

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
23/10/2024	Sino Land Company Limited	Annual	Against	3.1 3.4 3.2 5.2,5.3	Concerns related to approach to board gender diversityConcerns related to succession planningOverboarded/Too many other time commitments Concerns related to inappropriate membership of committeesLack of independence on board Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders
07/11/2024	Sun Hung Kai Properties Limited	Annual	Against	3.1a,3.1b,3.1d,3.1e,3.1f,6,7	Lack of independence on board
21/11/2024	New World Development Company Limited	Annual	Against	5 2e 6	Concerns to protect shareholder value Lack of independence on board Pay is misaligned with EOS remuneration principles
25/10/2024	Industrial & Infrastructure Fund Investment Corp	Special	All For		
30/10/2024	Visional, Inc.	Annual	All For		
21/11/2024	Bic Camera, Inc.	Annual	Against	3.2 2.1,2.5,2.8,2.10,3.3	Concerns related to succession planning Lack of independence on board Lack of independence on board
23/11/2024	Ryohin Keikaku Co., Ltd.	Annual	Against	2.5	Lack of independence on board
25/11/2024	Mani, Inc.	Annual	Against	2.4	Concerns related to approach to board gender diversity
28/11/2024	FAST RETAILING CO., LTD.	Annual	Against	2.1 2.2,2.3,3.1	Concerns related to approach to board gender diversity Concerns related to succession planning
28/11/2024	SHIFT, Inc.	Annual	Against	1.1 2	Concerns about overall performance Concerns related to succession planning
29/11/2024	FANCL Corp.	Special	All For		
09/12/2024	Noevir Holdings Co., Ltd.	Annual	All For		
11/12/2024	Japan Real Estate Investment Corp.	Special	All For		
13/12/2024	CyberAgent, Inc.	Annual	Against	2.1 2.4	Concerns related to approach to board gender diversity Lack of independence on board Lack of independence on board
15/12/2024	GMO Payment Gateway, Inc.	Annual	Against	2.2	Lack of independence on board
19/12/2024	Invincible Investment Corp.	Special	All For		
19/12/2024	Opara Group, Inc.	Annual	All For		
20/12/2024	Amvis Holdings, Inc.	Annual	All For		
20/12/2024	Hamamatsu Photonics KK	Annual	Against	3.3	Concerns about overall board structure
25/12/2024	Descente Ltd.	Special	All For		
25/12/2024	Open House Group Co., Ltd.	Annual	All For		
26/12/2024	FOOD & LIFE COMPANIES LTD.	Annual	All For		
10/10/2024	Singapore Exchange Limited	Annual	All For		
29/10/2024	CapitaLand Integrated Commercial Trust	Extraordinary Shareholders	All For		
18/11/2024	CapitaLand Ascott Trust	Extraordinary Shareholders	All For		
20/12/2024	KEPPEL DC REIT	Extraordinary Shareholders	All For		
18/10/2024	Hanwha Ocean Co., Ltd.	Special	All For		
23/10/2024	GS Retail Co., Ltd.	Special	All For		
31/10/2024	KEPCO Plant Service & Engineering Co. Ltd.	Special	All For		
28/11/2024	Hanmi Science Co., Ltd.	Special	All For		
28/11/2024	NCsoft Corp.	Special	All For		
12/12/2024	KEPCO Plant Service & Engineering Co. Ltd.	Special	All For		
13/12/2024	Hanwha Industrial Solutions Co., Ltd.	Special	All For		
19/12/2024	Hanmi Pharmaceutical Co., Ltd.	Special	All For		
26/12/2024	Alteogen, Inc.	Special	Against	1	Poison pill/anti-takeover measure not in investors interests
01/10/2024	The Lottery Corporation Limited	Annual	Against	3	Pay is misaligned with EOS remuneration principles
09/10/2024	REA Group Ltd	Annual	Against	3b	Lack of independence on board Overboarded/Too many other time commitments
10/10/2024	Aurizon Holdings Limited	Annual	All For		
15/10/2024	IDP Education Limited	Annual	Against	3,4a,4b	Pay is misaligned with EOS remuneration principles
15/10/2024	Region Group	Annual	Against	1,5	Pay is misaligned with EOS remuneration principles
15/10/2024	Telstra Group Limited	Annual	Against	5 4b	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
16/10/2024	Commonwealth Bank of Australia	Annual	All For		
