

Q1 2024

LGPS Central - ACS

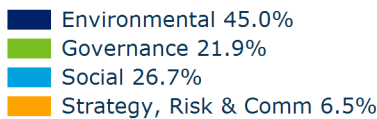
EOS at Federated Hermes

Engagement by region

We engaged with 363 companies held in the LGPS Central - ACS portfolio on a range of 1354 environmental, social and governance issues and objectives

Global

We engaged with 363 companies



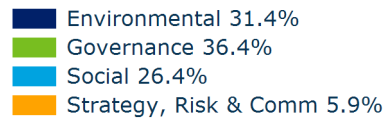
Australia & New Zealand

We engaged with eight companies



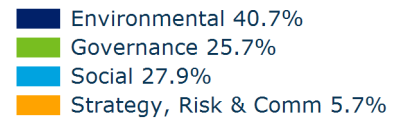
Developed Asia

We engaged with 50 companies



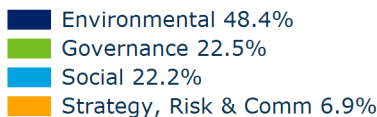
Emerging & Developing Markets

We engaged with 32 companies



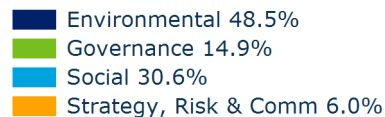
Europe

We engaged with 97 companies



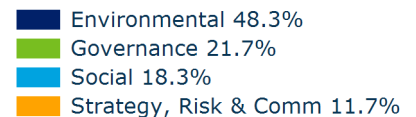
North America

We engaged with 156 companies



United Kingdom

We engaged with 20 companies

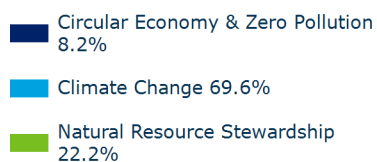


Engagement by Meta theme

We engaged with 363 companies held in the LGPS Central - ACS portfolio on a range of 1354 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 45.0% of our engagements



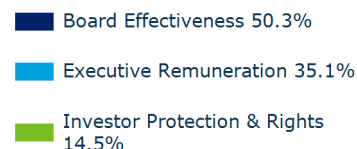
Social

Social topics featured in 26.7% of our engagements



Governance

Governance topics featured in 21.9% of our engagements



Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 6.5% of our engagements



Q1 2024

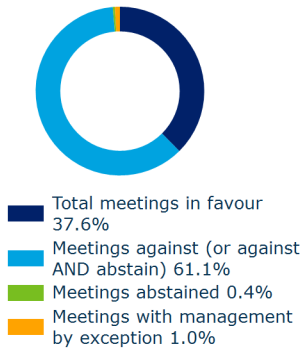
LGPS Central - ACS

EOS at Federated Hermes

Over the last quarter we made voting recommendations at 511 meetings (5,565 resolutions). At 312 meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at five meetings and abstaining at two meetings. We supported management on all resolutions at the remaining 192 meetings.

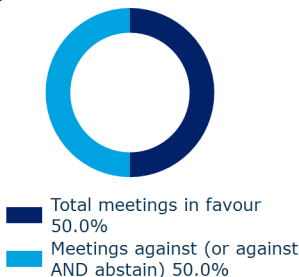
Global

We made voting recommendations at 511 meetings (5,565 resolutions) over the last quarter.



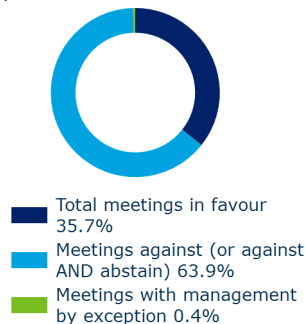
Australia & New Zealand

We made voting recommendations at two meetings (11 resolutions) over the last quarter.



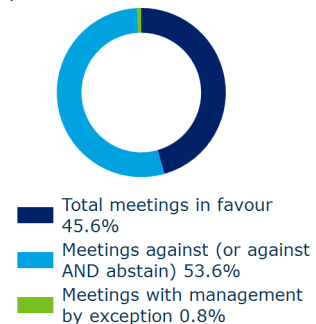
Developed Asia

We made voting recommendations at 227 meetings (1,948 resolutions) over the last quarter.



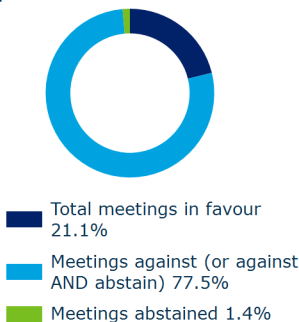
Emerging & Developing Markets

We made voting recommendations at 125 meetings (895 resolutions) over the last quarter.



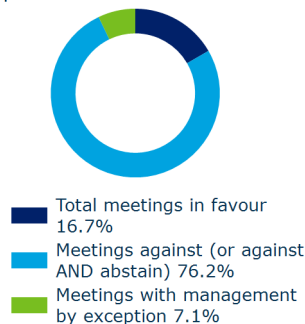
Europe

We made voting recommendations at 71 meetings (1,572 resolutions) over the last quarter.



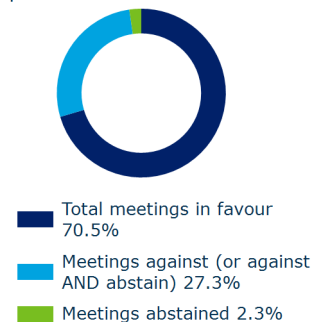
North America

We made voting recommendations at 42 meetings (523 resolutions) over the last quarter.



United Kingdom

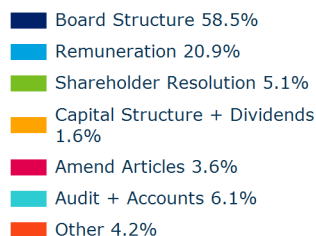
We made voting recommendations at 44 meetings (616 resolutions) over the last quarter.



The issues on which we recommended voting against management or abstaining on resolutions are shown below.

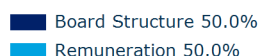
Global

We recommended voting against or abstaining on 788 resolutions over the last quarter.



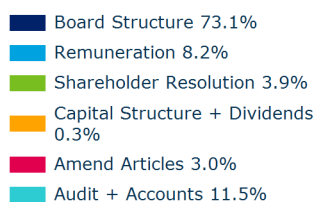
Australia & New Zealand

We recommended voting against or abstaining on two resolutions over the last quarter.



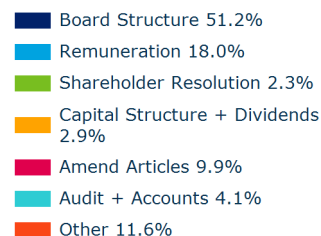
Developed Asia

We recommended voting against or abstaining on 331 resolutions over the last quarter.



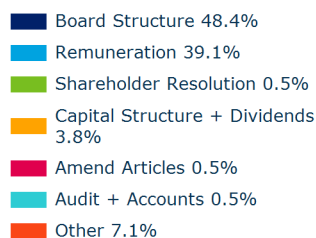
Emerging & Developing Markets

We recommended voting against or abstaining on 172 resolutions over the last quarter.



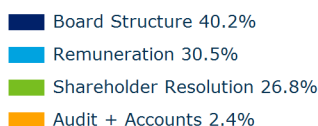
Europe

We recommended voting against or abstaining on 184 resolutions over the last quarter.



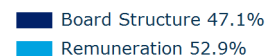
North America

We recommended voting against or abstaining on 82 resolutions over the last quarter.



United Kingdom

We recommended voting against or abstaining on 17 resolutions over the last quarter.





Notices:

LGPS Central Limited is committed to disclosing its voting record on a vote-by-vote basis, including where practicable the provision of a rationale for votes cast against management.

The data presented here relate to voting decisions for securities held in portfolios within the company's Authorised Contractual Scheme (ACS).

