



Q2 2024

# **LGPS Central - ACS**

**EOS at Federated Hermes** 

## **Engagement by region**

We engaged with 497 companies held in the LGPS Central - ACS portfolio on a range of 1757 environmental, social and governance issues and objectives

#### Global

We engaged with 497 companies



Environmental 35.6%

Governance 36.5%

Social 21.2%

Strategy, Risk & Comm 6.7%

### Australia & New Zealand

We engaged with 16 companies



Environmental 78.9%

Governance 13.2%

Social 5.3%

Strategy, Risk & Comm 2.6%

### **Europe**

We engaged with 120 companies



Environmental 39.8%

Governance 37.7%

Social 15.7%

Strategy, Risk & Comm 6.8%

# **Developed Asia**

We engaged with 52 companies



Environmental 30.7%

Governance 39.9%

Social 22.9%

Strategy, Risk & Comm 6.4%

#### **North America**

We engaged with 226 companies



Environmental 33.6%

Governance 35.9%

Social 23.8%

Strategy, Risk & Comm 6.7%

## **Emerging & Developing Markets**

We engaged with 46 companies



Environmental 32.6%

Governance 40.1%
Social 23.3%

Strategy, Risk & Comm 4.1%

# **United Kingdom**

We engaged with 37 companies



Environmental 36.0%

Governance 32.5%

Social 20.2%

Strategy, Risk & Comm 11.4%

Engagement Report LGPS Central - ACS

# **Engagement by Meta theme**

We engaged with 497 companies held in the LGPS Central - ACS portfolio on a range of 1757 environmental, social and governance issues and objectives

### **Environmental**

Environmental topics featured in 35.6% of our engagements



- Circular Economy & Zero Pollution 7.8%
- Climate Change 74.0%
- Natural Resource Stewardship 18.2%

### Social

Social topics featured in 21.2% of our engagements



- Human & Labour Rights 44.5%
- Human Capital 43.2%
- Wider Societal Impacts 12.3%

#### **Governance**

Governance topics featured in 36.5% of our engagements



- Board Effectiveness 40.7%
- Executive Remuneration 45.7%
- Investor Protection & Rights 13.6%

## Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 6.7% of our engagements



- Corporate Reporting 41.0%
- Purpose, Strategy & Policies 32.5%
- Risk Management 26.5%



# **LGPS Central - ACS**

## **Voting Report**

Q2 2024

# **EOS at Federated Hermes**

Over the last quarter we made voting recommendations at 2,019 meetings (28,096 resolutions). At 1,433 meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at 94 meetings and abstaining at three meetings. We supported management on all resolutions at the remaining 489 meetings.

#### Global

We made voting recommendations at 2,019 meetings (28,096 resolutions) over the last quarter.



Total meetings in favour

Meetings against (or against AND abstain) 71.0%

Meetings abstained 0.1%

Meetings with management by exception 4.7%

#### **Australia & New Zealand**

We made voting recommendations at 16 meetings (119 resolutions) over the last quarter.



Total meetings in favour 25.0%

Meetings against (or against AND abstain) 75.0%

# **Developed Asia**

We made voting recommendations at 530 meetings (6,079 resolutions) over the last quarter.



Total meetings in favour 29.6%

Meetings against (or against AND abstain) 68.1%

Meetings with management by exception 2.3%

# **Emerging & Developing Markets**

We made voting recommendations at 375 meetings (4,454 resolutions) over the last quarter.



Total meetings in favour 30.9%

Meetings against (or against AND abstain) 66.4%
Meetings abstained 0.3%

Meetings with management by exception 2.4%

# **Europe**

We made voting recommendations at 372 meetings (7,089 resolutions) over the last quarter.

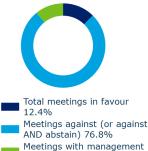


Total meetings in favour

Meetings against (or against AND abstain) 78.8%
Meetings with management by exception 3.0%

#### **North America**

We made voting recommendations at 525 meetings (6,850 resolutions) over the last quarter.



by exception 10.9%

# **United Kingdom**

We made voting recommendations at 201 meetings (3,505 resolutions) over the last quarter.



Total meetings in favour

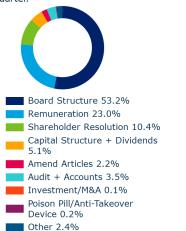
Meetings against (or against AND abstain) 57.2%
Meetings abstained 1.0%

Meetings with management by exception 2.5%

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

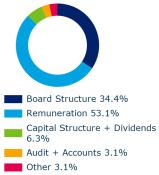
#### Global

We recommended voting against or abstaining on 4,337 resolutions over the last quarter.



#### **Australia & New Zealand**

We recommended voting against or abstaining on 32 resolutions over the last quarter.



## **Developed Asia**

We recommended voting against or abstaining on 1,002 resolutions over the last quarter.



# **Emerging & Developing Markets**

We recommended voting against or abstaining on 892 resolutions over the last quarter.



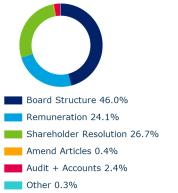
### **Europe**

We recommended voting against or abstaining on 1,040 resolutions over the last quarter.



## **North America**

We recommended voting against or abstaining on 1,144 resolutions over the last quarter.



# **United Kingdom**

We recommended voting against or abstaining on 227 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
24/04/2024	Hong Kong Exchanges and Clearing Limited	Annual	All For		
26/04/2024	Hang Lung Group Limited	Annual	Against	3a	Concerns related to approach to board gender diversity
				3b	Concerns related to inappropriate membership of committees
				6,7	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	Concerns related to inappropriate membership of committees
077007202	omio i roportios zimitos	, unida	, igainot	4	Issue of equity raises concerns about excessive dilution of existing shareholders
				1a	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		Concerns related to succession planning
00/00/202	Tang oong Dank Emiloa	, a mada	, tguo.	5	Issue of equity raises concerns about excessive dilution of existing shareholders
09/05/2024	Hua Hong Semiconductor Limited	Annual	Against	 8	Concerns related to inappropriate membership of committees
			ŭ	3	Concerns related to inappropriate membership of committees Concerns related to approach to board gender
				12,13	diversity
					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
				1a,1b	Lack of independence on board
09/05/2024	The Wharf (Holdings) Ltd.	Annual	Against	2b,2d	Concerns related to succession planning
				6,7	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	Concerns related to approach to board gender diversity
				4	Insufficient/poor disclosure
				[6	Issue of equity raises concerns about excessive dilution of existing shareholders
14/05/2024	Galaxy Entertainment Group Limited	Annual	Against	4	Concerns related to inappropriate membership of committees
				3	Concerns related to succession planning
				7.2,7.3	Issue of equity raises concerns about excessive dilution of existing shareholders
				2	Lack of independence on board Concerns related to inappropriate membership of committees Concerns related
20/05/2024	Champion Real Estate Investment Trust	Annual	Againat	3	to approach to board gender diversity  Concerns related to succession planning
			Against		
20/05/2024	China Resources Beer (Holdings) Co. Ltd.	Annual	Against	3.7	Concerns related to approach to board gender diversityConcerns related to succession planning
				3.8 6.7	Concerns related to succession planning
20/05/2024	China Traval International Investment Llang Kong Limited	Approal	Againat		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	Concerns related to approach to board gender diversity  Concerns related to approach to board gender diversityConcerns related to attendance at board or committee
				6,7	meetings
				3a	Issue of equity raises concerns about excessive dilution of existing shareholders
				Ja	Lack of independence on boardConcerns 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
22/00/202	minit desperates ziminea	, a mada	. igamot		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	Concerns related to succession planning
20,00/2027			, iguillot	2b	Concerns related to succession planning Concerns related to approach to board gender diversity
				5,7	Issue of equity raises concerns about excessive dilution of existing shareholders
				9a,9b	Pay is misaligned with EOS remuneration principles

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
28/05/2024	CSPC Pharmaceutical Group Ltd.	Annual	Against	3a1	Concerns related to inappropriate membership of committees Concerns related to approach to board gender
				3a2	diversity
					Lack of independence on board
30/05/2024	PCCW Limited	Annual	Against	4	Concerns related to Non-audit fees
				3e 3a	Concerns related to Non-audit fees Concerns related to succession planning Concerns related to inappropriate membership of committees
				3d	Concerns related to succession planning
				5,7	Issue of equity raises concerns about excessive dilution of existing shareholders
				8,9,10,11	Pay is misaligned with EOS remuneration principles
31/05/2024	Dah Sing Banking Group Limited	Annual	Against	6	Issue of equity raises concerns about excessive dilution of existing shareholders
00/00/0004	11	AI	A	7,8	Pay is misaligned with EOS remuneration principles
03/06/2024	Henderson Land Development Company Limited	Annual	Against	3.4 3.5,3.6	Concerns related to approach to board gender diversityConcerns related to succession planningOverboarded/Too many other time commitments
				5B,5C	Concerns related to succession planning
				3.1,3.2	Issue of equity raises concerns about excessive dilution of existing shareholders
					Lack of independence on board
04/06/2024	The Hong Kong and China Gas Company Limited	Annual	Against	3.1	Concerns related to inappropriate membership of committees Concerns related to approach to board gender
				3.3	diversity Lack of independence on board
				5.2,5.3 3.2	Concerns related to succession planning
				3.2	Issue of equity raises concerns about excessive dilution of existing shareholders  Lack of independence on board
05/06/2024	Far East Horizon Limited	Annual	Against	3a	Combined CEO/Chair
			3	3c	Concerns related to attendance at board or committee meetings
				6,7	Issue of equity raises concerns about excessive dilution of existing shareholders
				8	Pay is misaligned with EOS remuneration principles
05/06/2024	Hysan Development Co., Ltd.	Annual	Against	2.3	Concerns related to succession planning
06/06/2024	Beijing Enterprises Holdings Limited	Annual	Against	3.1,3.2,3.4,3.5,7	Lack of independence on board
13/06/2024	Melco International Development Limited	Annual	Against	2a1	Combined CEO/Chair
				2a2	Concerns related to approach to board gender diversityConcerns related to succession planning
				5.1,5.2 6.7.8.9.10.11	Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles
21/06/2024	China Overseas Land & Investment Ltd.	Annual	Against	3d	Concerns related to approach to board gender diversity
21/00/2021	Omnia O totosao Zana a mitosanoni Zia.	, uniodi	, tgamot	7	Insufficient/poor disclosure
26/06/2024	SJM Holdings Limited	Annual	Against	2.1,2.2	Lack of independence on board
	****			5	Pay is misaligned with EOS remuneration principles
19/04/2024	Mitsui High-tec, Inc.	Annual	Against	1.6,1.7,1.8,2.4	Lack of independence on board
25/04/2024	Sekisui House, Ltd.	Annual	All For	1.1	Lack of independence on board Concerns related to approach to board gender diversity
26/04/2024	Benefit One Inc.		All For		
29/04/2024		Special			
	Benesse Holdings, Inc.	Special	All For		
17/05/2024	SHIMAMURA Co., Ltd.	Annual	Against	2.1 3.3	Concerns related to approach to board gender diversity Lack of independence on board
20/05/2024	GLP J-REIT	Special	Against	4.2	Lack of independence on board  Concerns related to succession planning
21/05/2024	Lawson, Inc.	Annual	All For	7.2	Outloans related to succession planning
21/05/2024				0.4	0
21/05/2024	Sugi Holdings Co., Ltd.	Annual	Against	2.1 1.2	Concerns about overall board structure Concerns related to approach to board gender diversity
21/05/2024	Takashimaya Co., Ltd.	Annual	Against	4	Concerns about overall board structure
	y,			2.9	Concerns related to succession planning
23/05/2024	AEON Mall Co., Ltd.	Annual	All For		ни большиний полиции п 
23/05/2024	Hisamitsu Pharmaceutical Co., Inc.	Annual	Against	3.3	Concerns about overall board structure
				2.1	Concerns related to approach to board gender diversity Concerns about overall performance
23/05/2024	J. FRONT RETAILING Co., Ltd.	Annual	All For		
23/05/2024	Toho Co., Ltd. (9602)	Annual	Against	2.1,2.2	Concerns about overall performance
24/05/2024	AEON Financial Service Co., Ltd.	Annual	Against	2	Concerns about overall board structure
				1.2	Concerns related to approach to board gender diversity
28/05/2024	ABC-MART, INC.	Annual	Against	3.1	Concerns related to approach to board gender diversity
28/05/2024	BayCurrent Consulting, Inc.	Annual	Against	3.1	Concerns related to shareholder rights  Concerns related to approach to board gender diversity
28/05/2024	Seven & i Holdings Co., Ltd.		Against	2.8	Concerns related to succession planning
28/05/2024		Annual		2.8	
∠0/U0/∠U24	Welcia Holdings Co., Ltd.	Annual	Against	<b>∠. 1</b> U	Lack of independence on board

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
29/05/2024	AEON Co., Ltd.	Annual	Against	1.1,1.2	Concerns about overall performance
				1.5	Lack of independence on board
29/05/2024	Izumi Co., Ltd.	Annual	Against	1	Poison pill/anti-takeover measure not in investors interests Insufficient/poor disclosure
29/05/2024	YASKAWA Electric Corp.	Annual	All For		insumdent/poor disclosure
11/06/2024		Annual			Consequence related to anywhealth to be and any diversity Consequence about a year III market any and
11/06/2024	Toyota Industries Corp.	Annuai	Against	1.2 1.3	Concerns related to approach to board gender diversityConcerns about overall performance Concerns related to succession planning
				1.1	Concerns to protect shareholder value
12/06/2024	Toyota Boshoku Corp.	Annual	Against	1.2	Concerns related to approach to board gender diversity
				1.9	Lack of independence on board
13/06/2024	Descente Ltd.	Annual	All For		
13/06/2024	IBIDEN Co., Ltd.	Annual	Against	1.1,1.2	Concerns about overall performance
40/00/0004	MOUNTO	A	All E	1.5	Lack of independence on board
13/06/2024 14/06/2024	MISUMI Group, Inc. Eisai Co., Ltd.	Annual	All For All For		
	,	Annual			
14/06/2024	Hankyu Hanshin Holdings, Inc.	Annual	Against	2.1	Concerns to protect shareholder value
14/06/2024	KEYENCE Corp.	Annual	Against	2.2	Concerns related to approach to board gender diversity
14/06/2024	Shizuoka Financial Group, Inc.	Annual	Against	2.1,2.2	Concerns about overall performance
14/06/2024	Toyoda Gosei Co., Ltd.	Annual	Against	2.6 2.2	iLack of independence on board Concerns about overall board structure
14/06/2024	Zenkoku Hosho Co., Ltd.	Annual	Against	3.2	Concerns related to approach to board gender diversity
17/06/2024	- /			2.2	
	Daiichi Sankyo Co., Ltd.	Annual	Against	[2.2	Concerns related to approach to board gender diversity
17/06/2024	JAPAN POST INSURANCE Co., Ltd.	Annual	All For		
17/06/2024	Kyushu Financial Group, Inc.	Annual	Against	1.2 1.1	Concerns related to approach to board gender diversityConcerns about overall performanceLack of
				#1.1	independence on board Lack of independence on board
17/06/2024	Seven Bank Ltd.	Annual	All For		Laux of independence on board
18/06/2024	Fujitsu General Ltd.	Annual	Against	 3	Concerns about overall board structure
	,		J	2.1	Concerns related to approach to board gender diversity
18/06/2024	Japan Airlines Co., Ltd.	Annual	All For		
18/06/2024	Japan Post Bank Co., Ltd.	Annual	Against	1.1	Concerns about overall performance
18/06/2024	Kadokawa Corp.	Annual	Against	2.1	Concerns about overall performance
18/06/2024	Konica Minolta, Inc.	Annual	Against	1.1	Concerns about overall performance
				1.4	Concerns related to approach to board gender diversity
18/06/2024	LY Corp.	Annual	Against	1.1,1.2	Concerns to protect shareholder value
18/06/2024	NIDEC Corp.	Annual	All For		
18/06/2024	NTT DATA Group Corp.	Annual	All For		
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
18/06/2024	Toyota Motor Corp.	Annual	Against	1.1	Concerns about overall board structure 2- Concerns about overall performance 3- Concerns related to board
				1.2	gender diversity 4- Lack of independence on board
				1.8	Concerns about overall performance
				4	Lack of independence on board
					SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
18/06/2024	Yokogawa Electric Corp.	Annual	Against	3.1	Concerns about overall performance
19/06/2024	Aisin Corp.	Annual	Against		Econcerns related to approach to board gender diversityConcerns about overall performance
19/06/2024	Credit Saison Co., Ltd.	Annual	Against	2.2	Concerns related to approach to board gender diversity
. 5, 50, 2024	5.5an 5an511 66., Etd.		, iguillot	13	The proposed disclosure would promote accountability and help shareholders make better-informed decisions.
19/06/2024	Fuji Kyuko Co., Ltd.	Annual	Against	2.1	Concerns about overall performance Lack of independence on board
				2.3,2.4,2.6,2.7,2.11,2.12,2.1	Lack of independence on board
19/06/2024	Honda Motor Co., Ltd.	Annual	All For	3	
10/00/2024	i ronda MUIO CO., Elu.	- Alliuai	All I VI		

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
19/06/2024	lwatani Corp.	Annual	Against	2.1	Concerns about overall performanceLack of independence on board
				2.3	Concerns related to approach to board gender diversityConcerns about overall performance
19/06/2024	Japan Aviation Electronics Industry Ltd.	Annual	All For	2.8,2.9,2.10	Lack of independence on board
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	Concerns about overall performance
				2.2	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	Inadequate management of climate-related risks
40/00/0004				2.8	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	Concerns related to approach to board gender diversity
				2.3	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	Concerns about overall performance
				1.2	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	Koei Tecmo Holdings Co., Ltd.	Annual	Against	2.8	Concerns related to succession planning
				[3	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	Inadequate management of climate-related risks from exposure to coal
20/06/2024	Nifco, Inc.	Annual	All For	3.4,3.12	Lack of independence on board
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	
20/06/2024					Concerns related to approach to board gender diversity
	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	Concerns about overall performance
20/06/2024	SCSK Corp.	Annual	Against	2.2 2.5,3	Concerns about overall performance Concerns related to approach to board gender diversity  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	Concerns about overall performance
				4.9	Concerns related to approach to board gender diversity
20/06/2024	TAISEI Corp.	Annual	Against	4.1	Concerns about overall board structure
				3.2 3.1	Concerns about overall performance Concerns about overall performance Lack of independence on board
				3.4,3.5,3.9,3.11	Lack of independence on board

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
21/06/2024	ACOM Co., Ltd.	Annual	Against	2.3	Concerns related to approach to board gender diversity
				2.1,3	Lack of independence on board
21/06/2024	Central Japan Railway Co.	Annual	Against	2.2	Concerns related to approach to board gender diversity
21/06/2024	Concordia Financial Group, Ltd.	Annual	Against	2.10 1.1	ELack of independence on board Concerns related to approach to board gender diversityConcerns about overall performance
21/06/2024	Daicel Corp.	Annual	Against	2.1	Concerns about overall performance
21/00/2024	Daicei Corp.	Annuai	Against	2.6.2.8	Lack of independence on board
21/06/2024	Daifuku Co., Ltd.	Annual	Against	2.1	Concerns related to approach to board gender diversity
			ŭ	2.6	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	DISCO Corp.	Annual	Against	2.4	Concerns related to succession planning
21/06/2024	Fuyo General Lease Co., Ltd.	Annual	Against	2.1	Concerns about overall performance
				2.2	Concerns about overall performance Concerns related to approach to board gender diversity
04/00/0004				2.6	Lack of independence on board
21/06/2024	Harmonic Drive Systems, Inc.	Annual	Against	3.1,3.3 2.1	Concerns about overall board structure Concerns about overall performanceLack of independence on board
				2.1	Concerns about overall performance ack of independence on board  Concerns related to approach to board gender diversityConcerns about overall performance
				2.5,2.6,2.7	Lack of independence on board
21/06/2024	HIROSE ELECTRIC CO., LTD.	Annual	Against	2.1	Concerns related to approach to board gender diversity
				2.7	Concerns related to succession planning
				2.9	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	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	Concerns about overall board structure
				2.2	Concerns related to approach to board gender diversity
21/06/2024	Kyushu Railway Co.	Annual	All For	2.1,2.8,2.10,2.11,2.12	Lack of independence on board
21/06/2024	Marubeni Corp.			1.1	had a susta management of alimete valeted visits from a year to accel
		Annual	Against		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	Concerns about overall board structure
				2.1	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 STEEL CORP.	Annual	Against	2.1,2.8,2.9,3.1,3.2	Lack of independence on board
21/00/2024	WILL ON OTELL OOK .	Airidai	Against	7	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
				6	appropriate accountability or incentivisation
				8	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
21/06/2024	Nitto Denko Corp.	Annual	All For		transparency
21/06/2024	Nomura Real Estate Holdings, Inc.	Annual	All For		
21/06/2024	Nomura Research Institute Ltd.	Annual		1112	Concerns about averall performance
21/06/2024			Against	1.1,1.3 3.1	Concerns about overall performance
	Okuma Corp.	Annual	Against	J. I	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	Concerns about overall performance
21/06/2024	SCREEN Holdings Co. Ltd.	Annual	Against	1.4,1.6 2.1	Lack of independence on board  Concerns about overall performance
21/00/2024	SOMELIN Holdings Co. Ltd.	Ailliual	луаны	2.1	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	Concerns about overall performance
			Ť	2.2	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

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
21/06/2024	SoftBank Group Corp.	Annual	Against	2.1	Concerns related to approach to board gender diversity Concerns about overall performance
04/00/0004				2.8	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
21/06/2024	The Hachijuni Bank, Ltd.	Annual	Against	4.2	Lack of independence on board
			ŭ	11	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
				8,12	appropriate accountability or incentivisation
				9,10	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	Concerns about overall board structure
	,,			2.1	Concerns about overall performance
				2.2	Concerns about overall performance Concerns related to approach to board gender diversity
				2.9	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	Concerns about overall performance Concerns related to approach to board gender diversity
21/06/2024	Toyota Tayaha Cam	Annual	Ameinat	2.8 2.1	Lack of independence on board
21/06/2024	Toyota Tsusho Corp. TS TECH CO., LTD.	Annual	Against	1.1	Inadequate management of climate-related risks
21/06/2024			Against	2.2	Concerns about overall performance
21/06/2024	Yamato Holdings Co., Ltd.	Annual	Against	1.1	Concerns about overall board structure  Concerns related to approach to board gender diversity
22/06/2024	FANCL Corp.	Annual	All For		Solicents related to approach to board gender diversity
22/06/2024	Hikari Tsushin, Inc.	Annual	All For		
23/06/2024	Matsui Securities Co., Ltd.	Annual	Against	2.10	Lack of independence on board
				2.1	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		<u> </u>
24/06/2024	Sompo Holdings, Inc.	Annual	Against	2.1	Concerns about overall performanceConcerns to protect shareholder value
24/00/2024	Compo Holdingo, mo.	, unida	, igamot	2.5	Concerns related to attendance at board or committee meetingsConcerns related to succession planning
				2.4	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	3.8	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		2.1	Concerns related to approach to board gender diversity
2010012024	Annou Corp.	Ailliual	Against	<u>[</u> 4. I	Econicerna related to approach to boditu genuel diversity

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
25/06/2024	Aozora Bank Ltd.	Annual	Against	1.1	Concerns about overall performance
25/06/2024	Asahi Kasei Corp.	Annual	All For	1.2	Concerns about overall performanceConcerns related to approach to board diversity
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	Concerns related to approach to board gender diversity  Concerns related to succession planning
23/00/2024	OALBEL, IIIC.	Ailliuai	Against	2.1	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	Concerns about overall performance
05/00/0004	I Berein Helikara - Iva		A!4	1.2	Concerns related to approach to board gender diversityConcerns about overall performance
25/06/2024 25/06/2024	Hirogin Holdings, Inc.  House Foods Group, Inc.	Annual Annual	Against Against	1.1,1.2 2.1	Concerns about overall performance  Concerns related to approach to board gender diversityConcerns about overall performanceLack of
25/06/2024	nouse roods Group, Inc.	Annuai	Against	2.7,3	independence on board
				5	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
				1.1	exposure to coal
25/06/2024	lida Group Holdings Co., Ltd.	Annual	All For		
25/06/2024	INFRONEER Holdings, Inc.	Annual	Against	2.1,2.2	Concerns about overall performance
				2.7	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 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	Concerns related to approach to board gender diversity
				1.5	Concerns related to succession planning
25/06/2024	Kikkoman Corp.	Annual	Against	2.3	Concerns related to approach to board gender diversityConcerns about overall performance
				2.8 2.2	Concerns related to succession planning Inadequate management of climate-related risksConcerns about overall performance
				2.9	Lack of independence on board
25/06/2024	Kinden Corp.	Annual	Against	2.2	Concerns about overall performanceConcerns related to approach to board gender diversity
				2.1 2.9,2.10,2.12	Concerns about overall performanceLack of independence on board
				2.9,2.10,2.12 4	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	Concerns about overall performance
				1.4,1.5	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	Concerns related to succession planning
			Ĭ	1.1	Lack of independence on boardConcerns 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	Concerns about overall performance
				1	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
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

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
25/06/2024	Nissan Motor Co., Ltd.	Annual	Against	2.5	Concerns related to succession planning
				2.11	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	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	Concerns about overall performance Lack of independence on board Concerns related to approach to board
				3.7,3.8,3.10	gender diversity
05/00/0004	0		AU E		Lack of independence on board
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	Lack of independence on board
05/00/0004				4	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	Lack of independence on board
05/00/0004				2.1	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 diversityConcerns about overall performance
25/06/2024	Suzuken Co., Ltd.	Annual	Against	1.1,1.2	Concerns about overall performance
25/06/2024	TIS, Inc. (Japan)	Annual	All For		
25/06/2024	Toei Animation Co., Ltd.	Annual	Against	2.2	Concerns related to approach to board gender diversity
25/06/2024	TOUG 040 0- 144			2.1	Lack of independence on board
25/06/2024	TOHO GAS Co., Ltd.	Annual	Against	2.2 2.1	Concerns about overall performanceConcerns related to approach to board gender diversity  Concerns about overall performanceLack of independence on board
				2.7	Concerns about overall performance ack of independence on board
				2.6,2.9	Lack of independence on board
25/06/2024	Toray Industries, Inc.	Annual	Against	2.1	Concerns about overall performance
	•		Ĭ	2.2	Concerns about overall performance Concerns related to approach to board gender diversity
				2.8	Concerns related to succession planning
				2.11	Lack of independence on board
25/06/2024	TOTO Ltd.	Annual	Against	1.1	Concerns about overall performanceLack of independence on board
				1.2 1.8,2.1,2.2	Concerns related to approach to board gender diversityConcerns about overall performance Lack of independence on board
25/06/2024	USS Co., Ltd.	Annual	All For	1.0,2.1,2.2	ELEGIC OF HIGGS CHOOL OF BOOK
25/06/2024	Yamato Kogyo Co., Ltd.	Annual	Against	2.4	Lack of independence on board
20/00/2024	Turnato Rogyo Go., Eta.	, unda	/ iguillot	2.1	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	Concerns about overall board structure
			Ĭ	1.1,1.7	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
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
				2.11	gender diversity
		Į			Lack of independence on board
26/06/2024	BIPROGY Inc.	Annual	Against	2.1	Concerns about overall performance
				2.8	Lack of independence on board
26/06/2024	Chubu Electric Power Co., Inc.	Annual	Against	16 3.2	As disclosing information on how climate-related risks and opportunities are factored in the selection of outside
				3.2 3.1	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.
				3.1	given the climate risks and other environmental impacts of the company's current strategy.  Concerns about overall performance
				10	Concerns about overall performance and Inadequate management of climate-related risks Inadequate
					management of climate-related risks from exposure to coal
					Lack of independence on board
					The proposed disclosure would promote accountability and help shareholders make better-informed decisions.
		<b>■</b>	:	<b>■</b>	

<b>Meeting Date</b>	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
26/06/2024	Chugin Financial Group, Inc.	Annual	Against	2.1	Concerns about overall performance
				2.5	Lack of independence on board
26/06/2024	Daido Steel Co., Ltd.	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
				2.7	Lack of independence on board
00/00/0004	D-i- D O	AI		3.2,3.3 3.2	Lack of independence on board Concerns related to inappropriate membership of committees
26/06/2024	Daio Paper Corp.	Annual	Against	3.2 2.1	Concerns about overall board structure  Concerns about overall performance Concerns related to approach to board gender diversity
26/06/2024	Electric Power Development Co., Ltd.	Annual	Against	2.2	Concerns about overall performance concerns related to approach to board gender diversity
20/00/2024	Electric Fower Development Oo., Eta.	Aindai	Agamst	3.2	Concerns related to succession planning
				2.1	Inadequate management of climate-related risks Inadequate management of climate-related risks from
				2.9,2.10,3.1	exposure to coalLack of independence on board
					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
20/00/2024	11 Обір.	, unida	, tguillot	1.1,2.2	Lack of independence on board
26/06/2024	Fuji Media Holdings, Inc.	Annual	Against	2.1	Concerns related to approach to board gender diversityConcerns about overall performanceLack of
			3	3.2	independence on board
				2.8,2.9,2.10,2.11	Concerns related to inappropriate membership of committeesLack of independence on board
					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
				3.1	Lack of independence on board
26/06/2024	Itoham Yonekyu Holdings, Inc.	Annual	All For		
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	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
20/00/2024	Reio Corp.	Ailiuai	Against	2.1	Concerns about overall performance Concerns related to approach to board genuer diversity
				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	Kyudenko Corp.	Annual	Against	2.2,2.3	Concerns related to inappropriate membership of committeesLack of independence on board
	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		3	1.1,1.6	Lack of independence on board
26/06/2024	Kyushu Electric Power Co., Inc.	Annual	Against	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	<u></u>	
26/06/2024	Mitsubishi Materials Corp.	Annual	Against	1.1,1.9	Concerns about overall performance
26/06/2024	<u></u>				
∠0/00/∠024	Mizuho Financial Group, Inc.	Annual	Against	1.8	Concern about his independence
				1.9,1.11 1.1	Concerns about overall performance Concerns related to approach to board gender diversity
				1.1	Concerns related to approach to board gender diversity  Disclosing information on how climate-related risks and opportunities are factored in the selection of outside
				3	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.
					Supporting this resolution would direct the company to continue enhancing its disclosure and fossil fuel financing
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Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
26/06/2024	Nagoya Railroad Co., Ltd.	Annual	Against	3.4	Concerns about overall board structure
				2.1,2.2	Concerns about overall performance
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	Concerns related to approach to board gender diversity
26/06/2024	Niero Corp	Annual	Againat	2.4 3.13	Concerns related to succession planning Concerns related to succession planning
20/00/2024	Nipro Corp.	Annual	Against	3.15,3.17	Lack of independence on board
				3.1	Lack of independence on board Lack of independence o
26/06/2024	Nissan Chemical Corp.	Annual	All For		
26/06/2024	Nisshin Seifun Group, Inc.	Annual	Against	2.1	Concerns about overall performance Concerns related to approach to board gender diversity
			3	2.6	Concerns related to succession planning
				2.7	Lack of independence on board
				4	Poison pill/anti-takeover measure not in investors interests
26/06/2024	Nissin Foods Holdings Co., Ltd.	Annual	Against	3	Concerns about overall board structure
26/06/2024	NOK Corp.	Annual	Against	2.4,2.5 3.1	Lack of independence on board
26/06/2024		Annual		1.1	Concerns related to approach to board gender diversityConcerns about overall performance
	Olympus Corp.	Annual	Against		Concerns related to succession planning
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	Resorttrust, 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	Concerns related to approach to board gender diversity
				3.1,3.7,3.10,3.11	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	Concerns about overall performance Lack of independence on board
00/00/0004	00 U-1di 0 14d	AI	A	3.6,3.7	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	Concerns related to approach to board gender diversity
				2.1 2.7.2.8	Inadequate management of climate-related risks Inadequate management of climate-related risks from exposure to coalLack of independence on board
				2.1,2.0	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	Sumitomo Electric Industries Ltd.	Annual	Against	2.2	Concerns related to approach to board gender diversity
20/00/2024	Cumitomo Licente industries Eta.	Aimai	Against	2.12	Lack of independence on board
26/06/2024	Sumitomo Metal Mining Co. Ltd.	Annual	Against	3	Concerns about overall board structure
				2.2	Concerns related to approach to board gender diversity
				2.1	Inadequate management of climate-related risks
26/06/2024	T&D Holdings, Inc.	Annual	Against	2.1	Concerns about overall performance
26/06/2024	Takeda Pharmaceutical Co., Ltd.	Annual	Assinat	2.2 2.1	Concerns about overall performance Concerns related to approach to board gender diversity
20/00/2024	Takeda Filaililaceulicai Co., Liu.	Ailliuai	Against	4	Concerns about overall performance Pay is misaligned with EOS remuneration principles
26/06/2024	Terumo Corp.	Annual	Against	2.1	Concerns related to approach to board gender diversity
			3	2.7	Lack of independence on board
26/06/2024	The Chiba Bank, Ltd.	Annual	Against	3.1	Concerns about overall performanceConcerns to protect shareholder value
				3.8	Lack of independence on board
26/06/2024	The Chugoku Electric Power Co., Inc.	Annual	Against	3.8,4.1	Lack of independence on board
				3.1	Lack of independence on board. Inadequate management of climate-related risks and risks from exposure to
26/06/2024	The Kansai Electric Power Co., Inc.	Annual	Against	3.1	coal EOS manual override. See analyst note.
20/00/2024	THE NATISAL ELECTIC FOWER CO., ITC.	Ailliual	Ayallist	3.5,3.7	Lack of independence on board
				13	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
					transparency
26/06/2024	Toda Corp.	Annual	Against	2.1,2.2	Concerns about overall performance
		=		5	Shareholder proposal promotes efficient capital structure

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
26/06/2024	Tohoku Electric Power Co., Inc.	Annual	Against	2.7,2.8,2.9,3.2	Lack of independence on board
				2.1	Lack of independence on board Inadequate management of climate-related risks Inadequate management of
				8	climate-related risks from exposure to coal
					SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
26/06/2024	Tokyo Electric Power Co. Holdings, Inc.	Annual	Against	1.1	appropriate accountability or incentivisation  Lack of independence on board
20/00/2024	Tokyo Electro Fower Go. Floralingo, Inc.	, unidai	, igailiot	9	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
					appropriate accountability or incentivisation
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	Concerns related to approach to board gender diversity
				5(b)	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	CapitaLand 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	Concerns related to approach to board gender diversity
2 1/0 1/202 1	OOL Group Limitou	[aa.	, .gao.	8	Issue of equity raises concerns about excessive dilution of existing shareholders
25/04/2024	CapitaLand Investment Ltd.	Annual	All For		
25/04/2024	Olam Group Limited	Annual	Against	3	Concerns related to approach to board gender diversity
				6	Concerns related to inappropriate membership of committees
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		
25/04/2024	Yangzijiang Shipbuilding (Holdings) Ltd.	Annual	Against	6	Concerns related to Non-audit fees
				7	Issue of equity raises concerns about excessive dilution of existing shareholders
00/04/0004			: 	4,5	Lack of independence on board Concerns related to inappropriate membership of committees
26/04/2024	CapitaLand Ascendas REIT	Annual	All For		
26/04/2024	Comfortdelgro 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	CapitaLand 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	Concerns related to inappropriate membership of committees
			Ĭ	7	Concerns to protect shareholder value
				8	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	Concerns related to approach to board gender diversity
				1.1,1.2	Cumulative/slate voting in favour of individual candidates/slates Concerns related to approach to board gender
14/06/2024	Shinsegae Co., Ltd.	Special	Against		diversity  Concerns related to approach to board gender diversity
18/06/2024			Against All For		Source to reace to approach to board genuer diversity
	Hanmi Pharmaceutical Co., Ltd.	Special			
30/04/2024	Chipbond Technology Corp.	Annual	Against	3.2	Insufficient/poor disclosure
09/05/2024	Winbond Electronics Corp.	Annual	All For		
16/05/2024	Global Unichip Corp.	Annual	All For		

