

Notices:

The data presented here relate to voting decisions for listed securities held in Nottinghamshire Pension Fund portfolios.

| Meeting Date | Company Name | Meeting Type | Voting Action | Agenda Item Numbers | Voting Explanation |
|--------------|--|--------------|---------------|--|--|
| 24/01/2024 | Sekisui House Reit, Inc. | Special | All For | | |
| 25/01/2024 | Park24 Co., Ltd. | Annual | Against | 1.1,1.4,1.6 | Lack of independence on board |
| 30/01/2024 | Kobe Bussan Co., Ltd. | Annual | Against | 1.1 2.2 | Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees |
| 16/02/2024 | OSG Corp. (6136) | Annual | All For | | |
| 28/02/2024 | Kewpie Corp. | Annual | Against | 1.2 1.10 1.1 | Concerns about overall performance Lack of independence on board Lack of independence on board Concerns about overall performance |
| 28/02/2024 | Money Forward, Inc. | Annual | Against | 3.1 | Concerns related to approach to board gender diversity Concerns about overall performance |
| 16/03/2024 | THK CO., LTD. | Annual | Against | 3.2 3.8 | Concerns related to approach to board gender diversity Lack of independence on board |
| 18/03/2024 | Taisho Pharmaceutical Holdings Co., Ltd. | Special | Against | 1.2 | Concerns to protect shareholder value |
| 21/03/2024 | GMO Internet Group, Inc. | Annual | Against | 1.1 2.2,2.3 2.1 | Concerns related to approach to board gender diversityLack of independence on boardPoison pill/anti-takeover measure not in investors interests Concerns related to succession planning Lack of independence on board |
| 21/03/2024 | Yamaha Motor Co., Ltd. | Annual | Against | 2.1,2.6,2.10 | Lack of independence on board |
| 22/03/2024 | ASICS Corp. | Annual | All For | | |
| 22/03/2024 | Dentsu Soken, Inc. | Annual | Against | 2.3 | Concerns related to succession planning |
| 22/03/2024 | Japan Tobacco, Inc. | Annual | All For | | |
| 22/03/2024 | Kao Corp. | Annual | Against | 2.1 2.8 | Concerns related to approach to board gender diversity Lack of independence on board |
| 22/03/2024 | Kubota Corp. | Annual | Against | 1.1 | Concerns related to approach to board gender diversity |
| 22/03/2024 | Kyowa Kirin Co., Ltd. | Annual | Against | 3 | Concerns about overall board structure |
| 23/03/2024 | Horiba Ltd. | Annual | Against | 1.3 | Concerns related to board gender diversity |
| 24/03/2024 | MonotaRO Co., Ltd. | Annual | Against | 2.3 | Concerns related to succession planning |
| 26/03/2024 | Asahi Group Holdings Ltd. | Annual | All For | | |
| 26/03/2024 | Bridgestone Corp. | Annual | Against | 2.3,2.4,2.5 | Concerns related to succession planning |
| 26/03/2024 | Broadleaf Co., Ltd. | Annual | Against | 2.1 2.3 | Concerns about overall performance Concerns related to succession planning |
| 26/03/2024 | Coca-Cola Bottlers Japan Holdings, Inc. | Annual | Against | 2.1 | Concerns about overall performance |
| 26/03/2024 | Ezaki Glico Co., Ltd. | Annual | Against | 2.1 2.2 2.5,2.6 2.8 4,6,7 | Concerns about overall performance Concerns related to approach to board gender diversity Concerns related to succession planning Lack of independence on board SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation |
| 26/03/2024 | Hulic Co., Ltd. | Annual | Against | 3.1,3.3 2.1,2.2 2.6,2.7,2.8 2.9 | Concerns about overall board structure Concerns about overall performance Concerns related to succession planning Lack of independence on board |
| 26/03/2024 | INPEX Corp. | Annual | Against | 2.1 2.6 | Concerns related to approach to board gender diversity Lack of independence on board |
| 26/03/2024 | Kagome Co., Ltd. | Annual | All For | | |
| 26/03/2024 | McDonald's Holdings Co. (Japan) Ltd. | Annual | Against | 3.2 2.3 4 | Concerns about overall board structure Concerns related to attendance at board or committee meetings Pay is misaligned with EOS remuneration principles |
| 26/03/2024 | Nabtesco Corp. | Annual | All For | | |
| 26/03/2024 | Renesas Electronics Corp. | Annual | All For | | |
| 26/03/2024 | Resonac Holdings Corp. | Annual | Against | 2.1,2.2 2.6 | Concerns about overall performance Lack of independence on board |
| 26/03/2024 | Shiseido Co., Ltd. | Annual | All For | | |
| 27/03/2024 | Canon Marketing Japan, Inc. | Annual | Against | 3.2,3.3 2.1 | Concerns about overall board structure Concerns related to approach to board gender diversity |
| 27/03/2024 | Ebara Corp. | Annual | All For | | |
| 27/03/2024 | Frontier Real Estate Investment Corp. | Special | All For | | |
| 27/03/2024 | HOSHIZAKI Corp. | Annual | All For | | |
| 27/03/2024 | Kuraray Co., Ltd. | Annual | All For | | |
| 27/03/2024 | NEXON Co., Ltd. | Annual | Against | 1.1 2.2,2.3 3 | Concerns related to approach to board gender diversity Concerns related to succession planning Pay is misaligned with EOS remuneration principles |
| 27/03/2024 | Nippon Paint Holdings Co., Ltd. | Annual | Against | 2.2 | Concerns related to approach to board gender diversity |

| Meeting Date | Company Name | Meeting Type | Voting Action | Agenda Item Numbers | Voting Explanation |
|--------------|--------------------------------------|--------------|---------------|-------------------------------------|---|
| 27/03/2024 | OTSUKA CORP. | Annual | Against | 2.1 | Concerns about overall board structure |
| 27/03/2024 | Peptidream, Inc. | Annual | Against | 1.1 | Concerns about overall performance |
| 27/03/2024 | Septeni Holdings Co., Ltd. | Annual | All For | | Concerns related to approach to board gender diversity |
| 27/03/2024 | Shimano, Inc. | Annual | Against | 2.2 | Concerns related to approach to board gender diversity |
| 27/03/2024 | Suntory Beverage & Food Ltd. | Annual | All For | | |
| 27/03/2024 | Tokyo Tatemono Co., Ltd. | Annual | All For | | |
| 27/03/2024 | Toyo Tire Corp. | Annual | Against | 2.1 2.2 2.7 | Concerns about overall performance Concerns about overall performance Concerns related to approach to board gender diversity Lack of independence on board |
| 27/03/2024 | Unicharm Corp. | Annual | All For | | |
| 28/03/2024 | AGC, Inc. (Japan) | Annual | Against | 2.1 2.2 | Concerns about overall performance Concerns about overall performance |
| 28/03/2024 | Canon, Inc. | Annual | Against | 2.1 | Concerns related to approach to board gender diversity |
| 28/03/2024 | Chugai Pharmaceutical Co., Ltd. | Annual | All For | | |
| 28/03/2024 | Dentsu Group, Inc. | Annual | Against | 1.2 1.7 | Concerns about overall performance Lack of independence on board |
| 28/03/2024 | DIC Corp. | Annual | Against | 2.1 | Concerns about overall performance |
| 28/03/2024 | DMG MORI CO., LTD. | Annual | All For | | |
| 28/03/2024 | GungHo Online Entertainment, Inc. | Annual | Against | 1.1 | Concerns related to approach to board gender diversity |
| 28/03/2024 | Kirin Holdings Co., Ltd. | Annual | All For | | |
| 28/03/2024 | Kobayashi Pharmaceutical Co., Ltd. | Annual | Against | 1.4 | Concerns related to succession planning |
| 28/03/2024 | KOKUYO CO., LTD. | Annual | Against | 3.8 | Concerns about overall performance |
| 28/03/2024 | KOSE Corp. | Annual | All For | | |
| 28/03/2024 | Lion Corp. | Annual | Against | 1.1,1.2 | Concerns about overall performance |
| 28/03/2024 | Mabuchi Motor Co., Ltd. | Annual | All For | | |
| 28/03/2024 | Nippon Electric Glass Co., Ltd. | Annual | Against | 2.1,2.2 2.6 | Concerns about overall performance Lack of independence on board |
| 28/03/2024 | Nippon Express Holdings, Inc. | Annual | Against | 2.5,3.2 | Lack of independence on board |
| 28/03/2024 | Otsuka Holdings Co., Ltd. | Annual | Against | 1.2,1,10,1,11 | Lack of independence on board |
| 28/03/2024 | Pigeon Corp. | Annual | All For | | |
| 28/03/2024 | Pola Orbis Holdings, Inc. | Annual | All For | | |
| 28/03/2024 | Rakuten Group, Inc. | Annual | Against | 3.1 2.1 2.12 | Concerns about overall board structure Concerns about overall performance Concerns related to succession planning |
