareholder to become a leading producer of renewable energy, stop all exploration activity and test drilling for fossil energy resources and withdraw from projects abroad**

Shareholder Bente Marie Bakke had proposed that the company would aim to become a leading producer of renewable energy, stop all exploration activity and test drilling for fossil energy resources and withdraw from its projects abroad.

The shareholder's proposal was not adopted.

**16. Proposal from shareholder to significantly increase investments in renewable energy, stop all new exploration in the Barents Sea, discontinue international activities and develop a plan for gradual closure of the oil industry**

Shareholder Gro Nylander had proposed that the company would significantly increase its investments in renewable energy, stop all new exploration in the Barents Sea, discontinue international activities and develop a plan for gradual closure of the oil industry.

The shareholder's proposal was not adopted.

**17. Proposal from shareholder to present a strategy for real business transformation to sustainable energy production**

Shareholder Guttorm Grundt had proposed that the company would present a strategy for real business transformation to sustainable energy production.

The shareholder's proposal was not adopted.

**18. Proposal from shareholder to gradually divest from all international operations**

Shareholder Ivar Sætre had proposed that the company gradually divest from all international operations

The shareholder's proposal was not adopted.

**19. Proposal from shareholder to outline a specific action plan for quality assurance and anti-corruption**

Shareholder Per Henning Lerstad had proposed that the company would outline a specific action plan for quality assurance and anti-corruption.

The shareholder's proposal was not adopted.

**20. The board of directors' report on Corporate Governance**

Jon Erik Reinhardsen, chair of the board of directors, presented the board's report on Corporate Governance. The report is included in the annual report.

In accordance with the proposal from the board, the general meeting adopted the following resolution:

*"The general meeting endorses the board of directors' report on Corporate Governance."*

**21. The board of directors' remuneration report for salary and other remuneration for leading personnel**

Jon Erik Reinhardsen, chair of the board of directors, presented the board's report for salary and other remuneration for leading personnel.

The chair of the meeting read the following statement from the Ministry of Trade, Industry and Fisheries:

*The Ministry of Trade, Industry and Fisheries (MTIF) refers to the State's Guidelines for the Remuneration of Senior Executives in Companies with State Ownership stipulated on 20 April 2021. The MTIF wants to emphasise the state's expectations in the executive remuneration area, including paying due regard to the principle of moderation. The state finds it important that the remuneration of senior executives is competitive, enabling the company to succeed in recruiting and retaining good executives. At the same time the remuneration shall not be market-leading compared with similar companies, and shall be set with due regard to the principle of moderation. This, among other things, means that the remuneration shall not be higher than necessary to attract and retain the desired expertise. It is neither in the interest of the company, nor the owners, if the company pays more remuneration, including bonus, than necessary. When evaluating moderation, the ratio between the remuneration of executive personnel and other employees in the company may be relevant. The state finds it important that this ratio does not increase without a good justification. Increased difference in the remuneration between executive personnel and other employees in the company may be ill-judged, among other things because it may be harmful to the company's reputation by contributing to unreasonable disparities in the company and society at large. The state finds it important that the board pays due regard to the principle of moderation in determining the total remuneration.*

*The state, as an owner, emphasises transparency associated with executive remuneration. Transparency as regards the formulation, level and development of executive remuneration, including that the programmes are unambiguous, is important in order to enable owners and other stakeholders to evaluate the executive remuneration. The state, as an owner, will continue the dialogue with Equinor about how the board of directors' executive remuneration policy can be better aligned with the state's expectations in the executive remuneration area, and expects the board of directors to present an updated policy for the 2023 annual general meeting.*

In accordance with the proposal from the board, the general meeting adopted the following resolution:

*"The general meeting endorses the board of directors' remuneration report for leading personnel."*

## **22. Approval of remuneration for the company's external auditor for 2021**

The general meeting adopted the following resolution:

*"Remuneration to the auditor for 2021 of NOK 55,981,079 for Equinor ASA is approved."*

## **23. Election of members to the corporate assembly**

In accordance with the proposal from the nomination committee, the general meeting adopted the following resolution:

*"The following persons are elected as members of Equinor ASA's corporate assembly effective as of 12 May 2022 and until the annual general meeting in 2024:*