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
21/05/2024	TCC Group Holdings CO., LTD.	Annual	Against	3.1,3.2,3.3,3.4,3.5,3.6,3.7,3.	Lack of independence on boardConcerns related to inappropriate membership of committees
00/05/0004	Tologo High Conned Dall Conn	AI	AU E	8,3.9,3.10	
23/05/2024	Taiwan High Speed Rail Corp.	Annual	All For		
24/05/2024	Taichung Commercial Bank Co., Ltd.	Annual	All For	000000000000000000000000000000000000000	
24/05/2024	TECO Electric & Machinery Co., Ltd.	Annual	Against	3.8,3.9,3.10,3.11,3.16,3.17,3 .18,3.19 3.1,3.2,3.3,3.4,3.5,3.6,3.7	Cumulative/slate voting in favour of individual candidates/slates  Lack of independence on board
24/05/2024	Wiwynn Corp.	Annual	All For	3.1,3.2,3.3,3.4,3.3,3.0,3.1	
24/05/2024	WPG Holdings Ltd.	Annual	Against	4,5,6	Concerns to protect shareholder value
24/05/2024	Yang Ming Marine Transport Corp.	Annual	Against	3.5,3.6,3.9,3.10	Lack of independence on board
2 1/00/202 1	i ang ming mamo nanopon corp.		, igainet	3.1 3.2	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
27/05/2024	Lite-On Technology Corp.	Annual	All For		
27/05/2024	MediaTek, Inc.	Annual	Against	4.1	Concerns related to approach to board gender diversity
27/05/2024	Phison Electronics Corp.	Annual	Against	3.1	Lack of independence on board
28/05/2024	Radiant Opto-Electronics Corp.	Annual	Against	3.2,3.3,3.4,3.5,3.6,3.8,3.11	Lack of independence on board
29/05/2024	Elite Material Co., Ltd.	Annual	All For		
29/05/2024	Nanya Technology Corp.	Annual	All For		
29/05/2024	Qisda Corp.	Annual	All For		5
30/05/2024	Advantech Co., Ltd.	Annual	All For		
30/05/2024	Catcher Technology Co., Ltd.	Annual	Against	3	
30/05/2024	Cheng Shin Rubber Ind. Co., Ltd.	Annual	All For		
30/05/2024	Chicony Electronics Co., Ltd.	Annual	All For		
30/05/2024	Delta Electronics, Inc.	Annual	All For		
30/05/2024	Macronix International Co., Ltd.	Annual	All For		
30/05/2024	Powertech Technology, Inc.	Annual	All For		
30/05/2024	President Chain Store Corp.	Annual	Against	4.4,4.5,4.6	il ack of independence on board
00/00/2024	Trostaciti citalii ctore corp.	, unda	, tguiriot	4.1,4.2	Overboarded/Too many other time commitments Lack of independence on board
30/05/2024	Realtek Semiconductor Corp.	Annual	Against	3.1 3.2,3.3,3.4,3.5,3.6	Combined CEO/Chair Lack of independence on board
30/05/2024	Simplo Technology Co., Ltd.	Annual	All For		
30/05/2024	SINBON Electronics Co., Ltd.	Annual	Against	4.9	Overboarded/Too many other time commitments
30/05/2024	Taiwan Secom Co., Ltd.	Annual	All For		
30/05/2024	United Microelectronics Corp.	Annual	All For		
30/05/2024	Wistron Corp.	Annual	Against	1.1	Concerns related to inappropriate membership of committees
31/05/2024	Acer, Inc.	Annual	Against	3	Concerns to protect shareholder value
31/05/2024	Chunghwa Telecom Co., Ltd.	Annual	All For		
31/05/2024	Compal Electronics, Inc.	Annual	Against	3.11,3.13,3.14 3.1,3.3,3.4,3.5,3.8,3.9,3.10	Concerns related to approach to board gender diversity Lack of independence on board
31/05/2024	Feng Tay Enterprises Co., Ltd.	Annual	Against	3.2,3.6 3.15	Lack of independence on board Concerns related to approach to board gender diversity  Concerns related to succession planning
31/05/2024	reng Tay Enterprises Co., Ltd.	Annuai	Against	3.2,3.4,3.5,3.6,3.7,3.8,3.9,3. 10	Lack of independence on board  Lack of independence on board  Lack of independence on board Concerns related to approach to board gender diversity
				3.1	
31/05/2024	Foxconn Technology Co., Ltd.	Annual	All For		
31/05/2024	HIWIN Technologies Corp.	Annual	All For		
31/05/2024	Hon Hai Precision Industry Co., Ltd.	Annual	All For		
31/05/2024	King Yuan Electronics Co., Ltd.	Annual	Against	3.1	Lack of independence on board
31/05/2024	Novatek Microelectronics Corp.	Annual	Against	3.1	Concerns related to inappropriate membership of committees
31/05/2024	Pou Chen Corp.	Annual	All For		
31/05/2024	Synnex Technology International Corp.	Annual	Against	6.7	Concerns related to attendance at board or committee meetings
				6.3,6.5,6.6	Lack of independence on board
				6.1	Lack of independence on board Concerns related to approach to board gender diversity Overboarded/Too many other time commitments
31/05/2024	Tatung Co.	Annual	Against	3	Concerns related to shareholder rights
01/03/2024	į raturiy oo.	Ailliuai	Ayamsı	15	Concerns related to shareholder rights

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
04/06/2024	Taiwan Semiconductor Manufacturing Co., Ltd.	Annual	All For		
04/06/2024	Taiwan Semiconductor Manufacturing Co., Ltd.	Annual	All For		
06/06/2024	Chroma Ate, Inc.	Annual	All For		
07/06/2024	SinoPac Financial Holdings Co., Ltd.	Annual	All For		
07/06/2024	Yuanta Financial Holding Co. Ltd.	Annual	All For		
12/06/2024	Gigabyte Technology Co., Ltd.	Annual	Against	6.1	
12/00/2024	Olgabyte recimology 66., Etc.	Ailidai	Against	6.8	Concerns related to approach to board gender diversity
				3	Concerns related to shareholder rights
				6.2,6.3,6.4,6.5,6.6	Lack of independence on board
12/06/2024	Inventec Corp.	Annual	All For		
13/06/2024	Accton Technology Corp.	Annual	Against	4.1	Insufficient/poor disclosure
13/06/2024	ASUSTek Computer, Inc.	Annual	All For		
13/06/2024	Lotes Co., Ltd.	Annual	All For		
14/06/2024	Asia Vital Components Co., Ltd.	Annual	All For		
14/06/2024	China Development Financial Holding Corp.	Annual	Against	4	Issue of equity raises concerns about excessive dilution of existing shareholders
14/06/2024	CTBC Financial Holding Co., Ltd.	Annual	Against	3	Pay is misaligned with EOS remuneration principles
14/06/2024	Fubon Financial Holding Co., Ltd.	Annual	All For		
14/06/2024	Micro-Star International Co., Ltd.	Annual	Against	3.1	Combined CEO/Chair
				3.11	Concerns related to approach to board gender diversity
				3.2,3.3,3.4,3.5,3.6,3.8	Lack of independence on board
14/06/2024	Pegatron Corp.	Annual	All For		
14/06/2024	Quanta Computer, Inc.	Annual	All For		
14/06/2024	Shin Kong Financial Holding Co. Ltd.	Annual	Against	5	Issue of equity raises concerns about excessive dilution of existing shareholders
14/06/2024	Taishin Financial Holdings Co., Ltd.	Annual	Against	5.2,5.4	Lack of independence on board
10/00/0001				5.3	Lack of independence on board Concerns related to inappropriate membership of committees
18/06/2024	Nien Made Enterprise Co., Ltd.	Annual	All For		
18/06/2024	Tripod Technology Corp.	Annual	Against	4.2,4.3,4.4,4.5,4.6 4.1	Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity
19/06/2024	Nan Ya Plastics Corp.	Annual	All For	:4. I	ELACK OF ITREPERCENCE OF DOALD CONCERNS RELIED TO Approach to board gender diversity
20/06/2024	YFY. Inc.	Annual	Against	3.1,3.2,3.3,3.4	Lack of independence on board
21/06/2024	Chang Hwa Commercial Bank Ltd.	Annual	All For	0.1,0.2,0.0,0.4	
21/06/2024	Far EasTone Telecommunications Co., Ltd.	Annual	Against	6.1	Concerns related to approach to board gender diversity Overboarded/Too many other time commitments
21/06/2024	First Financial Holding Co., Ltd.	Annual	Against	4.1,4.3,4.4,4.5,4.6,4.7,4.9,4.	Lack of independence on board
21/00/2024	First Financial Holding Co., Ltd.	Alliuai	Against	10.4.11	Lack of Independence on board
21/06/2024	Mega Financial Holding Co., Ltd.	Annual	Against	6.1,6.3,6.4,6.5,6.6,6.7,6.8,6.	Lack of independence on board
			Ĭ	9,6.10	'
21/06/2024	Taiwan Business Bank	Annual	Against	4.16	Concerns related to approach to board gender diversity
				4.4,4.6,4.7,4.8,4.9,4.10	Lack of independence on board
21/06/2024	Taiwan Cooperative Financial Holding Co., Ltd.	Annual	All For	4.5	Lack of independence on board Concerns related to approach to board gender diversity
21/06/2024	Taiwan Mobile Co., Ltd.	Annual	All For		
21/06/2024	Transcend Information, Inc.			4.1,4.2,4.3,4.4	Lack of independence on board
21/06/2024	Transcend information, inc.	Annual	Against	4.1,4.2,4.3,4.4 4.5	Lack of independence on board linsufficient/poor disclosure
24/06/2024	International Games System Co., Ltd.	Annual	Against	3	Concerns related to shareholder rights
	,, <u></u>		3	5.1,5.2,5.3,5.4,5.5,5.6,5.7,6	Lack of independence on board
26/06/2024	ASE Technology Holding Co., Ltd.	Annual	Against	5.1	Concerns related to board gender diversity
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	Concerns related to approach to board gender diversity
				2.7	Concerns related to succession planning
07/00/0004	A	AI	AH E	2.8	Lack of independence on board
27/06/2024	Amano Corp.	Annual	All For		

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
27/06/2024	ANA HOLDINGS INC.	Annual	Against	2.2	Concerns about overall performance
				2.9	Concerns related to succession planning
				2.4,2.5,2.8 2.1	Lack of independence on board
27/06/2024	BOC Hong Kong (Holdings) Limited	Annual	Against	:2.1 :3b	Lack of independence on boardConcerns about overall performance  Concerns related to approach to board gender diversity
27/06/2024	Casio Computer Co., Ltd.	Annual		2.2	Concerns related to approach to board gender diversity
21/00/2024	Casio Computer Co., Ltd.	Annuai	Against	2.8	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	Concerns about overall performance Concerns related to approach to board gender diversity
	=		3	2.9	Concerns related to succession planning
				3	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	FANUC Corp.	Annual	All For		
27/06/2024	Far Eastern New Century Corp.	Annual	Against	3.1	Concerns related to approach to board gender diversityOverboarded/Too many other time commitmentsLack of
				3.2,3.3,3.4,3.5,3.6,3.7,3.8,3	
				9,3.10	Lack of independence on board
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 diversityLack of independence on board
27/06/2024	Fukuoka Financial Group, Inc.	Annual	Against	2.1	Concerns about overall performance
				2.2	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
27/06/2024	Hakuhodo DY Holdings, Inc.	Annual	Against	2.2	Concerns related to approach to board gender diversity  Concerns about overall performance Concerns related to approach to board gender diversity
21700/2024	Traktilodo D'i Floidings, inc.	Aindai	Against	2.1	Concerns about overall performance Lack of independence on board
				2.7	Lack of independence on board
27/06/2024	HASEKO Corp.	Annual	All For		
27/06/2024	Heiwa Corp.	Annual	Against	2.1	Concerns related to approach to board gender diversity
				2.5,2.6	Concerns related to succession planning
27/06/2024	HOYA Corp.	Annual	All For		
27/06/2024	Internet Initiative Japan, Inc.	Annual	Against	2.2	Concerns related to approach to board gender diversity
27/06/2024	in a second to the second seco	A1		2.8	Lack of independence on board
27/06/2024	lyogin Holdings, Inc.	Annual	Against	1.1 1.2	Concerns about overall performance  Concerns about overall performance. Concerns related to approach to board gender diversity
				6	Reduction of Strategic shareholdings (or allegiant or cross shareholdings) would benefit the investors
27/06/2024	JGC Holdings Corp.	Annual	Against	3.5	Concerns about overall board structure
	·			2.1,2.2	Concerns about overall performance
				2.6	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	Concerns about overall board structure
				2.2	Concerns about overall performance
				2.1	Concerns about overall performanceLack of independence on board
27/06/2024	Kaneka Corp.	Annual	Against	2.12 1.1,1.2	Lack of independence on board  Concerns about overall performance
27/06/2024				3.1	
21/00/2024	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	Concerns about overall performance
	,r·		· .g	2.6,2.7	Lack of independence on board
				2.1	Lack of independence on board Concerns about overall performance
27/06/2024	Keisei Electric Railway Co., Ltd.	Annual	Against	3.1	Concerns about overall board structure
				2.1,2.10,2.13,2.15	Lack of independence on board
				4	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
					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
			1		businesses.

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	s Voting Explanation
27/06/2024	Koito Manufacturing Co., Ltd.	Annual	Against	3.3	Concerns about overall board structure
				2.1,2.7,2.8	Lack of independence on board
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	Concerns about overall performance
				2.10	Concerns related to approach to board gender diversity
27/06/2024	Mitsubishi Heavy Industries, Ltd.	Annual	Against	2.2	Concerns about overall performance
				2.1 2.5,2.6,2.7,3	Concerns about overall performance Lack of independence on board Lack of independence on board
27/06/2024	Mitsubishi Logistics Corp.	Annual	Against	4.1	Concerns about overall board structure
		F		3.2	Concerns about overall performance Concerns related to approach to board gender diversity
				3.1	Concerns about overall performance Lack of independence on board
				3.6,3.7,3.8	Lack of independence on board
27/06/2024	Mitsubishi UFJ Financial Group, Inc.	Annual	Against	2.12,2.13	Concerns about overall performance
				3 2.5,2.7	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
				2.5,2. <i>1</i> 4	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	Nintendo Co., Ltd.	Annual	Against	3.2	Concerns related to succession planning
				2.1	Inadequate management of climate-related risks
				2.7	Lack of independence on board
27/06/2024	Nippon Shinyaku Co., Ltd.	Annual	All For		
27/06/2024	Nishi-Nippon Railroad Co., Ltd.	Annual	Against	2.2	Concerns about overall performance
				2.1 3.1	Concerns about overall performance Lack of independence on board  Lack of independence on board
				3.3,3.4	Lack of independence on board Concerns related to inappropriate membership of committees
				4	Poison pill/anti-takeover measure not in investors interests
27/06/2024	NOF Corp.	Annual	Against	3.1,3.2	Concerns about overall performance
				3.5	Lack of independence on board
27/06/2024	NSK Ltd.	Annual	Against	1.1	Concerns about overall performance
				1.6 1.9	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
21/00/2024	OBIO GO. Eld.	Ailidai	Against	2.1,2.5	Lack of independence on board
27/06/2024	Odakyu Electric Railway Co., Ltd.	Annual	Against	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	Concerns about overall board structure
217007202	5.1.5.1.ta. 24.1.4 55., 2.ta.	1	, .ga	6	Insufficient basis to support a decision
				2.2,2.9	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	Concerns related to approach to board gender diversity
				1	Concerns related to shareholder rights
27/06/2024	Rengo Co., Ltd.	Annual	Against	2.2	Concerns about overall board structure
				1.1 1.2	Concerns about overall performanceLack of independence on board  Concerns related to approach to board gender diversityConcerns about overall performance
				1.2	Lack of independence on board gender diversityConcerns about overall performance
		Annual	Assisst	3.3	Concerns about overall board structure
27/06/2024	Rinnai Corp.		Against	:3.3	

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
27/06/2024	Ruentex Industries Ltd.	Annual	Against	4.2	Lack of independence on board
				4.3,4.4,4.5,4.6 4.1	Lack of independence on boardConcerns related to approach to board gender diversity
27/06/2024	Sankyo Co., Ltd.	Annual	Against	3.1,3.3	Lack of independence on board
				4.4	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	Concerns about overall performance
				1.1	Concerns about overall performance Concerns related to approach to board gender diversity
27/06/2024	Sharp Corp.	Annual	Against	1.9 1.1	Concerns related to succession planning  Concerns about overall performance Concerns related to approach to board gender diversity
27/06/2024	эпагр согр.	Annuai	Against	3	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	Concerns related to approach to board gender diversity
21700/2024	Offin Elou Offormour Co., Etc.	, unidai	/ iguillot	2.5	Concerns related to succession planning
27/06/2024	SHIP HEALTHCARE HOLDINGS, INC.	Annual	Against	3	Concerns about overall board structure
				2.4	Concerns related to approach to board gender diversity
				2.1,2.12	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	Concerns about overall performance Concerns related to approach to board gender diversity
				1.6	Concerns related to succession planning
27/06/2024	Sumitomo Mitsui Financial Group, Inc.	Annual	Against	3.1	Concerns about overall performance
				4	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
				5	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 diversityLack 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	Taiheiyo Cement Corp.	Annual	Against	2.2	Concerns related to approach to board gender diversity
			Ĭ	2.1,2.4,2.5,2.6,2.9	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	Concerns about overall board structure
				4.1	Concerns about overall performance Lack of independence on board
				4.3,4.5,4.6,4.7	Lack of independence on board
				4.2	Lack of independence on board Concerns related to approach to board gender diversity
07/00/0004	T-1 0 0- 141			6	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
27/06/2024	TOPPAN Holdings, Inc.	Annual	Against	1.2	Lack of independence on board  Concerns about overall performance
21/00/2024	TOTT ANTHORNINGS, IIIC.	Ailliuai	луаны	1.1	Lack of independence on boardConcerns about overall performance
27/06/2024	TORIDOLL Holdings Corp.	Annual	All For		
27/06/2024	Toyo Suisan Kaisha, Ltd.	Annual	Against	2.1	Inadequate management of deforestation risks
	,,			9	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.
27/06/2024	Tsumura & Co.	Annual	Against	2.1	Concerns related to approach to board gender diversity
27/06/2024	Uni-President Enterprises Corp.	Annual	All For		
27/06/2024	Ushio, Inc.	Annual	Against	2.1	Concerns about overall performance
27/06/2024	Yamada Holdings Co., Ltd.	Annual	Against	3.6	Concerns related to succession planning
<del>-</del> -	<b>3</b> · ,		J	3.1,3.3,3.4,3.5,4.2	Lack of independence on board
				4.4,4.5	Lack of independence on board Concerns related to inappropriate membership of committees
27/06/2024	Yamaguchi Financial Group, Inc.	Annual	Against	1.1	Concerns about overall performance
				1.6	Lack of independence on board
27/06/2024	Zensho Holdings Co., Ltd.	Annual	Against	1.1	Concerns related to approach to board gender diversity

<b>Meeting Date</b>	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
27/06/2024	ZEON Corp.	Annual	Against	3.1	Concerns about overall board structure
			, and the second	2.2	Concerns about overall performance
				2.1	Concerns about overall performance Lack of independence on board
				2.7	Concerns related to succession planning
				2.8,2.9	Lack of independence on board
28/06/2024	Advantest Corp.	Annual	All For		
28/06/2024	Makalot Industrial Co., Ltd.	Annual	Against	4	Concerns related to shareholder rights
04/04/2024	Scentre Group	Annual	Against	5	Pay is misaligned with EOS remuneration principles
11/04/2024	Santos Limited		·	2b	Inadequate management of climate-related risks
		Annual	Against	20	' °
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	EOS manual override. See analyst note.
				6	Inadequate management of climate-related risks
				3,4	Pay is misaligned with EOS remuneration principles
02/05/2024	Rio Tinto Limited	Annual	Against	12	EOS manual override. See analyst note.
				2,3,4	Pay is misaligned with EOS remuneration principles
03/05/2024	TPG Telecom Limited	Annual	Against	4	Overboarded/Too many other time commitments
07/05/0004	lluka Resources Limited		A 4	2,6c	Pay is misaligned with EOS remuneration principles
07/05/2024	iluka Resources Limited	Annual	Against	3 1,5	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
08/05/2024	The GPT Group	Annual	All For	1,5	eray is misangned with EOS remuneration principles
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,,	Concerns regarding Auditor tenure
30/03/2024	i alicoal Australia Ltu.	Alliuai	Against	, 2d	Concerns regarding Addition tendine  Concerns related to approach to board gender diversity
				2c	Concerns related to approach to board gender diversity  Concerns related to inappropriate membership of committeesConcerns related to approach to board gender
				10	diversityConcerns regarding Auditor tenure
				8	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		Consequence state of the settlemedian conset to accompanie to a management
					Concerns related to attendance at board or committee meetings
01/04/2024	Grupo Financiero Inbursa SAB de CV	Extraordinary Shareholders	Against	1,2,3,4	Insufficient/poor disclosure
01/04/2024	Turkiye Petrol Rafinerileri AS	Annual	Against	10	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents
				5	shareholders from making an informed voting decision.
				8	A vote AGAINST this item is warranted as the company has failed to comply with the board independence
				12	requirement.
					A vote AGAINST this item is warranted, as the board does not meet the one third board independence
					requirement.
00/04/0004					This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
02/04/2024	Almarai Co. Ltd.	Annual	Against	5	Inadequate management of climate-related risks
03/04/2024	Ford Otomotiv Sanayi AS	Annual	Agoingt	16 10	Insufficient/poor disclosure  A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents
03/04/2024	i olu Ololiloliv Saliayi AS	Alliudi	Against	Ω	shareholders from making an informed voting decision.
				o 12	A vote AGAINST this item is warranted, as the board and the audit committee are insufficiently independent.
				12	This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
					THIS IGHT WAITHING A YOLG AGAINGT QUE TO A HACK OF GISCUSULE OF THE TESOIGNOT.
03/04/2024	SLB	Annual	Against	1.10	Concerns about remuneration committee performance
JUNIEULT		. amadi	gumot	1.9	Concerns about rentallel attorned to board gender diversity
				2	High variable pay ratio Total pay targets a range above peer median
03/04/2024	Varun Beverages Limited	Annual	All For	<del></del>	minimation and the state of the
04/04/2024	ABB India Limited	Special	All For		
				10.10	
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.

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
04/04/2024	Enerjisa Enerji AS	Annual	Against	5	A vote AGAINST this item is warranted as the company has failed to comply with the board independence
				7	requirement.
				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 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	Alkem Laboratories Ltd.	Special	All For		
05/04/2024	Bangkok Dusit Medical Services Public Co. Ltd.	Annual	Against	4.1	Concerns about overall performance
00/04/2024	Burgion Bush Mouldar Corvidos Fubilo Co. Eta.	, amadi	/ iguillot	4.6	Concerns related to approach to board gender diversityConcerns about overall performance
				7	Insufficient/poor disclosure
05/04/2024	Carnival Corporation	Annual	Against	12	Concerns about remuneration committee performance
				13,14	Total pay targets a range above peer medianHigh CEO to average NEO pay
05/04/2024	Coca-Cola Icecek AS	Annual	Against	8	A vote AGAINST this proposal is warranted because the board would be able to issue shares up to 2,259
05/04/2024	On an One and the description of the over		. A	7 -	percent of the issued share capital.  Concerns related to approach to board gender diversity
05/04/2024	Grupo Comercial Chedraui SAB de CV	Annual	Against	7.a 7.f,7.k,7.q,7.t	Concerns related to approach to board gender diversity  Concerns related to inappropriate membership of committees
				8,9,10	Insufficient/poor disclosure
05/04/2024	Krung Thai Bank Public Co., Ltd.	Annual	Against	5.3	Concerns related to approach to board gender diversity
05/04/2024	SCB X Public Company Limited	Annual	All For		
07/04/2024	Marico Limited	Special	All For		
	-				Concerns about a varil board structure
09/04/2024	Orbia Advance Corp. SAB de CV	Annual/Special	Against	4.1 4.2a,4.3a	Concerns about overall board structure Concerns related to inappropriate membership of committees
				4.2a,4.3a 6.2	Insufficient/poor disclosure
				4.2e	Overboarded/Too many other time commitments
				5	Pay is misaligned with EOS remuneration principles
09/04/2024	Prologis Property Mexico SA de CV	Annual	All For		
10/04/2024	China Jushi Co. Ltd.	Annual	Against	10,16	Concerns related to shareholder rights
				11,12,18	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	Concerns related to shareholder rights
				11.1,11.3,11.4	Insufficient/poor disclosure
				10	Pay is misaligned with EOS remuneration principles
11/04/2024	China CITIC Bank Corporation Limited	Extraordinary Shareholders	All For		
11/04/2024	China CITIC Bank Corporation Limited	Special	All For		
11/04/2024	Telefonica Brasil SA	Annual	All For		
11/04/2024	Telefonica Brasil SA	Extraordinary Shareholders	All For		
11/04/2024	United Spirits Limited	Special	All For		
15/04/2024	Is Yatirim Menkul Degerler AS	Annual	Against	9	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents
10/04/2024	o radiin Monda Bogonol 70	, unida	riguillot	8	shareholders from making an informed voting decision.
				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.
16/04/2024	Atacadao SA	Annual	Abstain	5,8,9.1,9.2,9.3,9.4,9.5,9.6,9.	
			Against	7,9.8,9.9,9.10,9.11,9.12,9.13	
				6	Lack of independence on boardConcerns related to inappropriate membership of committeesInappropriate
				U	bundling of election of directors on a single vote
16/04/2024	Atacadao SA	Extraordinary Shareholders	All For		
16/04/2024	Dogus Otomotiv Servis ve Ticaret AS	Annual	Against	8	.i. A vote AGAINST this item is warranted, as the board and the audit committee are insufficiently independent.
. 5, 54, 2024	25gus Stamour Golffio vo Hodiotrio		94.1101	Ĭ	1. 100 100 into 1 and ito 10 manufact, as the board and the additional micro are insulintently independent.
16/04/2024	Grupo Elektra SAB de CV	Annual/Special	Against	5	Inappropriate bundling of election of directors on a single vote Insufficient/poor disclosure
				6	Insufficient/poor disclosure
16/04/2024	Magyar Telekom Telecommunications Plc	Annual	Against	5	Issue of equity raises concerns about excessive dilution of existing shareholders
			<u>.</u>	10,11	Pay is misaligned with EOS remuneration principles
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
			<u></u>		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
			1	1	shareholders from making an informed voting decision.

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
17/04/2024	BANK POLSKA KASA OPIEKI SA	Annual	Against	16	A vote AGAINST is warranted as the names of the candidates to the supervisory board are not disclosed.
,	57 WHAT GESTON TO STREET 57 N		. igamiot	15	A vote AGAINST this item is warranted because the company has failed to disclose the candidates' names.
				12	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
17/04/2024	Terrafina	Annual/Special	Against	9	Pay is misaligned with EOS remuneration principles
17/04/2024	Ultrapar Participacoes SA	Annual	All For		
17/04/2024	Ultrapar Participacoes SA	Extraordinary Shareholders	All For		
18/04/2024	CCR SA	Annual	Abstain	4.7.8.1.8.2.8.3.8.4.8.5.8.6.8.	.i
10/0 1/2021	o o . v o . v		Against	7,8.8,8.9,8.10,8.11	Inappropriate bundling of election of directors on a single vote Lack of independence on board Concerns related
				5	to approach to board gender diversity Concerns related to inappropriate membership of committees Concerns
				6,15	about overall performance
				10,11 12	Insufficient/poor disclosure
				12	Lack of independence on board Pay is misaligned with EOS remuneration principles
18/04/2024	CCR SA	Extraordinary Shareholders	All For		a dy o modignod mar 200 romano deor pinopo
18/04/2024	International Container Terminal Services, Inc.	Annual	Abstain	4.6,4.7	Econcerns related to inappropriate membership of committees
	,			4.5	Concerns related to inappropriate membership of committeesConcerns related to approach to board gender
				4.2	diversity
					Overboarded/Too many other time commitments
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
				11	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	A vote AGAINST the proposed remuneration report is warranted because:- The company does not disclose the
				18	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
18/04/2024	Vibra Energia SA	Annual	Abstain	11.3	
10/0 1/2021	712/4 2110.gla 071		, 100 (011)	4	Insufficient/poor disclosure
			Against	11.8	Concerns related to approach to board gender diversity
				5	Insufficient/poor disclosure
18/04/2024	Vibra Energia SA	Extraordinary Shareholders	All For	6	
19/04/2024	BDO Unibank. Inc.	Annual	Against	4.1	Concerns related to inappropriate membership of committees
19/04/2024	BDO OHIDAHK, IIIC.	Allitual	Against	7	Insufficient/poor disclosure
19/04/2024	BYD Company Limited	Extraordinary Shareholders	All For		
19/04/2024	BYD Company Limited	Special	All For		
19/04/2024	Contemporary Amperex Technology Co., Ltd.	Annual	Against	10	Concerns related to shareholder rights
	• • • • • • • • • • • • • • • • • • • •			9	Concerns to protect shareholder value
				15.1,15.2,15.3,15.4	Insufficient/poor disclosure
19/04/2024	Metalurgica Gerdau SA	Annual	All For		
19/04/2024	Midea Group Co. Ltd.	Annual	All For		
19/04/2024	Neoenergia SA	Annual	Abstain	5.1,5.2,5.3,5.4	Cumulative/slate voting in favour of individual candidates/slates
19/04/2024	Noonorgio SA	Eytroordinan, Sharahaldara	Against	/	
19/04/2024	Neoenergia SA	Extraordinary Shareholders	All For	<u> </u>	<u> </u>

Meeting Dat	e Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
19/04/2024	PRIO SA	Annual	Abstain	10	Insufficient/poor disclosure
			Against	6	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of
				7,13	committees Inadequate management of climate-related risks
21/04/2024	Bandhan Bank Limited	Special	Against	1,2,3	Insufficient/poor disclosure Concerns related to approach to board gender diversity
21/04/2024	Riyadh Cables Group Co.	Annual	All For	1,2,0	To a series related to approach to board gorden diversity
22/04/2024	Biocon Limited	Special	Against	6	Insufficient justification for related party transaction
22/04/2024	Emaar Properties PJSC	Annual	Abstain	10.2,10.3,10.5,10.6,10.7,10	
22/04/2024	Email Froperties F 300	Airidai	Against	8,10.10,10.11,10.12,10.13,1	
				0.15,10.16	
22/04/2024	- Aliama Dank	A	Assisst	9	Doub missioned with FOC services the missiones
23/04/2024	Alinma Bank	Annual	Against		Pay is misaligned with EOS remuneration principles
	45405 Bank of the Philippine Islands	Annual	Against	4.1,4.2,4.7,4.11	Concerns related to inappropriate membership of committees
				6	Insufficient/poor disclosure
	45405 5 1 1 11 04			4.13	Overboarded/Too many other time commitments
	45405 Falabella SA	Annual	All For		
	45405 Hypera SA	Annual	All For		
	45405 Hypera SA	Extraordinary Shareholde		4	FOC was all a wards. Con and about
	45405 Itau Unibanco Holding SA	Annual	Abstain	1	EOS manual override. See analyst note.
	45.405.440.4574.44		Against	2	
	45405 MONETA Money Bank, a.s.	Annual	All For	-	
	45405 TOTVS SA	Annual	Abstain	5	Insufficient/poor disclosure
	45.405 NASC CA	A	Against	10	Constant of the contract of the state of the
	45405 WEG SA	Annual	Abstain	12	Cumulative/slate voting in favour of individual candidates/slates
				5	EOS manual override. See analyst note.
			A:		0 Insufficient/poor disclosureConcerns related to board gender diversity 2- Lack of independence on
			Against	.5,10.6,10.7 7	board
				, 11	Executive salary increases without robust justification
				3	Lack of independence on board Insufficient/poor disclosure
				8,13,14	ilisunicient/poor disclosure
	45405 WEG SA	C. Ave and in any. Chanch alds.	All Can	0,13,14	
		Extraordinary Shareholde		C 1= C 1= C 1= C 1; C 1	Companyon weleted to improve with a mount of companying
	45406 Banco del Bajio SA	Annual	Against	6.1a,6.1c,6.1g,6.1i,6.1k	Concerns related to inappropriate membership of committees
	45406 Bumrungrad Hospital Public Company Limited	Annual	Against	10 6	Insufficient/poor disclosure
				5.4	Lack of independence on board
				5.4	Lack of independence on board Concerns related to inappropriate membership of committees
	45406 Charoen Pokphand Foods Public Co. Ltd.	Annual	Against	5.4	Concerns related to approach to board gender diversity
	45406 Empresas Copec SA	Annual	Against	b	Insufficient/poor disclosure Inappropriate bundling of election of directors on a single vote
	45406 Empresas Copec SA	Extraordinary Shareholde	-	b	misumiciently poor disclosure mappinopriate building of election of directors on a single vote
	45406 Komercni banka as	Annual	Against	14	Pay is misaligned with EOS remuneration principles
	45406 Metropolitan Bank & Trust Company	Annual	Against	3.12	Concerns related to approach to board gender diversity
	45400 Michopolitan Bank & Trast Company	Ailliudi	Aguillat	3.6	Concerns related to appropriate membership of committees
	45406 Osotspa Public Co. Ltd.	Annual	All For	5.0	concerns related to mapping membership of committees
	45407 B3 SA-Brasil, Bolsa, Balcao	Annual	Against	6	Insufficient/poor disclosure
	45407 B3 SA-Brasil, Bolsa, Balcao	Extraordinary Shareholde	-	v	insufficiently poor disclosure
	45407 Becle, S.A.B. de C.V.	Annual	Against	5	Inappropriate bundling of election of directors on a single vote Concerns related to approach to
	.s. or seeing sirilist de c.v.	7 11 11 W	5011130	•	board gender diversity
	45407 Becle, S.A.B. de C.V.	Extraordinary Shareholde	r: All For		
	45407 Caixa Seguridade Participacoes SA	Annual	All For		
	45407 Caixa Seguridade Participacoes SA	Extraordinary Shareholde		1,2	Lack of independence on board
	45407 Central Retail Corp. Public Co. Ltd.	Annual	Against	10	Insufficient/poor disclosure
		· <del></del>	o	-	

