

**Notices:**

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

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
24/04/2024	Hong Kong Exchanges and Clearing Limited	Annual	All For		
26/04/2024	Hang Lung Group Limited	Annual	Against	3a 3b 6,7	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders
26/04/2024	Hang Lung Properties Limited	Annual	Against	6,7	Issue of equity raises concerns about excessive dilution of existing shareholders
03/05/2024	CLP Holdings Limited	Annual	All For		
07/05/2024	Swire Properties Limited	Annual	Against	1b 4 1a	Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
08/05/2024	Cathay Pacific Airways Limited	Annual	Against	4	Issue of equity raises concerns about excessive dilution of existing shareholders
08/05/2024	Hang Seng Bank Limited	Annual	Against	2 5	Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders
09/05/2024	Swire Pacific Limited	Annual	Against	4	Issue of equity raises concerns about excessive dilution of existing shareholders
09/05/2024	The Wharf (Holdings) Ltd.	Annual	Against	1a, 1b 2b, 2d 6,7	Lack of independence on board Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders
10/05/2024	Techtronic Industries Company Limited	Annual	All For		
10/05/2024	The Bank of East Asia, Limited	Annual	Against	3c, 3d 4 6	Concerns related to approach to board gender diversity Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders
14/05/2024	Galaxy Entertainment Group Limited	Annual	Against	4 3 7, 2, 7, 3 2	Concerns related to inappropriate membership of committees Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity
20/05/2024	Champion Real Estate Investment Trust	Annual	Against	3	Concerns related to succession planning
20/05/2024	China Resources Beer (Holdings) Co. Ltd.	Annual	Against	3, 7 3, 8 6, 7	Concerns related to approach to board gender diversity Concerns related to succession planning Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders
20/05/2024	China Travel International Investment Hong Kong Limited	Annual	Against	3b, 3c 3d 6, 7 3a	Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to attendance at board or committee meetings Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board Concerns related to attendance at board or committee meetings
22/05/2024	MTR Corporation Limited	Annual	Against	3a	Concerns related to inappropriate membership of committees Concerns related to attendance at board or committee meetings
22/05/2024	Power Assets Holdings Limited	Annual	Against	3c	Overboarded/Too many other time commitments
23/05/2024	MMG Limited	Annual	Against	2c 2b 5, 7 9a, 9b	Concerns related to succession planning Concerns related to succession planning Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles
24/05/2024	AIA Group Limited	Annual	All For		
30/05/2024	PCCW Limited	Annual	Against	4 3e 3a 3d 5, 7 8, 9, 10, 11	Concerns related to Non-audit fees Concerns related to Non-audit fees Concerns related to succession planning Concerns related to inappropriate membership of committees Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles
31/05/2024	Dah Sing Banking Group Limited	Annual	Against	6 7, 8	Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles
03/06/2024	Henderson Land Development Company Limited	Annual	Against	3, 4 3, 5, 3, 6 5B, 5C 3, 1, 3, 2	Concerns related to approach to board gender diversity Concerns related to succession planning Overboarded/Too many other time commitments Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders
04/06/2024	The Hong Kong and China Gas Company Limited	Annual	Against	3, 1 3, 3 5, 2, 5, 3 3, 2	Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Lack of independence on board Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders
05/06/2024	Hysan Development Co., Ltd.	Annual	Against	2, 3	Lack of independence on board Concerns related to succession planning
13/06/2024	Melco International Development Limited	Annual	Against	2a, 1 2a, 2 5, 1, 5, 2 6, 7, 8, 9, 10, 11	Combined CEO/Chair Concerns related to approach to board gender diversity Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
26/06/2024	SJM Holdings Limited	Annual	Against	2.1,2.2	Lack of independence on board
27/06/2024	BOC Hong Kong (Holdings) Limited	Annual	Against	5	Pay is misaligned with EOS remuneration principles
19/04/2024	Mitsui High-tec, Inc.	Annual	Against	3b	Concerns related to approach to board gender diversity
25/04/2024	Sekisui House Ltd.	Annual	All For	1.6,1.7,1.8,2.4	Lack of independence on board
26/04/2024	Benefit One Inc.	Special	All For	1.1	Lack of independence on board Concerns related to approach to board gender diversity
26/04/2024	GENDA, Inc.	Annual	Against	1	Concerns related to shareholder rights
29/04/2024	Benesse Holdings, Inc.	Special	All For	2.1,2.5	Lack of independence on board
17/05/2024	SHIMAMURA Co., Ltd.	Annual	Against	2.1	Concerns related to approach to board gender diversity Lack of independence on board
20/05/2024	GLP J-REIT	Special	Against	3.3	Lack of independence on board
21/05/2024	Lawson, Inc.	Annual	All For	4.2	Concerns related to succession planning
21/05/2024	Sugi Holdings Co., Ltd.	Annual	Against	2.1	Concerns about overall board structure
21/05/2024	Takashimaya Co., Ltd.	Annual	Against	1.2	Concerns related to approach to board gender diversity
23/05/2024	AEON Mall Co., Ltd.	Annual	All For	4	Concerns about overall board structure
23/05/2024	Hisamitsu Pharmaceutical Co., Inc.	Annual	Against	2.9	Concerns related to succession planning
23/05/2024	J. FRONT RETAILING Co., Ltd.	Annual	All For	3.3	Concerns about overall board structure
23/05/2024	Toho Co., Ltd. (9602)	Annual	Against	2.1	Concerns related to approach to board gender diversity Concerns about overall performance
24/05/2024	AEON Financial Service Co., Ltd.	Annual	Against	2.1,2.2	Concerns about overall performance
28/05/2024	ABC-MART, INC.	Annual	Against	2	Concerns about overall board structure
28/05/2024	BayCurrent Consulting, Inc.	Annual	Against	1.2	Concerns related to approach to board gender diversity
28/05/2024	Seven & I Holdings Co., Ltd.	Annual	Against	3.1	Concerns related to approach to board gender diversity
28/05/2024	Welcia Holdings Co., Ltd.	Annual	Against	2.8	Concerns related to succession planning
29/05/2024	AEON Co., Ltd.	Annual	Against	2.10	Lack of independence on board
29/05/2024	Izumi Co., Ltd.	Annual	Against	1.1,1.2	Concerns about overall performance
29/05/2024	YASKAWA Electric Corp.	Annual	All For	1.5	Lack of independence on board
30/05/2024	Rorze Corp.	Annual	Against	2	Poison pill/anti-takeover measure not in investors interests
11/06/2024	Toyota Industries Corp.	Annual	Against	1	Insufficient/poor disclosure
12/06/2024	Toyota Boshoku Corp.	Annual	Against	3.1	Concerns related to approach to board gender diversity
13/06/2024	Descente Ltd.	Annual	All For	1.2	Concerns related to approach to board gender diversity
13/06/2024	IBIDEN Co., Ltd.	Annual	Against	1.3	Concerns related to succession planning
13/06/2024	MISUMI Group, Inc.	Annual	All For	1.1	Concerns to protect shareholder value
14/06/2024	Eisai Co., Ltd.	Annual	All For	1.2	Concerns related to approach to board gender diversity
14/06/2024	Hankyu Hanshin Holdings, Inc.	Annual	Against	1.9	Concerns related to approach to board gender diversity
14/06/2024	KEYENCE Corp.	Annual	Against	1.1	Lack of independence on board
14/06/2024	Shizuoka Financial Group, Inc.	Annual	Against	1.1,1.2	Concerns about overall performance
14/06/2024	Toyoda Gosei Co., Ltd.	Annual	Against	2.6	Lack of independence on board
14/06/2024	Zenkoku Hoshu Co., Ltd.	Annual	Against	2.2	Concerns about overall board structure
17/06/2024	Daiichi Sankyo Co., Ltd.	Annual	Against	3.2	Concerns related to approach to board gender diversity
17/06/2024	JAPAN POST INSURANCE Co., Ltd.	Annual	All For	2.2	Concerns related to approach to board gender diversity
17/06/2024	Kyushu Financial Group, Inc.	Annual	Against	2.1,2.2	Concerns about overall performance
17/06/2024	Seven Bank Ltd.	Annual	All For	2.6	Lack of independence on board
18/06/2024	Fujitsu General Ltd.	Annual	Against	2.1	Concerns related to approach to board gender diversity
18/06/2024	Japan Airlines Co., Ltd.	Annual	All For	3	Concerns about overall board structure
18/06/2024	Japan Post Bank Co., Ltd.	Annual	Against	2.1	Concerns related to approach to board gender diversity
18/06/2024	Kadokawa Corp.	Annual	Against	1.1	Concerns about overall performance
18/06/2024	Konica Minolta, Inc.	Annual	Against	1.1	Concerns about overall performance
18/06/2024	LY Corp.	Annual	Against	1.4	Concerns related to approach to board gender diversity
18/06/2024	NIDEC Corp.	Annual	All For	1.1,1.2	Concerns to protect shareholder value
18/06/2024	NTT DATA Group Corp.	Annual	All For	1.1,1.2	Concerns to protect shareholder value
18/06/2024	PERSOL Holdings Co., Ltd.	Annual	Against	2.6	Lack of independence on board
18/06/2024	Sojitz Corp.	Annual	Against	3.6	Lack of independence on board
18/06/2024	Tokyo Electron Ltd.	Annual	Against	1.1	Concerns about overall performance

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
18/06/2024	Toyota Motor Corp.	Annual	Against	1.1 1.2 1.8 4	Concerns about overall board structure 2- Concerns about overall performance 3- Concerns related to board gender diversity 4- Lack of independence on board Concerns about overall performance Lack of independence on board
18/06/2024	Yokogawa Electric Corp.	Annual	Against	3.1	Concerns about overall performance
19/06/2024	Aisin Corp.	Annual	Against	1.1	Concerns related to approach to board gender diversityConcerns about overall performance
19/06/2024	Credit Saison Co., Ltd.	Annual	Against	2.2 13	Concerns related to approach to board gender diversity The proposed disclosure would promote accountability and help shareholders make better-informed decisions.
19/06/2024	Fuji Kyuko Co., Ltd.	Annual	Against	2.1 2.3,2.4,2.6,2.7,2.11,2.12,2.13	Concerns about overall performance Lack of independence on board Lack of independence on board
19/06/2024	Honda Motor Co., Ltd.	Annual	All For		
19/06/2024	Iwatani Corp.	Annual	Against	2.1 2.3 2.8,2.9,2.10	Concerns about overall performanceLack of independence on board Concerns related to approach to board gender diversityConcerns about overall performance Lack of independence on board
19/06/2024	Japan Aviation Electronics Industry Ltd.	Annual	All For		
19/06/2024	Japan Exchange Group, Inc.	Annual	All For		
19/06/2024	Japan Post Holdings Co., Ltd.	Annual	Against	1.1	Concerns about overall performance
19/06/2024	Kakaku.com, Inc.	Annual	Against	2.2	Concerns related to approach to board gender diversity
19/06/2024	KDDI Corp.	Annual	All For		
19/06/2024	Keihan Holdings Co., Ltd.	Annual	Against	2.2	Concerns related to approach to board gender diversity
19/06/2024	Kobe Steel, Ltd.	Annual	Against	1.1 2.2	Concerns about overall performance Lack of independence on boardConcerns related to inappropriate membership of committees.
19/06/2024	Komatsu Ltd.	Annual	Against	2.5	Lack of independence on board
19/06/2024	LIXIL Corp.	Annual	Against	1.1	Concerns about overall performance
19/06/2024	Mitsui & Co., Ltd.	Annual	Against	2.1 2.8	Inadequate management of climate-related risks Lack of independence on board
19/06/2024	Nippon Sanso Holdings Corp.	Annual	Against	3.1,3.2	Concerns about overall board structure
19/06/2024	Nippon Yusen KK	Annual	Against	2.5	Lack of independence on board
19/06/2024	NS Solutions Corp.	Annual	Against	1.1	Concerns about overall performance
19/06/2024	Subaru Corp.	Annual	Against	2.1 2.3	Concerns related to approach to board gender diversity Inadequate management of climate-related risks
19/06/2024	West Japan Railway Co.	Annual	Against	2.2,3.1	Lack of independence on board
19/06/2024	Yakult Honsha Co., Ltd.	Annual	Against	1.1	Concerns about overall performance Concerns related to approach to board gender diversity
20/06/2024	Astellas Pharma, Inc.	Annual	All For		
20/06/2024	Capcom Co., Ltd.	Annual	Against	2.2	Concerns related to approach to board gender diversity
20/06/2024	Cosmo Energy Holdings Co., Ltd.	Annual	All For		
20/06/2024	Denka Co., Ltd.	Annual	All For		
20/06/2024	DENSO Corp.	Annual	Against	1.1 1.2	Concerns about overall performance Concerns related to approach to board gender diversityConcerns about overall performance
20/06/2024	East Japan Railway Co.	Annual	Against	2.8	Lack of independence on board
20/06/2024	Fujimori Kogyo Co., Ltd.	Annual	Against	3.1 4.2	Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees
20/06/2024	Koei Tecmo Holdings Co., Ltd.	Annual	Against	2.8 3	Concerns related to succession planning Pay is misaligned with EOS remuneration principles
20/06/2024	MARUWA CO., LTD.	Annual	All For		
20/06/2024	Mitsubishi Motors Corp.	Annual	Against	3.1 3.4,3.12	Inadequate management of climate-related risks from exposure to coal Lack of independence on board
20/06/2024	Nifco, Inc.	Annual	All For		
20/06/2024	Nippon Shokubai Co., Ltd.	Annual	Against	2.1 2.6	Concerns about overall performance Lack of independence on board Lack of independence on board
20/06/2024	Nippon Telegraph & Telephone Corp.	Annual	Against	2.2	Concerns about overall performance
20/06/2024	Nitori Holdings Co., Ltd.	Annual	Against	1.1	Inadequate management of deforestation risks
20/06/2024	OMRON Corp.	Annual	Against	2.2	Concerns related to approach to board gender diversity
20/06/2024	Ono Pharmaceutical Co., Ltd.	Annual	Against	2.1,2.2	Concerns about overall performance
20/06/2024	Recruit Holdings Co., Ltd.	Annual	All For		
20/06/2024	Ricoh Co., Ltd.	Annual	Against	2.1 2.2	Concerns about overall performance Concerns about overall performance Concerns related to approach to board gender diversity
20/06/2024	SCSK Corp.	Annual	Against	2.5,3	Lack of independence on board
20/06/2024	Sekisui Chemical Co., Ltd.	Annual	Against	2.1,2.2	Concerns about overall performance
20/06/2024	Shionogi & Co., Ltd.	Annual	All For		
20/06/2024	SoftBank Corp.	Annual	All For		
20/06/2024	Sumitomo Mitsui Trust Holdings, Inc.	Annual	Against	4.1,4.5 4.9	Concerns about overall performance Concerns related to approach to board gender diversity
20/06/2024	TAISEI Corp.	Annual	Against	4.1 3.2 3.1 3.4,3.5,3.9,3.11	Concerns about overall board structure Concerns about overall performance Concerns about overall performance Lack of independence on board Lack of independence on board
20/06/2024	Teijin Ltd.	Annual	Against	1.1	Concerns about overall performance
21/06/2024	ACOM Co., Ltd.	Annual	Against	2.3 2.1,3	Concerns related to approach to board gender diversity Lack of independence on board

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21/06/2024	ASAHI YUKIZAI Corp.	Annual	Against	3.1,3.2 2.4,2.5 2.1	Concerns related to inappropriate membership of committees Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity
21/06/2024	Central Japan Railway Co.	Annual	Against	2.2 2.10	Concerns related to approach to board gender diversity Lack of independence on board
21/06/2024	Concordia Financial Group, Ltd.	Annual	Against	1.1	Concerns related to approach to board gender diversityConcerns about overall performance
21/06/2024	Daiicel Corp.	Annual	Against	2.1	Concerns about overall performance
21/06/2024	Daifuku Co., Ltd.	Annual	Against	2.6,2.8 2.1 2.6	Lack of independence on board Concerns related to approach to board gender diversity Lack of independence on board
21/06/2024	Daiichikosho Co., Ltd.	Annual	All For		
21/06/2024	Daiwa Securities Group, Inc.	Annual	All For		
21/06/2024	Digital Garage, Inc.	Annual	Against	3.2,3.3 2.7	Concerns related to succession planning Lack of independence on board
21/06/2024	DISCO Corp.	Annual	Against	2.4	Concerns related to succession planning
21/06/2024	Fuyo General Lease Co., Ltd.	Annual	Against	2.1 2.2 2.6	Concerns about overall performance Concerns about overall performance Concerns related to approach to board gender diversity Lack of independence on board
21/06/2024	Harmonic Drive Systems, Inc.	Annual	Against	3.1,3.3 2.1 2.2 2.5,2.6,2.7	Concerns about overall board structure Concerns about overall performanceLack of independence on board Concerns related to approach to board gender diversityConcerns about overall performance Lack of independence on board
21/06/2024	HIROSE ELECTRIC CO., LTD.	Annual	Against	2.1 2.7 2.9	Concerns related to approach to board gender diversity Concerns related to succession planning Lack of independence on board
21/06/2024	Hitachi Ltd.	Annual	Against	1.8	Concerns related to succession planning
21/06/2024	ITOCHU Corp.	Annual	All For		
21/06/2024	JVCKenwood Corp.	Annual	Against	1.2	Concerns related to approach to board gender diversity
21/06/2024	Kawasaki Kisen Kaisha, Ltd.	Annual	Against	2.1	Concerns related to approach to board gender diversity
21/06/2024	Kintetsu Group Holdings Co., Ltd.	Annual	Against	3.2 2.2 2.1,2.8,2.10,2.11,2.12	Concerns about overall board structure Concerns related to approach to board gender diversity Lack of independence on board
21/06/2024	Kyushu Railway Co.	Annual	All For		
21/06/2024	Marubeni Corp.	Annual	Against	1.1	Inadequate management of climate-related risks from exposure to coal
21/06/2024	MatsukiyoCocokara & Co.	Annual	Against	2.2	Concerns related to approach to board gender diversity
21/06/2024	Mitsubishi Corp.	Annual	Against	3.7	Lack of independence on board
21/06/2024	Nagase & Co., Ltd.	Annual	Against	3 2.1 2.2	Concerns about overall board structure Concerns about overall performance Concerns about overall performance Concerns related to approach to board gender diversity
21/06/2024	Nankai Electric Railway Co., Ltd.	Annual	Against	2.1,2.6,2.7,2.9	Lack of independence on board
21/06/2024	NEC Corp.	Annual	Against	1.9,1.10	Concerns about overall performance
21/06/2024	Nippon Densetsu Kogyo Co., Ltd.	Annual	Against	2.1 2.4,2.6,3.3	Concerns related to approach to board gender diversityLack of independence on board Lack of independence on board
21/06/2024	NIPPON STEEL CORP.	Annual	Against	2.1,2.8,2.9,3.1,3.2 7 6 8	Lack of independence on board SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
21/06/2024	Nitto Denko Corp.	Annual	All For		
21/06/2024	Nomura Real Estate Holdings, Inc.	Annual	All For		
21/06/2024	Nomura Research Institute Ltd.	Annual	Against	1.1,1.3	Concerns about overall performance
21/06/2024	Okuma Corp.	Annual	Against	3.1	Concerns related to approach to board gender diversityConcerns about overall performance
21/06/2024	Paltac Corp.	Annual	All For		
21/06/2024	RAKUS Co., Ltd.	Annual	Against	2.5	Lack of independence on board
21/06/2024	Sanken Electric Co., Ltd.	Annual	Against	1.1 1.4,1.6	Concerns about overall performance Lack of independence on board
21/06/2024	SCREEN Holdings Co. Ltd.	Annual	Against	2.1 2.2	Concerns about overall performance Concerns about overall performance Concerns related to approach to board gender diversity
21/06/2024	Seibu Holdings, Inc.	Annual	Against	2.1 2.2	Concerns about overall performance Concerns about overall performance Concerns related to approach to board gender diversity
21/06/2024	SMS Co., Ltd.	Annual	Against	3.1	Concerns related to succession planning
21/06/2024	SoftBank Group Corp.	Annual	Against	2.1 2.8	Concerns related to approach to board gender diversity Concerns about overall performance Lack of independence on board
21/06/2024	Square Enix Holdings Co., Ltd.	Annual	All For		
21/06/2024	Sumitomo Chemical Co., Ltd.	Annual	Against	1.1,1.2 1.9	Concerns about overall performance Lack of independence on board
21/06/2024	Sumitomo Corp.	Annual	Against	2.1	Inadequate management of climate-related risks Inadequate management of climate-related risks from exposure to coal
21/06/2024	Sundrug Co., Ltd.	Annual	All For		
21/06/2024	Sysmex Corp.	Annual	Against	2.2	Concerns related to approach to board gender diversity
21/06/2024	TDK Corp.	Annual	Against	2.1	Concerns related to approach to board gender diversity

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21/06/2024	The Hachijuni Bank, Ltd.	Annual	Against	4.2 11 8,12 9,10	Lack of independence on board SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes efficient capital structure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
21/06/2024	Tobu Railway Co., Ltd.	Annual	Against	3.3,3.5 2.1 2.2 2.9	Concerns about overall board structure Concerns about overall performance Concerns about overall performance Concerns related to approach to board gender diversity Lack of independence on board
21/06/2024	Tokyo Seimitsu Co., Ltd.	Annual	All For		
21/06/2024	Tosoh Corp.	Annual	Against	1.1,1.6,1.8	Lack of independence on board
21/06/2024	Toyo Seikan Group Holdings Ltd.	Annual	Against	2.1 2.8	Concerns about overall performance Concerns related to approach to board gender diversity Lack of independence on board
21/06/2024	Toyota Tsusho Corp.	Annual	Against	2.1	Inadequate management of climate-related risks
21/06/2024	TS TECH CO., LTD.	Annual	Against	1.1	Concerns about overall performance
21/06/2024	Yamato Holdings Co., Ltd.	Annual	Against	2.2 1.1	Concerns about overall board structure Concerns related to approach to board gender diversity
22/06/2024	FANCL Corp.	Annual	All For		
22/06/2024	Hikari Tsushin, Inc.	Annual	All For		
23/06/2024	Matsui Securities Co., Ltd.	Annual	Against	2.10 2.1	Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity
24/06/2024	Bandai Namco Holdings, Inc.	Annual	Against	2.1	Concerns about overall performance Concerns related to approach to board gender diversity
24/06/2024	Dai-ichi Life Holdings, Inc.	Annual	Against	3.4,3.5	Concerns related to inappropriate membership of committeesLack of independence on board
24/06/2024	Fujitsu Ltd.	Annual	All For		
24/06/2024	Hitachi Construction Machinery Co., Ltd.	Annual	All For		
24/06/2024	Isetan Mitsukoshi Holdings Ltd.	Annual	All For		
24/06/2024	Marui Group Co., Ltd.	Annual	Against	2.1	Concerns about overall performance
24/06/2024	MS&AD Insurance Group Holdings, Inc.	Annual	Against	2.1	Concerns about overall performanceConcerns to protect shareholder value
24/06/2024	NEC Networks & System Integration Corp.	Annual	All For		
24/06/2024	Nikon Corp.	Annual	All For		
24/06/2024	OBIC Business Consultants Co., Ltd.	Annual	Against	2.2	Concerns related to approach to board gender diversity
24/06/2024	Panasonic Holdings Corp.	Annual	All For		
24/06/2024	Sompo Holdings, Inc.	Annual	Against	2.1 2.5 2.4	Concerns about overall performanceConcerns to protect shareholder value Concerns related to attendance at board or committee meetingsConcerns related to succession planning Concerns related to succession planning
24/06/2024	The Japan Steel Works Ltd.	Annual	Against	2.1	Concerns about overall performance
24/06/2024	Tokio Marine Holdings, Inc.	Annual	Against	2.1,2.2 2.9,2.11	Concerns about overall performanceConcerns to protect shareholder value Lack of independence on board
24/06/2024	Tokyo Century Corp.	Annual	Against	3.6	Lack of independence on board
24/06/2024	Yamaha Corp.	Annual	Against	2.1,2.2	Concerns about overall performance
25/06/2024	Aica Kogyo Co., Ltd.	Annual	All For		
25/06/2024	Ajinomoto Co., Inc.	Annual	All For		
25/06/2024	Anritsu Corp.	Annual	Against	2.1	Concerns related to approach to board gender diversity
25/06/2024	Aozora Bank Ltd.	Annual	Against	1.1 1.2	Concerns about overall performance Concerns about overall performanceConcerns related to approach to board diversity
25/06/2024	Asahi Kasei Corp.	Annual	All For		
25/06/2024	Azbil Corp.	Annual	All For		
25/06/2024	Brother Industries, Ltd.	Annual	Against	1.3	Concerns related to approach to board gender diversity
25/06/2024	CALBEE, Inc.	Annual	Against	2.4 2.1	Concerns related to succession planning Inadequate management of deforestation risksConcerns related to approach to board gender diversity
25/06/2024	Daito Trust Construction Co. Ltd.	Annual	Against	3.7	Lack of independence on board
25/06/2024	DOWA HOLDINGS Co., Ltd.	Annual	All For		
25/06/2024	Fuji Electric Co., Ltd.	Annual	Against	1.1 1.2	Concerns about overall performance Concerns related to approach to board gender diversityConcerns about overall performance
25/06/2024	Hirogin Holdings, Inc.	Annual	Against	1.1,1.2	Concerns about overall performance
25/06/2024	House Foods Group, Inc.	Annual	Against	2.1 2.7,3 5	Concerns related to approach to board gender diversityConcerns about overall performanceLack of independence on board Lack of independence on board Shareholder proposal promotes efficient capital structure
25/06/2024	Idemitsu Kosan Co., Ltd.	Annual	Against	2 1.1	Concerns about overall board structure Inadequate management of climate-related risks Inadequate management of climate-related risks from exposure to coal
25/06/2024	INFRAEER Holdings, Inc.	Annual	Against	2.1,2.2 2.7	Concerns about overall performance Concerns related to approach to board gender diversity
25/06/2024	IRISO Electronics Co., Ltd.	Annual	Against	2.2	Concerns related to approach to board gender diversity
25/06/2024	JAPAN ELECTRONIC MATERIALS CORP.	Annual	Against	1.2	Concerns related to approach to board gender diversity
25/06/2024	JFE Holdings, Inc.	Annual	Against	2.1	Concerns related to approach to board gender diversity
25/06/2024	JMDC, Inc.	Annual	All For		
25/06/2024	JTEKT Corp.	Annual	All For		
25/06/2024	JustSystems Corp.	Annual	Against	2.1	Concerns related to approach to board gender diversity
25/06/2024	Kajima Corp.	Annual	Against	2.1 2.2	Concerns about overall performance Concerns about overall performance Concerns related to approach to board gender diversity
25/06/2024	KATITAS Co., Ltd.	Annual	Against	1.1 1.5	Concerns related to approach to board gender diversity Concerns related to succession planning

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
25/06/2024	Kikkoman Corp.	Annual	Against	2.3 2.8 2.2 2.9	Concerns related to approach to board gender diversity Concerns about overall performance Concerns related to succession planning Inadequate management of climate-related risks Concerns about overall performance
25/06/2024	Kinden Corp.	Annual	Against	2.2 2.1 2.9,2.10,2.12 4	Concerns about overall performance Concerns related to approach to board gender diversity Concerns about overall performance Lack of independence on board Shareholder proposal promotes appropriate accountability or incentivisation
25/06/2024	Kotobuki Spirits Co., Ltd.	Annual	All For		
25/06/2024	Kyocera Corp.	Annual	All For		
25/06/2024	Maruichi Steel Tube Ltd.	Annual	Against	1.1,1.2 1.4,1.5	Concerns about overall performance Lack of independence on board
25/06/2024	Mazda Motor Corp.	Annual	Against	2.2 2.1	Concerns related to approach to board gender diversity Inadequate management of climate-related risks
25/06/2024	Medipal Holdings Corp.	Annual	Against	1.9 1.1	Concerns related to succession planning Lack of independence on board Concerns about overall performance
25/06/2024	Mitsubishi Chemical Group Corp.	Annual	Against	2.2	Concerns related to approach to board gender diversity
25/06/2024	Mitsubishi Electric Corp.	Annual	Against	2.7	Concerns about overall performance
25/06/2024	Mitsubishi Gas Chemical Co., Inc.	Annual	Against	2.2	Concerns about overall board structure
25/06/2024	Mitsubishi HC Capital Inc.	Annual	All For		
25/06/2024	Mitsui Chemicals, Inc.	Annual	Against	2.2	Concerns related to approach to board gender diversity
25/06/2024	Mitsui O.S.K. Lines, Ltd.	Annual	All For		
25/06/2024	NH Foods Ltd.	Annual	All For		
25/06/2024	NHK Spring Co., Ltd.	Annual	Against	2.1,2.2 7	Concerns about overall performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
25/06/2024	Nichiha Corp.	Annual	All For		
25/06/2024	Nichirei Corp.	Annual	Against	3.1	Concerns about overall board structure
25/06/2024	Nihon M&A Center Holdings Inc.	Annual	Against	3.2	Concerns related to succession planning
25/06/2024	Nissan Motor Co., Ltd.	Annual	Against	2.5 2.11	Concerns related to succession planning Inadequate management of climate-related risks
25/06/2024	Niterra Co., Ltd.	Annual	All For		
25/06/2024	Nomura Holdings, Inc.	Annual	All For		
25/06/2024	Okamura Corp.	Annual	Against	3.1 3.12	Concerns about overall performance Lack of independence on board
25/06/2024	Orient Corp.	Annual	Against	2.1,2.3,2.5,3.2	Lack of independence on board
25/06/2024	ORIX Corp.	Annual	All For		
25/06/2024	Penta-Ocean Construction Co., Ltd.	Annual	Against	3.1 3.7,3.8,3.10	Concerns about overall performance Lack of independence on board Concerns related to approach to board gender diversity
25/06/2024	Santen Pharmaceutical Co., Ltd.	Annual	All For		
25/06/2024	SAWAI GROUP HOLDINGS Co., Ltd.	Annual	All For		
25/06/2024	SECOM Co., Ltd.	Annual	Against	3.7	Concerns related to succession planning
25/06/2024	Sega Sammy Holdings, Inc.	Annual	Against	1.6 4	Lack of independence on board Pay is misaligned with EOS remuneration principles
25/06/2024	Seiko Epson Corp.	Annual	All For		
25/06/2024	SOHGO SECURITY SERVICES CO., LTD.	Annual	Against	3	Concerns about overall board structure
25/06/2024	Sony Group Corp.	Annual	All For		
25/06/2024	Sumitomo Bakelite Co., Ltd.	Annual	Against	2.5,2.9 2.1	Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity
25/06/2024	Sumitomo Pharma Co., Ltd.	Annual	Against	1.1	Concerns related to approach to board gender diversity Concerns about overall performance
25/06/2024	Suzuken Co., Ltd.	Annual	Against	1.1,1.2	Concerns about overall performance
25/06/2024	SWCC Corp.	Annual	Against	2.1	Concerns about overall performance
25/06/2024	TIS, Inc. (Japan)	Annual	All For		
25/06/2024	Toei Animation Co., Ltd.	Annual	Against	2.2 2.1	Concerns related to approach to board gender diversity Lack of independence on board
25/06/2024	TOHO GAS Co., Ltd.	Annual	Against	2.2 2.1 2.7 2.6,2.9	Concerns about overall performance Concerns related to approach to board gender diversity Concerns about overall performance Lack of independence on board Concerns related to succession planning Lack of independence on board
25/06/2024	Toray Industries, Inc.	Annual	Against	2.1 2.2 2.8 2.11	Concerns about overall performance Concerns about overall performance Concerns related to approach to board gender diversity Concerns related to succession planning Lack of independence on board
25/06/2024	TOTO Ltd.	Annual	Against	1.1 1.2 1.8,2.1,2.2	Concerns about overall performance Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance Lack of independence on board
25/06/2024	USS Co., Ltd.	Annual	All For		
25/06/2024	Yamato Kogyo Co., Ltd.	Annual	Against	2.4 2.1	Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity
25/06/2024	Yaoko Co., Ltd.	Annual	All For		
26/06/2024	Air Water, Inc.	Annual	Against	2.3 1.1,1.7	Concerns about overall board structure Lack of independence on board
26/06/2024	Alfresa Holdings Corp.	Annual	Against	1.1	Concerns about overall performance
26/06/2024	Alps Alpine Co., Ltd.	Annual	Against	2.1	Concerns about overall performance

