

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

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
29/01/2025	Kobe Bussan Co., Ltd.	Annual	Against	1.1	Lack of independence on board
				3	Pay is misaligned with EOS remuneration principles
30/01/2025	Park24 Co., Ltd.	Annual	Against	3	Concerns related to inappropriate membership of committees Lack of independence on board
				2.1, 2.4	Lack of independence on board
18/02/2025	Net One Systems Co., Ltd.	Special	Against	1.3	Concerns to protect shareholder value
				2	The purchase price represents a low premium to the share price before the tender offer announcement. The company did not seek to obtain a fairness opinion from its financial adviser or other third parties.
19/02/2025	Kobayashi Pharmaceutical Co., Ltd.	Special	Against	1.2, 1.2.2, 2.3	Shareholder proposal promotes appropriate accountability or incentivisation
21/02/2025	OSG Corp. (6136)	Annual	Against	2.2	Concerns related to approach to board gender diversity
25/02/2025	Money Forward, Inc.	Annual	Against	2.1	Concerns about overall performance
				2.6, 2.10	Lack of independence on board
27/02/2025	Kewpie Corp.	Annual	Against	1.1, 1.2	Concerns about overall performance
				1.9	Lack of independence on board
04/03/2025	NEC Networks & System Integration Corp.	Special	All For		
13/03/2025	Nippon Building Fund, Inc.	Special	All For		
14/03/2025	Full Soft, Inc.	Annual	All For		
15/03/2025	THK Co., Ltd.	Annual	Against	2.1, 2.2	Concerns about overall performance
19/03/2025	Kyowa Kirin Co., Ltd.	Annual	All For		
19/03/2025	Unicharm Corp.	Annual	Against	3	Concerns to protect shareholder value
21/03/2025	Broadleaf Co., Ltd.	Annual	Against	2.1	Concerns about overall performance
				2.3	Concerns related to succession planning
21/03/2025	GMO Internet Group, Inc.	Annual	Against	2.1	Concerns related to approach to board gender diversity Lack of independence on board Poison pill/anti-takeover measure not in investors' interests
21/03/2025	Kao Corp.	Annual	Against	4.5	A vote FOR this shareholder nominee is recommended because: * Anja Lagodny's senior leadership level experience, relevant cosmetics industry experience and strong background in strategy development, financial planning and analysis, the nominee's addition to the board would help support management's overall strategy execution.
				4.3	A vote FOR this shareholder nominee is recommended because: * Given Lanchi Venator's senior leadership level experience, relevant cosmetics industry experience and strong background in strategy development, financial planning and analysis, the nominee's addition to the board would help support management's overall strategy execution.
				4.4	A vote FOR this shareholder nominee is recommended because: * Given Lanchi Venator's senior leadership level experience, relevant cosmetics industry experience and strong background in strategy development, financial planning and analysis, the nominee's addition to the board would help support management's overall strategy execution.
				4.2	A vote FOR this shareholder nominee is recommended because: * Hugh G. Dineen's senior leadership level experience, relevant cosmetics industry experience and strong background in strategy development, financial planning and analysis, the nominee's addition to the board would help support management's overall strategy execution.
				4.1	A vote FOR this shareholder nominee is recommended because: * The appointment of Martha Velando could bring strong consumer marketing expertise and relevant industry and brand development experience in cosmetics, health and beauty, that are currently lacking on the board.
				7	A vote FOR this shareholder nominee is recommended because: * The appointment of Yannis Skoufalos could bring extensive expertise in global supply chain and relevant experience from one of the largest international consumer goods companies, which could be beneficial for optimizing Kao's supply chain operations and driving operational improvements.
				6	A vote FOR this shareholder proposal is recommended because: * The dissident's plan appears to better align the interests of the plan participants with those of shareholders than the current management's plan as the performance hurdles are more explicitly linked to operating performance whose improvement is a focal point of the proxy contest.
				5	A vote FOR this shareholder proposal is recommended because: * This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
				2.8	A vote FOR this shareholder proposal is warranted because: * The current JPY 100 million sub-ceiling would be insufficient for the eight outside directors, and the proposed ceiling does not appear excessive.
					Lack of independence on board
21/03/2025	Kubota Corp.	Annual	All For		
24/03/2025	Dentsu Soken, Inc.	Annual	All For		
25/03/2025	Bridgestone Corp.	Annual	Against	2.3, 2.4	Concerns related to succession planning
25/03/2025	Ezaki Glico Co., Ltd.	Annual	Against	2.1, 2.2	Concerns about overall performance
				2.6	Lack of independence on board
				6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
				5	Shareholder proposal promotes efficient capital structure
25/03/2025	McDonald's Holdings Co. (Japan) Ltd.	Annual	Against	3	Insufficient/poor disclosure
25/03/2025	MonotaRO Co., Ltd.	Annual	Against	3.3	Concerns related to succession planning
25/03/2025	Yamaha Motor Co., Ltd.	Annual	Against	3.6	Lack of independence on board
26/03/2025	Aiichi Group Holdings Ltd.	Annual	All For		
26/03/2025	Coca-Cola Bottlers Japan Holdings, Inc.	Annual	Against	2.1	Concerns about overall performance
				2.4	Lack of independence on board
26/03/2025	Ebara Corp.	Annual	All For		
26/03/2025	HOSHIZAKI Corp.	Annual	All For		
26/03/2025	Hulic Co., Ltd.	Annual	All For		
26/03/2025	Japan Tobacco, Inc.	Annual	All For		
26/03/2025	Nabtesco Corp.	Annual	All For		
26/03/2025	NEXON Co., Ltd.	Annual	Against	1.1	Concerns related to approach to board gender diversity
				2	Pay is misaligned with EOS remuneration principles
26/03/2025	Renesas Electronics Corp.	Annual	All For		
26/03/2025	Resonac Holdings Corp.	Annual	Against	2	Concerns related to shareholder rights
26/03/2025	Santen Holdings Co., Ltd.	Annual	Against	1.1	Concerns related to approach to board gender diversity
26/03/2025	Shiseido Co., Ltd.	Annual	Against	2.1	Concerns about overall performance
26/03/2025	Suntory Beverage & Food Ltd.	Annual	All For		
26/03/2025	Tokyo Tatemono Co., Ltd.	Annual	Against	3.2, 3.3	Concerns about overall performance
				3.8	Concerns related to succession planning
				3.11	Lack of independence on board
26/03/2025	Toyo Tire Corp.	Annual	Against	2.1	Concerns about overall performance
				2.2	Concerns related to approach to board gender diversity Concerns about overall performance