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
31/01/2024	China Overseas Land & Investment Ltd.	Special	All For		
24/01/2024	Sekisui House Reit, Inc.	Special	All For		
25/01/2024	Park24 Co., Ltd.	Annual	Against	1.1,1.4,1.6	Lack of independence on board
30/01/2024	Kobe Bussan Co., Ltd.	Annual	Against	1.1	Lack of independence on board
				2.2	Lack of independence on board Concerns related to inappropriate membership of committees
16/02/2024	OSG Corp. (6136)	Annual	All For		
28/02/2024	Kewpie Corp.	Annual	Against	1.2	Concerns about overall performance
				1.10	Lack of independence on board
				1.1	Lack of independence on board Concerns about overall performance
28/02/2024	Money Forward, Inc.	Annual	Against	3.1	Concerns related to approach to gender diversity Concerns about overall performance
16/03/2024	THK CO., LTD.	Annual	Against	3.2	Concerns related to approach to board gender diversity
				3.8	Lack of independence on board
18/03/2024	Taisho Pharmaceutical Holdings Co., Ltd.	Special	Against	1.2	Concerns to protect shareholder value
21/03/2024	GMO Internet Group, Inc.	Annual	Against	1.1	Concerns related to approach to board gender diversityLack of independence on boardPoison pill/anti-takeover
				2.2,2.3	measure not in investors interests
				2.1	Concerns related to succession planning
					Lack of independence on board
21/03/2024	Yamaha Motor Co., Ltd.	Annual	Against	2.1,2.6,2.10	Lack of independence on board
22/03/2024	ASICS Corp.	Annual	All For		
22/03/2024	Dentsu Soken, Inc.	Annual	Against	2.3	Concerns related to succession planning
22/03/2024	Japan Tobacco, Inc.	Annual	All For		
22/03/2024	Kao Corp.	Annual	Against	2.1	Concerns related to approach to board gender diversity
				2.8	Lack of independence on board
22/03/2024	Kubota Corp.	Annual	Against	1.1	Concerns related to approach to board gender diversity
22/03/2024	Kyowa Kirin Co., Ltd.	Annual	Against	3	Concerns about overall board structure
23/03/2024	Horiba Ltd.	Annual	Against	1.3	Concerns related to board gender diversity
24/03/2024	MonotaRO Co., Ltd.	Annual	Against	2.3	Concerns related to succession planning
26/03/2024	Asahi Group Holdings Ltd.	Annual	All For		
26/03/2024	Bridgestone Corp.	Annual	Against	2.3,2.4,2.5	Concerns related to succession planning
26/03/2024	Coca-Cola Bottlers Japan Holdings, Inc.	Annual	Against	2.1	Concerns about overall performance
26/03/2024	Ezaki Glico Co., Ltd.	Annual	Against	2.1	Concerns about overall performance
				2.2	Concerns about overall performance Concerns related to approach to board gender diversity
				2.5,2.6	Concerns related to succession planning
				2.8	Lack of independence on board
				4,6,7	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
26/03/2024	Hulic Co., Ltd.	Annual	Against	3.1,3.3	Concerns about overall board structure
				2.1,2.2	Concerns about overall performance
				2.6,2.7,2.8	Concerns related to succession planning
				2.9	Lack of independence on board
26/03/2024	INPEX Corp.	Annual	Against	2.1	Concerns related to approach to board gender diversity
				2.6	Lack of independence on board
26/03/2024	Kagome Co., Ltd.	Annual	All For		
26/03/2024	McDonald's Holdings Co. (Japan) Ltd.	Annual	Against	3.2	Concerns about overall board structure
				2.3	Concerns related to attendance at board or committee meetings
				4	Pay is misaligned with EOS remuneration principles

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
26/03/2024	Nabtesco Corp.	Annual	All For		
26/03/2024	Renesas Electronics Corp.	Annual	All For		
26/03/2024	Resonac Holdings Corp.	Annual	Against	2.1,2.2 2.6	Concerns about overall performance Lack of independence on board
26/03/2024	Shiseido Co., Ltd.	Annual	All For		
27/03/2024	Canon Marketing Japan, Inc.	Annual	Against	3.2,3.3 2.1	Concerns about overall board structure Concerns related to approach to board gender diversity
27/03/2024	Ebara Corp.	Annual	All For		
27/03/2024	Frontier Real Estate Investment Corp.	Special	All For		
27/03/2024	HOSHIZAKI Corp.	Annual	All For		
27/03/2024	Kuraray Co., Ltd.	Annual	All For		
27/03/2024	NEXON Co., Ltd.	Annual	Against	1.1 2.2,2.3 3	Concerns related to approach to board gender diversity Concerns related to succession planning Pay is misaligned with EOS remuneration principles
27/03/2024	Nippon Paint Holdings Co., Ltd.	Annual	Against	2.2	Concerns related to approach to board gender diversity
27/03/2024	OTSUKA CORP.	Annual	Against	2.1	Concerns about overall board structure
27/03/2024	Peptidream, Inc.	Annual	Against	1.1	Concerns about overall performanceConcerns related to approach to board gender diversity
27/03/2024	Shimano, Inc.	Annual	Against	2.2	Concerns related to approach to board gender diversity
27/03/2024	Suntory Beverage & Food Ltd.	Annual	All For		
27/03/2024	Tokyo Tatemono Co., Ltd.	Annual	All For		
27/03/2024	Toyo Tire Corp.	Annual	Against	2.1 2.2 2.7	Concerns about overall performance Concerns about overall performance Concerns related to approach to board gender diversity Lack of independence on board
27/03/2024	Unicharm Corp.	Annual	All For		
28/03/2024	AGC, Inc. (Japan)	Annual	Against	2.1 2.2	Concerns about overall performance Concerns about overall performanceConcerns related to approach to board gender diversity
28/03/2024	Canon, Inc.	Annual	Against	2.1	Concerns related to approach to board gender diversity
28/03/2024	Chugai Pharmaceutical Co., Ltd.	Annual	All For		
28/03/2024	Dentsu Group, Inc.	Annual	Against	1.2 1.7	Concerns about overall performance Lack of independence on board
28/03/2024	DIC Corp.	Annual	Against	2.1	Concerns about overall performance
28/03/2024	DMG MORI CO., LTD.	Annual	All For		
28/03/2024	GungHo Online Entertainment, Inc.	Annual	Against	1.1	Concerns related to approach to board gender diversity
28/03/2024	Kirin Holdings Co., Ltd.	Annual	All For		
28/03/2024	Kobayashi Pharmaceutical Co., Ltd.	Annual	Against	1.4	Concerns related to succession planning
28/03/2024	KOKUYO CO., LTD.	Annual	Against	3.8	Concerns about overall performance
28/03/2024	KOSE Corp.	Annual	All For		
28/03/2024	Lion Corp.	Annual	Against	1.1,1.2	Concerns about overall performance
28/03/2024	Mabuchi Motor Co., Ltd.	Annual	All For		
28/03/2024	Nippon Electric Glass Co., Ltd.	Annual	Against	2.1,2.2 2.6	Concerns about overall performance Lack of independence on board
28/03/2024	Nippon Express Holdings, Inc.	Annual	Against	2.5,3.2	Lack of independence on board
28/03/2024	Otsuka Holdings Co., Ltd.	Annual	Against	1.2,1.10,1.11	Lack of independence on board
28/03/2024	Pigeon Corp.	Annual	All For		
28/03/2024	Pola Orbis Holdings, Inc.	Annual	All For		
28/03/2024	Rakuten Group, Inc.	Annual	Against	3.1 2.1 2.12	Concerns about overall board structure Concerns about overall performance Concerns related to succession planning
28/03/2024	Sapporo Holdings Ltd.	Annual	Against	2.1	Concerns about overall performance
28/03/2024	Skylark Holdings Co., Ltd.	Annual	Against	1.1,1.2	Concerns about overall performance
28/03/2024	SUMCO Corp.	Annual	Against	2.2,2.3	Concerns related to succession planning
28/03/2024	Sumitomo Forestry Co., Ltd.	Annual	Against	2.1,2.2	Concerns about overall performance
28/03/2024	Sumitomo Heavy Industries, Ltd.	Annual	Against	2.1,2.8	Lack of independence on board
28/03/2024	Sumitomo Rubber Industries, Ltd.	Annual	Against	2.8 2.12	Concerns related to succession planning Lack of independence on board