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26/06/2024	AS ONE Corp.	Annual	Against	1.1	Concerns related to approach to board gender diversity
26/06/2024	AZ-COM Maruwa Holdings, Inc.	Annual	Against	2.1	Concerns about overall performance Lack of independence on board Concerns related to approach to board gender diversity
26/06/2024	BIPROGY Inc.	Annual	Against	2.11	Lack of independence on board
26/06/2024	Chubu Electric Power Co., Inc.	Annual	Against	2.1	Concerns about overall performance
				2.8	Lack of independence on board
				16	As disclosing information on how climate-related risks and opportunities are factored in the selection of outside directors and statutory auditors and the board evaluation would be of value to Chubu Electric shareholders given the climate risks and other environmental impacts of the company's current strategy.
				3.2	Concerns about overall performance
				3.1	Concerns about overall performance and Inadequate management of climate-related risks Inadequate management of climate-related risks from exposure to coal
				3.6	Lack of independence on board
				10	The proposed disclosure would promote accountability and help shareholders make better-informed decisions.
26/06/2024	Chugin Financial Group, Inc.	Annual	Against	2.1	Concerns about overall performance
26/06/2024	Daido Steel Co., Ltd.	Annual	Against	2.5	Lack of independence on board
				2.2	Concerns about overall performance Concerns related to approach to board gender diversity
				2.1	Concerns about overall performance Lack of independence on board
				2.7	Lack of independence on board
				3.2,3.3	Lack of independence on board Concerns related to inappropriate membership of committees
26/06/2024	Daio Paper Corp.	Annual	Against	3.2	Concerns about overall board structure
26/06/2024	Electric Power Development Co., Ltd.	Annual	Against	2.1	Concerns about overall performance Concerns related to approach to board gender diversity
				2.2	Concerns related to approach to board gender diversity
				3.2	Concerns related to succession planning
				2.1	Inadequate management of climate-related risks Inadequate management of climate-related risks from exposure to coalLack of independence on board
				2.9.2.10.3.1	Lack of independence on board
26/06/2024	ENEOS Holdings, Inc.	Annual	All For		
26/06/2024	EXEO Group, Inc.	Annual	All For		
26/06/2024	FP Corp.	Annual	Against	1.2	Concerns related to approach to board gender diversity
26/06/2024	Fuji Media Holdings, Inc.	Annual	Against	1.1,2.2	Lack of independence on board
				2.1	Concerns related to approach to board gender diversityConcerns about overall performanceLack of independence on board
				3.2	Concerns related to inappropriate membership of committeesLack of independence on board
				2.8,2.9.2.10.2.11	Lack of independence on board
26/06/2024	GOLDWIN INC	Annual	Against	4	Poison pill/anti-takeover measure not in investors interests
26/06/2024	Hino Motors, Ltd.	Annual	Against	2.3,3	Concerns about overall board structure
				1.1	Concerns about overall performance Concerns related to approach to board gender diversity
				1.3	Lack of independence on board
26/06/2024	IHI Corp.	Annual	Against	2.1,2.2	Concerns about overall performance
26/06/2024	Isuzu Motors Ltd.	Annual	Against	3.2	Concerns related to approach to board gender diversity
26/06/2024	Itoham Yonekyu Holdings, Inc.	Annual	All For	3.1	Lack of independence on board
26/06/2024	Japan Airport Terminal Co., Ltd.	Annual	Against	2.1,2.9.2.10.2.11,2.12	Lack of independence on board
26/06/2024	Japan Material Co., Ltd.	Annual	Against	4	Concerns about overall board structure Concerns related to inappropriate membership of committees
				2.8,2.11	Lack of independence on board
				2.1	Lack of independence on board Concerns related to approach to board gender diversity
				3.2	Lack of independence on board Concerns related to inappropriate membership of committees
26/06/2024	JEOL Ltd.	Annual	Against	2.1	Concerns related to approach to board gender diversity
26/06/2024	Kawasaki Heavy Industries Ltd.	Annual	Against	2.1,2.2	Concerns about overall performance
26/06/2024	Keio Corp.	Annual	Against	2.2	Concerns about overall performance Concerns related to approach to board gender diversity
				2.1	Concerns about overall performance Lack of independence on board
				3.2	Concerns related to succession planning
				2.6,2.7,2.10,2.11,3.1	Lack of independence on board
26/06/2024	KONAMI Group Corp.	Annual	All For		
26/06/2024	Krosaki Harima Corp.	Annual	Against	2.1	Concerns related to approach to board gender diversityConcerns about overall performance
26/06/2024	Kureha Corp.	Annual	Against	1.1	Concerns related to approach to board gender diversity
26/06/2024	Kyudenko Corp.	Annual	Against	2.2,2.3	Concerns related to inappropriate membership of committeesLack of independence on board
26/06/2024	Kyushu Electric Power Co., Inc.	Annual	Against	1.1,1.6	Lack of independence on board
				3.2	Concerns about overall performance
				3.1	Concerns about overall performance 2- Inadequate management of climate-related risks from exposure to coal
				7	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
26/06/2024	M3, Inc.	Annual	All For		
26/06/2024	Macnica Holdings, Inc.	Annual	Against	4.3	Concerns related to inappropriate membership of committees
26/06/2024	Makita Corp.	Annual	Against	2.1	Concerns related to approach to board gender diversity
26/06/2024	Mebuki Financial Group, Inc.	Annual	Against	1.1	Concerns about overall performance
26/06/2024	Menicon Co., Ltd.	Annual	All For		
26/06/2024	Mitsubishi Materials Corp.	Annual	Against	1.1,1.9	Concerns about overall performance
26/06/2024	Mizuho Financial Group, Inc.	Annual	Against	1.8	Concern about his independence
				1.9,1.11	Concerns about overall performance
				1.1	Concerns related to approach to board gender diversity
				2	Disclosing information on how climate-related risks and opportunities are factored in the selection of outside directors and the board evaluation would be of value to Mizuho shareholders given the climate risk and other environmental impacts of the company's current strategy.
				3	Supporting this resolution would direct the company to continue enhancing its disclosure and fossil fuel financing policy in line with the investor's expectations
26/06/2024	Nagoya Railroad Co., Ltd.	Annual	Against	3.4	Concerns about overall board structure
				2.1,2.2	Concerns about overall performance

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26/06/2024	Net One Systems Co., Ltd.	Annual	All For		
26/06/2024	NGK Insulators, Ltd.	Annual	All For		
26/06/2024	Nihon Kohden Corp.	Annual	All For		
26/06/2024	Nippon Kayaku Co., Ltd.	Annual	Against	2.1 2.4	Concerns related to approach to board gender diversity Concerns related to succession planning
26/06/2024	Nipro Corp.	Annual	Against	3.13 3.15,3.17 3.1	Concerns related to succession planning Lack of independence on board Lack of independence on boardConcerns about overall performance
26/06/2024	Nissan Chemical Corp.	Annual	All For		
26/06/2024	Nissin Seifun Group, Inc.	Annual	Against	2.1 2.6 2.7 4	Concerns about overall performance Concerns related to approach to board gender diversity Concerns related to succession planning Lack of independence on board Poison pill/anti-takeover measure not in investors interests
26/06/2024	Nissin Foods Holdings Co., Ltd.	Annual	Against	3 2.4 2.5	Concerns about overall board structure Lack of independence on board
26/06/2024	Nittoku Co., Ltd.	Annual	Against	4 2.2	Concerns about overall board structure Lack of independence on board
26/06/2024	NOK Corp.	Annual	Against	3.1	Concerns related to approach to board gender diversityConcerns about overall performance
26/06/2024	Olympus Corp.	Annual	Against	1.1	Concerns related to succession planning
26/06/2024	Prestige International Inc.	Annual	All For		
26/06/2024	Relo Group, Inc.	Annual	Against	2.1,2.2	Concerns about overall performance
26/06/2024	Resona Holdings, Inc.	Annual	Against	2.1	Concerns about overall performance
26/06/2024	Resortrust, Inc.	Annual	Against	2.3	Concerns related to approach to board gender diversity
26/06/2024	ROHM Co., Ltd.	Annual	Against	2.1	Concerns related to approach to board gender diversity
26/06/2024	Sankyu, Inc.	Annual	Against	3.2 3.1,3.7,3.10,3.11	Concerns related to approach to board gender diversity Lack of independence on board
26/06/2024	Sanwa Holdings Corp.	Annual	Against	2.1	Concerns related to approach to board gender diversity
26/06/2024	Seino Holdings Co., Ltd.	Annual	Against	3.1 3.6,3.7	Concerns about overall performance Lack of independence on board Lack of independence on board
26/06/2024	SG Holdings Co., Ltd.	Annual	Against	1.2	Concerns related to approach to board gender diversity
26/06/2024	Shikoku Electric Power Co., Inc.	Annual	Against	2.2 2.1 2.7,2.8	Concerns related to approach to board gender diversity Inadequate management of climate-related risks Inadequate management of climate-related risks from exposure to coalLack of independence on board Lack of independence on board
26/06/2024	Shimadzu Corp.	Annual	All For		
26/06/2024	Shinko Electric Industries Co., Ltd.	Annual	Against	1.2	Concerns related to approach to board gender diversity
26/06/2024	Socionext, Inc.	Annual	All For		
26/06/2024	Soracom, Inc.	Annual	Against	1 3 2.1	Concerns to protect shareholder value Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity
26/06/2024	Sumitomo Electric Industries Ltd.	Annual	Against	2.2 2.12	Concerns related to approach to board gender diversity Lack of independence on board
26/06/2024	Sumitomo Metal Mining Co. Ltd.	Annual	Against	3 2.2 2.1	Concerns about overall board structure Concerns related to approach to board gender diversity Inadequate management of climate-related risks
26/06/2024	T&D Holdings, Inc.	Annual	Against	2.1 2.1 2.2	Concerns about overall performance Concerns about overall performance Concerns related to approach to board gender diversity
26/06/2024	TAKARA STANDARD CO., LTD.	Annual	Against	3	Concerns about overall board structure
26/06/2024	Takeda Pharmaceutical Co., Ltd.	Annual	Against	2.1 4	Concerns about overall performance Pay is misaligned with EOS remuneration principles
26/06/2024	Terumo Corp.	Annual	Against	2.1 2.7	Concerns related to approach to board gender diversity Lack of independence on board
26/06/2024	The Chiba Bank, Ltd.	Annual	Against	3.1 3.6	Concerns about overall performanceConcerns to protect shareholder value Lack of independence on board
26/06/2024	The Chugoku Electric Power Co., Inc.	Annual	Against	3.8,4.1 3.1	Lack of independence on board Lack of independence on board. Inadequate management of climate-related risks and risks from exposure to coal
26/06/2024	The Kansai Electric Power Co., Inc.	Annual	Against	3.1 3.5,3.7	EOS manual override. See analyst note. Lack of independence on board
26/06/2024	Toda Corp.	Annual	Against	13 2.1,2.2 5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency Shareholder proposal promotes efficient capital structure
26/06/2024	Tohoku Electric Power Co., Inc.	Annual	Against	2.7,2.8,2.9,3.2 2.1 8	Lack of independence on board Lack of independence on board Inadequate management of climate-related risks Inadequate management of climate-related risks from exposure to coal SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
26/06/2024	Tokyo Electric Power Co. Holdings, Inc.	Annual	Against	1.1 9	Lack of independence on board SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
26/06/2024	Tokyu Fudosan Holdings Corp.	Annual	All For		
26/06/2024	UBE Corp.	Annual	Against	2.2	Concerns related to approach to board gender diversity
26/06/2024	Workman Co., Ltd.	Annual	Against	2.1	Lack of independence on boardConcerns related to approach to board gender diversity
26/06/2024	ZOZO, Inc.	Annual	All For		
27/06/2024	AMADA Co., Ltd.	Annual	Against	2.2 2.7 2.8	Concerns related to approach to board gender diversity Concerns related to succession planning Lack of independence on board



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27/06/2024	Amano Corp.	Annual	All For		
27/06/2024	ANA HOLDINGS INC.	Annual	Against	2.2 2.9 2.4,2.5,2.8 2.1	Concerns about overall performance Concerns related to succession planning Lack of independence on board Lack of independence on board Concerns about overall performance
27/06/2024	Casio Computer Co., Ltd.	Annual	Against	2.2 2.8	Concerns related to approach to board gender diversity Lack of independence on board
27/06/2024	COMSYS Holdings Corp.	Annual	Against	2.2	Concerns related to approach to board gender diversity
27/06/2024	Dai Nippon Printing Co., Ltd.	Annual	Against	2.1 2.9 3	Concerns about overall performance Concerns related to approach to board gender diversity Concerns related to succession planning Shareholder proposal promotes enhanced shareholder rights
27/06/2024	DAIKIN INDUSTRIES Ltd.	Annual	All For		
27/06/2024	Daiwa House Industry Co., Ltd.	Annual	Against	2.1,2.9,2.12	Lack of independence on board
27/06/2024	Doshisha Co., Ltd.	Annual	Against	2.2 2.8	Concerns related to approach to board gender diversity Lack of independence on board
27/06/2024	FANUC Corp.	Annual	All For		
27/06/2024	Fuji Oil Holdings, Inc.	Annual	All For		
27/06/2024	FUJIFILM Holdings Corp.	Annual	Against	2.7	Lack of independence on board
27/06/2024	Fujikura Ltd.	Annual	Against	2.1	Concerns related to approach to board gender diversity Lack of independence on board
27/06/2024	Fukuoka Financial Group, Inc.	Annual	Against	2.1 2.2	Concerns about overall performance Concerns about overall performance Concerns related to approach to board gender diversity
27/06/2024	GS Yuasa Corp.	Annual	Against	2.1,2.2 2.3	Concerns about overall performance Concerns related to approach to board gender diversity
27/06/2024	Hakuhodo DY Holdings, Inc.	Annual	Against	2.2 2.1 2.7	Concerns about overall performance Concerns related to approach to board gender diversity Concerns about overall performance Lack of independence on board
27/06/2024	HASEKO Corp.	Annual	All For		
27/06/2024	Heiwa Corp.	Annual	Against	2.1 2.5,2.6	Concerns related to approach to board gender diversity Concerns related to succession planning
27/06/2024	HOVA Corp.	Annual	All For		
27/06/2024	Internet Initiative Japan, Inc.	Annual	Against	2.2 2.8	Concerns related to approach to board gender diversity Lack of independence on board
27/06/2024	Iyogin Holdings, Inc.	Annual	Against	1.1 1.2 6	Concerns about overall performance Concerns about overall performance. Concerns related to approach to board gender diversity Reduction of Strategic shareholdings (or allegiant or cross shareholdings) would benefit the investors
27/06/2024	JGC Holdings Corp.	Annual	Against	3.5 2.1,2.2 2.6	Concerns about overall board structure Concerns about overall performance Concerns related to succession planning
27/06/2024	K's Holdings Corp.	Annual	All For		
27/06/2024	Kamigumi Co., Ltd.	Annual	All For		
27/06/2024	Kandenko Co., Ltd.	Annual	Against	3.5 2.2 2.1 2.12	Concerns about overall board structure Concerns about overall performance Concerns about overall performance Lack of independence on board Lack of independence on board
27/06/2024	Kaneka Corp.	Annual	Against	1.1,1.2	Concerns about overall performance
27/06/2024	Kansai Paint Co., Ltd.	Annual	Against	3.1 3.6	Concerns about overall performance Lack of independence on board
27/06/2024	Keikyu Corp.	Annual	Against	2.2 2.6,2.7 2.1	Concerns about overall performance Lack of independence on board Lack of independence on board Concerns about overall performance
27/06/2024	Keisei Electric Railway Co., Ltd.	Annual	Against	3.1 2.1,2.10,2.13,2.15 4	Concerns about overall board structure Lack of independence on board While the proposal appears to be prescriptive, it gives management enough time for an orderly disposal, and the dissident does not demand Keisei sell its entire holding in OLC and the proposal would still leave the company with a sufficiently large stake in OLC to support large future investment needs. This proposal will remove an accounting "overhang" that has long distorted Keisei's performance and valuation, forcing management to be more disciplined in its capital allocation decisions and accountable for the performance of Keisei's operating businesses.
27/06/2024	Koito Manufacturing Co., Ltd.	Annual	Against	3.3 2.1,2.7,2.8	Concerns about overall board structure Lack of independence on board
27/06/2024	Kokusai Electric Corp.	Annual	Against	3	Pay is misaligned with EOS remuneration principles
27/06/2024	Kurita Water Industries Ltd.	Annual	All For		
27/06/2024	Kyoto Financial Group, Inc.	Annual	Against	1.1	Concerns about overall performance
27/06/2024	Meiji Holdings Co., Ltd.	Annual	All For		
27/06/2024	Minebea Mitsumi, Inc.	Annual	All For		
27/06/2024	Mitsubishi Estate Co., Ltd.	Annual	Against	2.1,2.2 2.10	Concerns about overall performance Concerns related to approach to board gender diversity
27/06/2024	Mitsubishi Heavy Industries, Ltd.	Annual	Against	2.2 2.1 2.5,2.6,2.7,3	Concerns about overall performance Concerns about overall performance Lack of independence on board Lack of independence on board
27/06/2024	Mitsubishi Logistics Corp.	Annual	Against	4.1 3.2 3.1 3.6,3.7,3.8	Concerns about overall board structure Concerns about overall performance Concerns related to approach to board gender diversity Concerns about overall performance Lack of independence on board

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
27/06/2024	Mitsubishi UFJ Financial Group, Inc.	Annual	Against	2,12,2,13 3 2,5,2,7 4	Concerns about overall performance Disclosing information on how climate-related risks and opportunities are factored in the selection of outside directors and the board evaluation would be of value to the company's shareholders given the climate risk and other environmental impacts of the company's current strategy. Lack of independence on board Supporting this resolution would direct the company to continue enhancing its disclosure and fossil fuel financing policy in line with the investor's expectations.
27/06/2024	Mitsui Fudosan Co., Ltd.	Annual	Against	3,1,3,2	Lack of independence on board
27/06/2024	Mitsui Mining & Smelting Co., Ltd.	Annual	Against	3,1	Inadequate management of climate-related risks
27/06/2024	Miura Co., Ltd.	Annual	Against	2,2	Concerns related to approach to board gender diversity
27/06/2024	Morinaga & Co., Ltd.	Annual	Against	2,1	Concerns about overall performance
27/06/2024	Morinaga Milk Industry Co., Ltd.	Annual	Against	3,1	Concerns related to approach to board gender diversity
27/06/2024	Murata Manufacturing Co. Ltd.	Annual	All For		
27/06/2024	Musashi Seimitsu Industry Co., Ltd.	Annual	Against	2,5,2,7	Concerns related to succession planning
27/06/2024	Nintendo Co., Ltd.	Annual	Against	3,2 2,1 2,7	Concerns related to succession planning Inadequate management of climate-related risks Lack of independence on board
27/06/2024	Nippon Shinyaku Co., Ltd.	Annual	All For		
17/04/2024	KEPPEL DC REIT	Annual	Against	4	Concerns related to inappropriate membership of committees
18/04/2024	Genting Singapore Limited	Annual	Against	3 5(b)	Concerns related to approach to board gender diversity Concerns to protect shareholder value.
18/04/2024	Suntec Real Estate Investment Trust	Annual	All For		
18/04/2024	United Overseas Bank Ltd. (Singapore)	Annual	All For		
19/04/2024	CapitalLand Ascott Trust	Annual	Against	3	Issue of equity raises concerns about excessive dilution of existing shareholders
19/04/2024	Keppel Limited	Annual	All For		
19/04/2024	Keppel Limited	Extraordinary Shareholders	All For		
19/04/2024	Keppel REIT	Annual	All For		
19/04/2024	Wilmar International Limited	Annual	Against	11	Pay is misaligned with EOS remuneration principles
23/04/2024	Hutchison Port Holdings Trust	Annual	All For		
23/04/2024	Sembcorp Industries Ltd	Annual	All For		
24/04/2024	City Developments Limited	Annual	Against	4(a)	Concerns related to inappropriate membership of committees
24/04/2024	UOL Group Limited	Annual	Against	6 8	Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders
25/04/2024	CapitalLand Investment Ltd.	Annual	All For		
25/04/2024	Olam Group Limited	Annual	Against	3 6 9	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders
25/04/2024	StarHub Ltd.	Annual	Against	9	Issue of equity raises concerns about excessive dilution of existing shareholders
25/04/2024	StarHub Ltd.	Extraordinary Shareholders	All For		
26/04/2024	CapitalLand Ascendas REIT	Annual	All For		
26/04/2024	Comfordtelgro Corporation Limited	Annual	All For		
26/04/2024	Seatrium Ltd.	Annual	Against	3	Concerns related to inappropriate membership of committees
26/04/2024	Singapore Technologies Engineering Ltd.	Annual	Against	5	Concerns related to attendance at board or committee meetings
26/04/2024	Venture Corporation Limited	Annual	All For		
29/04/2024	CapitalLand Integrated Commercial Trust	Annual	All For		
29/04/2024	Jardine Cycle & Carriage Limited	Annual	Against	7A	Issue of equity raises concerns about excessive dilution of existing shareholders
30/04/2024	Oversea-Chinese Banking Corporation Limited	Annual	Against	8	Pay is misaligned with EOS remuneration principles
30/05/2024	BOC Aviation Limited	Annual	Against	3b,3c 7 8	Concerns related to inappropriate membership of committees Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders
30/05/2024	BOC Aviation Limited	Extraordinary Shareholders	All For		
22/04/2024	KEPCO Plant Service & Engineering Co. Ltd.	Special	All For		
10/05/2024	DI E&C Co., Ltd.	Special	All For		
28/05/2024	Korea Gas Corp.	Special	Against	1,1,1,2	Lack of independence on board
04/06/2024	HD Hyundai Mipo Co., Ltd.	Special	All For		
12/06/2024	Kangwon Land, Inc.	Special	Against	1,3 1,1,1,2	Concerns related to approach to board gender diversity Cumulative/slate voting in favour of individual candidates/slates Concerns related to approach to board gender diversity
14/06/2024	Shinsegae Co., Ltd.	Special	Against	1	Concerns related to approach to board gender diversity
18/06/2024	Hanmi Pharmaceutical Co., Ltd.	Special	All For		
24/05/2024	Wiyynn Corp.	Annual	All For		
27/05/2024	MediaTek, Inc.	Annual	Against	4,1	Concerns related to approach to board gender diversity
29/05/2024	Elite Material Co., Ltd.	Annual	All For		
29/05/2024	Nanya Technology Corp.	Annual	All For		
30/05/2024	Advantech Co., Ltd.	Annual	All For		
04/06/2024	Taiwan Semiconductor Manufacturing Co., Ltd.	Annual	All For		
04/06/2024	Taiwan Semiconductor Manufacturing Co., Ltd.	Annual	All For		
13/06/2024	Accon Technology Corp.	Annual	Against	4,1	Insufficient/poor disclosure
13/06/2024	Lotes Co., Ltd.	Annual	All For		
26/06/2024	ASE Technology Holding Co., Ltd.	Annual	Against	5,1	Concerns related to board gender diversity

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
27/06/2024	Nishi-Nippon Financial Holdings, Inc.	Annual	Against	2.2 2.4 2.1	Concerns about overall performance Lack of independence on board Lack of independence on board
27/06/2024	Nishi-Nippon Railroad Co., Ltd.	Annual	Against	2.2 2.1 3.1 3.3,3.4 4	Concerns about overall performance Concerns about overall performance Lack of independence on board Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Poison pill/anti-takeover measure not in investors interests
27/06/2024	NOF Corp.	Annual	Against	3.1,3.2 3.5	Concerns about overall performance Lack of independence on board
27/06/2024	NSK Ltd.	Annual	Against	1.1 1.6 1.9	Concerns about overall performance Concerns related to approach to board gender diversity Lack of independence on board
27/06/2024	Obayashi Corp.	Annual	Against	2.1,2.2	Concerns about overall performance
27/06/2024	OBIC Co. Ltd.	Annual	Against	2.2	Concerns related to approach to board gender diversity
27/06/2024	Odakyu Electric Railway Co., Ltd.	Annual	Against	2.1,2.5 3.1,3.5,3.7,3.8,4.2	Lack of independence on board
27/06/2024	Oji Holdings Corp.	Annual	Against	1.9	Concerns related to succession planning
27/06/2024	Oriental Land Co., Ltd.	Annual	Against	3.2,3.3,3.4 6 2.2,2.9	Concerns about overall board structure Insufficient basis to support a decision Lack of independence on board
27/06/2024	Osaka Gas Co., Ltd.	Annual	All For		
27/06/2024	Rakuten Bank Ltd.	Annual	Against	2.1 1	Concerns related to approach to board gender diversity Concerns related to shareholder rights
27/06/2024	Rengo Co., Ltd.	Annual	Against	2.2 1.1 1.2 1.7,1.8	Concerns about overall board structure Concerns about overall performance Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance
27/06/2024	Rinnai Corp.	Annual	Against	3.3	Concerns about overall board structure
27/06/2024	Rohito Pharmaceutical Co., Ltd.	Annual	All For		
27/06/2024	Sankyo Co., Ltd.	Annual	Against	3.1,3.3 4.4 7	Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
27/06/2024	Sanrio Co., Ltd.	Annual	Against	2.1	Concerns about overall performance
27/06/2024	SBI Holdings, Inc.	Annual	Against	1.2 1.1 1.9	Concerns about overall performance Concerns about overall performance Concerns related to approach to board gender diversity Concerns related to succession planning
27/06/2024	Sharp Corp.	Annual	Against	1.1 3	Concerns about overall performance Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles
27/06/2024	Shimizu Corp.	Annual	Against	2.1,2.2	Concerns about overall performance
27/06/2024	Shin-Etsu Chemical Co., Ltd.	Annual	Against	2.2 2.5	Concerns related to approach to board gender diversity Concerns related to succession planning
27/06/2024	SHIP HEALTHCARE HOLDINGS, INC.	Annual	Against	3 2.4 2.1,2.12	Concerns about overall board structure Concerns related to approach to board gender diversity Lack of independence on board
27/06/2024	SMC Corp. (Japan)	Annual	Against	3.9	Concerns related to succession planning
27/06/2024	Sotetsu Holdings, Inc.	Annual	Against	2.1,2.2	Concerns about overall performance
27/06/2024	Stanley Electric Co., Ltd.	Annual	Against	1.1 1.6	Concerns about overall performance Concerns related to approach to board gender diversity Concerns related to succession planning
27/06/2024	Sumitomo Mitsui Financial Group, Inc.	Annual	Against	3.1 4 5	Concerns about overall performance Disclosing information on how climate-related risks and opportunities are factored in the selection of outside directors and the board evaluation would be of value to SMBC shareholders given the climate risk and other environmental impacts of the company's current strategy. Supporting this resolution would direct the company to continue enhancing its disclosure and fossil fuel financing policy in line with the investor's expectations
27/06/2024	Sumitomo Realty & Development Co., Ltd.	Annual	Against	2	Concerns related to approach to board gender diversity Lack of independence on board
27/06/2024	Suzuki Motor Corp.	Annual	Against	2.1	Concerns related to approach to board gender diversity Inadequate management of climate-related risks
27/06/2024	Taiheiy Cement Corp.	Annual	Against	2.2 2.1,2.4,2.5,2.6,2.9	Concerns related to approach to board gender diversity Lack of independence on board
27/06/2024	Taikisha Ltd.	Annual	Against	2.1 2.8	Concerns about overall performance Concerns related to approach to board gender diversity Lack of independence on board
27/06/2024	Taiyo Yuden Co., Ltd.	Annual	Against	3.7	Lack of independence on board
27/06/2024	Takara Holdings, Inc.	Annual	All For		
27/06/2024	TBS Holdings, Inc.	Annual	Against	5.4 4.1 4.3,4.5,4.6,4.7 4.2 6	Concerns about overall board structure Concerns about overall performance Lack of independence on board Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Shareholder proposal promotes efficient capital structure
27/06/2024	Tokyo Gas Co., Ltd.	Annual	All For		
27/06/2024	Tokyu Corp.	Annual	Against	3.3,3.4 2.1,2.6,2.10	Concerns about overall board structure Lack of independence on board
27/06/2024	TOPPAN Holdings, Inc.	Annual	Against	1.2 1.1	Concerns about overall performance Lack of independence on board Concerns about overall performance
27/06/2024	TORIDOLL Holdings Corp.	Annual	All For		
27/06/2024	Toyo Suisan Kaisha, Ltd.	Annual	Against	2.1 9	Inadequate management of deforestation risks While the company's ROE and PBR performance is favourable, shareholders should still be able to benefit from the disclosure as requested by the proponent.

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
27/06/2024	Tsumura & Co.	Annual	Against	2.1	Concerns related to approach to board gender diversity
27/06/2024	Ushio, Inc.	Annual	Against	2.1	Concerns about overall performance
27/06/2024	Yamada Holdings Co., Ltd.	Annual	Against	3.6 3.1,3.3,3.4,3.5,4.2 4.4,4.5	Concerns related to succession planning Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees
27/06/2024	Yamaguchi Financial Group, Inc.	Annual	Against	1.1 1.6	Concerns about overall performance Lack of independence on board
27/06/2024	Zensho Holdings Co., Ltd.	Annual	Against	1.1	Concerns related to approach to board gender diversity
27/06/2024	ZEON Corp.	Annual	Against	3.1 2.2 2.1 2.7 2.8,2.9	Concerns about overall board structure Concerns about overall performance Concerns about overall performance Lack of independence on board Concerns related to succession planning Lack of independence on board
28/06/2024	Advantest Corp.	Annual	All For		
28/06/2024	eGuarantee, Inc.	Annual	All For		
04/04/2024	Scentre Group	Annual	Against	5	Pay is misaligned with EOS remuneration principles
11/04/2024	Santos Limited	Annual	Against	2b	Inadequate management of climate-related risks
12/04/2024	AMP Limited	Annual	Against	3	Pay is misaligned with EOS remuneration principles
24/04/2024	Woodside Energy Group Ltd.	Annual	Against	2a 6 3.4	EOS manual override. See analyst note. Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles
02/05/2024	Rio Tinto Limited	Annual	Against	12 2,3,4	EOS manual override. See analyst note. Pay is misaligned with EOS remuneration principles
03/05/2024	TPG Telecom Limited	Annual	Against	4	Overboarded/Too many other time commitments
07/05/2024	Iluka Resources Limited	Annual	Against	2,6c 3 1,5	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
08/05/2024	The GPT Group	Annual	All For		
09/05/2024	Ampol Limited	Annual	Against	2	Pay is misaligned with EOS remuneration principles
10/05/2024	QBE Insurance Group Limited	Annual	All For		
16/05/2024	Atlas Arteria Ltd.	Annual	Against	4,5,6	Pay is misaligned with EOS remuneration principles
28/05/2024	Alumina Limited	Annual	Against	2,3a,3b,3c,5	Pay is misaligned with EOS remuneration principles
30/05/2024	Yancoal Australia Ltd.	Annual	Against	7 2d 2c 10 8	Concerns regarding Auditor tenure Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committeesConcerns related to approach to board gender diversityConcerns regarding Auditor tenure EOS manual override. See analyst note. Issue of equity raises concerns about excessive dilution of existing shareholders
12/06/2024	ADBRI Ltd.	Court	All For		
13/06/2024	CSR Limited	Court	All For		
27/06/2024	Kiwi Property Group Limited	Annual	Against	1	Concerns related to attendance at board or committee meetings
01/04/2024	Türkiye Petrol Rafinerileri AS	Annual	Against	10 5 8 12	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST this item is warranted as the company has failed to comply with the board independence requirement. A vote AGAINST this item is warranted, as the board does not meet the one third board independence requirement. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
03/04/2024	Ford Otomotiv Sanayi AS	Annual	Against	10 8 12	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST this item is warranted, as the board and the audit committee are insufficiently independent. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
03/04/2024	SLB	Annual	Against	1,10 1.9 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversity High variable pay ratio Total pay targets a range above peer median
04/04/2024	Arcelik AS	Annual	Against	7,10,12	This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
04/04/2024	Enerjisa Enerji AS	Annual	Against	5 7 14	A vote AGAINST this item is warranted as the company has failed to comply with the board independence requirement. A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner and 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.
05/04/2024	Carnival Corporation	Annual	Against	12 13,14	Concerns about remuneration committee performance Total pay targets a range above peer medianHigh CEO to average NEO pay
05/04/2024	Coca-Cola İçecek AS	Annual	Against	8	A vote AGAINST this proposal is warranted because the board would be able to issue shares up to 2,259 percent of the issued share capital.
07/04/2024	Marico Limited	Special	All For		
10/04/2024	China Jushi Co. Ltd.	Annual	Against	10,16 11,12,18	Concerns related to shareholder rights Insufficient/poor disclosure
10/04/2024	FPT Corp.	Annual	Against	6	Insufficient/poor disclosure
10/04/2024	Home Product Center Public Company Limited	Annual	All For		
11/04/2024	By-health Co., Ltd.	Annual	Against	9 11,1,11.3,11.4	Concerns related to shareholder rights Insufficient/poor disclosure
15/04/2024	İs Yatırım Menkul Değerler AS	Annual	Against	10 9 8 14	Pay is misaligned with EOS remuneration principles A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
16/04/2024	Doğuş Otomotiv Servis ve Ticaret AS	Annual	Against	8	A vote AGAINST this item is warranted, as the board and the audit committee are insufficiently independent.

