



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	Agenda Item Numbers	Voting Explanation
29/01/2025	Kobe Bussan Co., Ltd.	Annual	Management Against	1.1	Lack of independence on board
29/01/2023	Robe Bussali Co., Etc.	Ailliudi	Against	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
40/00/0005	K-b	Ci-I	Against	1,2.1,2.2,2.3	company did not seek to obtain a fairness opinion from its financial adviser or other third parties.  Shareholder proposal promotes appropriate accountability or incentivisation
19/02/2025 21/02/2025	Kobavashi Pharmaceutical Co., Ltd. OSG Corp. (6136)	Special 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
LOIGLIEGEG	money romand, me.	7 1111001	riganior	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	Fuji Soft, Inc.	Annual	All For	2.1,2.2	0
15/03/2025 19/03/2025	THK CO., LTD. Kyowa Kirin Co., Ltd.	Annual Annual	Against All For	2.1,2.2	Concerns about overall performance
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
			1	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
				4.3	experience, relevant cosmetics industry experience and strong background in strategy development, financial
				4.4	planning and analysis, the nominee's addition to the board would help support management's overall strategy
				4.2	execution.
				4.1	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
				6	planning and analysis, the nominee's addition to the board would help support management's overall strategy
				5	execution.
				2.8	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.
					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.
					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
					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.
					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.
					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
04/00/0000	V		All For		Lack of independence on poard
21/03/2025 24/03/2025	Kubota Corp. Dentsu Soken, Inc.	Annual 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.		Against		
	Ezaki Glico Co., Ltd.	Annual	Against	2.1,2.2 2.6	Concerns about overall performance
	Ezaki Glico Co., Ltd.		Against	2.6	Concerns about overall performance Lack of independence on board
	Ezaki Glico Co., Ltd.		Against		Concerns about overall performance Lack of independence on board SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
	Ezaki Glico Co., Ltd.		Against	2.6	Concerns about overall performance Lack of independence on board
25/03/2025	McDonald's Holdings Co. (Japan) Ltd.	Annual Annual	Against	2.6 6 5	Concerns about overall performance Lack of independence on board SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes efficient capital structure Insufficient/Door disclosure
25/03/2025 25/03/2025	McDonald's Holdings Co. (Japan) Ltd. MonotaRO Co., Ltd.	Annual Annual Annual	Against Against	2.6 6 5 3 3.3	Concerns about overall performance Lack of independence on board SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes efficient capital structure Insufficient/poor disclosure Concerns related to succession planning
25/03/2025 25/03/2025 25/03/2025	McDonald's Holdings Co. (Japan) Ltd. MonotaRO Co., Ltd. Yamaha Motor Co., Ltd.	Annual Annual Annual Annual	Against Against Against	2.6 6 5	Concerns about overall performance Lack of independence on board SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes efficient capital structure Insufficient/poor disclosure
25/03/2025 25/03/2025 25/03/2025 26/03/2025	McDonald's Holdings Co. (Japan) Ltd. MonotaRO Co., Ltd. Yamaha Motor Co., Ltd. Asahl Group Holdings Ltd.	Annual Annual Annual Annual	Against Against Against All For	2.6 6 5 3 3.3 3.8	Concerns about overall performance Lack of independence on board SHF for shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes efficient capital structure insufficient/poor disclosure (Concerns related to succession planning Lack of independence on board
25/03/2025 25/03/2025 25/03/2025	McDonald's Holdings Co. (Japan) Ltd. MonotaRO Co., Ltd. Yamaha Motor Co., Ltd.	Annual Annual Annual Annual	Against Against Against	2.6 6 5 3 3.3 3.8	Concerns about overall performance Lack of independence on board SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes efficient capital structure Insufficient/poor disclosure Concerns related to succession planning Lack of independence on board Concerns about overall performance
25/03/2025 25/03/2025 25/03/2025 26/03/2025 26/03/2025	McDonald's Holdings Co. (Japan) Ltd. MonotaRO Co., Ltd. Yamaha Motor Co., Ltd. Asahi Group Holdings Ltd. Coca-Cola Bottlers Japan Holdings, Inc.	Annual Annual Annual Annual Annual	Against Against Against Against Alfor Against	2.6 6 5 3 3.3 3.8	Concerns about overall performance Lack of independence on board SHF for shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes efficient capital structure insufficient/poor disclosure (Concerns related to succession planning Lack of independence on board
25/03/2025 25/03/2025 25/03/2025 26/03/2025 26/03/2025 26/03/2025	McDonald's Holdings Co. (Japan) Ltd. MonotalRO Co., Ltd. Yamaha Motor Co., Ltd. Asahi Group Holdings Ltd. Coca-Cola Bottlers Japan Holdings, Inc. Ebara Coro.	Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against All For	2.6 6 5 3 3.3 3.8	Concerns about overall performance Lack of independence on board SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes efficient capital structure Insufficient/poor disclosure Concerns related to succession planning Lack of independence on board Concerns about overall performance
25/03/2025 25/03/2025 25/03/2025 26/03/2025 26/03/2025 26/03/2025	McDonald's Holdings Co. (Japan) Ltd. MonotaRO Co., Ltd. Yamaha Motor Co., Ltd. Asahi Group Holdings Ltd. Coca-Cola Bottlers Japan Holdings, Inc.	Annual Annual Annual Annual Annual	Against Against Against All For Against All For All For	2.6 6 5 3 3.3 3.8	Concerns about overall performance Lack of independence on board SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes efficient capital structure Insufficient/poor disclosure Concerns related to succession planning Lack of independence on board Concerns about overall performance
25/03/2025 25/03/2025 25/03/2025 26/03/2025 26/03/2025 26/03/2025	McDonald's Holdings Co. (Japan) Ltd. MonotaRO Co., Ltd. Yamaha Motor Co., Ltd. Asahl Group Holdings Ltd. Coca-Cola Bottlers Japan Holdings, Inc. Ebara Coro. HOSHIZAKI Corp.	Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against All For Against	2.6 6 5 3 3.3 3.8	Concerns about overall performance Lack of independence on board SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes efficient capital structure Insufficient/poor disclosure Concerns related to succession planning Lack of independence on board Concerns about overall performance
25/03/2025 25/03/2025 25/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025	McDonald's Holdings Co. (Japan) Ltd. MonotalRO Co., Ltd. Yamaha Motor Co., Ltd. Asshi Group Holdings Ltd. Coca-Cola Bottlers Japan Holdings, Inc. Ebara Coro. HOSHIZAKI Corp. HUSHIZAKI Corp.	Annual	Against Against Against All For Against All For All For All For	2 6 6 5 3 3.3 3.8 2.1 2.4	Concerns about overall performance Lack of independence on board SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes efficient capital structure Insufficient/poor disclosure Concerns related to succession planning Lack of independence on board  Concerns about overall performance Lack of independence on board
25/03/2025 25/03/2025 25/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025	McDonald's Holdings Co. (Japan) Ltd. MonotaRO Co., Ltd. Yamaha Motor Co., Ltd. Asahl Group Holdings Ltd. Coca-Cola Bottlers Japan Holdings, Inc. Ebara Coro. HOSHIZAKI Corp. Hulic Co., Ltd. Japan Tobacco, Inc.	Annual	Against Against Against Against Al For Against Al For Al For Al For Al For Al For	2.6 6 5 3 3.3 3.8	Concerns about overall performance Lack of independence on board SH- For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes efficient capital structure Insufficient/poor disclosure Concerns related to succession planning Lack of independence on board  Concerns about overall performance Lack of independence on board  Concerns related to approach to board gender diversity
25/03/2025 25/03/2025 25/03/2025 25/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025	McDonald's Holdings Co, (Japan) Ltd. MondaRO Co., Ltd. MondaRO Co., Ltd. Assini Group Holdings, Ltd. Assini Group Holdings, Ltd. Coca-Cola Bottlers Japan Holdings, Inc. Ebara Corp. HOSHIZAKI Corp. HUSHIZAKI Corp. HUIC Co., Ltd. Japan Tobacco, Inc. Nabtesco Corp. NEXON Co., Ltd.	Annual	Against Against Against Against All For Against All For	2 6 6 5 3 3.3 3.8 2.1 2.4	Concerns about overall performance Lack of independence on board SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes efficient capital structure Insufficient/poor disclosure Concerns related to succession planning Lack of independence on board  Concerns about overall performance Lack of independence on board
25/03/2025 25/03/2025 25/03/2025 25/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025	McDonald's Holdings Co. (Japan) Ltd. MonotaRO Co., Ltd. Yamaha Motor Co., Ltd. Asahi Group Holdings Ltd. Coca-Cola Bottlers Japan Holdings, Inc. Ebara Coro. HOSHIZAKI Corp. Hulic Co., Ltd. Japan Tobacco, Inc. Nabtesco Corp. NEXON Co., Ltd. Renesas Electronics Coro.	Annual	Against Against Against Against All For Against All For	2 6 6 5 3 3.3 3.8 2.1 2.4	Concerns about overall performance Lack of independence on board SH- For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes efficient capital structure Insufficient/poor disclosure Concerns related to succession planning Lack of independence on board Concerns about overall performance Lack of independence on board  Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles
25/03/2025 25/03/2025 25/03/2025 25/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025	McDonald's Holdings Co. (Japan) Ltd. MondarRO Co., Ltd. MondarRO Co., Ed. Jaman Motor Co., Ltd. Asahi Group Holdings Ltd. Coca-Cola Bottlers Japan Holdings, Inc. Ebara Corp. HOSHIZAKI Corp. HUBIC Co., Ltd. Japan Tobacco, Inc. Nabtesco Corp. NEXON Co., Ltd. Renessa Electronics Corp. Resonae Holdings Corp.	Annual	Against Against Against Against Al For Against All For All For All For All For All For Against All For Against All For Against	2 6 6 5 3 3.3 3.3 3.8 2.1 2.4	Concerns about overall performance Lack of independence on board SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes efficient capital structure Insufficient/poor disclosure Concerns related to succession planning Lack of independence on board  Concerns about overall performance Lack of independence on board  Concerns related to approach to board gender diversity Pay is misslaligned with EOS remuneration principles Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to shareholder rights
25/03/2025 25/03/2025 25/03/2025 25/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025	McDonald's Holdings Co. (Japan) Ltd. McnotaRO Co., Ltd. Yamaha Motor Co., Ltd. Asahi Group Holdings Ltd. Coca-Cola Bottlers Japan Holdings, Inc. Elsara Corp. Hollic Co., Ltd. Japan Tobacco, Inc. Nattesco Corp. Natesco Corp. Resonae Holdings Corp. Resonae Holdings Corp.	Annual	Against Against Against Against All For Against All For Against All For Against	2 6 6 5 3 3.3 3.3 3.8 2.1 2.4 2.4 2.1 1.1 2.2 2.1 1.1 1.1 2.2 2.3 1.1 1.1 1.1 1.1 1.1 1.1 1.1 1.1 1.1 1	Concerns about overall performance Lack of independence on board SH- For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes efficient capital structure Insufficient/poor disclosure Concerns related to succession planning Lack of independence on board Concerns about overall performance Lack of independence on board  Concerns related to approach to board gender diversity Pay is misalligned with EOS remuneration principles Concerns related to approach to board gender diversity Concerns related to shareholder rights Concerns related to spreacholder rights
25/03/2025 25/03/2025 25/03/2025 25/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025	McDonald's Holdings Co, (Japan) Ltd. MondaRO Co., Ltd. MondaRO Co., Ltd. Jarania Motor Co., Ltd. Assini Group Holdings, Ltd. Coca-Cola Bottlers Japan Holdings, Inc. Ebara Corp. HOSHIZAKI Corp. HUBIC Co., Ltd. Japan Tobacco, Inc. Nabtesco Corp. NEXON Co., Ltd. Renesas Electronics Corp. Seoteni Holdings Corp.	Annual	Against Against Against Against Al For Against All For All For All For All For All For Against All For Against All For Against All For Against Against Against	2 6 6 5 3 3.3 3.3 3.8 2.1 2.4	Concerns about overall performance Lack of independence on board SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes efficient capital structure Insufficient/poor disclosure Concerns related to succession planning Lack of independence on board Concerns about overall performance Lack of independence on board  Concerns related to approach to board gender diversity Pay is misslatined with EOS remuneration principles Concerns related to approach to board gender diversity Pay is misslatined with EOS remuneration principles Concerns related to shareholder rights
25/03/2025 25/03/2025 25/03/2025 25/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025	McDonald's Holdings Co. (Japan) Ltd. MonotaRO Co., Ltd. Yamaha Motor Co., Ltd. Asahi Group Holdings Ltd. Coca-Cola Bottlers Japan Holdings, Inc. Ebara Corp. Hols Co., Ltd. Japan Tobacco, Inc. Nathesco Corp. NEXON Co., Ltd. Renesas Electronics Corp. Resonae Holdings Cop. Ltd. Shiseido Co., Ltd. Shiseido Co., Ltd. Shiseido Co., Ltd. Shiseido Co., Ltd.	Annual	Against Against Against Against Al For Against Al For Against Against Against Against	2 6 6 5 3 3 3 3 3 3 3 8 2 1 2 1 2 4 1 1 1 2 2 2 1 1 1 1 2 1 1	Concerns about overall performance Lack of independence on board SH- For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes efficient capital structure Insufficient/poor disclosure Concerns related to succession planning Lack of independence on board Concerns about overall performance Lack of independence on board  Concerns related to approach to board gender diversity Pay is misalligned with EOS remuneration principles Concerns related to approach to board gender diversity Concerns related to shareholder rights Concerns related to spreacholder rights
25/03/2025 25/03/2025 25/03/2025 25/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025	McDonald's Holdings Co, (Japan) Ltd. MondaRO Co., Ltd. MondaRO Co., Ltd. Jarania Motor Co., Ltd. Assini Group Holdings, Ltd. Coca-Cola Bottlers Japan Holdings, Inc. Ebara Corp. HOSHIZAKI Corp. HUBIC Co., Ltd. Japan Tobacco, Inc. Nabtesco Corp. NEXON Co., Ltd. Renesas Electronics Corp. Seoteni Holdings Corp.	Annual	Against Against Against Against Al For Against All For All For All For All For All For Against All For Against All For Against All For Against Against Against	2 6 6 5 3 3.3 3.8 2.1 2.4 1.1 2.2 2 1.1 2.1 3.2,33	Concerns about overall performance Lack of independence on board SH- For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes efficient capital structure Insufficient/poor disclosure Concerns related to succession planning Lack of independence on board Concerns about overall performance Lack of independence on board  Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles Concerns related to shareholder rights Concerns related to approach to board queder diversity Concerns about overall performance
25/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025	McDonald's Holdings Co. (Japan) Ltd. MonotaRO Co., Ltd. Yamaha Motor Co., Ltd. Asahi Group Holdings Ltd. Coca-Cola Bottlers Japan Holdings, Inc. Ebara Corp. Hols Co., Ltd. Japan Tobacco, Inc. Nathesco Corp. NEXON Co., Ltd. Renesas Electronics Corp. Resonae Holdings Cop. Ltd. Shiseido Co., Ltd. Shiseido Co., Ltd. Shiseido Co., Ltd. Shiseido Co., Ltd.	Annual	Against Against Against Against Al For Against Al For Against Al For Against Al For Against Al For Against Al For	2 6 6 5 3 3 3 3 3 3 3 8 2 1 2 1 2 4 1 1 1 2 2 2 1 1 1 1 2 1 1	Concerns related to approach to board gender diversity Concerns related to succession planning Lack of independence on board  Concerns about overall performance Lack of independence on board  Concerns related to approach to board gender diversity Concerns related to phread gender diversity Concerns about overall performance Concerns about overall performance
25/03/2025 25/03/2025 25/03/2025 25/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025	McDonald's Holdings Co. (Japan) Ltd. MonotaRO Co., Ltd. Yamaha Motor Co., Ltd. Asahi Group Holdings Ltd. Coca-Cola Bottlers Japan Holdings, Inc. Ebara Corp. Hols Co., Ltd. Japan Tobacco, Inc. Nathesco Corp. NEXON Co., Ltd. Renesas Electronics Corp. Resonae Holdings Cop. Ltd. Shiseido Co., Ltd. Shiseido Co., Ltd. Shiseido Co., Ltd. Shiseido Co., Ltd.	Annual	Against Against Against Against Al For Against Al For Against Al For Against Al For Against Al For Against Al For	26 6 5 3 3.3 3.3 3.8 2.1 2.4 1.1 2.1 2.1 3.2,33 3.8 3.11 2.1	Concerns about overall performance Lack of independence on board SH- For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or ineenthisation Shareholder proposal promotes efficient capital structure Insufficient/poor disclosure Concerns related to succession planning Lack of independence on board Concerns about overall performance Lack of independence on board  Concerns related to suppress to board gender diversity Pay is misaligned with EoS remuneration principles Concerns related to approach to board gender diversity Concerns related to approach board deversity Concerns related to approach board gender diversity Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to shareholder rights Concerns related to approach to board gender diversity Concerns related to succession planning
25/03/2025 25/03/2025 25/03/2025 25/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025	McDonald's Holdings Co. (Japan) Ltd. MondarRO Co., Ltd. MondarRO Co., Edd. Asahi Group Holdings Ltd. Asahi Group Holdings Ltd. Coca-Cola Bottlers Japan Holdings, inc. Ebara Corp. HOSHLZAKI Corp. HUBIC Co., Ltd. Japan Tobacco, Inc. Nabtesco Corp. NEXON Co., Ltd. Renesas Electronics Corp. Resonae Holdings Corp. Seoteni Holdings Corp.	Annual	Against Against Against Against Al For Against Al For Against Al For Against Al For Against Al For Against Against Against Against Against Against Against	2 6 6 5 3 3 3 3 3 8 2 1 2 4 1.1 2 2 2 1 1 2 2 1 2 2 1 2 2 2 2 2 2 2	Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to phareholder rights Concerns related to approach to board gender diversity Concerns related to approach to board Concerns related to approach to board Concerns about overall performance Lack of independence on board  Concerns related to approach to board gender diversity Concerns related to phareholder rights Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to phareholder rights Concerns about overall performance Concerns related to approach to board gender diversity Concerns about overall performance Concerns sabout overall performance Concerns about overall performance Concerns about overall performance
25/03/2025 25/03/2025 25/03/2025 25/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025	McDonald's Holdings Co, (Japan) Ltd. McDonald's Holdings Co, Ltd. Yamaha Motor Co, Ltd. Asahi Group Holdings Ltd. Coca-Cola Bottlers Japan Holdings, Inc. Ebara Corn. HOSHIZAKI Corp. Hulic Co, Ltd. Japan Tobacco, Inc. Nablesco Corp. Netsco Corp. Resonae Holdings Corp. Resonae Holdings Corp. Seateni Holdings Corp. Sablet Corp. Sablet Corp. Sablet Corp. Sablet Corp. Resonae Holdings Corp. Sablet Holdings Corp. Ltd. Shiesido Co, Ltd. Tokyo Tatemono Co, Ltd.	Annual	Against Against Against Against All For Against All For All For All For All For All For All For Against All For Against All For Against Against Against	26 6 5 3 3.3 3.3 3.8 2.1 2.4 1.1 2.1 2.1 3.2,33 3.8 3.11 2.1	Concerns about overall performance Lack of independence on board SH- For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes efficient capital structure Insufficient/poor disclosure Concerns related to succession planning Lack of independence on board  Concerns about overall performance Lack of independence on board  Concerns related to approach to board gender diversity Pav is misaligned with EoS remuneration principles  Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to part of the board gender diversity Concerns related to shareholder rights Concerns about overall performance  Concerns about overall performance Concerns about overall performance Lack of independence on board  Concerns about overall performance
25/03/2025 25/03/2025 25/03/2025 25/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025	McDonald's Holdings Co. (Japan) Ltd. MonotaRO Co., Ltd. Yamsha Motor Co., Ltd. Asahi Group Holdings Ltd. Coca-Cola Bottlers Japan Holdings, Inc. Ebara Corp. HOSHIZAKI Corp. HUBIC Co., Ltd. Japan Tobacco, Inc. Nabtesco Corp. NEXON Co., Ltd. Renesas Electronics Corp. Resonae Holdings Corp. Secteni Holdings Corp. Secteni Holdings Corp. Secteni Holdings Corp. Coca Coca Coca Coca Coca Coca Coca Coca	Annual	Against Against Against All For Against All For Against Against Against Against Against Against Against All For	2 6 6 5 3 3 3 3 3 8 2 1 2 4 1.1 2 2 2 1 1 2 2 1 2 2 1 2 2 2 2 2 2 2	Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to phareholder rights Concerns related to approach to board gender diversity Concerns related to approach to board Concerns related to approach to board Concerns about overall performance Lack of independence on board  Concerns related to approach to board gender diversity Concerns related to phareholder rights Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to phareholder rights Concerns about overall performance Concerns related to approach to board gender diversity Concerns about overall performance Concerns sabout overall performance Concerns about overall performance Concerns about overall performance