				2.7	Lack of independence on board
27/03/2025	Canon Marketing Japan, Inc.	Annual	All For		
27/03/2025	Chugai Pharmaceutical Co., Ltd.	Annual	All For		
27/03/2025	DIC Corp.	Annual	Against	2.1, 2.2	Concerns about overall performance
27/03/2025	DMS MORI CO., LTD.	Annual	All For		
27/03/2025	Kasame Co., Ltd.	Annual	All For		

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27/03/2025	Kuraray Co., Ltd.	Annual	All For		
27/03/2025	Nippon Paint Holdings Co., Ltd.	Annual	Against	2.2	Concerns related to approach to board gender diversity
27/03/2025	OTSUKA CORP.	Annual	Against	2.1	Concerns related to approach to board gender diversity
				2.8	Concerns related to succession planning
27/03/2025	Pestifream, Inc.	Annual	All For		
27/03/2025	Pola Orbis Holdings, Inc.	Annual	Against	4	Pay is misaligned with EOS remuneration principles
27/03/2025	Shimano, Inc.	Annual	Against	2.2	Concerns related to succession planning
27/03/2025	SUMCO Corp.	Annual	All For		
27/03/2025	Sumitomo Rubber Industries, Ltd.	Annual	Against	3.1	Concerns about overall performance
27/03/2025	Tokai Carbon Co., Ltd.	Annual	Against	2.1	Concerns related to approach to board gender diversity
27/03/2025	Trend Micro, Inc.	Annual	All For		Concerns about overall performance
28/03/2025	AGC, Inc. (Japan)	Annual	Against	2.1	Concerns about overall performance
				2.2	Concerns related to approach to board gender diversity
28/03/2025	ASICS Corp.	Annual	Against	7	Concerns about overall performance
28/03/2025	Canon, Inc.	Annual	Against	2.1	Concerns to protect shareholder value
28/03/2025	Daiichi Co., Ltd.	Annual	Against	1.6	Concerns related to approach to board gender diversity
28/03/2025	Dentsu Group, Inc.	Annual	Against	1.2	Lack of independence on board
28/03/2025	INPEX Corp.	Annual	Against	2.1	Concerns about overall performance
28/03/2025	Kawasaki Kisen Kaisha, Ltd.	Special	All For		Concerns related to approach to board gender diversity
28/03/2025	Kirin Holdings Co., Ltd.	Annual	All For		
28/03/2025	Kobayashi Pharmaceutical Co., Ltd.	Annual	Against	2.2	Concerns related to approach to board gender diversity
28/03/2025	KOKUYO CO., LTD.	Annual	All For		
28/03/2025	KOSE Corp.	Annual	All For		
28/03/2025	Lion Corp.	Annual	Against	2.1	Concerns about overall performance
28/03/2025	Mabuchi Motor Co., Ltd.	Annual	All For		
28/03/2025	Nippon Electric Glass Co., Ltd.	Annual	Against	2.1, 2.2	Concerns about overall performance
28/03/2025	Nippon Express Holdings, Inc.	Annual	Against	1.5	Lack of independence on board
28/03/2025	Otsuka Holdings Co., Ltd.	Annual	Against	1.1, 1.10	Lack of independence on board
28/03/2025	Rakuten Group, Inc.	Annual	Against	2.1	Concerns about overall performance
				3	Pay is misaligned with EOS remuneration principles
28/03/2025	Sapporo Holdings Ltd.	Annual	Against	2.6	Concerns about overall performance
				5	SH: Against shareholder resolution, against management recommendation / Shareholder proposal does not promote efficient capital structure
				4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes efficient capital structure
28/03/2025	Skylark Holdings Co., Ltd.	Annual	Against	1.6	Concerns related to succession planning
28/03/2025	Sumitomo Forestry Co., Ltd.	Annual	All For		
28/03/2025	Sumitomo Heavy Industries, Ltd.	Annual	Against	3.2	Concerns about overall performance
				3.8	Lack of independence on board
				3.1	Lack of independence on board
28/03/2025	The Yokohama Rubber Co., Ltd.	Annual	Against	2.2	Concerns about overall performance
				2.7, 2.9	Lack of independence on board
				3.3	Lack of independence on board
				2.1	Concerns related to inappropriate membership of committees
				4	Lack of independence on board
				2.1	Concerns about overall performance
28/03/2025	TOKYO OHKA KOGYO CO., LTD.	Annual	Against	2.1	Lack of independence on board
28/03/2025	Yamazaki Baking Co., Ltd.	Annual	Against	3	Concerns related to inappropriate membership of committees
				2.9, 2.10	Concerns related to approach to board gender diversity
				2.1	Concerns about overall performance
29/03/2025	Horiba Ltd.	Annual	Against	1.6	Insufficient/poor disclosure
15/01/2025	Fraser's Logistics & Commercial Trust	Annual	All For		Lack of independence on board
28/03/2025	DBS Group Holdings Ltd.	Annual	All For		Concerns related to approach to board gender diversity
03/01/2025	Hanon Systems	Special	Against	2.1, 2.3	Concerns related to approach to board gender diversity
03/01/2025	HYUNDAI ENGINEERING & CONSTRUCTION Co.	Special	Against	2.2	Concerns related to approach to board gender diversity
06/01/2025	Korea Electric Power Corp.	Special	Against	1	Concerns related to approach to board gender diversity
23/01/2025	Korea Zinc Co., Ltd.	Special	Against	1	Lack of independence on board
				2.1, 2.2, 2.3, 2.4, 2.5, 2.6, 2.7, 3.1	Concerns to protect shareholder value
				1.3, 2.a, 3.2.b, 3.2.c, 3.2.d, 3.2.e, 3.2.f, 3.2.g, 3.3.a, 3.3.b, 3.3.c, 3.3.d, 3.3.e, 3.3.f, 3.3.g, 4.1, 4.2	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
				4.3, 4.4, 4.5, 4.6, 4.7, 5.1, 5.2, 5.3	Shareholder proposal does not promote enhanced shareholder rights
				5.4, 5.5, 5.6, 5.7	
				2.9, 2.10, 2.16, 2.19, 3.2, 3.2.j	
				3.2.p, 3.2.s, 3.3, 3.3.j, 3.3.p, 3.3.s, 4.9, 4.10, 4.16, 4.19, 5.9, 5.10	
				5.16, 5.19	
				1	
24/01/2025	Lotte Energy Materials Corp.	Special	Against	1	Issue of equity raises concerns about excessive dilution of existing shareholders
14/03/2025	Kia Corp.	Annual	Against	3, 1.3, 2	Inadequate management of climate-related risks
14/03/2025	SAMSUNG BIOLOGICS Co., Ltd.	Annual	Against	4	Concerns related to inappropriate membership of committees
				3.1	Concerns about overall performance
				6	Concerns related to approach to board gender diversity
14/03/2025	Samsung C&T Corp.	Annual	Against	1	Pay is misaligned with EOS remuneration principles
14/03/2025	Samsung Securities Co., Ltd.	Annual	All For		EOS manual override
19/03/2025	Cheil Worldwide, Inc.	Annual	All For		
19/03/2025	Hyundai Mobis Co., Ltd.	Annual	Against	3.1	Concerns related to approach to board gender diversity
				3.3	Lack of independence on board
19/03/2025	I&F Co., Ltd.	Annual	All For		
19/03/2025	Samsung Electro-Mechanics Co., Ltd.	Annual	All For		
19/03/2025	Samsung Electronics Co., Ltd.	Annual	All For		
19/03/2025	Samsung Fire & Marine Insurance Co., Ltd.	Annual	All For		
19/03/2025	Samsung SDI Co., Ltd.	Annual	All For		
19/03/2025	Samsung SDS Co., Ltd.	Annual	Against	2.2	Concerns related to approach to board gender diversity
20/03/2025	GS P&L Co., Ltd.	Annual	All For		
20/03/2025	GS Retail Co., Ltd.	Annual	Against	3	Concerns related to approach to board gender diversity
20/03/2025	HANWHA LIFE INSURANCE Co., Ltd.	Annual	Against	3.3	Concerns related to approach to board gender diversity