| 28/03/2024 | Sapporo Holdings Ltd. | Annual | Against | 2.1 | Concerns about overall performance |
| 28/03/2024 | Skylark Holdings Co., Ltd. | Annual | Against | 1.1,1.2 | Concerns about overall performance |
| 28/03/2024 | SUMCO Corp. | Annual | Against | 2.2,2.3 | Concerns related to succession planning |
| 28/03/2024 | Sumitomo Forestry Co., Ltd. | Annual | Against | 2.1,2.2 | Concerns about overall performance |
| 28/03/2024 | Sumitomo Heavy Industries, Ltd. | Annual | Against | 2.1,2.8 | Lack of independence on board |
| 28/03/2024 | Sumitomo Rubber Industries, Ltd. | Annual | Against | 2.8 2.12 | Concerns related to succession planning Lack of independence on board |
| 28/03/2024 | The Yokohama Rubber Co., Ltd. | Annual | Against | 2.1 2.2 2.7 2.9 3 | Concerns about overall performance Concerns about overall performance Concerns related to approach to board gender diversity Concerns related to succession planning Lack of independence on board Lack of independence on board |
| 28/03/2024 | Tokai Carbon Co., Ltd. | Annual | Against | 4.1 | Concerns related to inappropriate membership of committees |
| 28/03/2024 | TOKYO OHKA KOGYO CO., LTD. | Annual | All For | | Concerns related to approach to board gender diversity |
| 28/03/2024 | Trend Micro, Inc. | Annual | Against | 4.5,6 | Pay is misaligned with EOS remuneration principles |
| 28/03/2024 | Yamazaki Baking Co., Ltd. | Annual | Against | 2.1 3.3 4 2.8,2.9,2.10,3.2 | Concerns about overall performance Lack of independence on board Concerns related to approach to board gender diversity Inadequate management of deforestation risks Concerns related to succession planning Insufficient/poor disclosure Lack of independence on board |
| 23/01/2024 | Frasers Logistics & Commercial Trust | Annual | All For | | |
| 28/03/2024 | DBS Group Holdings Ltd. | Annual | Against | 6 | Concerns related to inappropriate membership of committees |
| 21/02/2024 | Korea Electric Power Corp. | Special | Against | 1 | Lack of independence on board Concerns related to approach to board gender diversity |
| 15/03/2024 | Amorepacific Corp. | Annual | All For | | |
| 15/03/2024 | AmorePacific Group, Inc. | Annual | All For | | |
| 15/03/2024 | Kia Corp. | Annual | Against | 4 | Inadequate management of climate-related risks |
| 15/03/2024 | SAMSUNG BIOLOGICS Co., Ltd. | Annual | All For | | |
| 15/03/2024 | Samsung C&T Corp. | Annual | Against | 4.1,1.5 1.2,1 1.2,2,3 | Concerns about overall performance Concerns to protect shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes efficient capital allocation |
| 15/03/2024 | Yuhan Corp. | Annual | Against | 3.3 2.3,2.4 | Concerns related to approach to board gender diversity Concerns related to shareholder rights |
| 19/03/2024 | Korea Zinc Co., Ltd. | Annual | Against | 3.8 2.5 2.2 | Concerns about overall performance Concerns related to shareholder rights Issue of equity raises concerns about excessive dilution of existing shareholders |
| 20/03/2024 | Hyundai GLOVIS Co., Ltd. | Annual | Against | 3.2,4 3.4 | Concerns related to approach to board gender diversity Lack of independence on board |
| 20/03/2024 | Hyundai Mobis Co., Ltd. | Annual | Against | 3.2 5 3.1,4 | Concerns related to approach to board gender diversity Concerns to protect shareholder value Lack of independence on board Lack of independent representation at board committees |

| Meeting Date | Company Name | Meeting Type | Voting Action | Agenda Item Numbers | Voting Explanation |
|--------------|--|--------------|---------------|--|---|
| 20/03/2024 | L&F Co., Ltd. | Annual | Against | 3.1 | Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity |
| 20/03/2024 | Lotte Chilsung Beverage Co., Ltd. | Annual | Against | 5 | Pay is misaligned with EOS remuneration principles |
| 20/03/2024 | Samsung Card Co., Ltd. | Annual | Against | 2.2 | Concerns related to approach to board gender diversity |
| 20/03/2024 | Samsung Electro-Mechanics Co., Ltd. | Annual | All For | | |
| 20/03/2024 | Samsung Electronics Co., Ltd. | Annual | All For | | |
| 20/03/2024 | Samsung Electronics Co., Ltd. | Annual | All For | | |
| 20/03/2024 | Samsung Fire & Marine Insurance Co., Ltd. | Annual | Against | 3 | Concern about his independence |
| 20/03/2024 | Samsung SDI Co., Ltd. | Annual | All For | | |
| 20/03/2024 | SAMSUNG SDS CO., LTD. | Annual | All For | | |
| 21/03/2024 | BGF Retail Co., Ltd. | Annual | Against | 3.2 | Concerns related to approach to board gender diversity |
| 21/03/2024 | Cheil Worldwide, Inc. | Annual | Against | 4.5 | Pay is misaligned with EOS remuneration principles |
| 21/03/2024 | DI E&C Co., Ltd | Annual | All For | | |
| 21/03/2024 | GS Retail Co., Ltd | Annual | Against | 2.2 | Concerns related to approach to board gender diversity |
| 21/03/2024 | HANJIN KAL Corp. | Annual | Against | 3.2 | Concerns related to inappropriate membership of committees |
| 21/03/2024 | HANWHA LIFE INSURANCE Co., Ltd. | Annual | All For | | |
| 21/03/2024 | Hanwha Ocean Co., Ltd. | Annual | Against | 3 | Concerns related to approach to board gender diversity |
| 21/03/2024 | HOTEL SHILLA Co., Ltd. | Annual | Against | 3 4 | Lack of independence on board Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity |
| 21/03/2024 | HYUNDAI ENGINEERING & CONSTRUCTION Co., Ltd. | Annual | Against | 2.2 | Concerns related to approach to board gender diversity |
| 21/03/2024 | Hyundai Motor Co., Ltd. | Annual | All For | | |
| 21/03/2024 | Korean Air Lines Co., Ltd. | Annual | Against | 2.3 3.2 | Concerns about overall performance |
| 21/03/2024 | LG Innotek Co., Ltd. | Annual | Against | 3.2,3.3 | Concerns related to approach to board gender diversity |
| 21/03/2024 | LG Uplus Corp. | Annual | All For | | |
| 21/03/2024 | LOTTE Fine Chemical Co., Ltd. | Annual | Against | 3.4 4.2 | Concerns related to potential conflict of interests 2- Concerns related to inappropriate membership of committees |
| 21/03/2024 | ORION Corp. (Korea) | Annual | Against | 5 | Pay is misaligned with EOS remuneration principles |
| 21/03/2024 | POSCO Holdings Inc. | Annual | Against | 4.2 | Concerns related to board gender diversity 2- Inadequate management of climate-related risks 3- Inadequate management of climate-related risks from exposure to coal |
| 21/03/2024 | S-1 Corp. (Korea) | Annual | Against | 3.4 | Concerns related to approach to board gender diversity |
| 21/03/2024 | Samsung Engineering Co., Ltd. | Annual | Against | 2 | Concerns related to approach to board gender diversity |
| 21/03/2024 | Samsung Heavy Industries Co., Ltd. | Annual | Against | 3.1 | Concerns related to approach to board gender diversity |
| 21/03/2024 | Samsung Life Insurance Co., Ltd. | Annual | Against | 2.2,2.2.2,3 | Concerns related to approach to board gender diversity |
| 21/03/2024 | Samsung Securities Co., Ltd. | Annual | Against | 2.3,2.4 | Concerns related to approach to board gender diversity |
| 21/03/2024 | Shinsegae Co., Ltd. | Annual | Against | 3.2 | Concerns related to approach to board gender diversity |
| 22/03/2024 | BNK Financial Group, Inc. | Annual | Against | 3.1 | Concerns related to approach to board gender diversity |
| 22/03/2024 | COWAY Co., Ltd. | Annual | All For | | |
| 22/03/2024 | COWAY Co., Ltd. | Special | All For | | |
| 22/03/2024 | DB Insurance Co., Ltd. | Annual | Against | 4 | Concerns related to approach to board gender diversity |
| 22/03/2024 | DL Holdings Co., Ltd. | Annual | Against | 2.2 2.1 | Concerns related to shareholder rights Concerns related to inappropriate membership of committees |
| 22/03/2024 | DONG SUH Companies Inc. | Annual | Against | 1 | Inappropriate bundling of election of directors on a single vote |
| 22/03/2024 | Hana Financial Group, Inc. | Annual | Against | 2.1,2.2,2.6,3.1,4.1 2.7 | Concerns about overall performance Concerns related to approach to board gender diversity |
| 22/03/2024 | HITEJINRO Co., Ltd. | Annual | All For | | |
| 22/03/2024 | HYUNDAI MARINE & FIRE INSURANCE Co., Ltd. | Annual | All For | | |