25/03/2025 25/03/2025 25/03/2025 25/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025	McDonald's Holdings Co, (Japan) Ltd.  MonotaRO Co, Ltd.  Yamaha Motor Co, Ltd. Asshi Group Holdings Ltd. Coca-Cola Bottlers Japan Holdings, Inc.  Ebera Corp. Holic Co, Ltd. Japan Tobacco, Inc. Nathesco Corp. NEXON Co, Ltd. Renesas Electronics Corp. Resonas Holdings Corp. Seoteni Holdings Corp. Seoteni Holdings Corp. Ltd. Shiseido Co, Ltd. Tokyo Tatemono Co, Ltd. Toyo Tire Corp. Canon Marketing Japan, Inc. Chugai Pharmaceutical Co, Ltd.	Annual	Against Against Against Against All For Against All For All For All For All For All For All For Against All For Against All For Against Against Against Against Against Against All For Against All For Against All For Against All For Against	2 6 6 5 3 3 33 38 2 1 2 4 1 1 1 2 2 1 1 2 1 2 2 2 1 1 2 2 2 2 2 2	Concerns about overall performance Lack of independence on board SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes efficient capital structure Insufficient/poor disclosure Concerns related to succession planning Lack of independence on board  Concerns about overall performance Lack of independence on board  Concerns related to approach to board gender diversity Pav is missilaned with EOS remuneration principles  Concerns related to approach promote to board gender diversity Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns about overall performance Concerns about overall performance Concerns related to succession planning Lack of independence on board Concerns related to succession planning Lack of independence on board Concerns related to succession planning Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance Concerns related to approach to board gender diversity Concerns about overall performance Concerns related to approach to board gender diversity Concerns about overall performance
25/03/2025 25/03/2025 25/03/2025 25/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025	McDonald's Holdings Co. (Japan) Ltd. MondarRO Co., Ltd. MondarRO Co., Ltd. Asahi Group Holdings Ltd. Coca-Cola Bottlers Japan Holdings, inc. Ebara Corp. HOSHLZAKI Corp. HUBIC Co., Ltd. Japan Tobacco, Inc. Nabtesoc Corp. NEXON Co., Ltd. Renesas Electronics Corp. Resonae Holdings Corp. Secteri Holdings Corp. Secteri Holdings Corp. Secteri Holdings Corp. Corp. Tokyo Tatemono Co., Ltd. Tokyo Tatemono Co., Ltd. Toyo Tire Corp. Canon Marketing Japan, Inc. Chugai Pharmaceutical Co., Ltd. DIC Corp.	Annual  Annual	Against Against Against All For Against All For All For All For All For All For All For Against	2 6 6 5 3 3 3 3 3 8 2 1 2 4 1.1 2 2 2 1 1 2 2 1 2 2 1 2 2 2 2 2 2 2	Concerns about overall performance Lack of independence on board SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes efficient capital structure Insufficient/poor disclosure Concerns related to succession planning Lack of independence on board  Concerns about overall performance Lack of independence on board  Concerns related to approach to board gender diversity Pavi is misslaligned with EOS remuneration principles  Concerns related to shareholder rights Concerns related to paroach to board quender diversity Concerns related to paroach to board quender diversity Concerns about overall performance Concerns about overall performance Concerns related to succession planning Lack of independence on board Concerns about overall performance Concerns sabout overall performance Concerns about overall performance Concerns about overall performance Concerns about overall performance
25/03/2025 25/03/2025 25/03/2025 25/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025 26/03/2025	McDonald's Holdings Co, (Japan) Ltd.  MonotaRO Co, Ltd.  Yamaha Motor Co, Ltd. Asshi Group Holdings Ltd. Coca-Cola Bottlers Japan Holdings, Inc.  Ebera Corp. Holic Co, Ltd. Japan Tobacco, Inc. Nathesco Corp. NEXON Co, Ltd. Renesas Electronics Corp. Resonas Holdings Corp. Seoteni Holdings Corp. Seoteni Holdings Corp. Ltd. Shiseido Co, Ltd. Tokyo Tatemono Co, Ltd. Toyo Tire Corp. Canon Marketing Japan, Inc. Chugai Pharmaceutical Co, Ltd.	Annual	Against Against Against Against All For Against All For All For All For All For All For All For Against All For Against All For Against Against Against Against Against Against All For Against All For Against All For Against All For Against	2 6 6 5 3 3 33 38 2 1 2 4 1 1 1 2 2 1 1 2 1 2 2 2 1 1 2 2 2 2 2 2	Concerns about overall performance Lack of independence on board SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes efficient capital structure Insufficient/poor disclosure Concerns related to succession planning Lack of independence on board  Concerns about overall performance Lack of independence on board  Concerns related to approach to board gender diversity Pav is missilaned with EOS remuneration principles  Concerns related to approach promote to board gender diversity Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns about overall performance Concerns about overall performance Concerns related to succession planning Lack of independence on board Concerns related to succession planning Lack of independence on board Concerns related to succession planning Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance Concerns related to approach to board gender diversity Concerns about overall performance Concerns related to approach to board gender diversity Concerns about overall performance

27/03/2025	0N	Marrier Torre	Votes For/Against	Ad - No Noh	Walter Fundamentary
	Company Name	Meeting Type	Management	Agenda Item Numbers	Voting Explanation
	Kuraray Co., Ltd. Nippon Paint Holdings Co., Ltd.	Annual Annual	All For Against	2.2	Concerns related to approach to board gender diversity
	OTSUKA CORP.	Annual	Against	2.1	Concerns related to approach to board gender diversity
				2.8	Concerns related to succession planning
	Peotidream. Inc.	Annual	All For		
	Pola Orbis Holdings, Inc.	Annual	Against Against	4	Pay is misaligned with EOS remuneration principles
	Shimano, Inc. SUMCO Corp.	Annual Annual	All For	2.2	Concerns related to succession planning
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 Concerns about overall performance
27/03/2025	Trend Micro, Inc.	Annual	All For		
28/03/2025	AGC, Inc. (Japan)	Annual	Against	2.1	Concerns about overall performance
20/02/2005	ASICS Corp.	AI	Against	2.2	Concerns related to approach to board gender diversity Concerns about overall performance  Concerns to protect shareholder value
	Canon, Inc.	Annual Annual	Against	2.1	Concerns related to approach to board gender diversity
	Daifuku Co., Ltd.	Annual	Against	1.6	Lack of independence on board
8/03/2025	Dentsu Group, Inc.	Annual	Against	1.2	Concerns about overall performance
	INPEX Corp.	Annual	Against	2.1	Concerns related to approach to board gender diversity
28/03/2025	Kawasaki Kisen Kaisha, Ltd.	Special	All For		
	Kirin Holdings Co., Ltd.	Annual	All For Against	2.2	Concerns related to approach to board gender diversity
28/03/2025 28/03/2025	Kobayashi Pharmaceutical Co., Ltd. KOKUYO CO., LTD.	Annual Annual	All For		CONCORNS related to approach to board genues diversity
	KOSE Corp.	Annual	All For		
	Lion Corp.	Annual	Against	2.1	Concerns about overall performance
8/03/2025	Mabuchi Motor Co., Ltd.	Annual	All For		
8/03/2025	Nippon Electric Glass Co., Ltd.	Annual	Against	2.1,2.2	Concerns about overall performance
8/03/2025	Nippon Express Holdings, Inc.	Annual	Against	1.5	Lack of independence on board
	Otsuka Holdings Co., Ltd.	Annual	Against	1.1,1.10 2.1	Lack of independence on board  Concerns about overall performance
20/03/2025	Rakuten Group, Inc.	Annual	Against	2.1	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
				4	promote efficient capital structure
					SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes efficient
	<u> </u>			1	capital structure
	Skylark Holdings Co., Ltd.	Annual	Against All For	1.6	Concerns related to succession planning
	Sumitomo Forestry Co., Ltd. Sumitomo Heavy Industries, Ltd.	Annual Annual	Against	3.2	Concerns about overall performance
:0/03/2023	Surintomo Heavy industries, Etc.	Ailiuai	ryaniat	3.8	Lack of independence on board
				3.1	Lack of independence on board Concerns about overall performance
8/03/2025	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  Concerns related to inappropriate membership of committees
				2.1 4	Lack of independence on board Concerns about overall performance
0/03/2025	TOKYO OHKA KOGYO CO., LTD.	Appual	Againet		Lack of independence on board Concerns related to inappropriate membership of committees  Concerns related to approach to board gender diversity Concerns about overall performance
	Yamazaki Baking Co., Ltd.	Annual Annual	Against Against	2.1	Insufficient/poor disclosure
O OO E O E O	Turnazani baning oo., z.u.	, and a	- igainot	2.9.2.10	Lack of independence on board
				2.1	Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall
	<u> </u>				performance Inadequate management of deforestation risks
	Horiba Ltd.	Annual	Against	1.6	Lack of independence on board EOS manual override
	Frasers Logistics & Commercial Trust	Annual	All For		
	DBS Group Holdings Ltd.	Annual	All For	0400	0
03/01/2025	Hanon Systems	Special	Against	2.1,2.3 2.2	Concerns about overall performance Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity
03/01/2025	HYUNDAI ENGINEERING & CONSTRUCTION	Co Special	Against	1	Concerns related to approach to board gender diversity
	Korea Electric Power Corp.	Special	Against	1	Concerns related to approach to board gender diversity Lack of independence on board
	Korea Zinc Co., Ltd.	Special	Against	2.1,2.2,2.3,2.4,2.5,2.6,2.7,3.1	Concerns to protect shareholder value
					SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
					appropriate accountability or incentivisation Shareholder proposal does not promote enhanced shareholder rights
				4.3,4.4,4.5,4.6,4.7,5.1,5.2,5.3	
		1		.5.4.5.5.5.6.5.7	
				,5.4,5.5,5.6,5.7 2.9,2.10,2.16,2.19,3.2.i,3.2.j,	
				2.9,2.10,2.16,2.19,3.2.i,3.2.j, 3.2.p,3.2.s,3.3.i,3.3.j,3.3.p,3.3	
				2.9,2.10,2.16,2.19,3.2.i,3.2.j, 3.2.p,3.2.s,3.3.i,3.3.j,3.3.p,3.3. s,4.9,4.10,4.16,4.19,5.9,5.10	
				2.9,2.10,2.16,2.19,3.2.i,3.2.j, 3.2.p,3.2.s,3.3.i,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	
MANAGOOF.			A	2.9,2.10,2.16,2.19,3.2.i,3.2.j, 3.2.p,3.2.s,3.3.i,3.3.j,3.3.p,3.3. s,4.9,4.10,4.16,4.19,5.9,5.10	
14/01/2025 4/03/2025	Lotte Energy Materials Corp.	Special	Against Against	2.9,2.10,2.16,2.19,3.2.i,3.2.j, 3.2.p,3.2.s,3.3.i,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 1.1	Issue of equity raises concerns about excessive dilution of existing shareholders
24/01/2025 14/03/2025	Lotte Energy Materials Corp. Kia Corp.	Special Annual	Against Against	2.9,2.10,2.16,2.19,3.2.i,3.2.j, 3.2.p,3.2.s,3.3.i,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	
4/03/2025	Kia Corp.	Annual	Against	2.9,2.10,2.16,2.19,3.2.i,3.2.j, 3.2.p,3.2.s,3.3.i,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 1.1	Issue of equity raises concerns about excessive dilution of existing shareholders Inadequate management of climate-related risks Concerns related to inappropriate membership of committees
4/03/2025	Lotte Energy Materials Corp. Kia Corp. SAMSUNG BIOLOGICS Co., Ltd.			2,9,2,10,2,16,2,19,3,2,i,3,2,i,3,2,p,3,2,s,3,3,1,3,3,1,3,3,3,3,3,3,3,3,3,3,3,3,3	Issue of equity raises concerns about excessive dilution of existing shareholders Inadequate management of climate-related risks Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity
4/03/2025	Kia Corp.	Annual	Against	292.102.162.193.21,32,j, 32,p,32.8,33,3,3,3,3,3,3,4,4,10,4.10,4.164.195.9,5.10 5.16,5.19 1.1 3.1,3.2	Issue of equity raises concerns about excessive dilution of existing shareholders Inadequate management of climate-related risks Concerns related to inappropriate membership of committees
4/03/2025 4/03/2025 4/03/2025	Kia Corp.  SAMSUNG BIOLOGICS Co., Ltd.  Samsung C&T Corp.	Annual	Against Against Against	2.9.2.10.2.16.2.19.3.2.13.2.J, 3.2.p.3.2.s.3.3.3.3.3.3.3.3.3.3.3.3.3.3.3.3.3	Issue of equity raises concerns about excessive dilution of existing shareholders Inadequate management of climate-related risks Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity
4/03/2025 4/03/2025 4/03/2025 4/03/2025	Kia Corp.  SAMSUNG BIOLOGICS Co., Ltd.  Samsung C&T Corp.  Samsung Securities Co., Ltd.	Annual  Annual  Annual  Annual	Against Against Against Alainst All For	29,210,216,219,321,32], 32,9,32,33,33,33,33,3,4,9,4.10,4.16,4.19,5.9,5.10 5.16,5.19 1.1 3.1,3.2	Issue of equity raises concerns about excessive dilution of existing shareholders.  Inadequate management of climate-related risks. Concerns related to inappropriate membership of committees.  Concerns about overall performance.  Concerns related to approach to board gender diversity.  Pay is misaligned with EOS remuneration principles.
4/03/2025 4/03/2025 4/03/2025 4/03/2025 9/03/2025	Kia Corp.  SAMSUNG BIOLOGICS Co., Ltd.  Samsung C&T Corp. Samsung Securities Co., Ltd.  Chell Worldwide, Inc.	Annual Annual Annual Annual Annual Annual	Against  Against  Against  All For  All For	29,210,216,219,32,13,21,32,13,23,33,13,33,33,33,33,33,33,33,34,39,410,416,419,59,5.10,516,519,11,31,32,44,31,46,419,59,510,519,510,510,510,510,510,510,510,510,510,510	issue of equity raises concerns about excessive dilution of existing shareholders inadequate management of climate-related risks. Concerns related to inappropriate membership of committees. Concerns about overall performance. Concerns related to approach to board gender diversity. Pay is misaligned with EOS remuneration principles. EOS manual override.
4/03/2025 4/03/2025 4/03/2025 4/03/2025 9/03/2025	Kia Corp.  SAMSUNG BIOLOGICS Co., Ltd.  Samsung C&T Corp.  Samsung Securities Co., Ltd.	Annual  Annual  Annual  Annual	Against Against Against Alainst All For	29.2.10.2.162.19.3.2.13.2.1 32.9.3.2.8.3.13.3.13.3.3.3.3.3.3.5.3.9.4.10.4.16.4.19.5.9.5.10 5.16.5.19 1.1 3.1,3.2 4 3.1 6 1	Issue of equity raises concerns about excessive dilution of existing shareholders. Inadequate management of climate-related risks. Concerns related to inappropriate membership of committees.  Concerns about overall performance. Concerns related to approach to board gender diversity. Pay is misaligned with EOS remuneration principles. EOS manual override.  Concerns related to approach to board gender diversity.
4/03/2025 4/03/2025 4/03/2025 4/03/2025 9/03/2025 9/03/2025	Kia Corp.  SAMSUNG BIOLOGICS Co., Ltd.  Samsung C&T Corp. Samsung Securities Co., Ltd. Chell Worldwide, Inc. Hyundai Mobis Co., Ltd.	Annual Annual Annual Annual Annual Annual	Against  Against  Against  All For  All For	29,210,216,219,32,13,21,32,13,23,33,13,33,33,33,33,33,33,33,34,39,410,416,419,59,5.10,516,519,11,31,32,44,31,46,419,59,510,519,510,510,510,510,510,510,510,510,510,510	issue of equity raises concerns about excessive dilution of existing shareholders inadequate management of climate-related risks. Concerns related to inappropriate membership of committees. Concerns about overall performance. Concerns related to approach to board gender diversity. Pay is missiligned with EOS remuneration principles. EOS manual override.
4/03/2025 4/03/2025 4/03/2025 4/03/2025 9/03/2025 9/03/2025 9/03/2025	Kia Corp.  SAMSUNG BIOLOGICS Co., Ltd.  Samsung C&T Corp.  Samsung Securities Co., Ltd. Chell Worldwide, Inc., Hyundai Mobis Co., Ltd.  L&F Co., Ltd.	Annual Annual Annual Annual Annual Annual Annual	Against Against Against Al For Al For Against All For	29.2.10.2.162.19.3.2.13.2.1 32.9.3.2.8.3.13.3.13.3.3.3.3.3.3.5.3.9.4.10.4.16.4.19.5.9.5.10 5.16.5.19 1.1 3.1,3.2 4 3.1 6 1	Issue of equily raises concerns about excessive dilution of existing shareholders inadequate management of climate-related risks. Concerns related to inappropriate membership of committees.  Concerns about overall performance.  Concerns related to approach to board gender diversity.  Pays in misaligned with EOS remuneration principles.  EOS: manual override.  Concerns related to approach to board gender diversity.
4/03/2025 4/03/2025 4/03/2025 4/03/2025 9/03/2025 9/03/2025 9/03/2025	Kia Corp.  SAMSUNG BIOLOGICS Co., Ltd.  Samsung C&T Corp. Samsung Securities Co., Ltd. Chell Worldwide, Inc. Hyundai Mobis Co., Ltd.	Annual Annual Annual Annual Annual Annual	Against Against Against All For All For Against	29.2.10.2.162.19.3.2.13.2.1 32.9.3.2.8.3.13.3.13.3.3.3.3.3.3.5.3.9.4.10.4.16.4.19.5.9.5.10 5.16.5.19 1.1 3.1,3.2 4 3.1 6 1	Issue of equily raises concerns about excessive dilution of existing shareholders inadequate management of climate-related risks. Concerns related to inappropriate membership of committees.  Concerns about overall performance.  Concerns related to approach to board gender diversity.  Pays in misaligned with EOS remuneration principles.  EOS: manual override.  Concerns related to approach to board gender diversity.
4/03/2025 4/03/2025 4/03/2025 4/03/2025 9/03/2025 9/03/2025 9/03/2025 9/03/2025	Kia Corp.  SAMSUNG BIOLOGICS Co., Ltd.  Samsung C&T Corp. Samsuno Securities Co., Ltd. Chell Worldwide, Inc. Hyundai Mobis Co., Ltd.  L&F Co., Ltd. Samsung Electro-Mechanics Co., Ltd. Samsung Electro-Mechanics Co., Ltd. Samsung Electronics Co., Ltd. Samsung File & Marrier Insurance Co., Ltd.	Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against Al For Al For Against Al For Against Al For	29.2.10.2.162.19.3.2.13.2.1 32.9.3.2.8.3.13.3.13.3.3.3.3.3.3.5.3.9.4.10.4.16.4.19.5.9.5.10 5.16.5.19 1.1 3.1,3.2 4 3.1 6 1	Issue of equily raises concerns about excessive dilution of existing shareholders inadequate management of climate-related risks. Concerns related to inappropriate membership of committees.  Concerns about overall performance.  Concerns related to approach to board gender diversity.  Pays in misaligned with EOS remuneration principles.  EOS: manual override.  Concerns related to approach to board gender diversity.
4/03/2025 4/03/2025 4/03/2025 4/03/2025 9/03/2025 9/03/2025 9/03/2025 9/03/2025 9/03/2025 9/03/2025 9/03/2025 9/03/2025	Kia Corp.  SAMSUNG BIOLOGICS Co., Ltd.  Samsung C&T Corp. Samsuno Securities Co., Ltd. Chell Worldwide, Inc. Hyundal Mobis Co., Ltd.  L&F Co., Ltd. Samsuna Electro-Mechanics Co., Ltd. Samsuna Electronics Co., Ltd. Samsuna Fire & Marine Insurance Co., Ltd. Samsuna Fire & Marine Insurance Co., Ltd.	Annual	Against Against Against Al For All For Against All For Against All For	29.2.10.2.16.2.19.3.2.13.2.1 32.9.3.2.9.3.13.3.13.3.3.3.3.3.3.5.3.9.4.10.4.16.4.19.5.9.5.10 5.16.5.19 1.1 3.1,3.2 4 3.1 6 1 3.1 3.1 3.1 3.1	Issue of equity raises concerns about excessive dilution of existing shareholders Inadequate management of climate-related risks. Concerns related to inappropriate membership of committees.  Concerns about overall performance. Concerns related to approach to board gender diversity. Pay is misaligned with EOS remuneration principles.  EOS manual override.  Concerns related to approach to board gender diversity. Lack of independence on board.
4/03/2025 4/03/2025 4/03/2025 4/03/2025 4/03/2025 9/03/2025 9/03/2025 9/03/2025 9/03/2025 9/03/2025 9/03/2025 9/03/2025	Kia Corp.  SAMSUNG BIOLOGICS Co., Ltd.  Samsung C&T Corp. Samsung Securities Co., Ltd. Chel Worldwide, Inc. Hyundai Mobis Co., Ltd. L&F Co., Ltd. Samsung Electro-Mechanics Co., Ltd. Samsung Electro-Mechanics Co., Ltd. Samsung File & Marine Insurance Co., Ltd. Samsung SDI Co., Ltd. Samsung SDI Co., Ltd. Samsung SDI Co., Ltd. Samsung SDI Co., Ltd.	Annual	Against Against Against Al For Al For Against Al For	29.2.10.2.162.19.3.2.13.2.1 32.9.3.2.8.3.13.3.13.3.3.3.3.3.3.5.3.9.4.10.4.16.4.19.5.9.5.10 5.16.5.19 1.1 3.1,3.2 4 3.1 6 1	Issue of equily raises concerns about excessive dilution of existing shareholders inadequate management of climate-related risks. Concerns related to inappropriate membership of committees.  Concerns about overall performance.  Concerns related to approach to board gender diversity.  Pays in misaligned with EOS remuneration principles.  EOS: manual override.  Concerns related to approach to board gender diversity.
4/03/2025 4/03/2025 4/03/2025 4/03/2025 4/03/2025 9/03/2025 9/03/2025 9/03/2025 9/03/2025 9/03/2025 9/03/2025 9/03/2025	Kia Corp.  SAMSUNG BIOLOGICS Co., Ltd.  Samsung C&T Corp.  Samsung Securities Co., Ltd. Chel Worldwide, Inc., Hyundai Mobis Co., Ltd.  L&F Co., Ltd. Samsung Electro-Mechanics Co., Ltd. Samsung Electronics Co., Ltd. Samsung Fine & Marine Insurance Co., Ltd. Samsung SDS Co., Ltd. Samsung SDS Co., Ltd. Samsung SDS Co., Ltd. Samsung SDS Co., Ltd. SC P&L Co., Ltd. SC P&L Co., Ltd. SC P&L Co., Ltd. SC P&L Co., Ltd.	Annual	Against Against Against Al For All For Against All For	29.2.10.2.162.19.3.2.13.2.1 32.9.3.2.8.3.13.3.13.3.3.3.3.3.3.5.3.9.4.10.4.16.4.19.5.9.5.10 5.16.5.19 1.1 3.1,3.2 4 3.1 6 1 3.1 3.1 3.1 3.1	Issue of equity raises concerns about excessive dilution of existing shareholders Inadequate management of climate-related risks. Concerns related to inappropriate membership of committees.  Concerns about overall performance. Concerns related to approach to board gender diversity. Pay is misaligned with EOS remuneration principles. EOS manual override.  Concerns related to approach to board gender diversity.  Lack of independence on board.  Concerns related to approach to board gender diversity.
4/03/2025 4/03/2025 4/03/2025 4/03/2025 4/03/2025 9/03/2025 9/03/2025 9/03/2025 9/03/2025 9/03/2025 9/03/2025 9/03/2025	Kia Corp.  SAMSUNG BIOLOGICS Co., Ltd.  Samsung C&T Corp.  Samsung Securities Co., Ltd. Chel Worldwide, Inc., Hyundai Mobis Co., Ltd.  L&F Co., Ltd. Samsung Electro-Mechanics Co., Ltd. Samsung Electronics Co., Ltd. Samsung Fine & Marine Insurance Co., Ltd. Samsung SDS Co., Ltd. Samsung SDS Co., Ltd. Samsung SDS Co., Ltd. Samsung SDS Co., Ltd. SC P&L Co., Ltd. SC P&L Co., Ltd. SC P&L Co., Ltd. SC P&L Co., Ltd.	Annual	Against Against Against Al For Al For Against Al For Against Al For Against Al For Against Al For Against Al For Against	29.2.10.2.162.19.3.2.13.2.1 32.9.3.2.8.3.13.3.13.3.3.3.3.3.3.5.3.9.4.10.4.16.4.19.5.9.5.10 5.16.5.19 1.1 3.1,3.2 4 3.1 6 1 3.1 3.1 3.1 3.1	Issue of equilty raises concerns about excessive dilution of existing shareholders inadequate management of dimate-related risks. Concerns related to inappropriate membership of committees. Concerns related to approach to board gender diversity. Pay is riselationed with EOS renuneration principles. EOS manual overritie.  Concerns related to approach to board gender diversity. Lack of independence on board.  Concerns related to approach to board gender diversity.  Concerns related to approach to board gender diversity.