				3.4	Concerns related to inappropriate membership of committees
20/03/2025	Hanwha Ocean Co., Ltd.	Annual	Against	3.1	Concerns related to inappropriate membership of committees
				3.2, 3.3	Concerns related to approach to board gender diversity
20/03/2025	HOTEL SHILLA Co., Ltd.	Annual	Against	3.3	Concerns related to inappropriate membership of committees
20/03/2025	HYUNDAI ENGINEERING & CONSTRUCTION Co.	Annual	Against	3.2	Lack of independence on board
20/03/2025	Hyundai Motor Co., Ltd.	Annual	All For		Concerns related to approach to board gender diversity
20/03/2025	Hyundai WIA Corp.	Annual	Against	2.1, 2.2	Concerns related to approach to board gender diversity
20/03/2025	LG Display Co., Ltd.	Annual	Against	3.1, 3.3, 4	Lack of independence on board
20/03/2025	LG Energy Solution Ltd.	Annual	All For	2.1	Concerns to protect shareholder value
					Issue of equity raises concerns about excessive dilution of existing shareholders

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20/03/2025	POSCO Holdings, Inc.	Annual	All For		
20/03/2025	S-1 Corp. (Korea)	Annual	Against	3.1	Concerns related to approach to board gender diversity
20/03/2025	Samsung Card Co., Ltd.	Annual	Against	3.1	Concerns related to approach to board gender diversity
20/03/2025	Samsung E&A Co., Ltd.	Annual	Against	2.1	Concerns related to approach to board gender diversity
20/03/2025	Samsung Heavy Industries Co., Ltd.	Annual	Against	3.1	Concerns related to approach to board gender diversity
20/03/2025	Samsung Life Insurance Co., Ltd.	Annual	Against	5	Concerns about candidate's experience/skills
20/03/2025	Shinsegae Co., Ltd.	Annual	Against	2.1	Concerns related to approach to board gender diversity
20/03/2025	Yuhan Corp.	Annual	All For		
21/03/2025	DB Insurance Co., Ltd.	Annual	Against		Concerns related to approach to board gender diversity
21/03/2025	DONG SUH Companies Inc.	Annual	All For		
21/03/2025	HANMI Semiconductor Co., Ltd.	Annual	Against	5	Pay is misaligned with EOS remuneration principles
21/03/2025	HITEJINRO Co., Ltd.	Annual	Against	2.1, 2.2, 4	Concerns about overall performance
21/03/2025	HYUNDAI MARINE & FIRE INSURANCE Co., Ltd.	Annual	Against	3.4	Concerns related to approach to board gender diversity
21/03/2025	Nonashim Co., Ltd.	Annual	All For		
24/03/2025	Coosmo AM&T Co., Ltd.	Annual	All For		
24/03/2025	ECOPRO Materials Co Ltd.	Annual	All For		
24/03/2025	kwaksay Corp.	Annual	All For		
24/03/2025	LG Chem Ltd.	Annual	Against	4.1, 4.2	Concerns about candidate's experience/skills
24/03/2025	LG Innotek Co., Ltd.	Annual	Against	2.1	Concerns related to approach to board gender diversity
24/03/2025	Lotte Energy Materials Corp.	Annual	All For		
24/03/2025	Lotte Shopping Co., Ltd.	Annual	Against	2.3	Concerns related to approach to board gender diversity
24/03/2025	NH Investment & Securities Co., Ltd.	Annual	Against	2.2	Concerns about overall performance
24/03/2025	POSCO DX Co., Ltd.	Annual	Against	5	Pay is misaligned with EOS remuneration principles
24/03/2025	POSCO Future M Co., Ltd.	Annual	Against	2.2, 2.3	Concerns related to approach to board gender diversity
24/03/2025	POSCO INTERNATIONAL Corp.	Annual	Against	3.3, 4	Concerns related to approach to board gender diversity
24/03/2025				3.1, 2	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees
25/03/2025	AmorPacific Corp.	Annual	All For		
25/03/2025	AmorPacific Group, Inc.	Annual	All For		
25/03/2025	Celltrion Pharm Inc.	Annual	Against	3.1	Concerns about overall performance
25/03/2025	Celltrion, Inc.	Annual	Against	2	Issue of equity raises concerns about excessive dilution of existing shareholders
25/03/2025	CJ CheilJedang Corp.	Annual	Against	3	Concerns about overall performance
25/03/2025				3.1	Concern about capital allocation
25/03/2025				3.2	Concerns related to approach to board gender diversity
25/03/2025				2	Pay is misaligned with EOS remuneration principles
25/03/2025	CJ Logistics Corp.	Annual	Against	2.2	Concerns related to approach to board gender diversity
25/03/2025	DL Holdings Co., Ltd.	Annual	All For		
25/03/2025	Ecopro BM Co., Ltd.	Annual	Against	3.5	Concerns related to approach to board gender diversity
25/03/2025	GS Engineering & Construction Corp.	Annual	Against	3.2, 4	Concerns about overall performance
25/03/2025	Hana Financial Group, Inc.	Annual	Against	3.1, 3.2, 3.3, 3.5, 3.6, 3.7, 4.5, 1.5	Concerns about overall performance
25/03/2025	HANWHA AEROSPACE Co., Ltd.	Annual	Against	4	Concerns related to approach to board gender diversity
25/03/2025	HANWHA SOLUTIONS CORP.	Annual	Against	6	Pay is misaligned with EOS remuneration principles
25/03/2025	Hanwha Vision Co., Ltd.	Annual	Against	4	Concerns related to approach to board gender diversity
25/03/2025	HD Hyundai Electric Co., Ltd.	Annual	All For	2	Pay is misaligned with EOS remuneration principles
25/03/2025	HD Hyundai Infracore Co., Ltd.	Annual	All For		
25/03/2025	HD Hyundai Marine Solution Co., Ltd.	Annual	All For		
25/03/2025	HD Hyundai Mipo Co., Ltd.	Annual	All For		
25/03/2025	Hyundai AutoEver Corp.	Annual	Against	2.2, 1, 2, 2, 2	Concerns related to approach to board gender diversity
25/03/2025	Hyundai GLOVIS Co., Ltd.	Annual	Against	2	Lack of independence on board
25/03/2025	Hyundai Steel Co.	Annual	Against	2.2, 3.1	Concerns about candidate's experience/skills 2- Concerns about overall performance
25/03/2025	Kumho Petrochemical Co., Ltd.	Annual	Against	3.4	Concerns to governance and oversight
25/03/2025				2.3, 1, 3, 2, 3, 3, 4	Concerns to protect shareholder value
25/03/2025	LG Electronics, Inc.	Annual	Against	3.1	Concerns related to approach to board gender diversity
25/03/2025	LG H&H Co., Ltd.	Annual	All For		
25/03/2025	LG Uplus Corp.	Annual	All For		
25/03/2025	Lotte Chemical Corp.	Annual	Against	2.2, 2, 4	Concerns about overall board structure
25/03/2025	Lotte Chilsung Beverage Co., Ltd.	Annual	Against	2.1	Concerns about overall performance
25/03/2025	LS Electric Co., Ltd.	Annual	Against	2.2, 2, 2, 4, 2, 5, 3, 2	Concern due to a material failure of governance and oversight at the company
25/03/2025	Sk le Technology Co., Ltd.	Annual	All For	3.1	Concerns related to approach to board gender diversity
26/03/2025	BGF Retail Co., Ltd.	Annual	Against	2.2	Concerns about overall performance
26/03/2025	BNK Financial Group, Inc.	Annual	Against	2.1	Concerns related to approach to board gender diversity
26/03/2025	CJ Corp.	Annual	Against	3.2	Concerns related to approach to board gender diversity
26/03/2025	Daejeon Engineering & Construction Co. Ltd.	Annual	All For	3.1	Concerns related to approach to board gender diversity
26/03/2025	DGB Financial Group Co., Ltd.	Annual	Against	3.1, 3, 2, 3, 3, 4	Concerns about overall performance