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
16/04/2024	Migros Ticaret AS	Annual	All For		
17/04/2024	AG Anadolu Grubu Holding AS	Annual	Against	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.
17/04/2024	Anadolu Efes Biracilik ve Malt Sanayii A.S.	Annual	Against	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.
17/04/2024	BANK POLSKA KASA OPIEKI SA	Annual	Against	16 15 12	A vote AGAINST is warranted as the names of the candidates to the supervisory board are not disclosed. A vote AGAINST this item is warranted because the company has failed to disclose the candidates' names. A vote AGAINST this item is warranted because:- Some contractual terms for the company's CEO and other executives were not disclosed;- The STI plan lacks disclosure on targets, the details of performance metrics, and their level of achievement;- Disclosure concerning granted phantom stocks is limited and only contains information regarding number of granted shares.
17/04/2024	Raia Drogasil SA	Annual	Against	5	Insufficient/poor disclosure
18/04/2024	Koc Holding A.S.	Annual	Against	9 11	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
18/04/2024	Santander Bank Polska SA	Annual	Against	10 18	A vote AGAINST the proposed remuneration report is warranted because:- The company does not disclose the definitive KPIs, targets, thresholds, and the corresponding levels of achievement;- The company does not disclose the granting criteria for Incentive Plan VII, performance outcome associated with KPIs, and alignment between pay and performance under this program;- The company does not explicitly disclose some terms of contract of its executives;- We also note that the remuneration report does address the topic of CHF/PLN mortgage provisions that is increasingly presenting a cost to the company and shareholders. A vote AGAINST this resolution is warranted due to the following concerns with the underlying incentive plan:- Vesting period may be less than three years;- Shares would be offered to the plan participants free of charge, while the performance criteria lack measurable targets along with the methods adopted for their assessment;- The supervisory board is vested with the power to change the conditions of the program, as well as to grant discretionary bonuses.
19/04/2024	BYD Company Limited	Extraordinary Shareholders	All For		
19/04/2024	BYD Company Limited	Special	All For		
19/04/2024	Contemporary Ampere Technology Co., Ltd.	Annual	Against	10 9 15.1.15.2.15.3.15.4	Concerns related to shareholder rights Concerns to protect shareholder value Insufficient/poor disclosure
19/04/2024	Midea Group Co. Ltd.	Annual	All For		
19/04/2024	PRIO SA	Annual	Abstain Against	10 6 7,13	Insufficient/poor disclosure Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Inadequate management of climate-related risks Insufficient/poor disclosure
21/04/2024	Bandhan Bank Limited	Special	Against	1,2,3	Concerns related to approach to board gender diversity
22/04/2024	Biocon Limited	Special	Against	6	Insufficient justification for related party transaction
23/04/2024	Hypera SA	Annual	All For		
23/04/2024	Hypera SA	Extraordinary Shareholders	All For		
23/04/2024	MONETA Money Bank, a.s.	Annual	All For		
23/04/2024	WEG SA	Annual	Abstain Against	12 5 6,9,10.1.10.2.10.3.10.4.10.5 10,6,10,7 7 11 3 8,13,14	Cumulative/slate voting in favour of individual candidates/slates EOS manual override. See analyst note. Insufficient/poor disclosure Concerns related to board gender diversity 2- Lack of independence on board Executive salary increases without robust justification Lack of independence on board Insufficient/poor disclosure
23/04/2024	WEG SA	Extraordinary Shareholders	All For		
24/04/2024	Komerční banka a.s.	Annual	Against	14	Pay is misaligned with EOS remuneration principles
25/04/2024	B3 SA-Brasil, Bolsa, Balcão	Annual	Against	6	Insufficient/poor disclosure
25/04/2024	B3 SA-Brasil, Bolsa, Balcão	Extraordinary Shareholders	All For		
25/04/2024	Chemical Works of Gedeon Richter Plc	Annual	Against	9,10,11,12,4,12,6,18,3	Pay is misaligned with EOS remuneration principles
25/04/2024	Cimsa Cimento Sanayi ve Ticaret AS	Annual	Against	8 7 14	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
25/04/2024	Fuyao Glass Industry Group Co., Ltd.	Annual	Against	12,13	Insufficient/poor disclosure
25/04/2024	Mavi Giyim Sanayi ve Ticaret AS	Annual	Against	14	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.
25/04/2024	MOL Hungarian Oil & Gas Plc	Annual	Against	13,14,15 9,10,11,12 18,19 16,17	Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles Proposed term in policy exceeds appropriate limit
25/04/2024	Suzano SA	Annual	Abstain Against	17,1,17,2 5,8,9,1,9,2,9,3,9,4,9,5,9,6,9,7 9,8,9,9,10 18 7 12 13	Cumulative/slate voting in favour of individual candidates/slates Insufficient/poor disclosure Insufficient/poor disclosure Lack of independence on board Lack of independence on board; Concerns related to inappropriate membership of committees
25/04/2024	Suzano SA	Extraordinary Shareholders	Against	1 2	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles; Insufficient disclosure
26/04/2024	Hektas Ticaret TAS	Annual	Against	9 13	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
26/04/2024	OTP Bank Nyrt	Annual	Against	10 8,1,8,2	Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
26/04/2024	Sendas Distribuidora SA	Annual	Against	3	Pay is misaligned with EOS remuneration principles
26/04/2024	Sendas Distribuidora SA	Extraordinary Shareholders	Against	2	Pay is misaligned with EOS remuneration principles
26/04/2024	SITC International Holdings Company Limited	Annual	Against	3 12,13 14	Concerns related to inappropriate membership of committees Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
26/04/2024	Vale SA	Annual	Against	3,1,3,2,3,3,3,4	
26/04/2024	Vale SA	Extraordinary Shareholders	All For		
29/04/2024	America Movil SAB de CV	Annual	Against	4.b1,4.b2,4.b4 1.1.1,2.1,3.1,4.1,5.6 2.b1,2.b2,2.b4,2.b5,2.b6,2.b 7,2,b9,2,b12,2,b13,2,b14	Concerns related to inappropriate membership of committees Insufficient/poor disclosure Lack of independence on board
29/04/2024	CIMB Group Holdings Berhad	Annual	All For		
29/04/2024	Grupo Financiero Banorte SAB de CV	Annual	All For		
29/04/2024	Haci Omer Sabanci Holding AS	Annual	Against	7 14	A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
30/04/2024	BB Seguridade Participacoes SA	Annual	Abstain Against	2,3,1,3,2,3,3,3,4,3,5 4,3 1,2 7 1,1,1,4,1,5	Insufficient/poor disclosure Concerns related to approach to board gender diversity Insufficient/poor disclosure Lack of independence on board
30/04/2024	Grupo Mexico S.A.B. de C.V.	Annual	Against	8 7	Insufficient/poor disclosure Insufficient/poor disclosure Concerns related to approach to board gender diversity Inappropriate bundling of election of directors on a single vote
30/04/2024	Wal-Mart de Mexico SAB de CV	Annual	Against	1e	Insufficient/poor disclosure
01/05/2024	Lancashire Holdings Ltd.	Annual	Against	2	Pay is misaligned with EOS remuneration principles
01/05/2024	Saudi National Bank	Annual	Abstain Against	21,1,21,2,21,3,21,4,21,5,21,6 21,7,21,8,21,9,21,10,21,11,2 1,12,21,13,21,14,21,15,21,16 21,17,21,18,21,19,21,20,21 21,21,22,21,23 22 8	Insufficient/poor disclosure Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
02/05/2024	Gubre Fabrikalari TAS	Annual	Against	4 7 9 5 8	A vote AGAINST item 4 is warranted due to the auditor's recurring qualified opinion on the financial statements and the fact that the board has never addressed the issue and has not provided any rationale either. 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 due to the auditor's recurring concerns regarding the company's financial statements. A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner.
02/05/2024	TURKCELL İletisim Hizmetleri AS	Annual	Against	9 8	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST is warranted in the absence of adequate information on this item.
02/05/2024	Ulker Biskuvu Sanayi AS	Annual	Against	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. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
03/05/2024	HDFC Bank Ltd.	Special	All For		
03/05/2024	PT Telkom Indonesia (Persero) Tbk	Annual	Against	5	Insufficient/poor disclosure
07/05/2024	Plus500 Ltd.	Annual	Against	5 9	Concerns about remuneration committee performance Failure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles
07/05/2024	Wharf Real Estate Investment Company Limited	Annual	Against	6,7	Issue of equity raises concerns about excessive dilution of existing shareholders
07/05/2024	Yantai Jereh Oilfield Services Group Co. Ltd.	Annual	Against	9,11 13,14,15,16,17,18	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
08/05/2024	ANTA Sports Products Limited	Annual	Against	6,9,11	Lack of independence on board
08/05/2024	ASMP T Limited	Annual	Against	8	Concerns related to succession planning
08/05/2024	DFI Retail Group Holdings Ltd.	Annual	Against	5 1	Concerns regarding Auditor tenure Lack of independent representation at board committees Concerns related to inappropriate membership of committees Insufficient/poor disclosure
08/05/2024	Hongkong Land Holdings Ltd.	Annual	Against	6 1 1	Insufficient/poor disclosure Lack of independent representation at board committees Concerns related to inappropriate membership of committees Insufficient/poor disclosure Concerns about remuneration committee performance
08/05/2024	Jardine Matheson Holdings Ltd.	Annual	Against	6 3 7	Concerns about overall board structure Inadequate management of climate-related risks Insufficient/poor disclosure
08/05/2024	Vodafone Idea Limited	Extraordinary Shareholders	All For		
09/05/2024	Arch Capital Group Ltd.	Annual	Against	1a	Concerns about overall board structure
09/05/2024	Guaranty Trust Holding Co. Plc	Annual	Against	3 6 9	Inappropriate bundling of election of directors on a single vote Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders Concerns to protect shareholder value
09/05/2024	Hiscox Ltd.	Annual	Against	7,8,9,11,12,13,15	Failure to provide DEI disclosures in line with UK listing rules
09/05/2024	WH Group Limited	Annual	Against	2 2a 7,8	Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Inadequate management of deforestation risks Lack of independence on board Issue of equity raises concerns about excessive dilution of existing shareholders
10/05/2024	Axis Bank Limited	Special	All For		

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
10/05/2024	Hutchmed (China) Limited	Annual	Against	2A 2E	Concerns related to inappropriate membership of committees Lack of independence on board
13/05/2024	MLP Saglik Hizmetleri AS	Annual	Against	10	A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner.
13/05/2024	RenaissanceRe Holdings Ltd.	Annual	Against	1a 2	Concerns related to approach to board gender diversity Concerns related to board ethnic and/or racial diversity Concerns related to approach to board diversity Concerns about overall board structure Concerns about remuneration committee performance Low shareholding requirement
13/05/2024	Tekfen Holding AS	Annual	Against	7	A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner.
14/05/2024	Budweiser Brewing Company APAC Limited	Annual	Against	3b, 3d 6, 7	Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders
14/05/2024	Huabao International Holdings Limited	Annual	Against	3b 5A, 5C	Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders -- dilution issue
14/05/2024	Huabao International Holdings Limited	Special	Against	1, 2, 3, 4, 5	Pay is misaligned with EOS remuneration principles
14/05/2024	ICICI Bank Limited	Special	All For		
14/05/2024	Tencent Holdings Limited	Annual	Against	5	Issue of capital raises concerns about excessive dilution of existing shareholders
15/05/2024	Emlak Konut Gayrimenkul Yatirim Ortakligi AS	Annual	Against	11 10 13	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST this item is warranted, 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.
15/05/2024	Everest Group, Ltd.	Annual	All For		
16/05/2024	BANK POLSKA KASA OPIEKI SA	Annual	All For		
16/05/2024	Shenzhen Transsion Holding Co., Ltd.	Annual	All For		
16/05/2024	Sok Marketler Ticaret AS	Annual	Against	7	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.
17/05/2024	Nestle India Ltd.	Special	Against	2	Concerns to protect shareholder value
17/05/2024	Sands China Ltd.	Annual	Against	2d 2a 2c 7 5, 6	Concerns related to approach to board gender diversity Concerns related to succession planning Concerns related to inappropriate membership of committees Concerns related to succession planning Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders
17/05/2024	Shenzhen Inovance Technology Co., Ltd.	Annual	Against	18.2, 18.3, 18.4	Insufficient/poor disclosure
17/05/2024	Shenzhen Mindray Bio-Medical Electronics Co., Ltd.	Annual	All For		
17/05/2024	Shenzhen YUTO Packaging Technology Co., Ltd.	Annual	All For		
20/05/2024	Inner Mongolia Yili Industrial Group Co., Ltd.	Annual	Against	10, 11, 16	Insufficient/poor disclosure
20/05/2024	Jiangsu King's Luck Brewery Joint-stock Co., Ltd.	Annual	Against	12 6	Concerns related to approach to board gender diversity Concerns related to shareholder rights
20/05/2024	Kerry Properties Limited	Annual	Against	3a 3c 6A, 6C	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders
20/05/2024	NARI Technology Co., Ltd.	Annual	All For		
21/05/2024	AutoStore Holdings Ltd.	Annual	Against	9	A vote AGAINST this item is warranted due to a lack of disclosure regarding the performance conditions and outcome levels under the short-term bonus plan and lack of disclosure of long-term incentive performance criteria.
21/05/2024	Liberty Global Ltd.	Annual	Against	1, 3, 1, 4	Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns about overall board structure Concerns related to shareholder value
22/05/2024	CK Infrastructure Holdings Limited	Annual	Against	3, 4 3, 3 3, 5 3, 2 3, 1	Concerns related to succession planning Concerns related to succession planning Overboarded/Too many other time commitments Inadequate management of climate-related risks Lack of independence on board Lack of independence on board Inadequate management of climate-related risks
22/05/2024	Kerry Logistics Network Limited	Annual	Against	6 10A 10C	Concerns related to inappropriate membership of committees Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders
22/05/2024	Orient Overseas (International) Limited	Annual	Against	3d 6a, 6c	Concerns related to approach to board gender diversity Overboarded/Too many other time commitments Issue of equity raises concerns about excessive dilution of existing shareholders
23/05/2024	AAC Technologies Holdings Inc.	Annual	Against	3a 5 7	Concerns related to approach to board gender diversity Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders
23/05/2024	CK Asset Holdings Limited	Annual	All For		
23/05/2024	CK Hutchison Holdings Limited	Annual	Against	3a 3c, 3d	EOS manual override. See analyst note. Lack of independence on board
23/05/2024	Zhongji Innoight Co., Ltd.	Annual	Against	11	Concerns to protect shareholder value
24/05/2024	MTN Group Ltd.	Annual	All For		
24/05/2024	Turk Hava Yollari AO	Annual	Against	7 8 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 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.
24/05/2024	Yue Yuen Industrial (Holdings) Limited	Annual	Against	5A 5C	Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders
27/05/2024	Alarko Holding AS	Annual	Against	11 17 8	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST is warranted because the name of the proposed auditor is not disclosed. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
29/05/2024	Focus Media Information Technology Co., Ltd.	Annual	Against	7 8, 11, 12, 13	Concerns to protect shareholder value Insufficient/poor disclosure

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29/05/2024	Kweichow Moutai Co., Ltd.	Annual	Against	10 11	Concerns to protect shareholder value Insufficient/poor disclosure
29/05/2024	Royal Caribbean Group	Annual	Against	1a	Concerns related to succession planning Concerns related to approach to board diversity
29/05/2024	Vestel Elektronik Sanayi ve Ticaret AS	Annual	Against	8 11 7	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 board does not meet the one third board independence requirement.
30/05/2024	Astor Enerji AS	Annual	Against	9 8	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST is warranted due to the lack of disclosure.
30/05/2024	Kardemir Karabuk Demir Celik Sanayi ve Ticaret AS	Annual	Against	7 6	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
30/05/2024	Ping An Insurance (Group) Company of China, Ltd.	Annual	Against	7,07,10,11	Insufficient/poor disclosure
30/05/2024	Shangri-La Asia Limited	Annual	Against	3A 6A,6C	Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders
30/05/2024	Wynn Macau Limited	Annual	Against	3c 7,8	Concerns related to succession planningOverboarded/Too many other time commitments Issue of equity raises concerns about excessive dilution of existing shareholders
31/05/2024	ESR Group Limited	Annual	All For		
31/05/2024	MGM China Holdings Limited	Annual	Against	3A2,3A3 3A4 5,7 3A1	Concerns related to inappropriate membership of committees Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on boardConcerns related to inappropriate membership of committees
31/05/2024	Tata Consultancy Services Limited	Annual	Against	3	Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments
31/05/2024	Xinyi Glass Holdings Ltd.	Annual	Against	3A3 5B,5C 3A1	Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
04/06/2024	Absa Group Ltd.	Annual	Against	5,4	Concerns related to inappropriate membership of committees
05/06/2024	Aksa Enerji Uretim AS	Annual	All For		
05/06/2024	Turk Telekomunikasyon AS	Annual	Against	7,8	A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner.
06/06/2024	BYD Company Limited	Annual	Against	9,10,11	Issue of equity raises concerns about excessive dilution of existing shareholders
06/06/2024	Turkiye Halk Bankasi AS	Annual	Against	7 6 5 3	A vote AGAINST is warranted as the company did not disclose the proposed fees, which prevents shareholders from making an informed voting decision. A vote AGAINST this item is warranted considering the company's failure to disclose the name of the director and internal auditor candidates till the time this analysis was finalized. A vote AGAINST this item is warranted due to the repeated concerns raised by the external auditor on the company's financial statements and the lack of responsiveness by the board on these concerns. A vote AGAINST Item 3 is warranted due to the external auditor's qualified opinion on the company's financial statements.
06/06/2024	Turkiye Vakiflar Bankasi TAO	Annual	Against	3 9 8 4 7	A vote AGAINST Item 3 is warranted due to the external auditor's qualified opinion on the company's financial statements. A vote AGAINST is warranted as the company did not disclose the proposed fees, which prevents shareholders from making an informed voting decision. A vote AGAINST this item is warranted considering the company's failure to disclose the names of the internal auditor candidates. A vote AGAINST this item is warranted due to the repeated concerns raised by the external auditor on the company's financial statements and the lack of responsiveness by the board on these concerns. A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner.
06/06/2024	United Energy Group Limited	Annual	Against	6a,6c	Issue of equity raises concerns about excessive dilution of existing shareholders
07/06/2024	China Resources Mixc Lifestyle Services Limited	Annual	Against	3.1 6,7 3,3,3,4	Concerns related to inappropriate membership of committeesConcerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
07/06/2024	Dogan Sirketler Grubu Holding AS	Annual	Against	8 9 12 15	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner. This item warrants a vote AGAINST because the company did not provide specific information on the resolution. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
07/06/2024	KGHM Polska Miedz SA	Annual	Against	11g 14	A vote AGAINST the proposed remuneration report is warranted because:- The proposed remuneration report does not address the significant (12 percent) increase in fixed remuneration of Marek Pietrzak;- The retrospective disclosure of target values for of each KPI for 2022 and 2023 performance years, and the realized values are not disclosed, which limits the shareholders' ability to comprehend the alignment between pay and performance;- Significant portion of variable remuneration is based on individual KPIs lacking clear definition;- The company does not maintain any long-term variable remuneration, while the variable remuneration with the performance criteria established over a few years may benefit the company by creating long-term incentives for executives. A vote AGAINST this item is warranted because although the proposed amendments introduce ESG-related matters into the policy, the ESG criteria are very broadly defined. In addition, the document does not address major concerns with the current remuneration policy;- Significant portion of performance indicators used in variable remuneration setting lacks clear and measurable definition;- The proposed remuneration policy grants to the supervisory board the power to pick and choose the indicators from the proposed pool, without providing any additional safeguards or guidelines;- The company does not disclose weights of performance indicators as well as corresponding floor and cap values;- The company declares that the proposed remuneration policy is designed to facilitate the achievement of company's long-term interests, but it does not provide a long-term incentive plan.
12/06/2024	Aegon Ltd.	Annual	All For		
12/06/2024	China Mengniu Dairy Company Limited	Annual	Against	3c 3d 6	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Insufficient/poor disclosure
12/06/2024	Shenzhen Mindray Bio-Medical Electronics Co., Ltd.	Special	All For		
12/06/2024	Super Hi International Holding Ltd.	Annual	Against	2.a1 4A,4C	Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders



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13/06/2024	Petkim Petrokimya Holding AS	Annual	Against	8 11	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. <b>This item warrants a vote AGAINST due to a lack of disclosure on the resolution.</b>
14/06/2024	Aselsan Elektronik Sanayi ve Ticaret AS	Annual	Against	8 9 7 12,13	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST is warranted because the name of the proposed auditor is not disclosed. A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner. <b>This item warrants a vote AGAINST due to a lack of disclosure on the resolution.</b>
14/06/2024	First Pacific Company Limited	Annual	Against	4.1 4.2	Concerns related to inappropriate membership of committees <b>Concerns related to succession planning.</b>
14/06/2024	Meituan	Annual	Against	2 3	Combined CEO/Chair <b>Concerns related to inappropriate membership of committees</b>
17/06/2024	Yadea Group Holdings Ltd.	Annual	Against	5A,5C 6	Issue of equity raises concerns about excessive dilution of existing shareholders <b>Pay is misaligned with EOS remuneration principles</b>
18/06/2024	Powszechny Zaklad Ubezpieczen SA	Annual	Against	21 22 20,1,20.2	A vote AGAINST this item is warranted because the composition of the supervisory board after the upcoming AGM is unknown. A vote AGAINST this item is warranted because: - Significant fixed pay increases (approx. 12 percent) have not been explained; - The company provided a general list of the performance metrics, without their respective weights, targets, maximum award levels as well as achievement levels per executive. More detailed information on KPIs, applied targets with weights, minimum and maximum thresholds is valuable in order to help investors comprehend the reward for performance and would furthermore be in line with the European Commission draft guidelines on standardized presentation of the remuneration report and general investor sentiment on minimum disclosure expectations; - The supervisory board is vested with discretionary powers to set performance conditions of the STI, evaluate their levels of achievement, and allocate variable remuneration to the company's executives <b>Votes AGAINST these items are warranted because the name of the director to be recalled and the name of the candidate to be elected have not been disclosed by the company.</b>
19/06/2024	Nexteer Automotive Group Limited	Annual	Against	3a1 3a3 5A,5C	Combined CEO/Chair Concerns related to approach to board gender diversity Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders
19/06/2024	State Bank of India	Annual	All For		
19/06/2024	Wuxi Biologics (Cayman) Inc.	Annual	Against	2c	Concerns related to approach to board gender diversity
20/06/2024	Haier Smart Home Co., Ltd.	Annual	Against	13,19	Insufficient/poor disclosure
20/06/2024	Haier Smart Home Co., Ltd.	Special	All For		
20/06/2024	Reliance Industries Ltd.	Special	Against	1,2,3	Lack of independence on board Inadequate management of climate-related risks
20/06/2024	Zhejiang Sanhua Intelligent Controls Co., Ltd.	Special	All For		
21/06/2024	FIT Hon Teng Limited	Annual	Against	2A3 4A,4C	Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders
24/06/2024	CEZ as	Annual	Against	2.1 6,7,9,10	Inadequate management of climate-related risks from exposure to coal <b>Pay is misaligned with EOS remuneration principles</b>
24/06/2024	Hisense Home Appliances Group Co., Ltd.	Annual	Against	15.1,15.3 14.1 14.2 14.3 13 8 12 11 14.6	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 Lack of independence on board Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to shareholder rights Concerns to protect shareholder value Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders <b>Lack of independence on board</b>
24/06/2024	Man Wah Holdings Limited	Annual	Against	7,9 3,4 10	Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board <b>Pay is misaligned with EOS remuneration principles</b>
25/06/2024	ORLEN SA	Annual	Against	21 19 18	A vote AGAINST this item is warranted because the company has failed to disclose the nominee's name. A vote AGAINST this item is warranted because: - The policy lacks disclosure on ranges or caps on the fixed pay; - The company does not disclose well-defined performance metrics and their weights for the STI plan; - The company's remuneration policy includes a derogation clause which is of general nature; - The members of company's supervisory board may receive retirement benefits. However, we note that non-executive participation in retirement benefits schemes is a common market practice. A vote AGAINST this item is warranted because: - The report does not explain significant (+ 12 percent) increases in the fixed pay of the company's executives; - The value of perquisites granted to the company's CEO, Daniel Obajtek significantly exceeds the amounts typically offered as benefits to CEOs in Poland. In addition, the report does not explain the significant disparity between the value of benefits received by Obajtek and those received by other members of the management board; - The information regarding fulfillment of gate conditions and non-financial components of STI is insufficient; - The company does not present any details regarding contractual agreements of the company's executives with subsidiaries; - The average employee pay and the CEO pay ratio are not disclosed; - The supervisory board members received retirement benefits. Although we note that this is a common market practice in Poland, in this case, it is impossible to assess the <b>level of contributions made to the pension scheme.</b>
25/06/2024	Vietnam Enterprise Investments Ltd	Annual	Against	4	Concerns about overall board structure

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26/06/2024	Dino Polska SA	Annual	Against	16.1 14 13 17.1,17.2,17.3,17.4,17.5,17.6	A vote AGAINST Item 16.1 is warranted as Maciej Polanowski is the deputy chairman of the supervisory board, while the gender diversity of the board is below the recommended threshold. A vote AGAINST is warranted because:- The company does not disclose some necessary performance metrics for the annual bonus;- The policy lacks disclosure regarding the quarterly bonus, while the supervisory board has the discretionary power to initiate this type of compensation annually;- The maximum value of the STI may be equal to 1 percent of the consolidated net profit. Such a metric lacks a defined or effective cap and allows the executives' remuneration to balloon as the business grows, with no cap;- Variable component of remuneration is not the subject to malus or clawback agreements;- The derogation clause in the policy is broadly-defined. A vote AGAINST is warranted because:- The remuneration report lacks disclosure on variable remuneration. As such, shareholders are not in a position to assess the alignment between pay and performance and the appropriateness of the variable payout;- The variable compensation includes the discretionary component determined by the supervisory board individually for each member of the management board. The remuneration report does not separately disclose the discretionary payout and justification for differentiated individual payout for the management board members;- The company does not disclose the average employee pay as required by the SRD II. Votes AGAINST these items are warranted because the company did not disclose the proposed remuneration.
26/06/2024	Infosys Limited	Annual	All For		
26/06/2024	NetEase, Inc.	Annual	Against	1b,1d 1e	Lack of independence on board Lack of independence on board, Concerns about candidate's experience/skills
27/06/2024	BIM Birlesik Magazalar AS	Annual	All For		
27/06/2024	NagaCorp Ltd.	Annual	Against	2 3 6A,6C	Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders
28/06/2024	Gree Electric Appliances, Inc. of Zhuhai	Annual	Against	11	Insufficient/poor disclosure
28/06/2024	Powszechna Kasa Oszczednosci Bank Polski SA	Annual	Against	20 18 10 19	A vote AGAINST is warranted because the company has failed to indicate the name of the candidate proposed for election under Item 19. A vote AGAINST is warranted because:- The company does not disclose the exhaustive list of the performance metrics and weights;- The amount of fixed remuneration, the detailed performance conditions with the weights, the individual ration of the fixed to variable compensation, malus and clawbacks parameters are determined by the supervisory board at their discretion;- Some contractual terms of company's executives, such as base salary, malus and clawback parameters, compensation as per non-compete agreement were not fully described by the company;- The new policy established the right of the supervisory board members to participate in employee capital plan, which provides retirement benefits. However, we note that non-executive participation in the employees capital plan is a common market practice. A vote AGAINST is warranted because:- The report does not explain significant (+12 percent) increases in fixed pay of some executives;- The report lacks disclosure on the STI targets, the minimum and maximum thresholds, and the level of achievement of each of the targets, as well as the corresponding payout and awards. As such, shareholders are not in position to assess the alignment between pay and performance and the appropriateness of the variable payout;- The supervisory board is vested with the excessive discretionary power to establish specific objectives for individual members of the management board;- The terms of exit payments were not fully described for two directors, Mieczyslaw Krol and Maks Kraczkowski. A vote AGAINST this item is warranted because the company has failed to disclose the nominee's name.
02/04/2024	Naturgy Energy Group SA	Annual	Against	3 6	Insufficient evidence of alignment to 1.5 degrees Pay is misaligned with EOS remuneration principles
03/04/2024	Nokia Oyj	Annual	All For		
03/04/2024	Telefonaktiebolaget LM Ericsson	Annual	Against	11.2 11.4 10,16.1,16.2,16.3	Concerns related to attendance at board or committee meetings Over-boarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
04/04/2024	EDP Renovaveis SA	Annual	Against	8,H 9	Concerns related to approach to board gender diversity Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles
04/04/2024	PSP Swiss Property AG	Annual	Against	12.1,12.2	Insufficient/poor disclosure
04/04/2024	Raiffeisen Bank International AG	Annual	Against	7 11 4	A vote AGAINST the non-independent nominee, Martin Schaller, is warranted because of the failure to establish a sufficiently independent. A vote AGAINST Martin Schaller is further warranted as a signal of concern to the board because the board is insufficiently gender diverse. In addition, a vote AGAINST Martin Schaller is also warranted as his board term length exceeds four years, which falls short of market practice. A vote AGAINST the proposed authorization is warranted because:- The issuance request would allow for a capital increase without preemptive rights for up to 50 percent of the issued share capital. A vote AGAINST this resolution is warranted because:- The policy does not provide any information regarding the quantum level of base salaries nor is a total remuneration cap disclosed. - Disclosure in terms of the variable remuneration is limited and overall below market practice.
04/04/2024	UPM-Kymmene Oyj	Annual	Against	10	A vote AGAINST this item is warranted as the level of transparency for the company's variable pay plans is not aligned with current market expectations.
09/04/2024	Banco de Sabadell SA	Annual	Against	10	Pay is misaligned with EOS remuneration principles
09/04/2024	Clariant AG	Annual	Against	4.1,b,4.2 4.1,i 6,1,6.2	Concerns related to approach to board gender diversity Concerns related to attendance at board or committee meetings Insufficient/poor disclosure
09/04/2024	Indutrade AB	Annual	Against	15 14.1g 14.1c,14.1f,14.2 14.1e	Concerns regarding Auditor tenure Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to inappropriate membership of committees Concerns regarding Auditor tenure
09/04/2024	Vestas Wind Systems A/S	Annual	Against	17 4,8.1	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
09/04/2024	VINCI SA	Annual/Special	Against	8	Pay is misaligned with EOS remuneration principles
10/04/2024	Airbus SE	Annual	Against	8	Insufficient disclosure 2- Low shareholding requirement
10/04/2024	Deutsche Telekom AG	Annual	Against	4	Concerns related to inappropriate membership of committees
10/04/2024	EDP-Energias de Portugal SA	Annual	Against	7	Pay is misaligned with EOS remuneration principles
10/04/2024	Koninklijke Ahold Delhaize NV	Annual	Against	5.2	Proposed term in policy exceeds appropriate limit
10/04/2024	LE Lundbergforetagen AB	Annual	Against	12 14	Overboarded/Too many other time commitmentsLack of independence on board Pay is misaligned with EOS remuneration principles