4/03/2025 4/03/2025 4/03/2025 4/03/2025 4/03/2025 9/03/2025 9/03/2025 9/03/2025 9/03/2025 9/03/2025 9/03/2025 9/03/2025	Kia Corp.  SAMSUNG BIOLOGICS Co., Ltd.  Samsung C&T Corp. Samsung Securities Co., Ltd. Chel Worldwide, Inc. Hyundai Mobis Co., Ltd. L&F Co., Ltd. Samsung Electro-Mechanics Co., Ltd. Samsung Electro-Mechanics Co., Ltd. Samsung File & Marine Insurance Co., Ltd. Samsung SDI Co., Ltd. Samsung SDI Co., Ltd. Samsung SDI Co., Ltd. Samsung SDI Co., Ltd.	Annual	Against Against Against Al For All For Against All For	29.2.10.2.16.2.19.3.2.13.2.1 32.9.3.2.9.3.13.3.13.3.3.3.3.3.3.5.3.9.4.10.4.16.4.19.5.9.5.10 5.16.5.19 1.1 3.1,3.2 4 3.1 3.1 3.1 3.1 3.1 3.2 2.2 3.3 3.3	Issue of equily raises concerns about excessive dilution of existing shareholders inadequate management of climate-related risks. Concerns related to inappropriate membership of committees.  Concerns about overall performance. Concerns related to approach to board gender diversity. Pays in misaligned with EOS remuneration principles.  EOS manual override.  Concerns related to approach to board gender diversity.  Lack of independence on board.  Concerns related to approach to board gender diversity.  Concerns related to approach to board gender diversity.  Concerns related to approach to board gender diversity.
4/03/2025 4/03/2025 4/03/2025 4/03/2025 9/03/2025 9/03/2025 9/03/2025 9/03/2025 9/03/2025 9/03/2025 9/03/2025 9/03/2025	Kia Corp.  SAMSUNG BIOLOGICS Co., Ltd.  Samsung C&T Corp.  Samsung Securities Co., Ltd. Chel Worldwide, Inc., Hyundai Mobis Co., Ltd.  L&F Co., Ltd. Samsung Electro-Mechanics Co., Ltd. Samsung Electronics Co., Ltd. Samsung Fine & Marine Insurance Co., Ltd. Samsung SDS Co., Ltd. Samsung SDS Co., Ltd. Samsung SDS Co., Ltd. Samsung SDS Co., Ltd. SC P&L Co., Ltd. SC P&L Co., Ltd. SC P&L Co., Ltd. SC P&L Co., Ltd.	Annual	Against Against Against Al For Al For Against Al For Against Al For Against Al For Against Al For Against Al For Against	29.2.10.2.162.19.3.2.13.2.1 32.9.3.2.8.3.13.3.13.3.3.3.3.3.3.5.3.9.4.10.4.16.4.19.5.9.5.10 5.16.5.19 1.1 3.1,3.2 4 3.1 6 1 3.1 3.1 3.1 3.1	Issue of equity raises concerns about excessive dilution of existing shareholders Inadequate management of climate-related risks. Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Pays in resistinged with EOS remuneration principles EOS manual override  Concerns related to approach to board gender diversity Lack of independence on board  Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees
403/2025 403/2025 403/2025 403/2025 403/2025 903/2025 903/2025 903/2025 903/2025 903/2025 903/2025 903/2025 903/2025 903/2025 903/2025 903/2025 903/2025 903/2025	Kia Corp.  SAMSUNG BIOLOGICS Co., Ltd.  Samsung C&T Corp.  Samsung Securities Co., Ltd. Chel Worldwide, Inc., Hyundai Mobis Co., Ltd.  L&F Co., Ltd. Samsung Electro-Mechanics Co., Ltd. Samsung Electronics Co., Ltd. Samsung Fine & Marine Insurance Co., Ltd. Samsung SDS Co., Ltd. Samsung SDS Co., Ltd. Samsung SDS Co., Ltd. Samsung SDS Co., Ltd. SC P&L Co., Ltd. SC P&L Co., Ltd. SC P&L Co., Ltd. SC P&L Co., Ltd.	Annual	Against Against Against Al For Al For Against Al For Against Al For Against Al For Against Al For Against Al For Against	29.2 10.2 16.2 19.3 2.13.2 J. 32.9.3 2.3 3.31.3 3.3 3.3 3.3 3.3 3.3 3.3 3.3 3.	Issue of equily raises concerns about excessive dilution of existing shareholders inadequate management of climate-related risks. Concerns related to inappropriate membership of committees.  Concerns about overall performance. Concerns related to approach to board gender diversity. Pays in misaligned with EOS remuneration principles.  EOS manual override.  Concerns related to approach to board gender diversity.  Lack of independence on board.  Concerns related to approach to board gender diversity.  Concerns related to approach to board gender diversity.  Concerns related to approach to board gender diversity.
403/2025 403/2025 403/2025 403/2025 403/2025 903/2025 903/2025 903/2025 903/2025 903/2025 903/2025 903/2025 903/2025 903/2025 903/2025 903/2025 903/2025 903/2025	Kia Corp.  SAMSUNG BIOLOGICS Co., Ltd.  Samsung C&T Corp. Samsung Securities Co., Ltd. Chel Worldwide, Inc. Hyundai Mobis Co., Ltd. L&F Co., Ltd. Samsung Electro-Mechanics Co., Ltd. Samsung Electro-Mechanics Co., Ltd. Samsung Fine & Marine Insurance Co., Ltd. Samsung Fine & Marine Insurance Co., Ltd. Samsung SDS Co., Ltd. GS P&L Co., Ltd. GS P&L Co., Ltd. GS P&L Co., Ltd. HANWHA LIFE INSURANCE Co., Ltd.	Annual	Against Against Against Al For Al For Against Al For Against Al For Against Al For Against Al For Against Against	29.2.10.2.16.2.19.3.2.13.2.1 32.9.3.2.9.3.13.3.13.3.3.3.3.3.3.5.3.9.4.10.4.16.4.19.5.9.5.10 5.16.5.19 1.1 3.1,3.2 4 4 3.1 6 1 1 3.1 3.1 3.2 2.2 3 3.3 3.4	Issue of equity raises concerns about excessive dilution of existing shareholders.  Inadequate management of climate-related risks. Concerns related to inappropriate membership of committees.  Concerns related to approach to board gender diversity.  Pay is misaligned with EOS remuneration principles.  EOS manual override.  Concerns related to approach to board gender diversity.  Lack of independence on board.  Concerns related to approach to board gender diversity.  Concerns related to approach to board gender diversity.  Concerns related to approach to board gender diversity.  Concerns related to approach to board gender diversity concerns related to inappropriate membership of committees.  Concerns related to proach to board gender diversity Concerns related to inappropriate membership of committees.  Concerns related to propoach to board gender diversity Concerns related to inappropriate membership of committees.
1/03/2025 1/03/2025 1/03/2025 1/03/2025 1/03/2025 1/03/2025 1/03/2025 1/03/2025 1/03/2025 1/03/2025 1/03/2025 1/03/2025 1/03/2025 1/03/2025 1/03/2025 1/03/2025 1/03/2025 1/03/2025 1/03/2025 1/03/2025	Kia Corp.  SAMSUNG BIOLOGICS Co., Ltd.  Samsung C&T Corp. Samsung Securities Co., Ltd. Chel Worldwide, Inc. Hyundai Mobis Co., Ltd. L&F Co., Ltd. Samsung Electro-Mechanics Co., Ltd. Samsung Electro-Mechanics Co., Ltd. Samsung Electro-Mechanics Co., Ltd. Samsung Flow Marine Insurance Co., Ltd. Samsung SDI Co., Ltd. Samsung SDI Co., Ltd. GS P&L Co., Ltd. GS P&L Co., Ltd. HANWHA LIFE INSURANCE Co., Ltd. HANWHA LIFE INSURANCE Co., Ltd. HANWHA Coean Co., Ltd.	Annual	Against Against Against Al For Al For Against Al For Against Al For Against Against Against Against	29,210,216,219,32,13,21,32,13,23,33,33,33,33,33,33,33,33,33,33,33,33	Issue of equity raises concerns about excessive dilution of existing shareholders Inadequate management of climate-related risks. Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Pays in resistinged with EOS remuneration principles EOS manual override  Concerns related to approach to board gender diversity Lack of independence on board  Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Concerns related to approach be board gender diversity Concerns related to inappropriate membership of committees Concerns related to approach be board gender diversity Concerns related to inappropriate membership of committees Lack of independence on board Lack of independence on board Lack of independence on board
1/03/2025 1/03/2025 1/03/2025 1/03/2025 1/03/2025 1/03/2025 1/03/2025 1/03/2025 1/03/2025 1/03/2025 1/03/2025 1/03/2025 1/03/2025 1/03/2025	Kia Corp.  SAMSUNG BIOLOGICS Co., Ltd.  Samsung C&T Corp. Samsung Securities Co., Ltd. Chell Wolfdisch, Inc. Hyundal Mobis Co., Ltd. L&F Co., Ltd. Samsung Electro-Mechanics Co., Ltd. Samsung Electro-Mechanics Co., Ltd. Samsung Electro-Mechanics Co., Ltd. Samsung Electro-Mechanics Co., Ltd. Samsung SiD Co., Ltd. HANWHA LIFE INSURANCE Co., Ltd. HANWHA LIFE INSURANCE Co., Ltd. Hanwha Ocean Co., Ltd.	Annual	Against Against Against Al For Al For Against Al For Against Al For Against Against Against Against	29,210,216,219,32,132,132,132,132,132,132,133,133,133,	Issue of equily raises concerns about excessive dilution of existing shareholders inadequate management of climate-related risks. Concerns related to inappropriate membership of committees.  Concerns about overall performance. Concerns related to approach to board gender diversity. Pays in misaligned with EOS remuneration principles.  EOS manual override.  Concerns related to approach to board gender diversity. Lack of independence on board.  Concerns related to approach to board gender diversity.  Concerns related to approach to board gender diversity. Concerns related to inappropriate membership of committees.  Concerns related to approach to board gender diversity. Concerns related to inappropriate membership of committees acts of independence on board.  Lack of independence on board.
H03/2025	Kia Corp.  SAMSUNG BIOLOGICS Co., Ltd.  Samsung C&T Corp. Samsung Securities Co., Ltd. Chel Worldwide, Inc. Hyundai Mobis Co., Ltd. L&F Co., Ltd. Samsung Electro-Mechanics Co., Ltd. Samsung Electro-Mechanics Co., Ltd. Samsung Electro-Mechanics Co., Ltd. Samsung Flow Marine Insurance Co., Ltd. Samsung SDI Co., Ltd. Samsung SDI Co., Ltd. GS P&L Co., Ltd. GS P&L Co., Ltd. HANWHA LIFE INSURANCE Co., Ltd. HANWHA LIFE INSURANCE Co., Ltd. HANWHA LIFE SHILLA Co., Ltd. HOTEL, SHILLA Co., Ltd. HOTEL, SHILLA CO., Ltd.	Annual	Against Against Against Against Al For Al For Against Al For Against Al For Against Against Against Against Against Against	29,210,216,219,32,13,21,32,13,23,33,33,33,33,33,33,33,33,33,33,33,33	Issue of equity raises concerns about excessive dilution of existing shareholders Inadequate management of climate-related risks. Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Pays in resistinged with EOS remuneration principles EOS manual override  Concerns related to approach to board gender diversity Lack of independence on board  Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Concerns related to approach be board gender diversity Concerns related to inappropriate membership of committees Concerns related to approach be board gender diversity Concerns related to inappropriate membership of committees Lack of independence on board Lack of independence on board Lack of independence on board
4/03/2025 4/03/2025 4/03/2025 4/03/2025 4/03/2025 9/03/2025 9/03/2025 9/03/2025 9/03/2025 9/03/2025 9/03/2025 9/03/2025 9/03/2025 9/03/2025 9/03/2025 9/03/2025	Kia Corp.  SAMSUNG BIOLOGICS Co., Ltd.  Samsuna C&T Corp. Samsuna Securities Co., Ltd. Chel Wolfdwide, Inc. Hyundai Mobis Co., Ltd.  L&F Co., Ltd. Samsuna Electro-Mechanics Co., Ltd. Samsuna SDS Co., Ltd. GS Retail Co., Ltd. GS Retail Co., Ltd. HANWHA LIFE INSURANCE Co., Ltd. Harwha Ocean Co., Ltd. HOTEL SHILLA Co., Ltd. HYUNDAI ENGINEERING & CONSTRUCTION: HYUNDAI ENGINEERING & CONSTRUCTION:	Annual	Against Against Against An For Al Against Al For Al Against Al For Al Against Al For	29.2 10.2 16.2 19.3 2.13.2 J 32.9 32.9 33.13.3 13.3 33.3 33.3 3.5 4.9 4.10.4 16.4 19.5 9.5 10 1.1 3.1,3.2 4 4 3.1 6 1 3.1 3.1 6 1 2.2 2.2 3 3.3 3.4 3.1 3.1 3.3 3.3 3.4 3.1 3.1 3.3 3.3 3.4 3.3 3.4 3.3 3.4 3.3 3.3	Issue of equity raises concerns about excessive dilution of existing shareholders Inadequate management of climate-related risks. Concerns related to inappropriate membership of committees.  Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles.  EOS manual override.  Concerns related to approach to board gender diversity Lack of independence on board.  Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees. Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees. Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees ack of independence on board.  Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees ack of independence on board.
4403/2025  4403/2025  4403/2025  4403/2025  403/2025  903/2025  903/2025  903/2025  903/2025  903/2025  903/2025  903/2025  903/2025  903/2025  903/2025  903/2025  903/2025  903/2025  903/2025  903/2025  903/2025	Kia Corp.  SAMSUNG BIOLOGICS Co., Ltd.  Samsung C&T Corp. Samsung Securities Co., Ltd. Chel Worldwide, Inc. Hyundai Mobis Co., Ltd. L&F Co., Ltd. Samsung Electro-Mechanics Co., Ltd. Samsung Electro-Mechanics Co., Ltd. Samsung Electro-Mechanics Co., Ltd. Samsung Flow Marine Insurance Co., Ltd. Samsung SDI Co., Ltd. Samsung SDI Co., Ltd. GS P&L Co., Ltd. GS P&L Co., Ltd. HANWHA LIFE INSURANCE Co., Ltd. HANWHA LIFE INSURANCE Co., Ltd. HANWHA LIFE SHILLA Co., Ltd. HOTEL, SHILLA Co., Ltd. HOTEL, SHILLA CO., Ltd.	Annual	Against Against Against Against Al For Al For Against Al For Against Al For Against Against Against Against Against Against	29,210,216,219,32,132,132,132,132,132,132,133,133,133,	Issue of equity raises concerns about excessive dilution of existing shareholders. Inadequate management of climate-related risks. Concerns related to inappropriate membership of committees.  Concerns related to approach to board gender diversity. Pay is misaligned with EOS remuneration principles.  EOS manual override.  Concerns related to approach to board gender diversity. Lack of independence on board.  Concerns related to approach to board gender diversity.  Concerns related to inappropriate membership of committees.  Concerns related to inappropriate membership of committees ack of independence on board.  Lack of independence on board.

		Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
03/2025		POSCO Holdings, Inc.	Annual	All For		
03/2025			Annual	Against	3.1	Concerns related to approach to board gender diversity
03/2025		Samsung Card Co., Ltd.	Annual	Against	3.1	Concerns related to approach to board gender diversity
03/2025		Samsung E&A Co., Ltd.	Annual	Against	2.1	Concerns related to approach to board gender diversity
03/2025		Samsung Heavy Industries Co., Ltd.	Annual	Against	3.1	Concerns related to approach to board gender diversity
03/2025			Annual	Against	5	Concerns about candidate's experience/skills
3/2025		Shinsegae Co., Ltd.	Annual	Against	2.1	Concerns related to approach to board gender diversity
3/2025		Yuhan Corp.	Annual	All For		
3/2025		DB Insurance Co., Ltd.	Annual	Against	3.3	Concerns related to approach to board gender diversity
3/2025		DONG SUH Companies Inc.	Annual	All For		
3/2025		HANMI Semiconductor Co., Ltd.	Annual	Against	5	Pay is misaligned with EOS remuneration principles
3/2025		HITEJINRO Co., Ltd.	Annual	Against	2.1,2.2,4	Concerns about overall performance
3/2025	. <b></b>		Annual	Against	3.4	Concerns related to approach to board gender diversity
3/2025		Nonashim Co., Ltd.	Annual	All For		
3/2025			Annual	All For		
3/2025			Annual	All For		
3/2025		kakaopay Corp.	Annual	All For		
3/2025		LG Chem Ltd.	Annual	Against	4.1,4.2	Concerns about candidate's experience/skills
3/2025			Annual	Against	2.1	Concerns related to approach to board gender diversity
3/2025 3/2025			Annual	All For	2.3	Concerns related to approach to board gender diversity
5/2025		Lotte Shopping Co., Ltd.	Annual	Against	2.1	Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity Concerns about overall performance
3/2025	••••••	NH Investment & Courities Co. Ltd.	Annual	Against	3.2	Concerns about overall performance
3/2025	•••••••••••••••••••••••••••••••••••••••	NH Investment & Securities Co., Ltd. POSCO DX Co., Ltd.	Annual	Against	5	Pay is misaligned with EOS remuneration principles
1/2025		POSCO Future M Co., Ltd.	Annual	Against	2.2,2.3	Concerns related to approach to board gender diversity
/2025		POSCO INTERNATIONAL Corp.	Annual	Against	3.3,4	Concerns related to approach to board gender diversity
		. 5555 INTERNATIONAL COIP.	/ unrealist		3.1.2	Concerns related to approach to board gender diversity  Concerns related to inappropriate membership of
	ŀ				-··-	committees
/2025		Amorepacific Corp.	Annual	All For		
/2025		AmorePacific Group, Inc.	Annual	All For		
/2025		Celltrion Pharm Inc.	Annual	Against	3.1	Concerns about overall performance
	I		-	J	2	Issue of equity raises concerns about excessive dilution of existing shareholders
/2025		Celltrion, Inc.	Annual	Against	3	Concerns about overall performance
1/2025		CJ CheilJedang Corp.	Annual	Against	3.1	Concern about capital allocation
				3	3.2	Concerns related to approach to board gender diversity
					5	Pay is misaligned with EOS remuneration principles
/2025	•	CJ Logistics Corp.	Annual	Against	2.2	Concerns related to approach to board gender diversity
/2025	Ī	DL Holdings Co., Ltd.	Annual	All For		
3/2025	1	Ecopro BM Co., Ltd.	Annual	Against	3.5	Concerns related to approach to board gender diversity
1/2025		GS Engineering & Construction Corp.	Annual	Against	3.2,4	Concerns about overall performance
/2025	Ī	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
_	<u> </u>			_	.2	
/2025		HANWHA AEROSPACE Co., Ltd.	Annual	Against	4	Concerns related to approach to board gender diversity
_	<u> </u>				6	Pay is misaligned with EOS remuneration principles
/2025		HANWHA SOLUTIONS CORP.	Annual	Against	4	Concerns related to approach to board gender diversity
3/2025		Hanwha Vision Co., Ltd.	Annual	Against	2	Pay is misaligned with EOS remuneration principles
3/2025		HD Hyundai Electric Co., Ltd.	Annual	All For		
3/2025		HD Hyundai Infracore Co., Ltd.	Annual	All For		
3/2025				All For		
3/2025			Annual	All For		
3/2025			Annual	Against	2.2.1,2.2.2	Concerns related to approach to board gender diversity
3/2025		Hyundai GLOVIS Co., Ltd.	Annual	Against	2	Lack of independence on board
3/2025			Annual	Against	2.2,3.1	Concerns about candidate's experience/skills 2- Concerns about overall performance
3/2025		Kumho Petrochemical Co., Ltd.	Annual	Against	3.4	Concerns to governance and oversight
/2025	- 1				2,3.1,3.2,3.3,4	Concerns to protect shareholder value
	••••••	LG Electronics, Inc.	Annual	Against	3.1	Concerns related to approach to board gender diversity
			A			
/2025	<u>l</u>	LG H&H Co., Ltd.	Annual	All For		
/2025 /2025		LG H&H Co., Ltd. LG Uplus Corp.	Annual	All For All For	2224	Concerns about averall board structure
/2025 /2025		LG H&H Co., Ltd.		All For	2.2,2.4	Concerns about overall board structure
/2025 /2025 /2025		LG H&H Co., Ltd. LG Uplus Corp. Lotte Chemical Corp.	Annual Annual	All For All For Against	2.1	Concerns about overall performance
/2025 /2025 /2025 /2025		LG H&H Co., Ltd. LG Uplus Corp. Lotte Chemical Corp.  Lotte Chilsung Beverage Co., Ltd.	Annual Annual Annual	All For All For Against Against	2.1 2.1,2.2,2.4,2.5,3.2	Concerns about overall performance Concern due to a material failure of governance and oversight at the company
/2025 /2025 /2025 /2025 /2025		LG H&H Co., Ltd. LG Uplus Corp. Lotte Chemical Corp. Lotte Chilsung Beverage Co., Ltd. LS Electric Co., Ltd.	Annual Annual Annual Annual Annual	All For All For Against Against Against Against	2.1	Concerns about overall performance
/2025 /2025 /2025 /2025 /2025 /2025 /2025		LG H&H Co., Ltd. LG Uplus Corp. Lotte Chemical Corp. Lotte Chilsung Beverage Co., Ltd. LS Electric Co., Ltd. Sk Te Technology Co., Ltd.	Annual Annual Annual Annual Annual	All For All For Against Against Against All For	2.1 2.1,2.2,2.4,2.5,3.2 3.1	Concerns about overall performance Concern due to a material failure of governance and oversight at the company Concerns related to approach to board gender diversity