Meeting Da	te Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
	45407 Chemical Works of Gedeon Richter Plc	Annual	Against	9,10,11,12.4,12.6,18.3	Pay is misaligned with EOS remuneration principles
	45407 Cimsa Cimento Sanayi ve Ticaret AS	Annual	Against	8	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which
				7	prevents shareholders from making an informed voting decision.
				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.
	45407 Embraer SA	Annual	Against	4	Insufficient/poor disclosure
	45407 Empresas CMPC SA	Annual	Against	8	Insufficient/poor disclosure
	45407 Fuyao Glass Industry Group Co., Ltd.	Annual	Against	12,13	Insufficient/poor disclosure
	45407 Fuyao Glass Industry Group Co., Ltd.	Annual	Against	12,13	Insufficient/poor disclosure
	45407 Malayan Banking Berhad	Annual	All For	, -	41
	45407 Mavi Giyim Sanayi ve Ticaret AS	Annual	Against	14	A vote AGAINST the prolongation of the authorized capital is warranted because the proposed ceiling
	is to man ci,im sana, to maneer o	7.111001	7.8450		allows the company to increase the share capital without preemptive rights by more than 20 percent.
	45407 MOL Hungarian Oil & Gas Plc	Annual	Against	13,14,15	Concerns related to inappropriate membership of committees
				9,10,11,12	Issue of equity raises concerns about excessive dilution of existing shareholders
				18,19	Pay is misaligned with EOS remuneration principles
				16,17	Proposed term in policy exceeds appropriate limit
	45407 Petroleo Brasileiro SA	Annual	Abstain	17	Cumulative/slate voting in favour of individual candidates/slates
				8.1,8.2,8.3,8.4,8.5,8.6,8.7,	. Cumulative/slate voting in favour of individual candidates/slatesConcerns about candidate's
			Against	8.8	experience/skills
				10,11,14	Concerns about overall board structure 2- Cumulative/slate voting in favour of individual
				4	candidates/slates
				19	Insufficient disclosure
				5,8.9,8.10,16,18	Insufficient/poor disclosure
	45407 Petroleo Brasileiro SA	Annual	Against	1.2,3.1	
	45407 Petroleo Brasileiro SA	Extraordinary Shareholde	r: All For		
	45407 Qualitas Controladora SAB de CV	Annual/Special	Against	6	Concerns related to inappropriate membership of committeesConcerns related to approach to board
				8	gender diversity
					Insufficient/poor disclosure
	45407 Saudi Telecom Co.	Annual	Against	6	Insufficient/poor disclosure
	45407 Suzano SA	Annual	Abstain	17.1,17.2	Cumulative/slate voting in favour of individual candidates/slates
				5,8,9.1,9.2,9.3,9.4,9.5,9.6,	. Insufficient/poor disclosureInsufficient/poor disclosure
			Against	9.7,9.8,9.9,10	Lack of independence on board
				18	Lack of independence on board; Concerns related to inappropriate membership of committees
				7	
				12	
				13	
	45407 Suzano SA	Extraordinary Shareholde	r: Against	1	Pay is misaligned with EOS remuneration principles
				2	Pay is misaligned with EOS remuneration principles; Insufficient disclosure
	45408 Banco do Brasil SA	Annual	All For		
	45408 Banco do Brasil SA	Extraordinary Shareholde	r: All For		
	45408 Cencosud SA	Annual	Against	С	Inappropriate bundling of election of directors on a single vote Insufficient/poor disclosure
			•	ĺ	Inadequate management of deforestation risks
					Insufficient/poor disclosure
	45408 CP All Public Co. Ltd.	Annual	Against	4.3	Concerns about overall performance
			-	4.4	Concerns about overall performance Concerns related to approach to board gender diversity
	45408 Fibra Uno Administracion SA de CV	Annual	Against	6	Lack of independence on boardConcerns related to approach to board gender diversityConcerns
				5,9	related to inappropriate membership of committees
					Lack of independence on boardConcerns related to inappropriate membership of committees
	45408 Gruma SAB de CV	Annual	Against	5.b,5.c	Inadequate management of climate-related risks

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
	45408 Gruma SAB de CV	Extraordinary Shareholde		Agenda item Hambers	Toking Explanation
	45408 Hektas Ticaret TAS	Annual	Against	9	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which
			<b>0</b>	13	prevents shareholders from making an informed voting decision.
					This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
	45408 JBS SA	Annual	Abstain	4	Concerns about overall board structure 2- Concerns about overall performance
			Against	6	Insufficient action taken on low say-on-pay results 2- Insufficient disclosure
				5	
				7	
	45408 JBS SA	Extraordinary Shareholde	r: Against	2,5	Concerns about candidate's experience/skills
				8,9	Concerns about candidate's experience/skills 2- Concerns related to minority shareholder interest
				7	Concerns about overall board structure
	AFAOR Natura & Co Holding CA	Annual	Abstain	47010202040506	, Insufficient/poor disclosure
	45408 Natura &Co Holding SA	Annuai			• •
			Against	8.7,8.8,8.9 11	Insufficient/poor disclosure
				6	
	AF AOO National Control dinas CA	F	w. All Fau	0	
	45408 Natura &Co Holding SA	Extraordinary Shareholde		10	Januara francista variana anno albanta successiva dilutian afanistian abanah aldana
	45408 OTP Bank Nyrt	Annual	Against		Issue of equity raises concerns about excessive dilution of existing shareholders
	45408 Promotora y Operadora de Infraestructura SA	Annual	Against	8.1,8.2 2a1	Pay is misaligned with EOS remuneration principles  Concerns about overall board structure 2- Concerns related to board gender diversity 3- Lack of
	45408 Promotora y Operadora de Imraestructura SA	Alliudi	Against		·
				2a2,2a3,2a4,2a5	independence on board
	AF 400 Consider Distributions CA	A	A!	3	Insufficient/poor disclosure
	45408 Sendas Distribuidora SA	Annual	Against	2	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
	45408 Sendas Distribuidora SA	Extraordinary Shareholde Annual	•	3	, ,
	45408 SITC International Holdings Company Limited	Alliudi	Against	12,13	Concerns related to inappropriate membership of committees Insufficient/poor disclosure
				14	Pay is misaligned with EOS remuneration principles
	45408 Vale SA	Annual	Against	3.1,3.2,3.3,3.4	ay is misulighed with 200 remuneration principles
	45408 Vale SA	Extraordinary Shareholde	•	3.1,3.2,3.3,3.4	
	45409 Tata Steel Limited	Special	All For		
	45411 America Movil SAB de CV	Annual	Against	4.b1,4.b2,4.b4	Concerns related to inappropriate membership of committees
	43411 AMERICA WOVIII SAB AC CV	Ailidai	Aguillat	1.1,1.2,1.3,1.4,1.5,6	Insufficient/poor disclosure
					2 Lack of independence on board
				.b7,2.b9,2.b12,2.b13,2.b1	·
				4	
	45411 China Construction Bank Corporation	Extraordinary Shareholde	r: All For		
	45411 CIMB Group Holdings Berhad	Annual	All For		
	45411 Companhia Energetica de Minas Gerais SA	Annual	Against	1,3	
	45411 Embassy Office Parks REIT	Extraordinary Shareholde	•	,-	
	45411 Grupo Financiero Banorte SAB de CV	Annual	All For		
	45411 Haci Omer Sabanci Holding AS	Annual	Against	7	A vote AGAINST this item is warranted, as the company has not disclosed all the names of the
	· ·		· ·	14	director nominees in a timely manner.
					This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
	45411 Industrias Penoles SAB de CV	Annual	Against	2	Concerns to protect shareholder value
			· ·	4,5	Insufficient/poor disclosureInappropriate bundling of election of directors on a single vote
	45411 PICC Property and Casualty Company Limited	Extraordinary Shareholde	r: All For		
	45412 Ambev SA	Annual	Abstain	3	Cumulative/slate voting in favour of individual candidates/slates
			Against	5	Insufficient/poor disclosure
				4	
	45412 Ambev SA	Extraordinary Shareholde	r: All For		

Meeting Dat	e Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
	45412 Auren Energia SA	Annual	Abstain	<u> </u>	Insufficient/poor disclosure
			Against	8.7,8.8	Lack of independence on board
			· ·	6.1,6.2,6.3,6.5,6.6,6.7,10	·
	45412 Auren Energia SA	Extraordinary Shareholder	r: All For		
	45412 BB Seguridade Participacoes SA	Annual	Abstain	2,3.1,3.2,3.3,3.4,3.5	Insufficient/poor disclosure
			Against	4.3	Concerns related to approach to board gender diversity
				1.2	Insufficient/poor disclosure
				7 1.1,1.4,1.5	Lack of independence on board
	45412 CATRION Catering Holding Co.	Annual	Against	36,39,41	Insufficient justification for related party transaction
	45412 Enel Americas SA	Annual	Against	3	Concerns related to approach to board gender diversityLack of independence on board
	45412 Encirancia SA	7 illiaui	/ Igailist	13	Insufficient/poor disclosure
	45412 Grupo Financiero Inbursa SAB de CV	Annual	Against	7	Insufficient/poor disclosure Inappropriate bundling of election of directors on a single vote
				5	Insufficient/poor disclosure Inappropriate bundling of election of directors on a single vote
	45412 Grupo Financiero Inbursa SAB de CV	Extraordinary Shareholder	r: Against	1,2,3	Insufficient/poor disclosure
	45412 Grupo Mexico S.A.B. de C.V.	Annual	Against	8	Insufficient/poor disclosure
	·		· ·	7	Insufficient/poor disclosure Concerns related to approach to board gender diversity Inappropriate
					bundling of election of directors on a single vote
	45412 Itausa SA	Annual	Against	2	
	45412 Tata Motors Limited	Court	All For		
	45412 The Saudi Investment Bank	Annual	Against	10,11	Pay is misaligned with EOS remuneration principles
	45412 Wal-Mart de Mexico SAB de CV	Annual	Against	1.e	Insufficient/poor disclosure
	45413 Elm Co. (Saudi Arabia)	Annual	All For	2	Desire wheeling admitted FOC assessment the materials a
	45413 Lancashire Holdings Ltd. 45413 Saudi National Bank	Annual	Against	2	Pay is misaligned with EOS remuneration principles
	45413 Saudi National Bank	Annual	Abstain		Insufficient/poor disclosure
			Against		Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
				.15,21.16,21.17,21.18,21.	ray is misalighed with EOS remuneration principles
				19,21.20,21.21,21.22,21.2	
				3	
				22	
				8	
	45414 Gubre Fabrikalari TAS	Annual	Against	4	A vote AGAINST Item 4 is warranted due to the auditor's recurring qualified opinion on the financial
			0	7	statements and the fact that the board has never addressed the issue and has not provided any
				9	rationale either.
				5	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which
				8	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.
	45414 TURKCELL Iletisim Hizmetleri AS	Annual	Against	9	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which
				8	prevents shareholders from making an informed voting decision.
					A vote AGAINST is warranted in the absence of adequate information on this item.
	45414 Ulker Biskuvi Sanayi AS	Annual	Against	7	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which
				10	prevents shareholders from making an informed voting decision.
					This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
	45415 HDFC Bank Ltd.	Special	All For		
	45415 PT Telkom Indonesia (Persero) Tbk	Annual	Against	5	Insufficient/poor disclosure

Meeting Date Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45416 Dabur India Limited	Special	All For		
45416 Tata Consumer Products Limited	Special	All For		
45419 Aurobindo Pharma Limited	Special	All For		
45419 Plus500 Ltd.	Annual	Against	5	Concerns about remuneration committee performanceFailure to provide DEI disclosures in line with
			9	UK listing rules
				Pay is misaligned with EOS remuneration principles
45419 Savola Group	Annual	All For		
45419 Wharf Real Estate Investment Company Limited	Annual	Against	6,7	Issue of equity raises concerns about excessive dilution of existing shareholders
45419 Yantai Jereh Oilfield Services Group Co. Ltd.	Annual	Against	9,11	Insufficient/poor disclosure
			13,14,15,16,17,18	Pay is misaligned with EOS remuneration principles
45420 ANTA Sports Products Limited	Annual	Against	6,9,11	Lack of independence on board
45420 Asian Paints Limited	Special	All For		
45420 ASMPT Limited	Annual	Against	8	Concerns related to succession planning
45420 DFI Retail Group Holdings Ltd.	Annual	Against	5	Concerns regarding Auditor tenure
, -		· ·	1	Lack of independent representation at board committees Concerns related to inappropriate
				membership of committees Insufficient/poor disclosure
45420 Hongkong Land Holdings Ltd.	Annual	Against	6	Insufficient/poor disclosure
		Ü	1	Lack of independent representation at board committeesConcerns related to inappropriate
				membership of committeesInsufficient/poor disclosureConcerns about remuneration committee
				performance
45420 Jardine Matheson Holdings Ltd.	Annual	Against	6	Concerns about overall board structure
· ·		Ü	3	Inadequate management of climate-related risks
			7	Insufficient/poor disclosure
45420 Public Bank Berhad	Annual	All For		•
45420 Vodafone Idea Limited	Extraordinary Shareh	nolder: All For		
45421 Arch Capital Group Ltd.	Annual	Against	1a	Concerns about overall board structure
45421 China Medical System Holdings Ltd.	Annual	Against	5,7	Issue of equity raises concerns about excessive dilution of existing shareholders
45421 Guaranty Trust Holding Co. Plc	Annual	Against	3	Inappropriate bundling of election of directors on a single vote
		_	6	Insufficient/poor disclosure
			9	Issue of equity raises concerns about excessive dilution of existing shareholdersConcerns to protect
				shareholder value
45421 Hiscox Ltd.	Annual	Against	7,8,9,11,12,13,15	Failure to provide DEI disclosures in line with UK listing rules
		· ·	2	Pay is misaligned with EOS remuneration principles
45421 WH Group Limited	Annual	Against	2a	Concerns related to inappropriate membership of committees Concerns related to approach to
·		· ·	7,8	board gender diversity Inadequate management of deforestation risks Lack of independence on
				board
				Issue of equity raises concerns about excessive dilution of existing shareholders
45422 Axis Bank Limited	Special	All For		
45422 Hutchmed (China) Limited	Annual	Against	2A	Concerns related to inappropriate membership of committees
		_	2E	Lack of independence on board
45422 RHB Bank Berhad	Annual	All For		
45422 Sun Pharmaceutical Industries Limited	Special	All For		
45422 TVS Motor Company Limited	Special	Against	3,4	Pay is misaligned with EOS remuneration principles
45422 Weichai Power Co., Ltd.	Annual	Against	11,12	Concerns related to shareholder rights
		-	6	Insufficient/poor disclosure
			16c	Lack of independence and gender diversity on board. Concerns related to inappropriate membership
			16b,16e,16f,16g	of committees
			-	Lack of independence on board
45422 Weichai Power Co., Ltd.	Special	Against	1,2	Concerns related to shareholder rights
45423 ABB India Limited	Annual	Against	3	Concerns related to inappropriate membership of committees
.5 TES FIRST MAIN ENTITION	, uniqui	, .basc	•	concerns related to mapping intermediatily of committees

ate Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45425 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.
45425 RenaissanceRe Holdings Ltd.	Annual	Against	1a	Concerns related to approach to board gender diversityConcerns related to board ethnic and/or
Ç		· ·	2	racial diversityConcerns related to approach to board diversityConcerns about overall board
				structureConcerns about remuneration committee performance
				Low shareholding requirement
45425 Tekfen Holding AS	Annual	Against	7	A vote AGAINST this item is warranted, as the company has not disclosed all the names of the
15 125 161161111611116715	7.111.001	7.184.1131	•	director nominees in a timely manner.
45426 Budweiser Brewing Company APAC Limited	Annual	Against	3b,3d	Concerns related to inappropriate membership of committees
45-420 Budweiser Brewing company 74 76 Ellinted	74111441	/ (Burnst	6,7	Issue of equity raises concerns about excessive dilution of existing shareholders
45426 Huabao International Holdings Limited	Annual	Against	3b	Concerns related to succession planning
+5+20 Hudbuo international Holaings Elimited	Amidai	Aguillat	5A,5C	Issue of equity raises concerns about excessive dilution of existing shareholders dilution issue
			37,30	issue of equity ruises concerns about excessive unution of existing shareholders— unution issue
45426 Huabao International Holdings Limited	Special	Against	1,2,3,4,5	Pay is misaligned with EOS remuneration principles
45426 ICICI Bank Limited	Special	All For	1,2,3,4,3	Tay is misulgace with 200 remaineration principles
45426 Tencent Holdings Limited	Annual	Against	5	Issue of capital raises concerns about excessive dilution of existing shareholders
45427 Emlak Konut Gayrimenkul Yatirim Ortakligi AS	Annual	Against	11	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which
45427 Ellilak kollut Gaylillielikul Tatililli Oltakligi AS	Ailliuai	Against	10	prevents shareholders from making an informed voting decision.
			13	A vote AGAINST this item is warranted, as the company has not disclosed all the names of the
			15	· · · · · · · · · · · · · · · · · · ·
				director nominees in a timely manner.
45407.5		411.5		This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
45427 Everest Group, Ltd.	Annual	All For		
45428 Bank of Beijing Co., Ltd.	Annual	Against	4	Insufficient/poor disclosure
45428 BANK POLSKA KASA OPIEKI SA	Annual	All For		
45428 Cipla Limited	Special	Against	2	Pay is misaligned with EOS remuneration principles
45428 Kingdee International Software Group Co., Ltd.	Annual	Against	2B	Concerns related to inappropriate membership of committees
45428 PT Kalbe Farma Tbk	Annual	Against	3	Insufficient/poor disclosure
45428 PT Kalbe Farma Tbk	Extraordinary Shareh			
45428 PT Sumber Alfaria Trijaya Tbk	Annual	All For		
45428 Shenzhen Transsion Holding Co., Ltd.	Annual	All For		
45428 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.
45429 Embraer SA	Extraordinary Shareh	nolder: All For		
45429 Hengan International Group Co., Ltd.	Annual	Against	7	Concerns related to succession planning
			10,12	Issue of equity raises concerns about excessive dilution of existing shareholders
			4,5,6	Lack of independence on board
45429 Nestle India Ltd.	Special	Against	2	Concerns to protect shareholder value
45429 PPB Group Berhad	Annual	Against	4,6,7	Concerns related to succession planning
			8	Performance-related pay/awards for non-executives
45429 Sands China Ltd.	Annual	Against	2d	Concerns related to approach to board gender diversity Concerns related to succession planning
			2a	Concerns related to inappropriate membership of committees
			2c	Concerns related to succession planning
			7	Concerns to protect shareholder value
			5,6	Issue of equity raises concerns about excessive dilution of existing shareholders
45429 Shenzhen Inovance Technology Co., Ltd.	Annual	Against	18.2,18.3,18.4	Insufficient/poor disclosure
45429 Shenzhen Mindray Bio-Medical Electronics Co., Ltd.	Annual	All For		
45429 Shenzhen YUTO Packaging Technology Co., Ltd.	Annual	All For		
45432 China Tower Corporation Limited	Annual	Against	6	Issue of equity raises concerns about excessive dilution of existing shareholders
		0	-	

eeting Date Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45432 Chinasoft International Limited	Annual	Against	2.3	Concerns related to approach to board gender diversity
		_	5	Issue of equity raises concerns about excessive dilution of existing shareholders
			2.1	Lack of independence on board
45432 Hua Xia Bank Co., Ltd.	Annual	Against	5	Insufficient/poor disclosure
45432 Inner Mongolia Yili Industrial Group Co., Ltd.	Annual	Against	10,11,16	Insufficient/poor disclosure
45432 Jiangsu King's Luck Brewery Joint-stock Co., Ltd.	Annual	Against	12	Concerns related to approach to board gender diversity
			6	Concerns related to shareholder rights
45432 Kerry Properties Limited	Annual	Against	3a	Concerns related to approach to board gender diversity
			3c	Concerns related to inappropriate membership of committees
			6A,6C	Issue of equity raises concerns about excessive dilution of existing shareholders
45432 NARI Technology Co., Ltd.	Annual	All For		
45433 Agricultural Bank of China Limited	Annual	Against	1	Inadequate management of climate-related risks from exposure to coal
45433 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.
45433 Liberty Global Ltd.	Annual	Against	1.3,1.4	Concerns related to approach to board gender diversityConcerns related to approach to board
				diversityConcerns about overall board structureConcerns related to shareholder value
45433 Nongfu Spring Co., Ltd.	Annual	Against	3,14	Concerns related to shareholder rights
			13	Issue of equity raises concerns about excessive dilution of existing shareholders
			1	Lack of independence on board
45433 Nongfu Spring Co., Ltd.	Special	Against	1	Concerns related to shareholder rights
45433 PT Charoen Pokphand Indonesia Tbk	Annual	All For		
45434 CK Infrastructure Holdings Limited	Annual	Against	3.4	Concerns related to succession planning
			3.3	Concerns related to succession planning Overboarded/Too many other time commitments
			3.5	Inadequate management of climate-related risks
			3.2	Lack of independence on board
			3.1	Lack of independence on board Inadequate management of climate-related risks
45434 Kerry Logistics Network Limited	Annual	Against	6	Concerns related to inappropriate membership of committees
			10A	Insufficient/poor disclosure
			10C	Issue of equity raises concerns about excessive dilution of existing shareholders
45434 Orient Overseas (International) Limited	Annual	Against	3d	Concerns related to approach to board gender diversityOverboarded/Too many other time
			6a,6c	commitments
				Issue of equity raises concerns about excessive dilution of existing shareholders
45435 AAC Technologies Holdings Inc.	Annual	Against	3a	Concerns related to approach to board gender diversity
			5	Insufficient/poor disclosure
			7	Issue of equity raises concerns about excessive dilution of existing shareholders
45435 China Yangtze Power Co., Ltd.	Annual	Against	1	Inadequate management of climate-related risks
			8,9	Insufficient/poor disclosure
45435 CK Asset Holdings Limited	Annual	All For		
45435 CK Hutchison Holdings Limited	Annual	Against	3a	EOS manual override. See analyst note.
			3c,3d	Lack of independence on board
45435 Kingsoft Corporation Limited	Annual	Against	5	Issue of equity raises concerns about excessive dilution of existing shareholders
			8	Pay is misaligned with EOS remuneration principles
45435 Zhongji Innolight Co., Ltd.	Annual	Against	11	Concerns to protect shareholder value
45436 C&D International Investment Group Limited	Annual	Against	5,6	Concerns related to approach to board gender diversity Concerns related to succession planning
			3	Concerns related to inappropriate membership of committees
			9,11	Issue of equity raises concerns about excessive dilution of existing shareholders
			12	Lack of independence on board

All For

Annual

45436 MTN Group Ltd.

te Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45436 Turk Hava Yollari AO	Annual	Against	7	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which
			8	prevents shareholders from making an informed voting decision.
			10	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.
45436 Yue Yuen Industrial (Holdings) Limited	Annual	Against	5A	Insufficient/poor disclosure
, , ,		· ·	5C	Issue of equity raises concerns about excessive dilution of existing shareholders
45439 Alarko Holding AS	Annual	Against	11	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which
9		· ·	17	prevents shareholders from making an informed voting decision.
			8	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.
45440 Chongqing Rural Commercial Bank Co., Ltd.	Annual	All For		
45440 Nahdi Medical Co.	Annual	All For		
45440 Shandong Weigao Group Medical Polymer Company		Against	7	Concerns related to inappropriate membership of committeesConcerns related to approach to bo
is the shandeng weiges enough measure orymer company	, 2,	7.6050	9	gender diversity
			•	Lack of independence on board
45441 CGN Power Co., Ltd.	Annual	Against	11	Issue of equity raises concerns about excessive dilution of existing shareholders
45441 CGN Power Co., Ltd.	Special	All For	11	issue of equity raises concerns about excessive unution of existing shareholders
45441 COSCO SHIPPING Holdings Co., Ltd.	Annual	Against	9	Concerns related to shareholder rights
45441 COSCO SHIFF ING Holdings Co., Etc.	Ailliuai	Against	10	Lack of independence on board
45441 COSCO SHIPPING Holdings Co., Ltd.	Special	All For	10	Eack of independence on board
45441 Focus Media Information Technology Co., Ltd.	Annual	Against	7	Concerns to protect shareholder value
43441 Focus Media illiorination reciliology co., Etd.	Alliudi	Against	, 8,11,12,13	Insufficient/poor disclosure
45441 Kweichow Moutai Co., Ltd.	Annual	Against	10	Concerns to protect shareholder value
43441 RWEICHOW Moutal Co., Ltu.	Alliudi	Against	11	Insufficient/poor disclosure
4E441 Daval Caribbaan Craun	Annual	Against	1a	Concerns related to succession planning Concerns related to approach to board diversity
45441 Royal Caribbean Group	Annual	•	1a 8	
45441 Vestel Elektronik Sanayi ve Ticaret AS	Annual	Against	o 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.
			7	A vote AGAINST is warranted because the name of the proposed auditor is not disclosed.
			/	A vote AGAINST is warranted because the name of the proposed additions not disclosed.  A vote AGAINST this item is warranted, as the board does not meet the one third board
				independence requirement.
AF A A A Minus Lineita d	Canalal	A : t	2	·
45441 Wipro Limited	Special	Against		Insufficient basis to support a decision
45442 Astor Enerji AS	Annual	Against	9 8	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which
			8	prevents shareholders from making an informed voting decision.
45440.4.1.0.0.0.1.1				A vote AGAINST is warranted due to the lack of disclosure.
45442 Axiata Group Berhad	Annual	Against	1	Concerns related to approach to board gender diversity
45440 00 11 11 11 11			3	Concerns related to inappropriate membership of committees
45442 BizLink Holding, Inc.	Annual	Against	5	Concerns to protect shareholder value
			6	Insufficient/poor disclosure
			7.1,7.2,7.3,7.4	Lack of independence on board
45442 Jarir Marketing Co.	Annual	Against	18	Concerns related to shareholder rights
			8	Insufficient justification for related party transaction
45442 Kardemir Karabuk Demir Celik Sanayi ve Ticaret AS	Annual	Against	7	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which
			6	prevents shareholders from making an informed voting decision.
				This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
45442 KunLun Energy Company Limited	Annual	Against	6,8	Issue of equity raises concerns about excessive dilution of existing shareholders
45442 Ping An Insurance (Group) Company of China, Ltd.	Annual	Against	7.07,10,11	Insufficient/poor disclosure
45442 PT Perusahaan Gas Negara Tbk	Annual	Against	6,7	Insufficient/poor disclosure
45442 Shangri-La Asia Limited	Annual	Against	3A	Concerns related to succession planning
			6A,6C	Issue of equity raises concerns about excessive dilution of existing shareholders
45442 Wynn Macau Limited	Annual	Against	3c	Concerns related to succession planningOverboarded/Too many other time commitments
			7,8	Issue of equity raises concerns about excessive dilution of existing shareholders

ting Date Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45442 Zhen Ding Technology Holding Ltd.	Annual	All For		
45443 ESR Group Limited	Annual	All For		
45443 GCL Technology Holdings Limited	Annual	Against	4	Concerns related to approach to board gender diversity Concerns related to succession planning
		•	7A,7C	Issue of equity raises concerns about excessive dilution of existing shareholders
			7D	Pay is misaligned with EOS remuneration principles
45443 MGM China Holdings Limited	Annual	Against	3A2,3A3	Concerns related to inappropriate membership of committees
			3A4	Concerns related to succession planning
			5,7	Issue of equity raises concerns about excessive dilution of existing shareholders
			3A1	Lack of independence on boardConcerns related to inappropriate membership of committees
45443 Minth Group Limited	Annual	Against	3	Concerns related to succession planning
·		· ·	11,13	Issue of equity raises concerns about excessive dilution of existing shareholders
45443 Nedbank Group Ltd.	Annual	All For	, -	
45443 Tata Consultancy Services Limited	Annual	Against	3	Concerns related to inappropriate membership of committees Overboarded/Too many other time
				commitments
45443 Xinyi Glass Holdings Ltd.	Annual	Against	3A3	Concerns related to succession planning
15 T 16 7411/T G.055 T G.011/Igs Etc.	7.11.1001	7.8450	5B,5C	Issue of equity raises concerns about excessive dilution of existing shareholders
			3A1	Lack of independence on board
45446 Universal Robina Corp.	Annual	Against	6	Insufficient/poor disclosure
45440 Offiversal Robina Corp.	Aillidai	Against	3.1,3.2,3.6	Overboarded/Too many other time commitments
45447 Absa Group Ltd.	Annual	Against	5.4	Concerns related to inappropriate membership of committees
45447 Absa Group Etu. 45447 Atacadao SA	Extraordinary Share	•	3.4	Concerns related to mappropriate membership of committees
45447 DLF Limited			2	Pay is misaligned with EOS remuneration principles Lack of independence on board
	Special	Against All For	2	Pay is misaligned with Eos remuneration principles tack of independence on board
45448 Aksa Enerji Uretim AS	Annual Annual		3.a1	Concerns related to inappropriate membership of committees
45448 Haidilao International Holding Ltd.	Allitual	Against	5A,5C	Issue of equity raises concerns about excessive dilution of existing shareholders
			· ·	
AFAAA Datus China Camananu Limitad	Ammunal	A	3.a2	Lack of independence on board
45448 PetroChina Company Limited	Annual	Against	6	Insufficient/poor disclosure
45.440 Circ Disabassassastasli Institut	A	A t	1	Inadequate management of climate-related risks
45448 Sino Biopharmaceutical Limited	Annual	Against	4,5	Concerns related to succession planning
			8A,8C	Issue of equity raises concerns about excessive dilution of existing shareholders
			3	Lack of independence on board Concerns related to inappropriate membership of committees
45448 Terrafina	Extraordinary Share	holder: Against	1.1,1.2,2	
45448 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
15 TO TAIN TOLENOMAMAS YOU TO	7.11.1001	7.8450	.,0	director nominees in a timely manner.
45449 BYD Company Limited	Annual	Against	9,10,11	Issue of equity raises concerns about excessive dilution of existing shareholders
45449 China Pacific Insurance (Group) Co., Ltd.	Annual	All For	3,10,11	issue of equity fuses contents about excessive unution of existing shareholders
45449 Jiangxi Copper Company Limited	Annual	Against	9.1	Concerns related to inappropriate membership of committees
43443 Statigat copper company Limited	Aiiidai	Against	9.3,9.4,9.5	Lack of independence on board
45449 Turkiye Halk Bankasi AS	Annual	Against	7	A vote AGAINST is warranted as the company did not disclose the proposed fees, which prevents
43443 Turkiye Haik Darikasi AS	Aillidai	Against	6	shareholders from making an informed voting decision.
			5	A vote AGAINST this item is warranted considering the company's failure to disclose the name of the
			3	director and internal auditor candidates till the time this analysis was finalized.
			3	•
				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 ACANST Item 2 is warranted due to the external auditor's qualified eninion on the company's
				A vote AGANST Item 3 is warranted due to the external auditor's qualified opinion on the company's
				financial statements.

ting Date Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45449 Turkiye Vakiflar Bankasi TAO	Annual	Against	3	A vote AGAINST Item 3 is warranted due to the external auditor's qualified opinion on the company's
			9	financial statements.
			8	A vote AGAINST is warranted as the company did not disclose the proposed fees, which prevents
			4	shareholders from making an informed voting decision.
			7	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.
45449 United Energy Group Limited	Annual	Against	6a,6c	Issue of equity raises concerns about excessive dilution of existing shareholders
45449 Xiaomi Corporation	Annual	Against	8,9	Issue of equity raises concerns about excessive dilution of existing shareholders
45445 Alaoini Corporation	Alliluai	Against	3	Lack of independence on board
			2	Lack of independence on board Concerns related to inappropriate membership of committees
			10,11	Concerns related to approach to board gender diversity
			10,11	Pay is misaligned with EOS remuneration principles
45450 China Resources Land Limited	Annual	Against	3.5	Concerns related to approach to board gender diversity
15 150 Chinia Nessances Lana Limitea	7.111.001	7.6050	3.4	Concerns related to inappropriate membership of committees
			6,7	Issue of equity raises concerns about excessive dilution of existing shareholders
			3.1	Lack of independence on board
45450 China Resources Mixc Lifestyle Services Limited	Annual	Against	3.1	Concerns related to inappropriate membership of committeesConcerns related to approach to board
		0	6,7	gender diversity
			3.3,3.4	Issue of equity raises concerns about excessive dilution of existing shareholders
				Lack of independence on board
45450 Dogan Sirketler Grubu Holding AS	Annual	Against	8	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which
			9	prevents shareholders from making an informed voting decision.
			12	A vote AGAINST this item is warranted, as the company has not disclosed all the names of the
			15	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.

ate Company Name	Mooting Type	Voting Action	Aganda Itam Numbers	Vating Evaluation
45450 KGHM Polska Miedz SA	Meeting Type Annual	Against	Agenda Item Numbers 11g 14	Voting Explanation  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.
45450 Sinotrans Limited	Annual	Against	17.1 4 1	Concerns related to inappropriate membership of committees Concerns related to shareholder rights Issue of equity raises concerns about excessive dilution of existing shareholders
45450 Sinotrans Limited	Special	All For		
45450 Tingyi (Cayman Islands) Holding Corp.	Annual	Against	4,5,8,10	Lack of independence on board
45451 Jindal Steel & Power Limited	Special	All For		
45453 Bharat Petroleum Corporation Limited	Special	All For		
45453 Standard Bank Group Ltd.	Annual	All For		
45454 Terrafina	Extraordinary Shareholde	er: Against	1,2,3	Insufficient/poor disclosure
45454 Terrafina	Ordinary Shareholders	Against	1,2.1,2.2,2.3,3	Insufficient basis to support a decision
45455 Aegon Ltd.	Annual	All For		
45455 China Mengniu Dairy Company Limited	Annual	Against	3c	Concerns related to approach to board gender diversity
			3d	Concerns related to inappropriate membership of committees
			6	Insufficient/poor disclosure
45455 Haitong Securities Co., Ltd.	Annual	Against	12	Lack of independence on board
45455 Shenzhen Mindray Bio-Medical Electronics Co., Ltd.	Special	All For		
45455 Super Hi International Holding Ltd.	Annual	Against	2.a1	Concerns related to inappropriate membership of committees
			4A,4C	Issue of equity raises concerns about excessive dilution of existing shareholders
45455 Trent Limited	Annual	Against	6	Concerns related to inappropriate membership of committees
			7	Pay is misaligned with EOS remuneration principles
45455 WuXi AppTec Co., Ltd.	Annual	Against	12,13	Concerns to protect shareholder value
			17	Issue of equity raises concerns about excessive dilution of existing shareholders
45455 WuXi AppTec Co., Ltd.	Special	All For		
45456 Mizrahi Tefahot Bank Ltd.	Special	All For		
45456 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.  This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
45456 Sinopharm Group Co., Ltd.	Annual	Against	8	Concerns related to shareholder rights
1	•	<b>5</b>	9	Issue of equity raises concerns about excessive dilution of existing shareholders
45456 Sinopharm Group Co., Ltd.	Special	All For		