| 22/03/2024 | KB Financial Group, Inc. | Annual | All For | | |
| 22/03/2024 | Kumho Petrochemical Co., Ltd. | Annual | Against | 3.4,2 1,2.1,2.2,4.1,5.1,5.2,6.1,6.2, 7 | Concerns to protect shareholder value EOS manual override. See analyst note. Concerns to protect shareholder value |
| 22/03/2024 | LG Display Co., Ltd. | Annual | All For | | |
| 22/03/2024 | MERITZ Financial Group, Inc. | Annual | All For | | |
| 22/03/2024 | Nongshim Co., Ltd. | Annual | Against | 2.2,4 2.1 | Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees |
| 22/03/2024 | Paradise Co., Ltd. | Annual | Against | 7 | Pay is misaligned with EOS remuneration principles |
| 22/03/2024 | Seegene, Inc. | Annual | Against | 3.1 5 | Concerns regarding audit quality 2- Concerns about candidate's experience/skills Pay is misaligned with EOS remuneration principles |
| 22/03/2024 | Woori Financial Group, Inc. | Annual | Against | 3.1,3.2 2.1,2.2,2.3 | Concerns about overall performance Concerns related to approach to board gender diversity |
| 25/03/2024 | CJ Logistics Corp. | Annual | All For | | |
| 25/03/2024 | Cosmo AM&T Co., Ltd. | Annual | All For | | |
| 25/03/2024 | Doosan Bobcat, Inc. | Annual | All For | | |
| 25/03/2024 | HD Hyundai Infracore Co., Ltd. | Annual | All For | | |
| 25/03/2024 | HYUNDAI MIPO DOCKYARD Co., Ltd. | Annual | Against | 4 3 | Concerns related to inappropriate membership of committees Lack of independence on board Lack of independence on board |
| 25/03/2024 | kakaopay Corp. | Annual | Against | 2.3 | Concerns related to shareholder rights |
| 25/03/2024 | LG Chem Ltd. | Annual | All For | | |
| 25/03/2024 | LG Energy Solution Ltd. | Annual | All For | | |
| 25/03/2024 | Lotte Energy Materials Corp. | Annual | Against | 5 | Pay is misaligned with EOS remuneration principles |
| 25/03/2024 | POSCO Future M Co., Ltd. | Annual | Against | 3.5 3.2 | Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees |

| Meeting Date | Company Name | Meeting Type | Voting Action | Agenda Item Numbers | Voting Explanation |
|--------------|---|--------------|---------------|-------------------------------|---|
| 25/03/2024 | POSCO INTERNATIONAL Corp. | Annual | Against | 3.1.1,3.1.2 | Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees |
| 25/03/2024 | SK bioscience Co., Ltd. | Annual | All For | | |
| 26/03/2024 | Alteogen, Inc. | Annual | All For | | |
| 26/03/2024 | Celltrion Pharm Inc. | Annual | All For | | |
| 26/03/2024 | Celltrion, Inc. | Annual | All For | | |
| 26/03/2024 | CJ ENM Co., Ltd. | Annual | All For | | |
| 26/03/2024 | Dooosan Enerbility Co., Ltd. | Annual | Against | 5 | Pay is misaligned with EOS remuneration principles |
| 26/03/2024 | Ecopro BM Co., Ltd. | Annual | All For | | |
| 26/03/2024 | HANWHA AEROSPACE Co., Ltd. | Annual | All For | | |
| 26/03/2024 | HANWHA SOLUTIONS CORP. | Annual | All For | | |
| 26/03/2024 | HD Hyundai Heavy Industries Co., Ltd. | Annual | Against | 2.2 | Lack of independence on board |
| 26/03/2024 | HL Mando Co., Ltd. | Annual | All For | | |
| 26/03/2024 | Hyundai Department Store Co., Ltd. | Annual | Against | 3.6,4.2 | Concerns about overall performance |
| 26/03/2024 | Hyundai Steel Co. | Annual | Against | 3.2,3.3 | Concerns related to approach to board gender diversity |
| 26/03/2024 | Industrial Bank of Korea | Annual | Against | 2.3,3.4 | Concerns about overall performance 2- Concerns to protect shareholder value |
| 26/03/2024 | Korea Electric Power Corp. | Annual | All For | 2.3 | Pay is misaligned with EOS remuneration principles |
| 26/03/2024 | KRAFTON, Inc. | Annual | Against | 4.1,5.1 | Concerns about overall performance |
| 26/03/2024 | LG Electronics, Inc. | Annual | Against | 3 | Concerns related to approach to board gender diversity |
| 26/03/2024 | LG H&H Co., Ltd. | Annual | All For | | |
| 26/03/2024 | Lotte Chemical Corp. | Annual | Against | 3.1,4.1 | Concerns about overall performance |
| 26/03/2024 | Lotte Shopping Co., Ltd. | Annual | All For | 3.4 | Concerns about overall performance Concerns related to approach to board gender diversity |
| 26/03/2024 | Mirae Asset Securities Co., Ltd. | Annual | Against | 3 | Concerns about overall performance Concerns related to approach to board gender diversity |
| 26/03/2024 | NAVER Corp. | Annual | All For | | |
| 26/03/2024 | OTTOGI Corp. | Annual | Against | 3.2 | Lack of independence on board Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees |
| 26/03/2024 | Shinhan Financial Group Co., Ltd. | Annual | Against | 2.2,2.3,2.4,2.5,2.6,3.4,1.4.2 | Concerns about overall performance |
| 26/03/2024 | SK Biopharmaceuticals Co., Ltd. | Annual | All For | | |
| 26/03/2024 | SK Chemicals Co. Ltd. | Annual | All For | | |
| 26/03/2024 | SK le Technology Co., Ltd. | Annual | Against | 2 | Lack of independence on board |
| 26/03/2024 | SKC Co., Ltd. | Annual | All For | | |
| 27/03/2024 | CJ CheilJedang Corp. | Annual | Against | 2.1.4 | Pay is misaligned with EOS remuneration principles |
| 27/03/2024 | Hanmi Pharmaceutical Co., Ltd. | Annual | All For | | |
| 27/03/2024 | LG Corp. | Annual | All For | | |
| 27/03/2024 | NH Investment & Securities Co., Ltd. | Annual | Against | 2.3 | Concerns about overall performance |
| 27/03/2024 | Pan Ocean Co., Ltd. | Annual | Against | 4 | Concerns about overall performance Concerns related to inappropriate membership of committees |
| 27/03/2024 | SK hynix, Inc. | Annual | Against | 2 | Concerns related to approach to board gender diversity |
| 27/03/2024 | SK Networks Co., Ltd. | Annual | Against | 6 | Concerns about overall performance |
| 27/03/2024 | SK, Inc. | Annual | Against | 4 | Concerns about overall performance |
| 27/03/2024 | SK, Inc. | Annual | Against | 2.2 | Concerns about overall performance |
| 28/03/2024 | CJ Corp. | Annual | All For | | |
| 28/03/2024 | Daewoo Engineering & Construction Co. Ltd. | Annual | All For | | |
| 28/03/2024 | DGB Financial Group Co., Ltd. | Annual | Against | 3.2,3.4,4 | Concerns about overall performance |
| 28/03/2024 | E-Mart, Inc. | Annual | Against | 3.3 | Concerns about overall performance Concerns related to approach to board gender diversity |
| 28/03/2024 | ECOPRO Co., Ltd. | Annual | Against | 1.3 | EOS manual override. See analyst note. |
| 28/03/2024 | F&F Co., Ltd. | Annual | All For | 2.2,2.3 | Lack of independence on board Concerns related to approach to board gender diversity |
| 28/03/2024 | F&F Co., Ltd. | Annual | Against | 3.5 | Inappropriate bundling of election of directors on a single vote |
| 28/03/2024 | FILA Holdings Corp. | Annual | Against | 5 | Pay is misaligned with EOS remuneration principles |
| 28/03/2024 | Green Cross Corp. | Annual | Against | 6 | Pay is misaligned with EOS remuneration principles |
| 28/03/2024 | GS Holdings Corp. | Annual | Against | 3.4 | Lack of independence on board |
| 28/03/2024 | HANKOOK TIRE & TECHNOLOGY Co., Ltd. | Annual | Against | 3.2,2.3,2.3 | Concerns about overall performance |
| 28/03/2024 | Hanmi Science Co., Ltd. | Annual | Against | 3.2.1 | Concerns about overall performance Concerns related to approach to board gender diversity |
| 28/03/2024 | Hanmi Science Co., Ltd. | Annual | Against | 3.1.3 | Concerns about overall performance Concerns related to inappropriate membership of committees |
| 28/03/2024 | Hanmi Science Co., Ltd. | Annual | Against | 6 | Pay is misaligned with EOS remuneration principles. |
| 28/03/2024 | Hanmi Science Co., Ltd. | Annual | Against | 2.7,2.11,3.4 | SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation |
| 28/03/2024 | Hanon Systems | Annual | Against | 2.1,2.3,2.5,3.2 | Lack of independence on board |
| 28/03/2024 | HMM Co., Ltd. | Annual | Against | 2.3 | Inappropriate bundling of election of directors on a single vote |
| 28/03/2024 | HMM Co., Ltd. | Annual | Against | 4.3 | Concerns related to inappropriate membership of committees |