/2025 /2025 /2025 /2025 /2025 /2025 /2025		LG H&H Co., Ltd. LG Uplus Corp. Lotte Chemical Corp. Lotte Chilsung Beverage Co., Ltd. LS Electric Co., Ltd.	Annual Annual Annual Annual Annual	All For All For Against Against Against Against	2.1 2.1,2.2,2.4,2.5,3.2 3.1 2.2	Concerns about overall performance Concern due to a material failure of governance and oversight at the company Concerns related to approach to board gender diversity Concerns about overall performance
/2025 /2025 /2025 /2025 /2025 /2025 /2025 /2025		LG H&H Co., Ltd. LG Uplus Corp. Lotte Chemical Corp. Lotte Chilsung Beverage Co., Ltd. LS Electric Co., Ltd. Sk Te Technology Co., Ltd. BGF Retail Co., Ltd.	Annual Annual Annual Annual Annual Annual	All For All For Against Against Against All For Against	2.1 2.1,2.2,2.4,2.5,3.2 3.1 2.2 2.1	Concerns about overall performance Concerns tele to a material failure of governance and oversight at the company Concerns related to approach to board gender diversity Concerns about overall performance Concerns related to approach to board gender diversity
/2025 /2025 /2025 /2025 /2025 /2025 /2025 /2025		LG H&H Co., Ltd. LG Uplus Corp. Lotte Chiesian Beverage Co., Ltd. LS Electric Co., Ltd. Sk le Technology Co., Ltd. BSR Getall Co., Ltd. BNK Financial Group, Inc.	Annual Annual Annual Annual Annual Annual	All For All For Against Against Against All For Against	21 2122242532 3.1 22 21 3.2	Concerns about overall performance Concern due to a material failure of governance and oversight at the company Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity
/2025 /2025 /2025 /2025 /2025 /2025 /2025 /2025 /2025		LG H&H Co., Ltd. LG Uplus Corp. Lotte Chemical Corp. Lotte Chilsung Beverage Co., Ltd. LS Electric Co., Ltd. Sk te Technology Co., Ltd. BGF Retall Co., Ltd. BNK Financial Group, Inc. CJ Corp.	Annual Annual Annual Annual Annual Annual Annual Annual Annual	Al For All For Against Against Against Al For Against Against Against	2.1 2.1,2.2,2.4,2.5,3.2 3.1 2.2 2.1	Concerns about overall performance Concerns tele to a material failure of governance and oversight at the company Concerns related to approach to board gender diversity Concerns about overall performance Concerns related to approach to board gender diversity
/2025 /2025 /2025 /2025 /2025 /2025 /2025 /2025 /2025 /2025 /2025		LG H&H Co., Ltd. LG Uplus Corp. Lotte Chiesian Beverage Co., Ltd. LS Electric Co., Ltd. Sk le Technology Co., Ltd. BNK Financial Group, Inc. CJ Corp. Deewoo Engineering & Construction Co., Ltd.	Annual Annual Annual Annual Annual Annual Annual	All For All For Against Against Against All For Against	21 2.122242532 3.1 22 2.1 3.2 3.1	Concerns about overall performance Concern due to a material failure of governance and oversight at the company Concern use on a material failure of governance and oversight at the company Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to approach board gender diversity Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity
/2025 /2025 /2025 /2025 /2025 /2025 /2025 /2025 /2025 /2025 /2025 /2025 /2025		LG H&H Co., Ltd. LG Uplus Corp. Lotte Chemical Corp. Lotte Chilsung Beverage Co., Ltd. LS Electric Co., Ltd. Sk te Technology Co., Ltd. BGF Retall Co., Ltd. BNK Financial Group, Inc. CJ Corp.	Annual Annual Annual Annual Annual Annual Annual Annual Annual	Al For Against Against Against Against Against Al For Against Against Against Against Against Against Against Against Al For	21 2122242532 3.1 22 21 3.2	Concerns about overall performance Concern due to a material failure of governance and oversight at the company Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity
/2025 /2025 /2025 /2025 /2025 /2025 /2025 /2025 /2025 /2025 /2025 /2025 /2025 /2025 /2025		LG H&H Co., Ltd. LG Uplus Corp., Lotte Chemical Corp. Lotte Chisung Beverage Co., Ltd. LS Electric Co., Ltd. Sk for Technology Co., Ltd. BGF Retail Co., Ltd. BNK Financial Group, Inc. CJ Corp. Daewoo Engineering & Construction Co., Ltd.	Annual	All For Against Against Against Against All For Against Against Against Against Against Against Against Against	21 2.122242532 3.1 22 2.1 3.2 3.1	Concerns about overall performance Concern due to a material failure of governance and oversight at the company Concerns related to approach to board gender diversity
/2025 /2025 /2025 /2025 /2025 /2025 /2025 /2025 /2025 /2025 /2025 /2025 /2025 /2025 /2025		LG H&H Co., Ltd. LG Uplus Corp. Lotte Chilsung Beverage Co., Ltd. LS Electric Co., Ltd. Sk le Technology Co., Ltd. BNK Financial Group, Inc. CJ Corp. Deewoo Ennineering & Construction Co., Ltd. DGB Financial Group Co., Ltd. DGB Financial Group Co., Ltd. DGB Financial Group Co., Ltd.	Annual	Al For Against Against Against Against Af For Against Against Against Against Against Against	2.1 2.1,22,24,25,32 3.1 2.2 2.1 3.2 3.1 3.1,32,3,3,4	Concerns about overall performance Concerns due to a material failure of governance and oversight at the company Concerns related to approach to board gender diversity Concerns about overall performance Concerns related to approach to board gender diversity
/2025 /2025 /2025 /2025 /2025 /2025 /2025 /2025 /2025 /2025 /2025 /2025 /2025 /2025 /2025 /2025		LG H&H Co., Ltd. LG Uplus Corp. Lotte Chilsung Beverage Co., Ltd. LS Electric Co., Ltd. Sk le Technology Co., Ltd. BNK Financial Group, Inc. CJ Corp. Deewoo Ennineering & Construction Co., Ltd. DGB Financial Group Co., Ltd. DGB Financial Group Co., Ltd. DGB Financial Group Co., Ltd.	Annual	All For Against Against Against Against All For Against Against Against Against Against Against Against Against	21 21,22,24,25,32 3.1 22 2.1 3.2 3.1 3.1,3,2,3,3,4 1 6.1,6,2	Concerns about overall performance Concern due to a material failure of governance and oversight at the company Concerns related to approach to board gender diversity
//2025 //2025 //2025 //2025 //2025 //2025 //2025 //2025 //2025 //2025 //2025 //2025 //2025 //2025		LG H&H Co., Ltd. LG Uplus Corp., Lotte Chilsung Beverage Co., Ltd. LS Electric Co., Ltd. Sk le Technology Co., Ltd. BNK Financial Group, Inc. CJ Corp. Deevoe Engineering & Construction Co., Ltd. DGB Financial Group Co., Ltd. DGB Financial Group Co., Ltd. LGC Corp. Deevoe Engineering & Construction Co., Ltd. DGB Financial Group Co., Ltd. E-Mart, Inc.	Annual	All For All For Against Against Against All For Against	21 21,22,24,25,32 3.1 22 2.1 3.2 3.1 3.1,3,2,3,3,4 1 6.1,6,2	Concerns about overall performance Concern due to a material failure of governance and oversight at the company Concerns related to approach to board gender diversity
//2025 //2025 //2025 //2025 //2025 //2025 //2025 //2025 //2025 //2025 //2025 //2025 //2025 //2025		LG H&H Co., Ltd. LG Uplus Corp. Lotte Chilsung Beverage Co., Ltd. LS Electric Co., Ltd. Sk le Technology Co., Ltd. BNK Financial Group, Inc. CJ Corp. Deewoo Ennierering & Construction Co., Ltd. DGB Financial Group Co., Ltd. DGB Financial Group Co., Ltd. E-Mart, Inc. E-Mart, Inc. ECOPRO Co., Ltd.	Annual	All For Against	21 21,22,24,25,32 3.1 22 2.1 3.2 3.1 3.1,3,2,3,3,4 1 6.1,6,2	Concerns about overall performance Concern due to a material failure of governance and oversight at the company Concerns related to approach to board gender diversity
//2025 //2025 //2025 //2025 //2025 //2025 //2025 //2025 //2025 //2025 //2025 //2025 //2025 //2025 //2025		LG H&H Co., Ltd. LG Uplus Corp., Lotte Chilsung Beverage Co., Ltd. LS Electric Co., Ltd. Sk le Technology Co., Ltd. BNK Financial Group, Inc., CJ Corp. Deavoe Ennineering & Construction Co., Ltd. DGB Financial Group Co., Ltd. DGB Financial Group Co., Ltd. E-Mart, Inc. E-Mart, Inc. ECOPRO Co., Ltd. GS Blogharma Corp. GS Holdings Corp.	Annual	All For All For Against Against All For Against All For All For All For Against All For All For Against All For All For Against All For Against All For Against All For Against Against All For Against Against All For Against Agains	21 21,22,24,25,32 3.1 22 2.1 3.2 3.1 3.1,3,2,3,3,4 1 6.1,6,2	Concerns about overall performance Concern due to a material failure of governance and oversight at the company Concern use or a material failure of governance and oversight at the company Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to approach to board dender diversity Concerns related to approach to board dender diversity Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to approach to post of the diversity Concerns related to approach to post of the diversity Concerns related to approach to post of the diversity Concerns related to approach to post of the diversity Concerns about overall performance EGS manual override Concerns to protect shareholder value
/2025 /2025		LG H&H Co., Ltd.  LG Uplus Corp.,  Lotte Chemical Corp.  Lotte Chilsung Beverage Co., Ltd.  LS Electric Co., Ltd.  Sk ie Technology Co., Ltd.  BGF Retail Co., Ltd.  BNK Financial Group, Inc.  CJ Corp.  Daewoo Engineering & Construction Co., Ltd.  Dossan Bobcat, Inc.  E-Mart, Inc.  ECOPRO Co., Ltd.  ECOPRO Co., Ltd.  F&F Co., Ltd.  GS Biopharma Corp.  GS Holdings Corp.  HAMJIN KAL, Corp.	Annual	All For Against All For All For Against All For	21 21,2224,2532 31 22 21 32 31 31,3233,4 1 61,62 22	Concerns about overall performance Concerns due to a material failure of governance and oversight at the company Concerns related to approach to board gender diversity Concerns about overall performance EOS manual override Concerns to protect shareholder value Concerns related to approach to board gender diversity  Concerns to protect shareholder value Concerns to protect shareholder value
(2025   (202		LG H&H Co., Ltd. LG Uplus Corp. Lotte Chilsung Beverage Co., Ltd. LS Electric Co., Ltd. Sk le Technology Co., Ltd. BSK Financial Group, Inc. GJ Corp. Daewoo Engineering & Construction Co., Ltd. DOSS manacial Group, Ltd. Dossan Bobcat, Inc. E-Mart, Inc. ECOPRO Co., Ltd. FAF Co., Ltd. GS Elisonhama Corp. GS Holdings Corp. HANJIN KAIL Corp.	Annual	All For All For Against All For All For All For All For Against Agains	21 21,22,24,25,32 3.1 22 2.1 3.2 3.1 3.1,3,2,3,3,4 1 6.1,6,2	Concerns about overall performance Concerns related to approach to board gender diversity
(2025   (202		LG H&H Co., Ltd. LG Uplus Corp. Lotte Chilsung Beverage Co., Ltd. LS Electric Co., Ltd. Sk le Technology Co., Ltd. BSK Financial Group, Inc. GJ Corp. Daewoo Engineering & Construction Co., Ltd. DOSAN BOWGE Engineering & Construction Co., Ltd. Dosans Bobcat, Inc. E-Mart, Inc. ECOPRO Co., Ltd. FAF Co., Ltd. GS Eliopharma Corp. GS Holdings Corp. HANJIN KAL Corp. HANJIN KAL Corp. HANJIN KAL Corp. HANJIN KAL Corp. HANJIN C	Annual	All For Against All For Agains	21 21,2224,2532 31 22 21 32 31 31,3233,4 1 61,62 22	Concerns about overall performance Concerns due to a material failure of governance and oversight at the company Concerns related to approach to board gender diversity Concerns about overall performance EOS manual override Concerns to protect shareholder value Concerns related to approach to board gender diversity  Concerns to protect shareholder value Concerns to protect shareholder value
2025 2025 2025 2025 2025 2025 2025 2025		LG H&H Co., Ltd. LG Uplus Corp., Lotte Chilsung Beverage Co., Ltd. LS Electric Co., Ltd. Sk le Technology Co., Ltd. BNK Financial Group, Inc., CJ Corp. Deavoe Ennineering & Construction Co., Ltd. DGB Financial Group Co., Ltd. DGB Financial Group Co., Ltd. CG Corp. Deavoe Ennineering & Construction Co., Ltd. DGB Financial Group Co., Ltd. E-Mart, Inc. E-Mart, Inc. E-COPRO Co., Ltd. FSF Co., Ltd. GS Biopharma Corp. HANJIN KAL Corp. HANKOOK TIRE & TECHNOLOGY Co., Ltd. Hannin Science Co., Ltd.	Annual	All For All For Against All For Against Against All For Agains	21 21,2224,2532 31 22 21 32 31 31,3233,4 1 61,62 22	Concerns about overall performance Concerns due to a material failure of governance and oversight at the company Concerns related to approach to board gender diversity Concerns about overall performance EOS manual override Concerns to protect shareholder value Concerns related to approach to board gender diversity  Concerns to protect shareholder value Concerns to protect shareholder value
2025 2025 2025 2025 2025 2025 2025 2025		LG H&H Co., Ltd. LG Uplus Corp. Lotte Chilsung Beverage Co., Ltd. LS Electric Co., Ltd. Sk le Technology Co., Ltd. BNK Financial Group, Inc. CJ Corp. Deewoo Ennierering & Construction Co., Ltd. DGB Financial Group Co., Ltd. DGB Financial Group Co., Ltd. DGB Financial Group Co., Ltd. E-Mart, Inc. E-COPRO Co., Ltd. FAF Co., Ltd. GS Blocharma Corp. GS Holdings Corp. HANIJIN KAL Corp. HANKOOK TIRE & TECHNOLOGY Co., Ltd. Hannii Pharmaceutical Co., Ltd. Hannii Sclence Co., Ltd.	Annual	All For Against All For All Fo	21 21,2224,2532 31 22 21 32 31 31,3233,4 1 61,62 22	Concerns about overall performance Concerns due to a material failure of governance and oversight at the company Concerns related to approach to board gender diversity Concerns about overall performance EOS manual override Concerns to protect shareholder value Concerns related to approach to board gender diversity  Concerns to protect shareholder value Concerns to protect shareholder value
2025 2025 2025 2025 2025 2025 2025 2025		LG H&H Co., Ltd. LG Uplus Corp. Lotte Chilsung Beverage Co., Ltd. LS Electric Co., Ltd. Sk le Technology Co., Ltd. Sk le Technology Co., Ltd. BNK Financial Group, Inc. CJ Corp. Deavoo Ennineering & Construction Co., Ltd. DGB Financial Group Co., Ltd. DGB Financial Group Co., Ltd. DGB Financial Group Co., Ltd. E-Mart, Inc. E-Mart, Inc. ECOPRO Co., Ltd. FAF Co., Ltd. GG Biopharma Corp. GS Holdings Corp. HANJIN KAL Corp. HANKOOK TIRE & TECHNOL, GGY Co., Ltd. Hannil Pharmaceutical Co., Ltd. Hannil Science Co., Ltd. HD Hyundal Heavy Industries Co., Ltd. HD Worea Shiboulding & Offstore Engineering Co., Ltd.	Annual	All For All For Against All For All For All For All For Against All For All Fo	21 21,2224,2532 31 22 21 32 31 31,3233,4 1 61,62 22	Concerns about overall performance Concern due to a material failure of governance and oversight at the company Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity
(2025   (202		LG H&H Co., Ltd.  LG Uplus Cdro.,  Lotte Chilsung Beverage Co., Ltd.  LS Electric Co., Ltd.  Sk le Technology Co., Ltd.  Sk le Technology Co., Ltd.  BNK Financial Group, Inc.  CJ Cgrp.  Daewoo Engineering & Construction Co., Ltd.  DOSS Financial Group Co., Ltd.  ECOPRO Co., Ltd.  FAF Co., Ltd.  FAF Co., Ltd.  GS Biocharma Cdrp.  GS Hoddings Cdrp.  HANIJIN RAL, Cort.  HANIJIN RAL, Cort.  HANIJIN RAL, Cort.  HANIJIN Science Co., Ltd.  Hannii Science Co., Ltd.  Hannii Science Co., Ltd.  Hannii Science Co., Ltd.  Hannii Science Co., Ltd.  HO Korea Shipbuilding & Offshore Engineering Co., Ltd.  HD Morea Shipbuilding & Offshore Engineering Co., Ltd.	Annual	All For Against All For All Fo	21 21,2224,2532 31 22 21 32 31 31,32334 1 61,62 22	Concerns about overall performance Concerns related to approach to board gender diversity
2025 2025 2025 2025 2025 2025 2025 2025		LG H&H Co., Ltd. LG Uplus Corp. Lotte Chilsung Beverage Co., Ltd. LS Electric Co., Ltd. Sk le Technology Co., Ltd. Sk le Technology Co., Ltd. BNK Financial Group, Inc. CJ Corp. Deavoo Ennineering & Construction Co., Ltd. DGB Financial Group Co., Ltd. DGB Financial Group Co., Ltd. DGB Financial Group Co., Ltd. E-Mart, Inc. E-Mart, Inc. ECOPRO Co., Ltd. FAB Co., Ltd. GG Biopharma Corp. HANJIN KAL Corp. HANKOOK TIRE & TECHNOL, GGY Co., Ltd. Hanni Science Co., Ltd. HD Hyundal Heavy Industries Co., Ltd. HD Words Binbudding & Offshore Engineering Co., Ltd. HD Mroad Binbudding & Offshore Engineering Co., Ltd. HD Mroad Binbudding & Offshore Engineering Co., Ltd. HL Mando Co., Ltd.	Annual	All For All For Against All For All For Against Against All For All For Against All For All For Against All For Against Agains	2.1 2.1,22,24,2.5.3.2 3.1 2.2 2.1 3.2 3.1 3.1,3.2,3.3.4 1 6.1,6.2 2.2 1 3.1,3.2,3.3.4 1 1 3.1,3.2,3.3.4 1 3.1,3.2,3.3.4 1 3.1,3.2,3.3.4	Concerns about overall performance Concern due to a material failure of governance and oversight at the company Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to shareholder value  Concerns related to shareholder rights Lack of independence on board
(2025   (202		LG H&H Co., Ltd.  LG Uplus Cdro.,  Lotte Chilsung Beverage Co., Ltd.  LS Electric Co., Ltd.  Sk le Technology Co., Ltd.  Sk le Technology Co., Ltd.  BNK Financial Group, Inc.  CJ Cgrp.  Daewoo Engineering & Construction Co., Ltd.  DOSS Financial Group Co., Ltd.  ECOPRO Co., Ltd.  FAF Co., Ltd.  FAF Co., Ltd.  GS Biocharma Cdrp.  GS Hoddings Cdrp.  HANIJIN RAL, Cort.  HANIJIN RAL, Cort.  HANIJIN RAL, Cort.  HANIJIN Science Co., Ltd.  Hannii Science Co., Ltd.  Hannii Science Co., Ltd.  Hannii Science Co., Ltd.  Hannii Science Co., Ltd.  HO Korea Shipbuilding & Offshore Engineering Co., Ltd.  HD Morea Shipbuilding & Offshore Engineering Co., Ltd.	Annual	All For Against All For All Fo	21 21,2224,2532 31 22 21 32 31 31,32334 1 61,62 22	Concerns about overall performance Concerns related to approach to board gender diversity
2025 2025 2025 2025 2025 2025 2025 2025		LG H&H Co., Ltd. LG Uplus Corp. Lotte Chilsung Beverage Co., Ltd. LS Electric Co., Ltd. Sk le Technology Co., Ltd. Sk le Technology Co., Ltd. BNK Financial Group, Inc. CJ Corp. Deavoo Ennineering & Construction Co., Ltd. DGB Financial Group Co., Ltd. DGB Financial Group Co., Ltd. DGB Financial Group Co., Ltd. E-Mart, Inc. E-Mart, Inc. ECOPRO Co., Ltd. FAB Co., Ltd. GG Biopharma Corp. HANJIN KAL Corp. HANKOOK TIRE & TECHNOL, GGY Co., Ltd. Hanni Science Co., Ltd. HD Hyundal Heavy Industries Co., Ltd. HD Words Binbudding & Offshore Engineering Co., Ltd. HD Mroad Binbudding & Offshore Engineering Co., Ltd. HD Mroad Binbudding & Offshore Engineering Co., Ltd. HL Mando Co., Ltd.	Annual	All For All For Against All For All For Against Against All For All For Against All For All For Against All For Against Agains	21 21,222,425,32 31 22 21,32 31,32,33,4 1 61,62 22 1 31,32,33 1 31,32,33 1 31,32,33	Concerns about overall performance Concerns related to approach to board gender diversity Concerns to a material failure of governance and oversight at the company Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to shareholder rights Lack of independence on board Pay is misaligned with EOS remuneration principles Concerns soul overall performance
2025 2025 2025 2025 2026 2026 2026 2026		LG H&H Co., Ltd. LG Uplus Corp. Lotte Chilsung Beverage Co., Ltd. LS Electric Co., Ltd. Sk le Technology Co., Ltd. Sk le Technology Co., Ltd. BNK Financial Group, Inc. CJ Corp. Deavoo Ennierering & Construction Co., Ltd. DGB Financial Group Co., Ltd. DGB Financial Group Co., Ltd. DGB Financial Group Co., Ltd. E-Mart, Inc. E-COPRO Co., Ltd. F&F Co., Ltd. HAMJIN KAL Corp. HAMJIN CORD. HAMJI	Annual	All For Against Agains	21 21,2224,2532 31 22 21 32 31 31,32,33,4 1 61,62 22 1 3.1,32,33,4 1 3.1,32,3,3	Concerns about overall performance Concernd up on ametair failure of governance and oversight at the company Concerns related to approach to board gender diversity Concerns about overall performance EOS manual override Concerns to protect shareholder value Concerns related to approach to board gender diversity