1. *Jarle Roth (re-election, nominated as chair for the corporate assembly's election)*
2. *Nils Bastiansen (re-election, nominated as deputy chair for the corporate assembly's election)*
3. *Finn Kinserdal (re-election)*
4. *Kari Skeidsvoll Moe (re-election)*
5. *Kjerstin Rasmussen Braathen (re-election)*
6. *Kjerstin Fyllingen (re-election)*
7. *Mari Rege (re-election)*
8. *Trond Straume (re-election)*
9. *Martin Wien Fjell (new election, existing deputy member)*
10. *Merete Hverven (new election)*
11. *Helge Aasen (new election)*
12. *Liv B. Ulriksen (new election)*

*The following persons are elected as deputy members of Equinor ASA's corporate assembly effective as of 12 May 2022 and until the annual general meeting in 2024:*

- 1st deputy member: Per Axel Koch (new election)*  
*2nd deputy member: Catrine Kristiseter Marti (new election)*  
*3rd deputy member: Nils Morten Huseby (new election)*  
*4th deputy member: Nina Kivijervi Jonassen (re-election)"*

## **24. Determination of remuneration for the corporate assembly members**

In accordance with the proposal from the nomination committee, the general meeting adopted the following resolution:

*"The remuneration to the corporate assembly is adjusted effective from 12 May 2022 as follows:*

	<i>From</i>	<i>To</i>
<i>Chair</i>	<i>NOK 133,100/annually</i>	<i>NOK 137,600/annually</i>
<i>Deputy chair</i>	<i>NOK 70,200/annually</i>	<i>NOK 72,600/annually</i>
<i>Members</i>	<i>NOK 49,300/annually</i>	<i>NOK 51,000/annually</i>

Deputy members                      NOK 7,100/meeting                      NOK 7,340/meeting”

**25. Election of members to the nomination committee**

In accordance with the proposal from the nomination committee, the general meeting adopted the following resolution:

*“The following persons are elected as members of Equinor ASA’s nomination committee effective as from 12 May 2022 and until the annual general meeting in 2024:*

1.        *Jarle Roth (re-election, new election as chair)*
2.        *Berit L. Henriksen (re-election)*
3.        *Merete Hverven (new election)*
4.        *Jan Tore Føsund (new election)”*

**26. Determination of remuneration for the nomination committee**

In accordance with the proposal from the nomination committee, the general meeting adopted the following resolution:

*“The remuneration to the nomination committee is adjusted effective from 12 May 2022 as follows:*

	<i>From</i>	<i>To</i>
<i>Chair</i>	<i>NOK 13,200/meeting</i>	<i>NOK 13,650/meeting</i>
<i>Members</i>	<i>NOK 9,800/meeting</i>	<i>NOK 10,130/meeting”</i>

**27. Authorisation to acquire Equinor ASA shares in the market to continue operation of the company’s share-based incentive plans for employees**

In accordance with the proposal from the board, the general meeting adopted the following resolution:

*“The board of directors is authorised on behalf of the company to acquire Equinor shares in the market. The authorisation may be used to acquire own shares at a total nominal value of up to NOK 38,000,000.*

*Shares acquired pursuant to this authorisation may only be used for sale and transfer to employees of the Equinor group as part of the group’s share saving plan and long-term incentive plan, as approved by the board of directors.*

*The minimum and maximum amount that may be paid per share will be NOK 50 and NOK 1,000, respectively.*

*The authorisation is valid until 30 June 2023. This authorisation replaces, from the time of registration in the Register of Business Enterprises, the previous authorisation to acquire own shares for implementation of the share saving plan for employees granted by the annual general meeting on 11 May 2021. The previous authorisation, granted 11 May 2021, shall continue to apply until this authorisation has been registered in the Register of Business Enterprises.”*

**28. Authorisation to acquire Equinor ASA shares in the market for subsequent annulment**

In accordance with the proposal from the board, the general meeting adopted the following resolution:



*“The general meeting of Equinor ASA hereby authorises the board of directors to acquire in the market on behalf of the company, Equinor shares with a face value of up to NOK 187,500,000.*