Meeting Date Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45457 Aselsan Elektronik Sanayi ve Ticaret AS	Annual	Against	8	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which
			9	prevents shareholders from making an informed voting decision.
			7	A vote AGAINST is warranted because the name of the proposed auditor is not disclosed.
			12,13	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.
45457 CD Projekt SA	Annual	Against	24	A vote AGAINST is warranted because:- Some contractual terms of company's executives were not
			22	fully described by the company;- The company does not disclose necessary performance criteria and
				their parameters for variable remuneration;- The supervisory board is vested with extensive
				discretionary power to determine the remuneration parameters and the remuneration policy
				foresees the authorization to the supervisory board to set forth specific elements of the
				remuneration policy;- The policy lacks disclosure regarding the additional monetary premium, while
				the supervisory board has the discretionary power to determine the parameters of such
				compensation.
				A vote AGAINST is warranted because:- The STIP allows for retesting. Such compensation practice
				risks paying for failure;- The disclosure on the STI performance metric is limited. As such,
				shareholders are not in position to assess the alignment between pay and performance and the
				appropriateness of the variable payout.
45457 First Pacific Company Limited	Annual	Against	4.1	Concerns related to inappropriate membership of committees
			4.2	Concerns related to succession planning
45457 Meituan	Annual	Against	2	Combined CEO/Chair
			3	Concerns related to inappropriate membership of committees
45458 Britannia Industries Limited	Special	All For		
45458 Titan Company Limited	Special	Against	2	Concerns related to approach to board gender diversity
45460 Yadea Group Holdings Ltd.	Annual	Against	5A,5C	Issue of equity raises concerns about excessive dilution of existing shareholders
			6	Pay is misaligned with EOS remuneration principles
45461 CRRC Corporation Limited	Annual	Against	5	Concerns related to shareholder rights
			7	Concerns to protect shareholder value
			12	Insufficient/poor disclosure
45464.0			11	Issue of equity raises concerns about excessive dilution of existing shareholders
45461 Powszechny Zaklad Ubezpieczen SA	Annual	Against	21	A vote AGAINST this item is warranted because the composition of the supervisory board after the
			22	upcoming AGM is unknown.
			20.1,20.2	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
				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.
45462 Nexteer Automotive Group Limited	Annual	Against	3a1	Combined CEO/Chair
15 152 Houses Automotive Group Emitted	,	, ,00130	3a3	Concerns related to approach to board gender diversity Concerns related to succession planning
			5A,5C	Issue of equity raises concerns about excessive dilution of existing shareholders
			/	, , ,
45462 State Bank of India	Annual	All For		
45462 Wuxi Biologics (Cayman) Inc.	Annual	Against	2c	Concerns related to approach to board gender diversity
45463 China CITIC Bank Corporation Limited	Annual	Against	11.03	Lack of independence on board
•		-		

leeting Date Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45463 China CITIC Bank Corporation Limited	Special	All For		
45463 China Yangtze Power Co., Ltd.	Special	Against	1.1	Concerns related to approach to board gender diversity
45463 Haier Smart Home Co., Ltd.	Annual	Against	13,19	Insufficient/poor disclosure
45463 Haier Smart Home Co., Ltd.	Special	All For	:	
45463 Huatai Securities Co., Ltd.	Annual	Against	9	Concerns related to Non-audit fees
45463 Huatai Securities Co., Ltd.	Special	All For		
45463 PT Unilever Indonesia Tbk	Annual	All For		
45463 Reliance Industries Ltd.	Special	Against	1,2,3	Lack of independence on board Inadequate management of climate-related risks
45463 Zhejiang Sanhua Intelligent Controls Co., Ltd.	Special	All For		
45463 ZhongAn Online P&C Insurance Co., Ltd.	Annual	All For		
45464 FIT Hon Teng Limited	Annual	Against	2A3	Concerns related to approach to board gender diversity
-		-	4A,4C	Issue of equity raises concerns about excessive dilution of existing shareholders
45464 Hindustan Unilever Limited	Annual	All For		
45464 Zhongsheng Group Holdings Ltd.	Annual	Against	8	Concerns related to approach to board gender diversity
		-	3	Concerns related to inappropriate membership of committees Concerns related to approach to board
			12,13	gender diversity
			4	Issue of equity raises concerns about excessive dilution of existing shareholders
				Lack of independence on board
45467 ADNOC Drilling Co. PJSC	Special	All For		
45467 Astra Industrial Group	Annual	Against	24,25	Concerns related to shareholder rights
			28,29	Insufficient/poor disclosure
45467 CEZ as	Annual	Against	2.1	Inadequate management of climate-related risks from exposure to coal
			6,7,9,10	Pay is misaligned with EOS remuneration principles
45467 Hisense Home Appliances Group Co., Ltd.	Annual	Against	15.1,15.3	Concerns related to approach to board gender diversity
			14.1	Concerns related to inappropriate membership of committeesConcerns related to approach to board
			14.2	gender diversity
			14.3	Concerns related to inappropriate membership of committeesConcerns related to approach to board
			13	gender diversityLack of independence on board
			8	Concerns related to inappropriate membership of committeesLack of independence on board
			12	Concerns related to shareholder rights
			11	Concerns to protect shareholder value
			14.6	Insufficient/poor disclosure
				Issue of equity raises concerns about excessive dilution of existing shareholders
				Lack of independence on board
45467 Man Wah Holdings Limited	Annual	Against	7,9	Issue of equity raises concerns about excessive dilution of existing shareholders
			3,4	Lack of independence on board
			10	Pay is misaligned with EOS remuneration principles
45467 Tata Motors Limited	Annual	Against	6	Concerns related to succession planning
			4	Inadequate management of climate-related risks
			8,9	Pay is misaligned with EOS remuneration principles
45468 Asian Paints Limited	Annual	All For		
45468 China Conch Venture Holdings Limited	Annual	Against	3g	Concerns related to approach to board gender diversity Concerns related to succession planning
			3f	Concerns related to succession planning
			6,7	Issue of equity raises concerns about excessive dilution of existing shareholders
			3b,3c,3d	Lack of independence on board
45468 ICICI Lombard General Insurance Company Limited	Annual	All For		

<b>Meeting Date</b>	e Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
Meeting Date	Company Name 45468 ORLEN SA	Meeting Type Annual	Voting Action Against	Agenda Item Numbers 21 19 18	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 level of
	45468 Vietnam Enterprise Investments Ltd	Annual	Against	4	contributions made to the pension scheme.  Concerns about overall board structure
	45469 Bank of Communications Co., Ltd.	Annual	Against	1 6	Inadequate management of deforestation risks Lack of independence on board
	45469 China Minsheng Banking Corp., Ltd.	Annual	Against	16.01 14.04,14.08 14.10	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Lack of independence on board
	45469 Dino Polska SA	Annual	Against	16.1 14 13 17.1,17.2,17.3,17.4,17.5,1 7.6	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 discretional component determined by the supervisory board individually for each member of the management board. The remuneration report does not separately disclose the discretional 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.
	45469 Infosys Limited 45469 NetEase, Inc. 45469 NetEase, Inc.	Annual Annual Annual	All For Against Against	1b,1d,1e 1b,1d 1e	Lack of independence on board Lack of independence on board Lack of independence on board, Concerns about candidate's experience/skills

Meeting Date Company Nar	me	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45469 Tongcheng Tr		Annual	Against	2a3	Concerns related to approach to board gender diversity
				5A,5C	Issue of equity raises concerns about excessive dilution of existing shareholders
				6	Pay is misaligned with EOS remuneration principles
45470 BIM Birlesik N	∕lagazalar AS	Annual	All For		
45470 China Constru	uction Bank Corporation	Annual	Against	1	Inadequate management of climate-related risks
45470 China Everbri	ght Bank Company Limited	Annual	All For		
45470 Dar Al Arkan F	Real Estate Development Co.	Annual	Against	13	Concerns related to shareholder rights
45470 Embassy Office		Annual	All For		
45470 Etihad Etisala	t Co.	Annual	Against	20	Insufficient/poor disclosure
45470 NagaCorp Ltd		Annual	Against	2	Concerns related to approach to board gender diversity
				3	Concerns related to approach to board gender diversity Concerns related to succession planning
				6A,6C	Issue of equity raises concerns about excessive dilution of existing shareholders
45470 Qifu Technolo	ogv. Inc.	Annual	All For		
45471 Bank of China		Annual	Against	9	Lack of independence on board Inadequate management of climate-related risks Inadequate
			0		management of deforestation risks
45471 China Railway	Group Limited	Annual	Against	11,14	Insufficient/poor disclosure
45471 Gree Electric	Appliances, Inc. of Zhuhai	Annual	Against	11	Insufficient/poor disclosure
45471 Industrial and	Commercial Bank of China Limited	Annual	Against	7	Inadequate management of climate-related risks and Inadequate management of deforestation risks
	fe Insurance Company Ltd.	Annual	Against	11,13	Concerns related to shareholder rights
45471 Oberoi Realty		Annual	Against	4,9	Lack of independence on board
	and Casualty Company Limited	Annual	All For		
45471 Powszechna k	Kasa Oszczednosci Bank Polski SA	Annual	Against	20	A vote AGAINST is warranted because the company has failed to indicate the name of the candidate
				18	proposed for election under Item 19.
				10 19	A vote AGAINST is warranted because:- The company does not disclose the exhaustive list of the
				19	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.
45471 PT Indofood S	Suksos Makmur Thk	Annual	All For		
				2 0	Insufficient/noor disclosure
45471 Snangnai Pud 45471 Srf Limited	ong Development Bank Co., Ltd.	Annual Annual	Against	3,8 2	Insufficient/poor disclosure Inadequate management of climate-related risks
	c Entertainment Group	Annual	Against All For	۷	madequate management of climate-related risks
434/1 Tencent Musi	c Entertainment Group	Allilual	All FUI		

<b>Meeting Dat</b>	te Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
	45471 The People's Insurance Company (Group) of China Limi	t Annual	Against	6	Concerns related to approach to board gender diversity
				5,8	Concerns related to inappropriate membership of committees
				3,4	Lack of independence on board
	45471 Weichai Power Co., Ltd.	Extraordinary Shareh	older: All For		
	45473 Akeso, Inc.	Annual	Against	4A,4C	Issue of equity raises concerns about excessive dilution of existing shareholders
				2A1,2A2,2A3	Lack of independence on board
				5A,5B,5C,5D	Pay is misaligned with EOS remuneration principles
	45384 Naturgy Energy Group SA	Annual	Against	3	Insufficient evidence of alignment to 1.5 degrees
				6	Pay is misaligned with EOS remuneration principles
	45385 Nokia Oyj	Annual	All For		
	45385 Telefonaktiebolaget LM Ericsson	Annual	Against	11.2	Concerns related to attendance at board or committee meetings
				11.4	Over-boarded/Too many other time commitments
				10,16.1,16.2,16.3	Pay is misaligned with EOS remuneration principles
	45386 EDP Renovaveis SA	Annual	Against	8.H	Concerns related to approach to board gender diversity Inadequate management of climate-related
				9	risks
					Pay is misaligned with EOS remuneration principles
	45386 PSP Swiss Property AG	Annual	Against	12.1,12.2	Insufficient/poor disclosure
	45386 Raiffeisen Bank International AG	Annual	Against	7	A vote AGAINST the non-independent nominee, Martin Schaller, is warranted because of the failure
				11	to establish a sufficiently independent. A vote AGAINST Martin Schaller is further warranted as a
				4	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.
	45386 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.
	45391 Banco de Sabadell SA	Annual	Against	10	Pay is misaligned with EOS remuneration principles
	45391 Clariant AG	Annual	Against	4.1.b,4.2	Concerns related to approach to board gender diversity
				4.1.i	Concerns related to attendance at board or committee meetings
				6.1,6.2	Insufficient/poor disclosure
	45391 Indutrade AB	Annual	Against	15	Concerns regarding Auditor tenure
				14.1g	Lack of independence on board
				14.1c,14.1f,14.2	Lack of independence on board Concerns related to inappropriate membership of committees
				14.1e	Lack of independence on board Concerns related to inappropriate membership of committees
				17	Concerns regarding Auditor tenure
					Pay is misaligned with EOS remuneration principles
	45391 Vestas Wind Systems A/S	Annual	Against	4,8.1	Pay is misaligned with EOS remuneration principles
	45391 VINCI SA	Annual/Special	Against	8	Pay is misaligned with EOS remuneration principles
	45392 Airbus SE	Annual	Against	8	Insufficient disclosure 2- Low shareholding requirement
	45392 Deutsche Telekom AG	Annual	Against	4	Concerns related to inappropriate membership of committees
	45392 EDP-Energias de Portugal SA	Annual	Against	7	Pay is misaligned with EOS remuneration principles
	45392 Koninklijke Ahold Delhaize NV	Annual	Against	5.2	Proposed term in policy exceeds appropriate limit
	45552 Kollilklijke Allold Delilaize IVV				
	45392 LE Lundbergforetagen AB	Annual	Against	12	Overboarded/Too many other time commitmentsLack of independence on board

Meeting Dat	e Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
	45392 ROCKWOOL A/S	Annual	Abstain	7.5	Concerns related to inappropriate membership of committees
				7.2	Overboarded/Too many other time commitments
			Against	4,9.b	Pay is misaligned with EOS remuneration principles
	45392 Telia Co. AB	Annual	All For		
	45392 Zurich Insurance Group AG	Annual	Against	1.2,6	Pay is misaligned with EOS remuneration principles
	45393 Adecco Group AG	Annual	Against	5.1.4,5.2.2	Concerns related to inappropriate membership of committees
	·			7	Insufficient/poor disclosure
				1.2	Pay is misaligned with EOS remuneration principles
	45393 Avanza Bank Holding AB	Annual	Against	14.4,15.2	Concerns related to inappropriate membership of committees
			_	14.3,15.1	Concerns related to inappropriate membership of committees Overboarded/Too many other time
				19	commitments
					Pay is misaligned with EOS remuneration principles
	45393 Davide Campari-Milano NV	Annual	Against	4b	Concerns to protect shareholder value
			_	10	Issue of equity raises concerns about excessive dilution of existing shareholders
				2b,6,7,9	Pay is misaligned with EOS remuneration principles
	45393 Emmi AG	Annual	Against	5.1.1,5.2.1	Concerns related to inappropriate membership of committees
				8	Insufficient/poor disclosure
				5.1.5	Overboarded/Too many other time commitments
				4.4	Pay is misaligned with EOS remuneration principles
	45393 Ferrovial SE	Annual	Against	3	Inadequate management of climate-related risks
	45393 Industrivarden AB	Annual	Against	12.d	Concerns related to attendance at board or committee meetings
				12.f,12.h	Lack of independence on board
				12.b	Lack of independence on board Concerns related to inappropriate membership of committees
				12.a,12.e,12.j	Lack of independence on board Concerns related to inappropriate membership of committees
				12.i	Overboarded/Too many other time commitments
				17	Overboarded/Too many other time commitments
					Pay is misaligned with EOS remuneration principles
	45393 Julius Baer Gruppe AG	Annual	Against	9	Insufficient/poor disclosure
	45393 Saab AB	Annual	Against	11.i,11.k	Lack of independence on board Concerns related to inappropriate membership of committees
				11.f	Overboarded/Too many other time commitments
				11.j,11.l	Overboarded/Too many other time commitments Concerns related to approach to board gender
				13,14.a,14.b,14.c	diversity
					Pay is misaligned with EOS remuneration principles
	45393 Telefonica SA	Annual	All For		
	45394 Elisa Oyj	Annual	Against	10	A vote AGAINST this item is warranted because the company has not disclosed ex-post the outcome
	,,		· ·	11	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.
	45394 Straumann Holding AG	Annual	Against	6.3,7.2	Concerns related to inappropriate membership of committees Overboarded/Too many other time
				10	commitments
				1.2	Insufficient/poor disclosure
					Pay is misaligned with EOS remuneration principles
	45394 Swiss Re AG	Annual	Against	7	Insufficient/poor disclosure
	45394 UniCredit SpA	Annual/Special	All For		

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
J	45398 Holmen AB	Annual	Against	16	Insufficient/poor disclosure
				14	Lack of independence on board Concerns related to inappropriate membership of committees
					Overboarded/Too many other time commitments Inadequate management of climate-related risks
	45398 Stellantis NV	Annual	Against	2.d	Pay is misaligned with EOS remuneration principles
	45399 Covestro AG	Annual	Against	4	Pay is misaligned with EOS remuneration principles
	45399 Covivio SA	Annual/Special	Against	8,9,11,12	Pay is misaligned with EOS remuneration principles
	45399 Ferrari NV	Annual	Against	3.a	Inadequate management of climate-related risks
	43333 Ferrall NV	Alliudi	Agailist	3.d,3.j	Overboarded/Too many other time commitments
				3.u,3.j 3.e	Overboarded/Too many other time commitments  Overboarded/Too many other time commitments Concerns related to attendance at board or
				J.E	committee meetings
	45399 Geberit AG	Annual	Against	5.1.1,5.1.3,7,8.1,9	Pay is misaligned with EOS remuneration principles
	45399 Georg Fischer AG	Annual	Against	1.2,4.8,10	Pay is misaligned with EOS remuneration principles
	45399 Royal KPN NV	Annual	Against	4	Pay is misaligned with EOS remuneration principles
	45399 Spotify Technology SA	Annual	Against	4a,4b	Concerns to protect shareholder value
				6	Pay is misaligned with EOS remuneration principles
	45400 Aena S.M.E. SA	Annual	Against	9	Insufficient evidence of alignment to 1.5 degrees
	45400 Banca Mediolanum SpA	Annual	Against	5.1,5.2,5.3.2,5.4,6.1.2,6.2	Pay is misaligned with EOS remuneration principles
				2.3	
	45400 Banco BPM SpA	Annual	All For		
	45400 Beiersdorf AG	Annual	Against	7.3,7.5,7.6	Concerns related to inappropriate membership of committees
			<b>0</b>	6	Pay is misaligned with EOS remuneration principles
	45400 Chocoladefabriken Lindt & Spruengli AG	Annual	Against	7.1.5,7.4	Concerns regarding Auditor tenure
				10	Insufficient/poor disclosure
				7.1.3,7.2.2	Lack of independence on board
				7.1.1	Lack of independence on board Concerns related to approach to board gender diversity
				7.1.4	Lack of independence on board Concerns related to inappropriate membership of committees
				7.1.2	Lack of independence on board Concerns related to inappropriate membership of committees
				2,9	Inadequate management of climate-related risks
					Pay is misaligned with EOS remuneration principles
	45400 Husqvarna AB	Annual	Against	11a 1 11a 3 11a 5 11a 6 1	Lack of independence on boardConcerns related to inappropriate membership of committees
	45400 Husqvariia AB	Ailliaai	Agamst	1b	Eack of macpendence on board concerns related to mapping plate membership of committees
	45400 Jeronimo Martins SGPS SA	Annual	All For	10	
	45400 LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	Against	5	Lack of independence on board
	45400 EVVIII WOOCHEIMESSY ESUIS VUICCONSE	7 till daily Special	/ Guillot	4,7,8,10,11,12,14,15,18	Pay is misaligned with EOS remuneration principles
	45400 Nestle SA	Annual	Against	1.2	Pay is misaligned with EOS remuneration principles
	45400 Nesdie Sit	74111441	/ Guillot	1.3	insufficient transparency on the nutritional values of the global portfolio
	45400 Orkla ASA	Annual	Against	5.1	A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan in
	45400 OTKILASA	Ailliaai	Agamst	3	which it is reasonable to believe that warrants may be exercised below market price at grant.
				3	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.
	45400 Prysmian SpA	Annual	Against	10	Pay is misaligned with EOS remuneration principles
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Meeting Dat	te Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
Wiccing Dat	45400 Siemens Healthineers AG	Annual	Against	9.10	Lack of independence on board
	45400 Siemens Healthineers Ad	Aiiidai	Aguillat	9.9	Lack of independence on boardConcerns related to inappropriate membership of committees
				9.1	Lack of independence on boardConcerns related to inappropriate membership of
				9.3,9.7	committeesProposed term in policy exceeds appropriate limit
				6	Lack of independence on boardProposed term in policy exceeds appropriate limit
				9.5,9.6,9.8	Pay is misaligned with EOS remuneration principles
				9.5,9.0,9.8	Proposed term in policy exceeds appropriate limit
	45 400 Taran Graum AG	Ammunal	Anningt	12	
	45400 Tecan Group AG	Annual	Against	13 12.1	Insufficient/poor disclosure
	45.404 C A.D.	Ammunal	Anningt		Pay is misaligned with EOS remuneration principles
	45401 Sweco AB	Annual	Against	12	Lack of independence on boardConcerns related to inappropriate membership of
				14	committeesOverboarded/Too many other time commitments
	45.404.8/8/4.40				Pay is misaligned with EOS remuneration principles
	45404 BKW AG	Annual	Against	5.1.6	EOS manual override. See analyst note.
				5.2	Inadequate management of climate-related risks
				6	Insufficient/poor disclosure
	45404 Flughafen Zuerich AG	Annual	Against	10.1,10.2,10.3	Insufficient/poor disclosure
	45404 Getinge AB	Annual	Against	15.b,15.e,15.i	Concerns related to inappropriate membership of committeesLack of independence on
				15.c,15.d	boardOverboarded/Too many other time commitments
				15.a	Lack of independence on boardConcerns related to inappropriate membership of committees
				15.g	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
	45404 Henkel AG & Co. KGaA	Annual	Against	7.2,7.6,8.1,8.4,8.5,8.6,8.8	B Lack of independence on board
				7.4	Lack of independence on boardConcerns related to inappropriate membership of committees
				7.1,8.2	Lack of independence on boardConcerns related to inappropriate membership of
				8.7	committeesConcerns related to approach to board gender diversity
				9	Overboarded/Too many other time commitments
					Pay is misaligned with EOS remuneration principles
	45404 ING Groep NV	Annual	All For		
	45404 Recordati SpA	Annual	Against	2.a,2.b	Pay is misaligned with EOS remuneration principles
	45405 Assicurazioni Generali SpA	Annual/Special	Against	4a,5a	Pay is misaligned with EOS remuneration principles
	45405 AXA SA	Annual/Special	All For		
	45405 Beijer Ref AB	Annual	Against	12.a,12.e,12.g	Lack of independence on board
				12.c,12.h,12.i	Lack of independence on board Concerns related to inappropriate membership of committees
				14	Lack of independent representation at board committees
				16.A,16.B,16.C	Pay is misaligned with EOS remuneration principles
	45405 Boliden AB	Annual	Against	19	Pay is misaligned with EOS remuneration principles
	45405 Brunello Cucinelli SpA	Annual/Special	Against	3.1,3.2,4,6	Pay is misaligned with EOS remuneration principles
	45405 Infrastrutture Wireless Italiane SpA	Annual	Against	3,7.3,7bis,8,9	Pay is misaligned with EOS remuneration principles
	45405 L'Oreal SA	Annual/Special	Against	5,6,7,8	Overboarded/Too many other time commitments
	45405 Reply SpA	Annual	Against	2a,2b.2,2d,3a.2,3b	Pay is misaligned with EOS remuneration principles
				5a,5b	
	45405 SIG Group AG	Annual	Against	10	Insufficient/poor disclosure
	45405 Telecom Italia SpA	Annual/Special	Against	4.2,4.3	EOS manual override. See analyst note.
				4.1.b	Pay is misaligned with EOS remuneration principles
				2.1	
	45405 UnipolSai Assicurazioni SpA	Annual/Special	Against	2a,2b	Issue of equity raises concerns about excessive dilution of existing shareholders
				4	Pay is misaligned with EOS remuneration principles
				3a,3b	

ting Date Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45406 A2A SpA	Annual	Against	3	Pay is misaligned with EOS remuneration principles
45406 ABN AMRO Bank NV	Annual	All For		
45406 Amplifon SpA	Annual	Against	3.1.2,3.2 4.1,4.2	Pay is misaligned with EOS remuneration principles
45406 Anheuser-Busch InBev SA/NV	Annual	Against	,	7 Lack of independence on board
45400 Afficaser Baser fibev SAJIVV	Ailliudi	Agamst	.h	Lack of independence on board Concerns related to inappropriate membership of committees
			A.7.e,A.7.f	Pay is misaligned with EOS remuneration principles
			A.9	Tay is misangled with 200 remaineration principles
45406 ASML Holding NV	Annual	Against	3a	Pay is misaligned with EOS remuneration principles
45406 Assa Abloy AB	Annual	Against	12	Concerns related to inappropriate membership of committees Overboarded/Too many other time
,		<b>0</b>	16	commitments Concerns related to attendance at board or committee meetings
				Pay is misaligned with EOS remuneration principles
45406 Atlas Copco AB	Annual	Against	10.a2.10.a4.10.a6.10.a7.1	L Lack of independence on boardConcerns related to inappropriate membership of committees
			0.c	Pay is misaligned with EOS remuneration principles
			12.a,12.b,12.c	, , , , , , , , , , , , , , , , , , ,
45406 Bachem Holding AG	Annual	Against	6.1,6.2,6.3	Concerns related to inappropriate membership of committees
		<b>0</b>	9	Insufficient/poor disclosure
			5.3,5.4	Lack of independence on board
			5.1,5.2,5.5	Lack of independence on boardConcerns related to inappropriate membership of committees
			1.2	Pay is misaligned with EOS remuneration principles
45406 DiaSorin SpA	Annual	Against	2.1,2.2	Pay is misaligned with EOS remuneration principles
45406 Eaton Corporation plc	Annual	Against	1f	Concerns about remuneration committee performance
			1g,2	Concerns regarding Auditor tenure
			3	High variable pay ratioOptions/PSUs vest in less than 36 monthsExcessive CEO payHigh CEO to average NEO pay
45406 Eiffage SA	Annual/Special	Against	9,11	Pay is misaligned with EOS remuneration principles
45406 Endesa SA	Annual	Against	15,16	Pay is misaligned with EOS remuneration principles
45406 FinecoBank SpA	Annual/Special	All For	•	
45406 Intesa Sanpaolo SpA	Annual/Special	Against	2b	Pay is misaligned with EOS remuneration principles
45406 Lifco AB	Annual	Against	15.c,15.d,15.g	Lack of independence on board
			15.a,15.j	Lack of independence on board Concerns related to inappropriate membership of committees
			15.b	Overboarded/Too many other time commitments
				Overboarded/Too many other time commitments
45406 Moncler SpA	Annual	Against	2,4	Pay is misaligned with EOS remuneration principles
45406 Prada SpA	Annual	Abstain	12.2	Cumulative/slate voting in favour of individual candidates/slates
		Against	4vii,4viii	Concerns about remuneration committee performance
			4ii	Concerns about remuneration committee performance Concerns related to inappropriate
			4iv	membership of committees
				Concerns related to attendance at board or committee meetings
45406 Royal Vopak NV	Annual	Against	10	Concerns related to shareholder rights
			8	Proposed term in policy exceeds appropriate limit
45406 RTL Group SA	Annual	Against	7.1,7.3.a,7.3.b,7.3.i	Lack of independence on board
			7.3.h	Lack of independence on board Concerns related to approach to board gender diversity Concerns
			7.3.d,7.3.e,7.3.f	related to inappropriate membership of committees
			7.2.b	Lack of independence on board Concerns related to inappropriate membership of committees
			4.1,5	Lack of independence on board Overboarded/Too many other time commitments
				Pay is misaligned with EOS remuneration principles
45406 SSAB AB	Annual	All For		
45406 Trelleborg AB	Annual	Against	13a,13c,13h,15,16	Pay is misaligned with EOS remuneration principles
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Meeting Date Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45406 UBS Group AG	Annual	Against	3	Inadequate management of climate-related risks
·		•	2,11	Pay is misaligned with EOS remuneration principles
45406 Warehouses De Pauw SA	Annual/Special	All For		
45407 Akzo Nobel NV	Annual	All For		
45407 Alfa Laval AB	Annual	Against	13.2	Concerns related to approach to board gender diversity
			13.8,13.9	Concerns related to attendance at board or committee meetings
45407 Banque Cantonale Vaudoise	Annual	Against	7.1	Concerns related to shareholder rights
			11	Insufficient/poor disclosure
45407 BASF SE	Annual	Against	6.2,8	Pay is misaligned with EOS remuneration principles
45407 BE Semiconductor Industries NV	Annual	Against	5.b,6	Pay is misaligned with EOS remuneration principles
45407 Bouygues SA	Annual/Special	Against	4	Insufficient justification for related party transaction
			8,11,12,13,21	Pay is misaligned with EOS remuneration principles
			18,22	Poison pill/anti-takeover measure not in investors interests
45407 Cellnex Telecom SA	Annual	Against	10	Pay is misaligned with EOS remuneration principles
45407 CRH Plc	Annual	All For		
45407 Danone SA	Annual/Special	All For	0.40.44.40.0	
45407 Eurofins Scientific SE	Annual/Special	Against	9,10,11,12,2	Pay is misaligned with EOS remuneration principles
45407 Gecina SA	Annual/Special	Against	12 8,11,25	Insufficient basis to support a decision
AFAO7 Crook Organization of Football Prognactics CA	Annual	All For	8,11,25	Pay is misaligned with EOS remuneration principles
45407 Greek Organisation of Football Prognostics SA 45407 Heineken Holding NV	Annual	Against	9	Lack of independence on board
45407 Heineken NV	Annual	Against	6b	Inadequate management of climate-related risks
45407 Hochtief AG	Annual	Against	7	Concerns related to inappropriate membership of committeesLack of independence on board
45407 Hountel Ad	Alliaui	Aguilist	6,8	Pay is misaligned with EOS remuneration principles
45407 Kering SA	Annual/Special	Against	11	Insufficient/poor disclosure
45407 La Française des Jeux SA	Annual/Special	Against	6,7	Lack of independence on board
45407 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.
45407 Muenchener Rueckversicherungs-Gesellschaft AG	Annual	Against	7.1	Concerns related to inappropriate membership of committees
			6	Pay is misaligned with EOS remuneration principles
45407 OCI NV	Extraordinary Sharehold	er: All For		
45407 Sampo Oyj	Annual	All For		
45407 Tomra Systems ASA	Annual	Against	8	A vote AGAINST this item is warranted because:- The company uses EPS as the only performance
			10	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 Hjertonsson is
				considered overboarded since he holds three chairmanships in addition to his position as CEO of
45.407.1100.04			5.6	Investment AB Latour.
45407 UCB SA	Annual/Special	Against	5,6	Pay is misaligned with EOS remuneration principles
45407 UCB SA	Extraordinary Sharehold		A 7.1	Conseque velated to annua of to be and condend discouries. Conseque velated to incompaniete
45407 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
			A.2	Pay is misaligned with EOS remuneration principles
45407 Veolia Environnement SA	Annual/Special	All For		r ay is misangned with LOS remaineration principles
45408 A.P. Moller-Maersk A/S	Extraordinary Sharehold		E	Pay is misaligned with EOS remuneration principles
45405 All . Molici Macisk Ay 5	Extraorantary Sharehold		-	. 47 to this angle of the transfer determined by the principles

Meeting Da	te Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
	45408 Baloise Holding AG	Annual	Against		. Shareholder proposal promotes efficient capital structure
	•		•	2	
	45408 Bayer AG	Annual	Against	6	We are unable to support the proposed pay for the incumbent year due to following concerns: -
				5	EBITDA margin and sales growth targets of the divisions being lowered in comparison with previous
				10	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 belowShort-term approach to variable pay opportunity. We are concerned about the level of STI maximum opportunity remain
					dissimilar from the LTI maximum opportunityLack of disclosure - Disclosure of the threshold
					metrics remain inexistentCash-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
	45408 Continental AG	Annual	Against	9.1,9.4	Lack of independence on board
				9.5,9.10	Lack of independence on boardConcerns related to inappropriate membership of committees
				6,7	Pay is misaligned with EOS remuneration principles
	45408 Evolution AB	Annual	Against	9,14,15	Pay is misaligned with EOS remuneration principles
	45408 Interpump Group SpA	Annual	Against	4	Pay is misaligned with EOS remuneration principles
	45408 Kingspan Group Plc	Annual	All For		
	45408 Merck KGaA	Annual	Against	4	Inadequate management of climate-related risks
				8.2	Lack of independent representation at board committees
	45 400 Decideted ANY	Estar and a confidence ball	All 5	7	Pay is misaligned with EOS remuneration principles
	45408 Randstad NV	Extraordinary Sharehold		7	A vieto ACAINIST this item is warranted because the granted equity based awards have nevformance
	45408 Schibsted ASA	Annual	Against	/	A vote AGAINST this item is warranted because the granted equity-based awards have performance
	45408 Smurfit Kappa Group Plc	Annual	All For		and vesting periods less than three years.
	45411 DNB Bank ASA	Annual	All For		
	45411 Hexagon AB	Annual	Against	12.1,12.4,12.5,12.10	Concerns related to inappropriate membership of committees
	45411 Sandvik Aktiebolag	Annual	Against	14.6	Concerns related to inappropriate membership of committees
	is 122 Sunovika Mulesona	7 1111 201	, igasc	14.4,15	Inadequate management of climate-related risks
				17,18,19	Pay is misaligned with EOS remuneration principles
	45411 Vivendi SE	Annual/Special	Against	5,6,9,10,11,12,13,15	Pay is misaligned with EOS remuneration principles
	45412 Air Liquide SA	Annual/Special	All For		
	45412 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.