| 28/03/2024 | Hyundai WIA Corp. | Annual | Against | 3.2,3.5 | Concerns related to inappropriate membership of committees Lack of independence on board |
| 28/03/2024 | Kakao Corp. | Annual | Against | 2.2 | Concerns related to approach to board gender diversity |
| 28/03/2024 | Kakao Games Corp. | Annual | Against | 3.1,3.3 | Concerns about overall performance |
| 28/03/2024 | KakaoBank Corp. | Annual | Against | 2 | Issue of equity raises concerns about excessive dilution of existing shareholders Concerns related to shareholder rights |
| 28/03/2024 | KakaoBank Corp. | Annual | Against | 3.2 | Concerns related to approach to board gender diversity |
| 28/03/2024 | Kangwon Land, Inc. | Annual | Against | 2 | Pay is misaligned with EOS remuneration principles |
| 28/03/2024 | KCC Corp. | Annual | Against | 1.3,2.3 | Concerns about overall performance |
| 28/03/2024 | KEPCO Plant Service & Engineering Co., Ltd. | Annual | Against | 1.2 | Concerns related to approach to board gender diversity Concerns about overall performance |
| 28/03/2024 | KEPCO Plant Service & Engineering Co., Ltd. | Annual | Against | 6 | Pay is misaligned with EOS remuneration principles |
| 28/03/2024 | KEPCO Plant Service & Engineering Co., Ltd. | Annual | Against | 2.3 | Pay is misaligned with EOS remuneration principles |

| Meeting Date | Company Name | Meeting Type | Voting Action | Agenda Item Numbers | Voting Explanation |
|--------------|--|----------------------------|---------------|---|---|
| 28/03/2024 | KOREA AEROSPACE INDUSTRIES Ltd. | Annual | All For | 1 | |
| 28/03/2024 | Korea Gas Corp. | Annual | Against | 2 | Pay is misaligned with EOS remuneration principles |
| 28/03/2024 | KT&G Corp. | Annual | Against | 3.1,3.2,4 3.3 | Cumulative/slate voting in favour of individual candidates/slates SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation |
| 28/03/2024 | Lotte Corp. | Annual | Against | 3.5,3.6,3.7,4.1,4.2 3.4 3.2 3.1 | Concerns about overall performance Concerns related to approach to board gender diversity Concerns about overall performance Concerns related to inappropriate membership of committees Concerns about overall performance Concerns to protect shareholder value |
| 28/03/2024 | LS Corp. | Annual | Against | 2,3 5 | Concerns about overall performance Pay is misaligned with EOS remuneration principles |
| 28/03/2024 | NCsoft Corp. | Annual | Against | 3.2 | Concerns related to inappropriate membership of committees |
| 28/03/2024 | Netmarble Corp. | Annual | All For | | |
| 28/03/2024 | S-Oil Corp. | Annual | Against | 5.1 3.1,3.3,3.5 3.4 3.2 | Concerns related to inappropriate membership of committees Inadequate management of climate-related risks Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to inappropriate membership of committees Lack of independence on board Inadequate management of climate-related risks Lack of independence on board |
| 28/03/2024 | SD Biosensor, Inc. | Annual | All For | | |
| 28/03/2024 | SK Innovation Co., Ltd. | Annual | Against | 3.1 | Concerns about overall performance |
| 28/03/2024 | SK Square Co. Ltd. | Annual | Against | 3.1,3.2,4,5.1,5.2 1 | Concerns about overall performance 2- Concerns to protect shareholder value Concerns to protect shareholder value |
| 28/03/2024 | Solus Advanced Materials Co., Ltd. | Annual | All For | | |
| 28/03/2024 | SSANGYONG&E Co., Ltd. | Annual | Against | 2.1 3 | Concerns related to approach to board gender diversity Inadequate management of climate-related risks Concerns related to approach to board gender diversity |
| 29/03/2024 | GS Engineering & Construction Corp. | Annual | All For | | |
| 29/03/2024 | HD HYUNDAI Co., Ltd. | Annual | All For | | |
| 29/03/2024 | HD Korea Shipbuilding & Offshore Engineering Co., Ltd. | Annual | Against | 5 | Pay is misaligned with EOS remuneration principles |
| 29/03/2024 | HLB Co., Ltd. | Annual | All For | | |
| 29/03/2024 | HYBE Co., Ltd. | Annual | Against | 4 2 | Concerns related to approach to board gender diversity Concerns related to shareholder rights |
| 29/03/2024 | Korea Investment Holdings Co., Ltd. | Annual | Against | 2.2 | Concerns related to inappropriate membership of committees |
| 29/03/2024 | OCI Holdings Co. Ltd. | Annual | All For | | |
| 29/03/2024 | Pearl Abyss Corp. | Annual | Against | 6 | Pay is misaligned with EOS remuneration principles |
| 29/03/2024 | Wemade Co., Ltd. | Annual | Against | 4,5 | Pay is misaligned with EOS remuneration principles |
| 01/02/2024 | Nufarm Limited | Annual | All For | | |
| 22/02/2024 | Aristocrat Leisure Limited | Annual | Against | 1,3 | Pay is misaligned with EOS remuneration principles |
| 05/01/2024 | Huabao International Holdings Limited | Special | Against | 1 | Concerns to protect shareholder value |
| 27/03/2024 | Credicorp Ltd. | Annual | All For | | |
| 21/02/2024 | Hypera SA | Extraordinary Shareholders | All For | | |
| 11/03/2024 | Banco Bradesco SA | Annual | Against | 1 | |
| 11/03/2024 | Banco Bradesco SA | Annual | Abstain | 8 | Cumulative/slate voting in favour of individual candidates/slates |
| | | | Against | 4,6,7,1,7,2,7,3,7,4,7,5,7,6,7, 7,7,8,7,9,7,10,7,11 10 9 5,3,5,9,5,10 5,1 5,2,5,4,5,5,5,11 | Insufficient/poor disclosure Insufficient/poor disclosure Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to inappropriate membership of committees |
| 11/03/2024 | Banco Bradesco SA | Extraordinary Shareholders | All For | | |
| 28/03/2024 | Porto Seguro SA | Annual | Abstain | 6,9,10,1,10,2,10,3,10,4,10,5 | Insufficient/poor disclosure |
| | | | Against | 10,6,10,7 7 8 12 | Inappropriate bundling of election of directors on a single vote Lack of independence on board Concerns related to inappropriate membership of committees Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles |
| 28/03/2024 | Porto Seguro SA | Extraordinary Shareholders | Against | 1 | Pay is misaligned with EOS remuneration principles |
| 06/02/2024 | AAC Technologies Holdings, Inc. | Extraordinary Shareholders | All For | | |
| 15/01/2024 | Shenzhen YUTO Packaging Technology Co., Ltd. | Special | All For | | |
| 18/01/2024 | Yantai Jereh Oilfield Services Group Co. Ltd. | Special | All For | | |
| 29/01/2024 | Midea Group Co. Ltd. | Special | Against | 6 | Concerns related to shareholder rights |
| 02/02/2024 | By-health Co., Ltd. | Special | Against | 1,2,3 4,1,4,2 | Concerns to protect shareholder value Insufficient/poor disclosure |
| 06/02/2024 | YTO Express Group Co., Ltd. | Special | Against | 3,4,5,6,7 | Insufficient/poor disclosure |
| 09/01/2024 | HDFC Bank Ltd. | Special | All For | | |
| 09/01/2024 | Hindustan Unilever Limited | Special | All For | | |
| 18/01/2024 | Larsen & Toubro Limited | Special | All For | | |
| 13/02/2024 | Bajaj Auto Limited | Special | All For | | |
| 20/02/2024 | Infosys Limited | Special | All For | | |
| 05/03/2024 | Bajaj Auto Limited | Special | Against | 1 | Overboarded/Too many other time commitments Concerns about overall performance |
| 05/03/2024 | Hindustan Unilever Limited | Special | Against | 1,2 | Pay is misaligned with EOS remuneration principles |
| 12/03/2024 | Kotak Mahindra Bank Limited | Special | Against | 3 | Concerns related to approach to board gender diversity |
| 15/03/2024 | Angel One Limited | Extraordinary Shareholders | All For | | |
| 19/03/2024 | Bajaj Finance Limited | Special | Against | 7 3 | Insufficient disclosure Overboarded/Too many other time commitments |

| Meeting Date | Company Name | Meeting Type | Voting Action | Agenda Item Numbers | Voting Explanation |
|--------------|---|----------------------------|---------------|--|---|
| 27/03/2024 | ICICI Bank Limited | Court | All For | | |
| 29/03/2024 | HDFC Bank Ltd. | Special | All For | | |
| 01/03/2024 | PT Bank Rakyat Indonesia (Persero) Tbk | Annual | Against | 7 | Insufficient/poor disclosure |
| 07/03/2024 | PT Bank Mandiri (Persero) Tbk | Annual | Against | 4 7,8 | Concerns related to Non-audit fees Insufficient/poor disclosure |