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
10/04/2024	ROCKWOOL A/S	Annual	Abstain	7.5 7.2	Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments
			Against	4.9.b	Pay is misaligned with EOS remuneration principles
10/04/2024	Telia Co. AB	Annual	All For		
10/04/2024	Zurich Insurance Group AG	Annual	Against	1.2.6	Pay is misaligned with EOS remuneration principles
11/04/2024	Adecco Group AG	Annual	Against	5.1.4,5.2.2 7	Concerns related to inappropriate membership of committees Insufficient/poor disclosure
			Against	1.2	Pay is misaligned with EOS remuneration principles
11/04/2024	Avanza Bank Holding AB	Annual	Against	14.4,15.2 14.3,15.1 19	Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
11/04/2024	Davide Campari-Milano NV	Annual	Against	4b 10	Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders
			Against	2b,6,7,9	Pay is misaligned with EOS remuneration principles
11/04/2024	Emmi AG	Annual	Against	5.1.1,5.2.1 8	Concerns related to inappropriate membership of committees Insufficient/poor disclosure
			Against	5.1.5 4.4	Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
11/04/2024	Ferrovial SE	Annual	Against	3	Inadequate management of climate-related risks
11/04/2024	Industrivarden AB	Annual	Against	12.d 12.f,12.h 12.b 12.a,12.e,12.j 12.i 17	Concerns related to attendance at board or committee meetings Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Overboarded/Too many other time commitments
			Against		Pay is misaligned with EOS remuneration principles
11/04/2024	Julius Baer Gruppe AG	Annual	Against	9	Insufficient/poor disclosure
11/04/2024	Saab AB	Annual	Against	11.i,11.k 11.f 11.j,11.l 13,14.a,14.b,14.c	Lack of independence on board Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Overboarded/Too many other time commitments Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles
11/04/2024	Telefonica SA	Annual	All For		
12/04/2024	Elisa Oyj	Annual	Against	10 11	A vote AGAINST this item is warranted because the company has not disclosed ex-post the outcome or achievement levels of the individual metrics under the STIP or LTIP. As such, it is difficult to assess the stringency of the variable remuneration plans. A vote AGAINST this item is warranted because:- The STIP has no clearly defined cap;- The commitment-enhancing share-based plan is vaguely defined and uncapped (analogous to an uncapped discretionary mandate);- Termination benefits are not clearly limited;- The policy permits one-year performance periods for the LTIP "under special grounds";- The policy permits time-based equity grants which may vest after one year.
12/04/2024	Straumann Holding AG	Annual	Against	6.3,7.2 10 1.2	Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
12/04/2024	Swiss Re AG	Annual	Against	7	Insufficient/poor disclosure
12/04/2024	UniCredit SpA	Annual/Special	All For		
16/04/2024	Holmen AB	Annual	Against	16 14	Insufficient/poor disclosure Lack of independence on board Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Inadequate management of climate-related risks
16/04/2024	Stellantis NV	Annual	Against	2.d	Pay is misaligned with EOS remuneration principles
17/04/2024	Covestro AG	Annual	Against	4	Pay is misaligned with EOS remuneration principles
17/04/2024	Covivio SA	Annual/Special	Against	8,9,11,12	Pay is misaligned with EOS remuneration principles
17/04/2024	Ferrari NV	Annual	Against	3.a 3.d,3.j 3.e	Inadequate management of climate-related risks Overboarded/Too many other time commitments Overboarded/Too many other time commitments Concerns related to attendance at board or committee meetings
17/04/2024	Geberit AG	Annual	Against	5.1.1,5.1.3,7,8,1,9	Pay is misaligned with EOS remuneration principles
17/04/2024	Georg Fischer AG	Annual	Against	1.2.4,8,10	Pay is misaligned with EOS remuneration principles
17/04/2024	Royal KPN NV	Annual	Against	4	Pay is misaligned with EOS remuneration principles
17/04/2024	Spotify Technology SA	Annual	Against	4a,4b	Concerns to protect shareholder value
			Against	6	Pay is misaligned with EOS remuneration principles
18/04/2024	Aena S.M.E. SA	Annual	Against	9	Insufficient evidence of alignment to 1.5 degrees
18/04/2024	Banca Mediolanum SpA	Annual	Against	5.1.5,2.5.3.2,5.4,6.1,2,6.2 2.3	Pay is misaligned with EOS remuneration principles
18/04/2024	Banco BPM SpA	Annual	All For		
18/04/2024	Beiersdorf AG	Annual	Against	7.3,7.5,7.6 6	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
18/04/2024	Chocoladefabriken Lindt & Spruengli AG	Annual	Against	7.1.5,7.4 10 7.1.3,7.2.2 7.1.1 7.1.4 7.1.2 2,9	Concerns regarding Auditor tenure Insufficient/poor disclosure Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Lack of independence on board Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to inappropriate membership of committees Inadequate management of climate-related risks
			Against		Pay is misaligned with EOS remuneration principles
18/04/2024	Husqvarna AB	Annual	Against	11a,1,11a,3,11a,5,11a,6,11b	Lack of independence on board Concerns related to inappropriate membership of committees
18/04/2024	Jeronimo Martins SGPS SA	Annual	All For		
18/04/2024	LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	Against	5 4,7,8,10,11,12,14,15,18	Lack of independence on board Pay is misaligned with EOS remuneration principles

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
18/04/2024	Nestle SA	Annual	Against	1.2 1.3	Pay is misaligned with EOS remuneration principles Insufficient transparency on the nutritional values of the global portfolio
18/04/2024	Orkla ASA	Annual	Against	5.1 3	A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan in which it is reasonable to believe that warrants may be exercised below market price at grant. Additionally, the authorization is deemed excessive. A vote AGAINST this item is warranted because the proposed remuneration report is below par in relation to market standards, particularly with regards to the downward adjustment mechanism to the exercise price under the warrant plan as well some of the assessment criteria in the short-term bonus plan.
18/04/2024	Prysmian SpA	Annual	Against	10	Pay is misaligned with EOS remuneration principles
18/04/2024	Siemens Healthineers AG	Annual	Against	9.10 9.9 9.1 9.3,9.7 6 9.5,9.6,9.8	Lack of independence on board Lack of independence on boardConcerns related to inappropriate membership of committees Lack of independence on boardConcerns related to inappropriate membership of committeesProposed term in policy exceeds appropriate limit Lack of independence on boardProposed term in policy exceeds appropriate limit Pay is misaligned with EOS remuneration principles Proposed term in policy exceeds appropriate limit
18/04/2024	Tecan Group AG	Annual	Against	13 12.1	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
19/04/2024	Sweco AB	Annual	Against	12 14	Lack of independence on boardConcerns related to inappropriate membership of committeesOverboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
22/04/2024	BKW AG	Annual	Against	5.1,6 5.2 6	EOS manual override. See analyst note. Inadequate management of climate-related risks Insufficient/poor disclosure
22/04/2024	Flughafen Zuerich AG	Annual	Against	10.1,10.2,10.3	Insufficient/poor disclosure
22/04/2024	Geltinge AB	Annual	Against	15.b,15.e,15.i 15.c,15.d 15.a 15.g	Concerns related to inappropriate membership of committeesLack of independence on boardOverboarded/Too many other time commitments Lack of independence on boardConcerns related to inappropriate membership of committees Lack of independence on boardOverboarded/Too many other time commitmentsConcerns related to approach to board gender diversityConcerns related to inappropriate membership of committees Overboarded/Too many other time commitments
22/04/2024	Henkel AG & Co. KGaA	Annual	Against	7.2,7.6,8.1,8.4,8.5,8.6,8.8 7.4 7.1,8.2 8.7 9	Lack of independence on board Lack of independence on boardConcerns related to inappropriate membership of committees Lack of independence on boardConcerns related to inappropriate membership of committeesConcerns related to approach to board gender diversity Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
22/04/2024	ING Groep NV	Annual	All For		
22/04/2024	Recordati SpA	Annual	Against	2.a,2.b	Pay is misaligned with EOS remuneration principles
23/04/2024	Assicurazioni Generali SpA	Annual/Special	Against	4a,5a	Pay is misaligned with EOS remuneration principles
23/04/2024	AXA SA	Annual/Special	All For		
23/04/2024	Beijer Ref AB	Annual	Against	12.a,12.e,12.g 12.c,12.h,12.i 14 16.A,16.B,16.C	Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles
23/04/2024	Boliden AB	Annual	Against	19	Pay is misaligned with EOS remuneration principles
23/04/2024	Brunello Cucinelli SpA	Annual/Special	Against	3.1,3.2,4.6	Pay is misaligned with EOS remuneration principles
23/04/2024	Infrastrutture Wireless Italiane SpA	Annual	Against	3,7,3,7bis,8,9	Pay is misaligned with EOS remuneration principles
23/04/2024	L'Oreal SA	Annual/Special	Against	5,6,7,8	Overboarded/Too many other time commitments
23/04/2024	Reply SpA	Annual	Against	2a,2b,2.2d,3a,2,3b 5a,5b	Pay is misaligned with EOS remuneration principles
23/04/2024	SIG Group AG	Annual	Against	10	Insufficient/poor disclosure
23/04/2024	Telecom Italia SpA	Annual/Special	Against	4.2,4.3 4.1.b 2.1	EOS manual override. See analyst note. Pay is misaligned with EOS remuneration principles
23/04/2024	UnipolSai Assicurazioni SpA	Annual/Special	Against	2a,2b 4 3a,3b	Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles
24/04/2024	A2A SpA	Annual	Against	3	Pay is misaligned with EOS remuneration principles
24/04/2024	ABN AMRO Bank NV	Annual	All For		
24/04/2024	Amplifon SpA	Annual	Against	3.1,2,3,2 4.1,4.2	Pay is misaligned with EOS remuneration principles
24/04/2024	Anheuser-Busch InBev SA/NV	Annual	Against	A.7.b,A.7.c,A.7.d,A.7.g,A.7.h A.7.e,A.7.f A.9	Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
24/04/2024	ASML Holding NV	Annual	Against	3a	Pay is misaligned with EOS remuneration principles
24/04/2024	Assa Abloy AB	Annual	Against	12 16	Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Concerns related to attendance at board or committee meetings Pay is misaligned with EOS remuneration principles
24/04/2024	Atlas Copco AB	Annual	Against	10.a2,10.a4,10.a6,10.a7,10.c 12.a,12.b,12.c	Lack of independence on boardConcerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
24/04/2024	Bachem Holding AG	Annual	Against	6.1,6.2,6.3 9 5.3,5.4 5.1,5.2,5.5 1.2	Concerns related to inappropriate membership of committees Insufficient/poor disclosure Lack of independence on board Lack of independence on boardConcerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
24/04/2024	DiaSorin SpA	Annual	Against	2.1,2.2	Pay is misaligned with EOS remuneration principles
24/04/2024	Eaton Corporation plc	Annual	Against	1f 1g,2 3	Concerns about remuneration committee performance Concerns regarding Auditor tenure High variable pay ratio/Options/PSUs vest in less than 36 months/Excessive CEO pay/High CEO to average NEO pay
24/04/2024	Eiffage SA	Annual/Special	Against	9,11	Pay is misaligned with EOS remuneration principles
24/04/2024	Endesa SA	Annual	Against	15,16	Pay is misaligned with EOS remuneration principles
24/04/2024	FinecoBank SpA	Annual/Special	All For		
24/04/2024	Intesa Sanpaolo SpA	Annual/Special	Against	2b	Pay is misaligned with EOS remuneration principles
24/04/2024	Lifco AB	Annual	Against	15.c,15.d,15.g 15.a,15.j 15.b	Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments
24/04/2024	Moncler SpA	Annual	Against	2,4	Pay is misaligned with EOS remuneration principles
24/04/2024	Prada SpA	Annual	Abstain	12,2	Cumulative/slate voting in favour of individual candidates/slates
			Against	4vii,4viii 4ii 4iv	Concerns about remuneration committee performance Concerns about remuneration committee performance Concerns related to inappropriate membership of committees Concerns related to attendance at board or committee meetings
24/04/2024	Royal Vopak NV	Annual	Against	10 8	Concerns related to shareholder rights Proposed term in policy exceeds appropriate limit
24/04/2024	RTL Group SA	Annual	Against	7.1,7.3.a,7.3.b,7.3.i 7.3.h 7.3.d,7.3.e,7.3.f 7.2.b 4.1,5	Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to inappropriate membership of committees Lack of independence on board Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
24/04/2024	SSAB AB	Annual	All For		
24/04/2024	Trelleborg AB	Annual	Against	13a,13c,13h,15,16	Pay is misaligned with EOS remuneration principles
24/04/2024	UBS Group AG	Annual	Against	3 2,11	Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles
24/04/2024	Warehouses De Pauw SA	Annual/Special	All For		
25/04/2024	Akzo Nobel NV	Annual	All For		
25/04/2024	Alfa Laval AB	Annual	Against	13.2 13.8,13.9	Concerns related to approach to board gender diversity Concerns related to attendance at board or committee meetings
25/04/2024	Banque Cantonale Vaudoise	Annual	Against	7.1 11	Concerns related to shareholder rights Insufficient/poor disclosure
25/04/2024	BASF SE	Annual	Against	6,2,8	Pay is misaligned with EOS remuneration principles
25/04/2024	BE Semiconductor Industries NV	Annual	Against	5,b,6	Pay is misaligned with EOS remuneration principles
25/04/2024	Bouygues SA	Annual/Special	Against	4 8,11,12,13,21 18,22	Insufficient justification for related party transaction Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests Pay is misaligned with EOS remuneration principles
25/04/2024	Cellnex Telecom SA	Annual	Against	10	Pay is misaligned with EOS remuneration principles
25/04/2024	CRH Plc	Annual	All For		
25/04/2024	Danone SA	Annual/Special	All For		
25/04/2024	Eurofins Scientific SE	Annual/Special	Against	9,10,11,12,2	Pay is misaligned with EOS remuneration principles
25/04/2024	Gecina SA	Annual/Special	Against	12 8,11,25	Insufficient basis to support a decision Pay is misaligned with EOS remuneration principles
25/04/2024	Greek Organisation of Football Prognostics SA	Annual	All For		
25/04/2024	Heineken Holding NV	Annual	Against	9	Lack of independence on board
25/04/2024	Heineken NV	Annual	Against	6b	Inadequate management of climate-related risks
25/04/2024	Hochtief AG	Annual	Against	7 6,8	Concerns related to inappropriate membership of committees Lack of independence on board Pay is misaligned with EOS remuneration principles
25/04/2024	Kering SA	Annual/Special	Against	11	Insufficient/poor disclosure
25/04/2024	La Française des Jeux SA	Annual/Special	Against	6,7	Lack of independence on board
25/04/2024	Metso Corp.	Annual	Against	10	A vote AGAINST this item is warranted due to the following:- Lack of disclosure regarding performance criteria in the LTIP;- Lack of disclosure regarding the vesting period of awards under the LTIP;- The presence of an uncapped discretionary mandate; and- Lack of disclosure regarding potential termination benefits.
25/04/2024	Muenchener Rueckversicherungs-Gesellschaft AG	Annual	Against	7,1 6	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
25/04/2024	OCI NV	Extraordinary Shareholders	All For		
25/04/2024	Sampo Oyj	Annual	All For		
25/04/2024	Tomra Systems ASA	Annual	Against	8 10	A vote AGAINST this item is warranted because:- The company uses EPS as the only performance metric for both STI and LTI, both cash based plans.- The company awarded a discretionary bonus, thus providing 60 percent STI payout despite not reaching threshold levels for the regular bonus framework.- The board has adjusted the EPS metric for the LTIP. The company's reported EPS for the relevant period did not reach the stated requirement for maximum payout, thus making it difficult to assess what is actually being measured. A vote AGAINST this proposal is warranted for the following reasons:- Less than half of the members on the remuneration committee are considered independent.- The Chairman Johan Hjertonnsson is considered overboarded since he holds three chairmanships in addition to his position as CEO of Investment AB Latour.
25/04/2024	UCB SA	Annual/Special	Against	5,6	Pay is misaligned with EOS remuneration principles
25/04/2024	UCB SA	Extraordinary Shareholders	All For		
25/04/2024	Umicore SA	Annual/Special	Against	A,7.1 A,2	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
25/04/2024	Veolia Environnement SA	Annual/Special	All For		
26/04/2024	A.P. Moller-Maersk A/S	Extraordinary Shareholders	Against	E	Pay is misaligned with EOS remuneration principles

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
26/04/2024	Baloise Holding AG	Annual	Against	1,2,4,1.1,6.1,6.2,6.3,7.1,7.2	Shareholder proposal promotes efficient capital structure
26/04/2024	Bayer AG	Annual	Against	6 5 10	We are unable to support the proposed pay for the incumbent year due to following concerns: - EBITDA margin and sales growth targets of the divisions being lowered in comparison with previous years (STI). This allowed some awards being paid out. - LTI payout due to dividend equivalent. We note that targets for the vested LTI tranche were not achieved; however, executives received a dividend equivalent of EUR 9.20 (which was based on the sum of the dividends paid on each conditionally allocated virtual share during the four-year period). Given that performance metrics were not achieved, and thus, the allocated virtual shares were not earned, concerns are raised whether this payout was appropriate because the dividend should accrue to the PSUs that vest. If there is no vesting, that dividend also should not vest. Nevertheless, we do acknowledge that this is the first time that the dividend has paid out, while the LTI has not, and that this problematic policy has now also been addressed (i.e. removed) via the company's new remuneration policy. - Sarena Lin's perks are higher than its counterparts and perceived being excessive when compared to peers. We are unable to support the resolution for the concerns highlighted below. -Short-term approach to variable pay opportunity. We are concerned about the level of STI maximum opportunity remain dissimilar from the LTI maximum opportunity. -Lack of disclosure - Disclosure of the threshold metrics remain inexistent. -Cash-based STI. Equally, -Below peer median vesting. Partial vesting is possible for up to 25 percent underperformance versus the index, this would result shareholders incentivising executives for failure. Nevertheless, we understand that plan is in line with SRD II and local corporate governance practices, and we note that variable compensation is subject to explicit caps, long-term awards are subject to a four-year vesting period, there are non-financial targets under the variable compensation component, and malus/clawback provisions as well as stock ownership guidelines are in place. Insufficient/poor disclosure
26/04/2024	Continental AG	Annual	Against	9,1,9,4 9,5,9,10 6,7	Lack of independence on board Concerns related to inappropriate membership of committees
26/04/2024	Evolution AB	Annual	Against	9,14,15	Pay is misaligned with EOS remuneration principles
26/04/2024	Interpump Group SpA	Annual	Against	4	Pay is misaligned with EOS remuneration principles
26/04/2024	Kingspan Group Plc	Annual	All For		
26/04/2024	Merck KGaA	Annual	Against	4 8,2 7	Inadequate management of climate-related risks Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles
26/04/2024	Randstad NV	Extraordinary Shareholders	All For		
26/04/2024	Schibsted ASA	Annual	Against	7	A vote AGAINST this item is warranted because the granted equity-based awards have performance and vesting periods less than three years.
26/04/2024	Smurfit Kappa Group Plc	Annual	All For		
29/04/2024	DNB Bank ASA	Annual	All For		
29/04/2024	Hexagon AB	Annual	Against	12,1,12,4,12,5,12,10	Concerns related to inappropriate membership of committees
29/04/2024	Sandvik Aktiebolag	Annual	Against	14,6 14,4,15 17,18,19	Concerns related to inappropriate membership of committees Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles
29/04/2024	Vivendi SE	Annual/Special	Against	5,6,9,10,11,12,13,15	Pay is misaligned with EOS remuneration principles
30/04/2024	Air Liquide SA	Annual/Special	All For		
30/04/2024	Aker BP ASA	Annual	Against	6,11,12	A vote AGAINST this proposal to repurchase company shares is warranted because the authorizations may be used under the circumstances mentioned in Section 6-17 of the Securities Trading Act, which enables a company to use capital to thwart takeovers.
30/04/2024	Amplifon SpA	Extraordinary Shareholders	Against	1,2,4 3	Concerns related to shareholder rights Issue of equity raises concerns about excessive dilution of existing shareholders
30/04/2024	ArcelorMittal SA	Annual	Against	VII V	Concerns about human rights; EOS manual override. See analyst note. Pay is misaligned with EOS remuneration principles; EOS manual override. See analyst note.
30/04/2024	BBGI Global Infrastructure S.A.	Annual	All For		
30/04/2024	Commerzbank AG	Annual	Against	4,1,6	Pay is misaligned with EOS remuneration principles
30/04/2024	ENGIE SA	Annual/Special	Against	16	Pay is misaligned with EOS remuneration principles
30/04/2024	EssilorLuxottica SA	Annual/Special	Against	5,6,7,9,10,19,33	Pay is misaligned with EOS remuneration principles
30/04/2024	GEA Group AG	Annual	Against	5 3	Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles
30/04/2024	Hera SpA	Annual/Special	Against	5,6 3	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
30/04/2024	Hermes International SCA	Annual/Special	Against	5 13,14,15 7,8,9,11,19 6	Insufficient justification for related party transaction Lack of independence on board Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests
30/04/2024	Knorr-Bremse AG	Annual	Against	6,7	Pay is misaligned with EOS remuneration principles
30/04/2024	Nexi SpA	Annual/Special	Against	2a,2b	Pay is misaligned with EOS remuneration principles
30/04/2024	Novonosis A/S	Annual	Against	4	Pay is misaligned with EOS remuneration principles
30/04/2024	Public Power Corp. SA	Extraordinary Shareholders	Against	1,1 2	A vote AGAINST the election of the male candidate Glavanis (Item 1.1) is warranted because the resulting board is not sufficiently diverse. A vote AGAINST this proposal is warranted because:- Specific targets and individual award levels, to assess the fairness of the awards under the proposed plan, are not disclosed.- Under the proposed plan, not all the ESG indicative metrics appear to be challenging.- The terms of the proposed plan could allow discretion.- A share-matching plan (1:1) is introduced, which does not include any additional performance conditions.It is noted that the proposed plan is more long-term oriented compared to the existing stock award plan. Both plans allow discretion and do not disclose targets. However, the current plan indicates the CEO award, does not entail any share-matching plan, and concerns a smaller pool of shares.
30/04/2024	Rexel SA	Annual/Special	All For		
30/04/2024	Sandoz Group AG	Annual	Against	9	Insufficient/poor disclosure
30/04/2024	Sanofi	Annual/Special	Against	12,15,20	Pay is misaligned with EOS remuneration principles
30/04/2024	Tenaris SA	Annual/Special	Against	6 8,9	Inappropriate bundling of election of directors on a single vote Concerns related to approach to board gender diversity Combined CEO/Chair Concerns about overall board structure Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
30/04/2024	Unibail-Rodamco-Westfield SE	Annual/Special	Against	6,7,8,11,16,17	Pay is misaligned with EOS remuneration principles
30/04/2024	VERBUND AG	Annual	Against	7.2,7.3	Votes AGAINST the non-independent nominees, Eva Eberhartinger and Ingrid Hengster, are warranted because of the failure to establish a sufficiently independent board.
01/05/2024	Flutter Entertainment Plc	Annual	Against	3	Pay is misaligned with EOS remuneration principles
01/05/2024	Glanbia Plc	Annual	Against	6	Pay is misaligned with EOS remuneration principles
02/05/2024	AIB Group plc	Annual	All For		
02/05/2024	AIB Group plc	Special	All For		
02/05/2024	Grafton Group Plc	Annual	Against	3c,3d,3e,3f	Failure to provide DEI disclosures in line with UK listing rules
02/05/2024	Groupe Bruxelles Lambert SA	Annual	Against	6	Pay is misaligned with EOS remuneration principles
02/05/2024	Groupe Bruxelles Lambert SA	Annual	Against	3	Concerns to protect shareholder value
02/05/2024	KBC Group NV	Extraordinary Shareholders	All For		
02/05/2024	Kerry Group Plc	Annual	All For		
02/05/2024	RHI Magnesita NV	Annual	Against	7	Pay is misaligned with EOS remuneration principles
03/05/2024	CNH Industrial NV	Annual	Against	12.3,12.4,12.5	Lack of independence on board
03/05/2024	Deutsche Post AG	Annual	Against	12.2	Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity
03/05/2024	Fastighets AB Balder	Annual	Against	7	Pay is misaligned with EOS remuneration principles
03/05/2024	H&M Hennes & Mauritz AB	Annual	Against	11.c,11.d	Lack of independence on boardConcerns related to inappropriate membership of committees
03/05/2024	Klepierre SA	Annual/Special	Against	11.a	Lack of independence on boardConcerns related to inappropriate membership of committeesConcerns related to approach to board gender diversity
03/05/2024	RWE AG	Annual	Against	18	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
06/05/2024	Ariston Holding NV	Annual	Against	12.2,12.6,14	Pay is misaligned with EOS remuneration principles
06/05/2024	Deutsche Wohnen SE	Annual	Against	7	Overboarded/Too many other time commitments
06/05/2024	Hannover Rueck SE	Annual	Against	7a	Pay is misaligned with EOS remuneration principles
06/05/2024	Italgas SpA	Annual	Against	9,10	Overboarded/Too many other time commitments
07/05/2024	Iargenx SE	Annual	Against	2.a	Pay is misaligned with EOS remuneration principles
07/05/2024	Castellum AB	Annual	All For	1.h	Overboarded/Too many other time commitments
07/05/2024	Deutsche Lufthansa AG	Annual	Against	3	Inadequate management of climate-related risks
07/05/2024	DSM-Firmenich AG	Annual	Against	4	Lack of independent representation at board committees
07/05/2024	Edenred SE	Annual/Special	All For	7	Pay is misaligned with EOS remuneration principles
07/05/2024	Eurazeo SE	Annual/Special	Against	11.c,11.d	Lack of independence on boardConcerns related to inappropriate membership of committees
07/05/2024	Getlink SE	Annual/Special	Against	11.a	Lack of independence on boardConcerns related to inappropriate membership of committeesConcerns related to approach to board gender diversity
07/05/2024	Investor AB	Annual	Against	7b	Overboarded/Too many other time commitments
07/05/2024	JCDecaux SE	Annual/Special	Against	2b,6	Pay is misaligned with EOS remuneration principles
07/05/2024	Kongsberg Gruppen ASA	Annual	Against	8,1,8,3	Lack of independence on boardConcerns related to inappropriate membership of committees
07/05/2024	Koninklijke Philips NV	Annual	Against	7	Pay is misaligned with EOS remuneration principles
07/05/2024	Norsk Hydro ASA	Annual	All For		
07/05/2024	Pentair plc	Annual	Against	7.1,7.4	Concerns related to inappropriate membership of committees
07/05/2024	SNAM SpA	Annual	All For	6	Pay is misaligned with EOS remuneration principles
07/05/2024	Talanx AG	Annual	Against	3,1,3,2	Pay is misaligned with EOS remuneration principles
07/05/2024	Telenor ASA	Annual	Against	3,10	Pay is misaligned with EOS remuneration principles
07/05/2024	Temenos AG	Annual	Against	6,4	Lack of independent representation at board committees
07/05/2024				5	Pay is misaligned with EOS remuneration principles
07/05/2024				8	Insufficient/poor disclosure
07/05/2024				5,3	Pay is misaligned with EOS remuneration principles
07/05/2024				9	Overboarded/Too many other time commitments
07/05/2024				11,12,14,15,16,17,18,19,20	Pay is misaligned with EOS remuneration principles
07/05/2024				15,18	Pay is misaligned with EOS remuneration principles
07/05/2024				14.D	Concerns related to attendance at board or committee meetings
07/05/2024				14.J,14.M	Lack of independence on board
07/05/2024				14.A,14.C,14.F,14.G,14.H,15	Lack of independence on boardConcerns related to inappropriate membership of committees
07/05/2024				14.I	Lack of independence on boardOverboarded/Too many other time commitments
07/05/2024				9,17	Pay is misaligned with EOS remuneration principles
07/05/2024				12,14,17	Pay is misaligned with EOS remuneration principles
07/05/2024				20	Poison pill/anti-takeover measure not in investors interests
07/05/2024				9	A vote AGAINST this item is warranted because the LTIP is based on a one-year performance period.
07/05/2024				2.e	Pay is misaligned with EOS remuneration principles
07/05/2024				4.a	Proposed term in policy exceeds appropriate limit
07/05/2024				1d	Concerns about remuneration committee performance
07/05/2024				2	Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
07/05/2024				4.1	Lack of independence on boardConcerns related to inappropriate membership of committees
07/05/2024				6	Pay is misaligned with EOS remuneration principles
07/05/2024				15.2	A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with an insufficient performance and backward-looking performance criteria.
07/05/2024				11	A vote AGAINST this item because the LTIP is below par in relation to market standards, particularly with reference to the insufficient performance period and use of backward-looking performance criteria.
07/05/2024				9	A vote AGAINST this proposal is warranted as the proposed fees can be considered excessive as the total remuneration (i.e., per meeting fees based on the number of meetings in recent years) significantly exceeds market practice.
07/05/2024				15.1	
07/05/2024				6,2,5,9	Concerns regarding Auditor tenure
07/05/2024				5,4	Concerns related to shareholder rights
07/05/2024				10	Insufficient/poor disclosure
07/05/2024				1,3	Pay is misaligned with EOS remuneration principles