2025 2025 2025 2025 2025 2025 2025 2025		LG H&H Co., Ltd. LG Uplus Corp., Lotte Chilsung Beverage Co., Ltd. LS Electric Co., Ltd. Sk le Technology Co., Ltd. BNK Financial Group, Inc., CJ Corp. Deavoe Ennineering & Construction Co., Ltd. DGB Financial Group Co., Ltd. DGB Financial Group Co., Ltd. DGB Financial Group Co., Ltd. E-Mart, Inc. E-Mart, Inc. E-COPRO Co., Ltd. F&F Co., Ltd. GG Biopharma Corp. GS Holdings Corp. HANJIN KAL Corp. HANKOOK TIRE & TECHNOL, GGY Co., Ltd. Hannin Science Co., Ltd. HD Hyundal Heavy Industries Co., Ltd. HD Wrorea Shipbulding & Offshore Engineering Co., Ltd. HD Mando Co., Ltd. HD Mando Co., Ltd. HD Mando Co., Ltd. HD Mando Co., Ltd. HIMM Co., Ltd. Industrial Bank of Korea Kakao Corp. Kakao Corp. Kakao Corp. Kakao Corp.	Annual	All For All For Against All For Against Agains	21 21,222,425,32 31 22 21,32 31,32,33,4 1 61,62 22 1 31,32,33,4 1 1 31,32,33,4 1 31,32,32,4 1 31,32,32,4 1 31,32,4 1 31,32,4 1 31,32,4 1 31,32,4 1 31,4 31,4	Concerns about overall performance Concerns related to approach to board gender diversity Concerns about overall performance EOS manual override Concerns to protect shareholder value Concerns related to approach to board gender diversity  Concerns related to shareholder value Concerns related to shareholder rights Lack of independence on board Pay is misaligned with EOS remuneration principles Concerns about overall performance Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles
2025 2025 2025 2025 2026 2025 2025 2025		LG H&H Co., Ltd. LG Uplus Corp. Lotte Chilsung Beverage Co., Ltd. LS Electric Co., Ltd. Sk le Technology Co., Ltd. Sk le Technology Co., Ltd. BNK Financial Group, Inc. CJ Corp. Daewoo Enoineering & Construction Co., Ltd. DGB Financial Group, Lnd. DGB Financial Group Co., Ltd. DGB Financial Group Co., Ltd. SS let Comment Corp. SS Hodines Corp. SS Hodines Corp. HAMMOOK TIRE & TECHNOLOGY Co., Ltd. Hammin Science Co., Ltd. Hammin Science Co., Ltd. HD Knoes Shitbuilding & Offshore Engineering Co., Ltd. HD Knoes Shitbuilding & Offshore Engineering Co., Ltd. HMM Co., Ltd. HMM Co., Ltd. HM Mand Co., Ltd. HMM Co., Ltd. HMM Co., Ltd. HM Mand Co., Ltd. HMM Co., Ltd. Kakac Garnes Corp. Kakac Garnes Corp. Kakac Garnes Corp. Kakac Garnes Corp.	Annual	All For Against Agains	21 21,2224,2532 31 22 21 32 31 31,3233,4 1 61,62 22 1 3.1,323,3 1 3.1,323,3 3.1,323,3 3.1,323,3	Concerns about overall performance Concernd use to a material failure of governance and oversight at the company Concerns related to approach to board gender diversity Concerns about overall performance EOS manual override Concerns to protect shareholder value Concerns related to approach to board gender diversity  Concerns related to shareholder rights Lack of independence on board Pay is missligged with EOS remuneration principles Concerns related to sporcach to board gender diversity
2025   2025		LG H&H Co., Ltd. LG Uplus Corp. Lotte Chilsung Beverage Co., Ltd. LS Electric Co., Ltd. Sk le Technology Co., Ltd. BNK Financial Group, Inc. CJ Corp. Deavoe Ennineering & Construction Co., Ltd. DGB Financial Group, Co., Ltd. DGB Financial Group, Co., Ltd. DGB Financial Group Co., Ltd. DGB Financial Group Co., Ltd. GC Biopharma Corp. E-Mart, Inc. E-COPRO Co., Ltd. FAF Co., Ltd. GG Biopharma Corp. GS Holdings Corp. HANJIN KAL Corp. HANKOOK TIRE & TECHNOL, GGY Co., Ltd. Hannin Science Co., Ltd. HD Hyundal Heavy Industries Co., Ltd. HD Worea Shipbulding & Offshore Engineering Co., Ltd. HD Mando Co., Ltd. HD Mando Co., Ltd. HIM Moc., Ltd. Industrial Bank of Korea Kakao Corp. Kakao Garnes Corp.	Annual	All For Against Agains	21 21,222,425,32 31 22 21,32 31,32,33,4 1 61,62 22 1 31,32,33,4 1 1 31,32,33,4 1 31,32,32,4 1 31,32,32,4 1 31,32,4 1 31,32,4 1 31,32,4 1 31,32,4 1 31,4 31,4	Concerns about overall performance Concerns related to approach to board gender diversity Concerns about overall performance EOS manual override Concerns to protect shareholder value Concerns related to approach to board gender diversity  Concerns related to shareholder value Concerns related to shareholder rights Lack of independence on board Pay is misaligned with EOS remuneration principles Concerns about overall performance Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles
(2025) (2025)		LG H&H Co., Ltd. LG Uplus Corp. Lotte Chilsung Beverage Co., Ltd. LS Electric Co., Ltd. Sk le Technology Co., Ltd. Sk le Technology Co., Ltd. BNK Financial Group, Inc. CJ Corp. Deavoo Ennineering & Construction Co., Ltd. DGB Financial Group, Inc. CJ Corp. CORP. Deavoo Ennineering & Construction Co., Ltd. DGB Financial Group, Co., Ltd. DGB Financial Group, Co., Ltd. CS Biocharma Corp. GS Biocharma Corp. GS Biocharma Corp. GS Biocharma Corp. HANLIN KAA. Corp. HANLIN KAA. Corp. HANKOOK ITBE & TECHNOLOGY Co., Ltd. Hannon Genera Co., Ltd. Hannon Genera Co., Ltd. Hannon Gorp. CS Co., Ltd. Hannon Co.,	Annual	All For All For Against Agains	21 21,2224,2532 31 22 21 32 31 31,3233,4 1 61,62 22 1 31,3233,4 1 31,3233,3 31,3233,3 31,3233,3 32,122 34,31,323,3 5,323,2 5,34 31,32,33	Concerns about overall performance Concern due to a material failure of governance and oversight at the company Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to shareholder rights Lack of independence on board Pay is missligned with EOS remuneration principles Concerns related to approach to board gender diversity Pay is missligned with EOS remuneration principles Concerns related to bapproach to board gender diversity Pay is missligned to board gender diversity Pay is missligned to board gender diversity Pay is missligned with EOS remuneration principles
2025 2025 2025 2025 2025 2025 2025 2025		LG H&H Co., Ltd. LG Uplus Corp. Lotte Chilsung Beverage Co., Ltd. LS Electric Co., Ltd. Sk le Technology Co., Ltd. BNK Financial Group, Inc. CJ Corp. Deavoe Ennineering & Construction Co., Ltd. DGB Financial Group, Co., Ltd. DGB Financial Group, Co., Ltd. DGB Financial Group Co., Ltd. DGB Financial Group Co., Ltd. GC Biopharma Corp. E-Mart, Inc. E-COPRO Co., Ltd. FAF Co., Ltd. GG Biopharma Corp. GS Holdings Corp. HANJIN KAL Corp. HANKOOK TIRE & TECHNOL, GGY Co., Ltd. Hannin Science Co., Ltd. HD Hyundal Heavy Industries Co., Ltd. HD Worea Shipbulding & Offshore Engineering Co., Ltd. HD Mando Co., Ltd. HD Mando Co., Ltd. HIM Moc., Ltd. Industrial Bank of Korea Kakao Corp. Kakao Garnes Corp.	Annual	All For Against Agains	21 21,2224,2532 31 22 21 32 31 31,3233,4 1 61,62 22 1 3.1,323,3 1 3.1,323,3 3.1,323,3 3.1,323,3	Concerns about overall performance Concerns related to approach to board gender diversity Concerns about overall performance EOS manual override Concerns to protect shareholder value Concerns related to approach to board gender diversity  Concerns related to shareholder value  Concerns related to shareholder rights Lack of independence on board Pay is misaligned with EOS remuneration principles Concerns related to approach to board gender diversity  Pay is misaligned with EOS remuneration principles Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles Combined CEO/Chair Concerns to protect shareholder value
(2025) (2025)		LG H&H Co., Ltd. LG Uplus Corp. Lotte Chilsung Beverage Co., Ltd. LS Electric Co., Ltd. Sk le Technology Co., Ltd. Sk le Technology Co., Ltd. BNK Financial Group, Inc. CJ Corp. Deavoo Ennineering & Construction Co., Ltd. DGB Financial Group, Inc. CJ Corp. CORP. Deavoo Ennineering & Construction Co., Ltd. DGB Financial Group, Co., Ltd. DGB Financial Group, Co., Ltd. CS Biocharma Corp. GS Biocharma Corp. GS Biocharma Corp. GS Biocharma Corp. HANLIN KAA. Corp. HANLIN KAA. Corp. HANKOOK ITBE & TECHNOLOGY Co., Ltd. Hannon Genera Co., Ltd. Hannon Genera Co., Ltd. Hannon Gorp. CS Co., Ltd. Hannon Co.,	Annual	All For All For Against Agains	21 21,2224,2532 31 22 21 32 31 31,32334 1 61,62 22 1 31,32333 1 31,32333 3 2,122 3,4 3,1,32 3,4 3,1,32 3,4 3,1,32 3,4 3,1,32 3,4 3,1,32 3,4 3,1,32 3,4 3,1,32 3,4 3,1,32 3,4 3,4 3,4 3,4 3,4 3,4 3,4 3,4 3,4 3,4	Concerns about overall performance Concerns due to a material failure of governance and oversight at the company Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to shareholder rights  Lack of independence on board  Pay is missligged with EOS remuneration principles Concerns related to approach to board quender diversity  Pay is missligged with EOS remuneration principles Concerns related to approach to board quender diversity  Pay is missligged to board conder diversity  Pay is missligged with EOS concerns to protect shareholder value  Concerns selated to approach to board quender diversity  Pay is missligged with EOS concerns to protect shareholder value
//2025 //2025		LG H&H Co., Ltd. LG Uplus Corp. Lotte Chilsung Beverage Co., Ltd. LS Electric Co., Ltd. Sk le Technology Co., Ltd. Sk le Technology Co., Ltd. BNK Financial Group, Inc. CJ Corp. Deavoe Ennineering & Construction Co., Ltd. DGB Financial Group, Co., Ltd. DGB Financial Group, Co., Ltd. DGB Financial Group, Co., Ltd. CG Bopharma Corp. E-Mart, Inc. E-COPRO Co., Ltd. F&F Co., Ltd. GS Blocharma Corp. GS Holdings Corp. HANJIN KAL Corp. HANKOOK TIRE & TECHNOLOGY Co., Ltd. Hammi Science Co., Ltd. HD Hyundal Heavy Industries Co., Ltd. HD Hyundal Heavy Industries Co., Ltd. HD Manda Co., Ltd. HI Manda Co., Ltd. Kakao Corp. Kakao Games Corp. Kanaowan Land, Inc., KB Financial Group, Inc. KCC Corp.	Annual	All For All For Against Agains	21 21,222,425,32 31 22 21,32 31 3.1,32,33,4 1 61,62 22 1 3,13,2,3,3 1 3,13,2,3,3 3 3 3,13,2,3,3 3 3 3,13,2,3,3	Concerns about overall performance Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to shareholder rights Lack of independence on board Pay is misaligned with EOS remuneration principles Concerns about overall performance Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles Concerns related to approach to board gender diversity  Pay is misaligned with EOS remuneration principles Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles Concerns about overall performance Concerns about overall performance Concerns about overall performance Concerns about overall performance
//2025 //2025		LG H&H Co., Ltd. LG Uplus Corp. Lotte Chilsung Beverage Co., Ltd. LS Electric Co., Ltd. Sk le Technology Co., Ltd. Sk le Technology Co., Ltd. BNK Financial Group, Inc. CJ Corp. Deavoo Ennineering & Construction Co., Ltd. DGB Financial Group, Inc. CJ Corp. CORP. Deavoo Ennineering & Construction Co., Ltd. DGB Financial Group, Co., Ltd. DGB Financial Group, Co., Ltd. CS Biocharma Corp. GS Biocharma Corp. GS Biocharma Corp. GS Biocharma Corp. HANLIN KAA. Corp. HANLIN KAA. Corp. HANKOOK ITBE & TECHNOLOGY Co., Ltd. Hannon Genera Co., Ltd. Hannon Genera Co., Ltd. Hannon Gorp. CS Co., Ltd. Hannon Co.,	Annual	All For All For Against Agains	21 21,222,425,32 31 22 21,32 31 3.1,32,33,4 1 61,62 22 1 3,13,2,3,3 1 3,13,2,3,3 3 3 3,13,2,3,3 3 3 3,13,2,3,3	Concerns about overall performance Concerns due to a material failure of governance and oversight at the company Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to shareholder rights Lack of independence on board Pay is missligged with EOS remuneration principles Concerns related to approach to board quender diversity Pay is missligged with EOS remuneration principles Concerns related to approach to board quender diversity Pay is missligged to approach to board quender diversity Pay is missligged to approach to board quender diversity Pay is missligged with EOS remuneration principles Concerns related to approach to board quender diversity Pay is missligged with EOS crems to protect shareholder value Concerns selve to approach to board quender diversity Pay is missligged with EOS concerns to protect shareholder value Concerns related to approach to board quender diversity Pay is missligged with EOS concerns to protect shareholder value Concerns selve to approach to board quender diversity Pay is missligged with EOS concerns to protect shareholder value
1/2025 1/2025		LG H&H Co., Ltd. LG Uplus Corp. Lotte Chilsung Beverage Co., Ltd. LS Electric Co., Ltd. Sk le Technology Co., Ltd. Sk le Technology Co., Ltd. BNK Financial Group, Inc. CJ Corp. Deavoe Ennineering & Construction Co., Ltd. DGB Financial Group, Co., Ltd. DGB Financial Group, Co., Ltd. DGB Financial Group, Co., Ltd. CG Bopharma Corp. E-Mart, Inc. E-COPRO Co., Ltd. F&F Co., Ltd. GS Blocharma Corp. GS Holdings Corp. HANJIN KAL Corp. HANKOOK TIRE & TECHNOLOGY Co., Ltd. Hammi Science Co., Ltd. HD Hyundal Heavy Industries Co., Ltd. HD Hyundal Heavy Industries Co., Ltd. HD Manda Co., Ltd. HI Manda Co., Ltd. Kakao Corp. Kakao Games Corp. Kanaowan Land, Inc., KB Financial Group, Inc. KCC Corp.	Annual	All For All For Against Agains	21 21,222,425,32 31 22 21,32 31,32,33,4 1 61,62 22 1 31,32,33,3 1 31,32,33,4 1 31,32,33,4 1 31,32,33,4 1 31,32,33,4 1 22 22 23 34 24 27 28 29 20 21 21 21 21 22 23 24 25 26 27 27 28 28 29 20 20 20 20 20 20 20 20 20 20	Concerns about overall performance Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to shareholder rights Lack of independence on board Pay is misaligned with EOS remuneration principles Concerns related to approach to board gender diversity  Pay is misaligned with EOS remuneration principles Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles Concerns about overall performance Concerns situated to approach to board gender diversity Pay is misaligned with EOS remuneration principles Concerns about overall performance
\(\)\(\)\(\)\(\)\(\)\(\)\(\)\(\)\(\)\(\		LG H&H Co., Ltd. LG Uplus Corp. Lotte Chilsung Beverage Co., Ltd. LS Electric Co., Ltd. Sk Ie Technology Co., Ltd. Sk Ie Technology Co., Ltd. BNK Financial Group, Inc., Ltd. BNK Financial Group, Inc., CJ Corp. Deavoo Engineering & Construction Co., Ltd. DGB Financial Group, Co., Ltd. DGB Financial Group, Co., Ltd. DGB Financial Group, Co., Ltd. COPEN Co., Ltd. E-Mart. Inc. E-COPRO Co., Ltd. F&F Co., Ltd. GC Biochairma Corp. GS Holdings Corp. HANJIN KAL Corp. HANKOOK ITE & TECHNOLOGY Co., Ltd. Hammi Senere Co., Ltd. Hammi Senere Co., Ltd. Ho Thyundal Heavy Industries Co., Ltd. Ho Thyundal Heavy Industries Co., Ltd. Ho Woose Shipubliding & Offshore Engineering Co., Ltd. Holdustrial Bank of Korea Kakao Corp. Kapanon Land, Inc. Kakao Garnes Corp. Kangwon Land, Inc. KB Financial Group, Inc. KCC Corp. KEPCO Plant Service & Engineering Co., Ltd. KOREA AEROSPACE INDUSTRIES Ltd.	Annual	All For All For Against Agains	21 21,2224,2532 31 22 21 32 31 31,3233,4 1 61,62 22 1 3.1,32,33 3 3.1,32,33 3 2.1,22 3,4 3.1,32 3.5 3.6 3.7 2.1,22 3.7 3.7 3.7 3.7 3.7 3.7 3.7 3.7 3.7 3.7	Concerns about overall performance Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to shareholder rights Lack of independence on board Pay is missiligned with EOS remuneration principles Concerns about overall performance Issue of equity relaces concerns about excessive dilution of existing shareholders Pay is missiligned with EOS remuneration principles  Concerns related to approach to board gender diversity Pay is missiligned with EOS remuneration principles  Concerns related to approach to board gender diversity Pay is missiligned with EOS remuneration principles  Concerns related with EOS remuneration principles  Concerns related with EOS remuneration principles  Concerns related with EOS remuneration principles
(2025) (2025)		LG H&H Co., Ltd. LG Uplus Corp. Lotte Chilsung Beverage Co., Ltd. LS Electric Co., Ltd. Sk le Technology Co., Ltd. Sk le Technology Co., Ltd. BNK Financial Group, Inc. CJ Corp. Daewoo Enoineering & Construction Co., Ltd. DGB Financial Group, Inc. CJ Corp. Company Co., Ltd. BNK Financial Group, Inc. CJ Corp.	Annual	All For All For Against All For All For Against Agains	21 21,222,425,32 31 22 21,32 31,32,33,4 1 61,62 22 1 31,32,33,3 1 31,32,33,4 1 31,32,33,4 1 31,32,33,4 1 31,32,33,4 1 22 22 23 34 24 27 28 29 20 21 21 21 21 22 23 24 25 26 27 27 28 28 29 20 20 20 20 20 20 20 20 20 20	Concerns about overall performance Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversity  Concerns related to shareholder rights Lack of independence on board Pay is misaligned with EOS remuneration principles Concerns related to approach to board gender diversity  Pay is misaligned with EOS remuneration principles Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles Concerns about overall performance Concerns situated to approach to board gender diversity Pay is misaligned with EOS remuneration principles Concerns about overall performance

Meeting Date	Company Name	Meeting Type	Votes For/Against	Agenda Item Numbers	Voting Explanation
6/03/2025	KT&G Corp.	Annual	Management Against	4 1	Concerns related to approach to board gender diversity
0/03/2020	KTAG COIP.	Ariffual	nyamat	4.1 2.2,2.3	Concerns related to approach to board gender diversity  Concerns related to shareholder rights
6/03/2025	LG Corp.	Annual	All For	2.2,2.3	Concerns realed to strate lotter rights
6/03/2025	Lotte Corp.	Annual	Against	2	Combined CEO/Chair Inadequate management of deforestation risks
3/03/2025	MERITZ Financial Group. Inc.	Annual	All For		OSTIDITOR DE DISTRICTO DE LA CONTRACTOR
/03/2025	NAVER Corp.	Annual	Against	2.1	Concerns related to approach to board gender diversity
03/2025	NCsoft Corp.	Annual	All For		
03/2025	OCI Holdings Co. Ltd.	Annual	Against	2.3,3.1	Concerns about overall performance
				2.1	Concerns related to approach to board diversity
6/03/2025	ORION Corp. (Korea)	Annual	Against	3	Concerns related to attendance at board or committee meetings
				4	Pay is misaligned with EOS remuneration principles
/03/2025	OTTOGI Corp.	Annual	Against	3.1	Concerns related to approach to board gender diversity
3/03/2025	Pan Ocean Co., Ltd.	Annual	All For		
3/03/2025 3/03/2025	SD Biosensor. Inc. Shinhan Financial Group Co., Ltd.	Annual	All For	212222242545152	5 Concerns about overall performance
/03/2025	Shinnan Financial Group Co., Ltd.	Annual	Against	3.1,3.2,3.3,3.4,3.5,4,5.1,5.2	5. Concerns about overall performance
5/03/2025	SK Biopharmaceuticals Co., Ltd.	Annual	All For	.3	
6/03/2025	SK bioscience Co., Ltd.	Annual	All For	•	
5/03/2025	SK. Inc.	Annual	Against	2.2	Concern about ack of independence on board
,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	Ort, mo.	7 11100		2.4	Concerns about overall performance
				2.1	Concerns of governance, stewardship, risk oversight, or fiduciary responsibilities at the company and to prote
				3	shareholder value.
				4	Concerns to protect shareholder value
					Pay is misaligned with EOS remuneration principles
/03/2025	SKC Co., Ltd.	Annual	All For		
/03/2025	Woori Financial Group, Inc.	Annual	Against	4.4	Concerns about overall performance
/03/2025	CJ ENM Co., Ltd.	Annual	All For		
/03/2025	HD HYUNDAI Co., Ltd.	Annual	Against	4	Insufficient disclosure
/03/2025	LS Corp.	Annual	Against	2	Concerns about overall performance
				3	Excessive pay
7/03/2025	Mirae Asset Securities Co., Ltd.	Annual	Against	2.5	Concerns related to approach to board gender diversity
				2.3	Concerns related to inappropriate membership of committees Concerns related to approach to board gender
				i	diversity
//03/2025	PearlAbyss Corp.	Annual	All For		
7/03/2025	S-Oil Corp.	Annual	All For		
//03/2025	SK hynix, Inc.	Annual	All For		
7/03/2025	SK Square Co. Ltd.	Annual	Against	2.2	Concerns related to board gender diversity
7/03/2025	Solus Advanced Materials Co., Ltd.	Annual	All For		
3/03/2025	Korea Investment Holdings Co., Ltd.	Annual	All For		
3/03/2025	Korea Zinc Co., Ltd.	Annual	Against	1.2.1	EOS manual override
				1.2.2	EOS manual override. Concerns to protect shareholder value
					EOS manual override. Concerns to protect shareholder value
				16,3.19,4.1.1,4.2.a,4.2.b,4.2	<del>.</del>
				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	4.