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
28/03/2024	The Yokohama Rubber Co., Ltd.	Annual	Against	2.1 2.2 2.7 2.9 3	Concerns about overall performance Concerns about overall performance Concerns related to approach to board gender diversity Concerns related to succession planning Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees
28/03/2024	Tokai Carbon Co., Ltd.	Annual	Against	4.1	Concerns related to approach to board gender diversity
28/03/2024	TOKYO OHKA KOGYO CO., LTD.	Annual	All For		
28/03/2024	Trend Micro, Inc.	Annual	Against	4,5,6	Pay is misaligned with EOS remuneration principles
28/03/2024	Yamazaki Baking Co., Ltd.	Annual	Against	2.1 3.3 4 2.8,2.9,2.10,3.2	Concerns about overall performance Lack of independence on board Concerns related to approach to board gender diversity Inadequate management of deforestation risks Concerns related to succession planning Insufficient/poor disclosure Lack of independence on board
23/01/2024	Frasers Logistics & Commercial Trust	Annual	All For		
28/03/2024	DBS Group Holdings Ltd.	Annual	Against	6	Concerns related to inappropriate membership of committees
21/02/2024	Korea Electric Power Corp.	Special	Against	1	Lack of independence on board Concerns related to approach to board gender diversity
15/03/2024	Amorepacific Corp.	Annual	All For		
15/03/2024	AmorePacific Group, Inc.	Annual	All For		
15/03/2024	Kia Corp.	Annual	Against	4	Inadequate management of climate-related risks
15/03/2024	SAMSUNG BIOLOGICS Co., Ltd.	Annual	All For		
15/03/2024	Samsung C&T Corp.	Annual	Against	4.1.1,5 1.2.1 1.2.2,3	Concerns about overall performance Concerns to protect shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes efficient capital allocation
15/03/2024	Yuhan Corp.	Annual	Against	3.3 2.3,2.4	Concerns related to approach to board gender diversity Concerns related to shareholder rights
19/03/2024	Korea Zinc Co., Ltd.	Annual	Against	3.8 2.5 2.2	Concerns about overall performance Concerns related to shareholder rights Issue of equity raises concerns about excessive dilution of existing shareholders
20/03/2024	Hyundai GLOVIS Co., Ltd.	Annual	Against	3.2,4 3.4	Concerns related to approach to board gender diversity Lack of independence on board
20/03/2024	Hyundai Mobis Co., Ltd.	Annual	Against	3.2 5 3.1,4	Concerns related to approach to board gender diversity Concerns to protect shareholder value Lack of independence on board Lack of independent representation at board committees
20/03/2024	L&F Co., Ltd.	Annual	Against	3.1	Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity
20/03/2024	Lotte Chilsung Beverage Co., Ltd.	Annual	Against	5	Pay is misaligned with EOS remuneration principles
20/03/2024	Samsung Card Co., Ltd.	Annual	Against	2.2	Concerns related to approach to board gender diversity
20/03/2024	Samsung Electro-Mechanics Co., Ltd.	Annual	All For		
20/03/2024	Samsung Electronics Co., Ltd.	Annual	All For		
20/03/2024	Samsung Electronics Co., Ltd.	Annual	All For		
20/03/2024	Samsung Fire & Marine Insurance Co., Ltd.	Annual	Against	3	Concern about his independence
20/03/2024	Samsung SDI Co., Ltd.	Annual	All For		
20/03/2024	SAMSUNG SDS CO., LTD.	Annual	All For		
21/03/2024	BGF Retail Co., Ltd.	Annual	Against	3.2	Concerns related to approach to board gender diversity
21/03/2024	Cheil Worldwide, Inc.	Annual	Against	4,5	Pay is misaligned with EOS remuneration principles
21/03/2024	DI E&C Co., Ltd.	Annual	All For		
21/03/2024	GS Retail Co., Ltd.	Annual	Against	2.2	Concerns related to approach to board gender diversity
21/03/2024	HANJIN KAL Corp.	Annual	Against	3.2 2.2	Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity
21/03/2024	HANWHA LIFE INSURANCE Co., Ltd.	Annual	All For		
21/03/2024	Hanwha Ocean Co., Ltd.	Annual	Against	3	Concerns related to approach to board gender diversity
21/03/2024	HOTEL SHILLA Co., Ltd.	Annual	Against	3 4	Lack of independence on board Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity
21/03/2024	HYUNDAI ENGINEERING & CONSTRUCTION Co., Ltd.	Annual	Against	2.2	Concerns related to approach to board gender diversity
21/03/2024	Hyundai Motor Co., Ltd.	Annual	All For		
21/03/2024	Korean Air Lines Co., Ltd.	Annual	Against	2.3,3.2	Concerns about overall performance

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
21/03/2024	LG Innotek Co., Ltd.	Annual	Against	3.2,3.3	Concerns related to approach to board gender diversity
21/03/2024	LG Uplus Corp.	Annual	All For		
21/03/2024	LOTTE Fine Chemical Co., Ltd.	Annual	Against	3.4,4.2	Concerns related to potential conflict of interests 2- Concerns related to inappropriate membership of committees
21/03/2024	ORION Corp. (Korea)	Annual	Against	5	Pay is misaligned with EOS remuneration principles
21/03/2024	POSCO Holdings Inc.	Annual	Against	4.2	Concerns related to board gender diversity 2- Inadequate management of climate-related risks 3- Inadequate management of climate-related risks from exposure to coal
21/03/2024	S-1 Corp. (Korea)	Annual	Against	3.4	Concerns related to approach to board gender diversity
21/03/2024	Samsung Engineering Co., Ltd.	Annual	Against	2	Concerns related to approach to board gender diversity
21/03/2024	Samsung Heavy Industries Co., Ltd.	Annual	Against	3.1	Concerns related to approach to board gender diversity
21/03/2024	Samsung Life Insurance Co., Ltd.	Annual	Against	2.2,2.2.2.3	Concerns related to approach to board gender diversity
21/03/2024	Samsung Securities Co., Ltd.	Annual	Against	2.3,2.4	Concerns related to approach to board gender diversity
21/03/2024	Shinsegae Co., Ltd.	Annual	Against	3.2	Concerns related to approach to board gender diversity
22/03/2024	BNK Financial Group, Inc.	Annual	Against	3.1	Concerns related to approach to board gender diversity
22/03/2024	COWAY Co., Ltd.	Annual	All For		
22/03/2024	COWAY Co., Ltd.	Special	All For		
22/03/2024	DB Insurance Co., Ltd.	Annual	Against	4	Concerns related to approach to board gender diversity
22/03/2024	DL Holdings Co., Ltd.	Annual	Against	2.2	Concerns related to shareholder rights
22/03/2024	DONG SUH Companies Inc.	Annual	Against	2.1	Concerns related to inappropriate membership of committees
22/03/2024	Hana Financial Group, Inc.	Annual	Against	1	Inappropriate bundling of election of directors on a single vote
22/03/2024		Annual	Against	2.1,2.2,2.6,3.1,4.1	Concerns about overall performance
22/03/2024	HTEJINRO Co., Ltd.	Annual	All For	2.7	Concerns related to approach to board gender diversity
22/03/2024	HYUNDAI MARINE & FIRE INSURANCE Co., Ltd.	Annual	All For		
22/03/2024	KB Financial Group, Inc.	Annual	All For		
22/03/2024	Kumho Petrochemical Co., Ltd.	Annual	Against	3.4.2	Concerns to protect shareholder value
				1.2,1.2.2,4.1,5.1,5.2,6.1,6.2,7	EOS manual override. See analyst note. Concerns to protect shareholder value
22/03/2024	LG Display Co., Ltd.	Annual	All For		
22/03/2024	MERITZ Financial Group, Inc.	Annual	All For		
22/03/2024	Nongshim Co., Ltd.	Annual	Against	2.2,4	Concerns related to approach to board gender diversity
				2.1	Concerns related to approach to board gender diversityConcerns related to inappropriate membership of committees
22/03/2024	Paradise Co., Ltd.	Annual	Against	7	Pay is misaligned with EOS remuneration principles
22/03/2024	Seegene, Inc.	Annual	Against	3.1	Concerns regarding audit quality 2- Concerns about candidate's experience/skills
				5	Pay is misaligned with EOS remuneration principles
22/03/2024	Woori Financial Group, Inc.	Annual	Against	3.1,3.2	Concerns about overall performance
				2.1,2.2,2.3	Concerns about overall performance Concerns related to approach to board gender diversity
25/03/2024	CJ Logistics Corp.	Annual	All For		
25/03/2024	Cosmo AM&T Co., Ltd.	Annual	All For		
25/03/2024	Doosan Bobcat, Inc.	Annual	All For		
25/03/2024	HD Hyundai Infracore Co., Ltd.	Annual	All For		
25/03/2024	HYUNDAI MIPO DOCKYARD Co., Ltd.	Annual	Against	4	Concerns related to inappropriate membership of committees Lack of independence on board
				3	Lack of independence on board
25/03/2024	kakaopay Corp.	Annual	Against	2.3	Concerns related to shareholder rights
25/03/2024	LG Chem Ltd.	Annual	All For		
25/03/2024	LG Energy Solution Ltd.	Annual	All For		
25/03/2024	Lotte Energy Materials Corp.	Annual	Against	5	Pay is misaligned with EOS remuneration principles
25/03/2024	POSCO Future M Co., Ltd.	Annual	Against	3.5	Concerns related to approach to board gender diversity
				3.2	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees
25/03/2024	POSCO INTERNATIONAL Corp.	Annual	Against	3.1.1,3.1.2	Concerns related to approach to board gender diversityConcerns related to inappropriate membership of committees
25/03/2024	SK bioscience Co., Ltd.	Annual	All For		
26/03/2024	Alteogen, Inc.	Annual	All For		
26/03/2024	Celltrion Pharm Inc.	Annual	All For		
26/03/2024	Celltrion, Inc.	Annual	All For		
26/03/2024	CJ ENM Co., Ltd.	Annual	All For		