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
07/05/2024	Var Energi ASA	Annual	Against	11.c 12 6 5 9 8	A vote AGAINST candidate Ove Gusevik (Item 11.c) is warranted due to their non-independent status on the board and the audit committee with an insufficient level of overall independence. Investors holding class B shares: A vote AGAINST candidates Claudia Almadori, Guido Brusco, Francesco Gattei, and Francesca Rinaldi (Item 12) is warranted due to their non-independent status on a board with an insufficient level of overall independence and because Francesco Gattei is a non-independent director on the audit committee with insufficient level of independence. A vote AGAINST this item is warranted because the repurchase could in theory be used to prevent takeovers. A vote AGAINST this issuance authorization is warranted because it may be used to thwart takeovers. A vote AGAINST this item is warranted because:- The performance period of LTIP is less than three years.- The use of discretionary mandates. A vote AGAINST this item is warranted because:- The remuneration policy allows for uncapped discretionary bonuses.- The performance period of the LTIP is shorter than three years.
08/05/2024	Alcon AG	Annual	Against	10 5.1	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
08/05/2024	Allianz SE	Annual	Against	4.1 6	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
08/05/2024	FUCHS SE	Annual	Against	3 7.8	Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles
08/05/2024	Holcim Ltd.	Annual	Against	1.2.6	Pay is misaligned with EOS remuneration principles
08/05/2024	Kuehne + Nagel International AG	Annual	Against	4.1.3,4.4.2 4.1.2,4.4.1 4.1.6,4.6 7.2 10 6	Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Concerns to protect shareholder value Insufficient basis to support a decision Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
08/05/2024	Lonza Group AG	Annual	Against	11	Insufficient/poor disclosure
08/05/2024	Mercedes-Benz Group AG	Annual	Against	7	Pay is misaligned with EOS remuneration principles
08/05/2024	MERLIN Properties SOCIMI SA	Annual	All For		
08/05/2024	MTU Aero Engines AG	Annual	Against	4 8,9	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
08/05/2024	Rational AG	Annual	Against	4 5.8,2,8,4,8,5	EOS manual override. See analyst note. Pay is misaligned with EOS remuneration principles
08/05/2024	Sagax AB	Annual	Against	14 10.1,10.2,10.6 10.4,10.7 10.5 12,13	Double voting rights Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committee Concerns related to approach to board gender diversity Lack of independence on board Concerns related to inappropriate membership of committee Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
08/05/2024	Securitas AB	Annual	Against	13 10	Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Concerns related to attendance at board or committee meetings Pay is misaligned with EOS remuneration principles
08/05/2024	Sofina SA	Annual	Against	2,2,2,3	Pay is misaligned with EOS remuneration principles
08/05/2024	The Swatch Group AG	Annual	Against	8 5.1,5,8,6.1 5.2,5,3,5,4,5,5,6,5,7,6,2,6.3 6,4,6,5,6,6,6,7 9 10 4,3,4,4	Concerns regarding Auditor tenure Concerns related to inappropriate membership of committees Concerns regarding Auditor tenure Lack of independence on board Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to shareholder rights Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
08/05/2024	The Swatch Group AG	Annual	Against	8 5.1,5,8,6.1 5.2,5,3,5,4,5,5,6,5,7,6,2,6.3 6,4,6,5,6,6,6,7 9 10 4,3,4,4	Concerns regarding Auditor tenure Concerns related to inappropriate membership of committees Concerns regarding Auditor tenure Lack of independence on board Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to shareholder rights Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
08/05/2024	Vonovia SE	Annual	Against	6,7	Pay is misaligned with EOS remuneration principles
08/05/2024	Wacker Chemie AG	Annual	Against	3 4 6	Inadequate management of climate-related risks Lack of independence on board Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
08/05/2024	Wolters Kluwer NV	Annual	All For		
09/05/2024	ACS Actividades de Construcción y Servicios SA	Annual	Against	4.1 5,6,7,10	Concerns related to below-board gender diversity 2- Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles
09/05/2024	Buzzi SpA	Annual/Special	Against	2 1 4.1,4.2	Concerns related to shareholder rights Double voting rights Pay is misaligned with EOS remuneration principles
09/05/2024	Repsol SA	Annual	Against	10	Insufficient evidence of alignment to 1.5 degrees
10/05/2024	Galp Energia SGPS SA	Annual	All For		
10/05/2024	TERNA Rete Elettrica Nazionale SpA	Annual	Against	3,4,5,1,5,2	Pay is misaligned with EOS remuneration principles
13/05/2024	ASM International NV	Annual	Against	6a	Concerns related to succession planning
14/05/2024	Avens SA	Annual/Special	Against	6	Concerns related to succession planning
14/05/2024	BNP Paribas SA	Annual/Special	Against	14,18	Pay is misaligned with EOS remuneration principles
14/05/2024	CTS Eventim AG & Co. KGaA	Annual	Against	5 8,9	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
14/05/2024	Deutsche Boerse AG	Annual	Against	8,2,8,5 10	Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles
14/05/2024	Epiroc AB	Annual	Against	12.a,12.b	Pay is misaligned with EOS remuneration principles



Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
14/05/2024	Equinor ASA	Annual	Against	15	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
14/05/2024	IMCD NV	Annual	Against	2.c	Pay is misaligned with EOS remuneration principles
14/05/2024	Investment AB Latour	Annual	Against	11	Lack of independence on board Concerns related to inappropriate membership of committees
14/05/2024	Lotus Bakeries NV	Annual	Against	14,15,18	Pay is misaligned with EOS remuneration principles
14/05/2024	Neoen SA	Annual/Special	Against	8,9	Lack of independence on board
				5	Pay is misaligned with EOS remuneration principles
				7	Inadequate management of climate-related risks
				6	Lack of independence on board
				14	Pay is misaligned with EOS remuneration principles
				17,22	Poison pill/anti-takeover measure not in investors interests
				18,19,21	Poison pill/anti-takeover measure not in investors interests Issue of equity raises concerns about excessive dilution of existing shareholders
14/05/2024	Rheinmetall AG	Annual	Against	4	Concerns related to inappropriate membership of committees
				7,8	Pay is misaligned with EOS remuneration principles
14/05/2024	Signify NV	Annual	Against	2,10.a	Pay is misaligned with EOS remuneration principles
14/05/2024	Swedish Orphan Biovitrum AB	Annual	Against	19	Issue of equity raises concerns about excessive dilution of existing shareholders
				15.f,15.g	Lack of independence on board
				15.c,15.e	Lack of independence on board Concerns related to inappropriate membership of committees
14/05/2024	VAT Group AG	Annual	Against	16,17,18.A,1,18,B,18.C	Pay is misaligned with EOS remuneration principles
15/05/2024	Ageas SA/NV	Annual/Special	Against	7.1.8	Pay is misaligned with EOS remuneration principles
15/05/2024	Arkema SA	Annual/Special	All For	3.1.3.2	Pay is misaligned with EOS remuneration principles
15/05/2024	Avolta AG	Annual	Against	6.2.d	Concerns related to inappropriate membership of committees
				11	Insufficient/poor disclosure
15/05/2024	Bayerische Motoren Werke AG	Annual	Against	1.3	Pay is misaligned with EOS remuneration principles
15/05/2024	Bunge Global SA	Annual	Against	6.1,6.2,7	Pay is misaligned with EOS remuneration principles
15/05/2024	Daimler Truck Holding AG	Annual	Against	A	Insufficient/poor disclosure
				4.1	Lack of independent representation at board committees
15/05/2024	Eni SpA	Annual/Special	Against	6	Pay is misaligned with EOS remuneration principles
				4	Low shareholding requirement 2- Pay is misaligned with EOS remuneration principles
15/05/2024	Euronext NV	Annual	Against	3.c	Pay is misaligned with EOS remuneration principles
15/05/2024	SAP SE	Annual	Against	6	Pay is misaligned with EOS remuneration principles
				7,2,7,3	Lack of independent representation at board committees
15/05/2024	Swiss Life Holding AG	Annual	Against	5.1,5.6,5.7,5.9,7,10	Insufficient/poor disclosure
15/05/2024	Symrise AG	Annual	Against	4	Lack of independent representation at board committees
				6	Pay is misaligned with EOS remuneration principles
15/05/2024	Tele2 AB	Annual	Against	18	Pay is misaligned with EOS remuneration principles
15/05/2024	Thales SA	Annual/Special	Against	6	Concerns related to succession planning
				10	Pay is misaligned with EOS remuneration principles
				13,14,15,16,17,18	Poison pill/anti-takeover measure not in investors interests
16/05/2024	adidas AG	Annual	Against	5,6	Pay is misaligned with EOS remuneration principles
16/05/2024	Adyen NV	Annual	Against	7	Concerns related to succession planning
16/05/2024	Cappemini SE	Annual/Special	All For		Concerns related to succession planning
16/05/2024	Chubb Limited	Annual	Against	15	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
				5,11,5.13,12,3,13,16,A	Total pay targets a range above peer median Excessive CEO pay
16/05/2024	Dassault Aviation SA	Annual/Special	Against	5,6,8,9	Pay is misaligned with EOS remuneration principles
				14	Poison pill/anti-takeover measure not in investors interests
16/05/2024	Deutsche Bank AG	Annual	Against	6	Pay is misaligned with EOS remuneration principles
16/05/2024	E.ON SE	Annual	Against	6	Pay is misaligned with EOS remuneration principles
16/05/2024	Fresenius Medical Care AG	Annual	Against	8,9	Pay is misaligned with EOS remuneration principles
16/05/2024	Heidelberg Materials AG	Annual	Against	6,7,8,2	Pay is misaligned with EOS remuneration principles
16/05/2024	InPost SA	Annual	All For		
16/05/2024	NIBE Industrier AB	Annual	Against	13	Lack of independence on board Concerns about overall board structure
16/05/2024	Renault SA	Annual/Special	Against	15,17	Pay is misaligned with EOS remuneration principles
16/05/2024	Universal Music Group NV	Annual	Against	9.b,9.d	Concerns related to inappropriate membership of committees Lack of independence on board
				9.c	Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Lack of independence on board
				8,9.a,9.e	Lack of independence on board
				4	Pay is misaligned with EOS remuneration principles
16/05/2024	Wendel SE	Annual/Special	Against	6	Concerns related to inappropriate membership of committees
				9,10,13,14,28	Pay is misaligned with EOS remuneration principles
17/05/2024	Compagnie Generale des Etablissements Michelin SCA	Annual/Special	Against	6,9,10	Pay is misaligned with EOS remuneration principles
17/05/2024	Fresenius SE & Co. KGaA	Annual	Against	5	Pay is misaligned with EOS remuneration principles
17/05/2024	Iberdrola SA	Annual	Against	15	Pay is misaligned with EOS remuneration principles
17/05/2024	SCOR SE	Annual/Special	Against	8,9,10,13,29,30	Pay is misaligned with EOS remuneration principles
17/05/2024	Zalando SE	Annual	Against	6,7	Pay is misaligned with EOS remuneration principles
21/05/2024	Aeroports de Paris ADP	Annual/Special	Against	16	Concerns related to succession planning
				20,21,22,23	Insufficient basis to support a decision
				7	Insufficient justification for related party transaction
				19	Lack of independence on board
				18	Lack of independence on board Concerns related to inappropriate membership of committees
				18,26,27,28,29,32,33	Poison pill/anti-takeover measure not in investors interests

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
21/05/2024	Coca-Cola HBC AG	Annual	Against	5.1.6 5.1.1 9	Concerns about overall board structure Failure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles
21/05/2024	Elia Group SA/NV	Annual	Against	9	Inadequate management of climate-related risks
21/05/2024	Elia Group SA/NV	Extraordinary Shareholders	All For		
22/05/2024	Beijer Ref AB	Extraordinary Shareholders	All For		
22/05/2024	Bollore SE	Annual/Special	Against	4 10,11,13 9	Insufficient justification for related party transaction Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests
22/05/2024	Credit Agricole SA	Annual/Special	Against	8,9,10,12,13	Lack of independence on board Concerns related to inappropriate membership of committees
22/05/2024	Dassault Systemes SA	Annual/Special	Against	12 11,17,18,19,20,21,22 6,8,10	Concerns related to succession planning Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles
22/05/2024	Erste Group Bank AG	Annual	All For		
22/05/2024	Jumbo SA	Annual	All For		
22/05/2024	Orange SA	Annual/Special	Against	11,13,17	Pay is misaligned with EOS remuneration principles
22/05/2024	Partners Group Holding AG	Annual	Against	7.1.1,7.4 7.1.2 8 5	Concerns regarding Auditor tenure Concerns related to attendance at board or committee meetings Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
22/05/2024	PUMA SE	Annual	Against	4 6	Concerns related to inappropriate membership of committees Lack of independence on board Pay is misaligned with EOS remuneration principles
22/05/2024	Societe Generale SA	Annual/Special	All For		
22/05/2024	STMicroelectronics NV	Annual	Against	19 20 16	Inadequate management of climate-related risks Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
22/05/2024	Willis Towers Watson Public Limited Company	Annual	Against	1h,3	High variable pay ratio High CEO to average NEO pay
23/05/2024	Aalberts NV	Annual	All For		
23/05/2024	Bank of Ireland Group Plc	Annual	All For		
23/05/2024	bioMerieux SA	Annual/Special	Against	5 8 3 12,13,14,16,17,18,22 6	Concerns related to inappropriate membership of committees Insufficient basis to support a decision Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles Independent chair
23/05/2024	Brenntag SE	Annual	Against	3 8 6	Inadequate management of climate-related risks Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
23/05/2024	Elis SA	Annual/Special	All For		
23/05/2024	Enel SpA	Annual	All For		
23/05/2024	LEG Immobilien SE	Annual	Against	8	Pay is misaligned with EOS remuneration principles
23/05/2024	Nemetschek SE	Annual	Against	6,8	Pay is misaligned with EOS remuneration principles
23/05/2024	Safran SA	Annual	Against	5 14	Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles
23/05/2024	Schneider Electric SE	Annual/Special	All For		
23/05/2024	SEB SA	Annual/Special	Against	5 4,7 6 9,10,12 14	Concerns about overall board structure Lack of independence on board Concerns related to inappropriate membership of committees Concerns about overall board structure Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests
23/05/2024	Syensqo NV	Annual	All For		
23/05/2024	Teleperformance SE	Annual/Special	Against	7,11,12	Pay is misaligned with EOS remuneration principles
23/05/2024	Valeo SE	Annual/Special	All For		
24/05/2024	Amundi SA	Annual	Against	24	Inadequate management of climate-related risks
24/05/2024	Carrefour SA	Annual/Special	Against	5	Concerns related to inappropriate membership of committees
24/05/2024	Helvetia Holding AG	Annual	Against	16 8 1,2	Pay is misaligned with EOS remuneration principles Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
24/05/2024	Leonardo SpA	Annual/Special	Against	3,1,4,5 1g 7	Concerns related to shareholder rights Pay is misaligned with EOS remuneration principles
24/05/2024	LyondellBasell Industries N.V.	Annual	All For		
24/05/2024	NN Group NV	Annual	Against	9.A	Pay is misaligned with EOS remuneration principles
24/05/2024	TotalEnergies SE	Annual/Special	Against	7 12,13,14	Concerns about reducing shareholder rights Voting related to alignment with 1.5 degrees scenario
27/05/2024	Ackermans & van Haaren NV	Annual	Against	6,1,6,2,8	Pay is misaligned with EOS remuneration principles
27/05/2024	EQT AB	Annual	Against	14.e	Overboarded/Too many other time commitments
28/05/2024	EXOR NV	Annual	Against	13.a,17 4.a 4.b 2,c,3,b,3.c	Pay is misaligned with EOS remuneration principles Inadequate management of climate-related risks Inadequate management of climate-related risks Concerns related to shareholder rights Pay is misaligned with EOS remuneration principles
28/05/2024	Fraport AG Frankfurt Airport Services Worldwide	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
28/05/2024	Ipsen SA	Annual/Special	Against	6 7 11,16	Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to succession planning Pay is misaligned with EOS remuneration principles

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
28/05/2024	OMV AG	Annual	All For		
28/05/2024	Pirelli & C. SpA	Annual	Against	2.1,2.2,2.2.3,4.1,4.2.5	Pay is misaligned with EOS remuneration principles
28/05/2024	Solvay SA	Annual	Against	7,9	Pay is misaligned with EOS remuneration principles
28/05/2024	Yara International ASA	Annual	Against	13	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
29/05/2024	ASR Nederland NV	Annual	All For		
29/05/2024	B&M European Value Retail SA	Ordinary Shareholders	All For		
29/05/2024	KION GROUP AG	Annual	Against	4	Lack of independence on boardConcerns related to inappropriate membership of committees
29/05/2024	Legrand SA	Annual/Special	All For	6,7	Pay is misaligned with EOS remuneration principles
29/05/2024	NXP Semiconductors N.V.	Annual	Against	3i 10	Concerns about remuneration committee performance High variable pay ratioHigh CEO to average NEO pay
29/05/2024	OCI NV	Annual	All For		
29/05/2024	Publicis Groupe SA	Annual/Special	Against	31 8,13,24,41	Combined CEO/Chair Concerns related to succession planning Pay is misaligned with EOS remuneration principles
29/05/2024	Volkswagen AG	Annual	Against	4.1,4.15,4.16,4.17,4.22 5.1 5.2,5.3 8,9	Concerns to protect shareholder value Lack of independence on board Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
30/05/2024	D'Ieteren Group	Annual	Against	5 3	Concerns related to succession planningConcerns related to inappropriate membership of committeesProposed term in policy exceeds appropriate limit Pay is misaligned with EOS remuneration principles
30/05/2024	D'Ieteren Group	Extraordinary Shareholders	Against	1,2,1,3,2,3	Issue of equity raises concerns about excessive dilution of existing shareholders
30/05/2024	JDE Peet's NV	Annual	Against	5.b 2.c 6.a,6.b	Concerns related to succession planning High variable pay ratio 2- Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
30/05/2024	Mowi ASA	Annual	All For		
31/05/2024	Accor SA	Annual/Special	Against	6,7,8 11,13	Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests
31/05/2024	Poste Italiane SpA	Annual/Special	Against	1,2,1,5	Concerns related to shareholder rights
03/06/2024	Redeia Corporacion SA	Annual	Against	10,3	Pay is misaligned with EOS remuneration principles
04/06/2024	Evonik Industries AG	Annual	Against	6	Pay is misaligned with EOS remuneration principles
04/06/2024	Mettlen Energy & Metals SA	Annual	Against	3 9 8	A vote AGAINST this item is warranted because:- The salary of executive Chrisafis increased by 115 percent and the supporting rationale is not considered sufficiently compelling.- There is insufficient disclosure about the calculation of LTI awards, which in the end exceed opportunity initially provided. The LTI award to the CEO is considered high for the Greek market. A vote AGAINST this item is warranted due to a lack of disclosure. A vote AGAINST this item is warranted due to concerns raised about the implementation of the restricted stock plan (see Item 3), while ex-ante vesting schedule for the relative TSR component is not disclosed and it seems that the plan provisions keep giving discretion to the board to set terms of the plan.
05/06/2024	Amadeus IT Group SA	Annual	Against	3,8	Pay is misaligned with EOS remuneration principles
05/06/2024	Gerresheimer AG	Annual	Against	4	Concerns related to inappropriate membership of committees
05/06/2024	Scout24 SE	Annual	Against	6	Pay is misaligned with EOS remuneration principles
06/06/2024	Allegion Plc	Annual	All For	6	Pay is misaligned with EOS remuneration principles
06/06/2024	Compagnie de Saint-Gobain SA	Annual/Special	Against	5	Combined CEO/Chair
06/06/2024	Corporacion Acciona Energias Renovables SA	Annual	Against	3	Pay is misaligned with EOS remuneration principles
06/06/2024	DWS Group GmbH & Co. KGaA	Annual	Against	6	Pay is misaligned with EOS remuneration principles
06/06/2024	SaMar ASA	Annual	Against	9 10	A vote AGAINST this item is warranted because the proposed remuneration report is below par in relation to market standards, particularly with regards to the insufficient STIP disclosure, and poor ex-post disclosure of vested LTIP awards. A vote AGAINST this resolution is warranted because:- Vesting/performance period for awards is less than three years;- A third of the awards do not have any performance criteria attached.
06/06/2024	Samsonite International S.A.	Annual	All For		
06/06/2024	Samsonite International S.A.	Extraordinary Shareholders	All For		
06/06/2024	Trane Technologies Plc	Annual	Against	1a,11,2,3	No clawback policyOptions/PSUs vest in less than 36 monthsExcessive CEO payHigh CEO to average NEO pay
07/06/2024	Garmin Ltd.	Annual	All For		
11/06/2024	Bechtle AG	Annual	Against	4 9 6,7	Concerns related to inappropriate membership of committees Lack of independence on board Pay is misaligned with EOS remuneration principles
11/06/2024	Sonova Holding AG	Annual	Against	4,1,8 6 1,3	Concerns related to inappropriate membership of committees Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
12/06/2024	Sixt SE	Annual	Against	4,1 6,9,11,13	Concerns related to below-board gender diversity Pay is misaligned with EOS remuneration principles
12/06/2024	TE Connectivity Ltd.	Special	All For		
12/06/2024	Unibail-Rodamco-Westfield NV	Annual	Against	1,2	Pay is misaligned with EOS remuneration principles
13/06/2024	Azelis Group NV	Annual	Against	8.b 5	Concerns related to succession planning Pay is misaligned with EOS remuneration principles
13/06/2024	Azelis Group NV	Extraordinary Shareholders	All For		
13/06/2024	Grifols SA	Annual	Against	10,11	Pay is misaligned with EOS remuneration principles
13/06/2024	Smurfit Kappa Group Plc	Court	All For		
13/06/2024	Smurfit Kappa Group Plc	Special	All For		

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
13/06/2024	TRATON SE	Annual	Against	9.2,9.5,9.7,9.9,9.10 9.1,9.4,9.6,9.8 9.3 7,8	Concerns related to succession planning Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to succession planning Lack of independence on board Concerns related to succession planning Pay is misaligned with EOS remuneration principles
13/06/2024	Worldline SA	Annual/Special	Against	16,17,33	Pay is misaligned with EOS remuneration principles
19/06/2024	Acciona SA	Annual	Against	3	Pay is misaligned with EOS remuneration principles
19/06/2024	Delivery Hero SE	Annual	Against	4.2 6	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
19/06/2024	Motor Oil (Hellas) Corinth Refineries SA	Annual	Against	9 12 3	A vote AGAINST this item is warranted because there is not concrete information about the setting process of the award level, while the bonus to the CEO is considered excessive for the Greek market. A vote AGAINST this item is warranted due to:- Problematic STI and share-based (one-off) payments;- Problematic share distribution and stock option plans;- The total remuneration of the CEO, which is considered significantly high for the Greek market;- The problematic payment to company classified NEDs, one of them sitting on the remuneration committee. It is further noted that the dissent level at the 2023 AGM was high, and no explanation was provided by the company to address this issue. A vote AGAINST this resolution is warranted because the proposed board is insufficiently independent and diverse (20 percent vs 30 percent required). Moreover, executive staff sits on the remuneration committee.
20/06/2024	Alistom SA	Annual/Special	Against	13,30	Pay is misaligned with EOS remuneration principles
20/06/2024	Befesa SA	Annual	All For		
20/06/2024	Bureau Veritas SA	Annual	Against	8 6 13,17	Concerns related to approach to board gender diversity Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
20/06/2024	Terna Energy SA	Annual	Against	7	A vote AGAINST this item is warranted because the company provided high share-based awards to executives that vested in less than three years, and performance conditions were not disclosed. It is further noted that one executive does not participate in a performance-based scheme to align his interest with shareholders' interest.
21/06/2024	Aon Plc	Annual	All For		
21/06/2024	Elia Group SA/NV	Extraordinary Shareholders	All For		
21/06/2024	L'Occitane International S.A.	Extraordinary Shareholders	All For		
21/06/2024	QIAGEN NV	Annual	Against	5.h	Concerns related to inappropriate membership of committees
25/06/2024	International Consolidated Airlines Group SA	Annual	All For		
26/06/2024	Allegro.eu SA	Annual	Against	6	Pay is misaligned with EOS remuneration principles
26/06/2024	Aroundtown SA	Annual	Against	9 8	Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles
26/06/2024	GEK Terna SA	Annual	Against	6	A vote AGAINST this item is warranted because:- The STI performance metrics and targets are not disclosed;- Performance conditions under the stock option plan are not disclosed, and number of awards vested in 2023 per beneficiary, is not disclosed either;- I-NED Delikoura did not receive any fees, which raises questions about the materiality of her independent oversight; and- Executive Souretis did not participate in any variable incentive scheme to align his performance with company's performance and shareholders' interest.
27/06/2024	HELLENIQ ENERGY Holdings SA	Annual	Against	14.4 11 5 10 12 13	A vote AGAINST the election of the nominations committee chair Aivazis (Item 14.4) is warranted because women represent less than 30 percent of the shareholder-elected directors. A vote AGAINST this item is warranted because specific metrics are not disclosed. The plan also provides vague terms about CEO authority to fix plan's terms; individual award opportunity; and the annual vesting of awards to selected beneficiaries. A vote AGAINST this item is warranted because:- Due to company-claimed "confidentiality and competition reasons", STI specific targets and metrics are not disclosed. - Discretionary contributions and awards were made. - Undisclosed pension contributions took place under the "Top Executives Pension Plan". A vote AGAINST this item is warranted because:- The proposed amendments do not materially improve the company remuneration practices. - The board introduces provisions about equity-based awards and profit-sharing to NEDs. - The company keeps on withholding information on termination arrangements. - The derogation policy remains problematic. It is further noted that NEDs remuneration increases without specific rationale, while variable remuneration caps are not disclosed under the policy which is not common in this market. A vote AGAINST this item is warranted, because the payments in equity to NEDs is not in line with best practices, while the award to be made is not negligible. A vote AGAINST this item is warranted, because the underlying equity-remuneration plans to be financed are considered problematic.
27/06/2024	LAMDA Development SA	Annual	Against	5 4	A vote AGAINST this item is warranted because:- STI caps are not disclosed, and the STI award can be further inflated by 20 percent.- The equity-based remuneration plans have already been submitted for separate general meeting approval, and it has been highlighted that they can lead to high dilution levels.- Termination arrangements are not disclosed.- The derogation policy is problematic.- The proposed amendments do not improve the remuneration policy. A vote AGAINST this item is warranted because:- The company does not elaborate on the setting process of an one-off award (representing 95 percent of the CEO's salary).- Specific targets have not been disclosed with regards to the STI, while the payment is further inflated by 20 percent, and no caps apply.
27/06/2024	Public Power Corp. SA	Annual	Against	4 7	A vote AGAINST this item is warranted because:- Targets and achievement levels for the STI payout (which lags one year) are not disclosed;- Benefits in kind and pension contributions are not disclosed;- The company implements a stock award plan with performance and vesting periods of less than two years, where targets are not disclosed while the CEO received the maximum opportunity for the 2nd cycle; and the value of the awards made are not disclosed either. This item warrants a vote AGAINST due to a lack of disclosure.
27/06/2024	Schroder International Selection Fund Global Smaller Companies	Annual	All For		
27/06/2024	Telekom Austria AG	Annual	Against	6.1,6.2	Votes AGAINST the non-independent nominees, Hans-Peter Hagen and Peter Kollmann, are warranted because of the failure to establish a sufficiently independent board and audit committee.

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28/06/2024	Hellenic Telecommunications Organization SA	Annual	Against	8 7 6 11.1 11.3,11.4,11.5,11.6,11.10	A vote AGAINST this item is warranted because- The award levels under both the STI and LTI have increased for the incoming CEO, without a compelling rationale.- There is not disclosure on the termination agreements with the incoming CEO; and- In deviation of SRD II reporting guidelines, the company has not addressed last year's significant dissent on the shareholder vote on the remuneration policy.- Moreover, concerns remain with the company maintaining provisions about uncapped discretionary awards and the absence of disclosure on maximum award levels under the Game Changer Incentive. A vote AGAINST this item is warranted because:- The game changer plan is uncapped and not sufficient information about the performance conditions is provided.- The company does not seem to address the concerns reflected by the significant dissent on the 2022 remuneration report, particularly in light of the company's shareholder structure. This was also highlighted about the 2022 and 2021 remuneration reports. It is further noted that the company does not implement any purely long-term oriented plan; disclosure for certain remuneration schemes lags one-year; performance targets are not disclosed; the CEO received 92.6 percent of the maximum STI opportunity while a target weighting 10 percent was not achieved. A vote AGAINST this item is warranted due to a lack of sufficient information in order to assess the fairness of these awards. Combined CEO/Chair Lack of independence on board
28/06/2024	Piraeus Financial Holdings SA	Annual	Against	11 9	A vote AGAINST this item is warranted because the new policy introduces a LTIP where performance is measured annually, while the policy still retains special bonuses that seem to be of discretionary nature, and in terms of the STI, the board may still apply a positive or negative discretionary adjustment to the total bonus pool.It shall be highlighted though the positive evolution of the derogation clause. A vote AGAINST this item is warranted because:- The company implemented a one-off variable payment scheme in 2023, which, based on the company's remuneration policy, has been considered of discretionary nature - targets do not seem sufficiently challenging too.- The company provided a one-off payment under the pension scheme where the respective amount was not disclosed (at the same time the total benefits that include the pension payments, are considered high for the Greek market).- The chairman's fixed remuneration by the bank subsidiary increased by 18 percent and the company did not provide a supporting rationale.- The company established in 2023 a LTI with annual performance periods, and where the board has the discretion to inflate the payments.
02/04/2024	Juniper Networks, Inc.	Special	All For		
03/04/2024	The Walt Disney Company	Proxy Contest	Against	6 3	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency insufficient disclosure
			No Action Taken	1.1,1.2,1.1,1.2,1.3,1.4,1.5,1.6 1.7,1.8,1.9,1.10,2,3,4,5,6,7,8 9,10,1a,1b,1c,2,3,4,5,6,7,8,9 10	
04/04/2024	Canadian Imperial Bank of Commerce	Annual	Against	7	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
09/04/2024	The Bank of New York Mellon Corporation	Annual	Against	4	Shareholder proposal promotes transparency
09/04/2024	The Bank of Nova Scotia	Annual	Against	6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
10/04/2024	Hewlett Packard Enterprise Company	Annual	All For		
10/04/2024	Lennar Corporation	Annual	Against	1f 1j 2 7 6 5	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to shareholder value High variable pay ratio Excessive CEO pay High CEO to average NEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes better management of SEE opportunities and risks Shareholder proposal promotes transparency
10/04/2024	Synopsys, Inc.	Annual	Against	1f,5	Shareholder proposal promotes appropriate accountability or incentivisation
11/04/2024	Dow Inc.	Annual	Against	1d,3 5	Concerns regarding Auditor tenure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
11/04/2024	Fairfax Financial Holdings Limited	Annual	Against	1,12	Concerns related to approach to board gender diversity Concerns related to shareholder value
11/04/2024	Royal Bank of Canada	Annual	Against	6 1,7 1,11,3	EOS manual override. See analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Pay is misaligned with EOS remuneration principles
16/04/2024	Bank of Montreal	Annual	Against	6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
16/04/2024	Fifth Third Bancorp	Annual	Against	1m 3	Concerns about remuneration committee performance Options/PSUs vest in less than 36 months High CEO to average NEO pay
16/04/2024	IQVIA Holdings, Inc.	Annual	All For		
16/04/2024	M&T Bank Corporation	Annual	Against	2 1,2,1,7	Excessive severance 2- Options vest in less than 36 months 3- Pay is misaligned with EOS remuneration principles Concerns related to succession planning Concerns related to approach to board gender diversity
16/04/2024	Moodys Corporation	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
16/04/2024	Northern Trust Corporation	Annual	All For		
16/04/2024	Public Service Enterprise Group Incorporated	Annual	Against	1,5,4	Concerns regarding Auditor tenure
16/04/2024	U.S. Bancorp	Annual	All For		
16/04/2024	Whirlpool Corporation	Annual	Against	1c 1h,3 1a 2	Concerns about remuneration committee performance Concerns regarding Auditor tenure Concerns related to approach to board gender diversity High variable pay ratio Options/PSUs vest in less than 36 months Excessive CEO pay High CEO to average NEO pay
17/04/2024	Adobe Inc.	Annual	Against	6 5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks; EOS manual override. See analyst note.
17/04/2024	Huntington Bancshares Incorporated	Annual	Against	1,4,2	Excessive perquisites Excessive severance
17/04/2024	Regions Financial Corporation	Annual	All For		