16/10/2024	Origin Energy Limited	Annual	All For		
16/10/2024	Orora Limited	Annual	Against	4	Pay is misaligned with EOS remuneration principles

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17/10/2024	Perpetual Limited	Annual	Against	2 4 1,6	Concerns about remuneration committee performance Concerns regarding Auditor tenure Pay is misaligned with EOS remuneration principles
17/10/2024	Treasury Wine Estates Limited	Annual	Against	2b 2e	Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments
21/10/2024	Stockland	Annual	Against	5,6,7	Pay is misaligned with EOS remuneration principles
22/10/2024	Magellan Financial Group Limited	Annual	Against	2,4	Pay is misaligned with EOS remuneration principles
22/10/2024	Suncorp Group Limited	Annual	Against	7,8	Pay is misaligned with EOS remuneration principles
22/10/2024	Transurban Group Ltd.	Annual	Against	3	Pay is misaligned with EOS remuneration principles
23/10/2024	Tabcorp Holdings Limited	Annual	Against	3,4	Pay is misaligned with EOS remuneration principles
24/10/2024	APA Group	Annual	Against	3 1 7c	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
24/10/2024	Brambles Limited	Annual	All For		
24/10/2024	Challenger Limited	Annual	Against	3,4	Pay is misaligned with EOS remuneration principles
24/10/2024	Deterra Royalties Ltd.	Annual	Against	2 1,4	Lack of independence on board Pay is misaligned with EOS remuneration principles
24/10/2024	Insurance Australia Group Limited	Annual	Against	3	Pay is misaligned with EOS remuneration principles
24/10/2024	Reece Limited	Annual	Against	4 2 5,6,8	Concerns related to inappropriate membership of committees Lack of independence on board Pay is misaligned with EOS remuneration principles
24/10/2024	South32 Ltd.	Annual	Against	2 4,5	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
25/10/2024	CAR Group Limited	Annual	All For		
25/10/2024	Cleanaway Waste Management Limited	Annual	Against	2	Pay is misaligned with EOS remuneration principles
25/10/2024	Cochlear Limited	Annual	All For		
25/10/2024	Qantas Airways Limited	Annual	Against	2a,2c,3,4	Pay is misaligned with EOS remuneration principles
28/10/2024	ASX Limited	Annual	Against	3	Pay is misaligned with EOS remuneration principles
29/10/2024	Ansell Limited	Annual	All For		
29/10/2024	CSL Limited	Annual	Against	3	Pay is misaligned with EOS remuneration principles
29/10/2024	Vicinity Centres	Annual	Against	2	Pay is misaligned with EOS remuneration principles
30/10/2024	BHP Group Limited	Annual	Against	13 11,12	Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles
30/10/2024	Dexus	Annual	Against	1	Pay is misaligned with EOS remuneration principles
30/10/2024	Whitehaven Coal Limited	Annual	Against	3,4	Pay is misaligned with EOS remuneration principles
31/10/2024	JB Hi-Fi Limited	Annual	Against	4a,4b	Pay is misaligned with EOS remuneration principles
31/10/2024	Wesfarmers Limited	Annual	Against	4,5	Pay is misaligned with EOS remuneration principles
31/10/2024	Woolworths Group Limited	Annual	Against	6b	Shareholder proposal promotes better management of SEE opportunities and risks
01/11/2024	Steadfast Group Limited	Annual	All For		
06/11/2024	Domain Holdings Australia Ltd.	Annual	Against	1,5	Pay is misaligned with EOS remuneration principles
06/11/2024	Domino's Pizza Enterprises Limited	Annual	Against	1	Pay is misaligned with EOS remuneration principles
06/11/2024	Fortescue Ltd.	Annual	Against	1,7,8	Pay is misaligned with EOS remuneration principles
06/11/2024	IGO Ltd.	Annual	Against	2,5,6,7	Pay is misaligned with EOS remuneration principles
07/11/2024	Bendigo and Adelaide Bank Limited	Annual	Against	6	Pay is misaligned with EOS remuneration principles