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
26/03/2024	Doosan Enerbility Co., Ltd.	Annual	Against	5	Pay is misaligned with EOS remuneration principles
26/03/2024	Ecopro BM Co., Ltd.	Annual	All For		
26/03/2024	HANWHA AEROSPACE Co., Ltd.	Annual	All For		
26/03/2024	HANWHA SOLUTIONS CORP.	Annual	All For		
26/03/2024	HD Hyundai Heavy Industries Co., Ltd.	Annual	Against	2.2	Lack of independence on board
26/03/2024	HL Mando Co., Ltd.	Annual	All For		
26/03/2024	Hyundai Department Store Co., Ltd.	Annual	Against	3.6,4.2 3.2,3.3	Concerns about overall performance Concerns related to approach to board gender diversity
26/03/2024	Hyundai Steel Co.	Annual	Against	2.3,3.4	Concerns about overall performance 2- Concerns to protect shareholder value
26/03/2024	Industrial Bank of Korea	Annual	Against	2.3	Pay is misaligned with EOS remuneration principles
26/03/2024	Korea Electric Power Corp.	Annual	All For		
26/03/2024	KRAFTON, Inc	Annual	Against	4.1,5.1	Concerns about overall performance
26/03/2024	LG Electronics, Inc.	Annual	Against	3	Concerns related to approach to board gender diversity
26/03/2024	LG H&H Co., Ltd.	Annual	All For		
26/03/2024	Lotte Chemical Corp.	Annual	Against	3.1,4.1 3.4	Concerns about overall performance Concerns about overall performance Concerns related to approach to board gender diversity
26/03/2024	Lotte Shopping Co., Ltd.	Annual	All For		
26/03/2024	Mirae Asset Securities Co., Ltd.	Annual	Against	3	Concerns about overall performance Concerns related to approach to board gender diversity
26/03/2024	NAVER Corp.	Annual	All For		
26/03/2024	OTTOGI Corp.	Annual	Against	3.2	Lack of independence on board Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees
26/03/2024	Shinhan Financial Group Co., Ltd.	Annual	Against	2.2,2.3,2.4,2.5,2.6,3.4,1.4,2	Concerns about overall performance
26/03/2024	SK Biopharmaceuticals Co., Ltd.	Annual	All For		
26/03/2024	SK Chemicals Co. Ltd.	Annual	All For		
26/03/2024	Sk le Technology Co., Ltd.	Annual	Against	2	Lack of independence on board
26/03/2024	SKC Co., Ltd.	Annual	All For		
27/03/2024	CJ CheilJedang Corp.	Annual	Against	2.1,4	Pay is misaligned with EOS remuneration principles
27/03/2024	Hanmi Pharmaceutical Co., Ltd.	Annual	All For		
27/03/2024	LG Corp.	Annual	All For		
27/03/2024	NH Investment & Securities Co., Ltd.	Annual	Against	2.3 4	Concerns about overall performance Concerns about overall performance Concerns related to inappropriate membership of committees
27/03/2024	Pan Ocean Co., Ltd.	Annual	Against	2	Concerns related to approach to board gender diversity
27/03/2024	SK hynix, Inc.	Annual	Against	6	Concerns about overall performance
27/03/2024	SK Networks Co., Ltd.	Annual	Against	4	Concerns about overall performance
27/03/2024	SK, Inc.	Annual	Against	2.2	Concerns about overall performance
28/03/2024	CJ Corp.	Annual	All For		
28/03/2024	Daewoo Engineering & Construction Co. Ltd.	Annual	All For		
28/03/2024	DB HITEK Co., Ltd.	Annual	Against	4.2 6.2	Concerns related to approach to board gender diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
28/03/2024	DGB Financial Group Co., Ltd.	Annual	Against	3.2,3.4,4 3.3	Concerns about overall performance Concerns about overall performance Concerns related to approach to board gender diversity
28/03/2024	E-Mart, Inc.	Annual	Against	1.3 2.2,2.3	EOS manual override. See analyst note. Lack of independence on board Concerns related to approach to board gender diversity
28/03/2024	ECOPRO Co., Ltd.	Annual	All For		
28/03/2024	F&F Co., Ltd.	Annual	Against	3.5	Inappropriate bundling of election of directors on a single vote
28/03/2024	FILA Holdings Corp.	Annual	Against	5	Pay is misaligned with EOS remuneration principles
28/03/2024	Green Cross Corp.	Annual	Against	6	Pay is misaligned with EOS remuneration principles
28/03/2024	GS Holdings Corp.	Annual	Against	3.4	Lack of independence on board
28/03/2024	HANKOOK TIRE & TECHNOLOGY Co., Ltd.	Annual	Against	3.2,2.3,2.3 3.2.1 3.1.3 6	Concerns about overall performance Concerns about overall performance Concerns related to approach to board gender diversity Concerns about overall performance Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
28/03/2024	Hanmi Science Co., Ltd.	Annual	Against	2.7,2.11,3.4 2.1,2.3,2.5,3.2	SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Lack of independence on board
28/03/2024	Hanon Systems	Annual	Against	2.3	Inappropriate bundling of election of directors on a single vote

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
28/03/2024	HMM Co., Ltd.	Annual	Against	4.3 3.2,3.5	Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Lack of independence on board
28/03/2024	Hyundai WIA Corp.	Annual	Against	2.2	Concerns related to approach to board gender diversity
28/03/2024	Kakao Corp.	Annual	Against	3.1,3.3	Concerns about overall performance
28/03/2024	Kakao Games Corp.	Annual	Against	2	Issue of equity raises concerns about excessive dilution of existing shareholdersConcerns related to shareholder rights
28/03/2024	KakaoBank Corp.	Annual	Against	3.2	Concerns related to approach to board gender diversity
28/03/2024	Kangwon Land, Inc.	Annual	Against	2	Pay is misaligned with EOS remuneration principles
28/03/2024	KCC Corp.	Annual	Against	1.3,2,3 1.2 6	Concerns about overall performance Concerns related to approach to board gender diversity Concerns about overall performance Pay is misaligned with EOS remuneration principles
28/03/2024	KEPCO Plant Service & Engineering Co., Ltd.	Annual	Against	2,3	Pay is misaligned with EOS remuneration principles
28/03/2024	KOREA AEROSPACE INDUSTRIES Ltd.	Annual	All For		
28/03/2024	Korea Gas Corp.	Annual	Against	2	Pay is misaligned with EOS remuneration principles
28/03/2024	KT Corp.	Annual	All For		
28/03/2024	KT&G Corp.	Annual	Against	3.1,3.2,4 3.3	Cumulative/slate voting in favour of individual candidates/slates SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
28/03/2024	Lotte Corp.	Annual	Against	3.5,3.6,3.7,4.1,4.2 3.4 3.2 3.1	Concerns about overall performance Concerns related to approach to board gender diversityConcerns about overall performance Concerns related to inappropriate membership of committeesConcerns about overall performance Concerns to protect shareholder value
28/03/2024	LS Corp.	Annual	Against	2,3 5	Concerns about overall performance Pay is misaligned with EOS remuneration principles
28/03/2024	NCsoft Corp.	Annual	Against	3.2	Concerns related to inappropriate membership of committees
28/03/2024	Netmarble Corp.	Annual	All For		
28/03/2024	S-Oil Corp.	Annual	Against	5.1 3.1,3.3,3.5 3.4 3.2	Concerns related to inappropriate membership of committees Inadequate management of climate-related risks Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to inappropriate membership of committees Lack of independence on board Inadequate management of climate-related risks Lack of independence on board
28/03/2024	SD Biosensor, Inc.	Annual	All For		
28/03/2024	SK Innovation Co., Ltd.	Annual	Against	3.1	Concerns about overall performance
28/03/2024	SK Square Co., Ltd.	Annual	Against	3.1,3.2,4,5.1,5.2 1	Concerns about overall performance 2- Concerns to protect shareholder value Concerns to protect shareholder value
28/03/2024	Solus Advanced Materials Co., Ltd.	Annual	All For		
28/03/2024	SSANGYONGC&E Co., Ltd.	Annual	Against	2.1 3	Concerns related to approach to board gender diversity Inadequate management of climate-related risksConcerns related to approach to board gender diversity
29/03/2024	GS Engineering & Construction Corp.	Annual	All For		
29/03/2024	HD HYUNDAI Co., Ltd.	Annual	All For		
29/03/2024	HD Korea Shipbuilding & Offshore Engineering Co., Ltd.	Annual	Against	5	Pay is misaligned with EOS remuneration principles
29/03/2024	HLB Co., Ltd.	Annual	All For		
29/03/2024	HYBE Co., Ltd.	Annual	Against	4 2	Concerns related to approach to board gender diversity Concerns related to shareholder rights
29/03/2024	Korea Investment Holdings Co., Ltd.	Annual	Against	2.2	Concerns related to inappropriate membership of committees
29/03/2024	OCI Holdings Co. Ltd.	Annual	All For		
29/03/2024	PearlAbyss Corp.	Annual	Against	6	Pay is misaligned with EOS remuneration principles
29/03/2024	Wemade Co., Ltd.	Annual	Against	4,5	Pay is misaligned with EOS remuneration principles
14/03/2024	Qisda Corp.	Special	All For		
01/02/2024	Nufarm Limited	Annual	All For		
22/02/2024	Aristocrat Leisure Limited	Annual	Against	1,3	Pay is misaligned with EOS remuneration principles
05/01/2024	Huabao International Holdings Limited	Special	Against	1	Concerns to protect shareholder value
27/03/2024	Credicorp Ltd.	Annual	All For		
24/01/2024	Telefonica Brasil SA	Extraordinary Shareholders	All For		
02/02/2024	Banco do Brasil SA	Extraordinary Shareholders	All For		
21/02/2024	Hypera SA	Extraordinary Shareholders	All For		