*The minimum and maximum amount that can be paid per share will be NOK 50 and NOK 1,000, respectively. Within these limits, the board of directors shall itself decide at what price and at what time such acquisition shall take place.*

*Own shares acquired pursuant to this authorisation may only be used for annulment through a reduction of the company’s share capital, pursuant to the Norwegian Public Limited Liability Companies Act section 12-1.*

*This authorisation shall be valid until the next annual general meeting, but no later than 30 June 2023.”*

## **29. Marketing Instructions for Equinor ASA – adjustments**

In accordance with the proposal from the board, the general meeting adopted the following resolution:

*“The annual general meeting approves that adjustments in the Marketing Instruction for Equinor ASA, adopted by the annual general meeting on 25 May 2001, can be made to the provisions concerning applicable pricing- and allocation principles for natural gas so that Equinor continue to have the necessary incentives to maximize the total value of the State’s and Equinor’s petroleum and ensure fair distribution at any time. Potential adjustments in the Marketing Instruction are made by the Norwegian State represented by the Ministry of Trade, Industry and Fisheries.”*

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There were no further matters for discussion and the annual general meeting was closed.

Stavanger, 11 May 2022

**[Signed]**  
\_\_\_\_\_  
Tone Lunde Bakker

**[Signed]**  
\_\_\_\_\_  
Georg Fredrik Rabl

**[Signed]**  
\_\_\_\_\_  
Svein Skeie

Appendix 1: Overview of shares represented at the annual general meeting, either by personal or digital attendance, by proxy, or by advance voting.

Appendix 2: The voting results for the individual items.



**Attendance Summary Report**

Equinor ASA

AGM

11 May 2022

Registered Attendees: 62  
Total Votes Represented: 2 536 819 197  
Total Accounts Represented: 2 419

Total Voting Capital: 3 220 843 601  
% Total Voting Capital Represented: 78,76 %  
Total Capital: 3 257 687 707  
% Total Capital Represented: 77,87 %  
Company Own Shares: 36 844 106

	Sub Total:	62	0	2 536 819 197	
<u>Capacity</u>		<u>Registered Attendees</u>	<u>Registered Non-Voting Attendees</u>	<u>Registered Votes</u>	<u>Accounts</u>
Shareholder		37	0	2 182 745 113	39
Shareholder (web)		19	0	17 581	19
3rd Party Proxy		3	0	22 183	5
Chair of the Board WITH PROXY		1	0	3 040 144	456
Chair of the Board WITH INSTRUCTIONS		1	0	234 222 752	1671
ADVANCE VOTES		1	0	116 771 424	229

Freddy Hermansen  
DNB Bank ASA  
Issuer Services

## EQUINOR ASA GENERAL MEETING 11 MAY 2022

As scrutineer appointed for the purpose of the Poll taken at the General Meeting of the Members of the Company held on 11 May 2022, I HEREBY CERTIFY that the result of the Poll is correctly set out as follows:-