12/11/2024	Coles Group Limited	Annual	Against	3 7,2	Pay is misaligned with EOS remuneration principles Shareholder proposal promotes better management of SEE opportunities and risks
13/11/2024	Beach Energy Limited	Annual	Against	1,3	Pay is misaligned with EOS remuneration principles
13/11/2024	Endeavour Group Ltd. (Australia)	Annual	All For		
13/11/2024	Medibank Private Limited	Annual	Against	4	Pay is misaligned with EOS remuneration principles
13/11/2024	Sims Limited	Annual	Against	3	Pay is misaligned with EOS remuneration principles
14/11/2024	Computershare Limited	Annual	Against	6	Pay is misaligned with EOS remuneration principles
14/11/2024	Flight CentreTravel Group Limited	Annual	All For		
14/11/2024	Goodman Group	Annual	Against	1,4,5,6,7	Pay is misaligned with EOS remuneration principles
14/11/2024	SGH Limited	Annual	Against	6 4	Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles
15/11/2024	Lendlease Group	Annual	Against	3,4	Pay is misaligned with EOS remuneration principles
15/11/2024	Mirvac Group	Annual	Against	3	Pay is misaligned with EOS remuneration principles
19/11/2024	Bluescope Steel Limited	Annual	All For		
19/11/2024	Seek Limited	Annual	Against	2,3b,4,5	Pay is misaligned with EOS remuneration principles
19/11/2024	Sonic Healthcare Limited	Annual	Against	1 4,5	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
20/11/2024	Charter Hall Group	Annual	All For		
20/11/2024	Downer EDI Limited	Annual	Against	3	Pay is misaligned with EOS remuneration principles
20/11/2024	Northern Star Resources Ltd.	Annual	Against	1,2	Pay is misaligned with EOS remuneration principles
21/11/2024	Evolution Mining Limited	Annual	Against	1,4,5	Pay is misaligned with EOS remuneration principles
21/11/2024	Insignia Financial Ltd.	Annual	Against	3,4a,4b	Pay is misaligned with EOS remuneration principles
21/11/2024	Mineral Resources Limited	Annual	Against	2 1	Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles

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21/11/2024	New Hope Corporation Limited	Annual	Against	2 1,5	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Lack of independence on board Inadequate management of climate-related risks Inadequate management of deforestation risks Inadequate management of climate-related risks from exposure to coal Pay is misaligned with EOS remuneration principles
21/11/2024	Qube Holdings Limited	Annual	All For		
21/11/2024	Worley Limited	Annual	Against	2a,2b,2c 7 3,4,5	Concerns related to approach to board gender diversity Concerns related to shareholder rights Pay is misaligned with EOS remuneration principles
22/11/2024	NextDC Ltd.	Annual	Against	1,5	Pay is misaligned with EOS remuneration principles
22/11/2024	Washington H. Soul Pattinson and Company Limited	Annual	All For		
22/11/2024	WiseTech Global Limited	Annual	All For		
25/11/2024	Pro Medicus Limited	Annual	Against	3,2	Concerns related to inappropriate membership of committeesConcerns related to approach to board gender diversity
26/11/2024	Pilbara Minerals Ltd.	Annual	Against	1,3,4,5	Pay is misaligned with EOS remuneration principles
26/11/2024	Ramsay Health Care Limited	Annual	Against	2	Pay is misaligned with EOS remuneration principles
27/11/2024	Harvey Norman Holdings Ltd.	Annual	Against	3,4,5	Lack of independence on board
27/11/2024	Liontown Resources Limited	Annual	Against	1,6	Pay is misaligned with EOS remuneration principles
27/11/2024	Lynas Rare Earths Limited	Annual	All For		
28/11/2024	The Star Entertainment Group Limited	Annual	Against	2 3,4,5	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
03/12/2024	Bank of Queensland Limited	Annual	Against	2,5	Pay is misaligned with EOS remuneration principles
13/12/2024	Westpac Banking Corporation	Annual	Against	6b 3	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Pay is misaligned with EOS remuneration principles