Date Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45412 Amplifon SpA	Extraordinary Shareh	older: Against	1,2,4	Concerns related to shareholder rights
	·	-	3	Issue of equity raises concerns about excessive dilution of existing shareholders
45412 ArcelorMittal SA	Annual	Against	VII	Concerns about human rights; EOS manual override. See analyst note.
		_	V	Pay is misaligned with EOS remuneration principles; EOS manual override. See analyst note.
45412 BBGI Global Infrastructure S.A.	Annual	All For		
45412 Commerzbank AG	Annual	Against	4.1,6	Pay is misaligned with EOS remuneration principles
45412 ENGIE SA	Annual/Special	Against	16	Pay is misaligned with EOS remuneration principles
45412 EssilorLuxottica SA	Annual/Special	Against	5,6,7,9,10,19,33	Pay is misaligned with EOS remuneration principles
45412 GEA Group AG	Annual	Against	5	Lack of independent representation at board committees
·		_	3	Pay is misaligned with EOS remuneration principles
45412 Hera SpA	Annual/Special	Against	5,6	Insufficient/poor disclosure
·		· ·	3	Pay is misaligned with EOS remuneration principles
45412 Hermes International SCA	Annual/Special	Against	5	Insufficient justification for related party transaction
		•	13,14,15	Lack of independence on board
			7,8,9,11,19	Pay is misaligned with EOS remuneration principles
			6	Poison pill/anti-takeover measure not in investors interests
45412 Knorr-Bremse AG	Annual	Against	6,7	Pay is misaligned with EOS remuneration principles
45412 Nexi SpA	Annual/Special	Against	2a,2b	Pay is misaligned with EOS remuneration principles
45412 Novonesis A/S	Annual	Against	4	Pay is misaligned with EOS remuneration principles
45412 Public Power Corp. SA	Extraordinary Shareh	•	1.1	A vote AGAINST the election of the male candidate Glavanis (Item 1.1) is warranted because the
	, , , , , , , , , , , , , , , , , , , ,	<b>.</b>	2	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.
45412 Rexel SA	Annual/Special	All For		
45412 Sandoz Group AG	Annual	Against	9	Insufficient/poor disclosure
45412 Sanofi	Annual/Special	Against	12,15,20	Pay is misaligned with EOS remuneration principles
45412 Tenaris SA	Annual/Special	Against	6	Inappropriate bundling of election of directors on a single vote Concerns related to approach to
43412 Tellulis 370	, amaay special	/ igumst	8,9	board gender diversity Combined CEO/Chair Concerns about overall board structure Inadequate
			0,5	management of climate-related risks
				Pay is misaligned with EOS remuneration principles
45412 Unibail-Rodamco-Westfield SE	Annual/Special	Against	6,7,8,11,16,17	Pay is misaligned with EOS remuneration principles
45412 VERBUND AG	Annual	Against	7.2,7.3	Votes AGAINST the non-independent nominees, Eva Eberhartinger and Ingrid Hengster, are
43412 VERBOND AG	Alliludi	Against	7.2,7.3	warranted because of the failure to establish a sufficiently independent board.
45413 Flutter Entertainment Plc	Annual	Against	3	Pay is misaligned with EOS remuneration principles
45413 Glanbia Plc	Annual	Against	6	Pay is misaligned with EOS remuneration principles  Pay is misaligned with EOS remuneration principles
45414 AIB Group plc	Annual	All For	O .	ray is misalighed with LOS remuneration principles
• •		All For		
45414 AIB Group Plc	Special		3c,3d,3e,3f	Esilura to provide DEI disclosures in line with LIV listing sules
45414 Grafton Group Plc	Annual	Against	3c,3a,3e,3f 6	Failure to provide DEI disclosures in line with UK listing rules
AFA1A Croups Princiles Lambert CA	Annual	Against	3	Pay is misaligned with EOS remuneration principles
45414 Groupe Bruxelles Lambert SA	Annual	Against	3 7	Concerns to protect shareholder value
AF 44.4 Crauma Drumallas Lambart CA	Future and linear - Chi	aldon All For	/	Pay is misaligned with EOS remuneration principles
45414 Groupe Bruxelles Lambert SA	Extraordinary Shareh	ioider! All For		

45414 KBC Group NV Annual Against 12.3,12.4,12.5 Lack of independence on board 12.2 Lack of independence on board 12.2 Lack of independence on board Concerns related to inappropriate membership 7 Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles  45414 Kerry Group Plc Annual Against 7a Failure to provide DEI disclosures in line with UK listing rules  45415 CNH Industrial NV Annual Against 2.a Pay is misaligned with EOS remuneration principles  45415 Deutsche Post AG Annual Against 3 Inadequate management of climate-related risks  45415 Deutsche Post AG Annual Against 3 Inadequate management of climate-related risks  45415 Fastighets AB Balder Annual Against 11.c,11.d Lack of independence on board/Concerns related to inappropriate membership or committees Concerns related to approach to board gender diversity  45415 H&M Hennes & Mauritz AB Annual Against 18 SH: For shareholder resolution, against management of ESG opportunities and risks  45415 Klepierre SA Annual/Special Against 7 Overboarded/Too many other time commitments  45415 RWE AG Annual Against 7 Pay is misaligned with EOS remuneration principles  45416 RWE MONNESE Annual Against 7 Pay is misaligned with EOS remuneration principles  45417 RWE AG Annual Against 7 Pay is misaligned with EOS remuneration principles  45418 Deutsche Wohnen SE Annual Against 7 Pay is misaligned with EOS remuneration principles	of committees of
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45418 Deutsche Wohnen SE Annual Against 8.1,8.3 Lack of independence on boardConcerns related to inappropriate membership of	
7 Pay is misaligned with FOS remuneration principles	of committees
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45418 Hannover Rueck SE Annual Against 7.1,7.4 Concerns related to inappropriate membership of committees	
6 Pay is misaligned with EOS remuneration principles	
45418 Italgas SpA Annual/Special Against 3.1,3.2 Pay is misaligned with EOS remuneration principles	
45419 argenx SE Annual Against 3,10 Pay is misaligned with EOS remuneration principles	
45419 Castellum AB Annual All For	
45419 Deutsche Lufthansa AG Annual Against 6.4 Lack of independent representation at board committees	
5 Pay is misaligned with EOS remuneration principles	
45419 DSM-Firmenich AG Annual Against 8 Insufficient/poor disclosure	
5.3 Pay is misaligned with EOS remuneration principles	
45419 Edenred SE Annual/Special All For	
45419 Eurazeo SE Annual/Special Against 9 Overboarded/Too many other time commitments	
11,12,14,15,16,17,18,19,2 Pay is misaligned with EOS remuneration principles	
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45419 Getlink SE Annual/Special Against 15,18 Pay is misaligned with EOS remuneration principles	
45419 Investor AB Annual Against 14.D Concerns related to attendance at board or committee meetings	
14.J,14.M Lack of independence on board	
14.A,14.C,14.F,14.G,14.H, Lack of independence on boardConcerns related to inappropriate membership of	
15 Lack of independence on boardOverboarded/Too many other time commitmen	IS .
14.I Pay is misaligned with EOS remuneration principles	
9,17	
45419 JCDecaux SE Annual/Special Against 12,14,17 Pay is misaligned with EOS remuneration principles	
20 Poison pill/anti-takeover measure not in investors interests	
45419 Kongsberg Gruppen ASA Annual Against 9 A vote AGAINST this item is warranted because the LTIP is based on a one-year	ertormance period.
45419 Koninklijke Philips NV Annual Against 2.e Pay is misaligned with EOS remuneration principles	
4.a Proposed term in policy exceeds appropriate limit	
· · · · · · · · · · · · · · · · · · ·	
45419 Norsk Hydro ASA Annual All For	

Meeting Date Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45419 SNAM SpA	Annual	All For		
45419 Talanx AG	Annual	Against	4.1	Lack of independence on boardConcerns related to inappropriate membership of committees
		-	6	Pay is misaligned with EOS remuneration principles
45419 Telenor ASA	Annual	Against	15.2	A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with
		-	11	an insufficient performance and backward-looking performance criteria.
			9	A vote AGAINST this item because the LTIP is below par in relation to market standards, particularly
			15.1	with reference to the insufficient performance period and use of backward-looking performance
				criteria.
				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.
45419 Temenos AG	Annual	Against	6.2.5,9	Concerns regarding Auditor tenure
			5.4	Concerns related to shareholder rights
			10	Insufficient/poor disclosure
			1.3	Pay is misaligned with EOS remuneration principles
45419 Var Energi ASA	Annual	Against	11.c	A vote AGAINST candidate Ove Gusevik (Item 11.c) is warranted due to their non-independent status
			12	on the board and the audit committee with an insufficient level of overall independence. Investors
			6	holding class B shares:
			5	A vote AGAINST candidates Claudia Almadori, Guido Brusco, Francesco Gattei, and Francesca Rinaldi
			9	(Item 12) is warranted due to their non-independent status on a board with an insufficient level of
			8	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.
45420 Alcon AG	Annual	Against	10	Insufficient/poor disclosure
43420 AICOII AG	Ailliuai	Against	5.1	Pay is misaligned with EOS remuneration principles
45420 Allianz SE	Annual	Against	4.1	Concerns related to inappropriate membership of committees
43420 Allianz 3L	Ailliuai	Against	6	Pay is misaligned with EOS remuneration principles
45420 FUCHS SE	Annual	Against	3	Inadequate management of climate-related risks
43420 1 00113 32	, unidai	/ Guillot	7,8	Pay is misaligned with EOS remuneration principles
45420 Holcim Ltd.	Annual	Against	1.2,6	Pay is misaligned with EOS remuneration principles
45420 Kuehne + Nagel International AG	Annual	Against	4.1.3,4.4.2	Concerns related to inappropriate membership of committees
43420 Racinic - Hager international Ac	, unidai	/ Iguilist	4.1.2,4.4.1	Concerns related to inappropriate membership of committees Concerns related to approach to board
			4.1.6,4.6	gender diversity
			7.2	Concerns to protect shareholder value
			10	Insufficient basis to support a decision
			6	Insufficient/poor disclosure
				Pay is misaligned with EOS remuneration principles
45420 Lonza Group AG	Annual	Against	11	Insufficient/poor disclosure
45420 Mercedes-Benz Group AG	Annual	Against	7	Pay is misaligned with EOS remuneration principles
45420 MERLIN Properties SOCIMI SA	Annual	All For		
45420 MTU Aero Engines AG	Annual	Against	4	Concerns related to inappropriate membership of committees
<u>-</u>		-	8,9	Pay is misaligned with EOS remuneration principles

Meeting Dat	e Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
	45420 Rational AG	Annual	Against	4	EOS manual override. See analyst note.
			Ü	5,8.2,8.4,8.5	Pay is misaligned with EOS remuneration principles
	45420 Sagax AB	Annual	Against	14	Double voting rights
	ŭ		Ü	10.1,10.2,10.6	Lack of independence on board
				10.4,10.7	Lack of independence on board Concerns related to inappropriate membership of committee
				10.5	Concerns related to approach to board gender diversity
				12,13	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
	45420 Securitas AB	Annual	Against	13	Concerns related to inappropriate membership of committeesOverboarded/Too many other time
			•	10	commitmentsConcerns related to attendance at board or committee meetings
					Pay is misaligned with EOS remuneration principles
	45420 Sofina SA	Annual	Against	2.2,2.3	Pay is misaligned with EOS remuneration principles
	45420 The Swatch Group AG	Annual	Against	8	Concerns regarding Auditor tenure
	•		Ü	5.1,5.8,6.1	Concerns related to inappropriate membership of committees Concerns regarding Auditor tenure
					Lack of independence on board Concerns related to approach to board gender diversity
				6.3,6.4,6.5,6.6,6.7	Concerns related to inappropriate membership of committees Lack of independence on board
				9	Concerns related to shareholder rights
				10	Insufficient/poor disclosure
				4.3,4.4	Pay is misaligned with EOS remuneration principles
	45420 The Swatch Group AG	Annual	Against	8	Concerns regarding Auditor tenure
	45420 The Swatch Group AG	Alliudi	Against	5.1,5.8,6.1	Concerns related to inappropriate membership of committees Concerns regarding Auditor tenure
					Lack of independence on board Concerns related to approach to board gender diversity
				6.3,6.4,6.5,6.6,6.7	Concerns related to inappropriate membership of committees Lack of independence on board
				9	Concerns related to shareholder rights
				10	Insufficient/poor disclosure
				4.3,4.4	Pay is misaligned with EOS remuneration principles
				,	To your manager of the second second principles
	45420 Vonovia SE	Annual	Against	6.7	Pay is misaligned with EOS remuneration principles
	45420 Wacker Chemie AG	Annual	Against	6,7 3	Inadequate management of climate-related risks
	43420 Wacker Chemie Ad	Alliluai	Against	4	Lack of independence on board Concerns related to inappropriate membership of committees
				6	Pay is misaligned with EOS remuneration principles
				0	ray is misanghed with 200 remaineration principles
	45420 Wolters Kluwer NV	Annual	All For		
	45421 ACS, Actividades de Construccion y Servicios SA	Annual	Against	4.1	Concerns related to below-board gender diversity 2- Inadequate management of climate-related
				5,6,7,10	risks
					Pay is misaligned with EOS remuneration principles
	45421 Buzzi SpA	Annual/Special	Against	2	Concerns related to shareholder rights
				1	Double voting rights
				4.1,4.2	Pay is misaligned with EOS remuneration principles
	45421 Repsol SA	Annual	Against	10	Insufficient evidence of alignment to 1.5 degrees
	45422 Galp Energia SGPS SA	Annual	All For		
	45422 TERNA Rete Elettrica Nazionale SpA	Annual	Against	3,4,5.1,5.2	Pay is misaligned with EOS remuneration principles
	45425 ASM International NV	Annual	Against	6a	Concerns related to succession planning
	45426 Ayvens SA	Annual/Special	Against	6	Concerns related to succession planning
	45426 BNP Paribas SA	Annual/Special	Against	14,18	Pay is misaligned with EOS remuneration principles
	45426 CTS Eventim AG & Co. KGaA	Annual	Against	5	Concerns related to inappropriate membership of committees
				8,9	Pay is misaligned with EOS remuneration principles

Meeting Dat	e Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
	45426 Deutsche Boerse AG	Annual	Against	8.2,8.5	Lack of independent representation at board committees
			_	10	Pay is misaligned with EOS remuneration principles
	45426 Epiroc AB	Annual	Against	12.a,12.b	Pay is misaligned with EOS remuneration principles
	45426 Equinor ASA	Annual	Against	15	SH: For shareholder resolution, against management recommendation / Shareholder proposal
					promotes better management of ESG opportunities and risks
	45426 IMCD NV	Annual	Against	2.c	Pay is misaligned with EOS remuneration principles
	45426 Investment AB Latour	Annual	Against	11	Lack of independence on boardConcerns related to inappropriate membership of committees
				14,15,18	Pay is misaligned with EOS remuneration principles
	45426 Lotus Bakeries NV	Annual	Against	8,9	Lack of independence on board
				5	Pay is misaligned with EOS remuneration principles
	45426 Neoen SA	Annual/Special	Against	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
	45426 NEPI Rockcastle NV	Annual/Special	All For		
	45426 Rheinmetall AG	Annual	Against	4	Concerns related to inappropriate membership of committees
				7,8	Pay is misaligned with EOS remuneration principles
	45426 Signify NV	Annual	Against	2,10.a	Pay is misaligned with EOS remuneration principles
	45426 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
				16,17,18.A1,18.B1,18.C	Pay is misaligned with EOS remuneration principles
	45426 VAT Group AG	Annual	Against	7.1,8	Pay is misaligned with EOS remuneration principles
	45427 ageas SA/NV	Annual/Special	Against	3.1,3.2	Pay is misaligned with EOS remuneration principles
	45427 Arkema SA	Annual/Special	All For		
	45427 Avolta AG	Annual	Against	6.2.d	Concerns related to inappropriate membership of committees
				11	Insufficient/poor disclosure
				1.3	Pay is misaligned with EOS remuneration principles
	45427 Bayerische Motoren Werke AG	Annual	Against	6.1,6.2,7	Pay is misaligned with EOS remuneration principles
	45427 Bunge Global SA	Annual	Against	Α	Insufficient/poor disclosure
	45427 Daimler Truck Holding AG	Annual	Against	4.1	Lack of independent representation at board committees
				6	Pay is misaligned with EOS remuneration principles
	45427 Eni SpA	Annual/Special	Against	4	Low shareholding requirement 2- Pay is misaligned with EOS remuneration principles
	45427 Euronext NV	Annual	Against	3.c	Pay is misaligned with EOS remuneration principles
	45427 SAP SE	Annual	Against	6	Pay is misaligned with EOS remuneration principles
				7.2,7.3	Lack of independent representation at board committees
	45427 Swiss Life Holding AG	Annual	Against	5.1,5.6,5.7,5.9,7,10	Insufficient/poor disclosure
	45427 Symrise AG	Annual	Against	4	Lack of independent representation at board committees
				6	Pay is misaligned with EOS remuneration principles
	45427 Tele2 AB	Annual	Against	18	Pay is misaligned with EOS remuneration principles
	45427 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
	45428 adidas AG	Annual	Against	5,6	Pay is misaligned with EOS remuneration principles
	45428 Adyen NV	Annual	Against	7	Concerns related to succession planning
	45428 Capgemini SE	Annual/Special	All For		

ate Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45428 Chubb Limited	Annual	Against	15	SH: For shareholder resolution, against management recommendation / Shareholder proposal
			5.11,5.13,12.3,13,16,A	promotes better management of ESG opportunities and risks
				Total pay targets a range above peer medianExcessive CEO pay
45428 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
45428 Deutsche Bank AG	Annual	Against	6	Pay is misaligned with EOS remuneration principles
45428 E.ON SE	Annual	Against	6	Pay is misaligned with EOS remuneration principles
45428 Fresenius Medical Care AG	Annual	Against	8,9	Pay is misaligned with EOS remuneration principles
45428 Heidelberg Materials AG	Annual	Against	6,7,8.2	Pay is misaligned with EOS remuneration principles
45428 InPost SA	Annual	All For		
45428 NIBE Industrier AB	Annual	Against	13	Lack of independence on board Concerns about overall board structure
45428 Renault SA	Annual/Special	Against	15,17	Pay is misaligned with EOS remuneration principles
45428 Universal Music Group NV	Annual	Against	9.b,9.d	Concerns related to inappropriate membership of committeesLack of independence on board
·			9.c	Concerns related to inappropriate membership of committeesOverboarded/Too many other tir
			8,9.a,9.e	commitmentsLack of independence on board
			4	Lack of independence on board
				Pay is misaligned with EOS remuneration principles
45428 Wendel SE	Annual/Special	Against	6	Concerns related to inappropriate membership of committees
	, , , , , , , , , , , , , , , , , , , ,	<b>0</b>	9,10,13,14,28	Pay is misaligned with EOS remuneration principles
45429 Compagnie Generale des Etablissements Michelin SCA	Annual/Special	Against	6,9,10	Pay is misaligned with EOS remuneration principles
45429 Fresenius SE & Co. KGaA	Annual	Against	5	Pay is misaligned with EOS remuneration principles
45429 Iberdrola SA	Annual	Against	15	Pay is misaligned with EOS remuneration principles
45429 SCOR SE	Annual/Special	Against	8,9,10,13,29,30	Pay is misaligned with EOS remuneration principles
45429 Zalando SE	Annual	Against	6,7	Pay is misaligned with EOS remuneration principles
45433 Aeroports de Paris ADP	Annual/Special	Against	16	Concerns related to succession planning
	, , , , , , , , , , , , , , , , , , , ,	<b>0</b>	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
			8,26,27,28,29,32,33	Poison pill/anti-takeover measure not in investors interests
45433 Coca-Cola HBC AG	Annual	Against	5.1.6	Concerns about overall board structure
			5.1.1	Failure to provide DEI disclosures in line with UK listing rules
			9	
			9	Pay is misaligned with EOS remuneration principles
45433 Elia Group SA/NV	Annual	Against	9	Pay is misaligned with EOS remuneration principles Inadequate management of climate-related risks
45433 Elia Group SA/NV 45433 Elia Group SA/NV	Annual Extraordinary Shareho	•	3	
·		older: All For	3	
45433 Elia Group SA/NV	Extraordinary Shareho	older: All For	3	
45433 Elia Group SA/NV 45434 Beijer Ref AB	Extraordinary Shareho Extraordinary Shareho	older: All For older: All For	9	Inadequate management of climate-related risks
45433 Elia Group SA/NV 45434 Beijer Ref AB	Extraordinary Shareho Extraordinary Shareho	older: All For older: All For	9	Inadequate management of climate-related risks  Insufficient justification for related party transaction
45433 Elia Group SA/NV 45434 Beijer Ref AB	Extraordinary Shareho Extraordinary Shareho	older: All For older: All For	9 4 10,11,13	Inadequate management of climate-related risks  Insufficient justification for related party transaction Pay is misaligned with EOS remuneration principles
45433 Elia Group SA/NV 45434 Beijer Ref AB 45434 Bollore SE	Extraordinary Shareho Extraordinary Shareho Annual/Special	older: All For Older: All For Against	9 4 10,11,13 9	Inadequate management of climate-related risks  Insufficient justification for related party transaction Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests
45433 Elia Group SA/NV 45434 Beijer Ref AB 45434 Bollore SE 45434 Credit Agricole SA	Extraordinary Shareho Extraordinary Shareho Annual/Special	older: All For older: All For Against Against	9 4 10,11,13 9 8,9,10,12,13	Inadequate management of climate-related risks  Insufficient justification for related party transaction Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests Lack of independence on boardConcerns related to inappropriate membership of committees
45433 Elia Group SA/NV 45434 Beijer Ref AB 45434 Bollore SE 45434 Credit Agricole SA	Extraordinary Shareho Extraordinary Shareho Annual/Special	older: All For older: All For Against Against	9 4 10,11,13 9 8,9,10,12,13 12	Inadequate management of climate-related risks  Insufficient justification for related party transaction Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests Lack of independence on boardConcerns related to inappropriate membership of committees Concerns related to succession planning
45433 Elia Group SA/NV 45434 Beijer Ref AB 45434 Bollore SE 45434 Credit Agricole SA	Extraordinary Shareho Extraordinary Shareho Annual/Special	older: All For older: All For Against Against	4 10,11,13 9 8,9,10,12,13 12 11,17,18,19,20,21,22	Insufficient justification for related party transaction Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests Lack of independence on boardConcerns related to inappropriate membership of committees Concerns related to succession planning Concerns to protect shareholder value
45434 Beijer Ref AB 45434 Bollore SE  45434 Credit Agricole SA 45434 Dassault Systemes SA	Extraordinary Shareho Extraordinary Shareho Annual/Special Annual/Special Annual/Special	older: All For older: All For Against Against Against Against	4 10,11,13 9 8,9,10,12,13 12 11,17,18,19,20,21,22	Insufficient justification for related party transaction Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests Lack of independence on boardConcerns related to inappropriate membership of committees Concerns related to succession planning Concerns to protect shareholder value
45434 Beijer Ref AB 45434 Beijer Ref AB 45434 Bollore SE  45434 Credit Agricole SA 45434 Dassault Systemes SA  45434 Erste Group Bank AG	Extraordinary Shareho Extraordinary Shareho Annual/Special Annual/Special Annual/Special Annual	older: All For older: All For Against Against Against All For All For	4 10,11,13 9 8,9,10,12,13 12 11,17,18,19,20,21,22 6,8,10	Insufficient justification for related party transaction Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests Lack of independence on boardConcerns related to inappropriate membership of committees Concerns related to succession planning Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles
45434 Beijer Ref AB 45434 Beijer Ref AB 45434 Bollore SE  45434 Credit Agricole SA 45434 Dassault Systemes SA  45434 Erste Group Bank AG 45434 Jumbo SA 45434 Orange SA	Extraordinary Shareho Extraordinary Shareho Annual/Special Annual/Special Annual/Special	older: All For older: All For Against Against Against All For All For Against	4 10,11,13 9 8,9,10,12,13 12 11,17,18,19,20,21,22 6,8,10	Insufficient justification for related party transaction Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests Lack of independence on boardConcerns related to inappropriate membership of committees Concerns related to succession planning Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles  Pay is misaligned with EOS remuneration principles
45434 Beijer Ref AB 45434 Beijer Ref AB 45434 Bollore SE  45434 Credit Agricole SA 45434 Dassault Systemes SA  45434 Erste Group Bank AG 45434 Jumbo SA	Extraordinary Shareho Extraordinary Shareho Annual/Special Annual/Special Annual/Special Annual Annual	older: All For older: All For Against Against Against All For All For	4 10,11,13 9 8,9,10,12,13 12 11,17,18,19,20,21,22 6,8,10	Insufficient justification for related party transaction Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests Lack of independence on boardConcerns related to inappropriate membership of committees Concerns related to succession planning Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles  Pay is misaligned with EOS remuneration principles Concerns regarding Auditor tenure
45434 Beijer Ref AB 45434 Bollore SE  45434 Credit Agricole SA 45434 Dassault Systemes SA  45434 Erste Group Bank AG 45434 Jumbo SA 45434 Orange SA	Extraordinary Shareho Extraordinary Shareho Annual/Special Annual/Special Annual/Special Annual Annual	older: All For older: All For Against Against Against All For All For Against	4 10,11,13 9 8,9,10,12,13 12 11,17,18,19,20,21,22 6,8,10 11,13,17 7.1.1,7.4	Insufficient justification for related party transaction Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests Lack of independence on boardConcerns related to inappropriate membership of committees Concerns related to succession planning Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles  Pay is misaligned with EOS remuneration principles

te Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45434 PUMA SE	Annual	Against	4	Concerns related to inappropriate membership of committeesLack of independence on boa
			6	Pay is misaligned with EOS remuneration principles
45434 Societe Generale SA	Annual/Special	All For		
45434 STMicroelectronics NV	Annual	Against	19	Inadequate management of climate-related risks
			20	Overboarded/Too many other time commitments
			16	Pay is misaligned with EOS remuneration principles
45434 Willis Towers Watson Public Limited Company	Annual	Against	1h,3	High variable pay ratioHigh CEO to average NEO pay
45435 Aalberts NV	Annual	All For	•	
45435 Bank of Ireland Group Plc	Annual	All For		
45435 bioMerieux SA	Annual/Special	Against	5	Concerns related to inappropriate membership of committees
	,.,	<b>0</b>	8	Insufficient basis to support a decision
			3	Insufficient/poor disclosure
			12,13,14,16,17,18,22	Pay is misaligned with EOS remuneration principles
			6	ndependent chair
15125 Propotog SE	Annual	Against	3	•
45435 Brenntag SE	Annual	Against	8	Inadequate management of climate-related risks Insufficient/poor disclosure
			6	• •
45.405.51.64			6	Pay is misaligned with EOS remuneration principles
45435 Enel SpA	Annual	All For		
45435 LEG Immobilien SE	Annual	Against	8	Pay is misaligned with EOS remuneration principles
45435 Nemetschek SE	Annual	Against	6,8	Pay is misaligned with EOS remuneration principles
45435 Safran SA	Annual	Against	5	Inadequate management of climate-related risks
			14	Pay is misaligned with EOS remuneration principles
45435 Schneider Electric SE	Annual/Special	All For		
45435 SEB SA	Annual/Special	Against	5	Concerns about overall board structure
			4,7	Lack of independence on board
			6	Lack of independence on boardConcerns related to inappropriate membership of
			9,10,12	committeesConcerns about overall board structure
			14	Pay is misaligned with EOS remuneration principles
				Poison pill/anti-takeover measure not in investors interests
45435 Syensqo NV	Annual	All For		
45435 Teleperformance SE	Annual/Special	Against	7,11,12	Pay is misaligned with EOS remuneration principles
45435 Valeo SE	Annual/Special	All For		
45436 Amundi SA	Annual	Against	24	Inadequate management of climate-related risks
45436 Carrefour SA	Annual/Special	Against	5	Concerns related to inappropriate membership of committees
			16	Pay is misaligned with EOS remuneration principles
45436 Helvetia Holding AG	Annual	Against	8	Insufficient/poor disclosure
			1.2	Pay is misaligned with EOS remuneration principles
45436 LANXESS AG	Annual	Against	4	Lack of independent representation at board committees
45450 B (WESS / 10	71111441	/ iguilist	5	Pay is misaligned with EOS remuneration principles
45436 Leonardo SpA	Annual/Special	Against	3.1,4,5	Concerns related to shareholder rights
+5+50 Econordo SpA	Ailiadij Special	Aguillat	1g	Pay is misaligned with EOS remuneration principles
			1g 7	ray is misaligned with EO3 remuneration principles
4E426 Lyandall Pacall Industrias N.V	Annual	All For	,	
45436 LyondellBasell Industries N.V.	Annual		0.4	Day is misalizated with EOS remuneration principles
45436 NN Group NV		Against	9.A	Pay is misaligned with EOS remuneration principles
45436 TotalEnergies SE	Annual/Special	Against	7	Concerns about reducing shareholder rights
45.400 4 1 2 41 411			12,13,14	Voting related to alignment with 1.5 degrees scenario
45439 Ackermans & van Haaren NV	Annual	Against	6.1,6.2,8	Pay is misaligned with EOS remuneration principles
45439 EQT AB	Annual	Against	14.e	Overboarded/Too many other time commitments
			13.a,17	Pay is misaligned with EOS remuneration principles

Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45440 EXOR NV	Annual	Against	4.a	Inadequate management of climate-related risks
			4.b	Inadequate management of climate-related risks Concerns related to shareholder rights
			2.c,3.b,3.c	Pay is misaligned with EOS remuneration principles
45440 Fraport AG Frankfurt Airport Services Worldwide	Annual	Against	4.1	Lack of independence on boardConcerns related to inappropriate membership of commit
			6,7	Pay is misaligned with EOS remuneration principles
45440 Ipsen SA	Annual/Special	Against	6	Lack of independence on board
			7	Lack of independence on board Concerns related to inappropriate membership of commit
			11,16	Concerns related to succession planning
				Pay is misaligned with EOS remuneration principles
45440 OMV AG	Annual	All For		
45440 Pirelli & C. SpA	Annual	Against	2.1.2,2.2,2.3,4.1,4.2,5	Pay is misaligned with EOS remuneration principles
45440 Solvay SA	Annual	Against	7,9	Pay is misaligned with EOS remuneration principles
45440 Yara International ASA	Annual	Against	13	SH: For shareholder resolution, against management recommendation / Shareholder prop
				promotes better management of ESG opportunities and risks
45441 ASR Nederland NV	Annual	All For		
45441 B&M European Value Retail SA	<b>Ordinary Shareholders</b>	All For		
45441 KION GROUP AG	Annual	Against	4	Lack of independence on boardConcerns related to inappropriate membership of commit
			6,7	Pay is misaligned with EOS remuneration principles
45441 Legrand SA	Annual/Special	All For		
45441 NXP Semiconductors N.V.	Annual	Against	3i	Concerns about remuneration committee performance
			10	High variable pay ratioHigh CEO to average NEO pay
45441 OCI NV	Annual	All For		
45441 Publicis Groupe SA	Annual/Special	Against	31	Combined CEO/Chair Concerns related to succession planning
			8,13,24,41	Pay is misaligned with EOS remuneration principles
45441 Volkswagen AG	Annual	Against	4.1,4.15,4.16,4.17,4.22	Concerns to protect shareholder value
			5.1	Lack of independence on board
			5.2,5.3	Lack of independence on boardConcerns related to inappropriate membership of commit
			8,9	Pay is misaligned with EOS remuneration principles
45442 D'leteren Group	Annual	Against	5	Concerns related to succession planningConcerns related to inappropriate membership of
			3	committeesProposed term in policy exceeds appropriate limit
				Pay is misaligned with EOS remuneration principles
45442 D'Ieteren Group	Extraordinary Sharehold	er: Against	1.2,1.3,2,3	Issue of equity raises concerns about excessive dilution of existing shareholders
45442 JDE Peet's NV	Annual	Against	5.b	Concerns related to succession planning
			2.c	High variable pay ratio 2- Pay is misaligned with EOS remuneration principles
			6.a,6.b	Pay is misaligned with EOS remuneration principles
45442 Mowi ASA	Annual	All For		
45443 Accor SA	Annual/Special	Against	6,7,8	Pay is misaligned with EOS remuneration principles
			11,13	Poison pill/anti-takeover measure not in investors interests
45443 Poste Italiane SpA	Annual/Special	Against	1.2,1.5	Concerns related to shareholder rights
45446 Kinnevik AB	Annual	All For		
45446 Redeia Corporacion SA	Annual	Against	10.3	Pay is misaligned with EOS remuneration principles
45447 Evonik Industries AG	Annual	Against	6	Pay is misaligned with EOS remuneration principles

Meeting Date Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45447 Metlen Energy & Metals SA	Annual	Against	3	A vote AGAINST this item is warranted because:- The salary of executive Chrisafis increased by 115
			9	percent and the supporting rationale is not considered sufficiently compelling There is insufficient
			8	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.
45448 Amadeus IT Group SA	Annual	Against	3,8	Pay is misaligned with EOS remuneration principles
45448 Scout24 SE	Annual	Against	6	Pay is misaligned with EOS remuneration principles
45449 Allegion Plc	Annual	All For		
45449 Compagnie de Saint-Gobain SA	Annual/Special	Against	5	Combined CEO/Chair
45449 Corporacion Acciona Energias Renovables SA	Annual	Against	3	Pay is misaligned with EOS remuneration principles
45449 DWS Group GmbH & Co. KGaA	Annual	Against	6	Pay is misaligned with EOS remuneration principles
45449 SalMar ASA	Annual	Against	9	A vote AGAINST this item is warranted because the proposed remuneration report is below par in
			10	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.
45449 Samsonite International S.A.	Annual	All For		
45449 Samsonite International S.A.	Extraordinary Sharel	nolder: All For		
45449 Trane Technologies Plc	Annual	Against	1a,1l,2,3	No clawback policyOptions/PSUs vest in less than 36 monthsExcessive CEO payHigh CEO to average
				NEO pay
45450 Garmin Ltd.	Annual	All For		
45454 Bechtle AG	Annual	Against	4	Concerns related to inappropriate membership of committees
			9	Lack of independence on board
			6,7	Pay is misaligned with EOS remuneration principles
45454 Rubis SCA	Annual	All For		
45454 Sonova Holding AG	Annual	Against	4.1.8	Concerns related to inappropriate membership of committees
			6	Insufficient/poor disclosure
			1.3	Pay is misaligned with EOS remuneration principles
45455 Gaztransport & Technigaz SA	Annual/Special	All For		
45455 Sixt SE	Annual	Against	4.1	Concerns related to below-board gender diversity
			6,9,11,13	Pay is misaligned with EOS remuneration principles
45455 TE Connectivity Ltd.	Special	All For		
45455 Unibail-Rodamco-Westfield NV	Annual	Against	1,2	Pay is misaligned with EOS remuneration principles
45456 Grifols SA	Annual	Against	10,11	Pay is misaligned with EOS remuneration principles
45456 Smurfit Kappa Group Plc	Court	All For		
45456 Smurfit Kappa Group Plc	Special	All For	0 2 0 5 0 7 0 0 0 40	Consequential to the consequence of the consequence
45456 TRATON SE	Annual	Against	9.2,9.5,9.7,9.9,9.10	Concerns related to succession planning
			9.1,9.4,9.6,9.8 9.3	Lack of independence on boardConcerns related to inappropriate membership of
			9.3 7,8	committeesConcerns related to succession planning
			7,8	Lack of independence on boardConcerns related to succession planning
AFAFC Morldling CA	Annual/Casaisl	Against.	16 17 22	Pay is misaligned with EOS remuneration principles
45456 Worldline SA	Annual/Special	Against	16,17,33 3	Pay is misaligned with EOS remuneration principles
45462 Acciona SA	Annual	Against		Pay is misaligned with EOS remuneration principles
45462 Delivery Hero SE	Annual	Against	4.2 6	Concerns related to inappropriate membership of committees
			р	Pay is misaligned with EOS remuneration principles

Meeting Da	te Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
	45462 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 Stoufi sits on the remuneration committee.
	45463 Alstom SA	Annual/Special	Against	13,30	Pay is misaligned with EOS remuneration principles
	45463 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
	45463 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.
	45464 Aon Plc	Annual	All For		
	45464 Elia Group SA/NV	Extraordinary Shareh	older: All For		
	45464 L'Occitane International S.A.	Extraordinary Shareh	older: All For		
	45464 QIAGEN NV	Annual	Against	5.h	Concerns related to inappropriate membership of committees
	45468 International Consolidated Airlines Group SA	Annual	All For		
	45469 Allegro.eu SA	Annual	Against	6	Pay is misaligned with EOS remuneration principles
	45469 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.

Meeting Date Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45470 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.
45470 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.
45470 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.
45470 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.