26/03/2025	Doosan Bobcat, Inc.	Annual	Against	1	EOS manual override Concerns to protect shareholder value
26/03/2025	E-Mart, Inc.	Annual	Against	6.1, 6.2	Concerns related to approach to board gender diversity
26/03/2025				2.2	
26/03/2025	ECOPRO Co., Ltd.	Annual	All For		
26/03/2025	F&F Co., Ltd.	Annual	All For		
26/03/2025	GC Biopharma Corp.	Annual	All For		
26/03/2025	GS Holdings Corp.	Annual	Against	1	Concerns to protect shareholder value
26/03/2025	HANJIN KAL Corp.	Annual	All For		
26/03/2025	HANKOOK TIRE & TECHNOLOGY Co., Ltd.	Annual	Against	3.1, 3, 2, 3, 3	Concerns related to approach to board gender diversity
26/03/2025	Hanmi Pharmaceutical Co., Ltd.	Annual	All For		
26/03/2025	Hanmi Science Co., Ltd.	Annual	All For		
26/03/2025	HD Hyundai Heavy Industries Co., Ltd.	Annual	All For		
26/03/2025	HD Korea Shipbuilding & Offshore Engineering Co., Ltd.	Annual	All For		
26/03/2025	HL Mando Co., Ltd.	Annual	Against	3	Concerns related to shareholder rights
26/03/2025	HMM Co., Ltd.	Annual	Against	2.1, 2, 2	Lack of independence on board
26/03/2025	Industrial Bank of Korea	Annual	Against	3.4	Pay is misaligned with EOS remuneration principles
26/03/2025	Kakao Corp.	Annual	Against	3.1, 3, 2	Concerns about overall performance
26/03/2025				2.3	Issue of equity raises concerns about excessive dilution of existing shareholders
26/03/2025	Kakao Games Corp.	Annual	Against	5	Pay is misaligned with EOS remuneration principles
26/03/2025	KakaoBank Corp.	Annual	Against	3.2	Concerns related to approach to board gender diversity
26/03/2025	Kangwon Land, Inc.	Annual	Against	2	Pay is misaligned with EOS remuneration principles
26/03/2025	KB Financial Group, Inc.	Annual	All For		
26/03/2025	KCC Corp.	Annual	Against	2.1	Combined CEO/Chair Concerns to protect shareholder value
26/03/2025				3	Concerns about overall performance
26/03/2025				2.2	Concerns related to approach to board gender diversity
26/03/2025	KEPCO Plant Service & Engineering Co. Ltd.	Annual	Against	2.3	Pay is misaligned with EOS remuneration principles
26/03/2025	KOREA AEROSPACE INDUSTRIES Ltd.	Annual	Against	3	Concerns about overall performance
26/03/2025				2.3	Concerns related to approach to board gender diversity
26/03/2025	Korea Electric Power Corp.	Annual	All For		
26/03/2025	Korean Air Lines Co., Ltd.	Annual	Against	4	Pay is misaligned with EOS remuneration principles
26/03/2025	KRAFTON, Inc.	Annual	All For		

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
26/03/2025	KT&G Corp.	Annual	Against	4.1 2.2.2.3	Concerns related to approach to board gender diversity Concerns related to shareholder rights
26/03/2025	L.G. Corp.	Annual	All For		
26/03/2025	Lotte Corp.	Annual	Against	2	Combined CEO/Chair Inadequate management of deforestation risks
26/03/2025	MERITZ Financial Group, Inc.	Annual	All For		
26/03/2025	NAVER Corp.	Annual	Against	2.1	Concerns related to approach to board gender diversity
26/03/2025	NCsoft Corp.	Annual	All For		
26/03/2025	OCI Holdings Co. Ltd.	Annual	Against	2.3.3.1 2.1	Concerns about overall performance Concerns related to approach to board diversity
26/03/2025	ORION Corp. (Korea)	Annual	Against	3 4	Concerns related to attendance at board or committee meetings Pay is misaligned with EOS remuneration principles
26/03/2025	OTTOGI Corp.	Annual	Against	3.1	Concerns related to approach to board gender diversity
26/03/2025	Pan Ocean Co., Ltd.	Annual	All For		
26/03/2025	SD Biosensor, Inc.	Annual	All For		
26/03/2025	Shinhan Financial Group Co., Ltd.	Annual	Against	3.1.3.2.3.3.3.4.3.5.4.5.1.5.2.5 3	Concerns about overall performance
26/03/2025	SK BioPharmaceuticals Co., Ltd.	Annual	All For		
26/03/2025	SK bioscience Co., Ltd.	Annual	All For		
26/03/2025	SK, Inc.	Annual	Against	2.2 2.4 2.1 3 4	Concern about ack of independence on board Concerns about overall performance Concerns of governance, stewardship, risk oversight, or fiduciary responsibilities at the company and to protect shareholder value Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles
26/03/2025	SKC Co., Ltd.	Annual	All For		
26/03/2025	Woori Financial Group, Inc.	Annual	Against	4.4	Concerns about overall performance
27/03/2025	CJ ENM Co., Ltd.	Annual	All For		
27/03/2025	HD HYUNDAI Co., Ltd.	Annual	Against	4	Insufficient disclosure
27/03/2025	LS Corp.	Annual	Against	2 3	Concerns about overall performance Excessive pay
27/03/2025	Mirae Asset Securities Co., Ltd.	Annual	Against	2.5 2.3	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity
27/03/2025	Pearl Abyss Corp.	Annual	All For		
27/03/2025	S-Oil Corp.	Annual	All For		
27/03/2025	SK hynix, Inc.	Annual	All For		
27/03/2025	SK Square Co. Ltd.	Annual	Against	2.2	Concerns related to board gender diversity
27/03/2025	Solus Advanced Materials Co., Ltd.	Annual	All For		
28/03/2025	Korea Investment Holdings Co., Ltd.	Annual	All For		
28/03/2025	Korea Zinc Co., Ltd.	Annual	Against	1.2.1 1.2.2 3.1.3.2.3.3.3.4.3.5.3.7.3.10.3 16.3.19.4.1.1.4.2.a.4.2.b.4.2. c.4.2.d.4.2.e.4.2.f.4.2.g.4.2.j. 4.2.m.4.2.s.4.2.v.4.3.a.4.3.b. 4.3.c.4.3.d.4.3.e.4.3.f.4.3.g.4. 3.j.4.3.m.4.3.s.4.3.v.5.1.5.2.6	EOS manual override EOS manual override. Concerns to protect shareholder value EOS manual override. Concerns to protect shareholder value
28/03/2025	Paradise Co., Ltd.	Annual	All For		
28/03/2025	SK Innovation Co., Ltd.	Annual	All For		
28/03/2025	Wemade Co., Ltd.	Annual	Against	2	Pay is misaligned with EOS remuneration principles
31/03/2025	Alteogen, Inc.	Annual	Against	4	Pay is misaligned with EOS remuneration principles
31/03/2025	COWAY Co., Ltd.	Annual	Against	2.2	Concerns related to shareholder rights
31/03/2025	Dossan Enerbility Co., Ltd.	Annual	All For		
31/03/2025	FLA Holdings Corp.	Annual	All For		
31/03/2025	Hanon Systems	Annual	All For		
31/03/2025	HLB Co., Ltd.	Annual	Against	5	Pay is misaligned with EOS remuneration principles
31/03/2025	HYBE Co., Ltd.	Annual	All For		
31/03/2025	Korea Gas Corp.	Annual	Against	2 4	Lack of independence on board Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles
31/03/2025	KUM YANG Co., Ltd.	Annual	All For		
31/03/2025	Nimble Corp.	Annual	Against	3.1.3.2.3.3	Lack of independence on board
04/02/2025	Nufarm Limited	Annual	All For		
20/02/2025	Aristocrat Leisure Limited	Annual	Against	5.6	Pay is misaligned with EOS remuneration principles
23/01/2025	Kerry Logistics Network Limited	Special	All For		
27/03/2025	Credicorp Ltd.	Annual	All For		
28/03/2025	Kerry Logistics Network Limited	Special	All For		
10/03/2025	Banco Bradesco SA	Annual	Abstain	3	Cumulative/slate voting in favour of individual candidates/slates
			Against	5 4	Insufficient/poor disclosure
10/03/2025	Banco Bradesco SA	Annual	Against	1	
10/03/2025	Banco Bradesco SA	Extraordinary Shareholders	Against	1	Lack of independence on board
28/03/2025	Multipian Empreendimentos Imobiliarios SA	Annual	All For		