17/12/2024	Orica Limited	Annual	All For		
18/12/2024	National Australia Bank Limited	Annual	Against	5b 2	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Pay is misaligned with EOS remuneration principles
19/12/2024	ANZ Group Holdings Limited	Annual	Against	6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
19/12/2024	Incitec Pivot Limited	Annual	Against	3,4 5,6,7	Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles
15/10/2024	Meridian Energy Limited	Annual	All For		
17/10/2024	Auckland International Airport Limited	Annual	Against	5 3	Concerns regarding Auditor tenure Overboarded/Too many other time commitments Concerns regarding Auditor tenure
23/10/2024	EBOS Group Limited	Annual	Against	5 3 4	Concerns regarding Auditor tenure Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
23/10/2024	Fletcher Building Limited	Annual	All For		
01/11/2024	Spark New Zealand Ltd.	Annual	All For		
13/11/2024	Contact Energy Ltd	Annual	All For		
22/11/2024	The a2 Milk Company Limited	Annual	Against	1	Concerns regarding Auditor tenure
25/10/2024	Liberty Global Ltd.	Special	All For		
22/11/2024	NWS Holdings Limited	Annual	Against	3d 5,7 3b	Concerns related to approach to board gender diversity Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders Overboarded/Too many other time commitments
21/10/2024	Multiplan Empreendimentos Imobiliarios SA	Extraordinary Shareholders	All For		
25/10/2024	PRIO SA	Extraordinary Shareholders	All For		
28/10/2024	Companhia de Saneamento Basico do Estado de Sao Paulo SABES	Extraordinary Shareholders	Against	1,2	Concerns related to shareholder rights
14/11/2024	Vale SA	Extraordinary Shareholders	All For		
20/12/2024	PRIO SA	Extraordinary Shareholders	All For		
17/10/2024	CK Hutchison Holdings Limited	Extraordinary Shareholders	All For		
06/12/2024	WH Group Limited	Extraordinary Shareholders	All For		
20/12/2024	PDD Holdings Inc.	Annual	Against	6	Lack of independence on board Concerns related to approach to board gender diversity Combined CEO/Chair
05/11/2024	BYD Company Limited	Extraordinary Shareholders	All For		
06/11/2024	Shenzhen Transsion Holding Co., Ltd.	Special	Against	3,4,5	Insufficient/poor disclosure
19/11/2024	Midea Group Co. Ltd.	Extraordinary Shareholders	All For		
26/11/2024	Jiangsu King's Luck Brewery Joint-stock Co., Ltd.	Special	All For		
27/11/2024	Kweichow Moutai Co., Ltd.	Special	All For		
19/12/2024	Shenzhen Transsion Holding Co., Ltd.	Special	Against	2	Concerns related to shareholder rights
20/12/2024	Haier Smart Home Co., Ltd.	Extraordinary Shareholders	All For		
26/12/2024	Contemporary Amperex Technology Co., Ltd.	Special	Against	2.2 1.4 1.3,1.5,1.6	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Lack of independence on board
27/12/2024	China Jushi Co. Ltd.	Special	Against	1	Concerns related to approach to board gender diversity
19/11/2024	MONETA Money Bank, a.s.	Special	All For		
10/10/2024	Vodafone Idea Limited	Special	Against	1,2	Pay is misaligned with EOS remuneration principles
15/10/2024	Reliance Industries Ltd.	Special	All For		
26/11/2024	Infosys Limited	Special	All For		
29/11/2024	CICI Bank Limited	Special	All For		
21/12/2024	Bajaj Finance Limited	Special	All For		
31/10/2024	Check Point Software Technologies Ltd.	Annual	All For		

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
08/11/2024	America Movil SAB de CV	Extraordinary Shareholders	All For		
08/11/2024	America Movil SAB de CV	Ordinary Shareholders	All For		
20/11/2024	Grupo Financiero Banorte SAB de CV	Ordinary Shareholders	All For		
09/12/2024	Grupo Financiero Banorte SAB de CV	Ordinary Shareholders	All For		
15/11/2024	LPP SA	Special	Against	5	A vote AGAINST is warranted due to the lack of disclosure of the nominee's name in the draft resolution.