| 14/03/2024 | PT Bank Central Asia Tbk | Annual | All For | | |
| 08/01/2024 | Plus500 Ltd. | Special | Against | 1A,2A,3A | |
| 21/03/2024 | Arca Continental SAB de CV | Annual | Against | 5 | Lack of independence on board Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Inappropriate bundling of election of directors on a single vote |
| 21/03/2024 | Arca Continental SAB de CV | Extraordinary Shareholders | All For | | |
| 22/03/2024 | CEMEX SAB de CV | Annual | Against | 5.E,5.F 6.B,7.A,7.B,8.A 5.D 5.G | Concerns related to succession planning Concerns related to succession planning, EOS manual override. See analyst note. Concerns related to succession planning, EOS manual override. See analyst note. Overboarded/Too many other time commitments |
| 11/01/2024 | Santander Bank Polska SA | Special | Against | 5 | Pay is misaligned with EOS remuneration principles |
| 24/01/2024 | Dino Polska SA | Special | Against | 5 | Insufficient/poor disclosure |
| 02/02/2024 | Powszechna Kasa Oszczednosci Bank Polski SA | Special | All For | | |
| 06/02/2024 | ORLEN SA | Special | Against | 6 | Insufficient/poor disclosure |
| 13/02/2024 | KGHM Polska Miedz SA | Special | All For | | |
| 15/02/2024 | Powszechny Zaklad Ubezpieczen SA | Special | All For | | |
| 11/01/2024 | Saudi National Bank | Ordinary Shareholders | All For | | |
| 24/03/2024 | Al Rajhi Bank | Annual | Against | 10,12,14 | Concerns related to shareholder rights |
| 29/01/2024 | Thai Beverage Public Company Limited | Annual | Against | 5.1.2 10 5.1.6 | Concerns related to approach to board gender diversity Insufficient/poor disclosure Overboarded/Too many other time commitments Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees |
| 24/02/2024 | Nuh Cimento Sanayi AS | Annual | Against | 8,9,12 | Insufficient/poor disclosure |
| 22/03/2024 | Akbank TAS | Annual | Against | 5,9,10,13 | This item warrants a vote AGAINST due to a lack of disclosure on the resolution. |
| 26/03/2024 | Is Real Estate Investment Trust | Annual | Against | 9 10 8 | A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST is warranted because the name of the proposed auditor is not disclosed. A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner. |
| 26/03/2024 | Turk Traktor ve Ziraat Makinaleri AS | Annual | Against | 9 7 11 | A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST this item is warranted, as the board does not meet the one third board independence requirement. This item warrants a vote AGAINST due to a lack of disclosure on the resolution. |
| 26/03/2024 | Turkiye Sise ve Cam Fabrikalari AS | Annual | Against | 7 8 | A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner. |
| 27/03/2024 | Otokar Otomotiv ve Savunma Sanayi AS | Annual | Against | 9 11 | A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. This item warrants a vote AGAINST due to a lack of disclosure on the resolution. |
| 27/03/2024 | Turkiye Garanti Bankasi AS | Annual | Against | 12 5 9 13 | A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST the prolongation of the authorized capital is warranted because the proposed ceiling allows the company to increase the share capital without preemptive rights by more than 20 percent. A vote AGAINST this item is warranted, as the board and the audit committee do not meet the minimum independence requirements. In addition, the audit committee includes a director who has been reclassified as executive. This item warrants a vote AGAINST due to a lack of disclosure on the resolution. |
| 28/03/2024 | Aksa Akrikil Kimya Sanayii AS | Annual | Against | 7 15 | A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST the prolongation of the authorized capital is warranted because the proposed ceiling allows the company to increase the share capital without preemptive rights by more than 20 percent. |
| 28/03/2024 | Eregli Demir ve Celik Fabrikalari TAS | Annual | Against | 9 13 | A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. This item warrants a vote AGAINST due to a lack of disclosure on the resolution. |
| 28/03/2024 | Iskenderun Demir ve Celik AS | Annual | Against | 9 11 8 13 | A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST is warranted because the name of the proposed auditor is not disclosed. A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner. This item warrants a vote AGAINST due to a lack of disclosure on the resolution. |
| 28/03/2024 | Pegasus Hava Tasimaciligi AS | Annual | All For | | |
| 28/03/2024 | Tofas Turk Otomobil Fabrikasi AS | Annual | Against | 10 5,8 12 | A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST this item is warranted, as the board does not meet the one third board independence requirement. This item warrants a vote AGAINST due to a lack of disclosure on the resolution. |
| 29/03/2024 | Enka Insaat ve Sanayi AS | Annual | Against | 9 7 | A vote AGAINST is warranted because the name of the proposed auditor is not disclosed. A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner. |
| 29/03/2024 | OYAK Cimento Fabrikalari AS | Annual | Against | 9 11 13 | A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST is warranted because the name of the proposed auditor is not disclosed. This item warrants a vote AGAINST due to a lack of disclosure on the resolution. |
| 29/03/2024 | TAV Havalimanlari Holding AS | Annual | All For | | |
| 29/03/2024 | Turkiye Is Bankasi AS | Annual | Against | 6 9 | A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST this item is warranted as the company has failed to comply with the board independence requirement. |

| Meeting Date | Company Name | Meeting Type | Voting Action | Agenda Item Numbers | Voting Explanation |
|--------------|-----------------------------|----------------------------|--------------------|--|---|
| 29/03/2024 | Yapi ve Kredi Bankasi AS | Annual | Against | 8 6 5 13 | A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST this item is warranted because:- The board does not meet the one-third board independence requirement.- The company's audit committee includes two non-independent directors who are up for re-election. A vote AGAINST this proposal is warranted because the board would be able to issue shares up to 77.6 percent of the issued share capital without pre-emptive rights. This item warrants a vote AGAINST due to a lack of disclosure on the resolution. |
| 19/03/2024 | Aldar Properties PJSC | Annual | Against | 7 | Insufficient/poor disclosure |
| 21/03/2024 | Andritz AG | Annual | Against | 8 10.1,10.2 | A vote AGAINST the remuneration report is warranted because:- Significant shareholder dissent on the previous year's remuneration report has not been addressed. At the 2023 AGM, only 57 percent of shareholders overall supported the 2022 remuneration report. Of this, the free float approval rate was only 16 percent.- There is insufficiently robust disclosure in regard to the EUR 4.3 million in termination payments granted to one executive. Although part of this represents a legal obligation under the Austrian Salaried Employees Act, the company does not provide a further breakdown of the severance pay and the basis for the variable components. Votes AGAINST these items are warranted because:- These items concern additional instructions from the shareholder to the proxy in case new or amended voting items are introduced at the meeting by shareholders (Item 10.1) or the management and/or supervisory boards (Item 10.2); and- The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against these items on a precautionary basis. |
| 08/01/2024 | TCS Holding IPJSC | Extraordinary Shareholders | No Action Taken | 1,2,3,4,5,6,7,8,9,10,11,12,13 14,15,16 | |
| 28/02/2024 | Ringkjøbing Landbobank A/S | Annual | All For | | |
| 04/03/2024 | Novonosis AS Novozymes AS | Extraordinary Shareholders | Abstain | 3.c | Overboarded/Too many other time commitments |