Meeting Date Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45471 Hellenic Telecommunications Organization	<u> </u>	Against	8 7 6 11.1	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
45471 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.
45384 Juniper Networks, Inc.	Special	All For		
45385 FirstService Corporation	Annual	Against	1C 3	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
45385 The Walt Disney Company	Proxy Contest	Against	6	SH: For shareholder resolution, against management recommendation / Shareholder proposal
		No Action Taken	3 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	promotes transparency insufficient disclosure
45386 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
45391 The Bank of New York Mellon Corporatio		Against	4	Shareholder proposal promotes transparency
45391 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
45392 Hewlett Packard Enterprise Company	Annual	All For		

Meeting Date Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45392 Lennar Corporation	Annual	Against	1f	Concerns about remuneration committee performance
·		_	1j	Concerns related to approach to board gender diversityConcerns related to shareholder value
			2	High variable pay ratioExcessive CEO payHigh CEO to average NEO pay
			7	SH: For shareholder resolution, against management recommendation / Shareholder proposal
			6	promotes better management of ESG opportunities and risks
			5	Shareholder proposal promotes better management of SEE opportunities and risks
				Shareholder proposal promotes transparency
45392 Synopsys, Inc.	Annual	Against	1f,5	Shareholder proposal promotes appropriate accountability or incentivisation
45393 Dow Inc.	Annual	Against	1d,3	Concerns regarding Auditor tenure
		<b>0</b>	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal
				promotes better management of ESG opportunities and risks
45393 Fairfax Financial Holdings Limited	Annual	Against	1.12	Concerns related to approach to board gender diversity Concerns related to shareholder value
15555 Familian Financial Financia	7.111001	7.6050	1.12	contact to related to approach to source general arrestity contact to that chouch faute
45393 Royal Bank of Canada	Annual	Against	6	EOS manual override. See analyst note.
			1,7	SH: For shareholder resolution, against management recommendation / Shareholder proposal
			1.11,3	promotes better management of ESG opportunities and risks
			,-	Pay is misaligned with EOS remuneration principles
45398 Bank of Montreal	Annual	Against	6	SH: For shareholder resolution, against management recommendation / Shareholder proposal
15555 Barm of Montreal	7.111.001	, igasc		promotes better management of ESG opportunities and risks
45398 Fifth Third Bancorp	Annual	Against	1m	Concerns about remuneration committee performance
45556 Filet Filing Bulletip	74111441	7.641131	3	Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
45398 IQVIA Holdings, Inc.	Annual	All For		options/1005 test in less than 50 months ingit of 50 to are lage the pay
45398 M&T Bank Corporation	Annual	Against	2	Excessive severance 2- Options vest in less than 36 months 3- Pay is misaligned with EOS
45550 Wat Built Corporation	74111441	/ iguilist	1.2,1.7	remuneration principles
			1.2,1.7	Concerns related to succession planningConcerns related to approach to board gender diversity
				conserns related to succession planning conserns related to approach to source general arrelation
45398 Moodys Corporation	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal
15555 Missays Co. poration	7.111.001	7 igasc		promotes appropriate accountability or incentivisation
45398 Northern Trust Corporation	Annual	All For		F
45398 Public Service Enterprise Group Incorporated	Annual	Against	1.5,4	Concerns regarding Auditor tenure
45398 U.S. Bancorp	Annual	All For	, .	
45398 Whirlpool Corporation	Annual	Against	1c	Concerns about remuneration committee performance
15555 Willipedi edi perudian	7.111.001	7 igasc	1h,3	Concerns regarding Auditor tenure
			1a	Concerns related to approach to board gender diversity
			2	High variable pay ratioOptions/PSUs vest in less than 36 monthsExcessive CEO payHigh CEO to
				average NEO pay
45399 Adobe Inc.	Annual	Against	6	SH: For shareholder resolution, against management recommendation / Shareholder proposal
15555 7 14552 11161	7.111001	7 igasc	5	promotes better management of ESG opportunities and risks
			J	SH: For shareholder resolution, against management recommendation / Shareholder proposal
				promotes better management of ESG opportunities and risks; EOS manual override. See analyst note.
				promotes setter management of 200 opportunities and history 200 management occurrences
45399 EQT Corporation	Annual	All For		
45399 Huntington Bancshares Incorporated	Annual	Against	1.4,2	Excessive perquisitesExcessive severance
45399 Regions Financial Corporation	Annual	All For	, <b>-</b>	
45399 The Sherwin-Williams Company	Annual	Against	1a	Concerns about remuneration committee performance
.5555 The Sherwin Williams Company	, uniqui	, .Ba	1c,3	Concerns regarding Auditor tenure
			2	Excessive CEO pay 2- High variable pay ratio 3- Options vest in less than 36 months
			4	SH: For shareholder resolution, against management recommendation / Shareholder proposal
			•	promotes enhanced shareholder rights
				F. S.

g Date Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45400 Carrier Global Corporation	Annual	Against	1g	Concerns about remuneration committee performance
			2	High variable pay ratioExcessive CEO pay
			4	Shareholder proposal promotes transparency
45400 CF Industries Holdings, Inc.	Annual	Against	1g	Support for the re-election of the director is not warranted due to the company's approach to climate
•		•	1e,2	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
45400 Humana Inc.	Annual	Against	1e	Concerns about remuneration committee performance
		_	1h	Concerns related to approach to board gender diversityConcerns related to approach to board
			3	diversity
			6	High variable pay ratioOptions/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
				Shareholder proposal promotes enhanced shareholder rights
45400 PPG Industries, Inc.	Annual	Against	1.1	Concerns about overall board structure
45400 The Toronto-Dominion Bank	Annual/Special	Against	7	EOS manual override. See analyst note.
	,,,,,	<b>0</b>	10	SH: For shareholder resolution, against management recommendation / Shareholder proposal
				promotes better management of ESG opportunities and risks
45401 L3Harris Technologies, Inc.	Annual	Against	1h	Concerns about remuneration committee performance
5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5		<b>0</b>	1a,4	Concerns regarding Auditor tenure
			1c	Concerns related to approach to board gender diversityConcerns related to succession planning
			2	High variable pay ratioOptions/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
			6	Shareholder proposal promotes transparency
45401 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
45404 Broadcom Inc.	Annual	Against	<b>1</b> i	Concerns about remuneration committee performance
			3	Excessive CEO payHigh CEO to average NEO pay
45404 HP Inc.	Annual	All For		
45405 American Electric Power Company, Inc.	Annual	All For		
45405 Bio-Rad Laboratories, Inc.	Annual	Against	1.2	Concerns related to shareholder value
45405 Charter Communications, Inc.	Annual	Against	1b	Concerns about remuneration committee performance
			1d	Overboarded/Too many other time commitments
			2	Pay is misaligned with EOS remuneration principles
			5,6	SH: For shareholder resolution, against management recommendation / Shareholder proposal
				promotes transparency
45405 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
45405 MSCI Inc.	Annual	Against	1i	Concerns related to approach to board gender diversity
45405 Revvity, Inc.	Annual	Against	1a	Concerns about remuneration committee performance
			3	Low shareholding requirementOptions/PSUs vest in less than 36 monthsHigh CEO to average NEO
			4	pay
				Shareholder proposal promotes enhanced shareholder rights
45405 Rollins, Inc.	Annual	Against	1.2	Concerns related to approach to board gender diversityConcerns about overall board structure
45405 Truist Financial Corporation	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
45405 West Pharmaceutical Services, Inc.	Annual	Against	1g	Concerns related to approach to board diversityConcerns related to approach to board gender
		-	=	diversity

leeting Da	ite Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
	45406 Ameriprise Financial, Inc.	Annual	Against	1c	Concerns about remuneration committee performance
	•			1d	Concerns related to approach to board gender diversityInadequate management of deforestation
				3	risks
					High variable pay ratioOptions/PSUs vest in less than 36 monthsExcessive CEO payHigh CEO to
					average NEO pay
	45406 Ball Corporation	Annual	Against	1g	Concerns about overall board structure
	45406 Bank of America Corporation	Annual	Against	6,7	SH: For shareholder resolution, against management recommendation / Shareholder proposal
				9	promotes better management of ESG opportunities and risks
					SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes
					appropriate accountability or incentivisation
	45406 BorgWarner Inc.	Annual	Against	1E,2	High variable pay ratioExcessive CEO pay
	45406 Canadian Pacific Kansas City Limited	Annual	Against	3	EOS manual override. See analyst note.
				5	SH: For shareholder resolution, against management recommendation / Shareholder proposal
				2,4.8	promotes better management of ESG opportunities and risks
					Pay is misaligned with EOS remuneration principles
	45406 Marathon Petroleum Corporation	Annual	Against	1a	Concerns about remuneration committee performance
				3	Excessive CEO pay 2- High variable pay ratio 3- Pay is misaligned with EOS remuneration principles
				8	SH: For shareholder resolution, against management recommendation / Shareholder proposal
					promotes enhanced shareholder rights
	45406 Newmont Corporation	Annual	Against	1.9	Inadequate management of climate-related risks
	45406 Teledyne Technologies Incorporated	Annual	Against	1.2	Concerns related to succession planningConcerns related to approach to board gender
	,		· ·	6	diversityConcerns about overall board structure
					Shareholder proposal promotes enhanced shareholder rights
	45406 Textron Inc.	Annual	Against	1f	Concerns about remuneration committee performance
				3	Low shareholding requirementHigh variable pay ratioOptions/PSUs vest in less than 36
				5	monthsExcessive CEO payHigh CEO to average NEO pay
					Shareholder proposal promotes appropriate accountability or incentivisation
	45406 The Cigna Group	Annual	Against	1g	Concerns about remuneration committee performance
				2	High variable pay ratioOptions/PSUs vest in less than 36 monthsExcessive CEO pay
				4	Shareholder proposal promotes appropriate accountability or incentivisation
	45406 The Goldman Sachs Group, Inc.	Annual	Against	3	Concerns regarding Auditor tenure
				6,7,8	EOS manual override. See analyst note.
				11	Shareholder proposal promotes better management of SEE opportunities and risks
				5	Shareholder proposal promotes transparency
				4	Shareholder proposal promotes appropriate accountability or incentivisation
	45406 The PNC Financial Services Group, Inc.	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal
	45406 WWW 0 1				promotes better management of ESG opportunities and risks
	45406 W.W. Grainger, Inc.	Annual	All For	2.7	
	45406 West Fraser Timber Co. Ltd.	Annual	Against	2.7 4	Concerns about remuneration committee performance
	45407 AGCO Corneration	Annual	All For	4	Pay is misaligned with EOS remuneration principles
	45407 Agent Pennison Corporation	Annual	All For		
	45407 Avery Dennison Corporation 45407 Citizens Financial Group, Inc.	Annual Annual	All For		
	45407 Domino's Pizza, Inc.	Annual	Against	1.4,3,4	Shareholder proposal promotes enhanced shareholder rights
	45407 Edison International	Annual	Against	1.4,3,4 1c	Concerns about remuneration committee performance
	.s.s. Edison meeridalondi	, uniqui	, .Bai.ist	1i	Inadequate management of climate-related risks
				3	Options/PSUs vest in less than 36 monthsExcessive CEO payHigh CEO to average NEO pay
	45407 Fastenal Company	Annual	Against	5	Shareholder proposal promotes enhanced shareholder rights
	45407 Global Payments Inc.	Annual	Against	1d,2,4	Shareholder proposal promotes transparency
	45407 Globe Life Inc.	Annual	All For	. ,	A CONTRACTOR OF THE CONTRACTOR

ate Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45407 HCA Healthcare, Inc.	Annual	Against	3	Options vesting in under 36 months Excessive CEO pay
			7	SH: For shareholder resolution, against management recommendation / Shareholder proposal
			6	promotes better management of ESG opportunities and risks
			1d	SH: For shareholder resolution, against management recommendation / Shareholder proposal
				promotes transparency
				Concerns about remuneration committee performance
45407 Healthpeak Properties, Inc.	Annual	Against	1h	Concerns about remuneration committee performance
,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			1b	Concerns related to approach to board diversity
			2	High variable pay ratioOptions/PSUs vest in less than 36 months
45407 Intuitive Surgical, Inc.	Annual	Against	6	Shareholder proposal promotes better management of SEE opportunities and risks
45407 J.B. Hunt Transport Services, Inc.	Annual	All For	Ü	State cholder proposal promotes better management of SEE opportunities and fisits
45407 Johnson & Johnson	Annual	Against	1c,1f,2,3	High variable pay ratioOptions/PSUs vest in less than 36 monthsExcessive CEO pay
45407 NRG Energy, Inc.	Annual	Against	1a	Concerns about remuneration committee performance
45407 INTO Ellergy, Ilic.	Allitual	Against	2	Excessive severance
			1e	Inadequate management of climate-related risks Inadequate management of climate-related risk
			16	from exposure to coal
45 407 Dfi In	Americal	A i t	5	·
45407 Pfizer Inc.	Annual	Against		Shareholder proposal promotes appropriate accountability or incentivisation
45407 Snap-on Incorporated	Annual	Against	1.1	Concerns related to approach to board gender diversityConcerns related to approach to board
			3	diversity
45407.7.1.0				Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
45407 Teck Resources Limited	Annual	Against	1.2	Concerns about remuneration committee performance
			1.9	Concerns related to shareholder value
			3	Pay is misaligned with EOS remuneration principles
45407 Texas Instruments Incorporated	Annual	Against	6	SH: For shareholder resolution, against management recommendation / Shareholder proposal
			1e,3,5	promotes better management of ESG opportunities and risks
				Shareholder proposal promotes appropriate accountability or incentivisation
45407 TFI International Inc.	Annual/Special	Against	1.10	Concerns about remuneration committee performance
			1.7	Concerns related to approach to board diversityConcerns related to succession planning
			3	Pay is misaligned with EOS remuneration principles
45407 The AES Corporation	Annual	Against	1.7,2	High CEO to average NEO payHigh variable pay ratioExcessive CEO pay
45408 Abbott Laboratories	Annual	Against	1.11,3	High variable pay ratioOptions/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
45408 Agnico Eagle Mines Limited	Annual/Special	All For		
45408 Canadian National Railway Company	Annual	Against	7	SH: For shareholder resolution, against management recommendation / Shareholder proposal
			1.2,5	promotes better management of ESG opportunities and risks
				Pay is misaligned with EOS remuneration principles
45408 CenterPoint Energy, Inc.	Annual	Against	1g	Concerns about remuneration committee performance
			1i,2	Concerns regarding Auditor tenure
			1a	Concerns related to board gender diversity 2- Inadequate management of climate-related risks
			3	Excessive CEO pay 2- Low shareholding requirement
			4	SH: For shareholder resolution, against management recommendation / Shareholder proposal
				promotes better management of ESG opportunities and risks
45408 Corteva, Inc.	Annual	Against	1a	Concerns about remuneration committee performance
	,	, ,00.1131	1d 1d	Concerns related to approach to board diversity
			2	Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
45408 Dayforce, Inc.	Annual	Against	1a	Concerns about remuneration committee performance
43400 Dayloice, ilic.	Ailliudi	Against	1a 2	•
4E409 Diamondhack Engage Inc	Cooriel	All Far	۷	High variable pay ratioNo hedging policyOptions/PSUs vest in less than 36 months
45408 Diamondback Energy, Inc.	Special	All For	4-22567	Chambaldan and a state batter was a screen as the state of the state o
45408 Kellanova	Annual	Against	1c,2,3,5,6,7	Shareholder proposal promotes better management of SEE opportunities and risks

Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
15408 Leidos Holdings, Inc.	Annual	Against	1k	Concerns related to approach to board gender diversity
			4	Shareholder proposal promotes appropriate accountability or incentivisation
15408 Stanley Black & Decker, Inc.	Annual	Against	4	Concerns regarding Auditor tenure
			2	High variable pay ratioOptions/PSUs vest in less than 36 months
15411 Genuine Parts Company	Annual	Against	1.7	Concerns about remuneration committee performance
		· ·	1.5	Concerns related to approach to board gender diversity
			2	Low shareholding requirement
15411 Paycom Software, Inc.	Annual	Against	1.3	Concerns related to approach to board gender diversityConcerns about overall board
				structureConcerns to protect shareholder value
15411 TopBuild Corp.	Annual	All For		Structure Countries to protect shareholder value
15412 Barrick Gold Corporation	Annual	Against	1.3	Concerns with remuneration committee performance
13412 Barrick Gold Corporation	Ailliaai	Agamst	3	Excessive CEO pay 2- Pay is in top quartile and not aligned with performance
15412 Citigroup Inc.	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation
		Against	1.2	
15412 Constellation Energy Corporation	Annual	Against	1.2	Concerns related to approach to board gender diversityConcerns about overall board
AFA42 For the Life Challe December 1 and	A	All Fam		structureInadequate management of climate-related risks
15412 Equity LifeStyle Properties, Inc.	Annual	All For	_	
45412 Exelon Corporation	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation
15412 FMC Corporation	Annual	Against	1b,2	Concerns regarding Auditor tenure
15412 Imperial Oil Limited	Annual	Against	1G	Concerns related to below-board gender diversity 2- Concerns related to board ethnic and/or ra
			3	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
15412 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
15412 PACCAR Inc	Annual	Against	5	Annual vote provides for greater shareholder oversight
		-	1.5	Concerns about remuneration committee performance
			1.11	Concerns related to board gender diversity 2- Inadequate management of climate-related risks
			3	Low shareholding requirement 2- PSUs vest in less than 36 months 3- Total pay targets a range
			6	above peer median 4- High CEO to average NEO pay
				SH: For shareholder resolution, against management recommendation / Shareholder proposal
				promotes transparency
				p.omotes dansparently
15412 The Williams Companies, Inc.	Annual	All For		
45412 VICI Properties Inc.	Annual	All For		
·	Annual		1k	Concerns about human rights
15412 Wells Fargo & Company	Alliudi	Against		3
			6,7,8	SH: For shareholder resolution, against management recommendation / Shareholder proposal
			10,11,12	promotes better management of ESG opportunities and risks
				SH: For shareholder resolution, against management recommendation / Shareholder proposal
				promotes transparency
15413 Cenovus Energy Inc.	Annual	Against	2.13	Concerns about remuneration committee performance
			2.8	Inadequate management of climate-related risks
			2.10	Lack of independent representation at board committeesConcerns related to approach to board
			2.12	diversity
			3	Overboarded/Too many other time commitments
				Pay is misaligned with EOS remuneration principles
45413 Coterra Energy Inc.	Annual	Against	1.5	Concerns about remuneration committee performance
15413 Coterra Energy Inc.	Annual	Against	1.5 3	Concerns about remuneration committee performance High variable pay ratioExcessive severanceHigh CEO to average NEO pay

45413 Persource Energy Annual Against 1.1 Conditines CCO/Chair Commence CCO/Chair Commence CCO/Chair Commence CCO/Chair Commence CCO promiting the commence committee performance Locative CCO promiting the commence committee performance Assessment CCO promiting the proposal promotee enhanced by an expensive firing to a Commence Advantage of the Commence of CSC opportunities and risks  45413 Projecto, Inc.  Annual Against 12 Advantage of the Commence of CSC opportunities and risks  Annual Against 12 Advantage of the Commence of CSC opportunities and risks  Annual Against 12 Advantage of the Commence of CSC opportunities and risks  Annual Against 13 Against 14 Advantage of the Commence of CSC opportunities and risks  Annual Against 15 Commence advantage of the Commence of CSC opportunities and risks  Annual Against 16 Advantage of the Commence of CSC opportunities an	Meeting Dat	e Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
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4413 Frederil Really Investment Trust Annual Against 4 Institution (Citrens Reachibure, Inc. 4 Annual Against 1.13 Concerns about remuneration committee (Citrens Reachibure, Inc. 4 Annual Against 1.13 Concerns about remuneration committee (Citrens Reachibure, Inc. 4 Annual Against 1.13 Concerns about remuneration committee (Citrens Reachibure, Inc. 4 Annual Against 1.13 Concerns about remuneration committee (Citrens Reachibure, Inc. 4 Annual Against 1.14 Concerns about remuneration committee performance (Concerns about remuneration committee performance (Concer				-	1.9	Concerns about remuneration committee performance
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Performance   Processing the performance		45413 Federal Realty Investment Trust	Annual	Against	4	Insufficient/poor disclosure
A5413 Franco-Nevada Corporation Annual/Special Against 1.5 Concerns related to board ethnic anglor acid diversity/concerns related to approach to board demicinal of the malagreed with EQS remuneration principles (Concerns related to approach to board demicinal of the malagreed with EQS remuneration committee performance (Concerns about remuneration committee performance) (Concerns about remuneration committee) (Concerns about		45413 First Citizens BancShares, Inc.	Annual	Against	1.13	Concerns about reducing shareholder rights 2- Concerns about remuneration committee
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45413 Franco-Nevada Corporation Annual Special Against 15 Concerns related to board ethics and/or racial diversity/concerns related to approach to board diversity (developed to the part of the part						board gender diversity
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April   Apri						diversity
45413 Huntington Ingalis industries, Inc.  Annual  Against  45413 International Flavors & Fragrances Inc.  Annual  Against  45413 Molina Healthcare, Inc.  Annual  Against  45413 Molina Healthcare, Inc.  Annual  Against		45413 General Dynamics Corporation	Annual	Against	1j	·
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45413 PepsiCo, Inc.  Annual  Against  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 appropriate accountability or incentivisation  SH: For shareholder resolution, against management recommendation / Shareholder proposal  promotes better management of ESG opportunities and risks. EOS manual override. See analyst note.  45413 Pool Corporation  Annual  Against  1h  Concerns related to approach to board gender diversity  Concerns about remuneration committee performance  Low shareholding requirementHigh CEO to average NEO pay  45413 S&P Global Inc.  Annual  Against  1.7  Concerns about remuneration committee performance  Low shareholding requirementHigh CEO to average NEO pay  45413 Vistra Corp.  45413 Vistra Corp.  Annual  Against  1.2  Excessive CEO pay High variable pay ratio Options/PSUs vest in less than 36 months  1.14,5  Concerns about remuneration committee performance  Excessive CEO pay High variable pay ratio Options/PSUs vest in less than 36 months  1.4514 Boston Scientific Corporation  Annual  Against  1.1  Concerns about remuneration committee performance  45414 Boston Scientific Corporation  Annual  Against  1.1  Concerns about remuneration committee performance  High variable pay ratio Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay  45414 Cadence Design Systems, Inc.  Annual  Against  1.1  Concerns about remuneration committee performance  High variable pay ratio Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay  45414 Cadence Design Systems, Inc.  Annual  Against  1.1  Concerns about remuneration committee performance					2	·
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		45414 Cadence Design Systems, Inc.	Annual	Against	1.1	Concerns about remuneration committee performance
5 Low shareholding requirement					•	Concerns to protect shareholder value
					5	Low shareholding requirement

Meeting Da	e Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
	45414 Canadian Natural Resources Limited	Annual/Special	Against	1.9	Concerns about remuneration committee performance, Concerns related to succession planning
				1.2,1.5,1.6	Concerns related to succession planning
				4	Pay is misaligned with EOS remuneration principles
	45414 Capital One Financial Corporation	Annual	Against	1h	Concerns about remuneration committee performance
				2	Excessive CEO pay
				5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
	45414 Church & Dwight Co., Inc.	Annual	All For		
	45414 Corning Incorporated	Annual	Against	11	Combined CEO/Chair 2.Concerns related to succession planning 3. Concerns related to approach to
				1i,3	board gender diversity Concerns regarding Auditor tenure
	45414 DTE Energy Company	Annual	Against	1.2	Concerns about remuneration committee performance
	· , ,			1.10	Concerns related to approach to board gender diversityConcerns related to approach to board
				1.9	diversity
				3	Inadequate management of climate-related risks
				4	Low shareholding requirement
					SH: For shareholder resolution, against management recommendation / Shareholder proposal
					promotes better management of ESG opportunities and risks
	45414 Eastman Chemical Company	Annual	Against	1.9	Concerns about remuneration committee performance
				3	Low shareholding requirementOptions/PSUs vest in less than 36 monthsHigh CEO to average NEO
					pay
	45414 Ecolab Inc.	Annual	Against	2	High variable pay ratio 2- Options vest in less than 36 months
				4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
	45414 Equifax Inc.	Annual	All For		
	45414 Fortis Inc.	Annual/Special	Against	1.7	Concerns about remuneration committee performance
				1.2	Inadequate management of climate-related risks
				3	Pay is misaligned with EOS remuneration principles
	45414 Great-West Lifeco Inc.	Annual	Against	1.14	Lack of independent representation at board committeesConcerns related to approach to board diversityConcerns related to succession planningConcerns related to shareholder value
	45414 Kimberly-Clark Corporation	Annual	Against	1.11,2	Concerns regarding Auditor tenure
	45414 Loblaw Companies Limited	Annual	Against	1.5	Concerns about remuneration committee performance
			<b>0</b>	3	Inappropriate use of one-time awards 2- Pay is in top quartile and not aligned with performance
				4	SH: For shareholder resolution, against management recommendation / Shareholder proposal
					promotes enhanced shareholder rights
	45414 Lockheed Martin Corporation	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal
				4	promotes better management of ESG opportunities and risks
				6	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
	45414 Occidental Petroleum Corporation	Annual	Against	4	Shareholder proposal promotes transparency
	45414 RTX Corporation	Annual	Against	6	SH: For shareholder resolution, against management recommendation / Shareholder proposal
				7	promotes better management of ESG opportunities and risks
				5	Shareholder proposal promotes better management of SEE opportunities and risks
					Shareholder proposal promotes transparency

	Voting Action	Agenda Item Numbers	Voting Explanation
Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal
		5	promotes better management of ESG opportunities and risks
			Shareholder proposal promotes better management of SEE opportunities and risks
Annual/Special	Against	1.3	Concerns about remuneration committee performance
		1.1	Concerns related to board ethnic and/or racial diversityConcerns related to approach to board
		3	diversity
			Pay is misaligned with EOS remuneration principles
Annual	Against	1f	Concerns related to approach to board gender diversity
Annual	Against	1h	Concerns to protect shareholder value
		6	SH: For shareholder resolution, against management recommendation / Shareholder proposal
		4	promotes better management of ESG opportunities and risks
			SH: For shareholder resolution, against management recommendation / Shareholder proposal
			promotes enhanced shareholder rights
Annual	Against	2	Excessive CEO payHigh CEO to average NEO pay
Annual	Against	1.1	Concerns about overall board structureConcerns about remuneration committee performance
	0	3	Low shareholding requirement
Annual	Against	8	SH: For shareholder resolution, against management recommendation / Shareholder proposal
	<b>0</b>	1a.3.6.7	promotes better management of ESG opportunities and risks
		-,-,-,	Shareholder proposal promotes transparency
Annual	All For		, , , , , , , , , , , , , , , , , , ,
Annual		1i	Concerns about remuneration committee performance
7.1111.001	7.84.130		Low shareholding requirementHigh variable pay ratioHigh CEO to average NEO pay
Annual	All For	-	
		1h	Concerns about remuneration committee performance
7.11.144	7.66.1.50		Concerns related to approach to board gender diversity
			High variable pay ratioOptions/PSUs vest in less than 36 monthsExcessive CEO payHigh CEO to
		5	average NEO pay
		-	Shareholder proposal promotes appropriate accountability or incentivisation
Annual	Against	1d	Concerns about overall board structure
7.1111.001	7.66.1.50		Concerns about remuneration committee performance
			Low shareholding requirementOptions/PSUs vest in less than 36 monthsExcessive severanceHigh
		4	CEO to average NEO pay
		•	Shareholder proposal promotes appropriate accountability or incentivisation
Annual	Against	1.5	Concerns related to approach to board gender diversity       Concerns related to shareholder value.
, unidai	, Paulst		Concerns about remuneration committee performance
			Concerns related to approach to board gender diversity 2. Concerns related to shareholder value
			Concerns related to approach to board gender diversity 2. Concerns related to shareholder value     Concerns about remuneration committee performance 4. EOS manual override. See analyst not
			Concerns related to approach to board gender diversity 2. Concerns related to shareholder value
			Concerns related to approach to board gender diversity 2. Concerns related to shareholder value     Concerns related to approach to board gender diversity 2. Concerns related to shareholder value     Concerns related to approach to board gender diversity 2. Concerns related to shareholder value     Concerns related to approach to board gender diversity 2. Concerns related to shareholder value
			Concerns related to approach to board gender diversity. 2. Concerns related to shareholder value
		J	Concerns related to approach to board gender diversity. 2. Concerns related to shareholder valid     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
			311. For shareholder resolution, against management recommendation / shareholder proposal
	Annual/Special  Annual  Annual  Annual  Annual  Annual	Annual Against  Annual Against Annual Against  Annual Against Annual Against  Annual Against  Annual All For Annual Against  Annual Against  Annual Against  Annual Against  Annual Against  Annual Against  Annual All For Annual Against  Annual Against	S   S   S   S   S   S   S   S   S   S

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
	45416 Cincinnati Financial Corporation	Annual	Against	1.7	Concerns about remuneration committee performance
	·		· ·	1.4	Concerns related to approach to board gender diversityConcerns related to approach to board
				2	diversityConcerns related to succession planning
					Low shareholding requirement
	45418 Aflac Incorporated	Annual	Against	1i	Concerns about remuneration committee performance
			0	1j	Concerns related to shareholder value
				2	High variable pay ratioExcessive CEO pay
	45418 American Express Company	Annual	Against	1b	Concerns about remuneration committee performance
	, , , , , , , , , , , , , , , , , , ,		0	3	Excessive CEO pay High variable pay ratio
				5	SH: For shareholder resolution, against management recommendation / Shareholder proposal
				6	promotes appropriate accountability or incentivisation
					SH: For shareholder resolution, against management recommendation / Shareholder proposal
					promotes better management of ESG opportunities and risks
	45418 Eli Lilly and Company	Annual	Against	8	SH: For shareholder resolution, against management recommendation / Shareholder proposal
				1b,2,6,7,9	promotes better management of ESG opportunities and risks
				-7 7-7 7-	Shareholder proposal promotes transparency
	45418 IDEXX Laboratories, Inc.	Annual	Against	1b	Concerns about overall board structure
				4	SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes
					better management of ESG opportunities and risks
	45418 Moderna, Inc.	Annual	Against	1a	Concerns about overall board structureConcerns to protect shareholder value
	,			1b	Concerns about remuneration committee performance
				2	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
					··· · · · · · · · · · · · · · · · · ·
	45418 PulteGroup, Inc.	Annual	Against	<b>1</b> j	Concerns about remuneration committee performance
	,		<b>0</b>	3	High variable pay ratio
	45418 The Hershey Company	Annual	Against	1.10	Concerns related to shareholder value
	, , ,		J	4,5	SH: For shareholder resolution, against management recommendation / Shareholder proposal
				,	promotes better management of ESG opportunities and risks
	45418 Uber Technologies, Inc.	Annual	Against	2	High variable pay ratioOptions/PSUs vest in less than 36 monthsExcessive CEO pay
	45419 Albemarle Corporation	Annual	Against	1j	Concerns about remuneration committee performance
	•		J	2	Excessive CEO payHigh CEO to average NEO pay
	45419 Ally Financial Inc.	Annual	All For		
	45419 AMETEK, Inc.	Annual	Against	1c	Concerns about overall board structure
				1b,3	Concerns regarding Auditor tenure
	45419 Arrow Electronics, Inc.	Annual	Against	1.1	Concerns related to approach to board diversity Concerns related to board ethnic and/or racial
			_		diversity
	45419 Arthur J. Gallagher & Co.	Annual	Against	1a	Concerns about remuneration committee performance
	-		_	3	Low shareholding requirement
	45419 Baxter International Inc.	Annual	Against	1f	Concerns about remuneration committee performance
				2	Options/PSUs vest in less than 36 months High variable pay ratio
				6	Shareholder proposal promotes appropriate accountability or incentivisation
	45419 Bristol-Myers Squibb Company	Annual	Against	5,6	Shareholder proposal promotes appropriate accountability or incentivisation
	45419 Danaher Corporation	Annual	Against	1c,1j,4,5	Shareholder proposal promotes better management of SEE opportunities and risks
	45419 Dominion Energy, Inc.	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal
			_		promotes appropriate accountability or incentivisation
	45419 Edwards Lifesciences Corporation	Annual	Against	1.4	Concerns about remuneration committee performanceConcerns related to approach to board
				2	diversity
					High variable pay ratioOptions/PSUs vest in less than 36 months
	45419 Evergy, Inc.	Annual	All For		

Date Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45419 Expeditors International of Washington, Inc.	Annual	Against	1.8	Concerns related to approach to board diversity
			6	SH: For shareholder resolution, against management recommendation / Shareholder proposal
			5	promotes better management of ESG opportunities and risks
				Shareholder proposal promotes better management of SEE opportunities and risks
45419 Finning International Inc.	Annual	Against	1.5	Concerns about remuneration committee performance
			3	Pay is misaligned with EOS remuneration principles
45419 Fortune Brands Innovations, Inc.	Annual	Against	1b	Concerns about overall board structure 2- Concerns about remuneration committee performance
,		· ·		Concerns related to board ethnic and/or racial diversity 4- Concerns related to board gender
				diversity
45419 GE Aerospace	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
45419 George Weston Limited	Annual	Against	1.4	Concerns about remuneration committee performance
		<b>0</b>	3	Pay is misaligned with EOS remuneration principles
45419 Hubbell Incorporated	Annual	Against	1.4	Concerns about remuneration committee performance
43413 Hubbell medipolitica	7 till taal	/ igumst	2	Low shareholding requirement
45419 IDEX Corporation	Annual	Against	1a	Concerns about overall board structure
43413 IDEA Corporation	Ailliuul	Agamst	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal
			J	promotes better management of ESG opportunities and risks
45419 Intel Corporation	Annual	All For		promotes better management of £30 opportunities and fisks
·			15	Canadan valated to annuas alot to be and annual and diversity.
45419 Kimco Realty Corporation	Annual	Against	1f	Concerns related to approach to board gender diversity
45419 LKQ Corporation	Annual	All For	4 -	FOC manual available Constraint and
45419 NVR, Inc.	Annual	Against	1e	EOS manual override. See analyst note.
45440.0			4,5	Shareholder proposal promotes transparency
45419 Omnicom Group, Inc.	Annual	Against	1.7	Concerns about remuneration committee performance
			1.3	Concerns related to succession planning
			2	Low shareholding requirement
45419 Public Storage	Annual	All For		
45419 Suncor Energy Inc.	Annual	Against	1.4	Concerns about remuneration committee performance
			5	EOS manual override. See analyst note.
			1.7	Inadequate management of climate-related risks
			3	Pay is misaligned with EOS remuneration principles
45419 T. Rowe Price Group, Inc.	Annual	All For		
45419 Trex Company, Inc.	Annual	Against	1.4	Concerns about overall board structureConcerns about remuneration committee performance
			2	Low shareholding requirement
45420 Advanced Micro Devices, Inc.	Annual	Against	1b,3,4	Shareholder proposal promotes appropriate accountability or incentivisation
45420 Brown & Brown, Inc.	Annual	Against	1.12	Concerns related to approach to board gender diversityConcerns related to approach to board
				diversity
45420 Charles River Laboratories International, Inc.	Annual	Against	1.10	Concerns about remuneration committee performance
		•	2	Options/PSUs vest in less than 36 monthsExcessive CEO payHigh CEO to average NEO pay
			4	Shareholder proposal promotes better management of SEE opportunities and risks
45420 CSX Corporation	Annual	Against	1d	Concerns about remuneration committee performance
		<b>0</b>	1h	Inadequate management of climate-related risks from exposure to coalConcerns related to appro
			3	to board diversity
			_	Options/PSUs vest in less than 36 monthsHigh variable pay ratio
45420 Enbridge Inc.	Annual	Against	1.12	Concerns about remuneration committee performance
45420 Elibridge IIIC.	Ailliuul	Agamst	1.4	EOS manual override. See analyst note.
			3	Pay is misaligned with EOS remuneration principles
			5	SH: For shareholder resolution, against management recommendation / Shareholder proposal
			3	promotes better management of ESG opportunities and risks, EOS manual override. See analyst n
				promotes better management of ESO opportunities and risks, EOS manda override. See analyst n
45 420 Floot Colon Inc.	A	Accional	-	Charles I de la companya de la comp
45420 First Solar, Inc.	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation
45420 Gilead Sciences, Inc.	Annual	Against	7	Shareholder proposal promotes appropriate accountability or incentivisation