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
17/04/2024	The Sherwin-Williams Company	Annual	Against	1a 1c,3 2 4	Concerns about remuneration committee performance Concerns regarding Auditor tenure Excessive CEO pay 2- High variable pay ratio 3- Options vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
18/04/2024	Carrier Global Corporation	Annual	Against	1g 2 4	Concerns about remuneration committee performance High variable pay ratioExcessive CEO pay Shareholder proposal promotes transparency
18/04/2024	CF Industries Holdings, Inc.	Annual	Against	1g 1e,2	Support for the re-election of the director is not warranted due to the company's approach to climate change. There is no evidence that the company undertakes climate scenario planning and disclosure of internal carbon price. In addition, the company is not a respondent to CDP Climate Change. Low shareholding requirementExcessive severanceHigh CEO to average NEO pay
18/04/2024	Humana Inc.	Annual	Against	1e 1h 3 6	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity High variable pay ratioOptions/PSUs vest in less than 36 monthsHigh CEO to average NEO pay Shareholder proposal promotes enhanced shareholder rights
18/04/2024	Owens Corning	Annual	All For		
18/04/2024	PPG Industries, Inc.	Annual	Against	1,1	Concerns about overall board structure
18/04/2024	The Toronto-Dominion Bank	Annual/Special	Against	7 10	EOS manual override. See analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
19/04/2024	L3Harris Technologies, Inc.	Annual	Against	1h 1a,4 1c 2 6	Concerns about remuneration committee performance Concerns regarding Auditor tenure Concerns related to approach to board gender diversityConcerns related to succession planning High variable pay ratioOptions/PSUs vest in less than 36 monthsHigh CEO to average NEO pay Shareholder proposal promotes transparency
19/04/2024	National Bank of Canada	Annual/Special	Against	7,2	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
22/04/2024	Broadcom Inc.	Annual	Against	1i 3	Concerns about remuneration committee performance Excessive CEO payHigh CEO to average NEO pay
22/04/2024	HP Inc.	Annual	All For		
23/04/2024	American Electric Power Company, Inc.	Annual	All For		
23/04/2024	Bio-Rad Laboratories, Inc.	Annual	Against	1,2	Concerns related to shareholder value
23/04/2024	Charter Communications, Inc.	Annual	Against	1b 1d 2 5,6	Concerns about remuneration committee performance Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
23/04/2024	Churchill Downs Incorporated	Annual	Against	1,2	Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns about overall board structure
23/04/2024	MSCI Inc.	Annual	Against	1i	Concerns related to approach to board gender diversity
23/04/2024	Revvity, Inc.	Annual	Against	1a 3 4	Concerns about remuneration committee performance Low shareholding requirementOptions/PSUs vest in less than 36 monthsHigh CEO to average NEO pay Shareholder proposal promotes enhanced shareholder rights
23/04/2024	Rollins, Inc.	Annual	Against	1,2	Concerns related to approach to board gender diversityConcerns about overall board structure
23/04/2024	Truist Financial Corporation	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
23/04/2024	West Pharmaceutical Services, Inc.	Annual	Against	1g	Concerns related to approach to board diversityConcerns related to approach to board gender diversity
24/04/2024	Ameriprise Financial, Inc.	Annual	Against	1c 1d 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversityInadequate management of deforestation risks High variable pay ratioOptions/PSUs vest in less than 36 monthsExcessive CEO payHigh CEO to average NEO pay
24/04/2024	Ball Corporation	Annual	Against	1g	Concerns about overall board structure
24/04/2024	Bank of America Corporation	Annual	Against	6,7 9	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
24/04/2024	BorgWarner Inc.	Annual	Against	1E,2	High variable pay ratioExcessive CEO pay
24/04/2024	Canadian Pacific Kansas City Limited	Annual	Against	3 5 2,4,8	EOS manual override. See analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Pay is misaligned with EOS remuneration principles
24/04/2024	Marathon Petroleum Corporation	Annual	Against	1a 3 8	Concerns about remuneration committee performance Excessive CEO pay 2- High variable pay ratio 3- Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
24/04/2024	Newmont Corporation	Annual	Against	1,9	Inadequate management of climate-related risks
24/04/2024	Teledyne Technologies Incorporated	Annual	Against	1,2 6	Concerns related to succession planningConcerns related to approach to board gender diversityConcerns about overall board structure Shareholder proposal promotes enhanced shareholder rights
24/04/2024	Textron Inc.	Annual	Against	1f 3 5	Concerns about remuneration committee performance Low shareholding requirementHigh variable pay ratioOptions/PSUs vest in less than 36 monthsExcessive CEO payHigh CEO to average NEO pay Shareholder proposal promotes appropriate accountability or incentivisation
24/04/2024	The Cigna Group	Annual	Against	1g 2 4	Concerns about remuneration committee performance High variable pay ratioOptions/PSUs vest in less than 36 monthsExcessive CEO pay Shareholder proposal promotes appropriate accountability or incentivisation

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
24/04/2024	The Goldman Sachs Group, Inc.	Annual	Against	3 6,7,8 11 5 4	Concerns regarding Auditor tenure EOS manual override. See analyst note. Shareholder proposal promotes better management of SEE opportunities and risks Shareholder proposal promotes transparency Shareholder proposal promotes appropriate accountability or incentivisation
24/04/2024	The PNC Financial Services Group, Inc.	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
24/04/2024	W.W. Grainger, Inc.	Annual	All For		
25/04/2024	AGCO Corporation	Annual	All For		
25/04/2024	Avery Dennison Corporation	Annual	All For		
25/04/2024	Citizens Financial Group, Inc.	Annual	All For		
25/04/2024	Domino's Pizza, Inc.	Annual	Against	1,4,3,4	Shareholder proposal promotes enhanced shareholder rights
25/04/2024	Edison International	Annual	Against	1c 1i 3	Concerns about remuneration committee performance Inadequate management of climate-related risks Options/PSUs vest in less than 36 monthsExcessive CEO payHigh CEO to average NEO pay
25/04/2024	Fastenal Company	Annual	Against	5	Shareholder proposal promotes enhanced shareholder rights
25/04/2024	Global Payments Inc.	Annual	Against	1d,2,4	Shareholder proposal promotes transparency
25/04/2024	Globe Life Inc.	Annual	All For		
25/04/2024	HCA Healthcare, Inc.	Annual	Against	3 7 6 1d	Options vesting in under 36 months Excessive CEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
25/04/2024	Healthpeak Properties, Inc.	Annual	Against	1h 1b 2 6	Concerns about remuneration committee performance Concerns related to approach to board diversity High variable pay ratioOptions/PSUs vest in less than 36 months
25/04/2024	Intuitive Surgical, Inc.	Annual	Against	6	Shareholder proposal promotes better management of SEE opportunities and risks
25/04/2024	J.B. Hunt Transport Services, Inc.	Annual	All For		
25/04/2024	Johnson & Johnson	Annual	Against	1c, 1f, 2, 3	High variable pay ratioOptions/PSUs vest in less than 36 monthsExcessive CEO pay
25/04/2024	NRG Energy, Inc.	Annual	Against	1a 2 1e	Concerns about remuneration committee performance Excessive severance Inadequate management of climate-related risks Inadequate management of climate-related risks from exposure to coal
25/04/2024	Pfizer Inc.	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation
25/04/2024	Snap-on Incorporated	Annual	Against	1,1 3	Concerns related to approach to board gender diversityConcerns related to approach to board diversity Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
25/04/2024	Teck Resources Limited	Annual	Against	1,2 1,9 3	Concerns about remuneration committee performance Concerns related to shareholder value Pay is misaligned with EOS remuneration principles
25/04/2024	Texas Instruments Incorporated	Annual	Against	6 1e,3,5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation
25/04/2024	The AES Corporation	Annual	Against	1,7,2	High CEO to average NEO payHigh variable pay ratioExcessive CEO pay
26/04/2024	Abbott Laboratories	Annual	Against	1,11,3	High variable pay ratioOptions/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
26/04/2024	Agnico Eagle Mines Limited	Annual/Special	All For		
26/04/2024	Canadian National Railway Company	Annual	Against	7 1,2,5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Pay is misaligned with EOS remuneration principles
26/04/2024	CenterPoint Energy, Inc.	Annual	Against	1g 1i,2 1a 3 4	Concerns about remuneration committee performance Concerns regarding Auditor tenure Concerns related to board gender diversity 2- Inadequate management of climate-related risks Excessive CEO pay 2- Low shareholding requirement SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
26/04/2024	Corteva, Inc.	Annual	Against	1a 1d 2	Concerns about remuneration committee performance Concerns related to approach to board diversity Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
26/04/2024	Dayforce, Inc.	Annual	Against	1a 2	Concerns about remuneration committee performance High variable pay ratioNo hedging policyOptions/PSUs vest in less than 36 months
26/04/2024	Diamondback Energy, Inc.	Special	All For		
26/04/2024	Kellanova	Annual	Against	1c,2,3,5,6,7	Shareholder proposal promotes better management of SEE opportunities and risks
26/04/2024	Leidos Holdings, Inc.	Annual	Against	1k 4	Concerns related to approach to board gender diversity Shareholder proposal promotes appropriate accountability or incentivisation
26/04/2024	Stanley Black & Decker, Inc.	Annual	Against	4 2	Concerns regarding Auditor tenure High variable pay ratioOptions/PSUs vest in less than 36 months
29/04/2024	Genuine Parts Company	Annual	Against	1,7 1,5 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Low shareholding requirement
29/04/2024	Paycom Software, Inc.	Annual	Against	1,3	Concerns related to approach to board gender diversityConcerns about overall board structureConcerns to protect shareholder value
29/04/2024	TopBuild Corp	Annual	All For		
30/04/2024	Barrick Gold Corporation	Annual	Against	1,3 3	Concerns with remuneration committee performance Excessive CEO pay 2- Pay is in top quartile and not aligned with performance
30/04/2024	Citigroup Inc.	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation
30/04/2024	Constellation Energy Corporation	Annual	Against	1,2	Concerns related to approach to board gender diversityConcerns about overall board structureInadequate management of climate-related risks
30/04/2024	Equity LifeStyle Properties, Inc.	Annual	All For		
30/04/2024	Exelon Corporation	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
30/04/2024	FMC Corporation	Annual	Against	1b,2	Concerns regarding Auditor tenure
30/04/2024	Imperial Oil Limited	Annual	Against	1G 3	Concerns related to below-board gender diversity 2- Concerns related to board ethnic and/or racial diversity 3- Concerns related to board gender diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
30/04/2024	International Business Machines Corporation	Annual	Against	4,7,8	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
30/04/2024	PACCAR Inc	Annual	Against	5 1.5 1.11 3 6	Annual vote provides for greater shareholder oversight Concerns about remuneration committee performance Concerns related to board gender diversity 2- Inadequate management of climate-related risks Low shareholding requirement 2- PSUs vest in less than 36 months 3- Total pay targets a range above peer median 4- High CEO to average NEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
30/04/2024	The Williams Companies, Inc.	Annual	All For		
30/04/2024	VICI Properties Inc.	Annual	All For		
30/04/2024	Wells Fargo & Company	Annual	Against	1k 6,7,8 10,11,12	Concerns about human rights SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
01/05/2024	Cenovus Energy Inc.	Annual	Against	2.13 2.8 2.10 2.12 3	Concerns about remuneration committee performance Inadequate management of climate-related risks Lack of independent representation at board committees Concerns related to approach to board diversity Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
01/05/2024	Coterra Energy Inc.	Annual	Against	1.5 3 1.8	Concerns about remuneration committee performance High variable pay ratio Excessive severance High CEO to average NEO pay Inadequate management of climate-related risks
01/05/2024	Eversource Energy	Annual	Against	1.1 1.9 2 4	Combined CEO/Chair Concerns about remuneration committee performance Excessive CEO pay High CEO to average NEO pay Shareholder proposal promotes enhanced shareholder rights
01/05/2024	Federal Realty Investment Trust	Annual	Against	4	Insufficient/poor disclosure
01/05/2024	First Citizens BancShares, Inc.	Annual	Against	1.13 2	Concerns about reducing shareholder rights 2- Concerns about remuneration committee performance 3- Concerns related to board ethnic and/or racial diversity 4- Concerns related to board gender diversity Pay is misaligned with EOS remuneration principles
01/05/2024	Franco-Nevada Corporation	Annual/Special	Against	1.5	Concerns related to board ethnic and/or racial diversity Concerns related to approach to board diversity
01/05/2024	General Dynamics Corporation	Annual	Against	1j 1c 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Excessive perquisites High variable pay ratio Options/PSUs vest in less than 36 months
01/05/2024	Huntington Ingalls Industries, Inc.	Annual	Against	1.5 2 5	Concerns about remuneration committee performance Low shareholding requirement SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
01/05/2024	International Flavors & Fragrances Inc.	Annual	Against	5	Shareholder proposal promotes better management of SEE opportunities and risks
01/05/2024	MGM Resorts International	Annual	Against	1j	Concerns related to approach to board diversity
01/05/2024	Molina Healthcare, Inc.	Annual	Against	1g 1e 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity Low shareholding requirement High variable pay ratio Excessive CEO pay High CEO to average NEO pay
01/05/2024	PepsiCo, Inc.	Annual	Against	1c 3 10 9	Concerns about remuneration committee performance Excessive CEO pay High CEO to average NEO pay High variable pay ratio Excessive perquisites SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks, EQS manual override, See analyst note.
01/05/2024	Pool Corporation	Annual	Against	1h	Concerns related to approach to board gender diversity
01/05/2024	Regency Centers Corporation	Annual	Against	1e 2	Concerns about remuneration committee performance Low shareholding requirement High CEO to average NEO pay
01/05/2024	S&P Global Inc.	Annual	All For		
01/05/2024	The Coca-Cola Company	Annual	Against	1.7 1.14,5 2	Concerns about remuneration committee performance Concerns regarding Auditor tenure Excessive CEO pay High variable pay ratio Options/PSUs vest in less than 36 months
01/05/2024	Vistra Corp.	Annual	Against	1.2	Inadequate management of climate-related risks from exposure to coal
02/05/2024	BCE Inc.	Annual	All For		
02/05/2024	Boston Scientific Corporation	Annual	Against	1i 2	Concerns about remuneration committee performance High variable pay ratio Options/PSUs vest in less than 36 months High CEO to average NEO pay
02/05/2024	Cadence Design Systems, Inc.	Annual	Against	1.1 4 5	Concerns about remuneration committee performance Concerns to protect shareholder value Low shareholding requirement
02/05/2024	Canadian Natural Resources Limited	Annual/Special	Against	1.9 1.2,1.5,1.6 4	Concerns about remuneration committee performance, Concerns related to succession planning Concerns related to succession planning Pay is misaligned with EOS remuneration principles
02/05/2024	Capital One Financial Corporation	Annual	Against	1h 2 5	Concerns about remuneration committee performance Excessive CEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
02/05/2024	Church & Dwight Co., Inc.	Annual	All For		
02/05/2024	Corning Incorporated	Annual	Against	1i 1i,3	Combined CEO/Chair 2- Concerns related to succession planning 3- Concerns related to approach to board gender diversity Concerns regarding Auditor tenure



Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
02/05/2024	DTE Energy Company	Annual	Against	1.2 1.10 1.9 3 4	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity Inadequate management of climate-related risks Low shareholding requirement SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
02/05/2024	Eastman Chemical Company	Annual	Against	1.9 3	Concerns about remuneration committee performance Low shareholding requirement Options/PSUs vest in less than 36 months High CEO to average NEO pay
02/05/2024	Ecolab Inc.	Annual	Against	2 4	High variable pay ratio 2- Options vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
02/05/2024	Equifax Inc.	Annual	All For		
02/05/2024	Fortis Inc.	Annual/Special	Against	1.7 1.2 3	Concerns about remuneration committee performance Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles
02/05/2024	Great-West Lifeco Inc.	Annual	Against	1.14	Lack of independent representation at board committees Concerns related to approach to board diversity Concerns related to succession planning Concerns related to shareholder value
02/05/2024	Kimberly-Clark Corporation	Annual	Against	1.11,2	Concerns regarding Auditor tenure
02/05/2024	Loblaw Companies Limited	Annual	Against	1.5 3 4	Concerns about remuneration committee performance Inappropriate use of one-time awards 2- Pay is in top quartile and not aligned with performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
02/05/2024	Lockheed Martin Corporation	Annual	Against	5 4 6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
02/05/2024	Occidental Petroleum Corporation	Annual	Against	4	Shareholder proposal promotes transparency
02/05/2024	RTX Corporation	Annual	Against	6 7 5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes better management of SEE opportunities and risks Shareholder proposal promotes transparency
02/05/2024	The Kraft Heinz Company	Annual	Against	4 5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes better management of SEE opportunities and risks
02/05/2024	TransUnion	Annual	Against	1f	Concerns related to approach to board gender diversity
02/05/2024	United Parcel Service, Inc.	Annual	Against	1h 6 4	Concerns to protect shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
02/05/2024	WK Kellogg Co.	Annual	Against	2	Excessive CEO pay High CEO to average NEO pay
02/05/2024	Wynn Resorts, Limited	Annual	Against	1.1 3	Concerns about overall board structure Concerns about remuneration committee performance Low shareholding requirement
03/05/2024	AbbVie Inc.	Annual	Against	8 1a,3,6,7	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes transparency
03/05/2024	CMS Energy Corporation	Annual	All For		
03/05/2024	Dover Corporation	Annual	Against	1j 3	Concerns about remuneration committee performance Low shareholding requirement High variable pay ratio High CEO to average NEO pay
03/05/2024	Entergy Corporation	Annual	All For		
03/05/2024	Illinois Tool Works Inc.	Annual	Against	1h 1i 2 5	Concerns about remuneration committee performance Concerns related to approach to board gender diversity High variable pay ratio Options/PSUs vest in less than 36 months Excessive CEO pay High CEO to average NEO pay Shareholder proposal promotes appropriate accountability or incentivisation
03/05/2024	Teleflex Incorporated	Annual	Against	1d 1e 2 4	Concerns about overall board structure Concerns about remuneration committee performance Low shareholding requirement Options/PSUs vest in less than 36 months Excessive severance High CEO to average NEO pay Shareholder proposal promotes appropriate accountability or incentivisation
04/05/2024	Berkshire Hathaway Inc.	Annual	Against	1.5 1.6 1.11 1.9 1.8 2,3,4 5	1. Concerns related to approach to board gender diversity 2. Concerns related to shareholder value 3. Concerns about remuneration committee performance 4. EOS manual override. See analyst note. 1. Concerns related to approach to board gender diversity 2. Concerns related to shareholder value 3. Concerns about remuneration committee performance 4. EOS manual override. See analyst note. 1. Concerns related to approach to board gender diversity 2. Concerns related to shareholder value 3. EOS manual override. See analyst note. 3. Concerns about remuneration committee performance 1. Concerns related to approach to board gender diversity. 2. Concerns related to shareholder value. 3. Concerns about remuneration committee performance Inadequate management of climate-related risks. EOS manual override. See analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. EOS manual override. See analyst note.
04/05/2024	Cincinnati Financial Corporation	Annual	Against	1.7 1.4 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns related to succession planning Low shareholding requirement
06/05/2024	Aflac Incorporated	Annual	Against	1i 1j 2	Concerns about remuneration committee performance Concerns related to shareholder value High variable pay ratio Excessive CEO pay

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
06/05/2024	American Express Company	Annual	Against	1b 3 5 6	Concerns about remuneration committee performance Excessive CEO pay High variable pay ratio SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
06/05/2024	Eli Lilly and Company	Annual	Against	8 1b,2,6,7,9	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes transparency
06/05/2024	IDEXX Laboratories, Inc.	Annual	Against	1b 4	Concerns about overall board structure SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
06/05/2024	Moderna, Inc.	Annual	Against	1a 1b 2	Concerns about overall board structureConcerns to protect shareholder value Concerns about remuneration committee performance Excessive perquisitesHigh variable pay ratioTotal pay targets a range above peer medianOptions/PSUs vest in less than 36 monthsExcessive CEO payHigh CEO to average NEO pay
06/05/2024	PulteGroup, Inc.	Annual	Against	1j 3	Concerns about remuneration committee performance High variable pay ratio
06/05/2024	The Hershey Company	Annual	Against	1,10 4,5	Concerns related to shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
06/05/2024	Uber Technologies, Inc.	Annual	Against	2	High variable pay ratioOptions/PSUs vest in less than 36 monthsExcessive CEO pay
07/05/2024	Albemarle Corporation	Annual	Against	1j 2	Concerns about remuneration committee performance Excessive CEO payHigh CEO to average NEO pay
07/05/2024	Ally Financial Inc.	Annual	All For		
07/05/2024	AMETEK, Inc.	Annual	Against	1c 1b,3	Concerns about overall board structure Concerns regarding Auditor tenure
07/05/2024	Arthur J. Gallagher & Co.	Annual	Against	1a 3	Concerns about remuneration committee performance Low shareholding requirement
07/05/2024	Baxter International Inc.	Annual	Against	1f 2 6	Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh variable pay ratio Shareholder proposal promotes appropriate accountability or incentivisation
07/05/2024	Bristol-Myers Squibb Company	Annual	Against	5,6	Shareholder proposal promotes appropriate accountability or incentivisation
07/05/2024	Danaher Corporation	Annual	Against	1c, 1j,4,5	Shareholder proposal promotes better management of SEE opportunities and risks
07/05/2024	Dominion Energy, Inc.	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
07/05/2024	Edwards Lifesciences Corporation	Annual	Against	1,4 2	Concerns about remuneration committee performanceConcerns related to approach to board diversity High variable pay ratioOptions/PSUs vest in less than 36 months
07/05/2024	Evergy, Inc.	Annual	All For		
07/05/2024	Expeditors International of Washington, Inc.	Annual	Against	1,8 6 5	Concerns related to approach to board diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes better management of SEE opportunities and risks
07/05/2024	Fortune Brands Innovations, Inc.	Annual	Against	1b	Concerns about overall board structure 2- Concerns about remuneration committee performance 3- Concerns related to board ethnic and/or racial diversity 4- Concerns related to board gender diversity
07/05/2024	GE Aerospace	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
07/05/2024	George Weston Limited	Annual	Against	1,4 3	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
07/05/2024	Hubbell Incorporated	Annual	Against	1,4 2	Concerns about remuneration committee performance Low shareholding requirement
07/05/2024	IDEX Corporation	Annual	Against	1a 5	Concerns about overall board structure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
07/05/2024	Intel Corporation	Annual	All For		
07/05/2024	Kimco Realty Corporation	Annual	Against	1f	Concerns related to approach to board gender diversity
07/05/2024	LKQ Corporation	Annual	All For		
07/05/2024	NVR, Inc.	Annual	Against	1e 4,5	EOS manual override. See analyst note. Shareholder proposal promotes transparency
07/05/2024	Omnicom Group, Inc.	Annual	Against	1,7 1,3 2	Concerns about remuneration committee performance Concerns related to succession planning Low shareholding requirement
07/05/2024	Public Storage	Annual	All For		
07/05/2024	Suncor Energy Inc.	Annual	Against	1,4 5 1,7 3	Concerns about remuneration committee performance EOS manual override. See analyst note. Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles
07/05/2024	T. Rowe Price Group, Inc.	Annual	All For		
07/05/2024	Trex Company, Inc.	Annual	Against	1,4 2	Concerns about overall board structureConcerns about remuneration committee performance Low shareholding requirement
08/05/2024	Advanced Micro Devices, Inc.	Annual	Against	1b,3,4	Shareholder proposal promotes appropriate accountability or incentivisation
08/05/2024	Brown & Brown, Inc.	Annual	Against	1,12	Concerns related to approach to board gender diversityConcerns related to approach to board diversity
08/05/2024	Charles River Laboratories International, Inc.	Annual	Against	1,10 2 4	Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsExcessive CEO payHigh CEO to average NEO pay Shareholder proposal promotes better management of SEE opportunities and risks
08/05/2024	CSX Corporation	Annual	Against	1d 1h 3	Concerns about remuneration committee performance Inadequate management of climate-related risks from exposure to coalConcerns related to approach to board diversity Options/PSUs vest in less than 36 monthsHigh variable pay ratio

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
08/05/2024	Enbridge Inc.	Annual	Against	1.12 1.4 3 5	Concerns about remuneration committee performance EOS manual override. See analyst note. Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. EOS manual override. See analyst note.
08/05/2024	First Solar, Inc.	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation
08/05/2024	Gilead Sciences, Inc.	Annual	Against	7	Shareholder proposal promotes appropriate accountability or incentivisation
08/05/2024	Intact Financial Corporation	Annual	Against	1.10 4	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
08/05/2024	Kinder Morgan, Inc.	Annual	Against	1.13 5	Inadequate management of climate-related risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
08/05/2024	Nutrien Ltd.	Annual	All For		
08/05/2024	Packaging Corporation of America	Annual	Against	1.9	Concerns related to approach to board gender diversityConcerns related to approach to board diversity
08/05/2024	Philip Morris International Inc.	Annual	All For		
08/05/2024	Simon Property Group, Inc.	Annual	Against	1A	Concerns related to succession planningConcerns related to shareholder valueConcerns related to approach to board gender diversityConcerns related to approach to board diversity
09/05/2024	Ameren Corporation	Annual	Against	1f	Inadequate management of climate-related risks from exposure to coal
09/05/2024	Avantor, Inc.	Annual	Against	1i	Concerns related to approach to board gender diversity
09/05/2024	C.H. Robinson Worldwide, Inc.	Annual	Against	1f 2	Concerns about remuneration committee performance Excessive perquisitesExcessive CEO payHigh CEO to average NEO pay
09/05/2024	CME Group Inc.	Annual	Against	1d 1k 3	Concerns about remuneration committee performance Concerns related to succession planningConcerns related to approach to board gender diversityConcerns related to shareholder valueConcerns related to approach to board diversity
09/05/2024	Discover Financial Services	Annual	Against	1.7	Low shareholding requirementExcessive CEO payHigh CEO to average NEO pay
09/05/2024	Duke Energy Corporation	Annual	Against	1k 3	Concerns about overall board structure Concerns about remuneration committee performance High variable pay ratio High CEO to average NEO pay
09/05/2024	Ford Motor Company	Annual	Against	1h 7 5	Concerns related to board gender diversity 2- Concerns to protect shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. EOS manual override. See analyst note.
09/05/2024	KeyCorp	Annual	Against	4	Shareholder proposal promotes enhanced shareholder rights
09/05/2024	Las Vegas Sands Corp.	Annual	Against	1.4 3 1.6	Concerns about remuneration committee performance Insufficient action taken on low say-on-pay resultsLow shareholding requirement Lack of independence on boardConcerns related to approach to board gender diversityConcerns related to approach to board diversityCombined CEO/Chair
09/05/2024	LPL Financial Holdings Inc.	Annual	Against	1f 3	Concerns about remuneration committee performance High variable pay ratioHigh CEO to average NEO pay
09/05/2024	Magna International Inc.	Annual	Against	1i 3	Concerns about remuneration committee performance Pay is in top quartile and not aligned with performance. Pay is misaligned with EOS remuneration principles
09/05/2024	Manulife Financial Corp.	Annual	Against	1.1 1.2,2 3	Concerns about remuneration committee performance Concerns regarding Auditor tenure Pay is misaligned with EOS remuneration principles
09/05/2024	Mettler-Toledo International Inc.	Annual	Against	1.6 3	Concerns related to approach to board diversityConcerns about remuneration committee performance Low shareholding requirement
09/05/2024	Norfolk Southern Corporation	Proxy Contest	Abstain Against	1i 3 1a,1b,1i,1j,1m 4	Concerns about candidate's experience/skills SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
09/05/2024	Nucor Corporation	Annual	Against	1.4	Concerns related to board ethnic and/or racial diversity 2- Concerns related to board gender diversity
09/05/2024	Power Corporation of Canada	Annual	Against	1.3 4,8 7	Lack of independent representation at board committeesConcerns related to succession planningConcerns related to board ethnic and/or racial diversityConcerns related to approach to board diversityConcerns related to shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. EOS manual override. See analyst note.
09/05/2024	Prologis, Inc.	Annual	Against	1d,1e,2,6	Shareholder proposal promotes enhanced shareholder rights
09/05/2024	Sempra	Annual	Against	1a 1g,2 1f 3 1e 5	Concerns about remuneration committee performance Concerns regarding Auditor tenure Concerns related to approach to board gender diversity Excessive CEO pay 2- Low shareholding requirement Inadequate management of climate-related risks Shareholder proposal promotes better management of ESG opportunities and risks
09/05/2024	Steel Dynamics, Inc.	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation
09/05/2024	Stryker Corporation	Annual	Against	1c 3 4	Concerns about remuneration committee performance Low shareholding requirementOptions/PSUs vest in less than 36 monthsExcessive CEO pay Shareholder proposal promotes transparency
09/05/2024	Sun Life Financial Inc.	Annual	Against	1.4	Inadequate management of deforestation risks
09/05/2024	TELUS Corporation	Annual	Against	1.8 3	Concerns about remuneration committee performance High variable pay ratioExcessive CEO payHigh CEO to average NEO pay
09/05/2024	Teradyne, Inc.	Annual	Against	1a,2	Low shareholding requirementHigh variable pay ratioOptions/PSUs vest in less than 36 months
09/05/2024	Tractor Supply Company	Annual	Against	1.8,3	Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
09/05/2024	Tyler Technologies, Inc.	Annual	Against	1.1 5	Concerns related to approach to board gender diversityConcerns related to approach to board diversity Shareholder proposal promotes enhanced shareholder rights

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
09/05/2024	Union Pacific Corporation	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
09/05/2024	United Rentals, Inc.	Annual	Against	1i 3	Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
09/05/2024	Verizon Communications Inc.	Annual	Against	10 5,6,7	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes transparency
09/05/2024	WEC Energy Group, Inc.	Annual	Against	5	proposal strengthens shareholder rights
09/05/2024	Westlake Corporation	Annual	Against	1,4 3	Concerns related to approach to board gender diversityConcerns about overall board structureLack of independence on board SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
09/05/2024	Zebra Technologies Corporation	Annual	Against	1b 1a 2	Concerns about overall board structure Concerns about remuneration committee performance Low shareholding requirement
10/05/2024	Akamai Technologies, Inc.	Annual	Against	1,3 5 2 7	Concerns about remuneration committee performance Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles Shareholder proposal promotes enhanced shareholder rights
10/05/2024	Autoliv, Inc.	Annual	Against	1,5	Concerns related to approach to board gender diversityConcerns related to approach to board diversity
10/05/2024	Colgate-Palmolive Company	Annual	Against	1a 4 3	Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation Total pay targets a range above peer medianOptions/PSUs vest in less than 36 monthsHigh variable pay ratioHigh CEO to average NEO pay
10/05/2024	Marriott International, Inc.	Annual	Against	1g 3 4 5	Concerns about remuneration committee performance Excessive perquisitesOptions/PSUs vest in less than 36 monthsExcessive CEO payHigh variable pay ratioHigh CEO to average NEO pay Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes better management of SEE opportunities and risks
10/05/2024	Masco Corporation	Annual	Against	1a 1b 2 5	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns about overall board structure Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay Shareholder proposal promotes enhanced shareholder rights
10/05/2024	Morningstar, Inc.	Annual	Against	1f 1d 2 1h	Concerns about remuneration committee performance Concerns to protect shareholder value High variable pay ratioHigh CEO to average NEO pay Lack of independent representation at board committeesConcerns related to succession planning
10/05/2024	Pembina Pipeline Corporation	Annual	Against	1,8 1,3 3	Concerns about remuneration committee performance Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles
10/05/2024	The Progressive Corporation	Annual	All For		
10/05/2024	Vulcan Materials Company	Annual	Against	1c 1a 2	Concerns about overall board structure Concerns about remuneration committee performance High variable pay ratioOptions/PSUs vest in less than 36 months
10/05/2024	Western Digital Corporation	Special	All For		
10/05/2024	Weyerhaeuser Company	Annual	All For		
10/05/2024	Wheaton Precious Metals Corp.	Annual/Special	Against	a4 c	Concerns about remuneration committee performance Excessive CEO payLow shareholding requirement
10/05/2024	Zimmer Biomet Holdings, Inc.	Annual	All For		
13/05/2024	Baker Hughes Company	Annual	Against	1,6	Concerns related to approach to board gender diversityConcerns related to approach to board diversity
13/05/2024	Celanese Corporation	Annual	Against	1i 1a 3	Combined CEO/Chair Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
13/05/2024	Constellation Software Inc.	Annual	Against	1,6	Concerns related to board ethnic and/or racial diversity Concerns related to approach to board diversity
13/05/2024	International Paper Company	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation
13/05/2024	NiSource Inc.	Annual	Against	1e	Inadequate management of climate-related risks
14/05/2024	3M Company	Annual	Against	1d 3	Concerns about remuneration committee performance High variable pay ratio 2- Options vest in less than 36 months
14/05/2024	Alexandria Real Estate Equities, Inc.	Annual	Against	1c	Concerns related to approach to board diversityConcerns related to shareholder rights
14/05/2024	Centene Corporation	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
14/05/2024	ConocoPhillips	Annual	Against	1j	Concerns related to approach to board gender diversity
14/05/2024	Cummins Inc.	Annual	Against	7 14,15	Inadequate management of climate-related risks. EOS manual override. See analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
14/05/2024	Essex Property Trust, Inc.	Annual	All For		
14/05/2024	Honeywell International Inc.	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
14/05/2024	Labcorp Holdings Inc.	Annual	Against	1g 2 6 5 4	Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks, EOS manual override - see analyst note
14/05/2024	Loews Corporation	Annual	Against	1D	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights, EOS manual override - see analyst note Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns related to succession planning