31/03/2025	Huichmed (China) Limited	Extraordinary Shareholders	All For		
15/01/2025	China Jushi Co. Ltd.	Special	All For		
15/01/2025	Midea Group Co. Ltd.	Extraordinary Shareholders	All For		
17/01/2025	Contemporary Amperex Technology Co., Ltd.	Special	All For		
23/01/2025	NARI Technology Co., Ltd.	Special	Against	3.1 2	Concerns related to approach to board gender diversity Insufficient/poor disclosure
24/01/2025	China Jushi Co. Ltd.	Special	Against	1.2	Concerns related to approach to board gender diversity
13/03/2025	Shenzhen YUTO Packaging Technology Co., Ltd.	Special	Against		Insufficient/poor disclosure
11/01/2025	HDFC Bank Ltd.	Special	All For		
10/03/2025	Larsen & Toubro Limited	Special	Against	2	Concerns to protect shareholder value
22/03/2025	Bajaj Finance Limited	Special	All For		
26/03/2025	HDFC Bank Ltd.	Special	All For		
12/03/2025	PT Bank Central Asia Tbk	Annual	All For		
24/03/2025	PT Bank Rakyat Indonesia (Persero) Tbk	Annual	Against	10	Insufficient/poor disclosure
25/03/2025	PT Bank Mandiri (Persero) Tbk	Annual	Against	6.7.8	Insufficient/poor disclosure
28/03/2025	Kaspi.kz JSC	Annual	Against	5	A vote AGAINST the ratification of Deloitte LLP as the company's audit firm is warranted given that the audit fees are not disclosed. As such, it cannot be determined if the non-audit fees are excessive.
03/03/2025	Vista Energy SAB de CV	Ordinary Shareholders	Against	1.2.3.4	Insufficient/poor disclosure
25/03/2025	CEMEX SAB de CV	Annual/Special	Against	4.b.4.c.4.d	Concerns related to succession planning
08/01/2025	KGHM Polska Miedz SA	Special	All For		
10/01/2025	Powszechny Zaklad Ubezpieczen SA	Special	All For		
06/03/2025	BANK POLSKA KASA OPIEKI SA	Special	All For		

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
27/03/2025	mBank SA	Annual	Against	7.13 7.23 7.27	A vote AGAINST Carsten Schmitt is warranted due to insufficient level of gender diversity on the shareholder-elected board. A vote AGAINST the proposed amendments is warranted because the company has failed to disclose sufficiently compelling rationale to grant the right to appoint the financial auditor as well as auditor for sustainability reporting to the supervisory board. The proposal may diminish the rights of shareholders. A vote AGAINST this item is warranted because: - The short-term incentives plan and granted awards lacks disclosure on performance indicators, threshold, target and maximum award limits, as well as level of achievement of targets applicable to the STI grants. The concern is aggravated by the potential supervisory board's discretionary power in specifying the level of fixed remuneration and in awarding the bonus to the company's executives; - The exercise price of the warrants, vested in 2024 is set at a significant discount to the market price at the time of granting the warrants, which potentially leads to payment for failure; - Some exit terms of the former CEO, Cezary Stypukowski, are not disclosed; - The remuneration report does not sufficiently cover the topic of CHF/PLN mortgage provisions that is presenting a significant cost to the company and shareholders.
31/01/2025	Thai Beverage Public Company Limited	Annual	Against	5.1.2 11	Concerns related to attendance at board or committee meetings Insufficient/poor disclosure
21/01/2025	Anadolu Efes Biraçılık ve Malt Sanayi A.S.	Special	Against	2	A vote AGAINST the increase and 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.
20/03/2025	İs Gayrimenkul Yatırım Ortaklığı A.S.	Annual	Against	7 6	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.
21/03/2025	Türk Traktor ve Ziraat Makineleri AS	Annual	Against	11 8 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 does not meet the one third board independence requirement. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
22/03/2025	Nuh Cimento Sanayi AS	Annual	Against	8 10 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. 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; the board and the audit committee are not sufficiently independent. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
24/03/2025	Akbank TAS	Annual	Against	7.8	A vote AGAINST this item is warranted, as the board and the audit committee do not meet the independence requirements.
24/03/2025	Enerjisa Enerji AS	Annual	Against	12	This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
24/03/2025	Otokar Otomotiv ve Savunma Sanayi AS	Annual	Against	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 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. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
25/03/2025	Tofas Türk Otomobil Fabrikası AS	Annual	Against	11 8 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 does not meet the one third board independence requirement. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
25/03/2025	Türkiye Sise ve Cam Fabrikaları AS	Annual	Against	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 the prolongation of the authorized capital is warranted because the proposed ceiling allows the company to increase the share capital with preemptive rights by more than 100 percent.
26/03/2025	Ereğli Demir ve Çelik Fabrikaları TAA	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.
26/03/2025	Ford Otomotiv Sanayi 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.
26/03/2025	İs Yatırım Menkul Değerler AS	Annual	Against	8 7 10	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. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
26/03/2025	İskenderun Demir ve Çelik 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.
26/03/2025	TAV Havalimanları Holding AS	Annual	All For		
26/03/2025	Yapı ve Kredi Bankası AS	Annual	Against	7 5	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.
27/03/2025	Cimsa Cimento Sanayi ve Ticaret AS	Annual	Against	7 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. 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. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
27/03/2025	Doğuş Otomotiv Servis ve Ticaret AS	Annual	Against	10	A vote AGAINST is warranted because the name of the proposed auditor is not disclosed.
27/03/2025	Hacı Ömer Sabancı Holding AS	Annual	Against	8 7 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 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.
27/03/2025	Türkiye Garanti Bankası AS	Annual	Against	11 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 board and the audit committee are insufficiently independent.
27/03/2025	Türkiye İş Bankası AS	Annual	Against	5 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 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 100 percent and allows the board to transfer its authority without explaining further.