28/11/2024	BANK POLSKA KASA OPIEKI SA	Special	All For		
02/12/2024	ORLEN SA	Special	Against	7,8	Votes AGAINST 7-8 are warranted because the proposal to grant the right to appoint auditor for sustainable reporting to the supervisory board may limit the rights of the shareholders.
09/12/2024	PKO Bank Polski SA	Special	Against	5	A vote AGAINST is warranted because the proposed amendment may limit the rights of shareholders.
19/12/2024	BANK POLSKA KASA OPIEKI SA	Special	All For		
14/10/2024	MTN Group Ltd.	Special	All For		
06/11/2024	Turk Traktor ve Ziraat Makineleri AS	Special	Against	3	A vote AGAINST this item is warranted as the company has failed to comply with the board independence requirement.
20/11/2024	Ford Otomotiv Sanayi AS	Special	Against	2	A vote AGAINST this item is warranted as the company has failed to comply with the board independence requirement.
25/11/2024	Gubre Fabrikalari TAS	Special	Against	3	This item warrants a vote AGAINST due to insufficient disclosure on the terms of transaction.
18/12/2024	Odas Elektrik Uretim Sanayi Ticaret AS	Annual	Against	9 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.
29/12/2024	Ulker Biskuvi Sanayi AS	Special	All For		This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
30/12/2024	Aldar Properties PJSC	Special	All For		
06/12/2024	D'leteren Group	Special	Against	1,3,1,3,2,4	Concerns to protect shareholder value
05/12/2024	Coloplast A/S	Annual	Abstain	7.1	EOS manual override
08/11/2024	Pernod Ricard SA	Annual/Special	Against	4 6 9,10	Pay is misaligned with EOS remuneration principles Concerns related to succession planning Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles
09/12/2024	Vivendi SE	Extraordinary Shareholders	All For		
17/12/2024	Sodexo SA	Annual/Special	Against	5	Concerns related to inappropriate membership of committees
23/10/2024	GEK Terna SA	Extraordinary Shareholders	All For		
04/11/2024	Public Power Corp. SA	Extraordinary Shareholders	All For		
06/11/2024	Terna Energy SA	Extraordinary Shareholders	Against	1	A vote AGAINST this item is warranted because the proposed operation is instrumental to the sale of some assets to the related-party GEK Terna, and the company has failed to provide sufficient information on the sale consideration.