Meeting Da	te Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
	45420 Intact Financial Corporation	Annual	Against	1.10	Concerns about remuneration committee performance
				4	Pay is misaligned with EOS remuneration principles
	45420 Kinder Morgan, Inc.	Annual	Against	1.13	Inadequate management of climate-related risks
				5	SH: For shareholder resolution, against management recommendation / Shareholder proposal
					promotes better management of ESG opportunities and risks
	45420 Kinross Gold Corporation	Annual	Against	1.3	Concerns about remuneration committee performance
				4	Pay is misaligned with EOS remuneration principles
	45420 Nutrien Ltd.	Annual	All For		
	45420 Packaging Corporation of America	Annual	Against	1.9	Concerns related to approach to board gender diversityConcerns related to approach to board
					diversity
	45420 Philip Morris International Inc.	Annual	All For		
	45420 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
	45421 Ameren Corporation	Annual	Against	1f	Inadequate management of climate-related risks from exposure to coal
	45421 Avantor, Inc.	Annual	Against	<b>1</b> i	Concerns related to approach to board gender diversity
	45421 C.H. Robinson Worldwide, Inc.	Annual	Against	1f	Concerns about remuneration committee performance
				2	Excessive perquisitesExcessive CEO payHigh CEO to average NEO pay
	45421 Canadian Tire Corporation, Limited	Annual	Against	1.1	Lack of independent representation at board committeesConcerns related to shareholder value
	45421 CME Group Inc.	Annual	Against	1d	Concerns about remuneration committee performance
				1k	Concerns related to succession planningConcerns related to approach to board gender
				3	diversityConcerns related to shareholder valueConcerns related to approach to board diversity
					Low shareholding requirementExcessive CEO payHigh CEO to average NEO pay
	45421 Discover Financial Services	Annual	Against	1.7	Concerns about overall board structure
	45421 Duke Energy Corporation	Annual	Against	1k	Concerns about remuneration committee performance
				3	High variable pay ratio High CEO to average NEO pay
	45421 Ford Motor Company	Annual	Against	1h	Concerns related to board gender diversity 2- Concerns to protect shareholder value
				7	SH: For shareholder resolution, against management recommendation / Shareholder proposal
				5	promotes better management of ESG opportunities and risks. EOS manual override. See analyst note.
					Shareholder proposal promotes enhanced shareholder rights
	45421 iA Financial Corporation Inc.	Annual	Against	2	Concerns regarding Auditor tenure
				1.10	Concerns regarding Auditor tenure Concerns about remuneration committee performance
				3	Low shareholding requirement
				6,7	SH: For shareholder resolution, against management recommendation / Shareholder proposal
				5	promotes better management of ESG opportunities and risks
					SH: For shareholder resolution, against management recommendation / Shareholder proposal
					promotes enhanced shareholder rights
	45421 KeyCorp	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
	45421 Las Vegas Sands Corp.	Annual	Against	1.4	Concerns about remuneration committee performance
				3	Insufficient action taken on low say-on-pay resultsLow shareholding requirement
				1.6	Lack of independence on boardConcerns related to approach to board gender diversityConcerns
					related to approach to board diversityCombined CEO/Chair
	45421 LPL Financial Holdings Inc.	Annual	Against	<b>1</b> f	Concerns about remuneration committee performance
				3	High variable pay ratioHigh CEO to average NEO pay
	45421 Magna International Inc.	Annual	Against	11	Concerns about remuneration committee performance
				3	Pay is in top quartile and not aligned with performance Pay is misaligned with EOS remuneration
					principles

ate Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45421 Manulife Financial Corp.	Annual	Against	1.1	Concerns about remuneration committee performance
			1.2,2	Concerns regarding Auditor tenure
			3	Pay is misaligned with EOS remuneration principles
45421 Mettler-Toledo International Inc.	Annual	Against	1.6	Concerns related to approach to board diversityConcerns about remuneration committee
			3	performance
				Low shareholding requirement
45421 Norfolk Southern Corporation	Proxy Contest	Abstain	1t	Concerns about candidate's experience/skills
		Against	3	SH: For shareholder resolution, against management recommendation / Shareholder proposal
			1a,1b,1i,1j,1m	promotes better management of ESG opportunities and risks
			4	
		No Action Taken	1a,1b,1c,1d,1e,1f,1g,1h,1i	
			,1j,1k,1l,1m,2,3,4,5	
45421 Nucor Corporation	Annual	Against	1.4	Concerns related to board ethnic and/or racial diversity 2- Concerns related to board gender
				diversity
45421 Power Corporation of Canada	Annual	Against	1.3	Lack of independent representation at board committeesConcerns related to succession
			4,8	planningConcerns related to board ethnic and/or racial diversityConcerns related to approach to
			7	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
45421 Prologis, Inc.	Annual	Against	1d,1e,2,6	Shareholder proposal promotes enhanced shareholder rights
45421 Sempra	Annual	Against	1a	Concerns about remuneration committee performance
			1g,2	Concerns regarding Auditor tenure
			1f	Concerns related to approach to board gender diversity
			3	Excessive CEO pay 2- Low shareholding requirement
			1e	Inadequate management of climate-related risks
			5	Shareholder proposal promotes better management of SEE opportunities and risks
45421 Stantec Inc.	Annual	Against	1.8	Concerns about remuneration committee performance
			3	Pay is misaligned with EOS remuneration principles
45421 Steel Dynamics, Inc.	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation
45421 Stryker Corporation	Annual	Against	1c	Concerns about remuneration committee performance
			3	Low shareholding requirementOptions/PSUs vest in less than 36 monthsExcessive CEO pay
			4	Shareholder proposal promotes transparency
45421 Sun Life Financial Inc.	Annual	Against	1.4	Inadequate management of deforestation risks
45421 TELUS Corporation	Annual	Against	1.8	Concerns about remuneration committee performance
			3	High variable pay ratioExcessive CEO payHigh CEO to average NEO pay
45421 Teradyne, Inc.	Annual	Against	1a,2	Low shareholding requirementHigh variable pay ratioOptions/PSUs vest in less than 36 months
45421 Tractor Supply Company	Annual	Against	1.8,3	Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
45421 Tyler Technologies, Inc.	Annual	Against	1.1	Concerns related to approach to board gender diversityConcerns related to approach to board
			5	diversity
				Shareholder proposal promotes enhanced shareholder rights
45421 Union Pacific Corporation	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
45421 United Rentals, Inc.	Annual	Against	1i	Concerns about remuneration committee performance
TUTLE OFFICE NEW AND A STREET A	Alliludi	Against	3	Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
AEA21 Varizon Communications Inc	Annual	Against		
45421 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

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
	421 WEC Energy Group, Inc.	Annual	Against	5	proposal strengthens shareholder rights
	421 Westlake Corporation	Annual	Against	1.4	Concerns related to approach to board gender diversityConcerns about overall board structureLack
			<b>0</b>	3	of independence on board
					SH: For shareholder resolution, against management recommendation / Shareholder proposal
					promotes better management of ESG opportunities and risks
454	421 Zebra Technologies Corporation	Annual	Against	1b	Concerns about overall board structure
			<b>0</b>	1a	Concerns about remuneration committee performance
				2	Low shareholding requirement
454	422 Akamai Technologies, Inc.	Annual	Against	1.3	Concerns about remuneration committee performance
			0	5	Concerns to protect shareholder value
				2	Pay is misaligned with EOS remuneration principles
				7	Shareholder proposal promotes enhanced shareholder rights
454	422 ARC Resources Ltd.	Annual	Against	1.3	Concerns about remuneration committee performance
.5	122 7 110 1105041005 2141	7 11 11 10 10 1	7.6050	1.8	Concerns related to board ethnic and/or racial diversityConcerns related to approach to board
				3	diversity
					Excessive CEO payLow shareholding requirement
454	422 Autoliv, Inc.	Annual	Against	1.5	Concerns related to approach to board gender diversityConcerns related to approach to board
737	422 Autoliv, Inc.	Allituui	Against	1.5	diversity
454	422 Axon Enterprise, Inc.	Annual	Against	1G	Concerns about remuneration committee performance
737	422 Axon Enterprise, inc.	Ailliaai	Aguillat	2,3,4	Pay is misaligned with EOS remuneration principles
454	422 Colgate-Palmolive Company	Annual	Against	1a	Concerns about remuneration committee performance
737	422 College Fullionive Company	Ailliaai	Aguillat	4	Shareholder proposal promotes appropriate accountability or incentivisation
				3	Total pay targets a range above peer medianOptions/PSUs vest in less than 36 monthsHigh variable
				3	pay ratioHigh CEO to average NEO pay
454	422 Lundin Mining Corporation	Annual/Special	Against	1F	Concerns related to approach to board diversity
	422 Marriott International, Inc.	Annual	Against	1g	Concerns about remuneration committee performance
737	+22 Warriott international, inc.	Ailliaai	Aguillat	3	Excessive perquisitesOptions/PSUs vest in less than 36 monthsExcessive CEO payHigh variable pay
				4	ratioHigh CEO to average NEO pay
				5	Shareholder proposal promotes appropriate accountability or incentivisation
				3	Shareholder proposal promotes better management of SEE opportunities and risks
454	422 Masco Corporation	Annual	Against	1a	Concerns about remuneration committee performance
434	+22 Masco Corporation	Allitual	Against	1b	Concerns related to approach to board gender diversityConcerns related to approach to board
				2	diversityConcerns about overall board structure
				5	Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
				3	Shareholder proposal promotes enhanced shareholder rights
4E4	122 Morningstar Inc	Annual	Against	1f	Concerns about remuneration committee performance
434	422 Morningstar, Inc.	Allitual	Against	1d	Concerns to protect shareholder value
				2	
				2 1h	High variable pay ratioHigh CEO to average NEO pay  Lack of independent representation at board committeesConcerns related to succession planning
				111	Lack of independent representation at board committees concerns related to succession planning
454	122 Dombing Bingling Corneration	Annual	Against	1.8	Concerns about remuneration committee performance
454	422 Pembina Pipeline Corporation	Alliludi	Against	1.3	Concerns about remuneration committee performance
				3	Inadequate management of climate-related risks
454	433 The December Communica	A	All Can	3	Pay is misaligned with EOS remuneration principles
	422 The Progressive Corporation	Annual	All For	10	Concerns about averall board structure
454	422 Vulcan Materials Company	Annual	Against	1c	Concerns about overall board structure
				1a	Concerns about remuneration committee performance
45.4	422 Western Digital Corneration	Charial	All For	2	High variable pay ratioOptions/PSUs vest in less than 36 months
	422 Western Digital Corporation	Special	All For		
	422 Weyerhaeuser Company	Annual	All For	- 1	Consequence that the second state of the secon
454	422 Wheaton Precious Metals Corp.	Annual/Special	Against	a4	Concerns about remuneration committee performance
				С	Excessive CEO payLow shareholding requirement

ng Date Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45422 Zimmer Biomet Holdings, Inc.	Annual	All For	•	•
45425 Baker Hughes Company	Annual	Against	1.6	Concerns related to approach to board gender diversityConcerns related to approach to board
				diversity
45425 Celanese Corporation	Annual	Against	1i	Combined CEO/Chair
·			1a	Concerns about remuneration committee performance
			3	Options/PSUs vest in less than 36 months High CEO to average NEO pay
45425 Constellation Software Inc.	Annual	Against	1.6	Concerns related to board ethnic and/or racial diversity. Concerns related to approach to board
				diversity
45425 International Paper Company	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation
45425 NiSource Inc.	Annual	Against	1e	Inadequate management of climate-related risks
45426 3M Company	Annual	Against	1d	Concerns about remuneration committee performance
			3	High variable pay ratio 2- Options vest in less than 36 months
45426 Alexandria Real Estate Equities, Inc.	Annual	Against	1c	Concerns related to approach to board diversityConcerns related to shareholder rights
45426 Centene Corporation	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal
43420 centene corporation	71111001	/ iguilist	•	promotes better management of ESG opportunities and risks
45426 ConocoPhillips	Annual	Against	1j	Concerns related to approach to board gender diversity
45426 Cummins Inc.	Annual	Against	7	Inadequate management of climate-related risks. EOS manual override. See analyst note.
43420 Cummins inc.	Ailliuai	Against	, 14,15	SH: For shareholder resolution, against management recommendation / Shareholder proposal
			14,13	promotes appropriate accountability or incentivisation
AFA26 Eccey Proporty Trust Inc	Annual	All For		promotes appropriate accountability of incentivisation
45426 Essex Property Trust, Inc. 45426 Honeywell International Inc.	Annual	Against	4	Charabalder proposal promotes appropriate associatability or incentivisation
•		J	•	Shareholder proposal promotes appropriate accountability or incentivisation
45426 Keyera Corp.	Annual	Against	1d	Inadequate management of climate-related risks
45426 Labcorp Holdings Inc.	Annual	Against	1g	Concerns about remuneration committee performance
			2	Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
			6	SH: For shareholder resolution, against management recommendation / Shareholder proposal
			5	promotes better management of ESG opportunities and risks
			4	SH: For shareholder resolution, against management recommendation / Shareholder proposal
				promotes better management of ESG opportunities and risks, EOS manual override - see analyst no
				SH: For shareholder resolution, against management recommendation / Shareholder proposal
				promotes enhanced shareholder rights, EOS manual override - see analyst note
45426 Loews Corporation	Annual	Against	1D	Concerns related to approach to board gender diversityConcerns related to approach to board
				diversityConcerns related to succession planning
45426 Motorola Solutions, Inc.	Annual	Against	1a	Support was withdrawn due to human rights concerns and no constructive engagement to the
			1h,3	company.
				Excessive CEO payHigh variable pay ratioHigh CEO to average NEO pay
AF ACC December At all Figures at all the a				
45426 Prudential Financial, Inc.	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
45426 Prudential Financial, Inc. 45426 Skyworks Solutions, Inc.	Annual Annual	Against Against	4 11	Shareholder proposal promotes appropriate accountability or incentivisation  SH: For shareholder resolution, against management recommendation / Shareholder proposal
		•	•	, , , , , , , , , , , , , , , , , , , ,
		•	•	SH: For shareholder resolution, against management recommendation / Shareholder proposal
45426 Skyworks Solutions, Inc.	Annual	Against	11	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
45426 Skyworks Solutions, Inc.	Annual	Against	11 1g	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Concerns about remuneration committee performance
45426 Skyworks Solutions, Inc.	Annual	Against	11 1g 1c	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to succession planning
45426 Skyworks Solutions, Inc. 45426 Sun Communities, Inc.	Annual Annual	Against Against	11 1g 1c 2	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to succession planning Low shareholding requirement
45426 Skyworks Solutions, Inc. 45426 Sun Communities, Inc. 45426 The Allstate Corporation	Annual Annual Annual	Against Against Against	11 1g 1c 2	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to succession planning Low shareholding requirement
45426 Skyworks Solutions, Inc. 45426 Sun Communities, Inc. 45426 The Allstate Corporation 45426 Ventas, Inc.	Annual Annual Annual Annual	Against Against Against All For	11 1g 1c 2	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks  Concerns about remuneration committee performance  Concerns related to approach to board diversityConcerns related to succession planning  Low shareholding requirement  Shareholder proposal promotes appropriate accountability or incentivisation  Concerns about remuneration committee performance
45426 Skyworks Solutions, Inc. 45426 Sun Communities, Inc. 45426 The Allstate Corporation 45426 Ventas, Inc.	Annual Annual Annual Annual	Against Against Against All For	11 1g 1c 2 4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks  Concerns about remuneration committee performance  Concerns related to approach to board diversityConcerns related to succession planning  Low shareholding requirement  Shareholder proposal promotes appropriate accountability or incentivisation  Concerns about remuneration committee performance
45426 Skyworks Solutions, Inc. 45426 Sun Communities, Inc. 45426 The Allstate Corporation 45426 Ventas, Inc. 45426 Waste Management, Inc.	Annual Annual Annual Annual	Against Against Against All For Against	11 1g 1c 2 4 1d 3	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks  Concerns about remuneration committee performance  Concerns related to approach to board diversityConcerns related to succession planning  Low shareholding requirement  Shareholder proposal promotes appropriate accountability or incentivisation  Concerns about remuneration committee performance  Total pay targets a range above peer median Options/PSUs vest in less than 36 months High CEO average NEO pay
45426 Skyworks Solutions, Inc. 45426 Sun Communities, Inc. 45426 The Allstate Corporation 45426 Ventas, Inc.	Annual Annual Annual Annual Annual	Against Against Against All For	11 1g 1c 2 4 1d 3	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks  Concerns about remuneration committee performance  Concerns related to approach to board diversityConcerns related to succession planning  Low shareholding requirement  Shareholder proposal promotes appropriate accountability or incentivisation  Concerns about remuneration committee performance  Total pay targets a range above peer median Options/PSUs vest in less than 36 months High CEO average NEO pay  Concerns about remuneration committee performance
45426 Skyworks Solutions, Inc. 45426 Sun Communities, Inc. 45426 The Allstate Corporation 45426 Ventas, Inc. 45426 Waste Management, Inc.	Annual Annual Annual Annual Annual	Against Against Against All For Against	11 1g 1c 2 4 1d 3	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks  Concerns about remuneration committee performance  Concerns related to approach to board diversityConcerns related to succession planning  Low shareholding requirement  Shareholder proposal promotes appropriate accountability or incentivisation  Concerns about remuneration committee performance  Total pay targets a range above peer median Options/PSUs vest in less than 36 months High CEO taverage NEO pay

Date Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45427 American Water Works Company, Inc.	Annual	All For		
45427 Annaly Capital Management, Inc.	Annual	Against	11	Concerns about remuneration committee performance
			2	Total pay targets a range above peer medianExcessive CEO pay
45427 BlackRock, Inc.	Annual	Against	6	Shareholder proposal promotes appropriate accountability or incentivisation
45427 Element Fleet Management Corp.	Annual	Against	1.5	Concerns about remuneration committee performance
			3	Excessive CEO payLow shareholding requirement
45427 Elevance Health, Inc.	Annual	Against	1.1,3	Concerns regarding Auditor tenure
45427 Enphase Energy, Inc.	Annual	Against	1.2	Concerns related to approach to board gender diversityConcerns about remuneration committee
		-	2	performanceConcerns about overall board structure
				Options/PSUs vest in less than 36 monthsExcessive CEO pay
45427 Fiserv, Inc.	Annual	All For		
45427 Halliburton Company	Annual	Against	11	Concerns related to approach to board gender diversity
45427 Hess Corporation	Annual	Against	1f	Concerns about remuneration committee performance
'		· ·	1e	Concerns related to approach to board gender diversity
			2	Options/PSUs vest in less than 36 monthsExcessive severanceExcessive CEO pay
45427 Hilton Worldwide Holdings Inc.	Annual	Against	1g	Concerns about remuneration committee performance
		0	3	Excessive perquisitesOptions/PSUs vest in less than 36 monthsExcessive CEO payHigh variable pa
				ratioHigh CEO to average NEO pay
45427 Host Hotels & Resorts, Inc.	Annual	Against	1.1	Concerns about remuneration committee performance
43427 Host Hotels & Resorts, Inc.	71111001	7.6um3t	3	High variable pay ratioHigh CEO to average NEO pay
45427 Invitation Homes, Inc.	Annual	All For	· ·	The tanable pay take high one to are tage three pay
45427 Molson Coors Beverage Company	Annual	Against	1.3	Lack of independent representation at board committeesConcerns related to shareholder
is iz/ moison cools beverage company	7	7.6050	2	valueConcerns about remuneration committee performance
			_	Low shareholding requirement
45427 Northrop Grumman Corporation	Annual	Against	1b	Concerns about remuneration committee performance
45427 Northrop dramman corporation	7 iiii dai	7.6um3t	2	Excessive CEO payHigh CEO to average NEO pay
			6	SH: For shareholder resolution, against management recommendation / Shareholder proposal
			7	promotes better management of ESG opportunities and risks
			,	Shareholder proposal promotes appropriate accountability or incentivisation
45427 Old Dominion Freight Line, Inc.	Annual	Against	1.8	Concerns related to approach to board gender diversity Concerns related to approach to board
43427 Old Dominion Treight Line, inc.	Allitual	Against	5	diversity
			3	SH: For shareholder resolution, against management recommendation / Shareholder proposal
				promotes better management of ESG opportunities and risks
45427 Phillips 66	Annual	Against	1b	Concerns related to board ethnic and/or racial diversity 2- Inadequate management of climate-
43427 Fillilips 00	Allitual	Against	4	related risks
			4	SH: For shareholder resolution, against management recommendation / Shareholder proposal
				promotes better management of ESG opportunities and risks
45427 PPL Corporation	Annual	All For		promotes better management of 150 opportunities and risks
45427 Reliance, Inc.	Annual		1h	Inadequate management of climate-related risks
45427 Reliance, Inc. 45427 Robert Half Inc.		Against All For	111	madequate management of climate-related risks
	Annual		1h	Concerns about remuneration committee performance
45427 Southwest Airlines Co.	Annual	Against	1b	Concerns about remuneration committee performance
			1c	Concerns related to approach to board gender diversity
			2 5	Low shareholding requirementHigh variable pay ratio
AFAD7 Chaha Church Communitier	A	All Fam	5	Shareholder proposal promotes appropriate accountability or incentivisation
45427 State Street Corporation	Annual	All For	4:	Construction of the constr
45427 The Hartford Financial Services Group, Inc.	Annual	Against	1i	Concerns about remuneration committee performance
			3	Options/PSUs vest in less than 36 monthsHigh variable pay ratioHigh CEO to average NEO pay

45427 The Travelers Companies, Inc.	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
43427 The Travelers Companies, inc.	Annual	Against	1d	Concerns about remuneration committee performance 2- Concerns related to board gender
		-	3	diversity
			4,5	Excessive CEO pay
			7	SH: For shareholder resolution, against management recommendation / Shareholder proposal
			6	promotes better management of ESG opportunities and risks
				Shareholder proposal promotes appropriate accountability or incentivisation
				Shareholder proposal promotes better management of SEE opportunities and risks
45427 Universal Health Services, Inc.	Annual	Against	1	Pay is misaligned with EOS remuneration principles
		· ·	4	Shareholder proposal promotes appropriate accountability or incentivisation
45427 Valero Energy Corporation	Annual	All For		
45427 Verisk Analytics, Inc.	Annual	Against	4	
45427 Vertex Pharmaceuticals Incorpo	orated Annual	Against	1.8	Concerns about remuneration committee performance
·		· ·	3	PSUs vest in less than 36 months Excessive CEO pay
			5	SH: For shareholder resolution, against management recommendation / Shareholder proposal
			4	promotes better management of ESG opportunities and risks
				SH: For shareholder resolution, against management recommendation / Shareholder proposal
				promotes enhanced shareholder rights
45427 ZoomInfo Technologies Inc.	Annual	Against	1.2	Concerns related to approach to board gender diversityConcerns related to board ethnic and/or
Ç		Ü		racial diversityConcerns related to approach to board diversityConcerns about overall board
				structureConcerns to protect shareholder valueCombined CEO/Chair
45428 Alnylam Pharmaceuticals, Inc.	Annual	Against	1d	Concerns about overall board structure
•		Ü	1b	Concerns about remuneration committee performance
			2	Low shareholding requirement
45428 Altria Group, Inc.	Annual	Against	1b,2	Concerns regarding Auditor tenure
		0	4,5	SH: For shareholder resolution, against management recommendation / Shareholder proposal
			•	promotes better management of ESG opportunities and risks
45428 Amphenol Corporation	Annual	Against	1.5	Concerns about remuneration committee performance
·		Ü	1.2	Lack of independent representation at board committees
			4	Low shareholding requirement
			6	Shareholder proposal promotes appropriate accountability or incentivisation
45428 AT&T Inc.	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
45428 AvalonBay Communities, Inc.	Annual	Against	1f	Concerns about remuneration committee performance
,		· ·	1k	Concerns related to approach to board gender diversityConcerns related to approach to board
			2	diversity
				Options/PSUs vest in less than 36 monthsHigh variable pay ratio
45428 Choe Global Markets, Inc.	Annual	Against	1k,4	Concerns to protect shareholder value
		· ·	5	Shareholder proposal promotes appropriate accountability or incentivisation
45428 CVS Health Corporation	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal
·		Ü		promotes better management of ESG opportunities and risks
45428 Illumina, Inc.	Annual	Against	1D	Concerns related to approach to board diversity
45428 Lear Corporation	Annual	Against	1g	Concerns about remuneration committee performance
•		Ü	3	Excessive CEO payHigh variable pay ratio
45428 Marsh & McLennan Companies	, Inc. Annual	Against	1i	Concerns about remuneration committee performance
	,	0	2	Options/PSUs vest in less than 36 monthsExcessive CEO pay
45428 Martin Marietta Materials, Inc.	Annual	All For		P-7
45428 O'Reilly Automotive, Inc.	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal
,		Ü		promotes appropriate accountability or incentivisation
	A	Against	1j	Concerns about remuneration committee performance
45428 ON Semiconductor Corporation	n Annual			
45428 ON Semiconductor Corporation	i Annuai	7.8550	2	·
45428 ON Semiconductor Corporation 45428 Otis Worldwide Corporation	Annual	Against	•	High variable pay ratioHigh CEO to average NEO pay Concerns about remuneration committee performance

Date Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45428 PG&E Corporation	Annual	All For		
45428 Quest Diagnostics Incorporated	Annual	Against	1.7	Concerns about remuneration committee performance
			2	Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
			5	SH: For shareholder resolution, against management recommendation / Shareholder proposal
				promotes better management of ESG opportunities and risks
45428 Targa Resources Corp.	Annual	Against	1.3	Concerns about overall board structure
			1.2	Inadequate management of climate-related risks
45428 The Home Depot, Inc.	Annual	Against	8	EOS manual override. See analyst notes. SH: For shareholder resolution, against management
			5	recommendation / Shareholder proposal promotes transparency
			1c,1g,3,9	SH: For shareholder resolution, against management recommendation / Shareholder proposal
				promotes transparency
				Shareholder proposal promotes appropriate accountability or incentivisation
45428 Westinghouse Air Brake Technologies Corporation	Annual	Against	1a	Concerns about overall board structure
45428 Xylem Inc.	Annual	All For		
45428 Yum! Brands, Inc.	Annual	Against	1d,3,4	Shareholder proposal promotes better management of SEE opportunities and risks
45429 Alliant Energy Corporation	Annual	Against	1f	Concerns about overall board structure 2. Inadequate management of climate-related risks
is its rimant theigh corporation	7 1111 1001	7.6450	2	Excessive CEO pay 2. High CEO to average NEO pay 3. Total pay targets a range above peer
			1d	median.
			10	Concerns about remuneration committee performance
				concerns about remaineration committee performance
45429 Intercontinental Exchange, Inc.	Annual	Against	1e	Concerns about remuneration committee performance
43429 Intercontinental Exchange, Inc.	Ailliuai	Against	2	Excessive CEO pay 2- Inappropriate use of one-time awards 3- Options vest in less than 36 mor
			4	SH: For shareholder resolution, against management recommendation / Shareholder proposal
			4	promotes appropriate accountability or incentivisation
				promotes appropriate accountability of intentivisation
45429 The Boeing Company	Annual	Against	1a	Concerns about human rights 2- EOS manual override. See analyst note.
43423 The Boeing company	7 till dal	7.641130	1g,3	Concerns regarding Auditor tenure
			2	Excessive perquisitesExcessive CEO payHigh variable pay ratio
			5,6,8	SH: For shareholder resolution, against management recommendation / Shareholder proposal
			1e	promotes better management of ESG opportunities and risks
			10	Concerns about remuneration committee performance
45429 Waste Connections, Inc.	Annual	Against	1b	Inadequate management of climate-related risks
45432 Consolidated Edison, Inc.	Annual	Against	1c,2	Concerns regarding Auditor tenure
43432 Consolidated Edison, Inc.	Ailliuai	Against	1c,2 1g	Inadequate management of climate-related risks
45433 BioMarin Pharmaceutical Inc.	Annual	Against	1.1	Concerns about remuneration committee performance
43433 Biolvia III Fila III aceuticai III c.	Ailliuai	Against	3	Options/PSUs vest in less than 36 monthsExcessive CEO pay
45433 CDW Corporation	Annual	Against	1h	Concerns about remuneration committee performance
43433 CDW Corporation	Ailliuai	Against	2	Options/PSUs vest in less than 36 monthsHigh variable pay ratio
45422 Causage Inc	AI	A:	1.3	Concerns to protect shareholder valueConcerns about overall board structure
45433 Coursera, Inc.	Annual	Against	1.5 1i	·
45433 GE Healthcare Technologies, Inc.	Annual	Against		Concerns about remuneration committee performance
			2	Options/PSUs vest in less than 36 monthsExcessive severanceExcessive CEO payHigh variable pa
45400 11 0 1 1 1				ratio
45433 Henry Schein, Inc.	Annual	Against	1g	Concerns related to succession planning
45433 JPMorgan Chase & Co.	Annual	Against	1a,2	Pay is misaligned with EOS remuneration principles
			9	SH: For shareholder resolution, against management recommendation / Shareholder proposal
			5,7,10	promotes better management of ESG opportunities and risks
				Shareholder proposal promotes better management of SEE opportunities and risks
45433 Mid-America Apartment Communities, Inc.	Annual	Against	1b	Concerns about remuneration committee performance
			<b>1</b> i	Concerns related to approach to board gender diversityConcerns related to approach to board
			2	diversity
				Low shareholding requirementOptions/PSUs vest in less than 36 months

45433 Principal Financial Group, Inc. Annual Against 1.1 Concerns about over 45433 Veralto Corp. Annual All For	rall board structureInadequate management of deforestation risks
45433 Veralto Corp. Annual All For	ran board structure madequate management or derorestation risks
45434 Align Technology, Inc. Annual Against 1.6 Concerns about rem	nuneration committee performance
3 No clawback policyE:	xcessive CEO payHigh variable pay ratioHigh CEO to average NEO pay
4 Shareholder proposa	al promotes enhanced shareholder rights
45434 Amazon.com, Inc. Annual Against 6,7,8,11,12,13,16,17 We believe this woul	lld help the company to address this salient risk for the company.
14 Shareholder proposa	al promotes better management of SEE opportunities and risks
45434 American Tower Corporation Annual Against 4,5 Shareholder proposa	al promotes better management of SEE opportunities and risks
45434 ANSYS, Inc. Special All For	
45434 Burlington Stores, Inc. Annual Against 1b Concerns about over	rall board structureConcerns about remuneration committee performance
3 Options/PSUs vest in	n less than 36 monthsExcessive CEO payHigh variable pay ratio
45434 BXP, Inc. Annual Against 1e Concerns about rem	uneration committee performance
· · · · · · · · · · · · · · · · · · ·	approach to board gender diversityConcerns related to approach to board
2 diversity	
Excessive CEO payHi	igh variable pay ratio
	nuneration committee performance
	approach to board gender diversity
Options/PSUs vest in	n less than 36 monthsHigh variable pay ratio
45434 Crown Castle Inc. Proxy Contest No Action Taken 1a,1b,1c,1d,1a,1b,1c,1d,1	
e,1f,1g,1h,2,3,4	
45434 DENTSPLY SIRONA Inc. Annual All For	
·	e shareholder proposal requesting for an unadjusted pay gap report. We believe
· · · · · · · · · · · · · · · · · · ·	, but we also recognise that the company has progressed on this issue and
,	ed pay gap data. We have been engaging with the company on this topic and will
	ncourage further transparency.
	al promotes transparency
	ment of climate-related risks
	nuneration committee performance
$\cdot$ , $\cdot$	igh variable pay ratio
	ment of deforestation risks
	ment of climate-related risksInadequate management of climate-related risks
4 from exposure to co	
	resolution, against management recommendation / Shareholder proposal
·	nagement of ESG opportunities and risks
· · · · · · · · · · · · · · · · · · ·	approach to board diversity
	rall board structureConcerns about remuneration committee performance
2 Low shareholding re- CEO to average NEO	equirementOptions/PSUs vest in less than 36 monthsHigh variable pay ratioHigh pay
45434 Marathon Oil Corporation Annual Against 1c,1e,3 Options/PSUs vest in	n less than 36 monthsHigh CEO to average NEO pay
45434 Markel Group Inc. Annual Against 1k Concerns related to	approach to board gender diversityConcerns related to approach to board
5 diversity	
	resolution, against management recommendation / Shareholder proposal
promotos bottor ma	nagement of ESG opportunities and risks

Meeting Dat	e Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
meeting Dat	45434 McDonald's Corporation	Annual	Against	1j	Concerns about human rights 2- EOS manual override. See analyst note.
	45454 Mebandia 3 corporation	71111441	7.641130	1c	Concerns about remuneration committee performance
				7	EOS manual override. See analyst note. 2- SH: For shareholder resolution, against management
				2	recommendation / Shareholder proposal promotes better management of ESG opportunities and
				6,8	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
	45434 Mondelez International, Inc.	Annual	Against	7,8	Shareholder proposal does not promote better management of ESG opportunities and risk
			· ·	6	Shareholder proposal promotes appropriate accountability or incentivisation
	45434 Northland Power Inc.	Annual	All For		
	45434 ONEOK, Inc.	Annual	Against	1.1,1.4,1.5,1.6,1.8,1.9	Inadequate management of climate-related risks
	45434 PayPal Holdings, Inc.	Annual	Against	1e,1g,2,3	Pay is misaligned with EOS remuneration principles
	45434 Pinnacle West Capital Corporation	Annual	Against	1.5,3	Concerns regarding Auditor tenure
	45434 Ross Stores, Inc.	Annual	Against	1b	Concerns about remuneration committee performance
			-	2	Options/PSUs vest in less than 36 monthsExcessive CEO pay
				4	SH: For shareholder resolution, against management recommendation / Shareholder proposal
					promotes better management of ESG opportunities and risks
	45434 Sirius XM Holdings Inc.	Annual	Against	1.8	Lack of independent representation at board committeesConcerns related to approach to board
				1.5	diversity
					Overboarded/Too many other time commitments
	45434 The Southern Company	Annual	Against	1h	Inadequate management of climate-related risks from exposure to coal
				6	SH: For shareholder resolution, against management recommendation / Shareholder proposal
					promotes better management of ESG opportunities and risks
	45434 Thermo Fisher Scientific Inc.	Annual	Against	2	Options/PSUs vest in less than 36 monthsHigh variable pay ratio
	45434 United Airlines Holdings, Inc.	Annual	Against	1h	Concerns related to approach to board diversityConcerns related to shareholder value
	45434 Watts Water Technologies, Inc.	Annual	Against	1.8	Concerns related to shareholder value
	45434 Xcel Energy Inc.	Annual	Against	2	Excessive severanceExcessive CEO payHigh CEO to average NEO pay
	45434 Zoetis Inc.	Annual	Against	1i,1l,2	Options/PSUs vest in less than 36 monthsHigh variable pay ratioHigh CEO to average NEO pay
	45435 APA CORPORATION	Annual	Against	1	Inadequate management of climate-related risks
	45435 Archer-Daniels-Midland Company	Annual	Against	1a,3	Concerns regarding Auditor tenure
				4	Shareholder proposal promotes appropriate accountability or incentivisation
	45435 Cheniere Energy, Inc.	Annual	Against	1i	Concerns about remuneration committee performance
				2	Excessive severanceExcessive CEO payHigh variable pay ratioHigh CEO to average NEO pay
				1a	Inadequate management of climate-related risks
	45435 Equinix, Inc.	Annual	Against	1h	Concerns about remuneration committee performance
	45405 5 4 6 64 4			2	Options/PSUs vest in less than 36 monthsHigh variable pay ratio
	45435 Extra Space Storage Inc.	Annual	All For	41.0	
	45435 Morgan Stanley	Annual	Against	1k,3	EOS manual override. See analyst note.
				7	SH: For shareholder resolution, against management recommendation / Shareholder proposal
				6	promotes better management of ESG opportunities and risks
	45435 Noviksus Supremu Inc.	A	A:	2	Shareholder proposal promotes transparency
	45435 NextEra Energy, Inc.	Annual	Against	3	Options/PSUs vest in less than 36 months Excessive severance
				4,5	SH: For shareholder resolution, against management recommendation / Shareholder proposal
	AF 43F Bistonet Los	A	A t t	4-	promotes better management of ESG opportunities and risks
	45435 Pinterest, Inc.	Annual	Against	1a	Concerns related to approach to board gender diversityConcerns about overall board
	AF 43F Bassakilla Camilana Ina	A	AU 5		structureConcerns related to shareholder value
	45435 Republic Services, Inc.	Annual	All For	1.4	Concerns about overall board structure
	45435 SBA Communications Corporation	Annual	Against	1.4	Concerns about overall board structure