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
11/03/2024	Banco Bradesco SA	Annual	Abstain	8	Cumulative/slate voting in favour of individual candidates/slates
			Against	4,6,7,1,7,2,7,3,7,4,7,5,7,6,7,7,8,7,9,7,10,7,11	Insufficient/poor disclosure
				10	Insufficient/poor disclosure
				9	Lack of independence on board
				5,3,5,9,5,10	Lack of independence on board Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees
				5,1	Lack of independence on board Concerns related to inappropriate membership of committees
				5,2,5,4,5,5,5,11	
11/03/2024	Banco Bradesco SA	Annual	Against	1	
11/03/2024	Banco Bradesco SA	Annual	Against	1	
11/03/2024	Banco Bradesco SA	Extraordinary Shareholders	All For		
28/03/2024	Porto Seguro SA	Annual	Abstain	6,9,10,1,10,2,10,3,10,4,10,5,10,6,10,7	Insufficient/poor disclosure
			Against	7	Inappropriate bundling of election of directors on a single vote Lack of independence on board Concerns related to inappropriate membership of committees
				8	Insufficient/poor disclosure
				12	Pay is misaligned with EOS remuneration principles
28/03/2024	Porto Seguro SA	Extraordinary Shareholders	Against	1	Pay is misaligned with EOS remuneration principles
28/03/2024	TIM SA (Brazil)	Annual	Against	6	Insufficient/poor disclosure
				3	Lack of independence on board
				8	Pay is misaligned with EOS remuneration principles
28/03/2024	TIM SA (Brazil)	Extraordinary Shareholders	Against	2	Pay is misaligned with EOS remuneration principles
12/01/2024	C&D International Investment Group Limited	Extraordinary Shareholders	All For		
06/02/2024	AAC Technologies Holdings, Inc.	Extraordinary Shareholders	All For		
23/02/2024	C&D International Investment Group Limited	Extraordinary Shareholders	All For		
04/01/2024	Jiangxi Copper Company Limited	Extraordinary Shareholders	All For		
05/01/2024	WuXi AppTec Co., Ltd.	Extraordinary Shareholders	All For		
05/01/2024	WuXi AppTec Co., Ltd.	Special	All For		
15/01/2024	Shenzhen YUTO Packaging Technology Co., Ltd.	Special	All For		
16/01/2024	China Yangtze Power Co., Ltd.	Special	Against	2	Concerns related to shareholder rights
16/01/2024	Fuyao Glass Industry Group Co., Ltd.	Extraordinary Shareholders	Against	4,01	Concerns related to approach to board gender diversity
				3,02	Lack of independence on board Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees
18/01/2024	Yantai Jereh Oilfield Services Group Co. Ltd.	Special	All For		
29/01/2024	Midea Group Co. Ltd.	Special	Against	6	Concerns related to shareholder rights
30/01/2024	Agricultural Bank of China Limited	Extraordinary Shareholders	All For		
02/02/2024	By-health Co., Ltd.	Special	Against	1,2,3	Concerns to protect shareholder value
				4,1,4,2	Insufficient/poor disclosure
06/02/2024	YTO Express Group Co., Ltd.	Special	Against	3,4,5,6,7	Insufficient/poor disclosure
23/02/2024	The People's Insurance Company (Group) of China Limited	Extraordinary Shareholders	All For		
26/02/2024	Bank of China Limited	Extraordinary Shareholders	Against	1	Lack of independence on board
28/02/2024	Bank of Communications Co., Ltd.	Extraordinary Shareholders	Against	1	Insufficient/poor disclosure
29/02/2024	China Pacific Insurance (Group) Co., Ltd.	Extraordinary Shareholders	Against	5,5	Concerns related to inappropriate membership of committees
				1	Concerns related to shareholder rights
29/02/2024	Industrial and Commercial Bank of China Limited	Extraordinary Shareholders	Against	1	Lack of independence on board and gender diversity on the board
29/02/2024	ZhongAn Online P&C Insurance Co., Ltd.	Extraordinary Shareholders	All For		
07/03/2024	China Everbright Bank Company Limited	Extraordinary Shareholders	Against	1	Concerns related to approach to board gender diversity
				3	Lack of independence on board
18/03/2024	Bank of Beijing Co., Ltd.	Special	Against	1	Concerns related to approach to board gender diversity
19/03/2024	CRRC Corporation Limited	Extraordinary Shareholders	All For		
10/01/2024	Ecopetrol SA	Extraordinary Shareholders	All For		
22/03/2024	Ecopetrol SA	Annual	All For		
06/01/2024	Alkem Laboratories Ltd.	Special	All For		
09/01/2024	HDFC Bank Ltd.	Special	All For		
09/01/2024	Hindustan Unilever Limited	Special	All For		
18/01/2024	Larsen & Toubro Limited	Special	All For		
20/01/2024	Samvardhana Motherson International Limited	Special	All For		
25/01/2024	Tata Steel Limited	Court	All For		
28/01/2024	Bharti Airtel Limited	Special	All For		