				3.j,4.3.m,4.3.s,4.3.v,5.1,5.2,	6
8/03/2025	Paradise Co., Ltd.	Annual	All For		
8/03/2025	SK Innovation Co., Ltd.	Annual	All For		
8/03/2025	Wemade Co., Ltd.	Annual	Against	2	Pay is misaligned with EOS remuneration principles
1/03/2025	Alteogen, Inc.	Annual	Against Against	2.2	Pay is misaligned with EOS remuneration principles  Concerns related to shareholder rights
1/03/2025	COWAY Co., Ltd.	Annual		2.2	Concerns related to shareholder rights
1/03/2025	Doosan Enerbility Co., Ltd.	Annual	All For All For		
1/03/2025	FILA Holdings Corp.	Annual	All For		
1/03/2025	Hanon Systems	Annual	All For Against	-	Pay is misaligned with EOS remuneration principles
1/03/2025 1/03/2025	HLB Co., Ltd.	Annual		5	Pay is misaligned with EOS remuneration principles
1/03/2025	HYBE Co., Ltd. Korea Gas Corp.	Annual Annual	All For Against		Lack of independence on board Concerns related to approach to board gender diversity
1/03/2025	Korea Gas Corp.	Annuai	Against	4	
1/02/2025	KIIM VANC Co. Ltd	Appual	All For	*	Pay is misaligned with EOS remuneration principles
1/03/2025	KUM YANG Co., Ltd.	Annual	All For Against	3.1,3.2,3.3	ank of independence on board
/03/2025	Netmarble Corp.	Annual	Against All For	3.1,3.4,3.3	Lack of independence on board
1/02/2025	Nufarm Limited Aristocrat Leisure Limited	Annual Annual	All For Against	5,6	Pay is misaligned with EOS remuneration principles
0/02/2025 8/01/2025	Kerry Logistics Network Limited	Annual Special	Against All For	10,0	1 ay 10 modagnoù Will COO fellulle dioù pillopies
	Credicorp Ltd.	Annual	All For	<del>-</del>	
7/03/2025 3/03/2025	Kerry Logistics Network Limited	Special	All For		
0/03/2025	Banco Bradesco SA	Annual	Abstain	3	Cumulative/slate voting in favour of individual candidates/slates
,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	Danos Diagosco OA	, aniuai	Against	5	Insufficient/poor disclosure
			gumros	4	
//03/2025	Banco Bradesco SA	Annual	Against	11	
	Banco Bradesco SA	Extraordinary Shareholders	Against	1	Lack of independence on board
0/03/2025 3/03/2025	Multiplan Empreendimentos Imobiliarios SA	Annual Snarenoiders	All For	1	
1/03/2025	Hutchmed (China) Limited	Extraordinary Shareholders	All For		
5/01/2025	China Jushi Co. Ltd.	Special Special	All For		
/01/2025 /01/2025	Midea Group Co. Ltd.	Extraordinary Shareholders	All For	<u> </u>	
/01/2025	Contemporary Amperex Technology Co., Ltd.	Special Special	All For	<u> </u>	
/01/2025 I/01/2025	NARI Technology Co., Ltd.	Special	Against	3.1	Concerns related to approach to board gender diversity
	roomioogy oo., Eta.	- 2000	9	2	Insufficient/poor disclosure
/01/2025	China Jushi Co. Ltd.	Special	Against	1.2	Concerns related to approach to board gender diversity
	Shenzhen YUTO Packaging Technology Co., Ltd.	Special	Against	1	Insufficient/poor disclosure
	HDFC Bank Ltd.	Special	All For	<u> </u>	
/03/2025 /01/2025	Larsen & Toubro Limited	Special	Against	2	Concerns to protect shareholder value
/01/2025	CONTRACTOR TOURING LITTERS	Special	All For		
/01/2025 /03/2025	Rajai Einance Limited	Special	All For		
/01/2025 /03/2025 /03/2025	Bajaj Finance Limited		All For	<del> </del>	
/01/2025 //03/2025 //03/2025 //03/2025	Bajaj Finance Limited HDFC Bank Ltd.			10	Insufficient/poor disclosure
/01/2025 //03/2025 //03/2025 //03/2025 //03/2025	Bajaj Finance Limited HDFC Bank Ltd. PT Bank Central Asia Tbk	Annual			: maumormpoor USUUSUIE
1/01/2025 0/03/2025 2/03/2025 5/03/2025 2/03/2025 1/03/2025	Bajal, Finance Limited HDFC Bank Ltd. PT Bank Central Asia Tbk PT Bank Rakvat Indonesia (Persero) Tbk	Annual Annual	Against		Insufficient/poor disclosure
1/01/2025 0/03/2025 2/03/2025 6/03/2025 2/03/2025 1/03/2025 5/03/2025	Bajai, Finance Limited HDFC Bank Ltd. PT Bank Central Asia Tbk PT Bank Rakvat Indonesia (Persero) Tbk PT Bank Mandiri (Persero) Tbk	Annual Annual Annual	Against Against	6,7,8	Insufficient/poor disclosure  A vote AGAINST the ratification of Debitte LLP as the company's audit firm is warranted given that the audit
/01/2025 /03/2025 /03/2025 /03/2025 /03/2025 /03/2025 /03/2025	Bajal, Finance Limited HDFC Bank Ltd. PT Bank Central Asia Tbk PT Bank Rakvat Indonesia (Persero) Tbk	Annual Annual	Against		A vote AGAINST the ratification of Deloitte LLP as the company's audit firm is warranted given that the audit
/01/2025 /03/2025 /03/2025 /03/2025 /03/2025 /03/2025 /03/2025 /03/2025 /03/2025	Baial Finance Limited HDFC Bank Ltd. PT Bank Central Asia Tbk PT Bank Rakvat Indonesia (Persero) Tbk PT Bank Mandiri (Persero) Tbk Kaspi kz JSC	Annual Annual Annual Annual	Against Against Against	6,7,8 5	A vote AGAINST the ratification of Deloitte LLP as the company's audit firm is warranted given that the audit are not disclosed. As such, it cannot be determined if the non-audit fees are excessive.
/01/2025 /03/2025 /03/2025 /03/2025 /03/2025 /03/2025 /03/2025 /03/2025 /03/2025 /03/2025	Baiai Finance Limited HIDFC Bank Ltd. PT Bank Central Asia Tbk PT Bank Rawat Indonesia (Persero) Tbk PT Bank Mandiri (Persero) Tbk Kaspik z SC Vista Energy SAB de CV	Annual Annual Annual Annual Ordinary Shareholders	Against Against Against Against Against	6,7,8 5 1,2,3,4	A vote AGAINST the ratification of Deloitte LLP as the company's audit firm is warranted given that the audit are not disclosed. As such, it cannot be determined if the non-audit fees are excessive. Insufficientlyoor disclosure
/01/2025 /03/2025 /03/2025 /03/2025 /03/2025 /03/2025 /03/2025 /03/2025 /03/2025 /03/2025 /03/2025	Balai Finance Limited HDFC Bank Ltd. PT Bank Central Asia Tbk PT Bank Rakvat Indonesia (Persero) Tbk PT Bank Mandri (Persero) Tbk Kaspikz JSC Vista Energy SAB de CV CEMEX SAB de CV	Annual Annual Annual Annual Annual Ordinary Shareholders Annual(Special	Against Against Against Against Against Against Against	6,7,8 5	A vote AGAINST the ratification of Deloitte LLP as the company's audit firm is warranted given that the audit f are not disclosed. As such, it cannot be determined if the non-audit fees are excessive.
3/03/2025 1/03/2025 1/03/2025 2/03/2025 2/03/2025 2/03/2025 2/03/2025 3/03/2025 3/03/2025 3/03/2025 3/03/2025 3/03/2025 3/03/2025 3/03/2025	Baiai Finance Limited HIDFC Bank Ltd. PT Bank Central Asia Tbk PT Bank Rawat Indonesia (Persero) Tbk PT Bank Mandiri (Persero) Tbk Kaspik z SC Vista Energy SAB de CV	Annual Annual Annual Annual Ordinary Shareholders	Against Against Against Against Against	6,7,8 5 1,2,3,4	A vote AGAINST the ratification of Deloitte LLP as the company's audit firm is warranted given that the audit if are not disclosed. As such, it cannot be determined if the non-audit fees are excessive. Insufficientlyoor disclosure

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
27/03/2025	mBank SA	Annual	Against	7.13	A vote AGAINST Carsten Schmitt is warranted due to insufficient level of gender diversity on the shareholder-
				7.23 7.27	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 and the proposal may diminish the rights of shareholders 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 concerns is aggravated by the potential supervisory boards discretionary
					power in specifying the level of fixed remuneration and in awarding the bonus to the company's executives; - The exercise prior 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 Stypulkowski, 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 Biracilik ve Malt Sanayii A.S.	Special	Against	2	A vote AGAINST the increase and prolongation of the authorized capital is warranted because the proposed ceiling
20/03/2025	Is Gayrimenkul Yatirim Ortakligi A.S.	Annual	Against	7 6	allows the company to increase the share capital without preemptive rights by more than 20 percent.  A vote ACAINST 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	Turk 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 protongation of the authorized capital is warranted because the proposed ceiling allows the company to increase the share capital without preemplive rights by more than 20 percent. A vote AGAINST this tem 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 24/03/2025	Enerjisa Enerji AS Otokar Otomotiv ve Savunma Sanavi AS	Annual Annual	Against Against	12 11	This item warrants a vote AGAINST due to a lack of disclosure on the resolution.  A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents
	,			8 13	shareholders from making an informed voting decision.  A vote AGAINST the protongation 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 Turk Otomobil Fabrikasi 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 term warrants a vote AGAINST due to a lack of disclosure on the resolution.
25/03/2025	Turkiye Sise ve Cam Fabrikalari 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 voling decision. A vote AGAINST the prolongation of the authorized capital is warranted because the proposed ceiling allows the
26/03/2025	Eregli Demir ve Celik Fabrikalari TAS	Annual	Against	9 11 13	company to increase the share capital with preemptive rights by more than 100 percent.  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.
26/03/2025	Ford Otomotiv Sanayi AS	Annual	Against	9 7 11	This item warrants a vote AGAINST due to a lack of disclosure on the resolution.  A vote AGAINST is warranted as the company of dnot disclose the proposed board fees, which prevents ishareholders from making an informed voling decision.  A vote AGAINST this liem 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	is Yatirim Menkul Degerler 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.
26/03/2025	Iskenderun Demir ve Celik AS	Annual	Against	9 11 13	This item warrants a vote AGAINST due to a lack of disclosure on the resolution.  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 26/03/2025	TAV Havalimanlari Holding AS Yapi ve Kredi Bankasi AS	Annual Annual	All For 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 ten 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 protongation 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 27/03/2025	Dogus Otomotiv Servis ve Ticaret AS Haci Omer Sabanci Holding AS	Annual Annual	Against Against	10 8 7 12	A vote AGAINST is warranted because the name of the proposed auditor is not disclosed.  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 ltem 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	Turkiye Garanti Bankasi 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.
27/03/2025	Turkiye Is Bankasi AS	Annual	Against	5 8	A vote AGAINST this item is warranted, as the board and the audit committee are insufficiently independent. 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 bottansfer its authority without explaining further.

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
27/03/2025	Turkiye Petrol Rafinerileri AS	Annual	Against	11	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents
				8	shareholders from making an informed voting decision.
				9 13	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.
				13	A vote AGAINST this item is warranted, as the board does not meet the one third board independence requirem
					This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
/03/2025	Arcelik AS	Annual	Against	8,12,14	This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
/03/2025	Enka Insaat 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 nomine
3/03/2025	OYAK Cimento Fabrikalari AS	Annual	Against	11	in a timely manner.  A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents
5002020	O THE CHILDREN I ADMINISTRA	7 4 111000	-	13	shareholders from making an informed voting decision.
				9 6,10	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
				15	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 r
					line with the local provisions.
8/03/2025	Pegasus Hava Tasimaciligi AS	Annual	Against	5	This item warrants a vote AGAINST due to a lack of disclosure on the resolution.  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.
9/03/2025 5/03/2025	Aldar Properties PJSC Raiffeisen Bank International AG	Annual Annual	Against Against	7,9 6.2,6.3,6.4	Insufficient/poor disclosure  Votes AGAINST the non-independent nominees. Erwin Hameseder. Heinz Konrad. Reinhard Schwendtbauer.
3/03/2023	Raineisen bank international AG	Ailliuai	Against	6.1	Christof Splechtna, are warranted because of the failure to establish a sufficiently independent board. Votes
				8,9	AGAINST Erwin Hameseder, Heinz Konrad, Reinhard Schwendtbauer, and Christof Splechtna, 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, Christof Splechtna, are warranted because of the failure to establish a sufficiently independent board. Votes
					AGAINST Erwin Hameseder, Heinz Konrad, Reinhard Schwendtbauer, and Christof Splechtna, 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
					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.
/03/2025	Andritz AG	Annual	All For All For		
/03/2025 /03/2025	Elia Group SA/NV Ringkjobing Landbobank A/S	Extraordinary Shareholders Annual	All For		
/03/2025	Demant A/S	Annual	Abstain	6.a,6.b	Concerns related to inappropriate membership of committeesPay is misaligned with EOS remuneration princip
			Against	4	
2/03/2025	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
/03/2025	Pandora AS	Annual	Against	3	Pay is misaligned with EOS remuneration principles
/03/2025	Carlsberg A/S	Annual	Abstain	6.a	Inadequate management of climate-related risks
/03/2025	A.P. Moller-Maersk A/S	Annual	Abstain Against	G.1	Concerns related to inappropriate membership of committeesIssue of equity raises concerns about excessive dilution of existing shareholders
/03/2025	Danske Bank A/S	Annual	All For		unutor of existing statemorers
/03/2025	DSV A/S	Annual	Against	8.1	Concerns to protect shareholder value
				5,8.3	Pay is misaligned with EOS remuneration principles
i/03/2025 i/03/2025	H. Lundbeck A/S Tryg A/S	Annual Annual	Against All For	4	Pay is misaligned with EOS remuneration principles
7/03/2025	Novo Nordisk A/S	Annual	All For		
7/03/2025	Zealand Pharma A/S	Annual	Against	7.8	Pay is misaligned with EOS remuneration principles
5/03/2025	Kone Oyj	Annual	Against	13.g 13.b	A vote AGAINST candidate Jussi Herlin (Item 13.g) is warranted, because of his presence on both the audit are the remuneration committees.
				13.e	A vote AGAINST candidates Antti Herlin (13.e) and Matti Alahuhta (13.b) is warranted due to their non-
				20	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 AGA
					Antti Herlin (Item 13.e) is warranted due to the company maintaining a share structure with unequal voting right
					A vote AGAINST this issuance authorization is warranted because it explicitly includes the possibility to issue
					additional super voting shares.
3/03/2025	Wartsila Oyj Abp	Annual	All For		
0/03/2025	Nordea Bank Abo	Annual	All For		
0/03/2025	Stora Enso Oyj	Annual	Abstain	14	A vote ABSTAIN this proposal is warranted for the following reasons: - Less than half of the members on the
			Against	11	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 describ
					the earning opportunities under the STI and LTI plans have been significantly increased without an adequate
1/03/2025			Against	11	supporting rationale.  A vote AGAINST this item is warranted because the company has not disclosed targets and weights attached
1/03/2025	Kesko Oyj	Annual	Ayamst	14	the annual bonus.
					A vote AGAINST this proposal is warranted because Pauli Jaakola is a representative of a shareholder benefit
					from a share structure with unequal voting rights.
5/03/2025 5/03/2025	Neste Corp. Valmet Corp.	Annual Annual	Against Against	13 10	A vote AGAINST this proposal is warranted because the candidate Anna Kristiina Hyvonen is overboarded.  A vote AGAINST this item is warranted because the proposed remuneration report is below par in relation to m
0/03/2023	valiner corp.	Ailliuai	Against	10	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 lagg
1/00/000F	LIDM K	AI	All For		disclosure of payout under the short-term incentive plan.
7/03/2025 5/03/2025	UPM-Kymmene Oyi Sartorius Stedim Biotech SA	Annual Annual/Special	All For Against	1	Concerns related to succession planning
			-9	27	Insufficient disclosure 2- Options vest in less than 36 months
				23	Issue of equity raises concerns about excessive dilution of existing shareholders
				24 20,21	Issue of equity raises concerns about excessive dilution of existing shareholders. Poison pill/anti-takeover measure not in investors interests.
				7,9,11,26	Issue of equity raises concerns about excessive dilution of existing shareholders Poison pill/anti-takeover
				18,19	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
/01/2025	Deutsche Wohnen SE	Extraordinary Shareholders	All For		: Cook primari da 60 ver measure not in investors intel ests
/01/2025	Vonovia SE	Extraordinary Shareholders	All For		
V02/2025	Siemens AG	Annual	Against Against	6	Pay is misaligned with EOS remuneration principles
//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
/02/2025	Infineon Technologies AG	Annual	Against	10,11	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
/02/2025	Siemens Energy AG	Annual	All For		
6/03/2025	Carl Zeiss Meditec AG	Annual	Against	6.2,6.3	Concerns related to succession planning  Lack of independence on board Lack of independent representation at board committees Concerns related to
0/03/2023					
0/03/2023				6.1 7	succession planning

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
27/03/2025	Sartorius AG	Annual	Against	4	Concerns related to inappropriate membership of committees
				8 6,7	Concerns related to shareholder rights Pay is misaligned with EOS remuneration principles
19/03/2025	Jumbo SA	Extraordinary Shareholders	All For		
30/01/2025	Greencore Group Plc	Annual	Against	4	Pay is misaligned with EOS remuneration principles
6/02/2025 2/03/2025	Accenture Plc Johnson Controls International Plc	Annual Annual	All For Against	1b	Concerns related to approach to board gender diversity Concerns related to approach to board diversity
2/03/2025	TE Connectivity Plc	Annual	All For	1.5	Contact to appear to bed a gorier district your contact to appear to bed a discour
8/02/2025	Banco BPM SpA	Ordinary Shareholders	All For		
8/02/2025 0/03/2025	DiaSorin SpA Moncler SpA	Extraordinary Shareholders Extraordinary Shareholders	Against All For		Double voting rights
7/03/2025	UniCredit SpA	Annual/Special	Against	6,7,8,7	Pay is misaligned with EOS remuneration principles
0/01/2025	B&M European Value Retail SA	Ordinary Shareholders	All For		
23/01/2025 23/01/2025	Samsonite Group S.A. Samsonite Group S.A.	Extraordinary Shareholders Ordinary Shareholders	All For All For		
5/01/2025	Davide Campari-Milano NV	Extraordinary Shareholders	All For		
3/02/2025	OCINV	Extraordinary Shareholders	All For		
6/03/2025 0/03/2025	Randstad NV Gjensidige Forsikring ASA	Annual Annual	Against Against	2b,4a 8	Pay is misaligned with EOS remuneration principles  A vote AGAINST this item is warranted due to the following: - The company's practice of bundling the weights,
.0/03/2023	Ojensking AOA	Ailliudi	, igainst	11.a	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
					Flessum. A vote AGAINST this proposal is warranted because less than half of the members on the remuneration commit are considered independent, and because candidate Cyrid Skalleberg Ingeroe is considered overboarded.