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
27/03/2025	Türkiye Petrol Rafinerileri AS	Annual	Against	11 8 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 does not meet the one third board independence requirement. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
28/03/2025	Arçelik AS	Annual	Against	8,12,14	This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
28/03/2025	Enka İnsaat ve Sanayi AS	Annual	Against	7	A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner.
28/03/2025	OYAK Cimento Fabrikaları AS	Annual	Against	11 13 9 6,10 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 is warranted because the name of the proposed auditor is not disclosed. 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 company's audit committee is 50 percent independent which is not in line with the local provisions. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
28/03/2025	Pegasus Hava Tasimaciligi AS	Annual	Against	5	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.
19/03/2025	Aldar Properties PJSC	Annual	Against	7,9	Insufficient/poor disclosure
26/03/2025	Raffaelsen Bank International AG	Annual	Against	6,2,6,3,6,4 8,1 9,9	Votes AGAINST the non-independent nominees, Erwin Hameseder, Heinz Konrad, Reinhard Schwendtbauer, and Christof Splechna, are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST Erwin Hameseder, Heinz Konrad, Reinhard Schwendtbauer, and Christof Splechna, are further warranted because their board term length exceeds four years, which falls short of market practice. Votes AGAINST the non-independent nominees, Erwin Hameseder, Heinz Konrad, Reinhard Schwendtbauer, and Christof Splechna, are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST Erwin Hameseder, Heinz Konrad, Reinhard Schwendtbauer, and Christof Splechna, are further warranted because their board term length exceeds four years, which falls short of market practice. A vote AGAINST Erwin Hameseder, the current nomination committee chair, is also warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes AGAINST the proposed authorizations are warranted because: - When combined with the existing authorized capital, they would allow for a capital increase without preemptive rights for up to 60 percent of the issued share capital.
27/03/2025	Andritz AG	Annual	All For		
14/03/2025	Ella Group SAINV	Extraordinary Shareholders	All For		
05/03/2025	Rindskopf Landobank A/S	Annual	All For		
06/03/2025	Demant A/S	Annual	Abstain Against	6,a,6,b 4	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
12/03/2025	Genmab A/S	Annual	Abstain Against	5,f 4,7,a,7,b	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
12/03/2025	Pandora AS	Annual	Against	3	Pay is misaligned with EOS remuneration principles
17/03/2025	Christians A/S	Annual	Abstain	6,a	Inadequate management of climate-related risks
18/03/2025	A.P. Møller-Maersk A/S	Annual	Abstain Against	6,1 F	Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders
20/03/2025	Danske Bank A/S	Annual	All For		
20/03/2025	DSV A/S	Annual	Against	8,1 5,8,3	Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles
26/03/2025	H. Lundbeck A/S	Annual	Against	4	Pay is misaligned with EOS remuneration principles
26/03/2025	Teva A/S	Annual	All For		
27/03/2025	Novo Nordisk A/S	Annual	All For		
27/03/2025	Zealand Pharma A/S	Annual	Against	7,8	Pay is misaligned with EOS remuneration principles
05/03/2025	Kone Oyj	Annual	Against	13,g 13,b 13,a 20	A vote AGAINST candidate Jussi Herlin (Item 13.g) is warranted, because of his presence on both the audit and the remuneration committees. A vote AGAINST candidates Antti Herlin (13.e) and Matti Alahuhta (13.b) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. A vote AGAINST candidates Antti Herlin (13.e) and Matti Alahuhta (13.b) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. A vote AGAINST Antti Herlin (Item 13.e) is warranted due to the company maintaining a share structure with unequal voting rights. A vote AGAINST this issuance authorization is warranted because it explicitly includes the possibility to issue additional super voting shares.
13/03/2025	Wartsila Oyj Abo	Annual	All For		
20/03/2025	Nordea Bank Abo	Annual	All For		
20/03/2025	Stora Enso Oyj	Annual	Abstain Against	14 11	A vote ABSTAIN this proposal is warranted for the following reasons: - Less than half of the members on the remuneration committee are considered independent. - 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 while the proposed remuneration policy is mostly well described, the earning opportunities under the STI and LTI plans have been significantly increased without an adequate supporting rationale.
24/03/2025	Kesko Oyj	Annual	Against	11 14	A vote AGAINST this item is warranted because the company has not disclosed targets and weights attached to the annual bonus. A vote AGAINST this proposal is warranted because Pauli Jaakola is a representative of a shareholder benefitting from a share structure with unequal voting rights.
25/03/2025	Nestle Corp.	Annual	Against	13	A vote AGAINST this proposal is warranted because the candidate Anna Kristina Hyvonen is overboarded.
26/03/2025	Valmet Corp.	Annual	Against	10	A vote AGAINST this item is warranted because the proposed remuneration report is below par in relation to market standards, particularly with regard to the following: - The insufficient performance period under the long-term incentive plans; - The vaguely defined performance criteria under the short-term incentive plan; and - The lagged disclosure of payout under the short-term incentive plan.
27/03/2025	UPM-Kymmene Oyj	Annual	All For		
25/03/2025	Sartorius Stedim Biotech SA	Annual/Special	Against	1 27 23 24 20,21 7,9,11,26 16,19	Concerns related to succession planning Insufficient disclosure 2- Options vest in less than 36 months Issue of equity raises concerns about excessive dilution of existing shareholders Issue of equity raises concerns about excessive dilution of existing shareholders Poison pill/anti-takeover measure not in investors interests Issue of equity raises concerns about excessive dilution of existing shareholders Poison pill/anti-takeover measure not in investors interests Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests
23/01/2025	Deutsche Wohnen SE	Extraordinary Shareholders	All For		
24/01/2025	Yonovia SE	Extraordinary Shareholders	All For		
13/02/2025	Siemens AG	Annual	Against	6	Pay is misaligned with EOS remuneration principles
18/02/2025	Siemens Healthineers AG	Annual	Against	4,1 6,7	Lack of independence on board Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
20/02/2025	Infineon Technologies AG	Annual	Against	10,11	Pay is misaligned with EOS remuneration principles
20/02/2025	Siemens Energy AG	Annual	All For		
26/03/2025	Carl Zeiss Medtec AG	Annual	Against	6,2,6,3 6,1 7	Concerns related to succession planning Lack of independence on board Lack of independent representation at board committees Concerns related to succession planning Pay is misaligned with EOS remuneration principles

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
27/03/2025	Sartorius AG	Annual	Against	4 8 6,7	Concerns related to inappropriate membership of committees Concerns related to shareholder rights Pay is misaligned with EOS remuneration principles
19/03/2025	Junbe SA	Extraordinary Shareholders	All For		
30/01/2025	Greencore Group Plc	Annual	Against	4	Pay is misaligned with EOS remuneration principles
06/02/2025	Accenture Plc	Annual	All For		
12/03/2025	Johnson Controls International Plc	Annual	Against	1b	Concerns related to approach to board gender diversity Concerns related to approach to board diversity
12/03/2025	TE Connectivity Plc	Annual	All For		
28/02/2025	Banco BPM SoA	Ordinary Shareholders	All For		
28/02/2025	DiaSonn SoA	Extraordinary Shareholders	Against	1	Double voting rights
20/03/2025	Mencor SoA	Extraordinary Shareholders	All For		
27/03/2025	UniCredit SpA	Annual/Special	Against	6,7,8,7	Pay is misaligned with EOS remuneration principles
20/01/2025	R&M European Value Retail SA	Ordinary Shareholders	All For		
23/01/2025	Samsonite Group S.A.	Extraordinary Shareholders	All For		
23/01/2025	Samsonite Group S.A.	Ordinary Shareholders	All For		
15/01/2025	Davide Campari-Milano NV	Extraordinary Shareholders	All For		
03/02/2025	OCI NV	Extraordinary Shareholders	All For		
26/03/2025	Randstad NV	Annual	Against	2b,4a	Pay is misaligned with EOS remuneration principles
20/03/2025	Gjensidige Forsikring ASA	Annual	Against	8 11.a	A vote AGAINST this item is warranted due to the following: - The company's practice of bundling the weights, vaguely disclosing the performance criteria, and not disclosing the targets or achievement of the individual KPIs utilized in the STIP. - The lack of disclosure regarding the termination arrangements of former EVP, Janne Piesum A vote AGAINST this proposal is warranted because less than half of the members on the remuneration committee are considered independent, and because candidate Gyrid Skalleberg Ingeroe is considered overboarded.