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09/02/2024	Tata Steel Limited	Court	All For		
13/02/2024	Bajaj Auto Limited	Special	All For		
13/02/2024	Siemens Limited	Annual	Against	5 6	Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles Overboarded/Too many other time commitments
14/02/2024	Dr. Reddy's Laboratories Ltd.	Special	All For		
20/02/2024	Infosys Limited	Special	All For		
22/02/2024	ICICI Lombard General Insurance Company Limited	Special	All For		
25/02/2024	Shriram Finance Limited	Special	All For		
01/03/2024	HDFC Asset Management Company Limited	Special	All For		
02/03/2024	Colgate-Palmolive (India) Limited	Special	All For		
02/03/2024	Tata Steel Limited	Special	All For		
05/03/2024	Bajaj Auto Limited	Special	Against	1	Overboarded/Too many other time commitmentsConcerns about overall performance
05/03/2024	Hindustan Unilever Limited	Special	Against	1,2	Pay is misaligned with EOS remuneration principles
06/03/2024	HCL Technologies Limited	Special	All For		
08/03/2024	Persistent Systems Limited	Special	All For		
12/03/2024	Kotak Mahindra Bank Limited	Special	Against	3	Concerns related to approach to board gender diversity
15/03/2024	Angel One Limited	Extraordinary Shareholders	All For		
15/03/2024	Maruti Suzuki India Limited	Special	Against	1,2	Lack of independence on board Concerns related to approach to board gender diversity
19/03/2024	Bajaj Finance Limited	Special	Against	7 3	Insufficient disclosure Overboarded/Too many other time commitments
21/03/2024	DLF Limited	Special	Against	1	Concerns related to attendance at board or committee meetings
23/03/2024	Bajaj Finserv Limited	Special	Against	2	Insufficient disclosure
26/03/2024	Aurobindo Pharma Limited	Special	All For		
27/03/2024	Bharat Petroleum Corporation Limited	Special	All For		
27/03/2024	ICICI Bank Limited	Court	All For		
29/03/2024	HDFC Bank Ltd.	Special	All For		
30/03/2024	SBI Life Insurance Company Limited	Special	Against	1	Concerns related to succession planning Concerns related to approach to board gender diversity
01/03/2024	PT Bank Rakyat Indonesia (Persero) Tbk	Annual	Against	7	Insufficient/poor disclosure
04/03/2024	PT Bank Negara Indonesia (Persero) Tbk	Annual	Against	5	Insufficient/poor disclosure
07/03/2024	PT Bank Mandiri (Persero) Tbk	Annual	Against	4 7,8	Concerns related to Non-audit fees Insufficient/poor disclosure
14/03/2024	PT Bank Central Asia Tbk	Annual	All For		
04/01/2024	Bank Leumi Le-Israel B.M.	Special	Against	A,B1,B2	Administrative declaration
08/01/2024	Plus500 Ltd.	Special	Against	1A,2A,3A	
07/02/2024	Israel Discount Bank Ltd.	Special	Against	A,B1,B2	Administrative declaration
20/02/2024	Mizrahi Tefahot Bank Ltd.	Special	Against	A,B1,B2	Administrative declaration
21/02/2024	Kuala Lumpur Kepong Berhad	Annual	Against	2,3 1	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity
19/03/2024	Coca-Cola FEMSA SAB de CV	Annual	Against	5	Lack of independence on board
21/03/2024	Arca Continental SAB de CV	Annual	Against	5	Lack of independence on boardConcerns related to approach to board gender diversityConcerns related to inappropriate membership of committeesInappropriate bundling of election of directors on a single vote
21/03/2024	Arca Continental SAB de CV	Extraordinary Shareholders	All For		
21/03/2024	Corporacion Inmobiliaria Vesta SAB de CV	Annual	All For		
21/03/2024	Corporacion Inmobiliaria Vesta SAB de CV	Extraordinary Shareholders	Against	2	Issue of equity raises concerns about excessive dilution of existing shareholders
22/03/2024	CEMEX SAB de CV	Annual	Against	5.E,5.F 6.B,7.A,7.B,8.A 5.D 5.G	Concerns related to succession planning Concerns related to succession planning, EOS manual override. See analyst note. Concerns related to succession planning, EOS manual override. See analyst note. Overboarded/Too many other time commitments
22/03/2024	Fomento Economico Mexicano SAB de CV	Annual	Against	4,g	Overboarded/Too many other time commitments
11/01/2024	Santander Bank Polska SA	Special	Against	5	Pay is misaligned with EOS remuneration principles
24/01/2024	Dino Polska SA	Special	Against	5	Insufficient/poor disclosure
02/02/2024	Powszechna Kasa Oszczednosci Bank Polski SA	Special	All For		
06/02/2024	ORLEN SA	Special	Against	6	Insufficient/poor disclosure
13/02/2024	KGHM Polska Miedz SA	Special	All For		
15/02/2024	Powszechny Zaklad Ubezpieczen SA	Special	All For		

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20/02/2024	CD Projekt SA	Special	All For		
11/01/2024	Saudi National Bank	Ordinary Shareholders	All For		
21/03/2024	Bupa Arabia for Cooperative Insurance Co.	Extraordinary Shareholders	Against	1	Concerns related to shareholder rights
24/03/2024	Al Rajhi Bank	Annual	Against	10,12,14	Concerns related to shareholder rights
01/02/2024	Clicks Group Ltd.	Annual	All For		
21/02/2024	Spar Group Ltd.	Annual	Against	2	Pay is misaligned with EOS remuneration principles
22/02/2024	Tiger Brands Ltd.	Annual	Against	6	Annual vote provides for greater shareholder oversight 2- Concerns about reducing shareholder rights
29/01/2024	Thai Beverage Public Company Limited	Annual	Against	5.1.2 10 5.1.6	Concerns related to approach to board gender diversity Insufficient/poor disclosure Overboarded/Too many other time commitments Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees
25/03/2024	Advanced Info Service Public Co. Ltd.	Annual	Against	5.1 8	Concerns related to approach to board gender diversity Insufficient/poor disclosure
24/02/2024	Nuh Cimento Sanayi AS	Annual	Against	8,9,12	Insufficient/poor disclosure
22/03/2024	Akbank TAS	Annual	Against	5,9,10,13	This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
26/03/2024	Is Real Estate Investment Trust	Annual	Against	9 10 8	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST is warranted because the name of the proposed auditor is not disclosed. A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner.
26/03/2024	Türk Traktor ve Ziraat Makineleri AS	Annual	Against	9 7 11	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST this item is warranted, as the board does not meet the one third board independence requirement. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
26/03/2024	Türkiye Sise ve Cam Fabrikaları AS	Annual	Against	7 8	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner.
27/03/2024	Otokar Otomotiv ve Savunma Sanayi AS	Annual	Against	9 11	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
27/03/2024	Türkiye Garanti Bankası AS	Annual	Against	12 5 9 13	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST the prolongation of the authorized capital is warranted because the proposed ceiling allows the company to increase the share capital without preemptive rights by more than 20 percent. A vote AGAINST this item is warranted, as the board and the audit committee do not meet the minimum independence requirements. In addition, the audit committee includes a director who has been reclassified as executive. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
28/03/2024	Aksa Akrilik Kimya Sanayii AS	Annual	Against	7 15	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST the prolongation of the authorized capital is warranted because the proposed ceiling allows the company to increase the share capital without preemptive rights by more than 20 percent.
28/03/2024	Eregli Demir ve Çelik Fabrikaları TAS	Annual	Against	9 13	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
28/03/2024	İskenderun Demir ve Çelik AS	Annual	Against	9 11 8 13	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST is warranted because the name of the proposed auditor is not disclosed. A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
28/03/2024	Pegasus Hava Tasimacılığı AS	Annual	All For		
28/03/2024	Tofaş Türk Otomobil Fabrikası AS	Annual	Against	10 5,8 12	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST this item is warranted, as the board does not meet the one third board independence requirement. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
29/03/2024	Enka İnşaat ve Sanayi AS	Annual	Against	9 7	A vote AGAINST is warranted because the name of the proposed auditor is not disclosed. A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner.