4/03/2025	Mapfre SA	Annual	Against	5.1,5.2	Pay is misaligned with EOS remuneration principles
9/03/2025	Banco de Sabadell SA	Annual	Against	13	Concerns related to shareholder rights Pay is misaligned with EOS remuneration principles
0/03/2025	Banco Bilbao Vizcaya Argentaria SA	Annual	Against	8	Pay is misaligned with EOS remuneration principles
5/03/2025	Naturgy Energy Group SA	Annual	Against	12.3,12.5 10,11	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
				12.1 15	Concerns related to shareholder rights inadequate management of climate-related risks
				12.2,12.4,12.6,12.7,12.8,12	
				9	Lack of independence on board
	5 0			6,8,9	Pay is misaligned with EOS remuneration principles
6/03/2025 7/03/2025	Enagas SA Bankinter SA	Annual Annual	Against Against	7.1 11	Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles
3/01/2025	Boliden AB	Extraordinary Shareholders	All For		
6/02/2025	Volvo Car AB	Extraordinary Shareholders	All For		
9/03/2025 5/03/2025	Axfood AB Telefonaktiebolaget LM Ericsson	Annual Annual	Against Against	11 11.2,12	Pay is misaligned with EOS remuneration principles Concerns related to approach to board gender diversity
	relevoraktiebolaget EW Ericsson	Airiuai	Agaillat	10	Pay is misaligned with EOS remuneration principles
6/03/2025	Svenska Handelsbanken AB	Annual	Against	18.9	Concerns related to inappropriate membership of committees
				18.4,19 18.8	Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Overboarded/Too many other time commitments
6/03/2025	Swedbank AB	Annual	All For		
7/03/2025	Essity AB	Annual	Against	12.h	Concerns related to inappropriate membership of committees
	*			12.d,13	Inadequate management of climate-related risks
				12.j	Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
1/03/2025	Holmen AB	Annual	Against	15 14	Lack of independence on board. Concerns related to inappropriate membership of committees. Overboarded/To
			Ĭ	16	many other time commitments Inadequate management of climate-related risks
				7040	Pay is misaligned with EOS remuneration principles
7/03/2025 3/03/2025	Novartis AG Swiss Prime Site AG	Annual Annual	Against Against	7.3,12 8	Pay is misaligned with EOS remuneration principles Insufficient/poor disclosure
	OMBO T IMID GROTTO	, 411000	, iguillot	3	Pay is misaligned with EOS remuneration principles
0/03/2025	Givaudan SA	Annual	Against	8	Insufficient/poor disclosure
4/03/2025	BELIMO Holding AG	Annual	Against	6.1.5,6.1.6,6.3.3 7.1.3,7.4.1	Overboarded/Too many other time commitments  Concerns related to approach to board gender diversity
4/03/2023	DELINO Holding AG	Ailiua	riganist	7.1.7,7.3.2	Concerns related to inappropriate membership of committees
5/03/2025	Roche Holdina AG	Annual	All For		Insufficient/poor disclosure
5/03/2025	Roche Holding AG	Annual	Against	6.4,10	Concerns regarding Auditor tenure
				6.3,6.7,6.11,6.13	Concerns related to inappropriate membership of committees
				6.2 11	Inadequate management of climate-related risks Concerns related to inappropriate membership of committees Insufficient/poor disclosure
				2.1,3,7,8	Pay is misaligned with EOS remuneration principles
				6.1	ndependent Chairman Concerns related to inappropriate membership of committees
5/03/2025	Schindler Holding AG	Annual	Against	6.2.9	Concerns related to attendance at board or committee meetings
			ŭ		7,6 Concerns related to inappropriate membership of committees Lack of independence on board
				.5.2	Insufficient/poor disclosure Lack of independence on board
				6.1,6.3,6.4	Lack of independence on board  Lack of independence on board Concerns related to inappropriate membership of committees
				6.2.8,6.5.3	Pay is misaligned with EOS remuneration principles
				5.1,5.2,5.4	
5/03/2025 6/03/2025	Sika AG	Annual	Against Against	8	Insufficient/poor disclosure
0.0012020	SGS SA	Annual	Against	4.1.4	Overboarded/Too many other time commitments
6/03/2025	Swisscom AG	Annual	Against	4.7,5.5	Concerns related to inappropriate membership of committees
				9	Insufficient/poor disclosure
7/03/2025	ABB Ltd.	Annual	Against	1.2 11	Pay is misaligned with EOS remuneration principles Insufficient/poor disclosure
7/03/2025 7/03/2025	DKSH Holding Ltd.	Annual	Against	9	Insufficient/poor disclosure
7/01/2025	Brookfield Asset Management Ltd.	Special	Against	1,2	Concerns to protect shareholder value
3/01/2025	Metro Inc.	Annual	All For	4.0	0
9/01/2025 0/01/2025	CGI Inc. Zscaler, Inc.	Annual Annual	Against Against	1.8 1.2	Concerns related to shareholder value  Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns
UIV 112U2O	Loudidi, IIIU.	Amuai	ngamer	4	about overall board structure Concerns to protect shareholder value Combined CEO/Chair Concerns about remuneration committee performance
		<u> </u>	<u> </u>		Pay is misaligned with EOS remuneration principles
6/01/2025	D.R. Horton, Inc.	Annual	Against	1c 1e	Concerns about remuneration committee performance Inadequate management of climate-related risks
				2	Low shareholding requirement Excessive CEO pay
6/01/2025	Micron Technology. Inc.	Annual	All For	404	
1/01/2025	MicroStrategy Incorporated	Special	Against	1,2,4	Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles

	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
1/01/2025	Air Products and Chemicals, Inc.	Proxy Contest	Against	1c,1f	EOS manual override
			No Astina Talan	3 1a,1b,1c,1d,1e,1f,1g,1h,1i,2	Pay is misaligned with EOS remuneration principles
			No Action Taken	3.4	2, EOS manual override
/01/2025	Costco Wholesale Corporation	Annual	All For	171	
/01/2025	Intuit Inc.	Annual	Against Against	1.4	Options/PSUs vest in less than 36 months. High variable pay ratio  Concerns about remuneration committee performance
01/2025	Becton, Dickinson and Company	Annual	Against	3	Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
01/2025	Hormel Foods Corporation	Annual	Against	1b	Concerns about remuneration committee performance
				1g,2	Concerns regarding Auditor tenure
				3	Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
					management of ESG opportunities and risks
/01/2025	Visa Inc.	Annual	Against	1h,2	EOS manual override - see analyst note
01/2025 01/2025	Jacobs Solutions, Inc.	Annual Annual	All For All For		
02/2025	Walgreens Boots Alliance, Inc. Emerson Electric Co.	Annual	Against	1d,6	Concerns regarding Auditor tenure
				1a	Concerns related to approach to board gender diversity
/02/2025 /02/2025	Franklin Resources, Inc. Rockwell Automation. Inc.	Annual Annual	Against Against	1k A.1	Concerns related to approach to board gender diversity Inadequate management of deforestation risks  Concerns about overall board structure
02/2025	Rockwell Automation, Inc.	Annuai	Against	A.4	Concerns about overall board structure  Concerns about remuneration committee performance
•••••••••••				В	Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
02/2025	Atmos Energy Corporation	Annual	Against	1i	Concerns related to approach to board gender diversity Concerns related to approach to board diversity Conce
				4	about remuneration committee performance  Low shareholding requirementExcessive CEO payHigh CEO to average NEO pay
02/2025	Tyson Foods, Inc.	Annual	Against	11	Concerns about remuneration committee performance
			1 "	1e	Concerns to protect shareholder value 2- Lack of independent representation at board committees
				4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhan
12/2025	PTC Inc.	Annual	All For		shareholder rights
12/2025	Capital One Financial Corporation	Special	All For		
12/2025	Discover Financial Services	Special	All For		
02/2025	Raymond James Financial. Inc.	Annual	All For	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
02/2025	Apple Inc.	Annual	Against	3	SH: For snareholder resolution, against management recommendation / Snareholder proposal promotes better management of ESG opportunities and risks
				ļ -	Pay structure does not trigger any of EOS' critical concerns
)2/2025	Charter Communications, Inc.	Special	All For		
02/2025 02/2025	Deere & Company	Annual Annual	Against Against	1a,3,7	Shareholder proposal promotes appropriate accountability or incentivisation  Concerns about remuneration committee performance
12/2025	Hologic, Inc.	Annuai	Against	1e	Low shareholding requirement Options/PSUs vest in less than 36 months Excessive CEO pay High CEO to
				2	average NEO pay
3/2025	Amentum Holdings, Inc.	Annual	All For		
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 NE
				_	pay
03/2025	Applied Materials, Inc.	Annual	All For		
03/2025	Cencora, Inc.	Annual	Against	1f	Concerns related to board composition
)3/2025 )3/2025	TransDigm Group Incorporated Analog Devices, Inc.	Annual Annual	All For All For		
03/2025	Starbucks Corporation	Annual	Against	1c	Concerns about human rights EOS manual override
				1a	Concerns about remuneration committee performance
				2 7	Excessive CEO pay 2- Excessive perquisites 3- High CEO to average NEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
				5	management of ESG opportunities and risks EOS manual override
		1			
		j i			SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate
02/2025	Asilant Tanhanlarian Inc	Appuel	Againet		SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
03/2025	Agilent Technologies, Inc.	Annual	Against	1.1	SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Concerns about overall board structure
	Agilent Technologies, Inc. F5, Inc.	Annual Annual	Against Against		SH-For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation Concerns about menureration committee performance
03/2025	F5, Inc.	Annual	Against	1.1 5	SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation
13/2025 13/2025	F5, Inc. HEICO Corporation	Annual Annual	Against All For	1.1 5	SH-For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation.  Concerns about overall board structure. Shareholder proposal promotes appropriate accountability or incentivisation.  Concerns about remuneration committee performance.
3/2025 3/2025 3/2025	F5, Inc.  HEICO Corporation Omnicom Group Inc.	Annual Annual Special	Against	1.1 5	SH-For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriat accountability or incentivisation Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance
03/2025 03/2025 03/2025 03/2025 03/2025	F5, Inc.  HEICO Corporation Omnicom Group Inc.  QUALCOMM Incorporated The Interpublic Group of Companies, Inc.	Annual Annual Special Annual Special	Against All For All For All For Against	1.1 5 1b 2	SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriat accountability or incentivisation.  Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation.  Concerns about remuneration committee performance Low shareholding requirement High variable pay ratio.  Pay is misaligned with EOS remuneration principles
03/2025 03/2025 03/2025 03/2025 03/2025	F5, Inc. HEICO Corporation Omnicom Group Inc. OUAL COMM Incorporated	Annual Annual Special Annual	Against All For All For All For All For	1.1 5	SH-For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriat accountability or incentivisation Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation Concerns about overall more controlled performance Low shareholding requirement High variable pay ratio  Pay is misaligned with EOS remuneration principles Concerns related to board composition Concerns about overall board structure
03/2025 03/2025 03/2025 03/2025 03/2025 03/2025 03/2025	F5, Inc. HEICO Corporation Omnicom Group Inc. OUALCOMM Incorporated The Interpublic Group of Companies, Inc. Keysight Technologies, Inc.	Annual Annual Special Annual Special Annual	Against All For All For All For All For Against Against	1.1 5 1b 2 2 2 1.3 4	SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriat accountability or incentivisation.  Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation.  Concerns about remuneration committee performance Low shareholding requirement High variable pay ratio.  Pay is misaligned with EOS remuneration principles.  Concerns related to board composition concerns about overall board structure Shareholder proposal promotes proprieties about overall board structure
03/2025 03/2025 03/2025 03/2025 03/2025 03/2025	F5, Inc.  HEICO Corporation Omnicom Group Inc.  QUALCOMM Incorporated The Interpublic Group of Companies, Inc.	Annual Annual Special Annual Special	Against All For All For All For Against	1.1 5 1b 2	SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance Low shareholding requirement Hich variable pay ratio  Pay is misaligned with EOS remuneration principles Concerns related to board composition concerns about overall board structure Shareholder proposal promotes propriate accountability or in board structure Concerns about remuneration committee performance 2- Overboarded/Too many other time commitments Concerns about remuneration committee performance 2- Overboarded/Too many other time commitments
13/2025 13/2025 13/2025 13/2025 13/2025 13/2025 13/2025	F5, Inc.  HEICO Corporation Omnicom Group Inc. OUAL, COMM Incorporated The Interpublic Group of Companies, Inc. Keysight Technologies, Inc. The Walt Disney Company	Annual Annual Special Annual Special Annual Annual Annual	Against All For All For All For Against Against Against	1.1 5 1b 2 2 1.3 4 1a 1j 2.3	SH- For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriat accountability or incentivisation Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance Low shareholder proposal promotes appropriate accountability or incentivisation Pay is misaligned with EOS remuneration principles Concerns related to board composition Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance 2- Overboarded/Too many other time commitments Concerns regarding Auditor tenure 2- Overboarded/Too many other time commitments Concerns regarding Auditor tenure 2- Overboarded/Too many other time commitments
03/2025 03/2025 03/2025 03/2025 03/2025 03/2025 03/2025	F5, Inc. HEICO Corporation Omnicom Group Inc. OUALCOMM Incorporated The Interpublic Group of Companies, Inc. Keysight Technologies, Inc.	Annual Annual Special Annual Special Annual	Against All For All For All For All For Against Against	1.1 5 1b 2 2 2 1.3 4 4 1a 1j 2.3 3	SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriat accountability or incentivisation.  Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation.  Concerns about remuneration committee performance Low shareholding requirement High variable pay ratio.  Pay is misaligned with EOS remuneration principles.  Concerns related to board composition Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation.  Concerns about remuneration committee performance 2- Overboarded/To ornary other time commitments Concerns about remuneration committee performance 2- Overboarded/To ornary other time commitments Low shareholding requirement(Options/PS) Us vest in less than 36 months.
13/2025 13/2025 13/2025 13/2025 13/2025 13/2025 13/2025 13/2025	F5, Inc.  HEICO Corporation Omnicom Group Inc. OUAL,COMM Incorporated The Interpublic Group of Companies, Inc. Keysight Technologies, Inc. The Walt Disney Company  Diploma Pic	Annual Annual Special Annual Special Annual Annual Annual	Against All For All For All For Against Against Against	1.1 5 1b 2 2 1.3 4 1a 1j 2.3	SH- For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriat accountability or incentivisation Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance Low shareholder proposal promotes appropriate accountability or incentivisation Pay is misaligned with EOS remuneration principles Concerns related to board composition Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance 2- Overboarded/Too many other time commitments Concerns regarding Auditor tenure 2- Overboarded/Too many other time commitments Concerns regarding Auditor tenure 2- Overboarded/Too many other time commitments
03/2025 03/2025 03/2025 03/2025 03/2025 03/2025 03/2025 03/2025 01/2025 01/2025 01/2025	F5, Inc.  HEICO Corporation Omnicom Group Inc. OUAL COMM Incorporated The Interrubilic Group of Companies, Inc. Keysight Technologies, Inc. The Walt Disney Company  Diploma Pic Smithson Investment Trust Pic. Herald Investment Trust Pic.	Annual Annual Special Annual Special Annual Annual Annual Annual Annual Annual Special Special	Against All For All For All For All For Against Against Against Against Against Against Against Against Against	1.1 5 1b 2 2 2 1.3 4 4 1a 1j 2.3 3	SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriat accountability or incentivisation.  Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation.  Concerns about remuneration committee performance Low shareholding requirement High variable pay ratio.  Pay is misaligned with EOS remuneration principles.  Concerns related to board composition Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation.  Concerns about remuneration committee performance 2- Overboarded/To ornary other time commitments Concerns about remuneration committee performance 2- Overboarded/To ornary other time commitments Low shareholding requirement(Options/PS) Us vest in less than 36 months.
33/2025 33/2025 33/2025 33/2025 33/2025 33/2025 33/2025 33/2025 31/2025 31/2025 31/2025 31/2025	F5, Inc.  HEICO Corporation Omnicom Group Inc. OUALCOMM Incorporated The Intergublic Group of Companies, Inc. Keysight Technologies, Inc. The Walt Disney Company  Diploma Pic  Smithson Investment Trust Pic Herald Investment Trust Pic Herald Investment Trust PLC JPMoroan Japanese Investment Trust PLC	Annual Annual Special Annual Annual Annual Annual Special Annual Annual	Against All For All For All For All For Against Against Against Against All For All For All For All For	1.1 5 1b 2 2 2 1.3 4 4 1a 1j 2.3 3	SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriat accountability or incentivisation.  Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation.  Concerns about remuneration committee performance Low shareholding requirement High variable pay ratio.  Pay is misaligned with EOS remuneration principles Concerns related to board composition Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance 2- Overboarded/To ornany other time commitments Concerns about remuneration committee performance 2- Overboarded/To ornany other time commitments Low shareholding requirement(Dplions/PSUs vest in less than 36 months Concerns about remuneration principles
33/2025 33/2025 33/2025 33/2025 33/2025 33/2025 33/2025 33/2025 31/2025 31/2025 31/2025 31/2025	F5, Inc.  HEICO Corporation Omnicom Group Inc. OUAL COMM Incorporated The Interrubilic Group of Companies, Inc. Keysight Technologies, Inc. The Walt Disney Company  Diploma Pic Smithson Investment Trust Pic. Herald Investment Trust Pic.	Annual Annual Special Annual Special Annual Annual Annual Annual Annual Annual Special Special	Against All For All For All For All For Against Against Against Against Against Against Against Against Against	1.1 5 1b 2 2 1.3 4 1a 1J 2.3 3	SH-For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriat accountability or incentivisation Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance Low shareholder proposal promotes appropriate accountability or incentivisation Pay is misaligned with EOS remuneration principles Concerns related to board composition Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance 2- Overboarded/Too many other time commitments Concerns regarding Auditor tenure 2- Overboarded/Too many other time commitments Concerns related to below-board gender diversity Pay is misaligned with EOS remuneration principles  Failure to provide DEI disclosures in line with UK listing rules Concerns related to succession planning
03/2025 03/2025 03/2025 03/2025 03/2025 03/2025 03/2025 03/2025 01/2025 01/2025 01/2025 01/2025 01/2025	F5, Inc.  HEICO Corporation Omnicom Group Inc. OUALCOMM Incorporated The Interrubilic Group of Companies, Inc. Keysight Technologies, Inc. The Walt Disney Company  Diploma Pic Smithson Investment Trust Pic. Herald Investment Trust Pic. JPMoroan Jacanese Investment Trust PLC JMitchelis & Butlers Pic	Annual Annual Special Annual Special Annual	Against All For All For All For All For Against Against Against Against Against All For Against	1.1 5 1b 2 2 2 1.3 4 4 1a 1j 2.3 3	SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriat accountability or incentivisation.  Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation.  Concerns about remuneration committee performance Low shareholding requirement High variable pay ratio.  Pay is misaligned with EOS remuneration principles Concerns related to board composition Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance 2- Overboarded/To ornany other time commitments Concerns about remuneration committee performance 2- Overboarded/To ornany other time commitments Low shareholding requirement(Dplions/PSUs vest in less than 36 months Concerns about remuneration principles
03/2025 03/2025 03/2025 03/2025 03/2025 03/2025 03/2025 03/2025 03/2025 01/2025 01/2025 01/2025 01/2025 01/2025 01/2025	F5, Inc.  HEICO Corporation Omnicom Group Inc. OUALCOMM Incorporated The Interpublic Group of Companies, Inc. Keysight Technologies, Inc. The Walt Disney Company  Diploma Pic  Smithson Investment Trust Pic. Herald Investment Trust Pic. Mitchells & Butlers Pic  Finsbury Growth & Income Trust PLC	Annual Annual Special Annual Special Annual	Against  All For All For All For All For Against Against Against  Against  Against  All For	1.1 5 1b 2 2 2 1.3 4 1a 1j 2.3 3 14	SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriat accountability or incentivisation.  Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation.  Concerns about remuneration committee performance Low shareholding requirement High variable pay ratio.  Pay is misaligned with EOS remuneration principles Concerns related to board composition Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance 2- Overboarded/To ornany other time commitments Concerns about remuneration committee performance 2- Overboarded/To ornany other time commitments Low shareholding requirement(Dplions/PSUs vest in less than 36 months Concerns about remuneration principles  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
33/2025 33/2025 33/2025 33/2025 33/2025 33/2025 33/2025 33/2025 31/2025 31/2025 31/2025 31/2025 31/2025 31/2025	F5, Inc.  HEICO Corporation Omnicom Group Inc. OUAL,COMM Incorporated The Interrubilic Group of Companies, Inc. Keysight Technologies, Inc. The Walt Disney Company  Diploma Pic Smithson Investment Trust PIc. Herald Investment Trust PIC JPMorcan Jacanese Investment Trust PLC Mitchells & Butlers Pic Finsbury Growth & Income Trust PLC NCC Group Pic	Annual Annual Special Annual Special Annual	Against  All For All For All For Against Against Against  Against  Against  Against  All For All For All For All For Against	1.1 5 1b 2 2 1.3 4 1a 1j 2.3 3 14	SH- For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriat accountability or incentivisation Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance Low shareholding requirement High variable pay ratio  Pay is misaligned with EOS remuneration principles Concerns related to board composition Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration cormitate performance 2- Overboarded/Too many other time commitments Concerns regarding Auditor tenure 2- Overboarded/Too many other time commitments Concerns regarding Auditor tenure 2- Overboarded/Too many other time commitments Concerns regarding Auditor tenure 2- Overboarded/Too many other time commitments Concerns regarding Auditor tenure 2- Overboarded/Too many other time commitments Concerns regarding Auditor tenure 3- Overboarded/Too many other time commitments Concerns regarding Auditor tenure 3- Overboarded/Too many other time commitments Concerns regarding Auditor tenure 3- Overboarded/Too many other time commitments Concerns regarding Auditor tenure 3- Overboarded/Too many other time commitments Concerns regarding Auditor tenure 3- Overboarded/Too many other time commitments Concerns regarding Auditor tenure 3- Overboarded/Too many other time commitments Concerns regarding Auditor tenure 3- Overboarded/Too many other time commitments Concerns regarded to board overboarded/Too many other time commitments Concerns regarded to board overboarded/Too many other time commitments Concerns regarded for tenure 3- Overboarded/Too many other time commitments Concerns regarded for tenure 3- Overboarded/Too many other time commitments Concerns regarded for tenure 3- Overboarded/Too many other time commitments Concerns regarded for tenure 3- Overboarded/Too many other time commitments Concerns regarded for tenure 3- Overboarded/Too man
3/2025 3/2025 3/2025 3/2025 3/2025 3/2025 3/2025 3/2025 3/2025 1/2025 1/2025 1/2025 1/2025 1/2025	F5, Inc.  HEICO Corporation Omnicom Group Inc. OUALCOMM Incorporated The Interpublic Group of Companies, Inc. Keysight Technologies, Inc. The Walt Disney Company  Diploma Pic  Smithson Investment Trust Pic. Herald Investment Trust Pic. Mitchells & Butlers Pic  Finsbury Growth & Income Trust PLC	Annual Annual Special Annual Special Annual	Against  All For All For All For All For Against Against Against  Against  Against  All For	1.1 5 1b 2 2 2 1.3 4 1a 1j 2.3 3 14	SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriat accountability or incentivisation.  Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation.  Concerns about remuneration committee performance Low shareholding requirement High variable pay ratio.  Pay is misaligned with EOS remuneration principles Concerns related to board composition Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance 2- Overboarded/To ornany other time commitments Concerns about remuneration committee performance 2- Overboarded/To ornany other time commitments Low shareholding requirement(Dplions/PSUs vest in less than 36 months Concerns about remuneration principles  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