14/03/2025	Mapfre SA	Annual	Against	5,1,5,2	Pay is misaligned with EOS remuneration principles
19/03/2025	Banco de Sabadell SA	Annual	Against	7 13	Concerns related to shareholder rights Pay is misaligned with EOS remuneration principles
20/03/2025	Banco Bilbao Vizcaya Argentaria SA	Annual	Against	8	Pay is misaligned with EOS remuneration principles
25/03/2025	Naturgy Energy Group SA	Annual	Against	12,3,12,5 10,11 12,1 15 12,2,12,4,12,6,12,7,12,8,12 9	Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Lack of independence on board Concerns about remuneration committee performance Concerns related to shareholder rights Inadequate management of climate-related risks Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
26/03/2025	Enagas SA	Annual	Against	6,8,9	Pay is misaligned with EOS remuneration principles
27/03/2025	Bankinter SA	Annual	Against	7,1	Inadequate management of climate-related risks
23/01/2025	Boliden AB	Extraordinary Shareholders	All For		
06/02/2025	Volvo Car AB	Extraordinary Shareholders	All For		
19/03/2025	Axfood AB	Annual	Against	11	Pay is misaligned with EOS remuneration principles
25/03/2025	Telefonaktiebolaget LM Ericsson	Annual	Against	11,2,12 10	Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles
26/03/2025	Svenska Handelsbanken AB	Annual	Against	18,9 18,4,19 18,8	Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Overboarded/Too many other time commitments
26/03/2025	Svebank AB	Annual	All For		
27/03/2025	Essity AB	Annual	Against	12h 12,d,13 12j 15	Concerns related to inappropriate membership of committees Inadequate management of climate-related risks Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
31/03/2025	Holmen AB	Annual	Against	14 16	Lack of independence on board Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Inadequate management of climate-related risks
07/03/2025	Novartis AG	Annual	Against	7,3,12	Pay is misaligned with EOS remuneration principles
13/03/2025	Swiss Prime Site AG	Annual	Against	6 3	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
20/03/2025	Givaudan SA	Annual	Against	8 6,1,5,6,1,6,6,3,3	Insufficient/poor disclosure Overboarded/Too many other time commitments
24/03/2025	BELIMO Holding AG	Annual	Against	7,1,3,7,4,1 7,1,7,7,3,2 8	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Insufficient/poor disclosure
25/03/2025	Roche Holding AG	Annual	All For		
25/03/2025	Roche Holding AG	Annual	Against	6,4,10 6,3,6,7,6,11,6,13 9,2 11 2,1,3,7,8 6,1	Concerns regarding Auditor tenure Concerns related to inappropriate membership of committees Inadequate management of climate-related risks Concerns related to inappropriate membership of committees Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles Independent Chairman Concerns related to inappropriate membership of committees
25/03/2025	Schindler Holding AG	Annual	Against	6,2,9 6,2,1,6,2,3,6,2,5,6,2,6,6,2,7,6 5,2 7 6,1,6,3,6,4 6,2,8,6,5,3 5,1,5,2,5,4	Concerns related to attendance at board or committee meetings Concerns related to inappropriate membership of committees Lack of independence on board Insufficient/poor disclosure Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
25/03/2025	Sika AG	Annual	Against	8	Insufficient/poor disclosure
26/03/2025	SGS SA	Annual	Against	7 4,1,4	Insufficient/poor disclosure Overboarded/Too many other time commitments
26/03/2025	Swisscom AG	Annual	Against	4,7,5,5 9 12	Concerns related to inappropriate membership of committees Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
27/03/2025	ABB Ltd.	Annual	Against	11	Insufficient/poor disclosure
27/03/2025	DKSH Holding Ltd.	Annual	Against	9	Insufficient/poor disclosure
27/01/2025	Brookfield Asset Management Ltd.	Special	Against	1,2	Concerns to protect shareholder value
28/01/2025	Metro Inc.	Annual	All For		
29/01/2025	CGI Inc.	Annual	Against	1,8	Concerns related to shareholder value
10/01/2025	Zscaler, Inc.	Annual	Against	1,2 4	Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns about overall board structure Concerns to protect shareholder value Combined CEO/Chair Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
16/01/2025	D.R. Horton, Inc.	Annual	Against	1c 1e 2	Concerns about remuneration committee performance Inadequate management of climate-related risks Low shareholding requirement Excessive CEO pay
16/01/2025	Micron Technology, Inc.	Annual	All For		
21/01/2025	MicroStrategy Incorporated	Special	Against	1,2,4 3	Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles



Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
23/01/2025	Air Products and Chemicals, Inc.	Proxy Contest	Against	1c,1f 3	EOS manual override Pay is misaligned with EOS remuneration principles EOS manual override
			No Action Taken	1a,1b,1c,1d,1e,1f,1g,1h,1i,2,3,4	
23/01/2025	Cosito Wholesale Corporation	Annual	All For		
23/01/2025	Intuit Inc.	Annual	Against	2	Options/PSUs vest in less than 36 months High variable pay ratio
28/01/2025	Becton, Dickinson and Company	Annual	Against	1,4	Concerns about remuneration committee performance
				3	Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
28/01/2025	Hormel Foods Corporation	Annual	Against	1b 1g,2 3 4	Concerns about remuneration committee performance Concerns regarding Auditor tenure Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
				1h,2	EOS manual override - see analyst note
28/01/2025	Visa Inc.	Annual	Against		
29/01/2025	Jacobs Solutions, Inc.	Annual	All For		
30/01/2025	Walgreens Boots Alliance, Inc.	Annual	All For		
04/02/2025	Emerson Electric Co.	Annual	Against	1d,6 1a	Concerns regarding Auditor tenure Concerns related to approach to board gender diversity
04/02/2025	Franklin Resources, Inc.	Annual	Against	1k	Concerns related to approach to board gender diversity Inadequate management of deforestation risks
04/02/2025	Rockwell Automation, Inc.	Annual	Against	A,1 A,4 B	Concerns about overall board structure Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
05/02/2025	Atmos Energy Corporation	Annual	Against	1i 4	Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns about remuneration committee performance Low shareholding requirementExcessive CEO payHigh CEO to average NEO pay
06/02/2025	Tyson Foods, Inc.	Annual	Against	1i 1e 4	Concerns about remuneration committee performance Concerns to protect shareholder value 2- Lack of independent representation at board committees SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
12/02/2025	PTC Inc.	Annual	All For		
18/02/2025	Capital One Financial Corporation	Special	All For		
18/02/2025	Discover Financial Services	Special	All For		
20/02/2025	Raymond James Financial, Inc.	Annual	All For		