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
14/05/2024	Motorola Solutions, Inc.	Annual	Against	1a 1h.3	Support was withdrawn due to human rights concerns and no constructive engagement to the company. Excessive CEO payHigh variable pay ratioHigh CEO to average NEO pay
14/05/2024	Prudential Financial, Inc.	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
14/05/2024	Skyworks Solutions, Inc.	Annual	Against	11	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
14/05/2024	Sun Communities, Inc.	Annual	Against	1g 1c 2	Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to succession planning Low shareholding requirement
14/05/2024	The Allstate Corporation	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
14/05/2024	Ventas, Inc.	Annual	All For		
14/05/2024	Waste Management, Inc.	Annual	Against	1d 3	Concerns about remuneration committee performance Total pay targets a range above peer median. Options/PSUs vest in less than 36 months. High CEO to average NEO pay.
15/05/2024	American International Group, Inc.	Annual	Against	1e 1b 2 4	Concerns about remuneration committee performance Inadequate management of deforestation risks Insufficient action taken on low say-on-pay results Shareholder proposal promotes appropriate accountability or incentivisation
15/05/2024	American Water Works Company, Inc.	Annual	All For		
15/05/2024	Annaly Capital Management, Inc.	Annual	Against	11 2	Concerns about remuneration committee performance Total pay targets a range above peer medianExcessive CEO pay
15/05/2024	BlackRock, Inc.	Annual	Against	6	Shareholder proposal promotes appropriate accountability or incentivisation
15/05/2024	Elevance Health, Inc.	Annual	Against	1.1.3	Concerns regarding Auditor tenure
15/05/2024	Enphase Energy, Inc.	Annual	Against	1.2 2	Concerns related to approach to board gender diversityConcerns about remuneration committee performanceConcerns about overall board structure Options/PSUs vest in less than 36 monthsExcessive CEO pay
15/05/2024	Fiserv, Inc.	Annual	All For		
15/05/2024	Halliburton Company	Annual	Against	11	Concerns related to approach to board gender diversity
15/05/2024	Hess Corporation	Annual	Against	1f 1e 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Options/PSUs vest in less than 36 monthsExcessive severanceExcessive CEO pay
15/05/2024	Hilton Worldwide Holdings Inc.	Annual	Against	1g 3	Concerns about remuneration committee performance Excessive perquisitesOptions/PSUs vest in less than 36 monthsExcessive CEO payHigh variable pay ratioHigh CEO to average NEO pay
15/05/2024	Host Hotels & Resorts, Inc.	Annual	Against	1.1 3	Concerns about remuneration committee performance High variable pay ratioHigh CEO to average NEO pay
15/05/2024	Invitation Homes, Inc.	Annual	All For		
15/05/2024	Molson Coors Beverage Company	Annual	Against	1.3 2	Lack of independent representation at board committeesConcerns related to shareholder valueConcerns about remuneration committee performance Low shareholding requirement
15/05/2024	Northrop Grumman Corporation	Annual	Against	1b 2 6 7	Concerns about remuneration committee performance Excessive CEO payHigh CEO to average NEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation
15/05/2024	Old Dominion Freight Line, Inc.	Annual	Against	1.8 5	Concerns related to approach to board gender diversity Concerns related to approach to board diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
15/05/2024	Phillips 66	Annual	Against	1b 4	Concerns related to board ethnic and/or racial diversity 2- Inadequate management of climate-related risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
15/05/2024	PPL Corporation	Annual	All For		
15/05/2024	Robert Half Inc.	Annual	All For		
15/05/2024	Southwest Airlines Co.	Annual	Against	1b 1c 2 5	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Low shareholding requirementHigh variable pay ratio Shareholder proposal promotes appropriate accountability or incentivisation
15/05/2024	State Street Corporation	Annual	All For		
15/05/2024	The Hartford Financial Services Group, Inc.	Annual	Against	11 3	Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh variable pay ratioHigh CEO to average NEO pay
15/05/2024	The Travelers Companies, Inc.	Annual	Against	1d 3 4.5 7 6	Concerns about remuneration committee performance 2- Concerns related to board gender diversity Excessive CEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes better management of ESG opportunities and risks
15/05/2024	Universal Health Services, Inc.	Annual	Against	1 4	Pay is misaligned with EOS remuneration principles Shareholder proposal promotes appropriate accountability or incentivisation
15/05/2024	Valero Energy Corporation	Annual	All For		
15/05/2024	Verisk Analytics, Inc.	Annual	Against	4	
15/05/2024	Vertex Pharmaceuticals Incorporated	Annual	Against	1.8 3 5 4	Concerns about remuneration committee performance PSUs vest in less than 36 months Excessive CEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
15/05/2024	ZoomInfo Technologies Inc.	Annual	Against	1.2	Concerns related to approach to board gender diversityConcerns related to board ethnic and/or racial diversityConcerns related to approach to board diversityConcerns about overall board structureConcerns to protect shareholder valueCombined CEO/Chair

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
16/05/2024	Alnylam Pharmaceuticals, Inc.	Annual	Against	1d 1b 2	Concerns about overall board structure Concerns about remuneration committee performance Low shareholding requirement
16/05/2024	Altria Group, Inc.	Annual	Against	1b,2 4,5	Concerns regarding Auditor tenure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
16/05/2024	Amphenol Corporation	Annual	Against	1.5 1.2 4 6	Concerns about remuneration committee performance Lack of independent representation at board committees Low shareholding requirement Shareholder proposal promotes appropriate accountability or incentivisation
16/05/2024	AT&T Inc.	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
16/05/2024	AvalonBay Communities, Inc.	Annual	Against	1f 1k 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Options/PSUs vest in less than 36 months High variable pay ratio
16/05/2024	Cboe Global Markets, Inc.	Annual	Against	1k,4 5	Concerns to protect shareholder value Shareholder proposal promotes appropriate accountability or incentivisation
16/05/2024	CVS Health Corporation	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
16/05/2024	illumina, Inc.	Annual	Against	1D	Concerns related to approach to board diversity
16/05/2024	Lear Corporation	Annual	Against	1g 3	Concerns about remuneration committee performance Excessive CEO pay High variable pay ratio
16/05/2024	Marsh & McLennan Companies, Inc.	Annual	Against	1i 2	Concerns about remuneration committee performance Options/PSUs vest in less than 36 months Excessive CEO pay
16/05/2024	Martin Marietta Materials, Inc.	Annual	All For		
16/05/2024	O'Reilly Automotive, Inc.	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
16/05/2024	ON Semiconductor Corporation	Annual	Against	1j 2	Concerns about remuneration committee performance High variable pay ratio High CEO to average NEO pay
16/05/2024	Otis Worldwide Corporation	Annual	Against	1f 2	Concerns about remuneration committee performance Options/PSUs vest in less than 36 months High variable pay ratio
16/05/2024	PG&E Corporation	Annual	All For		
16/05/2024	Quest Diagnostics Incorporated	Annual	Against	1.7 2 5	Concerns about remuneration committee performance Options/PSUs vest in less than 36 months High CEO to average NEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
16/05/2024	Sylvamo Corporation	Annual	Against	1.8	Concerns related to approach to board diversity Inadequate management of climate-related risks
16/05/2024	Targa Resources Corp.	Annual	Against	1.3 1.2	Concerns about overall board structure Inadequate management of climate-related risks
16/05/2024	The Home Depot, Inc.	Annual	Against	8 5 1c,1g,3,9	EOS manual override. See analyst notes. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency Shareholder proposal promotes appropriate accountability or incentivisation
16/05/2024	Westinghouse Air Brake Technologies Corporation	Annual	Against	1a	Concerns about overall board structure
16/05/2024	Xylem Inc.	Annual	All For		
16/05/2024	Yum! Brands, Inc.	Annual	Against	1d,3,4	Shareholder proposal promotes better management of SEE opportunities and risks
17/05/2024	Alliant Energy Corporation	Annual	Against	1f 2 1d	1. Concerns about overall board structure 2. Inadequate management of climate-related risks 1. Excessive CEO pay 2. High CEO to average NEO pay 3. Total pay targets a range above peer median. Concerns about remuneration committee performance
17/05/2024	Intercontinental Exchange, Inc.	Annual	Against	1e 2 4	Concerns about remuneration committee performance Excessive CEO pay 2- Inappropriate use of one-time awards 3- Options vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
17/05/2024	The Boeing Company	Annual	Against	1a 1g,3 2 5,6,8 1e	Concerns about human rights 2- EOS manual override. See analyst note. Concerns regarding Auditor tenure Excessive perquisites Excessive CEO pay High variable pay ratio SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
17/05/2024	Waste Connections, Inc.	Annual	Against	1b	Inadequate management of climate-related risks
20/05/2024	Consolidated Edison, Inc.	Annual	Against	1c,2 1g	Concerns regarding Auditor tenure Inadequate management of climate-related risks
21/05/2024	BioMarin Pharmaceutical Inc.	Annual	Against	1.1 3	Concerns about remuneration committee performance Options/PSUs vest in less than 36 months Excessive CEO pay
21/05/2024	CDW Corporation	Annual	Against	1h 2	Concerns about remuneration committee performance Options/PSUs vest in less than 36 months High variable pay ratio
21/05/2024	Coursera, Inc.	Annual	Against	1.3	Concerns to protect shareholder value Concerns about overall board structure
21/05/2024	GE Healthcare Technologies, Inc.	Annual	Against	1i 2	Concerns about remuneration committee performance Options/PSUs vest in less than 36 months Excessive severance Excessive CEO pay High variable pay ratio
21/05/2024	Henry Schein, Inc.	Annual	Against	1g	Concerns related to succession planning
21/05/2024	JPMorgan Chase & Co.	Annual	Against	1a,2 9 5,7,10	Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes better management of SEE opportunities and risks
21/05/2024	Mid-America Apartment Communities, Inc.	Annual	Against	1b 1i 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity Low shareholding requirement Options/PSUs vest in less than 36 months
21/05/2024	Principal Financial Group, Inc.	Annual	Against	1.1	Concerns about overall board structure Inadequate management of deforestation risks
21/05/2024	Veralto Corp.	Annual	All For		

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
22/05/2024	Align Technology, Inc.	Annual	Against	1,6 3 4	Concerns about remuneration committee performance No clawback policy Excessive CEO pay High variable pay ratio High CEO to average NEO pay Shareholder proposal promotes enhanced shareholder rights
22/05/2024	Amazon.com, Inc.	Annual	Against	6,7,8,11,12,13,16,17 14	We believe this would help the company to address this salient risk for the company. Shareholder proposal promotes better management of SEE opportunities and risks
22/05/2024	American Tower Corporation	Annual	Against	4,5	Shareholder proposal promotes better management of SEE opportunities and risks
22/05/2024	ANSYS, Inc.	Special	All For		
22/05/2024	Boston Properties, Inc.	Annual	Against	1e 1g 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity Excessive CEO pay High variable pay ratio
22/05/2024	Burlington Stores, Inc.	Annual	Against	1b 3	Concerns about overall board structure Concerns about remuneration committee performance Options/PSUs vest in less than 36 months Excessive CEO pay High variable pay ratio
22/05/2024	CBRE Group, Inc.	Annual	Against	1b 1f 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Options/PSUs vest in less than 36 months High variable pay ratio
22/05/2024	Crown Castle Inc.	Proxy Contest	No Action Taken	1a,1b,1c,1d,1a,1b,1c,1d,1e,1f,1g,1h,2,3,4	
22/05/2024	DexCom, Inc.	Annual	Abstain Against	4 5	We abstained on the shareholder proposal requesting for an unadjusted pay gap report. We believe it is a good principle, but we also recognise that the company has progressed on this issue and released the adjusted pay gap data. We have been engaging with the company on this topic and will continue to do so encourage further transparency. Shareholder proposal promotes transparency
22/05/2024	EOG Resources, Inc.	Annual	Against	1a	Inadequate management of climate-related risks
22/05/2024	Equitable Holdings, Inc.	Annual	Against	1g 3 1c	Concerns about remuneration committee performance Excessive CEO pay High variable pay ratio Inadequate management of deforestation risks
22/05/2024	FirstEnergy Corp.	Annual	Against	1.5 4	Inadequate management of climate-related risks Inadequate management of climate-related risks from exposure to coal SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
22/05/2024	Howmet Aerospace Inc.	Annual	Against	1b	Concerns related to approach to board diversity
22/05/2024	Insulet Corporation	Annual	Against	1,3 2	Concerns about overall board structure Concerns about remuneration committee performance Low shareholding requirement Options/PSUs vest in less than 36 months High variable pay ratio High CEO to average NEO pay
22/05/2024	Marathon Oil Corporation	Annual	Against	1c,1e,3	Options/PSUs vest in less than 36 months High CEO to average NEO pay
22/05/2024	Markel Group Inc.	Annual	Against	1k 5	Concerns related to approach to board gender diversity Concerns related to approach to board diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
22/05/2024	McDonald's Corporation	Annual	Against	1j 1c 7 2 6,8	Concerns about human rights 2- EOS manual override. See analyst note. Concerns about remuneration committee performance EOS manual override. See analyst note. 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks High variable pay ratio 2- Options vest in less than 36 months 3- Use of share options misaligned with EOS policy 4- Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
22/05/2024	Mondelez International, Inc.	Annual	Against	7,8 6	Shareholder proposal does not promote better management of ESG opportunities and risk Shareholder proposal promotes appropriate accountability or incentivisation
22/05/2024	ONEOK, Inc.	Annual	Against	1.1,1.4,1.5,1.6,1.8,1.9	Inadequate management of climate-related risks
22/05/2024	PayPal Holdings, Inc.	Annual	Against	1e,1g,2,3	Pay is misaligned with EOS remuneration principles
22/05/2024	Pinnacle West Capital Corporation	Annual	Against	1.5,3	Concerns regarding Auditor tenure
22/05/2024	Ross Stores, Inc.	Annual	Against	1b 2 4	Concerns about remuneration committee performance Options/PSUs vest in less than 36 months Excessive CEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
22/05/2024	Sirius XM Holdings Inc.	Annual	Against	1,8 1,5	Lack of independent representation at board committees Concerns related to approach to board diversity Overboarded/Too many other time commitments
22/05/2024	The Southern Company	Annual	Against	1h 6	Inadequate management of climate-related risks from exposure to coal SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
22/05/2024	Thermo Fisher Scientific Inc.	Annual	Against	2	Options/PSUs vest in less than 36 months High variable pay ratio
22/05/2024	United Airlines Holdings, Inc.	Annual	Against	1h	Concerns related to approach to board diversity Concerns related to shareholder value
22/05/2024	Watts Water Technologies, Inc.	Annual	Against	1,8	Concerns related to shareholder value
22/05/2024	Xcel Energy Inc.	Annual	Against	2	Excessive severance Excessive CEO pay High CEO to average NEO pay
22/05/2024	Zoetis Inc.	Annual	Against	1i,1j,2	Options/PSUs vest in less than 36 months High variable pay ratio High CEO to average NEO pay
23/05/2024	APA CORPORATION	Annual	Against	1	Inadequate management of climate-related risks
23/05/2024	Archer-Daniels-Midland Company	Annual	Against	1a,3 4	Concerns regarding Auditor tenure Shareholder proposal promotes appropriate accountability or incentivisation
23/05/2024	Cheniere Energy, Inc.	Annual	Against	1i 2 1a	Concerns about remuneration committee performance Excessive severance Excessive CEO pay High variable pay ratio High CEO to average NEO pay Inadequate management of climate-related risks
23/05/2024	Equinix, Inc.	Annual	Against	1h 2	Concerns about remuneration committee performance Options/PSUs vest in less than 36 months High variable pay ratio
23/05/2024	Extra Space Storage Inc.	Annual	All For		
23/05/2024	Morgan Stanley	Annual	Against	1k,3 7 6	EOS manual override. See analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes transparency

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
23/05/2024	NextEra Energy, Inc.	Annual	Against	3 4,5	Options/PSUs vest in less than 36 months Excessive severance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
23/05/2024	Pinterest, Inc.	Annual	Against	1a	Concerns related to approach to board gender diversityConcerns about overall board structureConcerns related to shareholder value
23/05/2024	Republic Services, Inc.	Annual	All For		
23/05/2024	SBAC Communications Corporation	Annual	Against	1.4	Concerns about overall board structure
23/05/2024	ServiceNow, Inc.	Annual	Against	1b,2,4	Shareholder proposal promotes enhanced shareholder rights
23/05/2024	The Charles Schwab Corporation	Annual	Against	1,2 3 6	Concerns about overall board structure Concerns related to shareholder value Inadequate management of deforestation risks Concerns about remuneration committee performance Concerns related to succession planning Excessive CEO pay 2- Low shareholding requirement 3- Options vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
23/05/2024	The Interpublic Group of Companies, Inc.	Annual	Against	1,10 3 4	Concerns about remuneration committee performance High variable pay ratioHigh CEO to average NEO pay Shareholder proposal promotes appropriate accountability or incentivisation
23/05/2024	UDR, Inc.	Annual	Against	1f 1d 2	Concerns about remuneration committee performance Concerns related to succession planning Low shareholding requirementOptions/PSUs vest in less than 36 monthsExcessive CEO pay
23/05/2024	VeriSign, Inc.	Annual	Against	1,4	Concerns related to approach to board gender diversityConcerns related to approach to board diversity
23/05/2024	Voya Financial, Inc.	Annual	All For		
23/05/2024	Waters Corporation	Annual	Against	1,8 1,1 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Low shareholding requirement
23/05/2024	Welltower Inc.	Annual	All For		
24/05/2024	Quanta Services, Inc.	Annual	All For		
24/05/2024	Southern Copper Corporation	Annual	Against	1,9 1,3	Concerns related to below-board gender diversity 2- Lack of independent representation at board committees Inadequate management of climate-related risks
28/05/2024	Hess Corporation	Special	Abstain Against	1 2	Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles
28/05/2024	Merck & Co., Inc.	Annual	All For		
28/05/2024	The Trade Desk, Inc.	Annual	Against	3 1,2	Annual vote provides for greater shareholder oversight Concerns about overall board structureConcerns related to shareholder valueConcerns about remuneration committee performance
29/05/2024	Catalent, Inc.	Special	All For		
29/05/2024	Chevron Corporation	Annual	Against	3 5,7 6	Options/PSUs vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes better management of SEE opportunities and risks
29/05/2024	DocuSign, Inc.	Annual	Against	1b 3 4	Concerns about overall board structureConcerns to protect shareholder valueConcerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh variable pay ratio Shareholder proposal promotes better management of SEE opportunities and risks
29/05/2024	Dollar General Corporation	Annual	Against	1d 2	Concerns about remuneration committee performance No shares granted in LTIPHigh CEO to average NEO pay
29/05/2024	Exxon Mobil Corporation	Annual	Against	1,1 2 1,2,1,3,1,5,1,6,1,7,1,12 5,6 3	Support is not warranted due to the board responsiveness towards the independent shareholders which filed a resolution which was later withdrawn. We do not believe the company's capital has not been prudently spent on a matter supporting the long-term interests of the company. The resolution is not supported due to the tenure of the auditor. The auditor has been served the company since 1939. See Item 1.1 Shareholders would benefit from additional information on how the company is managing risks related to a potential reduction in demand for virgin plastics. The plan lacks of the required rigour for determining payout and it does not carry forward-looking performance vesting criteria, nevertheless we notice that awards maintain long time-vesting periods.
29/05/2024	Meta Platforms, Inc.	Annual	Against	1,1 1,2 1,6 9 6,8,10,11,14 13 5,7 4 3	Concerns about human rights 2- Concerns to protect shareholder value 3- Pay is misaligned with EOS remuneration principles 4-EOS manual override Concerns about human rights 2- Concerns to protect shareholder value 3- Pay is misaligned with EOS remuneration principles 4-EOS manual override Lack of independence on board SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivization SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks EOS manual override SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights ay is misaligned with EOS remuneration principles oncerns to protect shareholder value
29/05/2024	SEI Investments Company	Annual	Against	1a	Concerns related to succession planningConcerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns about overall board structure
29/05/2024	SS&C Technologies Holdings, Inc.	Annual	Against	1a 2	Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns about overall board structureConcerns about remuneration committee performance Low shareholding requirement
29/05/2024	The Carlyle Group Inc.	Annual	Against	1,3 4 6 5	Concerns about overall board structureConcerns about remuneration committee performance Pay is misaligned with EOS remuneration principles Shareholder proposal promotes appropriate accountability or incentivisation Total pay targets a range above peer medianExcessive CEO payHigh CEO to average NEO pay
30/05/2024	Iron Mountain Incorporated	Annual	Against	1h	Concerns about remuneration committee performance
30/05/2024	Realty Income Corporation	Annual	Against	1f 3	Concerns about remuneration committee performance Low shareholding requirementExcessive CEO payHigh variable pay ratioHigh CEO to average NEO pay
30/05/2024	Roblox Corp.	Annual	Against	1,1	Concerns related to approach to board gender diversityConcerns about overall board structureConcerns related to shareholder value



Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
31/05/2024	Amgen Inc.	Annual	All For		
31/05/2024	EPAM Systems, Inc.	Annual	Against	4	Concerns about overall board structure
31/05/2024	Lowe's Companies, Inc.	Annual	Against	1d 1.9 2	Concerns about remuneration committee performance Options/PSUs vest in less than 36 months High variable pay ratio
03/06/2024	UnitedHealth Group Incorporated	Annual	All For		
03/06/2024	Warner Bros. Discovery, Inc.	Annual	Against	5 1.3,3,4,6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation
03/06/2024	Zillow Group, Inc.	Annual	Against	1.3 3	Concerns about overall board structure Concerns related to approach to board diversity Concerns about remuneration committee performance Low shareholding requirement
04/06/2024	Ares Management Corporation	Annual	Against	1g 1j	Concerns about remuneration committee performance Lack of independent representation at board committees Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns related to shareholder value
04/06/2024	Booking Holdings Inc.	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
04/06/2024	Builders FirstSource, Inc.	Annual	Against	1.1	Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns about overall board structure Inadequate management of climate-related risks
04/06/2024	Cloudflare, Inc.	Annual	Against	1.1 3	Concerns related to board ethnic and/or racial diversity Concerns about overall board structure Concerns related to shareholder value Concerns about remuneration committee performance Excessive perquisites No hedging policy Excessive CEO pay High variable pay ratio
04/06/2024	Cognizant Technology Solutions Corporation	Annual	Against	1g 1a 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversity High variable pay ratio High CEO to average NEO pay
04/06/2024	Fortive Corporation	Annual	Against	1g 2	Concerns about remuneration committee performance Low shareholding requirement Total pay targets a range above peer median Excessive CEO pay High variable pay ratio
04/06/2024	General Motors Company	Annual	Against	3 4,6,7	Pay is in top quartile and not aligned with performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
04/06/2024	Juniper Networks, Inc.	Annual	Against	1a 3	Concerns about remuneration committee performance No clawback policy Options/PSUs vest in less than 36 months
04/06/2024	Lucid Group, Inc.	Annual	Against	1.3 1.1 4	Concerns about remuneration committee performance Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles
04/06/2024	Shopify Inc.	Annual/Special	Against	1C 1B 5 3,4	Concerns about remuneration committee performance Concerns related to shareholder value Insufficient action taken on low say-on-pay results 2- Low shareholding requirement Pay is misaligned with EOS remuneration principles
04/06/2024	TC Energy Corporation	Annual/Special	Against	5 6	Excessive CEO pay 2- Low shareholding requirement Shareholder proposal promotes better management of SEE opportunities and risks
04/06/2024	The TJX Companies, Inc.	Annual	Against	1c,3,4	Shareholder proposal promotes better management of SEE opportunities and risks
05/06/2024	Airbnb, Inc.	Annual	Against	1.3 1.2 4 5	Concerns related to approach to board gender diversity Concerns about overall board structure Concerns related to shareholder value Concerns to protect shareholder value Shareholder proposal promotes transparency
05/06/2024	American Airlines Group Inc.	Annual	Against	1.8 1.7 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Low shareholding requirement
05/06/2024	Bright Horizons Family Solutions, Inc.	Annual	Against	1c	Concerns about overall board structure Concerns related to succession planning
05/06/2024	Datadog, Inc.	Annual	Against	1b 1a 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns about overall board structure Concerns related to shareholder value Low shareholding requirement
05/06/2024	Devon Energy Corporation.	Annual	Against	1.5	Concerns related to approach to board diversity
05/06/2024	DuPont de Nemours, Inc.	Annual	Against	2 1	1. Excessive CEO pay 2. High variable pay ratio 3. High CEO to average NEO pay Concerns about remuneration committee performance
05/06/2024	Fidelity National Information Services, Inc.	Annual	Against	1g 2	Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns about remuneration committee performance Options/PSUs vest in less than 36 months Excessive CEO pay High variable pay ratio
05/06/2024	Hydro One Limited	Annual	Against	1B	Inadequate management of climate-related risks
05/06/2024	MarketAxess Holdings Inc.	Annual	Against	1e 3 6	Concerns about remuneration committee performance Options/PSUs vest in less than 36 months High CEO to average NEO pay Shareholder proposal promotes appropriate accountability or incentivisation
05/06/2024	MercadoLibre, Inc.	Annual	Against	1.1,2	Low shareholding requirement
05/06/2024	Palantir Technologies, Inc.	Annual	Against	1.4	Concerns related to approach to board gender diversity Concerns related to shareholder value Concerns about remuneration committee performance
05/06/2024	Thomson Reuters Corporation	Annual	Against	1.6	Lack of independent representation at board committees Concerns related to approach to board diversity
05/06/2024	Tourmaline Oil Corp.	Annual	All For		
05/06/2024	Unity Software Inc.	Annual	Against	1.3	Concerns about overall board structure Concerns to protect shareholder value Concerns related to approach to board diversity
05/06/2024	Walmart Inc.	Annual	Against	1d 1e 2 4,5,6,7,9	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity Excessive CEO pay 2- PSUs vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
06/06/2024	Chipotle Mexican Grill, Inc.	Annual	Against	1.4 2 6,7,8,9	Concerns about remuneration committee performance Options/PSUs vest in less than 36 months Excessive CEO pay High variable pay ratio SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
06/06/2024	Corpay, Inc.	Annual	Against	1h 4	Concerns related to approach to board gender diversity Concerns related to approach to board diversity Shareholder proposal promotes appropriate accountability or incentivisation
06/06/2024	CoStar Group, Inc.	Annual	Against	1a 3	Concerns about remuneration committee performance Excessive CEO pay 2- High variable pay ratio 3- Options vest in less than 36 months 4- Total pay targets a range above peer median
06/06/2024	DaVita Inc.	Annual	All For		
06/06/2024	Diamondback Energy, Inc.	Annual	Against	1.7	Inadequate management of climate-related risks
06/06/2024	Gartner, Inc.	Annual	Against	1f 1g 2	Concerns about remuneration committee performance Concerns related to succession planning Options/PSUs vest in less than 36 months High CEO to average NEO pay
06/06/2024	GoDaddy Inc.	Annual	Against	1d 1c 2	Concerns about overall board structure Concerns about remuneration committee performance Options/PSUs vest in less than 36 months High CEO to average NEO pay
06/06/2024	lululemon athletica inc.	Annual	Against	1d 3	Concerns about overall board structure Concerns about remuneration committee performance Low shareholding requirement Total pay targets a range above peer median Options/PSUs vest in less than 36 months Excessive CEO pay High variable pay ratio
06/06/2024	Netflix, Inc.	Annual	Against	1d 3 4 8	Concerns related to succession planning Excessive CEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
06/06/2024	Restaurant Brands International Inc.	Annual	Against	10 11 5,6,7	Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes better management of ESG opportunities and risks
06/06/2024	The Mosaic Company	Annual	All For		
06/06/2024	Twilio Inc.	Annual	Against	1.1	Concerns about overall board structure Concerns to protect shareholder value
07/06/2024	Alphabet Inc.	Annual	Against	8 13 14 12 1g,11,1 9	vote FOR this resolution is warranted, as shareholders would benefit from increased disclosure to evaluate the company's lobbying efforts. A vote FOR this proposal is warranted because an independent human rights assessment on the impacts would help shareholders better evaluate the company's management of risks related to the human rights impacts of its targeted advertising policies and practices. A vote FOR this proposal is warranted, as additional disclosure on how the company measures and tracks metrics related to child safety on the company's platforms would give shareholders more information on how well the company is managing related risks. A vote FOR this proposal is warranted, as shareholders would benefit from greater transparency on mis/disinformation related to generative AI in order to assess how the company is managing associated risks. See item 1d vote FOR this proposal is warranted as it would convey to the board nonaffiliated shareholders' preference for a capital structure in which the levels of economic ownership and voting power are aligned.
07/06/2024	ANSYS, Inc.	Annual	Against	1C 3 4	Concerns about overall board structure Concerns about remuneration committee performance Low shareholding requirement Options/PSUs vest in less than 36 months Excessive CEO pay High CEO to average NEO pay Shareholder proposal promotes appropriate accountability or incentivisation
07/06/2024	Arista Networks, Inc.	Annual	Against	1.1	Concerns to protect shareholder value Concerns about overall board structure
07/06/2024	Brookfield Asset Management Ltd.	Annual	Against	1.2 3	Concerns related to shareholder value Concerns about remuneration committee performance No hedging policy Low shareholding requirement
07/06/2024	Brookfield Corporation	Annual/Special	Against	1.5,1.7,4	Pay is misaligned with EOS remuneration principles
07/06/2024	Digital Realty Trust, Inc.	Annual	Against	1b 3	Concerns about remuneration committee performance No clawback policy Excessive severance High variable pay ratio
10/06/2024	Comcast Corporation	Annual	Against	3 4 1.5	Options/PSUs vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Concerns about remuneration committee performance
10/06/2024	Keurig Dr Pepper Inc.	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
10/06/2024	Liberty Broadband Corporation	Annual	Against	1.1 4	Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns related to board ethnic and/or racial diversity Concerns about overall board structure Concerns related to shareholder value Concerns about remuneration committee performance Low shareholding requirement No hedging policy No shares granted in LTIP Options/PSUs vest in less than 36 months Excessive severance Excessive CEO pay High variable pay ratio High CEO to average NEO pay
10/06/2024	Liberty Media Corporation	Annual	Against	4 1.3 3	Annual vote provides for greater shareholder oversight Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns about overall board structure Concerns related to shareholder value Concerns about remuneration committee performance Excessive perquisites Low shareholding requirement No hedging policy No clawback policy Options/PSUs vest in less than 36 months Excessive CEO pay High variable pay ratio High CEO to average NEO pay
11/06/2024	10X Genomics, Inc.	Annual	Against	1 3 4	Concerns related to approach to board gender diversity Concerns about overall board structure Concerns related to shareholder value Concerns about remuneration committee performance Concerns related to shareholder rights No hedging policy Options/PSUs vest in less than 36 months
11/06/2024	Caesars Entertainment, Inc.	Annual	Against	1f 1d 4 5	Concerns about remuneration committee performance Concerns related to approach to board diversity Pay is misaligned with EOS remuneration principles Shareholder proposal promotes better management of ESG opportunities and risks
11/06/2024	Freeport-McMoRan, Inc.	Annual	All For		
11/06/2024	HubSpot, Inc.	Annual	Against	1a,1c,3	No clawback policy Options/PSUs vest in less than 36 months Excessive CEO pay High CEO to average NEO pay
11/06/2024	Nasdaq, Inc.	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
11/06/2024	Synchrony Financial	Annual	Against	1 3	Concerns about remuneration committee performance Excessive CEO pay High CEO to average NEO pay