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
29/03/2024	OYAK Cimento Fabrikalari AS	Annual	Against	9 11 13	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST is warranted because the name of the proposed auditor is not disclosed. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
29/03/2024	TAV Havalimanlari Holding AS	Annual	All For		
29/03/2024	Türkiye İs Bankasi AS	Annual	Against	6 9	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST this item is warranted as the company has failed to comply with the board independence requirement.
29/03/2024	Yapi ve Kredi Bankasi AS	Annual	Against	8 6 5 13	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST this item is warranted because:- The board does not meet the one-third board independence requirement.- The company's audit committee includes two non-independent directors who are up for re-election. A vote AGAINST this proposal is warranted because the board would be able to issue shares up to 77.6 percent of the issued share capital without pre-emptive rights. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
21/02/2024	Emirates NBD Bank (P.J.S.C)	Annual	All For		
27/02/2024	Dubai Islamic Bank PJSC	Annual	All For		
29/02/2024	Abu Dhabi Islamic Bank	Annual	All For		
07/03/2024	Abu Dhabi Commercial Bank	Annual	All For		
13/03/2024	ADNOC Drilling Co. PJSC	Annual	Against	9	Insufficient/poor disclosure
19/03/2024	Aldar Properties PJSC	Annual	Against	7	Insufficient/poor disclosure
27/03/2024	Abu Dhabi National Oil Co. for Distribution PJSC	Annual	Against	11	Insufficient/poor disclosure
21/03/2024	Andritz AG	Annual	Against	8 10.1,10.2	A vote AGAINST the remuneration report is warranted because:- Significant shareholder dissent on the previous year's remuneration report has not been addressed. At the 2023 AGM, only 57 percent of shareholders overall supported the 2022 remuneration report. Of this, the free float approval rate was only 16 percent.- There is insufficiently robust disclosure in regard to the EUR 4.3 million in termination payments granted to one executive. Although part of this represents a legal obligation under the Austrian Salaried Employees Act, the company does not provide a further breakdown of the severance pay and the basis for the variable components. Votes AGAINST these items are warranted because:- These items concern additional instructions from the shareholder to the proxy in case new or amended voting items are introduced at the meeting by shareholders (Item 10.1) or the management and/or supervisory boards (Item 10.2); and- The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against these items on a precautionary basis.
08/01/2024	TCS Holding IPJSC	Extraordinary Shareholders	No Action Taken	1,2,3,4,5,6,7,8,9,10,11,12,13 14,15,16	
28/02/2024	Ringkjøbing Landbobank A/S	Annual	All For		
04/03/2024	Novonosis AS Novozymes AS	Extraordinary Shareholders	Abstain	3.c	Overboarded/Too many other time commitments
05/03/2024	Orsted A/S	Annual	Abstain	6.2	Pay is misaligned with EOS remuneration principles
			Against	3	Pay is misaligned with EOS remuneration principles
06/03/2024	Demant A/S	Annual	Abstain	6.a,6.b	Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles
			Against	4	
11/03/2024	Carlsberg A/S	Annual	Abstain	6.f 6.b,6.h 6.i	Concerns related to inappropriate membership of committees Concerns to protect shareholder value Over-boarded/Too many other time commitments
			Against	5.A	Pay is misaligned with EOS remuneration principles
13/03/2024	Genmab A/S	Annual	Abstain	5.f	Concerns related to inappropriate membership of committees
			Against	4.7.a,7.d	Pay is misaligned with EOS remuneration principles
14/03/2024	A.P. Moller-Maersk A/S	Annual	Abstain	6.5	Overboarded/Too many other time commitmentsSH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
			Against	8.5	
14/03/2024	DSV A/S	Annual	Against	5	Use of share options misaligned with EOS policy
14/03/2024	Pandora AS	Annual	All For		
20/03/2024	H. Lundbeck A/S	Annual	Against	4	Pay is misaligned with EOS remuneration principles
21/03/2024	Danske Bank A/S	Annual	Against	4,5	Pay is misaligned with EOS remuneration principles
21/03/2024	Novo Nordisk A/S	Annual	All For		
21/03/2024	Tryg A/S	Annual	All For		

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
29/02/2024	Kone Oyj	Annual	Against	14.a,14.f 14.d 19 10,11	Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles
07/03/2024	Wartsila Oyj Abp	Annual	All For		
20/03/2024	Orion Oyj	Annual	Against	11 14	A vote AGAINST this item is warranted due to a lack of disclosure in key areas of remuneration such as variable remuneration caps and severance terms. A vote AGAINST this proposal is warranted for the following reasons: - Candidate Henrik Stenqvist is considered overboarded. Additionally, it is noted that the company maintains a share structure with unequal voting rights. At this moment, there are no shareholder representatives on the board.
20/03/2024	Stora Enso Oyj	Annual	Abstain Against	13 10	A vote ABSTAIN on this proposal is warranted for the following reasons:- The chairman of the audit committee is non-independent.- The company maintains a share structure with unequal voting rights.A vote AGAINST this item is warranted because:- The company has provided only a limited and insufficient rationale for the choice to deviate from the policy regarding the new CEO's variable pay.- The company does not disclose achievement per performance criteria for both STIP and LTIP- There is insufficient specificity in the disclosure of relative weights for the performance metrics in the STIP, and no disclosure of relative weights for the LTIP(s).As such, the company's disclosure practices when viewed in their entirety are not in line with minimum expectations.
21/03/2024	Nordea Bank Abp	Annual	All For		
21/03/2024	Valmet Corp.	Annual	Against	11 10	A vote AGAINST this item is warranted because:- The level of disclosure for STIP and LTIP are below market practice.- The performance period for the LTIP is one year for 75 percent of the plan's weight. A vote AGAINST this item is warranted due to the presence of an uncapped discretionary mandate in the policy.
25/03/2024	Fortum Oyj	Annual	Against	10 11	Insufficient disclosure A vote AGAINST this item is warranted because the proposed remuneration policy is below par in relation to market practice, particularly with regards to the lack of disclosure of a short-term bonus cap, and overall poor disclosure of long-term incentive plans.
26/03/2024	Kesko Oyj	Annual	Against	12 11 15	A vote AGAINST this item is warranted because the performance share plan, in which the CEO participates, has performance periods of less than three years. A vote AGAINST this item is warranted because:- The performance share plan, in which the CEO and Deputy CEO participate, has performance periods of less than three years;- Lack of disclosure regarding the weights and the performance targets attached to the short-term incentive plan for the CEO;- There are concerns relating to pay-for-performance alignment. A vote AGAINST this proposal is warranted for the following reasons:- There is a lack of gender diversity on the board;- The new nominee is a representative of a shareholder benefitting from a share structure with unequal voting rights.
27/03/2024	Neste Corp.	Annual	Against	11,14	A vote AGAINST this proposal is warranted because candidate Pasi Laine is considered overboarded.
30/01/2024	Sodexo SA	Ordinary Shareholders	All For		
26/03/2024	Sartorius Stedim Biotech SA	Annual/Special	Against	13 19,20,21 5,6,7,9,11,24,25 16,18,22	Concerns about remuneration committee performance Issue of equity raises concerns about excessive dilution of existing shareholdersPoison pill/anti-takeover measure not in investors interests Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests
02/02/2024	thyssenkrupp AG	Annual	Against	6	Pay is misaligned with EOS remuneration principles
08/02/2024	Siemens AG	Annual	Against	6,7	Pay is misaligned with EOS remuneration principles
13/02/2024	TUI AG	Annual	Against	3,1 9,10	Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles
23/02/2024	Infineon Technologies AG	Annual	Against	10	Pay is misaligned with EOS remuneration principles
26/02/2024	Siemens Energy AG	Annual	Against	6	Pay is misaligned with EOS remuneration principles
21/03/2024	Carl Zeiss Meditec AG	Annual	Against	8 9	Lack of independence on boardProposed term in policy exceeds appropriate limit Pay is misaligned with EOS remuneration principles
28/03/2024	Sartorius AG	Annual	Against	4 5 6	Concerns related to inappropriate membership of committeesLack of independent representation at board committees Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
24/01/2024	Motor Oil (Hellas) Corinth Refineries SA	Extraordinary Shareholders	Against	1	Insufficient/poor disclosure
07/02/2024	Jumbo SA	Extraordinary Shareholders	All For		
13/02/2024	GEK Terna SA	Extraordinary Shareholders	All For		
27/03/2024	Mytilineos SA	Extraordinary Shareholders	All For		
31/01/2024	Accenture Plc	Annual	All For		
13/03/2024	Johnson Controls International Plc	Annual	All For		
07/03/2024	Yandex NV	Extraordinary Shareholders	No Action Taken	1,2,1,2,3,4,5,6	

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
15/03/2024	Pepco Group NV	Annual	Against	6c 6b,6f 2b,8,9	Concerns about overall board structure Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
26/03/2024	Randstad NV	Annual	Against	2c	Pay is misaligned with EOS remuneration principles
20/03/2024	Gjensidige Forsikring ASA	Annual	Against	7 10.a	A vote AGAINST this item is warranted because of the company's practice to bundle the weights and not disclosing the targets or achievement of the individual KPIs utilized in the STIP. A vote AGAINST this proposal is warranted because less than half of the members on the remuneration committee are considered independent.
14/03/2024	Banco Bilbao Vizcaya Argentaria SA	Annual	Against	6	Pay is misaligned with EOS remuneration principles
15/03/2024	Mapfre SA	Annual	Against	4.1 4.2	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
20/03/2024	Enagas SA	Annual	Against	6.1	Concerns related to inappropriate membership of committees
21/03/2024	Banco Santander SA	Annual	Against	3.G,6.A,6.F	Pay is misaligned with EOS remuneration principles
21/03/2024	Bankinter SA	Annual	Against	10.1,12	Pay is misaligned with EOS remuneration principles
21/03/2024	CaixaBank SA	Annual	All For		
19/03/2024	Skandinaviska Enskilda Banken AB	Annual	Against	14a2,14a9 14a11,14b	Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments
20/03/2024	Axfood AB	Annual	Against	15.1,15.3 12	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
20/03/2024	Svenska Handelsbanken AB	Annual	Against	19.1,19.5,19.8,19.9,20	Overboarded/Too many other time commitments
21/03/2024	Essity AB	Annual	Against	12.i 15.16	Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles
22/03/2024	Svenska Cellulosa AB SCA	Annual	Against	12.9,13 12.1,12.8,15	Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
26/03/2024	SKF AB	Annual	Against	14.4,14.9 14.1,15 16	Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles
26/03/2024	Swedbank AB	Annual	All For		
26/03/2024	Volvo Car AB	Annual	Against	12.b,12.k 12.c 11.a,14	Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
27/03/2024	Electrolux AB	Annual	Against	13.a 13.h 16,17	Concerns related to inappropriate membership of committees Concerns to protect shareholder value Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles
27/03/2024	Skanska AB	Annual	Against	14b 14e	Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Overboarded/Too many other time commitments
27/03/2024	Volvo AB	Annual	Against	14.3,14.11,15	Overboarded/Too many other time commitments
05/03/2024	Novartis AG	Annual	Against	5.3,10	Pay is misaligned with EOS remuneration principles