25/02/2025	Apple Inc.	Annual	Against	5 3	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Pay structure does not trigger any of EOS' critical concerns
26/02/2025	Charter Communications, Inc.	Special	All For		
26/02/2025	Deere & Company	Annual	Against	1a,3,7	Shareholder proposal promotes appropriate accountability or incentivisation
26/02/2025	Hologic, Inc.	Annual	Against	4 1e 2	Concerns about remuneration committee performance Low shareholding requirement Options/PSUs vest in less than 36 months Excessive CEO pay High CEO to average NEO pay
05/03/2025	Amentum Holdings, Inc.	Annual	All For		
05/03/2025	Fair Isaac Corporation	Annual	Against	1f 2	Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh variable pay ratioExcessive CEO payHigh CEO to average NEO pay
06/03/2025	Applied Materials, Inc.	Annual	All For		
06/03/2025	Cencora, Inc.	Annual	Against	1f	Concerns related to board composition
06/03/2025	TransDigm Group Incorporated	Annual	All For		
12/03/2025	Analogix Devices, Inc.	Annual	All For		
12/03/2025	Starbucks Corporation	Annual	Against	1c 1a 2 7 5	Concerns about human rights EOS manual override Concerns about remuneration committee performance Excessive CEO pay 2- Excessive perquisites 3- High CEO to average NEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks EOS manual override SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
13/03/2025	Agilent Technologies, Inc.	Annual	Against	1,1 5	Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation
13/03/2025	F5, Inc.	Annual	Against	1b 2	Concerns about remuneration committee performance Low shareholding requirement High variable pay ratio
14/03/2025	HEICO Corporation	Annual	All For		
18/03/2025	Omnicom Group Inc.	Special	All For		
18/03/2025	QUALCOMM Incorporated	Annual	All For		
18/03/2025	The Interpublic Group of Companies, Inc.	Special	Against	2	Pay is misaligned with EOS remuneration principles
20/03/2025	Keysight Technologies, Inc.	Annual	Against	1,3 4	Concerns related to board composition Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation
20/03/2025	The Walt Disney Company	Annual	Against	1a 1j 2,3	Concerns about remuneration committee performance 2- Overboarded/Too many other time commitments Concerns regarding Auditor tenure 2- Overboarded/Too many other time commitments Low shareholding requirementOptions/PSUs vest in less than 36 months
15/01/2025	Diploma Plc	Annual	Against	3 14	Concerns related to below-board gender diversity Pay is misaligned with EOS remuneration principles
17/01/2025	Smithson Investment Trust Plc	Special	All For		
22/01/2025	Herald Investment Trust PLC	Special	All For		
22/01/2025	JPMorgan Japanese Investment Trust PLC	Annual	All For		
23/01/2025	Mitchells & Butlers Plc	Annual	Against	7 3 2	Failure to provide DEI disclosures in line with UK listing rules Concerns related to succession planning Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles
28/01/2025	Finsbury Growth & Income Trust PLC	Annual	All For		
28/01/2025	NCC Group Plc	Annual	Against	2,3	Pay is misaligned with EOS remuneration principles
28/01/2025	SSP Group Plc	Annual	Against	2,3	Pay is misaligned with EOS remuneration principles
29/01/2025	AJ Bell Plc	Annual	All For		
29/01/2025	Henderson European Trust PLC	Annual	All For		
29/01/2025	Imperial Brands Plc	Annual	All For		
29/01/2025	Schroder AsiaPacific Fund PLC	Annual	Against	6	Failure to provide DEI disclosures in line with UK listing rules
29/01/2025	WH Smith Plc	Annual	Against	11	Lack of independent representation at board committees
30/01/2025	Auction Technology Group Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
30/01/2025	Hollywood Bowl Group Plc	Annual	All For		
03/02/2025	Banille Gifford US Growth Trust plc	Special	All For		
04/02/2025	ASIA DRAGON TRUST PLC	Annual	All For		
04/02/2025	ASIA DRAGON TRUST PLC	Special	All For		
05/02/2025	Future Plc	Annual	Against	4 3	Failure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles
05/02/2025	Granger Plc	Annual	All For		
05/02/2025	The European Smaller Companies Trust PLC	Special	All For		
05/02/2025	TI Fluid Systems Plc	Court	All For		
05/02/2025	TI Fluid Systems Plc	Special	All For		
06/02/2025	Compass Group Plc	Annual	All For		
06/02/2025	The Sase Group plc	Annual	Against	3,17 6,8,9	Pay is misaligned with EOS remuneration principles Inadequate management of climate-related risks
07/02/2025	Vicorex Plc	Annual	Against	2,16	Pay is misaligned with EOS remuneration principles



Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
10/02/2025	Social Housing REIT PLC	Special	All For		
11/02/2025	JPMorgan Indian Investment Trust PLC	Annual	All For		
13/02/2025	ASIA DRAGON TRUST PLC	Special	All For		
13/02/2025	Reveler Plc	Annual	Against	2,3	Pay is misaligned with EOS remuneration principles
13/02/2025	ISOP Infrastructure Investments Limited	Annual	All For		
14/02/2025	Edinburgh Worldwide Investment Trust PLC	Annual	All For		
14/02/2025	Edinburgh Worldwide Investment Trust PLC	Special	All For		
17/02/2025	Blackrock Throgmorton Trust PLC	Special	All For		
18/02/2025	BH Macro Limited	Special	All For		
18/02/2025	Imvax Environmental Markets PLC	Special	All For		
25/02/2025	Ansar Plc	Extraordinary Shareholders	All For		
25/02/2025	The Bankers Investment Trust PLC	Annual	Against	4	Failure to provide DEI disclosures in line with UK listing rules
26/02/2025	Chemring Group Plc	Annual	Against	2,3	Pay is misaligned with EOS remuneration principles
27/02/2025	Integratfin Holdings Plc	Annual	All For		
05/03/2025	Paragon Banking Group Plc	Annual	All For		
06/03/2025	Aberforth Smaller Companies Trust PLC	Annual	All For		
10/03/2025	Direct Line Insurance Group Plc	Court	All For		
10/03/2025	Direct Line Insurance Group Plc	Special	All For		
10/03/2025	Diversified Energy Co. Plc	Special	All For		
12/03/2025	Chrysalis Investments Limited	Annual	Against	2,6	Concerns regarding Auditor tenure
18/03/2025	Metro Bank Holdings Plc	Special	All For	5	Failure to provide DEI disclosures in line with UK listing rules
19/03/2025	Safestore Holdings Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
20/03/2025	Supermarket Income REIT PLC	Special	Against	2	Pay is misaligned with EOS remuneration principles
24/03/2025	Herald Investment Trust PLC	Annual	All For		
25/03/2025	Blackrock Throgmorton Trust PLC	Annual	All For		
25/03/2025	Patria Private Equity Trust Plc	Annual	Against	6	Failure to provide DEI disclosures in line with UK listing rules
26/03/2025	Capital Gearing Trust PLC	Special	All For		
26/03/2025	Crest Nicholson Holdings Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
26/03/2025	Hollywood Bowl Group Plc	Special	All For		
26/03/2025	Renewi Plc	Court	All For		
26/03/2025	Renewi Plc	Special	All For		