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
11/06/2024	Ulta Beauty, Inc.	Annual	Against	1e 1b 3	Concerns about overall board structure Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh variable pay ratioHigh CEO to average NEO pay
12/06/2024	Best Buy Co., Inc.	Annual	All For		
12/06/2024	Caterpillar, Inc.	Annual	Against	1,1,2 4 5	Concerns regarding Auditor tenure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
12/06/2024	Dollarama Inc.	Annual	Against	1D 1E,3	Concerns related to succession planning Excessive CEO payLow shareholding requirementHigh CEO to average NEO pay
12/06/2024	Duolingo, Inc.	Annual	Against	1,2	Concerns about overall board structureConcerns related to shareholder valueCombined CEO/Chair
12/06/2024	Fidelity National Financial, Inc.	Annual	Against	1,4 2 3	Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns about overall board structureConcerns about remuneration committee performance Concerns related to shareholder rights No hedging policyNo clawback policyOptions/PSUs vest in less than 36 months
12/06/2024	Incyte Corporation	Annual	Against	1,2 2	Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh variable pay ratio
12/06/2024	Remitly Global, Inc.	Annual	Against	1,1	Concerns about overall board structureConcerns to protect shareholder valueConcerns related to approach to board diversity
12/06/2024	Roper Technologies, Inc.	Annual	Against	2 4	1. Excessive CEO pay 2. High variable pay ratio 3. High CEO to average NEO pay SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes enhanced shareholder rights
12/06/2024	T-Mobile US, Inc.	Annual	Against	1,13	Lack of independence on boardLack of independent representation at board committeesConcerns related to approach to board gender diversity
12/06/2024	Target Corporation	Annual	Against	1i 1i,2 3 5,6	Concerns about remuneration committee performance Concerns regarding Auditor tenure Low shareholding requirement SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
12/06/2024	Veeva Systems Inc.	Annual	Against	1d	Lack of independent representation at board committees Overboarded/Too many other time commitments
12/06/2024	W. R. Berkley Corporation	Annual	Against	1d 1e 2	Concerns about remuneration committee performance Concerns related to succession planningConcerns about overall board structure No hedging policyExcessive CEO pay
13/06/2024	AbCellera Biologics Inc.	Annual	Against	1,2	Concerns related to approach to board gender diversityConcerns about overall board structureConcerns to protect shareholder value
13/06/2024	Coufang, Inc.	Annual	Against	1g	Concerns related to approach to board gender diversityConcerns related to shareholder value
13/06/2024	Etsy, Inc.	Annual	Against	1c 2 4	Concerns about overall board structureConcerns to protect shareholder valueConcerns about remuneration committee performance Low shareholding requirementNo clawback policyExcessive CEO payHigh variable pay ratio Pay is misaligned with EOS remuneration principles
13/06/2024	Exact Sciences Corporation	Annual	Against	1c,3	Excessive severanceHigh variable pay ratioHigh CEO to average NEO pay
13/06/2024	Generac Holdings Inc.	Annual	Against	1,2 1,1 3 4	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns about overall board structure Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay Pay is misaligned with EOS remuneration principles
13/06/2024	Ingersoll Rand Inc.	Annual	All For		
13/06/2024	Live Nation Entertainment, Inc.	Annual	Against	1,4 1,8 3 1,7	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity Insufficient action taken on low say-on-pay resultsLow shareholding requirement Overboarded/Too many other time commitments
13/06/2024	Monolithic Power Systems, Inc.	Annual	Against	1,1 3 4	Concerns related to succession planningConcerns related to approach to board gender diversityConcerns about overall board structureConcerns about remuneration committee performance Low shareholding requirementTotal pay targets a range above peer medianNo hedging policyNo clawback policyExcessive CEO pay Shareholder proposal promotes appropriate accountability or incentivisation
13/06/2024	Monster Beverage Corporation	Annual	Against	1,10	Concerns related to succession planningConcerns related to approach to board diversity
13/06/2024	Tesla, Inc.	Annual	Against	2 4 1a 8 7 6 9	Support is not warranted due the size of one executive's pay package for 2023 which is deemed outsized, time-based stock option award upon his promotion, the magnitude and design for which are not adequately explained. The grant does not require the achievement of pre-set performance criteria in order to vest and the value is considered to be excessive. Support is not warranted due to corporate governance failings which led to the approval of this plan Support is not warranted due to the concerning company's practices around share pledging. Support is warranted because this type of disclosure is beneficial to shareholders. Support is warranted because this would enhance shareholder rights. Support is warranted because this would improve the board accountability. Support is warranted because this would improve the current ESG performance at the company.
13/06/2024	W. P. Carey Inc.	Annual	All For		
13/06/2024	WestRock Company	Special	All For		
13/06/2024	Zoom Video Communications, Inc.	Annual	Against	1,3 3	Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns about overall board structureConcerns related to shareholder valueConcerns about remuneration committee performance Insufficient action taken on low say-on-pay resultsLow shareholding requirement
14/06/2024	Coinbase Global, Inc.	Annual	Against	1,7 1,6	Concerns about remuneration committee performance Lack of independent representation at board committeesConcerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns related to shareholder value
14/06/2024	Fortinet, Inc.	Annual	All For		
14/06/2024	Joby Aviation, Inc.	Annual	Against	1b 3	Concerns about remuneration committee performanceConcerns to protect shareholder value No clawback policyOptions/PSUs vest in less than 36 months
14/06/2024	Regeneron Pharmaceuticals, Inc.	Annual	Against	1c 4	Concerns about overall board structureConcerns related to shareholder valueConcerns related to succession planning Shareholder proposal promotes enhanced shareholder rights
18/06/2024	Block, Inc.	Annual	Against	1,1	Concerns about overall board structureConcerns to protect shareholder value
18/06/2024	CrowdStrike Holdings, Inc.	Annual	Against	1,2,1,3,3	Excessive perquisitesNo clawback policyOptions/PSUs vest in less than 36 monthsExcessive CEO payHigh variable pay ratio
18/06/2024	Mastercard Incorporated	Annual	Against	1c,2,4	Shareholder proposal promotes transparency

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
18/06/2024	MetLife, Inc.	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation
18/06/2024	Rivian Automotive, Inc.	Annual	Against	1a 3	Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns related to board ethnic and/or racial diversity Concerns about overall board structure Concerns related to shareholder value Inadequate management of climate-related risks Concerns about remuneration committee performance Low shareholding requirement
18/06/2024	Workday, Inc.	Annual	Against	1c 3 1a,4	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles Concerns to protect shareholder value
20/06/2024	Biogen Inc.	Annual	All For		
20/06/2024	Delta Air Lines, Inc.	Annual	Against	1e,1j,2,5	Shareholder proposal promotes better management of SEE opportunities and risks
20/06/2024	Dollar Tree, Inc.	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
20/06/2024	DoorDash, Inc.	Annual	Against	1a	Concerns about overall board structure Concerns to protect shareholder value
20/06/2024	eBay Inc.	Annual	Against	1a 3	Concerns about remuneration committee performance Total pay targets a range above peer median Excessive CEO pay High variable pay ratio
20/06/2024	Equity Residential	Annual	Against	1.3 3	Concerns about remuneration committee performance No clawback policy Options/PSUs vest in less than 36 months Excessive CEO pay
20/06/2024	Marvell Technology, Inc.	Annual	Against	1i 2c 1c	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity No hedging policy No clawback policy Excessive CEO pay High CEO to average NEO pay
20/06/2024	Okta, Inc.	Annual	Against	1.3 3	Concerns about overall board structure Concerns to protect shareholder value Concerns about remuneration committee performance No clawback policy Excessive CEO pay High variable pay ratio
20/06/2024	UiPath, Inc.	Annual	Against	1h 1f 2	Concerns about remuneration committee performance Concerns related to shareholder value No clawback policy Excessive CEO pay High CEO to average NEO pay
21/06/2024	Match Group, Inc.	Annual	Against	1c	Concerns about overall board structure
24/06/2024	Apollo Global Management, Inc.	Annual	Against	1.1 1.10	Concerns about remuneration committee performance Concerns related to approach to board diversity
25/06/2024	CarMax, Inc.	Annual	Against	1b 1e 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity Inadequate management of climate-related risks Low shareholding requirement
25/06/2024	Expedia Group, Inc.	Annual	Against	1g 1i	Concerns related to shareholder value Overboarded/Too many other time commitments
25/06/2024	MongoDB, Inc.	Annual	Against	1.1	Concerns about overall board structure Concerns to protect shareholder value
26/06/2024	NVIDIA Corporation	Annual	Against	4	SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes enhanced shareholder rights
27/06/2024	Bath & Body Works, Inc.	Annual	All For		
27/06/2024	Salesforce, Inc.	Annual	Against	1j 5 6	Concerns about remuneration committee performance Excessive perquisites Low shareholding requirement Options/PSUs vest in less than 36 months Excessive CEO pay High variable pay ratio Shareholder proposal promotes appropriate accountability or incentivisation
27/06/2024	The Kroger Co.	Annual	Against	1g 1d,3 2 6	Concerns about remuneration committee performance Concerns regarding Auditor tenure Low shareholding requirement No clawback policy Options/PSUs vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
04/04/2024	Rio Tinto Plc	Annual	Against	12 2,3,4	EOS manual override. See analyst note. Pay is misaligned with EOS remuneration principles
04/04/2024	Scottish American Investment Co. PLC	Annual	All For		
05/04/2024	Carnival Plc	Annual	Against	12 13,14	Concerns about remuneration committee performance Total pay targets a range above peer median High CEO to average NEO pay
10/04/2024	Wincanton Plc	Court	All For		
10/04/2024	Wincanton Plc	Special	All For		
11/04/2024	AstraZeneca PLC	Annual	Against	6,7,8	Pay is misaligned with EOS remuneration principles
17/04/2024	Hunting Plc	Annual	Against	8 2,4	Failure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles
18/04/2024	SEGRO PLC	Annual	All For		
19/04/2024	Murray International Trust PLC	Annual	All For		
22/04/2024	Ascential Plc	Special	All For		
22/04/2024	Travis Perkins Plc	Annual	Against	12 3	Failure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles
23/04/2024	Herald Investment Trust PLC	Annual	Against	4,5,6	Failure to provide DEI disclosures in line with UK listing rules
23/04/2024	NatWest Group Plc	Annual	All For		
23/04/2024	Taylor Wimpey Plc	Annual	Against	18	Pay is misaligned with EOS remuneration principles
24/04/2024	abrdn Plc	Annual	Against	6A 5	Failure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles
24/04/2024	Allianz Technology Trust PLC	Annual	All For		
24/04/2024	Aptiv Plc	Annual	All For		
24/04/2024	Breedon Group Plc	Annual	All For		
24/04/2024	British American Tobacco plc	Annual	Against	5 2	Concerns related to below-board gender diversity Pay is misaligned with EOS remuneration principles
24/04/2024	Bunzl Plc	Annual	All For		
24/04/2024	Croda International Plc	Annual	All For		
24/04/2024	Entain Plc	Annual	Against	13 2	Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
24/04/2024	Greencoat UK Wind PLC	Annual	All For		

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
24/04/2024	Primary Health Properties Plc	Annual	Against	7 9	Failure to provide DEI disclosures in line with UK listing rules Lack of independent representation at board committees
24/04/2024	Serco Group Plc	Annual	Against	5d	Pay is misaligned with EOS remuneration principles
25/04/2024	Admiral Group Plc	Annual	Against	2,3	Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles
25/04/2024	Alliance Trust PLC	Annual	All For		
25/04/2024	Beazley Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
25/04/2024	BP Plc	Annual	Abstain	2	Pay is misaligned with EOS remuneration principles
25/04/2024	Drax Group Plc	Annual	All For		
25/04/2024	Hammerson Plc	Annual	Against	9	Failure to provide DEI disclosures in line with UK listing rules
25/04/2024	Helios Towers Plc	Annual	Against	9	Pay is misaligned with EOS remuneration principles Overboarded/Too many other time commitments
25/04/2024	Hikma Pharmaceuticals Plc	Annual	Against	22 8	Concerns to protect shareholder value Lack of independent representation at board committees
25/04/2024	London Stock Exchange Group plc	Annual	Against	16	Pay is misaligned with EOS remuneration principles
25/04/2024	Persimmon Plc	Annual	All For	4	Pay is misaligned with EOS remuneration principles
25/04/2024	RELX Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
25/04/2024	Schroders Plc	Annual	All For		
25/04/2024	Smithson Investment Trust Plc	Annual	Against	3	Failure to provide DEI disclosures in line with UK listing rules
25/04/2024	S Three Plc	Annual	Against	3	Pay is misaligned with EOS remuneration principles
25/04/2024	The Weir Group Plc	Annual	All For		
26/04/2024	Bellevue Healthcare Trust plc	Annual	All For		
26/04/2024	ME Group International Plc	Annual	Against	7 2,3,10	Lack of independence on board/Lack of independent representation at board committees Failure to provide DEI disclosures in line with UK listing rules Concerns to protect shareholder value Concerns about overall board structure
26/04/2024	Pearson Plc	Annual	Against	6	Pay is misaligned with EOS remuneration principles Concerns about remuneration committee performance
26/04/2024	Senior Plc	Annual	Against	13 2,3	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
29/04/2024	Ocado Group Plc	Annual	Against	4	Failure to provide DEI disclosures in line with UK listing rules
30/04/2024	Anglo American Plc	Annual	Against	4	Pay is misaligned with EOS remuneration principles
30/04/2024	Elementis Plc	Annual	Against	5	Overboarded/Too many other time commitments
30/04/2024	Rotork Plc	Annual	Against	3	Pay is misaligned with EOS remuneration principles
01/05/2024	Apax Global Alpha Ltd	Annual	Against	9	Concerns about overall board structure
01/05/2024	Domino's Pizza Group Plc	Annual	Against	7	Failure to provide DEI disclosures in line with UK listing rules
01/05/2024	Smith & Nephew plc	Annual	Against	7 5 13	Concerns related to attendance at board or committee meetings Failure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles
01/05/2024	Spirent Communications Plc	Annual	Against	13 10	Failure to provide DEI disclosures in line with UK listing rules Failure to provide DEI disclosures in line with UK listing rules
01/05/2024	Spirent Communications Plc	Court	Against	2,3,14	Pay is misaligned with EOS remuneration principles Concerns to protect shareholder value
01/05/2024	Spirent Communications Plc	Special	Against	1	Concerns to protect shareholder value
01/05/2024	Tritax Big Box REIT plc	Annual	All For		
01/05/2024	Tritax Big Box REIT plc	Special	All For		
01/05/2024	Unilever Plc	Annual	All For		
01/05/2024	Witan Investment Trust PLC	Annual	Against	10 4 3	Concerns about overall board structure Failure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles
02/05/2024	Aviva Plc	Annual	Abstain	11	
02/05/2024	F&C Investment Trust PLC	Annual	All For		
02/05/2024	Howden Joinery Group Plc	Annual	All For		
02/05/2024	ITV Plc	Annual	All For		
02/05/2024	Melrose Industries Plc	Annual	All For		
02/05/2024	Mony Group Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
02/05/2024	Morgan Sindall Group plc	Annual	All For		
02/05/2024	Reckitt Benckiser Group Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
02/05/2024	RIT Capital Partners PLC	Annual	Against	4 3	Concerns about overall board structure Failure to provide DEI disclosures in line with UK listing rules
02/05/2024	UK Commercial Property REIT Ltd	Court	All For		
02/05/2024	UK Commercial Property REIT Ltd	Special	All For		
03/05/2024	HSBC Holdings Plc	Annual	All For	5	
03/05/2024	InterContinental Hotels Group Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
03/05/2024	Mondi Plc	Annual	All For		
07/05/2024	Allfunds Group Plc	Annual	Against	4	Pay is misaligned with EOS remuneration principles
07/05/2024	Just Group Plc	Annual	All For		
07/05/2024	Temple Bar Investment Trust PLC	Annual	All For		
08/05/2024	Antofagasta Plc	Annual	Against	8 4 2	Concerns related to attendance at board or committee meetings Lack of independent representation at board committees Concerns related to below-board gender diversity Pay is misaligned with EOS remuneration principles

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
08/05/2024	Aston Martin Lagonda Global Holdings Plc	Annual	Against	3 15	Failure to provide DEI disclosures in line with UK listing rules Overboarded/Too many other time commitments
08/05/2024	Direct Line Insurance Group Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
08/05/2024	Fidelity European Trust PLC	Annual	Against	8	Failure to provide DEI disclosures in line with UK listing rules
08/05/2024	GSK Plc	Annual	Against	3	Failure to provide DEI disclosures in line with UK listing rules
08/05/2024	Haleon Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
08/05/2024	Pershing Square Holdings Ltd	Annual	Against	4 12	Failure to provide DEI disclosures in line with UK listing rules Overboarded/Too many other time commitments
08/05/2024	Rentokil Initial Plc	Annual	All For	2	Pay is misaligned with EOS remuneration principles
08/05/2024	WPP Plc	Annual	Against	7	Overboarded/Too many other time commitments
09/05/2024	Ascential Plc	Annual	All For	3	Pay is misaligned with EOS remuneration principles
09/05/2024	BAE Systems Plc	Annual	All For		
09/05/2024	Balfour Beatty Plc	Annual	Against	4	Overboarded/Too many other time commitments
09/05/2024	Barclays PLC	Annual	All For		
09/05/2024	BlackRock World Mining Trust PLC	Annual	All For		
09/05/2024	Clarkson Plc	Annual	Against	9	Concerns about remuneration committee performance
09/05/2024	Harbour Energy Plc	Annual	Against	4 2	Concerns related to below-board gender diversity Pay is misaligned with EOS remuneration principles
09/05/2024	IMI Plc	Annual	Against	13	Inadequate management of climate-related risks
09/05/2024	Inchcape Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
09/05/2024	Indivior PLC	Annual	Against	7	Failure to provide DEI disclosures in line with UK listing rules
09/05/2024	John Wood Group Plc	Annual	Against	12 2	Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles
09/05/2024	Jupiter Fund Management Plc	Annual	Against	9	Concerns about overall board structure
09/05/2024	Man Group Plc (Jersey)	Annual	All For	2	Pay is misaligned with EOS remuneration principles
09/05/2024	Morgan Advanced Materials Plc	Annual	Against	2,3	Pay is misaligned with EOS remuneration principles
09/05/2024	OSB Group Plc	Annual	All For	2	Pay is misaligned with EOS remuneration principles
09/05/2024	Rathbones Group Plc	Annual	All For		
09/05/2024	Spire Healthcare Group Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
10/05/2024	Derwent London Plc	Annual	All For	2,3	Pay is misaligned with EOS remuneration principles
10/05/2024	Diversified Energy Co. Plc	Annual	Against	13	Pay is misaligned with EOS remuneration principles
10/05/2024	Rightmove Plc	Annual	Against	19	Pay is misaligned with EOS remuneration principles
10/05/2024	Standard Chartered Plc	Annual	All For	2	Pay is misaligned with EOS remuneration principles
10/05/2024	Standard Chartered Plc	Special	All For		
14/05/2024	Computacenter Plc	Annual	Against	4a	Failure to provide DEI disclosures in line with UK listing rules
14/05/2024	Phoenix Group Holdings Plc	Annual	All For		
14/05/2024	TI Fluid Systems Plc	Annual	Against	5 10 2,3	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
15/05/2024	Barratt Developments Plc	Special	All For		
15/05/2024	Bridgepoint Group Plc	Annual	Against	10 6	Concerns about overall board structure Failure to provide DEI disclosures in line with UK listing rules
15/05/2024	Greggs Plc	Annual	Against	12,13	Pay is misaligned with EOS remuneration principles
15/05/2024	JPMorgan American Investment Trust PLC	Annual	All For		
15/05/2024	Keller Group Plc	Annual	Against	11	Concerns related to approach to below-board gender diversity
15/05/2024	Marshalls Plc	Annual	Against	2,3	Pay is misaligned with EOS remuneration principles
15/05/2024	Marshall's Plc	Annual	Against	13	Pay is misaligned with EOS remuneration principles
15/05/2024	Redrow Plc	Court	All For		
15/05/2024	Redrow Plc	Special	All For		
15/05/2024	Savills Plc	Annual	Against	4	Concerns related to below-board gender diversity
15/05/2024	Spirax Group Plc	Annual	All For	2	Lack of independent representation at board committees
15/05/2024	St. James's Place Plc	Annual	Against	9	Pay is misaligned with EOS remuneration principles
15/05/2024	The Renewables Infrastructure Group Limited	Annual	All For	3	Failure to provide DEI disclosures in line with UK listing rules
15/05/2024	TP ICAP Group Plc	Annual	All For		
15/05/2024	Vesuvius Plc	Annual	Against	3	Pay is misaligned with EOS remuneration principles
15/05/2024	Zigup Plc	Special	All For		
16/05/2024	Convatec Group Plc	Annual	All For		
16/05/2024	HgCapital Trust PLC	Annual	All For		
16/05/2024	Ibstock Plc	Annual	Against	4 2	Failure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles
16/05/2024	Lloyds Banking Group Plc	Annual	All For		
16/05/2024	Merchants Trust PLC	Annual	All For		

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
16/05/2024	Next Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
16/05/2024	The UNITE Group Plc	Annual	All For		
16/05/2024	Triple Point Social Housing REIT PLC	Annual	All For		
16/05/2024	Tyman Plc	Annual	Against	7	Failure to provide DEI disclosures in line with UK listing rules
16/05/2024	Vistry Group Plc	Annual	Against	3,4	Pay is misaligned with EOS remuneration principles
20/05/2024	Hilton Food Group Plc	Annual	Against	3	Combined CEO/Chair
20/05/2024	Impax Environmental Markets PLC	Annual	All For	10	Concerns related to minority shareholder interest
21/05/2024	Capita Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
21/05/2024	Centamin Plc	Annual	Against	3	Pay is misaligned with EOS remuneration principles
21/05/2024	Dowlais Group Plc	Annual	All For		
21/05/2024	Fresnillo Plc	Annual	Against	9	Lack of independent representation at board committees
21/05/2024	International Workplace Group Plc	Annual	Against	5,7	Overboarded/Too many other time commitments
21/05/2024	JTC Plc	Annual	Against	4	Overboarded/Too many other time commitments
21/05/2024	Shell Plc	Annual	Abstain	3	Concerns related to below-board gender diversity
21/05/2024	Shell Plc	Annual	Against	7,8	Pay is misaligned with EOS remuneration principles
21/05/2024	Shell Plc	Annual	Against	2	Lack of independent representation at board committees
21/05/2024	Shell Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
21/05/2024	Shell Plc	Annual	Against	23	Whilst we recognise the merits of the requisitionists' proposal, we believe the company partially has met the request of the resolution. In addition, we believe the resolution does not tackle the most serious aspect of Shell's net zero strategy, i.e. the opacity of Shell's net zero commitment and processes between 2030 and 2030. Finally, the resolution has been filed as an advisory resolution and as a special resolution. This provision is not technically possible in the UK, i.e. special resolutions are solely filed as binding resolutions. Shall the resolution pass, it is not possible to ascertain the potential litigation to which the company can be exposed to if deemed not compliant with the demands of the resolution in the required timeframe.
21/05/2024	Shell Plc	Annual	Against	2	We are voting against the remuneration report, due to the disconnect between the award above target of the Energy Transition in the LTIP and net zero expectation, this also includes the inclusion of growth of liquefied natural gas volumes as a new indicator under the future Energy Transition Strategy component of the awards.
21/05/2024	Shell Plc	Annual	Against	22	Whilst we welcome the introduction of Scope 3 targets for oil-based products, we are concerned about the opacity of the energy transition plan especially the long-term company's net zero commitment for 2030-2050, the inadequate level of capex allocated to alternative fuels, the overreliance on LGP growth as a transition fuel and the departure from the previous commitment in restraining from new oil and gas projects.
21/05/2024	TBC Bank Group Plc	Annual	Against	6	Failure to provide DEI disclosures in line with UK listing rules
21/05/2024	Trustpilot Group Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
22/05/2024	4imprint Group Plc	Annual	Against	9	Failure to provide DEI disclosures in line with UK listing rules
22/05/2024	Coats Group Plc	Annual	All For		
22/05/2024	Coca-Cola Europacific Partners plc	Annual	Against	4,6	Concerns related to inappropriate membership of committees
22/05/2024	Empiric Student Property PLC	Annual	All For	23	Concerns to protect shareholder value
22/05/2024	M&G Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
22/05/2024	Playtech Plc	Annual	Against	6	Failure to provide DEI disclosures in line with UK listing rules
22/05/2024	Spirent Communications Plc	Court	All For	2,3	Pay is misaligned with EOS remuneration principles
22/05/2024	Spirent Communications Plc	Special	All For		
22/05/2024	Virgin Money UK Plc	Court	All For		
22/05/2024	Virgin Money UK Plc	Special	All For		
23/05/2024	Energean Plc	Annual	Against	4	Failure to provide DEI disclosures in line with UK listing rules
23/05/2024	Essentra Plc	Annual	All For	2,3	Pay is misaligned with EOS remuneration principles
23/05/2024	Ferrexpo Plc	Annual	Against	9	Concerns to protect shareholder value
23/05/2024	Hill & Smith Plc	Annual	Against	8	Failure to provide DEI disclosures in line with UK listing rules
23/05/2024	Hill & Smith Plc	Annual	Against	2	Concerns to protect shareholder value
23/05/2024	Hill & Smith Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
23/05/2024	Hill & Smith Plc	Annual	Against	4	Failure to provide DEI disclosures in line with UK listing rules
23/05/2024	Hill & Smith Plc	Annual	Against	2	Concerns related to approach to below-board gender diversity
23/05/2024	Indivior PLC	Special	All For		
23/05/2024	Legal & General Group Plc	Annual	All For		
23/05/2024	Petershill Partners PLC	Annual	Against	6	Failure to provide DEI disclosures in line with UK listing rules
23/05/2024	Prudential Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
23/05/2024	Quilter Plc	Annual	All For		
23/05/2024	Rolls-Royce Holdings Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
23/05/2024	Shaftesbury Capital Plc	Annual	Against	4	Failure to provide DEI disclosures in line with UK listing rules
23/05/2024	Spectris Plc	Annual	All For		
24/05/2024	Intertek Group Plc	Annual	Against	6	Failure to provide DEI disclosures in line with UK listing rules
26/05/2024	Diversified Energy Co. Plc	Special	All For		Concerns related to below-board gender diversity
28/05/2024	Genuit Group Plc	Annual	Against	2,3	Pay is misaligned with EOS remuneration principles
29/05/2024	Glencore Plc	Annual	Abstain	12	Voting related to alignment with 1.5 degrees scenario
29/05/2024	Glencore Plc	Annual	Against	3,7	Inadequate management of climate-related risks from exposure to coal
29/05/2024	The Mercantile Investment Trust PLC	Annual	All For		
30/05/2024	Bodycote Plc	Annual	Against	3,13	Pay is misaligned with EOS remuneration principles
30/05/2024	Endeavour Mining Plc	Annual	Against	8	Concerns related to approach to board gender diversity
30/05/2024	Endeavour Mining Plc	Annual	Against	13	Pay is misaligned with EOS remuneration principles

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
30/05/2024	Ferguson Plc	Special	Against	2,D 2,G	Concerns related to shareholder rights Poison pill/anti-takeover measure not in investors interests
31/05/2024	A.G. BARR Plc	Annual	Against	4 7	Failure to provide DEI disclosures in line with UK listing rules Lack of independent representation at board committees
03/06/2024	PageGroup Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
04/06/2024	International Public Partnerships Limited	Annual	All For		
05/06/2024	BH Macro Limited	Annual	All For		
05/06/2024	Centrica Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
06/06/2024	PureTech Health Plc	Special	All For		
06/06/2024	Royalty Pharma Plc	Annual	Against	1g	Concerns related to approach to board gender diversity
11/06/2024	Mobico Group Plc	Annual	Against	2,3	Pay is misaligned with EOS remuneration principles
12/06/2024	Foresight Solar Fund Limited	Annual	Against	7	Concerns related to attendance at board or committee meetings
12/06/2024	IP Group Plc	Annual	Against	5	Failure to provide DEI disclosures in line with UK listing rules
12/06/2024	NB Private Equity Partners Limited	Annual	Against	7	Overboarded/Too many other time commitments
13/06/2024	Hochschild Mining Plc	Annual	Against	3	Failure to provide DEI disclosures in line with UK listing rules
13/06/2024	PureTech Health Plc	Annual	Against	16 6 2,3	Concerns to protect shareholder value Failure to provide DEI disclosures in line with UK listing rules Concerns related to approach to below-board gender diversity Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
14/06/2024	Tesco Plc	Annual	All For	8	Concerns about remuneration committee performance
17/06/2024	Bank of Georgia Group Plc	Annual	Against	7 10 2,3,4	Failure to provide DEI disclosures in line with UK listing rules Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
18/06/2024	Darktrace Plc	Court	All For		
18/06/2024	Darktrace Plc	Special	All For		
18/06/2024	Whitbread Plc	Annual	Against	7 2	Failure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles
19/06/2024	Octopus Renewables Infrastructure Trust Plc	Annual	All For		
20/06/2024	Balanced Commercial Property Trust Ltd	Annual	All For		
20/06/2024	BlackRock Smaller Companies Trust PLC	Annual	All For		
20/06/2024	Kingfisher plc	Annual	All For		
20/06/2024	PANTHEON INFRASTRUCTURE PLC	Annual	All For		
21/06/2024	Informa Plc	Annual	Against	5 12,13	Concerns about overall board structure Pay is misaligned with EOS remuneration principles
24/06/2024	Abrdn European Logistics Income PLC	Annual	All For		
24/06/2024	Network International Holdings Plc	Annual	Against	3	Failure to provide DEI disclosures in line with UK listing rules
25/06/2024	ICG Enterprise Trust plc	Annual	All For		
27/06/2024	3i Group PLC	Annual	Against	2	Pay is misaligned with EOS remuneration principles
27/06/2024	Trainline Plc	Annual	Against	5 2,3	Failure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles
28/06/2024	Sirius Real Estate Limited	Annual	Against	3,8	Concerns about overall board structure