Issued voting shares: 3 220 843 601

	VOTES FOR / FOR	%	VOTES MOT / AGAINST	%	VOTES AVSTÅR / ABSTAIN	VOTES TOTAL	% ISSUED VOTING SHARES VOTED	NO VOTES IN MEETING
3	2 536 705 088	100,00	6 027	0,00	47 071	2 536 758 186	78,76 %	61 011
4	2 536 707 856	100,00	8 875	0,00	42 670	2 536 759 401	78,76 %	59 796
5	2 536 705 926	100,00	3 997	0,00	48 965	2 536 758 888	78,76 %	60 309
6	2 530 639 838	99,79	5 341 370	0,21	788 956	2 536 770 164	78,76 %	49 033
7	2 533 776 724	99,88	2 956 996	0,12	36 444	2 536 770 164	78,76 %	49 033
8	2 536 410 700	99,99	301 382	0,01	55 602	2 536 767 684	78,76 %	51 513
9	2 536 674 863	100,00	47 245	0,00	48 056	2 536 770 164	78,76 %	49 033
10	2 450 472 438	97,53	62 161 369	2,47	24 139 341	2 536 773 148	78,76 %	46 049
11	90 437 617	3,57	2 443 590 800	96,43	2 744 731	2 536 773 148	78,76 %	46 049
12	47 396 619	1,87	2 486 934 699	98,13	2 430 663	2 536 761 981	78,76 %	57 216
13	7 406 781	0,29	2 527 006 005	99,71	2 360 699	2 536 773 485	78,76 %	45 712
14	10 319 854	0,41	2 524 830 531	99,59	1 623 100	2 536 773 485	78,76 %	45 712
15	4 069 882	0,16	2 531 069 393	99,84	1 634 210	2 536 773 485	78,76 %	45 712
16	7 161 796	0,28	2 527 987 459	99,72	1 624 230	2 536 773 485	78,76 %	45 712
17	9 250 131	0,36	2 525 256 899	99,64	2 264 724	2 536 771 754	78,76 %	47 443
18	4 870 803	0,19	2 531 233 286	99,81	667 665	2 536 771 754	78,76 %	47 443
19	39 596 952	1,56	2 494 752 068	98,44	2 422 295	2 536 771 315	78,76 %	47 882
20	2 532 772 104	99,84	3 933 202	0,16	62 688	2 536 767 994	78,76 %	51 203
21	2 505 342 255	98,96	26 364 020	1,04	5 060 741	2 536 767 016	78,76 %	52 181
22	2 534 175 723	99,90	2 510 642	0,10	80 651	2 536 767 016	78,76 %	52 181
23a	2 533 669 489	99,88	2 968 231	0,12	111 773	2 536 749 493	78,76 %	69 704
23b	2 536 622 925	100,00	15 607	0,00	110 961	2 536 749 493	78,76 %	69 704
23c	2 536 622 307	100,00	15 739	0,00	111 447	2 536 749 493	78,76 %	69 704
23d	2 536 612 364	100,00	34 257	0,00	102 872	2 536 749 493	78,76 %	69 704
23e	2 536 620 795	100,00	29 871	0,00	98 827	2 536 749 493	78,76 %	69 704
23f	2 536 619 118	100,00	31 743	0,00	98 632	2 536 749 493	78,76 %	69 704
23g	2 536 613 171	100,00	34 146	0,00	102 176	2 536 749 493	78,76 %	69 704
23h	2 536 612 258	100,00	25 456	0,00	111 779	2 536 749 493	78,76 %	69 704
23i	2 536 621 921	100,00	15 832	0,00	111 740	2 536 749 493	78,76 %	69 704
23j	2 536 625 976	100,00	21 390	0,00	102 127	2 536 749 493	78,76 %	69 704
23K	2 536 626 186	100,00	12 401	0,00	110 906	2 536 749 493	78,76 %	69 704
23L	2 536 624 349	100,00	23 463	0,00	101 681	2 536 749 493	78,76 %	69 704
23m	2 536 128 163	99,98	511 549	0,02	109 781	2 536 749 493	78,76 %	69 704
23n	2 536 124 600	99,98	523 216	0,02	101 677	2 536 749 493	78,76 %	69 704
23o	2 536 133 641	99,98	504 550	0,02	111 302	2 536 749 493	78,76 %	69 704
23P	2 536 128 458	99,98	519 291	0,02	101 744	2 536 749 493	78,76 %	69 704
24	2 536 322 861	99,99	326 026	0,01	100 606	2 536 749 493	78,76 %	69 704
25a	2 536 364 192	99,99	274 529	0,01	110 772	2 536 749 493	78,76 %	69 704
25b	2 536 363 488	99,99	284 421	0,01	101 584	2 536 749 493	78,76 %	69 704
25c	2 536 358 109	99,99	289 759	0,01	101 625	2 536 749 493	78,76 %	69 704
25d	2 536 366 985	99,99	271 310	0,01	111 198	2 536 749 493	78,76 %	69 704
26	2 536 630 967	100,00	23 788	0,00	94 738	2 536 749 493	78,76 %	69 704
27	2 517 462 194	99,32	17 164 585	0,68	2 135 003	2 536 761 782	78,76 %	57 415
28	2 532 764 776	99,84	3 934 532	0,16	62 474	2 536 761 782	78,76 %	57 415
29	2 522 660 842	99,50	12 557 221	0,50	1 543 719	2 536 761 782	78,76 %	57 415

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