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
12/03/2024	Roche Holding AG	Annual	Against	6.1,6.7,6.14 6.11,6.12 6.2 6.3 11 7 3.2 3.1 2.1	Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns to protect shareholder value Concerns related to inappropriate membership of committees Concerns to protect shareholder value Votes AGAINST Joerg Andre Hoffmann is warranted because they are beneficiaries of the company's unequal voting structure. Concerns related to inappropriate membership of committees Concerns to protect shareholder value Votes AGAINST Joerg Duschmale is warranted because they are beneficiaries of the company's unequal voting structure. Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles. A vote AGAINST this item is warranted because there are insufficient ex-post disclosures to explain the amount requested, which raises concern considering that the former board chair only held office until the 2023 AGM. Pay is misaligned with EOS remuneration principles. A vote AGAINST this item is warranted because there are insufficient ex-post disclosures to explain the amount requested, which raises concern considering the c. 15 percent increase in the new CEO's bonus compared with his predecessor. Pay is misaligned with EOS remuneration principles. There are insufficient ex-post disclosures to explain performance achievements underlying STI payouts, as well as the vesting of LTI awards. Both STI and LTI awards are made on a discretionary basis and the report does not explain the underlying considerations behind decisions taken in the past year. The new CEO's compensation package has not been well explained and the base salary appears to significantly exceed the ISS-selected peer median level. Moreover, there are concerns regarding the pay for performance alignment with respect to realized CEO pay versus TSR performance. The former board chair received both STI pay and pension benefits in the past year, and the incumbent chair will continue to receive pension benefits.
12/03/2024	Roche Holding AG	Annual	All For		
13/03/2024	TE Connectivity Ltd.	Annual	Against	1h 8,9 1e	Concerns about remuneration committee performance High variable pay ratioTotal pay targets a range above peer medianOptions/PSUs vest in less than 36 monthsExcessive CEO payHigh CEO to average NEO pay Inadequate management of climate-related risks
19/03/2024	Schindler Holding AG	Annual	Abstain Against	6.4 8 6.3 6.2.1,6.2.3 6.2.5,6.2.7 6.2.6,6.2.8,6.6 5.1,5.2	Lack of independence on board Insufficient/poor disclosure Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Concerns to protect shareholder value Lack of independence on board Concerns related to inappropriate membership of committees Concerns to protect shareholder value Lack of independence on board Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles
19/03/2024	Swiss Prime Site AG	Annual	Against	7 2	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
21/03/2024	ABB Ltd.	Annual	Against	11	Insufficient/poor disclosure
21/03/2024	Givaudan SA	Annual	Against	6.1.5 8 6.1.6.6.1.7	Concerns related to approach to board gender diversity Insufficient/poor disclosure Overboarded/Too many other time commitments
25/03/2024	BELIMO Holding AG	Annual	Against	9.1.3.9.3.1 9.1.2.9.1.7,9.2.1,9.2.2 10	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Insufficient/poor disclosure
26/03/2024	DKSH Holding AG	Annual	Against	9 6.1.9 5.3	Insufficient/poor disclosure Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
26/03/2024	SGS SA	Annual	Against	7 4.1.4.4.3.2 1.3	Insufficient/poor disclosure Over-boarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
26/03/2024	Sika AG	Annual	Against	7	Insufficient/poor disclosure
27/03/2024	Swisscom AG	Annual	Against	4,6,5,5 9 1.2	Concerns related to inappropriate membership of committees Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
05/01/2024	Zscaler, Inc.	Annual	Against	3	Insufficient action taken on low say-on-pay results
17/01/2024	D.R. Horton, Inc.	Annual	Against	1b 1f 2	Concerns about remuneration committee performance Concerns related to succession planning Concerns related to approach to board gender diversity Concerns related to approach to board diversity Low shareholding requirement High variable pay ratio Excessive CEO pay
18/01/2024	Costco Wholesale Corporation	Annual	All For		

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
18/01/2024	Intuit Inc.	Annual	Against	1g 2 6	Concerns about remuneration committee performance High variable pay ratio Total pay targets a range above peer median Options/PSUs vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
18/01/2024	Micron Technology, Inc.	Annual	Against	1a 2	Concerns about remuneration committee performance Excessive CEO pay 2- High variable pay ratio 3- Low shareholding requirement
23/01/2024	Becton, Dickinson and Company	Annual	Against	1.4 3	Concerns about remuneration committee performance High variable pay ratioOptions/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
23/01/2024	Visa Inc.	Annual	Against	1h 2	Concerns about remuneration committee performance High variable pay ratio Options/PSUs vest in less than 36 months
24/01/2024	Jacobs Solutions, Inc.	Annual	Against	6	Shareholder proposal promotes enhanced shareholder rights
25/01/2024	Air Products and Chemicals, Inc.	Annual	Against	2 1c	Excessive severance 2- High variable pay ratio 3- Total pay targets a range above peer median Concerns about remuneration committee performance
25/01/2024	Catalent, Inc.	Annual	Against	1d	Concerns related to approach to board gender diversityConcerns related to approach to board diversity
25/01/2024	Walgreens Boots Alliance, Inc.	Annual	Against	7 6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation
26/01/2024	WestRock Company	Annual	All For		
30/01/2024	Aramark	Annual	Against	1a 3	Concerns about remuneration committee performance Options/PSUs vest in less than 36 months High CEO to average NEO pay
30/01/2024	Hormel Foods Corporation	Annual	Against	4	EOS manual override. See analyst note.
30/01/2024	Metro Inc.	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
31/01/2024	CGI Inc.	Annual	Against	1.8 4 3	Concerns related to shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
06/02/2024	Emerson Electric Co.	Annual	Against	5 1d 2 1a 6	Concerns regarding Auditor tenure Concerns related to approach to board gender diversityConcerns about overall board structureConcerns about remuneration committee performanceInadequate management of climate-related risksConcerns regarding Auditor tenure High variable pay ratioHigh CEO to average NEO pay Inadequate management of climate-related risks Shareholder proposal promotes enhanced shareholder rights
06/02/2024	Franklin Resources, Inc.	Annual	Against	1j 1k 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Inadequate management of deforestation risks Pay is misaligned with EOS remuneration principles
06/02/2024	Rockwell Automation, Inc.	Annual	Against	A.1 A.2 B	Concerns about overall board structure Concerns about remuneration committee performance High variable pay ratio Options/PSUs vest in less than 36 months High CEO to average NEO pay
07/02/2024	Atmos Energy Corporation	Annual	Against	1g 1i 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity Low shareholding requirementExcessive CEO payHigh CEO to average NEO pay
07/02/2024	Pioneer Natural Resources Company	Special	Against	2	Pay is misaligned with EOS remuneration principles
08/02/2024	Tyson Foods, Inc.	Annual	Against	1e 1j 5 3,4,6	Concerns about human rights 2- Concerns about reducing shareholder rights 3- Lack of independent representation at board committees EOS manual override. See analyst note. Concerns about remuneration committee performance EOS manual override. See analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
14/02/2024	Fair Isaac Corporation	Annual	Against	1g 2	Concerns about remuneration committee performance High variable pay ratioOptions/PSUs vest in less than 36 monthsExcessive CEO payHigh CEO to average NEO pay
14/02/2024	PTC Inc.	Annual	All For		
21/02/2024	Healthpeak Properties, Inc.	Special	All For		
22/02/2024	Raymond James Financial, Inc.	Annual	Against	1b 1f 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversity High variable pay ratio Excessive CEO pay High CEO to average NEO pay

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

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