| 05/03/2024 | Ørsted A/S | Annual | Abstain | 6.2 | Pay is misaligned with EOS remuneration principles |
| 06/03/2024 | Demant A/S | Annual | Abstain | 3 6.a,6.b | Pay is misaligned with EOS remuneration principles Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles |
| 11/03/2024 | Carlsberg A/S | Annual | Abstain | 4 6.f 6.b,6.h 6.i | Concerns related to inappropriate membership of committees Concerns to protect shareholder value Over-boarded/Too many other time commitments |
| 13/03/2024 | Genmab A/S | Annual | Against Abstain | 5.A 5.f | Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees |
| 14/03/2024 | A.P. Moller-Maersk A/S | Annual | Against | 4.7.a,7.d | Pay is misaligned with EOS remuneration principles |
| 14/03/2024 | DSV A/S | Annual | Abstain | 6.5 | Overboarded/Too many other time commitmentsSH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks |
| 14/03/2024 | Pandora AS | Annual | Against | 8.5 | Use of share options misaligned with EOS policy |
| 20/03/2024 | H. Lundbeck A/S | Annual | All For | | |
| 21/03/2024 | Danske Bank A/S | Annual | Against | 4 | Pay is misaligned with EOS remuneration principles |
| 21/03/2024 | Novo Nordisk A/S | Annual | All For | 4,5 | Pay is misaligned with EOS remuneration principles |
| 21/03/2024 | Tryg A/S | Annual | All For | | |
| 29/02/2024 | Kone Oyj | Annual | Against | 14.a,14.f 14.d 19 10,11 | Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles |
| 07/03/2024 | Wartsila Oyj Abp | Annual | All For | | |
| 20/03/2024 | Orion Oyj | Annual | Against | 11 14 | A vote AGAINST this item is warranted due to a lack of disclosure in key areas of remuneration such as variable remuneration caps and severance terms. A vote AGAINST this proposal is warranted for the following reasons: - Candidate Henrik Stenqvist is considered overboarded. Additionally, it is noted that the company maintains a share structure with unequal voting rights. At this moment, there are no shareholder representatives on the board. |
| 20/03/2024 | Stora Enso Oyj | Annual | Abstain Against | 13 10 | A vote ABSTAIN on this proposal is warranted for the following reasons:- The chairman of the audit committee is non-independent.- The company maintains a share structure with unequal voting rights.A vote AGAINST this item is warranted because:- The company has provided only a limited and insufficient rationale for the choice to deviate from the policy regarding the new CEO's variable pay.- The company does not disclose achievement per performance criteria for both STIP and LTIP.- There is insufficient specificity in the disclosure of relative weights for the performance metrics in the STIP, and no disclosure of relative weights for the LTIP(s).As such, the company's disclosure practices when viewed in their entirety are not in line with minimum expectations. |
| 21/03/2024 | Nordea Bank Abp | Annual | All For | | |
| 21/03/2024 | Valmet Corp. | Annual | Against | 11 10 | A vote AGAINST this item is warranted because:- The level of disclosure for STIP and LTIP are below market practice.- The performance period for the LTIP is one year for 75 percent of the plan's weight. A vote AGAINST this item is warranted due to the presence of an uncapped discretionary mandate in the policy. |
| 25/03/2024 | Fortum Oyj | Annual | Against | 10 11 | Insufficient disclosure A vote AGAINST this item is warranted because the proposed remuneration policy is below par in relation to market practice, particularly with regards to the lack of disclosure of a short-term bonus cap, and overall poor disclosure of long-term incentive plans. |
| 26/03/2024 | Kesko Oyj | Annual | Against | 12 11 15 | A vote AGAINST this item is warranted because the performance share plan, in which the CEO participates, has performance periods of less than three years. A vote AGAINST this item is warranted because:- The performance share plan, in which the CEO and Deputy CEO participate, has performance periods of less than three years;- Lack of disclosure regarding the weights and the performance targets attached to the short-term incentive plan for the CEO;- There are concerns relating to pay-for-performance alignment. A vote AGAINST this proposal is warranted for the following reasons:- There is a lack of gender diversity on the board;- The new nominee is a representative of a shareholder benefitting from a share structure with unequal voting rights. |
| 27/03/2024 | Neste Corp. | Annual | Against | 11,14 | A vote AGAINST this proposal is warranted because candidate Pasi Laine is considered overboarded. |
| 30/01/2024 | Sodexo SA | Ordinary Shareholders | All For | | |
| 26/03/2024 | Sartorius Stedim Biotech SA | Annual/Special | Against | 13 19,20,21 5,6,7,9,11,24,25 16,18,22 | Concerns about remuneration committee performance Issue of equity raises concerns about excessive dilution of existing shareholdersPoison pill/anti-takeover measure not in investors interests Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests |
| 02/02/2024 | thyssenkrupp AG | Annual | Against | 6 | Pay is misaligned with EOS remuneration principles |
| 08/02/2024 | Siemens AG | Annual | Against | 6,7 | Pay is misaligned with EOS remuneration principles |

| Meeting Date | Company Name | Meeting Type | Voting Action | Agenda Item Numbers | Voting Explanation |
|--------------|--|----------------------------|-----------------|--|--|
| 13/02/2024 | TUI AG | Annual | Against | 3, 10 | Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles |
| 23/02/2024 | Infineon Technologies AG | Annual | Against | 10 | Pay is misaligned with EOS remuneration principles |
| 26/02/2024 | Siemens Energy AG | Annual | Against | 6 | Pay is misaligned with EOS remuneration principles |
| 21/03/2024 | Carl Zeiss Meditec AG | Annual | Against | 8 | Lack of independence on board Proposed term in policy exceeds appropriate limit |
| 28/03/2024 | Sartorius AG | Annual | Against | 4, 5, 6 | Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Lack of independent representation at board committees |
| 24/01/2024 | Motor Oil (Hellas) Corinth Refineries SA | Extraordinary Shareholders | Against | 1 | Insufficient/poor disclosure |
| 07/02/2024 | Jumbo SA | Extraordinary Shareholders | All For | | |
| 13/02/2024 | GEK Tema SA | Extraordinary Shareholders | All For | | |
| 27/03/2024 | Mytilineos SA | Extraordinary Shareholders | All For | | |
| 31/01/2024 | Accenture Plc | Annual | All For | | |
| 13/03/2024 | Johnson Controls International Plc | Annual | All For | | |
| 07/03/2024 | Yandex NV | Extraordinary Shareholders | No Action Taken | 1,2,1,2,3,4,5,6 | |
| 15/03/2024 | Peppo Group NV | Annual | Against | 6c, 6b, 6f, 2b, 8, 9 | Concerns about overall board structure Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles |
| 26/03/2024 | Randstad NV | Annual | Against | 2c | Pay is misaligned with EOS remuneration principles |
| 20/03/2024 | Gjensidige Forsikring ASA | Annual | Against | 7, 10.a | A vote AGAINST this item is warranted because of the company's practice to bundle the weights and not disclosing the targets or achievement of the individual KPIs utilized in the STIP. A vote AGAINST this proposal is warranted because less than half of the members on the remuneration committee are considered independent. |
| 14/03/2024 | Banco Bilbao Vizcaya Argentaria SA | Annual | Against | 6 | Pay is misaligned with EOS remuneration principles |
| 15/03/2024 | Mapfre SA | Annual | Against | 4.1, 4.2 | Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles |
| 20/03/2024 | Enagas SA | Annual | Against | 6.1 | Concerns related to inappropriate membership of committees |
| 21/03/2024 | Banco Santander SA | Annual | Against | 3, G, 6, A, 6, F | Pay is misaligned with EOS remuneration principles |
| 21/03/2024 | Bankinter SA | Annual | Against | 10.1, 12 | Pay is misaligned with EOS remuneration principles |
| 21/03/2024 | CaixaBank SA | Annual | All For | | |