3/2025 3/2025 3/2025 3/2025 3/2025 3/2025 3/2025 3/2025 1/2025 1/2025 1/2025 1/2025 1/2025 1/2025 1/2025 1/2025 1/2025	F5, Inc.  HEICO Corporation Omnicom Group Inc. OUALCOMM Incorporated The Interpublic Group of Companies, Inc. Keysight Technologies, Inc. The Walt Disney Company  Diploma Pic Smithson Investment Trust Pic. Heradi Investment Trust Pic. Heradi Investment Trust Pic. Mitchells & Butlers Pic  Finsbury Growth & Income Trust PLC NCC Group Pic SSP Group Pic AJ Bell Pic. Henderson European Trust PLC Henderson European Trust PLC	Annual Annual Special Annual	Against All For All For All For All For Against Against Against Against Against All For All For All For All For All For Against All For	1.1 5 1b 2 2 1.3 4 1a 1j 2.3 3 14	SH- For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriat accountability or incentivisation Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance Low shareholding requirement High variable pay ratio  Pay is misaligned with EOS remuneration principles Concerns related to board composition Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration cormitate performance 2- Overboarded/Too many other time commitments Concerns regarding Auditor tenure 2- Overboarded/Too many other time commitments Concerns regarding Auditor tenure 2- Overboarded/Too many other time commitments Concerns regarding Auditor tenure 2- Overboarded/Too many other time commitments Concerns regarding Auditor tenure 2- Overboarded/Too many other time commitments Concerns regarding Auditor tenure 3- Overboarded/Too many other time commitments Concerns regarding Auditor tenure 3- Overboarded/Too many other time commitments Concerns regarding Auditor tenure 3- Overboarded/Too many other time commitments Concerns regarding Auditor tenure 3- Overboarded/Too many other time commitments Concerns regarding Auditor tenure 3- Overboarded/Too many other time commitments Concerns regarding Auditor tenure 3- Overboarded/Too many other time commitments Concerns regarding Auditor tenure 3- Overboarded/Too many other time commitments Concerns regarded to board overboarded/Too many other time commitments Concerns regarded to board overboarded/Too many other time commitments Concerns regarded for tenure 3- Overboarded/Too many other time commitments Concerns regarded for tenure 3- Overboarded/Too many other time commitments Concerns regarded for tenure 3- Overboarded/Too many other time commitments Concerns regarded for tenure 3- Overboarded/Too many other time commitments Concerns regarded for tenure 3- Overboarded/Too man
\$3,0225 \$3,0225 \$3,0225 \$3,0205 \$3,0205 \$3,0205 \$3,0205 \$3,0205 \$3,0205 \$4,020	F5, Inc.  HEICO Cornoration Omnicom Group inc. OUALCOMM Incorporated The Interpublic Group of Companies, Inc. Keysight Technologies, Inc. The Walt Disney Company  Diploma Pic Smithson Investment Trust Pic. Herald Investment Trust Pic. JPMoroan Jacanese Investment Trust PLC Mitchells & Butlers Pic Finsbury Growth & Income Trust PLC NCC Group Pic SSP Group Pic. AJ Bell Pic. Henderson European Trust PLC Imperial Brands Pic	Annual Annual Special Annual Special Annual	Against All For All For All For All For Against Against Against Against Against All For	1.1 5 1b 2 2 1.3 4 1a 1j 2.3 3 14	SH- For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriat accountability or incentivisation Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance Low shareholding requirement High variable pay ratio  Pay is misaligned with EOS remuneration principles Concerns related to board composition Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance 2- Overboarded/Too many other time commitments Concerns about remuneration committee performance 2- Overboarded/Too many other time commitments Low shareholding requirement(Disions/PSUs vest in less than 36 months Concerns related to below-board genied rollevisty) Pay is missiligned with EOS remuneration principles  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 missiligned with EOS remuneration principles
3/2025 3/2025 3/2025 3/2025 3/2025 3/2025 3/2025 3/2025 1/2025 1/2025 1/2025 1/2025 1/2025 1/2025 1/2025 1/2025 1/2025	F5, Inc.  HEICO Cornoration Omnicom Group inc. OMNIcomorated The Interpublic Group of Companies, Inc. Keysight Technologies, Inc. The Walt Disney Company  Diploma Pic Smithson Investment Trust Pic. Heradi Investment Trust Pic. Heradi Investment Trust Pic. Mitchells & Butlers Pic  Finsbury Growth & Income Trust PLC NCC Group Pic SSP Group Pic AJ Bell Pic. Henderson European Trust PLC Imperial Brands Pic Schroder Assilvantic Fund PLC	Annual Annual Special Annual Special Annual	Against  All For All For All For All For Against Against Against  Against  As For All For All For All For All For All For Against  All For Against  All For Against  All For Against All For Against All For	1.1 5 1b 2 2 2 1.3 4 1a 1j 2.3 3 14	SH- For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance Low shareholding requirement High variable pay ratio  Pay is misaligned with EOS remuneration principles. Concerns related to board composition Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation Concerns related to board cormoration principles. Concerns regarding Auditor tenure 2- Overboarded/Too many other time commitments Concerns regarding Auditor tenure 2- Overboarded/Too many other time commitments Concerns regarding Auditor tenure 2- Overboarded/Too many other time commitments Concerns regarding Auditor tenure 2- Overboarded/Too many other time commitments Concerns regarding Auditor tenure 2- Overboarded/Too many other time commitments Concerns regarding Auditor tenure 2- Overboarded/Too many other time commitments Concerns regarding Auditor tenure 2- Overboarded/Too many other time commitments Concerns regarding Auditor tenure 2- Overboarded/Too many other time commitments Concerns related to below-board gender diversity Pay is missalioned with EOS remuneration principles  Pay is missalioned with EOS remuneration principles  Pay is missalioned with EOS remuneration principles
3/2025 3/2025 3/2025 3/2025 3/2025 3/2025 3/2025 3/2025 3/2025 3/2025 3/2025 11/2025 11/2025 11/2025 11/2025 11/2025 11/2025 11/2025 11/2025 11/2025 11/2025	F5, Inc.  HEICO Cornoration Omnicom Group inc. OUALCOMM Incorporated The Interpublic Group of Companies, Inc. Keysight Technologies, Inc. The Walt Disney Company  Diploma Pic Smithson Investment Trust Pic. Herald Investment Trust Pic. JPMoroan Jacanese Investment Trust PLC Mitchells & Butlers Pic Finsbury Growth & Income Trust PLC NCC Group Pic SSP Group Pic. AJ Bell Pic. Henderson European Trust PLC Imperial Brands Pic	Annual Annual Special Annual Special Annual	Against All For All For All For All For Against Against Against  Against  Against  All For All	1.1 5 1b 2 2 1.3 4 1a 1j 2.3 3 14	SH- For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance Low shareholding requirement High variable pay ratio  Pay is misaligned with EOS remuneration principles Concerns related to board composition Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance 2- Overboarded/Too many other time commitments Concerns about remuneration committee performance 2- Overboarded/Too many other time commitments Low shareholding requirement(Digitions/PS)Us vest in less than 36 months Concerns about remuneration principles  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  Pay is misaligned with EOS remuneration principles  Failure to provide DEI disclosures in line with UK listing rules  Failure to provide DEI disclosures in line with UK listing rules  Failure to provide DEI disclosures in line with UK listing rules  Failure to provide DEI disclosures in line with UK listing rules'
33/2025 33/2025	F5, Inc.  HEICO Cornoration Omnicom Group inc. OUALCOMM Incorporated The Interrubilic Group of Companies, Inc. Keysight Technologies, Inc. The Walt Disney Company  Diploma Pic Smithson Investment Trust Pic. Herald Investment Trust Pic. JPMorcan Jacanese Investment Trust PLC JPMorcan Jacanese Investment Trust PLC Mitchells & Butlers Pic Finsbury Growth & Income Trust PLC NCC Group Pic SSP Group Pic AJ Bell Pic Henderson European Trust PLC Imperial Brands Pic Schroder AssiPacific Fund PLC WH Smith Pic Auction Technology Group Pic Haulton Technology Group Pic Haulton Technology Group Pic Haulton Technology Group Pic	Annual Annual Special Annual Special Annual	Against All For All For All For All For All For Against Against Against Against Against All For Against All For Against	1.1 5 1b 2 2 2 1.3 4 1a 1j 2.3 3 14	SH- For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance Low shareholding requirement High variable pay ratio  Pay is misaligned with EOS remuneration principles Concerns related to board composition Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation Concerns advice tremuneration committee performance 2- Overboarded/Too many other time commitments Concerns regarding requirement/Concerns to the shareholder proposal promotes appropriate accountability or incentivisation Concerns regarding requirement/Concerns to the shareholder proposal promotes appropriate accountability or incentivisation Concerns regarding requirement/Concerns/tellopense
03/2025 03/2025 03/2025 03/2025 03/2025 03/2025 03/2025 03/2025 01/2025 01/2025 01/2025 01/2025 01/2025 01/2025 01/2025 01/2025 01/2025 01/2025 01/2025	F5, Inc.  HEICO Corporation Omnicom Group Inc. OUAL, COMM Incorporated The Interrubilic Group of Companies, Inc. Keysight Technologies, Inc. Keysight Technologies, Inc. Keysight Technologies, Inc. The Walt Disney Company  Diploma Pic Smilhson Investment Trust Pic. Herald Investment Trust Pic. Herald Investment Trust Pic. J. Whorana Jacanese Investment Trust PLC. Microlia Sabuters Pic Finsbury Growth & Income Trust PLC. NCC Group Pic. SSP Group Pic. AJ Bell Pic. Henderson Eurosean Trust PLC. Imperial Brands Pic. Schroder Asali-Pacific Fund PLC. WH Smith Pic. Auction Technology Group Pic. Hollywood Bowl Group Pic. Baille Giffed US Growth Trust plc.	Annual Annual Special Annual Special Annual	Against All For All For All For All For All For Against Against Against  Against  All For	1.1 5 1b 2 2 2 1.3 4 1a 1j 2.3 3 14	SH- For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance Low shareholding requirement High variable pay ratio  Pay is misaligned with EOS remuneration principles Concerns related to board composition Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation Concerns advice tremuneration committee performance 2- Overboarded/Too many other time commitments Concerns regarding requirement/Concerns to the shareholder proposal promotes appropriate accountability or incentivisation Concerns regarding requirement/Concerns to the shareholder proposal promotes appropriate accountability or incentivisation Concerns regarding requirement/Concerns/tellopense
03/2025 03/2025 03/2025 03/2025 03/2025 03/2025 03/2025 03/2025 03/2025 03/2025 03/2025 01/2025 01/2025 01/2025 01/2025 01/2025 01/2025 01/2025 01/2025 01/2025 01/2025 01/2025 01/2025 01/2025 01/2025 01/2025 01/2025	F5, Inc.  HEICO Cornoration Omnicom Group inc. OUALCOMM Incorporated The Interpublic Group of Companies, Inc. Keysight Technologies, Inc. The Walt Disney Company  Diploma Pic Smithson Investment Trust Pic. Herald Investment Trust Pic. JPMoroan Jacanese Investment Trust PLC Mitchells & Butlers Pic Finsbury Growth & Income Trust PLC NCC Group Pic SSP Group Pic AJ Bell Pic Henderson Eurocean Trust PLC Imperial Brands Pic Schroder AssipPacific Fund PLC WH Smith Pic Auction Technology Group Pic Hollywood Bow Group Pic Hollywood Bow Group Pic Baillie Gifford US Growth Trust plc Baillie Gifford US Growth Trust plc Baillie Gifford US Growth Trust plc AJ ASJA DRAGON TRUST PLC	Annual Annual Special Annual Special Annual	Against All For All For All For All For Against Against Against Against Against Against All For	1.1 5 1b 2 2 2 1.3 4 1a 1j 2.3 3 14	SH- For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriat accountability or incentivisation Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance Low shareholding requirement High variable pay ratio  Pay is misaligned with EOS remuneration principles Concerns related to board composition Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation Concerns advolve remuneration committee performance 2- Overboarded Foo many other time commitments Concerns regarding Auditor tenure 2- Overboarded Foo many other time commitments Concerns regarding Auditor tenure 2- Overboarded Foo many other time commitments Concerns related to below-board gender driversity Pay is missiligated with EOS remuneration principles  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 missiligated with EOS remuneration principles
03/2025 13/2025 13/2025 13/2025 13/2025 13/2025 13/2025 13/2025 13/2025 13/2025 13/2025 13/2025 11/2025 11/2025 11/2025 11/2025 11/2025 11/2025 11/2025 11/2025 11/2025 11/2025 11/2025 11/2025 11/2025 11/2025 11/2025	F5, Inc.  HEICO Corporation Omnicom Group Inc. OUAL, COMM Incorporated The Interrubilic Group of Companies, Inc. Keysight Technologies, Inc. Keysight Technologies, Inc. Keysight Technologies, Inc. The Walt Disney Company  Diploma Pic Smilhson Investment Trust Pic. Herald Investment Trust Pic. Herald Investment Trust Pic. J. Whorana Jacanese Investment Trust PLC. Microlia Sabuters Pic Finsbury Growth & Income Trust PLC. NCC Group Pic. SSP Group Pic. AJ Bell Pic. Henderson Eurosean Trust PLC. Imperial Brands Pic. Schroder Asali-Pacific Fund PLC. WH Smith Pic. Auction Technology Group Pic. Hollywood Bowl Group Pic. Baille Giffed US Growth Trust plc.	Annual Annual Special Annual Special Annual	Against All For All For All For All For All For Against Against Against  Against  All For	1.1 5 1b 2 2 2 1.3 4 1a 1j 2.3 3 14	SH-E for shareholder resolution, no management recommendation / Shareholder proposal promotes appropriat accountability or incentivisation Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance Low shareholding requirement High variable pay ratio  Pay is misaligned with EOS remuneration principles Concerns related to board composition Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance 2- Overboarded/Too many other time commitments Concerns about remuneration committee performance 2- Overboarded/Too many other time commitments Low shareholdring requirement(Disions/PSUs vest in less than 36 months Concerns related to below board gender diversity Pay is misaligned with EOS remuneration principles  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  Pay is misaligned with EOS remuneration principles  Failure to provide DEI disclosures in line with UK listing rules' Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles  Failure to provide DEI disclosures in line with UK listing rules' Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles  Failure to provide DEI disclosures in line with UK listing rules' Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles
33/2025 33/2025	F5, Inc.  HEICO Corporation Omnicom Group Inc. OUALCOMM Incorporated The Interpublic Group of Companies, Inc. Keysight Technologies, Inc. Keysight Technologies, Inc. Keysight Technologies, Inc. The Walt Disney Company  Diploma Pic  Smithson Investment Trust Pic. Herald Investment Trust Pic. Herald Investment Trust Pic. JPMorporan Jaconese Investment Trust PLC Minchells & Butters Pic  Finabury Growth & Income Trust PLC NCC Group Pic. SPP Group Pic. AD Bell Pic. Sep Group Pic. Honorial Brands Pic. Schroder Assilvation Fund PLC WH Smith Pic. Auction Technology Group Pic. Hollwood Bowl Group Pic. Baille Giffer US Growth Trust plc. ASIA DRAGON TRUST PLC. ASIA DRAGON TRUST PLC. Future Pic.	Annual Annual Special Annual Special Annual	Against  All For  All For  All For  All For  Against  Against  Against  Against  All For  Against  Against  Against  Against  All For	1.1 5 1b 2 2 1.3 4 4 1a 1j 2.3 3 14	SH- For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance Low shareholding requirement High variable pay ratio  Pay is misaligned with EOS remuneration principles Concerns related to board composition Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance 2- Overboarded/Too many other time commitments Concerns about remuneration committee performance 2- Overboarded/Too many other time commitments Low shareholding requirement(Distons/PS)Us vest in less than 36 months Concerns related to below-board gender diversity Pay is misaligned with EOS remuneration principles  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  Pay is misaligned with EOS remuneration principles  Failure to provide DEI disclosures in line with UK listing rules Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles  Failure to provide DEI disclosures in line with UK listing rules' Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles
\$3/2025 \$3/202	F5, Inc.  HEICO Cornoration Omnicom Group inc. OlyALCOMM Incorporated The Interrubilic Group of Companies, Inc. Keysight Technologies, Inc. The Walt Disney Company  Diploma Pic Smithson Investment Trust Pic. Herald Investment Trust Pic. JPMorcan Jacanese Investment Trust PLC JPMorcan Jacanese Investment Trust PLC Mitchells & Butlers Pic Finsbury Growth & Income Trust PLC NCC Group Pic SSP Group Pic AJ Bell Pic Henderson European Trust PLC Imperial Brands Pic Schroder AsiaPacific Fund PLC WH Smith Pic Auction Technology Group Pic Heldwood Bowd Group Pic Baillie Gifford US Growth Trust plc. ASIA DRAGON TRUST PLC Future Pic Grainger Pic	Annual Annual Special Annual Special Annual	Against All For All For All For All For Against Against Against Against Against Against All For Against All For	1.1 5 1b 2 2 1.3 4 4 1a 1j 2.3 3 14	SH-E for shareholder resolution, no management recommendation / Shareholder proposal promotes appropriat accountability or incentivisation Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance Low shareholding requirement High variable pay ratio  Pay is misaligned with EOS remuneration principles Concerns related to board composition Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance 2- Overboarded/Too many other time commitments Concerns about remuneration committee performance 2- Overboarded/Too many other time commitments Low shareholdring requirement(Disions/PSUs vest in less than 36 months Concerns related to below board gender diversity Pay is misaligned with EOS remuneration principles  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  Pay is misaligned with EOS remuneration principles  Failure to provide DEI disclosures in line with UK listing rules' Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles  Failure to provide DEI disclosures in line with UK listing rules' Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles  Failure to provide DEI disclosures in line with UK listing rules' Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles
33/2025 33/2025	F5, Inc.  HEICO Corporation Omnicom Group Inc. OUALCOMM Incorporated The Interpublic Group of Companies, Inc. Keysight Technologies, Inc. Keysight Technologies, Inc. Keysight Technologies, Inc. The Walt Disney Company  Diploma Pic Smithson Investment Trust Pic. Herald Investment Trust Pic. Herald Investment Trust Pic. JPMorporan Jacanese Investment Trust PLC Michella Sabuties Pic Minchella Sabuties Pic SSP Group Pic SSP Group Pic SSP Group Pic SSP Group Pic Henderson Luconean Trust PLC Henderson Luconean Trust PLC WH Smith Pic Auction Technology Group Pic Hellywood Bowl Group Pic Hellywood Bowl Group Pic Baillie Giffer US Growth Trust plc ASIA DRAGON TRUST PLC Future Pic Grainger Pic The European Smaller Companies Trust PLC	Annual Annual Special Annual Special Annual	Against  All For  All For  All For  All For  Against  Against  Against  Against  All For	1.1 5 1b 2 2 1.3 4 4 1a 1j 2.3 3 14	SH-E for shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance Low shareholding requirement High variable pay ratio  Pay is misaligned with EOS remuneration principles Concerns related to board composition Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance 2- Overboarded/Too many other time commitments Concerns about remuneration committee performance 2- Overboarded/Too many other time commitments Low shareholdring requirement(Distons/PSUs vest in less than 36 months Concerns related to below board gender diversity Pay is misaligned with EOS remuneration principles  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  Pay is misaligned with EOS remuneration principles  Failure to provide DEI disclosures in line with UK listing rules' Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles  Failure to provide DEI disclosures in line with UK listing rules' Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles  Failure to provide DEI disclosures in line with UK listing rules' Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles
33/2025 31/2025 31/2025 31/2025 31/2025 31/2025 31/2025 31/2025 31/2025 31/2025 31/2025 31/2025 31/2025 31/2025	F5, Inc.  HEICO Corporation Omnicom Group Inc. OUALCOMM Incorporated The Interpublic Group of Companies, Inc. Keysight Technologies, Inc. Keysight Technologies, Inc. Keysight Technologies, Inc. The Walt Disney Company  Diploma Pic Smithson Investment Trust PIc. Herald Investment Trust PIc. Herald Investment Trust PIC. JPMorporan Jacanese Investment Trust PLC Mitchell Subtres Pic SSP Group Pic Henderson Eurocean Trust PLC Inches Assip Pic Henderson Eurocean Trust PLC JPM Smith Pic Audion Technology Group Pic Ballie Giffer US Growth Trust pic ASIA DRAGON TRUST PLC ASIA DRAGON TRUST PLC Future Pic Grainger Pic The European Smaller Companies Trust PLC Ti Fuid Systems Pic	Annual Annual Special Annual Special Annual Special Annual	Against All For All For All For All For Against Against Against Against Against Against All For Against All For	1.1 5 1b 2 2 1.3 4 4 1a 1j 2.3 3 14	SH-E for shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance Low shareholding requirement High variable pay ratio  Pay is misaligned with EOS remuneration principles Concerns related to board composition Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance 2- Overboarded/Too many other time commitments Concerns about remuneration committee performance 2- Overboarded/Too many other time commitments Low shareholdring requirement(Distons/PSUs vest in less than 36 months Concerns related to below board gender diversity Pay is misaligned with EOS remuneration principles  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  Pay is misaligned with EOS remuneration principles  Failure to provide DEI disclosures in line with UK listing rules' Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles  Failure to provide DEI disclosures in line with UK listing rules' Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles  Failure to provide DEI disclosures in line with UK listing rules' Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles
33/2025 32/2025 32/2025 32/2025	F5, Inc.  HEICO Cornoration Omnicom Group inc. Old LCOMM Incorporated The Interpublic Group of Companies, Inc. Keysight Technologies, Inc. Keysight Technologies, Inc. Keysight Technologies, Inc. The Walt Disney Company  Diploma Pic Smithson Investment Trust Pic. Herald Investment Trust Pic. Herald Investment Trust Pic. JPMororan Jacanese Investment Trust PLC Mitchells & Butlers Pic Finsbury Growth & Income Trust PLC NCC Group Pic SSP Group Pic. AJ Bell Pic. Henderson European Trust PLC Imperial Brands Pic. Schroder Assipacific Fund PLC WH Smith Pic. Auction Technology Group Pic. Heldwyood Bowd Group Pic. Baillie Gifford US Growth Trust plc. ASIA DRAGON TRUST PLC Future Pic Grainger Pic The European Smaller Companies Trust PLC IT Fuld Systems Pic. Compass Group Pic. Tip Lid Systems Pic. Compass Group Pic. Compass Group Pic. Compass Group Pic. Compass Group Pic. Tip Lid Systems Pic. Compass Group Pic. Compass Group Pic.	Annual Annual Special Annual Special Annual Special Annual	Against  All For All For All For All For Against Against Against  Against  Against  All For Against  All For Against  All For	1.1 5 1b 2 2 1.3 4 4 1a 1 1 2.3 3 14 7 7 3 2 2 2,3 2,3 2 2,3	SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance Low shareholding requirement High variable pay ratio  Pay is misaligned with EOS remuneration principles Concerns related to board composition Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance 2. Overboarded/Too many other time commitments Concerns about remuneration committee performance 2. Overboarded/Too many other time commitments Low shareholding requiremen(Options/PSUs vest in less than 36 months Concerns related to below-board gender diversity Pay is misaligned with EOS remuneration principles  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  Pay is misaligned with EOS remuneration principles  Failure to provide DEI disclosures in line with UK listing rules Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles  Failure to provide DEI disclosures in line with UK listing rules' Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles  Failure to provide DEI disclosures in line with UK listing rules' Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles
33/2025 33/2025	F5, Inc.  HEICO Corporation Omnicom Group Inc. OUALCOMM Incorporated The Interpublic Group of Companies, Inc. Keysight Technologies, Inc. Keysight Technologies, Inc. Keysight Technologies, Inc. The Walt Disney Company  Diploma Pic Smithson Investment Trust PIc. Herald Investment Trust PIc. Herald Investment Trust PIC. JPMorporan Jacanese Investment Trust PLC Mitchell Subtres Pic SSP Group Pic Henderson Eurocean Trust PLC Inches Assip Pic Henderson Eurocean Trust PLC JPM Smith Pic Audion Technology Group Pic Ballie Giffer US Growth Trust pic ASIA DRAGON TRUST PLC ASIA DRAGON TRUST PLC Future Pic Grainger Pic The European Smaller Companies Trust PLC Ti Fuid Systems Pic	Annual Annual Special Annual Special Annual	Against  All For  All For  All For  All For  Against  Against  Against  Against  All For	1.1 5 1b 2 2 1.3 4 4 1a 1j 2.3 3 14	SH-E for shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance Low shareholding requirement High variable pay ratio  Pay is misaligned with EOS remuneration principles Concerns related to board composition Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance 2- Overboarded/Too many other time commitments Concerns about remuneration committee performance 2- Overboarded/Too many other time commitments Low shareholding requirement(Options/PSUs vest in less than 36 months Concerns related to below-board gender diversity Pay is misaligned with EOS remuneration principles  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  Pay is misaligned with EOS remuneration principles  Failure to provide DEI disclosures in line with UK listing rules' Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles  Failure to provide DEI disclosures in line with UK listing rules' Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles  Failure to provide DEI disclosures in line with UK listing rules' Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles

			Votes For/Against		
Meeting Date	Company Name	Meeting Type	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	easyJet Plc	Annual	Against	2,3	Pay is misaligned with EOS remuneration principles
13/02/2025	GCP 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	Impax Environmental Markets PLC	Special	All For		
25/02/2025	Amcor Pic	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	Integrafin 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
	The state of the s			5	Failure to provide DEI disclosures in line with UK listing rules
18/03/2025	Metro Bank Holdings Plc	Special	All For		
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		The state of the s