17/10/2024	Medtronic Plc	Annual	Against	1i 3	Concerns about remuneration committee performance ary...Save to Library Options/PSUs vest in less than 36 months High variable pay ratio
19/10/2024	Seagate Technology Holdings Plc	Annual	All For		
19/12/2024	Kerry Group Plc	Special	All For		
21/10/2024	Unipol Gruppo SpA	Extraordinary Shareholders	Against	2a,1,2	Concerns related to shareholder rights
28/10/2024	Mediobanca Banca di Credito Finanziario SpA	Annual/Special	Against	3a	Pay is misaligned with EOS remuneration principles
12/12/2024	Pirelli & C. SpA	Extraordinary Shareholders	Against	1,a,1	Concerns related to shareholder rights
19/12/2024	BPER Banca SpA	Extraordinary Shareholders	Against	1	
10/10/2024	InPost SA	Extraordinary Shareholders	Against	2	Concerns related to inappropriate membership of committees
11/10/2024	Schroder International Selection Fund Global Smaller Companies	Extraordinary Shareholders	All For		
01/10/2024	Royal KPN NV	Extraordinary Shareholders	All For		
22/10/2024	OCI NV	Extraordinary Shareholders	All For		
23/10/2024	Adyen NV	Extraordinary Shareholders	All For		
28/10/2024	Wolters Kluwer NV	Extraordinary Shareholders	All For		
18/12/2024	Pluxee NV	Annual	Against	4b 2b	Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles
19/11/2024	Mowi ASA	Extraordinary Shareholders	All For		
11/12/2024	Swedish Orphan Biovitrum AB	Extraordinary Shareholders	All For		
04/12/2024	Barry Callebaut AG	Annual	Against	4.1,3,4,4.1 4.1,1,4,3 6 4.2,2 1.2	Concerns related to approach to board gender diversity Inadequate management of climate-related risks Insufficient/poor disclosure Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
08/10/2024	The Procter & Gamble Company	Annual	Against	1i,2 4	Concerns regarding Auditor tenure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
10/10/2024	Paychex, Inc.	Annual	Against	1f	Concerns related to approach to board gender diversity Concerns related to approach to board diversity
11/10/2024	International Paper Company	Special	All For		
23/10/2024	Parker-Hannifin Corporation	Annual	Against	1g 2	Concerns about remuneration committee performance Options/PSUs vest in less than 36 months Excessive severance High variable pay ratio
24/10/2024	Bio-Techne Corporation	Annual	Against	2b 2f 3	Concerns about remuneration committee performance Concerns related to approach to board diversity Low shareholding requirement
29/10/2024	Cintas Corporation	Annual	Against	1g 3 6 5 7	Concerns related to approach to board diversity Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes better management of SEE opportunities and risks
01/11/2024	Kellanova	Special	Against	2	Shareholder proposal promotes transparency Pay is misaligned with EOS remuneration principles

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05/11/2024	Lam Research Corporation	Annual	Against	1j 1e 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Options/PSUs vest in less than 36 monthsExcessive CEO payHigh variable pay ratioHigh CEO to average NEO pay
06/11/2024	Automatic Data Processing, Inc.	Annual	All For		
06/11/2024	Cardinal Health, Inc.	Annual	Against	1i 2	Concerns about remuneration committee performance Excessive CEO payHigh variable pay ratioHigh CEO to average NEO pay
06/11/2024	KLA Corporation	Annual	Against	1.6 1.1 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity Low shareholding requirement High variable pay ratio
07/11/2024	Coty Inc.	Annual	Against	1a	Lack of independence on boardLack of independent representation at board committees
08/11/2024	Texas Pacific Land Corporation	Annual	Against	1e 5	Concerns related to approach to board diversity Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation
08/11/2024	The Estee Lauder Companies, Inc.	Annual	Against	1a 1d 3 4	Concerns about remuneration committee performance Lack of independent representation at board committees Concerns related to succession planning Concerns about overall board structure Concerns related to shareholder value Overboarded/Too many other time commitments No hedging policy Options/PSUs vest in less than 36 months Excessive CEO pay High variable pay ratio Pay is misaligned with EOS remuneration principles