| 19/03/2024 | Skandinaviska Enskilda Banken AB | Annual | Against | 14a2, 14a9, 14a11, 14b | Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments |
| 20/03/2024 | Axfood AB | Annual | Against | 15.1, 15.3, 12 | Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles |
| 20/03/2024 | Svenska Handelsbanken AB | Annual | Against | 19.1, 19.5, 19.8, 19.9, 20 | Overboarded/Too many other time commitments |
| 21/03/2024 | Essity AB | Annual | Against | 12.i, 15, 16 | Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles |
| 22/03/2024 | Svenska Cellulosa AB SCA | Annual | Against | 12.9, 13, 12.1, 12.8, 15 | Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles |
| 26/03/2024 | SKF AB | Annual | Against | 14.4, 14.9, 14.1, 15, 16 | Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles |
| 26/03/2024 | Swedbank AB | Annual | All For | | |
| 26/03/2024 | Volvo Car AB | Annual | Against | 12.b, 12.k, 11.a, 14 | Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles |
| 27/03/2024 | Electrolux AB | Annual | Against | 13.a, 13.h, 16, 17 | Concerns related to inappropriate membership of committees Concerns to protect shareholder value Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles |
| 27/03/2024 | Skanska AB | Annual | Against | 14b, 14e | Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments |
| 27/03/2024 | Volvo AB | Annual | Against | 14.3, 14.11, 15 | Overboarded/Too many other time commitments |
| 05/03/2024 | Novartis AG | Annual | Against | 5, 3, 10 | Pay is misaligned with EOS remuneration principles |
| 12/03/2024 | Roche Holding AG | Annual | All For | | |
| 12/03/2024 | Roche Holding AG | Annual | Against | 6.1, 6.7, 6.14, 6.11, 6.12, 6.2, 6.3, 11, 7, 3.2, 3.1, 2.1 | Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns to protect shareholder value Concerns related to inappropriate membership of committees Concerns to protect shareholder value Votes AGAINST Joerg Andre Hoffmann is warranted because they are beneficiaries of the company's unequal voting structure. Concerns related to inappropriate membership of committees Concerns to protect shareholder value Votes AGAINST Joerg Duschnale is warranted because they are beneficiaries of the company's unequal voting structure. Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles. A vote AGAINST this item is warranted because there are insufficient ex-post disclosures to explain the amount requested, which raises concern considering that the former board chair only held office until the 2023 AGM. Pay is misaligned with EOS remuneration principles. A vote AGAINST this item is warranted because there are insufficient ex-post disclosures to explain the amount requested, which raises concern considering the c. 15 percent increase in the new CEO's bonus compared with his predecessor. Pay is misaligned with EOS remuneration principles. There are insufficient ex-post disclosures to explain performance achievements underlying STI payouts, as well as the vesting of LTI awards. Both STI and LTI awards are made on a discretionary basis and the report does not explain the underlying considerations behind decisions taken in the past year. The new CEO's compensation package has not been well explained and the base salary appears to significantly exceed the ISS-selected peer median level. Moreover, there are concerns regarding the pay for performance alignment with respect to realized CEO pay versus TSR performance. The former board chair received both STI pay and pension benefits in the past year, and the incumbent chair will continue to receive pension benefits. |

| Meeting Date | Company Name | Meeting Type | Voting Action | Agenda Item Numbers | Voting Explanation |
|--------------|-----------------------------------|--------------|--------------------|---|--|
| 13/03/2024 | TE Connectivity Ltd. | Annual | Against | 1h 8,9 1e | Concerns about remuneration committee performance High variable pay ratio Total pay targets a range above peer median Options/PSUs vest in less than 36 months Excessive CEO pay High CEO to average NEO pay Inadequate management of climate-related risks |
| 19/03/2024 | Schindler Holding AG | Annual | Abstain Against | 6.4 8 6.3 6.2.1,6.2.3 6.2.5,6.2.7 6.2.6,6.2.8,6.6 5.1,5.2 | Lack of independence on board Insufficient/poor disclosure Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Concerns to protect shareholder value Lack of independence on board Concerns related to inappropriate membership of committees Concerns to protect shareholder value Lack of independence on board Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles |
| 19/03/2024 | Swiss Prime Site AG | Annual | Against | 7 2 | Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles |
| 21/03/2024 | ABB Ltd. | Annual | Against | 11 | Insufficient/poor disclosure |
| 21/03/2024 | Givaudan SA | Annual | Against | 6.1.5 8 | Concerns related to approach to board gender diversity Insufficient/poor disclosure |
| 25/03/2024 | BELIMO Holding AG | Annual | Against | 6.1,6.6,1.7 9.1,3,9.3.1 9.1.2,9.1.7,9.2.1,9.2.2 10 | Overboarded/Too many other time commitments Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Insufficient/poor disclosure |
| 26/03/2024 | DKSH Holding AG | Annual | Against | 9 6.1.9 5.3 | Insufficient/poor disclosure Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles |
| 26/03/2024 | SGS SA | Annual | Against | 7 4.1,4.4,3.2 1.3 | Insufficient/poor disclosure Over-boarded/Too many other time commitments Pay is misaligned with EOS remuneration principles |
| 26/03/2024 | Sika AG | Annual | Against | 7 | Insufficient/poor disclosure |
| 27/03/2024 | Swisscom AG | Annual | Against | 4,6,5,5 9 1.2 | Concerns related to inappropriate membership of committees Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles |
| 30/01/2024 | Metro Inc. | Annual | Against | 5 | SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights |
| 31/01/2024 | CGI Inc. | Annual | Against | 1.8 4 3 | Concerns related to shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks |
| 05/01/2024 | Zscaler, Inc. | Annual | Against | 3 | Insufficient action taken on low say-on-pay results |
| 17/01/2024 | D.R. Horton, Inc. | Annual | Against | 1b 1f 2 | Concerns about remuneration committee performance Concerns related to succession planning Concerns related to approach to board gender diversity Concerns related to approach to board diversity Low shareholding requirement High variable pay ratio Excessive CEO pay |
| 18/01/2024 | Costco Wholesale Corporation | Annual | All For | | |
| 18/01/2024 | Intuit Inc. | Annual | Against | 1g 2 6 | Concerns about remuneration committee performance High variable pay ratio Total pay targets a range above peer median Options/PSUs vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks |
| 18/01/2024 | Micron Technology, Inc. | Annual | Against | 1a 2 | Concerns about remuneration committee performance Excessive CEO pay 2- High variable pay ratio 3- Low shareholding requirement |
| 23/01/2024 | Becton, Dickinson and Company | Annual | Against | 1.4 3 | Concerns about remuneration committee performance High variable pay ratio Options/PSUs vest in less than 36 months High CEO to average NEO pay |
| 23/01/2024 | Visa Inc. | Annual | Against | 1h | Concerns about remuneration committee performance High variable pay ratio Options/PSUs vest in less than 36 months |
| 24/01/2024 | Jacobs Solutions, Inc. | Annual | Against | 6 | Shareholder proposal promotes enhanced shareholder rights |
| 25/01/2024 | Air Products and Chemicals, Inc. | Annual | Against | 2 1c | Excessive severance 2- High variable pay ratio 3- Total pay targets a range above peer median Concerns about remuneration committee performance |
| 25/01/2024 | Catalent, Inc. | Annual | Against | 1d | Concerns related to approach to board gender diversity Concerns related to approach to board diversity |
| 25/01/2024 | Walgreens Boots Alliance, Inc. | Annual | Against | 7 6 | SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation |
| 26/01/2024 | WestRock Company | Annual | All For | | |
| 30/01/2024 | Aramark | Annual | Against | 1a 3 | Concerns about remuneration committee performance Options/PSUs vest in less than 36 months High CEO to average NEO pay |
| 30/01/2024 | Hormel Foods Corporation | Annual | Against | 4 | EOS manual override. See analyst note. |
| 06/02/2024 | Emerson Electric Co. | Annual | Against | 5 1d 2 1a 6 | Concerns regarding Auditor tenure Concerns related to approach to board gender diversity Concerns about overall board structure Concerns about remuneration committee performance Inadequate management of climate-related risks Concerns regarding Auditor tenure High variable pay ratio High CEO to average NEO pay Inadequate management of climate-related risks Shareholder proposal promotes enhanced shareholder rights |
| 06/02/2024 | Franklin Resources, Inc. | Annual | Against | 1j 1k 3 | Concerns about remuneration committee performance Concerns related to approach to board gender diversity Inadequate management of deforestation risks Pay is misaligned with EOS remuneration principles |
| 06/02/2024 | Rockwell Automation, Inc. | Annual | Against | A.1 A.2 B | Concerns about overall board structure Concerns about remuneration committee performance High variable pay ratio Options/PSUs vest in less than 36 months High CEO to average NEO pay |
| 07/02/2024 | Atmos Energy Corporation | Annual | Against | 1g 1i 3 | Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity Low shareholding requirement Excessive CEO pay High CEO to average NEO pay |
| 07/02/2024 | Pioneer Natural Resources Company | Special | Against | 2 | Pay is misaligned with EOS remuneration principles |

| Meeting Date | Company Name | Meeting Type | Voting Action | Agenda Item Numbers | Voting Explanation |
|--------------|--|--------------|---------------|------------------------|--|
| 08/02/2024 | Tyson Foods, Inc. | Annual | Against | 1e 1j 5 3,4,6 | Concerns about human rights 2- Concerns about reducing shareholder rights 3- Lack of independent representation at board committees EOS manual override. See analyst note. Concerns about remuneration committee performance EOS manual override. See analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks |
| 14/02/2024 | Fair Isaac Corporation | Annual | Against | 1g 2 | Concerns about remuneration committee performance High variable pay ratioOptions/PSUs vest in less than 36 monthsExcessive CEO payHigh CEO to average NEO pay |
| 14/02/2024 | PTC Inc. | Annual | All For | | |
| 21/02/2024 | Healthpeak Properties, Inc. | Special | All For | | |
| 22/02/2024 | Raymond James Financial, Inc. | Annual | Against | 1b 1f 2 | Concerns about remuneration committee performance Concerns related to approach to board gender diversity High variable pay ratio Excessive CEO pay High CEO to average NEO pay |
| 28/02/2024 | Apple Inc. | Annual | Against | 7 1d,3,6 | Support is warranted as increased disclosure on this matter would enable investors to assess how the company is addressing associated risks. Shareholder proposal promotes better management of SEE opportunities and risks |
| 28/02/2024 | Apple Inc. | Annual | Against | 7 3,6 | Support is warranted as increased disclosure on this matter would enable investors to assess how the company is addressing associated risks. Shareholder proposal promotes better management of SEE opportunities and risks |
| 28/02/2024 | Deere & Company | Annual | Against | 1a,3 6 | Concerns regarding Auditor tenure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation |
| 05/03/2024 | QUALCOMM Incorporated | Annual | All For | | |
| 07/03/2024 | Applied Materials, Inc. | Annual | Against | 1f 2 5 | Concerns about remuneration committee performance High variable pay ratioHigh CEO to average NEO pay Shareholder proposal promotes better management of SEE opportunities and risks |
| 07/03/2024 | Hologic, Inc. | Annual | Against | 1d 2 | Concerns about remuneration committee performance Low shareholding requirementHigh variable pay ratioTotal pay targets a range above peer medianOptions/PSUs vest in less than 36 monthsExcessive CEO payHigh CEO to average NEO pay |
| 07/03/2024 | TransDigm Group Incorporated | Annual | Against | 3 | Excessive CEO pay 2- Executive salary increases without robust justification 3- Insufficient action taken on low say-on-pay results |
| 12/03/2024 | Cencora, Inc. | Annual | All For | | |
| 13/03/2024 | Analog Devices, Inc. | Annual | Against | 1e 2 4 | Concerns about remuneration committee performance Excessive CEO pay. Low shareholding requirement Shareholder proposal promotes enhanced shareholder rights |
| 13/03/2024 | Starbucks Corporation | Annual | Against | 4 | EOS manual override. See analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks |
| 14/03/2024 | Agilent Technologies, Inc. | Annual | Against | 1.2 1.1 2 4 | Concerns about overall board structure 2- Concerns related to below-board gender diversity Concerns about remuneration committee performance High variable pay ratio 2- Options vest in less than 36 months 3- High CEO to average NEO pay SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes enhanced shareholder rights |
| 14/03/2024 | F5, Inc. | Annual | Against | 1d | Concerns related to approach to board gender diversity |
| 15/03/2024 | HEICO Corporation | Annual | Against | 2 | Excessive CEO pay 2- High variable pay ratio 3- Insufficient disclosure 4- Total pay targets a range above peer median |
| 19/03/2024 | The Cooper Companies, Inc. | Annual | Against | 1.1 3 | Concerns about remuneration committee performance Low shareholding requirement High CEO to average NEO pay Excessive severance |
| 21/03/2024 | Keysight Technologies, Inc. | Annual | Against | 1.1 7 | Concerns related to approach to board gender diversityConcerns about overall board structure Shareholder proposal promotes enhanced shareholder rights |
| 27/03/2024 | APA CORPORATION | Special | All For | | |
| 02/02/2024 | Amdocs Limited | Annual | Against | 1,2 | Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns related to succession planning |
| 07/02/2024 | Hipgnosis Songs Fund Limited | Special | All For | | |
| 14/02/2024 | GCP Infrastructure Investments Limited | Annual | All For | | |
| 08/01/2024 | Personal Assets Trust PLC | Special | All For | | |
| 11/01/2024 | JPMorgan Japanese Investment Trust PLC | Annual | All For | | |
| 15/01/2024 | Mondi Plc | Special | All For | | |
| 17/01/2024 | Diploma Plc | Annual | Against | 3 | Concerns related to ethnic and/or racial diversity Concerns related to below-board gender diversity Failure to provide DEI disclosures in line with UK listing rule |
| 23/01/2024 | Finsbury Growth & Income Trust PLC | Annual | All For | | |
| 23/01/2024 | Mitchells & Butlers Plc | Annual | Against | 8 4 3 | Concerns related to succession planningConcerns related to approach to board gender diversity Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles |
| 25/01/2024 | Britvic Plc | Annual | Abstain | 11 | |
| 26/01/2024 | Avon Protection Plc | Annual | All For | | |
| 26/01/2024 | WH Smith Plc | Annual | Against | 10 2 | Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles |
| 30/01/2024 | AJ Bell Plc | Annual | All For | | |
| 30/01/2024 | Auction Technology Group Plc | Annual | Against | 3 | Overboarded/Too many other time commitments |
| 30/01/2024 | SSP Group Plc | Annual | All For | | |
| 31/01/2024 | Imperial Brands Plc | Annual | Against | 5 3 | Concerns related to below-board gender diversity Pay is misaligned with EOS remuneration principles |
| 31/01/2024 | Schroder AsiaPacific Fund PLC | Annual | All For | | |
| 01/02/2024 | The Sage Group plc | Annual | All For | | |
| 06/02/2024 | QinetiQ Group plc | Special | All For | | |
| 07/02/2024 | Future Plc | Annual | All For | | |
| 07/02/2024 | Grainger Plc | Annual | All For | | |
| 08/02/2024 | Compass Group Plc | Annual | All For | | |