12/11/2024	Jack Henry & Associates, Inc.	Annual	All For		
14/11/2024	Broadridge Financial Solutions, Inc.	Annual	Against	1g 2	Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsExcessive CEO payHigh variable pay ratioHigh CEO to average NEO pay
14/11/2024	Oracle Corporation	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
14/11/2024	The Trade Desk, Inc.	Special	Against	1,2	Concerns related to shareholder rights
15/11/2024	Sysco Corporation	Annual	Against	1j 2 5	Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh variable pay ratioHigh CEO to average NEO pay Shareholder proposal promotes better management of SEE opportunities and risks
19/11/2024	Fox Corporation	Annual	Against	1g	Concerns related to approach to board gender diversity Concerns related to shareholder value
19/11/2024	The Campbell's Company	Annual	Against	5	Shareholder proposal promotes better management of SEE opportunities and risks
20/11/2024	News Corporation	Proxy Contest	Against	1d 1a 3	Concerns about reducing shareholder rights Concerns about remuneration committee performance Low shareholding requirement 2- Pay is in top quartile and not aligned with performance 3- Total pay targets a range above peer median
20/11/2024	ResMed Inc.	Annual	Against	1a,1b,1d,1e,1f,1g,2,3,4 1d 1i 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Options/PSUs vest in less than 36 months High CEO to average NEO pay
20/11/2024	The Clorox Company	Annual	All For		
20/11/2024	Western Digital Corporation	Annual	Against	1c 1g 2	Concerns about remuneration committee performance Concerns related to approach to board diversity Low shareholding requirement
05/12/2024	Ferguson Enterprises Inc.	Annual	Against	1j	Concerns related to approach to board diversity
05/12/2024	Paylocity Holding Corporation	Annual	Against	1.5 1.6 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Low shareholding requirementHigh variable pay ratio
06/12/2024	Copart, Inc.	Annual	Against	1.8 1.4	Concerns related to board gender diversity 2- Concerns related to succession planning 3- Concerns related to approach to board diversity Concerns with director's independence
06/12/2024	Viatis Inc.	Annual	Against	1B	Concerns related to approach to board gender diversity
09/12/2024	Cisco Systems, Inc.	Annual	Against	1h,2	Excessive CEO payHigh variable pay ratio
10/12/2024	Microsoft Corporation	Annual	Against	8 6 2	We support the resolution as this would enable shareholders to evaluate the company's risk associated with AI rights. We support the resolution as this would enable shareholders to evaluate the company's risk associated with human rights. Excessive CEO payHigh variable pay ratio
10/12/2024	Palo Alto Networks, Inc.	Annual	Against	1c 4	Concerns about overall board structure Insufficient action taken on low say-on-pay results
11/12/2024	Atlassian Corporation	Annual	Against	1j	Concerns related to approach to board gender diversity Concerns related to shareholder value Concerns related to shareholder rights
18/12/2024	AutoZone, Inc.	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation
19/12/2024	FactSet Research Systems Inc.	Annual	Against	1a 3 4	Concerns about overall board structure Concerns about remuneration committee performance Low shareholding requirement Shareholder proposal promotes appropriate accountability or incentivisation
25/10/2024	Balanced Commercial Property Trust Ltd	Court	All For		
25/10/2024	Balanced Commercial Property Trust Ltd	Special	All For		
03/12/2024	Schroder Oriental Income Fund Limited	Annual	All For		
04/12/2024	VinaCapital Vietnam Opportunity Fund Limited	Annual	All For		
06/12/2024	Bluefield Solar Income Fund Ltd	Annual	Against	6	Failure to provide DEI disclosures in line with UK listing rules
10/12/2024	Fidelity Emerging Markets Limited	Annual	All For		
10/12/2024	Ruffer Investment Company Limited	Annual	Against	6	Failure to provide DEI disclosures in line with UK listing rules
19/12/2024	Playtech Plc	Special	Against	1,2,3,4,5	Pay is misaligned with EOS remuneration principles
28/10/2024	Centamin Plc	Court	All For		
28/10/2024	Centamin Plc	Special	All For		
07/11/2024	Amcor Plc	Annual	All For		
02/12/2024	Aptiv Plc	Court	All For		
02/12/2024	Aptiv Plc	Extraordinary Shareholders	All For		
01/10/2024	Alliance Witan PLC	Special	All For		
02/10/2024	Henderson Smaller Companies Investment Trust PLC	Annual	All For		
07/10/2024	DS Smith Plc	Court	All For		

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
07/10/2024	DS Smith Plc	Special	All For		
09/10/2024	Witan Investment Trust PLC	Special	All For		
10/10/2024	JPMorgan Japanese Investment Trust PLC	Special	All For		
14/10/2024	Hargreaves Lansdown Plc	Court	All For		
14/10/2024	Hargreaves Lansdown Plc	Special	All For		
16/10/2024	Pantheon International PLC	Annual	All For		
23/10/2024	Barratt Redrow Plc	Annual	All For		
24/10/2024	Tritax Eurobox Plc	Court	Abstain	1	Concerns to protect shareholder value
24/10/2024	Tritax Eurobox Plc	Special	Abstain	1	
31/10/2024	The City of London Investment Trust PLC	Annual	All For		
05/11/2024	Murray Income Trust PLC	Annual	All For		
06/11/2024	Ashmore Group Plc	Annual	All For		
07/11/2024	JPMorgan Emerging Markets Investment Trust PLC	Annual	All For		
13/11/2024	European Opportunities Trust plc	Annual	Against	4	Failure to provide DEI disclosures in line with UK listing rules
13/11/2024	Smiths Group Plc	Annual	Against	5 3 4	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
14/11/2024	JPMORGAN GLOBAL GROWTH & INCOME PLC	Annual	All For		
14/11/2024	Kier Group Plc	Annual	Against	3 2	Failure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles
20/11/2024	Genus Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
20/11/2024	Hays plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
20/11/2024	Tritax Eurobox Plc	Court	All For		
20/11/2024	Tritax Eurobox Plc	Special	All For		
21/11/2024	Close Brothers Group Plc	Annual	All For		
21/11/2024	Dunelm Group Plc	Annual	All For		
21/11/2024	JD Wetherspoon Plc	Annual	Against	7,8 4 2	Concerns related to inappropriate membership of committees Failure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles
21/11/2024	Pacific Horizon Investment Trust PLC	Annual	All For		
21/11/2024	PZ Cussons Plc	Annual	Against	9 8 2	Concerns about overall board structure Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles
22/11/2024	Abrdn European Logistics Income PLC	Special	All For		
25/11/2024	The European Smaller Companies Trust PLC	Annual	Against	7	Failure to provide DEI disclosures in line with UK listing rules
27/11/2024	Renishaw Plc	Annual	Against	10 2	Failure to provide DEI disclosures in line with UK listing rules Concerns related to below-board gender diversity Pay is misaligned with EOS remuneration principles
03/12/2024	THE PRS REIT PLC	Annual	Against	4 8,9	Failure to provide DEI disclosures in line with UK listing rules Overboarded/Too many other time commitments
06/12/2024	Associated British Foods Plc	Annual	All For		
06/12/2024	Hargreaves Lansdown Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
09/12/2024	Softcat Plc	Annual	All For		
09/12/2024	Target Healthcare REIT Plc	Annual	Against	9	Failure to provide DEI disclosures in line with UK listing rules
10/12/2024	BlackRock Greater Europe Investment Trust PLC	Annual	All For		
11/12/2024	Baillie Gifford Japan Trust PLC	Annual	All For		
11/12/2024	Volusion Group Plc	Annual	Against	4	Failure to provide DEI disclosures in line with UK listing rules
12/12/2024	Bellway Plc	Annual	All For		
12/12/2024	Fidelity Special Values PLC	Annual	All For		
16/12/2024	Supermarket Income REIT Plc	Annual	All For		
18/12/2024	Caledonia Investments PLC	Special	Against	2	Concerns to protect shareholder value
18/12/2024	Edinburgh Worldwide Investment Trust PLC	Special	All For		
19/12/2024	AVI Global Trust PLC	Annual	Against	6	Failure to provide DEI disclosures in line with UK listing rules
19/12/2024	Bellevue Healthcare Trust plc	Special	All For		