Meeting Dat	te Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
	45435 ServiceNow, Inc.	Annual	Against	1b,2,4	Shareholder proposal promotes enhanced shareholder rights
	45435 The Charles Schwab Corporation	Annual	Against	1.2	Concerns about overall board structure Concerns related to shareholder value Inadequate
	·		· ·	3	management of deforestation risks Concerns about remuneration committee performance
				6	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
	45435 The Interpublic Group of Companies, Inc.	Annual	Against	1.10	Concerns about remuneration committee performance
			· ·	3	High variable pay ratioHigh CEO to average NEO pay
				4	Shareholder proposal promotes appropriate accountability or incentivisation
	45435 UDR, Inc.	Annual	Against	1f	Concerns about remuneration committee performance
				1d	Concerns related to succession planning
				2	Low shareholding requirementOptions/PSUs vest in less than 36 monthsExcessive CEO pay
	45435 VeriSign, Inc.	Annual	Against	1.4	Concerns related to approach to board gender diversityConcerns related to approach to board
	• ,		J		diversity
	45435 Voya Financial, Inc.	Annual	All For		·
	45435 Waters Corporation	Annual	Against	1.8	Concerns about remuneration committee performance
	·		-	1.1	Concerns related to approach to board gender diversity
				3	Low shareholding requirement
	45435 Welltower Inc.	Annual	All For		
	45436 Quanta Services, Inc.	Annual	All For		
	45436 Southern Copper Corporation	Annual	Against	1.9	Concerns related to below-board gender diversity 2- Lack of independent representation at board
				1.3	committees
					Inadequate management of climate-related risks
	45440 Gildan Activewear Inc.	Proxy Contest	Against	3	Pay is misaligned with EOS remuneration principles
			No Action Taken	1,2.1,2.2,2.3,2.4,2.5,2.6,2	
				7,2.8,3,4	
	45440 Hess Corporation	Special	Abstain	1	Concerns to protect shareholder value
			Against	2	Pay is misaligned with EOS remuneration principles
	45440 Merck & Co., Inc.	Annual	All For		
	45440 The Trade Desk, Inc.	Annual	Against	3	Annual vote provides for greater shareholder oversight
				1.2	Concerns about overall board structureConcerns related to shareholder valueConcerns about
					remuneration committee performance
	45441 Catalent, Inc.	Special	All For		
	45441 Chevron Corporation	Annual	Against	3	Options/PSUs vest in less than 36 months
				5,7	SH: For shareholder resolution, against management recommendation / Shareholder proposal
				6	promotes better management of ESG opportunities and risks
					Shareholder proposal promotes better management of SEE opportunities and risks
	45441 DocuSign, Inc.	Annual	Against	1b	Concerns about overall board structureConcerns to protect shareholder valueConcerns about
				3	remuneration committee performance
				4	Options/PSUs vest in less than 36 monthsHigh variable pay ratio
					Shareholder proposal promotes better management of SEE opportunities and risks
	45441 Dollar General Corporation	Annual	Against	1d	Concerns about remuneration committee performance
				2	No shares granted in LTIPHigh CEO to average NEO pay

eting Date Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45441 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, neverthless we notice that awards maintain long time-vesting periods.
45441 Meta Platforms, Inc.	Annual	Against	1.1 1.2 1.6 9 6,8,10,11,14 13 5,7 4	Concerns about human rights 2- Concerns to protect shareholder value 3- Pay is misaligned with EOS remuneration principles Concerns about human rights 2- Concerns to protect shareholder value 3- Pay is misaligned with EOS remuneration principles 4-EOS manuel 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 manuel 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
45441 SEI Investments Company	Annual	Against	<b>1</b> a	Concerns related to succession planningConcerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns about overall board structure
45441 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
45441 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
45442 Iron Mountain Incorporated 45442 Realty Income Corporation	Annual Annual	Against Against	1h 1f 3	Concerns about remuneration committee performance Concerns about remuneration committee performance Low shareholding requirementExcessive CEO payHigh variable pay ratioHigh CEO to average NEO pay
45442 Roblox Corp.	Annual	Against	1.1	Concerns related to approach to board gender diversityConcerns about overall board structureConcerns related to shareholder value
45443 Amgen Inc. 45443 EPAM Systems, Inc.	Annual Annual	All For Against	4	Concerns about overall board structure
45443 Lowes Companies, Inc.	Annual	Against	1d 1.9	Concerns about remuneration committee performance
			2	Options/PSUs vest in less than 36 monthsHigh variable pay ratio

Meeting Da	te Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
_	45446 Warner Bros. Discovery, Inc.	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal
				1.3,3,4,6	promotes better management of ESG opportunities and risks
					Shareholder proposal promotes appropriate accountability or incentivisation
	45446 Zillow Group, Inc.	Annual	Against	1.3	Concerns about overall board structureConcerns related to shareholder valueConcerns related to
				3	approach to board diversityConcerns about remuneration committee performance
					Low shareholding requirement
	45447 Ares Management Corporation	Annual	Against	1g	Concerns about remuneration committee performance
				<b>1</b> j	Lack of independent representation at board committeesConcerns related to approach to board
					gender diversityConcerns related to approach to board diversityConcerns related to shareholder
					value
	45447 Booking Holdings Inc.	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
	45447 Builders FirstSource, Inc.	Annual	Against	1.1	Concerns related to approach to board gender diversityConcerns related to approach to board
					diversityConcerns about overall board structureInadequate management of climate-related risks
	45447 Cloudflare, Inc.	Annual	Against	1.1	Concerns related to board ethnic and/or racial diversityConcerns about overall board
				3	structureConcerns related to shareholder valueConcerns about remuneration committee
					performance
					Excessive perquisitesNo hedging policyExcessive CEO payHigh variable pay ratio
	45447 Cognizant Technology Solutions Corporation	Annual	Against	1g	Concerns about remuneration committee performance
				1a	Concerns related to approach to board gender diversity
				2	High variable pay ratioHigh CEO to average NEO pay
	45447 Fortive Corporation	Annual	Against	1g	Concerns about remuneration committee performance
				2	Low shareholding requirementTotal pay targets a range above peer medianExcessive CEO payHigh
					variable pay ratio
	45447 General Motors Company	Annual	Against	3	Pay is in top quartile and not aligned with performance
				4,6,7	SH: For shareholder resolution, against management recommendation / Shareholder proposal
					promotes better management of ESG opportunities and risks
	45447 Juniper Networks, Inc.	Annual	Against	1a	Concerns about remuneration committee performance
				3	No clawback policyOptions/PSUs vest in less than 36 months
	45447 Lucid Group, Inc.	Annual	Against	1.3	Concerns about remuneration committee performance
				1.1	Lack of independent representation at board committees
				4	Pay is misaligned with EOS remuneration principles
	45447 RioCan Real Estate Investment Trust	Annual	Against	1.7	Concerns about remuneration committee performance
				1.10	Concerns related to approach to board diversity
				3	Excessive CEO payLow shareholding requirement
	45447 Shopify Inc.	Annual/Special	Against	1C	Concerns about remuneration committee performance
				1B	Concerns related to shareholder value
				5	Insufficient action taken on low say-on-pay results 2- Low shareholding requirement
				3,4	Pay is misaligned with EOS remuneration principles
	45447 TC Energy Corporation	Annual/Special	Against	5	Excessive CEO pay 2- Low shareholding requirement
				6	Shareholder proposal promotes better management of SEE opportunities and risks
	45447 The TJX Companies, Inc.	Annual	Against	1c,3,4	Shareholder proposal promotes better management of SEE opportunities and risks
	45448 Airbnb, Inc.	Annual	Against	1.3	Concerns related to approach to board gender diversityConcerns about overall board
				1.2	structureConcerns related to shareholder value
				4	Concerns related to attendance at board or committee meetings
				5	Concerns to protect shareholder value
					Shareholder proposal promotes transparency
	45448 American Airlines Group Inc.	Annual	Against	1.8	Concerns about remuneration committee performance
				1.7	Concerns related to approach to board gender diversity
				3	Low shareholding requirement
	45448 Bright Horizons Family Solutions, Inc.	Annual	Against	1c	Concerns about overall board structureConcerns related to succession planning

ite Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45448 Datadog, Inc.	Annual	Against	1b	Concerns about remuneration committee performance
			<b>1</b> a	Concerns related to approach to board gender diversity Concerns about overall board structure
			2	Concerns related to shareholder value
				Low shareholding requirement
45448 Devon Energy Corporation.	Annual	Against	1.5	Concerns related to approach to board diversity
45448 DuPont de Nemours, Inc.	Annual	Against	2	1. Excessive CEO pay 2. High variable pay ratio 3. High CEO to average NEO pay
			1j	Concerns about remuneration committee performance
45448 Fidelity National Information Services, Inc.	Annual	Against	1g	Concerns related to approach to board gender diversityConcerns related to approach to board
			2	diversityConcerns about remuneration committee performance
				Options/PSUs vest in less than 36 monthsExcessive CEO payHigh variable pay ratio
45448 Hydro One Limited	Annual	Against	1B	Inadequate management of climate-related risks
45448 MarketAxess Holdings Inc.	Annual	Against	1e	Concerns about remuneration committee performance
ŭ		Ü	3	Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
			6	Shareholder proposal promotes appropriate accountability or incentivisation
45448 MercadoLibre, Inc.	Annual	Against	1.1,2	Low shareholding requirement
45448 Palantir Technologies, Inc.	Annual	Against	1.4	Concerns related to approach to board gender diversityConcerns related to shareholder
				valueConcerns about remuneration committee performance
45448 Thomson Reuters Corporation	Annual	Against	1.6	Lack of independent representation at board committeesConcerns related to approach to boar
15 THE THEMSON NEUROLES COMPONENCE.	71111441	7.86.1150	1.0	diversity
45448 Tourmaline Oil Corp.	Annual	All For		
45448 Unity Software Inc.	Annual	Against	1.3	Concerns about overall board structureConcerns to protect shareholder valueConcerns related
43440 Office Software Inc.	74111441	/ Gallist	1.5	approach to board diversity
45448 Walmart Inc.	Annual	Against	1d	Concerns about remuneration committee performance
15 T To Trainiare men	71111441	7.8650	1e	Concerns related to approach to board gender diversity Concerns related to approach to board
			2	diversity
			4,5,6,7,9	Excessive CEO pay 2- PSUs vest in less than 36 months
			.,5,6,7,5	SH: For shareholder resolution, against management recommendation / Shareholder proposal
				promotes better management of ESG opportunities and risks
45449 Chipotle Mexican Grill, Inc.	Annual	Against	1.4	Concerns about remuneration committee performance
45445 empotic Mexican drill, me.	74111441	/ Gallist	2	Options/PSUs vest in less than 36 months Excessive CEO pay High variable pay ratio
			6,7,8,9	SH: For shareholder resolution, against management recommendation / Shareholder proposal
			0,7,0,5	promotes better management of ESG opportunities and risks
				promotes better management of Esa opportunities and risks
45449 Corpay Inc	Annual	Against	1h	Concerns related to approach to heard gender diversity/Concerns related to approach to heard
45449 Corpay, Inc.	Annual	Against	1h	Concerns related to approach to board gender diversityConcerns related to approach to board
45449 Corpay, Inc.	Annual	Against	1h 4	diversity
		-	4	diversity Shareholder proposal promotes appropriate accountability or incentivisation
45449 CoStar Group, Inc.	Annual Annual	Against Against	4 1a	diversity Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance
		-	4	diversity Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance Excessive CEO pay 2- High variable pay ratio 3- Options vest in less than 36 months 4- Total page 1.
45449 CoStar Group, Inc.	Annual	Against	4 1a	diversity Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance
45449 CoStar Group, Inc. 45449 DaVita Inc.	Annual Annual	Against All For	4 1a 3	diversity Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance Excessive CEO pay 2- High variable pay ratio 3- Options vest in less than 36 months 4- Total patengets a range above peer median
45449 CoStar Group, Inc. 45449 DaVita Inc. 45449 Diamondback Energy, Inc.	Annual Annual Annual	Against All For Against	4 1a 3	diversity Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance Excessive CEO pay 2- High variable pay ratio 3- Options vest in less than 36 months 4- Total paragets a range above peer median Inadequate management of climate-related risks
45449 CoStar Group, Inc. 45449 DaVita Inc.	Annual Annual	Against All For	4 1a 3 1.7 1f	diversity Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance Excessive CEO pay 2- High variable pay ratio 3- Options vest in less than 36 months 4- Total pateries a range above peer median  Inadequate management of climate-related risks Concerns about remuneration committee performance
45449 CoStar Group, Inc. 45449 DaVita Inc. 45449 Diamondback Energy, Inc.	Annual Annual Annual	Against All For Against	4 1a 3 1.7 1f 1g	diversity Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance Excessive CEO pay 2- High variable pay ratio 3- Options vest in less than 36 months 4- Total pateries a range above peer median  Inadequate management of climate-related risks Concerns about remuneration committee performance Concerns related to succession planning
45449 CoStar Group, Inc. 45449 DaVita Inc. 45449 Diamondback Energy, Inc. 45449 Gartner, Inc.	Annual Annual Annual Annual	Against All For Against Against	4 1a 3 1.7 1f 1g 2	diversity Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance Excessive CEO pay 2- High variable pay ratio 3- Options vest in less than 36 months 4- Total pateries a range above peer median  Inadequate management of climate-related risks Concerns about remuneration committee performance Concerns related to succession planning Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
45449 CoStar Group, Inc. 45449 DaVita Inc. 45449 Diamondback Energy, Inc.	Annual Annual Annual	Against All For Against	4 1a 3 1.7 1f 1g 2 1d	diversity Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance Excessive CEO pay 2- High variable pay ratio 3- Options vest in less than 36 months 4- Total patargets a range above peer median  Inadequate management of climate-related risks Concerns about remuneration committee performance Concerns related to succession planning Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay Concerns about overall board structure
45449 CoStar Group, Inc. 45449 DaVita Inc. 45449 Diamondback Energy, Inc. 45449 Gartner, Inc.	Annual Annual Annual Annual	Against All For Against Against	4 1a 3 1.7 1f 1g 2 1d 1c	diversity Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance Excessive CEO pay 2- High variable pay ratio 3- Options vest in less than 36 months 4- Total paragets a range above peer median  Inadequate management of climate-related risks Concerns about remuneration committee performance Concerns related to succession planning Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay Concerns about overall board structure Concerns about remuneration committee performance
45449 CoStar Group, Inc. 45449 DaVita Inc. 45449 Diamondback Energy, Inc. 45449 Gartner, Inc. 45449 GoDaddy Inc.	Annual Annual Annual Annual	Against All For Against Against Against	4 1a 3 1.7 1f 1g 2 1d 1c 2	diversity Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance Excessive CEO pay 2- High variable pay ratio 3- Options vest in less than 36 months 4- Total paragets a range above peer median  Inadequate management of climate-related risks Concerns about remuneration committee performance Concerns related to succession planning Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay Concerns about overall board structure Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
45449 CoStar Group, Inc. 45449 DaVita Inc. 45449 Diamondback Energy, Inc. 45449 Gartner, Inc.	Annual Annual Annual Annual	Against All For Against Against	4 1a 3 1.7 1f 1g 2 1d 1c	diversity Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance Excessive CEO pay 2- High variable pay ratio 3- Options vest in less than 36 months 4- Total patargets a range above peer median  Inadequate management of climate-related risks Concerns about remuneration committee performance Concerns related to succession planning Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay Concerns about overall board structure Concerns about remuneration committee performance

eeting Date Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45449 Netflix, Inc.	Annual	Against	1d	Concerns related to succession planning
		· ·	3	Excessive CEO pay
			4	SH: For shareholder resolution, against management recommendation / Shareholder proposal
			8	promotes better management of ESG opportunities and risks
				Shareholder proposal promotes appropriate accountability or incentivisation
45449 Restaurant Brands International Inc.	Annual	Against	10	SH: For shareholder resolution, against management recommendation / Shareholder proposal
		<b>0</b>	11	promotes better management of ESG opportunities and risks
			5,6,7	Shareholder proposal promotes appropriate accountability or incentivisation
			-7-7	Shareholder proposal promotes better management of SEE opportunities and risks
45449 The Mosaic Company	Annual	All For		0 · · · · · · · · · · · · · · · · · · ·
45449 Twilio Inc.	Annual	Against	1.1	Concerns about overall board structureConcerns to protect shareholder value
45450 Alphabet Inc.	Annual	Against	8	vote FOR this resolution is warranted, as shareholders would benefit from increased disclosure to
45450 Alphabee IIIC.	71111441	7.601130	13	evaluate the company's lobbying efforts.
			14	A vote FOR this proposal is warranted because an independent human rights assessment on the
			12	impacts would help shareholders better evaluate the company's management of risks related to the
			1g,1i,1j	human rights impacts of its targeted advertising policies and practices.
			9	A vote FOR this proposal is warranted, as additional disclosure on how the company measures and
			J	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 Al 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.
				•
45450 ANSYS, Inc.	Annual	Against	1C	Concerns about overall board structureConcerns about remuneration committee performance
			3	Low shareholding requirementOptions/PSUs vest in less than 36 monthsExcessive CEO payHigh CEO
			4	to average NEO pay
				Shareholder proposal promotes appropriate accountability or incentivisation
45450 Arista Networks, Inc.	Annual	Against	1.1	Concerns to protect shareholder valueConcerns about overall board structure
45450 Brookfield Asset Management Ltd.	Annual	Against	1.2	Concerns related to shareholder valueConcerns about remuneration committee performance
			3	No hedging policyLow shareholding requirement
45450 Brookfield Corporation	Annual/Special	Against	1.5,1.7,4	Pay is misaligned with EOS remuneration principles
45450 Digital Realty Trust, Inc.	Annual	Against	1b	Concerns about remuneration committee performance
			3	No clawback policyExcessive severanceHigh variable pay ratio
45453 Canadian Apartment Properties Real Estate Investment	t Annual	Against	1.8	Concerns about remuneration committee performance
			3	Excessive CEO payLow shareholding requirementHigh CEO to average NEO pay
45453 Comcast Corporation	Annual	Against	3	Options/PSUs vest in less than 36 months
			4	SH: For shareholder resolution, against management recommendation / Shareholder proposal
			1.5	promotes better management of ESG opportunities and risks
				Concerns about remuneration committee performance
45453 Keurig Dr Pepper Inc.	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal
				promotes better management of ESG opportunities and risks
45453 Liberty Broadband Corporation	Annual	Against	1.1	Concerns related to approach to board gender diversityConcerns related to approach to board
·		-	4	diversityConcerns related to board ethnic and/or racial diversityConcerns about overall board
				structureConcerns related to shareholder valueConcerns about remuneration committee
				performance
				Low shareholding requirementNo hedging policyNo shares granted in LTIPOptions/PSUs vest in less
				than 36 monthsExcessive severanceExcessive CEO payHigh variable pay ratioHigh CEO to average
				NEO pay
				· p-/

Meeting Dat	e Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
	45453 Liberty Media Corporation	Annual	Against	4	Annual vote provides for greater shareholder oversight
	,			1.3	Concerns related to approach to board gender diversityConcerns related to approach to board
				3	diversityConcerns about overall board structureConcerns related to shareholder valueConcerns
					about remuneration committee performance
					Excessive perquisitesLow shareholding requirementNo hedging policyNo clawback
					policyOptions/PSUs vest in less than 36 monthsExcessive CEO payHigh variable pay ratioHigh CEO to
					average NEO pay
	45454 10X Genomics, Inc.	Annual	Against	1	Concerns related to approach to board gender diversityConcerns about overall board
				3	structureConcerns related to shareholder valueConcerns about remuneration committee
				4	performance
					Concerns related to shareholder rights
					No hedging policyOptions/PSUs vest in less than 36 months
	45454 Caesars Entertainment, Inc.	Annual	Against	1f	Concerns about remuneration committee performance
			•	1d	Concerns related to approach to board diversity
				4	Pay is misaligned with EOS remuneration principles
				5	Shareholder proposal promotes better management of SEE opportunities and risks
	45454 Freeport-McMoRan, Inc.	Annual	All For		
	45454 HubSpot, Inc.	Annual	Against	1a,1c,3	No clawback policyOptions/PSUs vest in less than 36 monthsExcessive CEO payHigh CEO to average
					NEO pay
	45454 Nasdaq, Inc.	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
	45454 Synchrony Financial	Annual	Against	<b>1</b> i	Concerns about remuneration committee performance
				3	Excessive CEO payHigh CEO to average NEO pay
	45454 Ulta Beauty, Inc.	Annual	Against	1e	Concerns about overall board structure
				1b	Concerns about remuneration committee performance
				3	Options/PSUs vest in less than 36 monthsHigh variable pay ratioHigh CEO to average NEO pay
	45455 Best Buy Co., Inc.	Annual	All For		
	45455 Caterpillar, Inc.	Annual	Against	1.1,2	Concerns regarding Auditor tenure
	43433 Caterpinar, inc.	Ailliadi	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal
				5	promotes appropriate accountability or incentivisation
					SH: For shareholder resolution, against management recommendation / Shareholder proposal
					promotes transparency
	45455 Dollarama Inc.	Annual	Against	1D	Concerns related to succession planning
			Ü	1E,3	Excessive CEO payLow shareholding requirementHigh CEO to average NEO pay
	45455 Duolingo, Inc.	Annual	Against	1.2	Concerns about overall board structureConcerns related to shareholder valueCombined CEO/Chair
	45455 Fidelity National Financial, Inc.	Annual	Against	1.4	Concerns related to approach to board gender diversityConcerns related to approach to board
	,		· ·	2	diversityConcerns about overall board structureConcerns about remuneration committee
				3	performance
					Concerns related to shareholder rights
					No hedging policyNo clawback policyOptions/PSUs vest in less than 36 months
	45455 Incyte Corporation	Annual	Against	1.2	Concerns about remuneration committee performance
				2	Options/PSUs vest in less than 36 monthsHigh variable pay ratio
	45455 Remitly Global, Inc.	Annual	Against	1.1	Concerns about overall board structureConcerns to protect shareholder valueConcerns related to
	45455 Daner Technologies Inc	Annual	Against	2	approach to board diversity
	45455 Roper Technologies, Inc.	Aiiiuai	Against	2 4	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
				4	enhanced shareholder rights
	45455 T-Mobile US, Inc.	Annual	Against	1.13	Lack of independence on boardLack of independent representation at board committeesConcerns
	13133 T MODIIC 03, IIIC.	Alliudi	лдины	1.13	related to approach to board gender diversity
					- Elected to Epp. data. to Source Original Miles of the

Meeting Date Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45455 Target Corporation	Annual	Against	1i	Concerns about remuneration committee performance
- '		-	11,2	Concerns regarding Auditor tenure
			3	Low shareholding requirement
			5,6	SH: For shareholder resolution, against management recommendation / Shareholder proposal
				promotes better management of ESG opportunities and risks
45455 Veeva Systems Inc.	Annual	Against	1d	Lack of independent representation at board committees
·		· ·	1i	Overboarded/Too many other time commitments
45455 W. R. Berkley Corporation	Annual	Against	1d	Concerns about remuneration committee performance
		-	1e	Concerns related to succession planningConcerns about overall board structure
			2	No hedging policyExcessive CEO pay
45456 AbCellera Biologics Inc.	Annual	Against	1.2	Concerns related to approach to board gender diversityConcerns about overall board
-		-		structureConcerns to protect shareholder value
45456 Coupang, Inc.	Annual	Against	1g	Concerns related to approach to board gender diversityConcerns related to shareholder value
· -		-	-	
45456 Etsy, Inc.	Annual	Against	1c	Concerns about overall board structureConcerns to protect shareholder valueConcerns about
			2	remuneration committee performance
			4	Low shareholding requirementNo clawback policyExcessive CEO payHigh variable pay ratio
				Pay is misaligned with EOS remuneration principles
45456 Exact Sciences Corporation	Annual	Against	1c,3	Excessive severanceHigh variable pay ratioHigh CEO to average NEO pay
45456 Generac Holdings Inc.	Annual	Against	1.2	Concerns about remuneration committee performance
			1.1	Concerns related to approach to board gender diversityConcerns related to approach to board
			3	diversityConcerns about overall board structure
			4	Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
				Pay is misaligned with EOS remuneration principles
45456 Ingersoll Rand Inc.	Annual	All For		
45456 Live Nation Entertainment, Inc.	Annual	Against	1.4	Concerns about remuneration committee performance
			1.8	Concerns related to approach to board gender diversityConcerns related to approach to board
			3	diversity
			1.7	Insufficient action taken on low say-on-pay resultsLow shareholding requirement
				Overboarded/Too many other time commitments
45456 Monolithic Power Systems, Inc.	Annual	Against	1.1	Concerns related to succession planningConcerns related to approach to board gender
			3	diversityConcerns about overall board structureConcerns about remuneration committee
			4	performance
				Low shareholding requirementTotal pay targets a range above peer medianNo hedging policyNo
				clawback policyExcessive CEO pay
				Shareholder proposal promotes appropriate accountability or incentivisation
45456 Monster Beverage Corporation	Annual	Against	1.10	Concerns related to succession planningConcerns related to approach to board diversity
45456 Tesla, Inc.	Annual	Against	2	Support is not warranted due the size of one executive's pay package for 2023 which is deemed
			4	outsized, time-based stock option award upon his promotion, the magnitude and design for which
			1a	are not adequately explained. The grant does not require the achievement of pre-set performance
			8	criteria in order to vest and the value is considered to be excessive.
			7 6	Support is not warranted due to corporate governance failings which led to the approval of this plan
			6 9	Support is not warranted due to the concerning company's practices around share pledging.
			9	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
				support is warranted because this would improve the current EsG performance at the company
45456 The Descartes Systems Group Inc.	Annual	Against	1.2	Concerns about remuneration committee performance
,		<b>5</b>	4	High variable pay ratioExcessive CEO pay
				· · · · · · · · · · · · · · · · · · ·

eeting Date Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45456 W. P. Carey Inc.	Annual	All For	<u> </u>	
45456 WestRock Company	Special	All For		
45456 Zoom Video Communicatio	ns, Inc. Annual	Against	1.3	Concerns related to approach to board gender diversityConcerns related to approach to board
			3	diversityConcerns about overall board structureConcerns related to shareholder valueConcerns
				about remuneration committee performance
				Insufficient action taken on low say-on-pay resultsLow shareholding requirement
45457 Coinbase Global, Inc.	Annual	Against	1.7	Concerns about remuneration committee performance
		· ·	1.6	Lack of independent representation at board committeesConcerns related to approach to board
				gender diversityConcerns related to approach to board diversityConcerns related to shareholder
				value
45457 Fortinet, Inc.	Annual	All For		
45457 Joby Aviation, Inc.	Annual	Against	1b	Concerns about remuneration committee performanceConcerns to protect shareholder value
,		· ·	3	No clawback policyOptions/PSUs vest in less than 36 months
45457 Regeneron Pharmaceuticals	s, Inc. Annual	Against	1c	Concerns about overall board structureConcerns related to shareholder valueConcerns related to
_		-	4	succession planning
				Shareholder proposal promotes enhanced shareholder rights
45461 Block, Inc.	Annual	Against	1.1	Concerns about overall board structureConcerns to protect shareholder value
45461 CrowdStrike Holdings, Inc.	Annual	Against	1.2,1.3,3	Excessive perquisitesNo clawback policyOptions/PSUs vest in less than 36 monthsExcessive CEO
<u> </u>		· ·		payHigh variable pay ratio
45461 Mastercard Incorporated	Annual	Against	1c,2,4	Shareholder proposal promotes transparency
45461 MetLife, Inc.	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation
45461 Rivian Automotive, Inc.	Annual	Against	1a	Concerns related to approach to board gender diversityConcerns related to approach to board
		· ·	3	diversityConcerns related to board ethnic and/or racial diversityConcerns about overall board
				structureConcerns related to shareholder valueInadequate management of climate-related risks
				Concerns about remuneration committee performance
				Low shareholding requirement
45461 Workday, Inc.	Annual	Against	1c	Concerns about remuneration committee performance
•		Ü	3	Pay is misaligned with EOS remuneration principles
			1a,4	Concerns to protect shareholder value
45463 B2Gold Corp.	Annual/Special	Against	1.5	Concerns about remuneration committee performance
•	, ,	· ·	4	Excessive CEO payLow shareholding requirement
45463 Biogen Inc.	Annual	All For		
45463 Delta Air Lines, Inc.	Annual	Against	1e,1j,2,5	Shareholder proposal promotes better management of SEE opportunities and risks
45463 Dollar Tree, Inc.	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
45463 DoorDash, Inc.	Annual	Against	1a	Concerns about overall board structureConcerns to protect shareholder value
45463 eBay Inc.	Annual	Against	1a	Concerns about remuneration committee performance
•		Ü	3	Total pay targets a range above peer medianExcessive CEO payHigh variable pay ratio
45463 Equity Residential	Annual	Against	1.3	Concerns about remuneration committee performance
4,		0	3	No clawback policyOptions/PSUs vest in less than 36 monthsExcessive CEO pay
45463 Marvell Technology, Inc.	Annual	Against	1i	Concerns about remuneration committee performance
3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3		0	1c	Concerns related to approach to board gender diversityConcerns related to approach to board
			2	diversity
				No hedging policyNo clawback policyExcessive CEO payHigh CEO to average NEO pay
45463 Okta, Inc.	Annual	Against	1.3	Concerns about overall board structureConcerns to protect shareholder valueConcerns about
		0	3	remuneration committee performance
			_	No clawback policyExcessive CEO payHigh variable pay ratio
45463 UiPath, Inc.	Annual	Against	1h	Concerns about remuneration committee performance
.5 .55 5 501, 1110.	71111001		1f	Concerns related to shareholder value
			2	No clawback policyExcessive CEO payHigh CEO to average NEO pay

Meeting Da	te Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
	45467 Apollo Global Management, Inc.	Annual	Against	1.1	Concerns about remuneration committee performance
			•	1.10	Concerns related to approach to board diversity
	45468 BlackBerry Limited	Annual/Special	Against	1.2	Concerns related to approach to board gender diversityConcerns related to board ethnic and/or
				4	racial diversityConcerns related to approach to board diversityConcerns about remuneration
					committee performance
					Low shareholding requirement
	45468 CarMax, Inc.	Annual	Against	1b	Concerns about remuneration committee performance
				1e	Concerns related to approach to board gender diversityConcerns related to approach to board
				3	diversityInadequate management of climate-related risks
					Low shareholding requirement
	45468 Expedia Group, Inc.	Annual	Against	1g	Concerns related to shareholder value
				1i	Overboarded/Too many other time commitments
	45468 MongoDB, Inc.	Annual	Against	1.1	Concerns about overall board structureConcerns to protect shareholder value
	45469 NVIDIA Corporation	Annual	Against	4	SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes
					enhanced shareholder rights
	45470 Bath & Body Works, Inc.	Annual	All For		
	45470 Salesforce, Inc.	Annual	Against	1j	Concerns about remuneration committee performance
				5	Excessive perquisitesLow shareholding requirementOptions/PSUs vest in less than 36
				6	monthsExcessive CEO payHigh variable pay ratio
					Shareholder proposal promotes appropriate accountability or incentivisation
	45470 The Kroger Co.	Annual	Against	1g	Concerns about remuneration committee performance
				1d,3	Concerns regarding Auditor tenure
				2	Low shareholding requirementNo clawback policyOptions/PSUs vest in less than 36 months
				6	SH: For shareholder resolution, against management recommendation / Shareholder proposal
					promotes better management of ESG opportunities and risks
	45386 Rio Tinto Plc	Annual	Against	12	EOS manual override. See analyst note.
				2,3,4	Pay is misaligned with EOS remuneration principles
	45386 Scottish American Investment Co. PLC	Annual	All For		
	45387 Carnival Plc	Annual	Against	12	Concerns about remuneration committee performance
				13,14	Total pay targets a range above peer medianHigh CEO to average NEO pay
	45392 Wincanton Plc	Court	All For		
	45392 Wincanton Plc	Special	All For	670	Don't and all the and at the EOC annual and the state of
	45393 AstraZeneca PLC	Annual	Against	6,7,8	Pay is misaligned with EOS remuneration principles
	45399 Hunting Plc	Annual	Against	8 2,4	Failure to provide DEI disclosures in line with UK listing rules
	45400 SEGRO PLC	Annual	All For	2,4	Pay is misaligned with EOS remuneration principles
	45401 Murray International Trust PLC	Annual	All For		
	45404 Ascential Plc	Special	All For		
	45404 Travis Perkins Plc	Annual	Against	12	Failure to provide DEI disclosures in line with UK listing rules
	45404 Havis Ferniis Fic	Allitudi	Against	3	Pay is misaligned with EOS remuneration principles
	45405 Herald Investment Trust PLC	Annual	Against	4,5,6	Failure to provide DEI disclosures in line with UK listing rules
	45405 NatWest Group Plc	Annual	All For	4,3,0	Tailule to provide DEI disclosules in line with ok listing fales
	45405 Taylor Wimpey Plc	Annual	Against	18	Pay is misaligned with EOS remuneration principles
	45406 abrdn Plc	Annual	Against	6A	Failure to provide DEI disclosures in line with UK listing rules
	is too asimir in	, annual	641136	5	Pay is misaligned with EOS remuneration principles
	45406 Allianz Technology Trust PLC	Annual	All For	-	., 0
	45406 Aptiv Plc	Annual	All For		
	45406 Breedon Group Plc	Annual	All For		
	45406 British American Tobacco plc	Annual	Against	5	Concerns related to below-board gender diversity
			3	2	Pay is misaligned with EOS remuneration principles
	45406 Bunzl Plc	Annual	All For		

Meeting Date Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45406 Croda International Plc	Annual	All For		
45406 Entain Plc	Annual	Against	13	Overboarded/Too many other time commitments
			2	Pay is misaligned with EOS remuneration principles
45406 Greencoat UK Wind PLC	Annual	All For		
45406 Primary Health Properties Plc	Annual	Against	7	Failure to provide DEI disclosures in line with UK listing rules
			9	Lack of independent representation at board committees
			2	Pay is misaligned with EOS remuneration principles
45406 Serco Group Plc	Annual	Against	5d	Lack of independent representation at board committees
45407 Admiral Group Plc	Annual	Against	2,3	Pay is misaligned with EOS remuneration principles
45407 Alliance Trust PLC	Annual	All For		
45407 Beazley Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
45407 BP Plc	Annual	Abstain	2	Pay is misaligned with EOS remuneration principles
45407 Drax Group Plc	Annual	All For		
45407 Hammerson Plc	Annual	Against	9	Failure to provide DEI disclosures in line with UK listing rules
			2	Pay is misaligned with EOS remuneration principles
45407 Helios Towers Plc	Annual	Against	9	Overboarded/Too many other time commitments
45407 Hikma Pharmaceuticals Plc	Annual	Against	22	Concerns to protect shareholder value
			8	Lack of independent representation at board committees
			16	Pay is misaligned with EOS remuneration principles
45407 London Stock Exchange Group plc	Annual	Against	4	Pay is misaligned with EOS remuneration principles
45407 Persimmon Plc	Annual	All For		
45407 RELX Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
45407 Schroders Plc	Annual	All For		
45407 Smithson Investment Trust Plc	Annual	Against	3	Failure to provide DEI disclosures in line with UK listing rules
45407 SThree Plc	Annual	Against	3	Pay is misaligned with EOS remuneration principles
45407 The Weir Group Plc	Annual	All For		
45408 Bellevue Healthcare Trust plc	Annual	All For		
45408 ME Group International Plc	Annual	Against	7	Lack of independence on boardLack of independent representation at board committeesConcerns
			2,3,10	about overall board structureFailure to provide DEI disclosures in line with UK listing rulesConcerns
				to protect shareholder value
				Pay is misaligned with EOS remuneration principles
45408 Pearson Plc	Annual	Against	6	Concerns about remuneration committee performance
			13	Pay is misaligned with EOS remuneration principles
45408 Senior Plc	Annual	Against	2,3	Pay is misaligned with EOS remuneration principles
45411 Ocado Group Plc	Annual	Against	4	Failure to provide DEI disclosures in line with UK listing rules
			2,3,17	Pay is misaligned with EOS remuneration principles
45412 Anglo American Plc	Annual	Against	4	Failure to provide DEI disclosures in line with UK listing rules
45412 Elementis Plc	Annual	Against	5	Overboarded/Too many other time commitments
			3	Pay is misaligned with EOS remuneration principles
45412 Rotork Plc	Annual	Against	9	Concerns about overall board structure
45413 Apax Global Alpha Ltd	Annual	Against	7	Failure to provide DEI disclosures in line with UK listing rules
45413 Domino's Pizza Group Plc	Annual	Against	7	Concerns related to attendance at board or committee meetings
			5	Failure to provide DEI disclosures in line with UK listing rules
45440.0 34.0 44.1			13	Pay is misaligned with EOS remuneration principles
45413 Smith & Nephew plc	Annual	Against	13	Failure to provide DEI disclosures in line with UK listing rules
			2,3,19	Pay is misaligned with EOS remuneration principles
45413 Spirent Communications Plc	Annual	Against	10	Failure to provide DEI disclosures in line with UK listing rules
45442 Calcord Comp. 1 11 21	Count	A t	2,3,14	Pay is misaligned with EOS remuneration principles
45413 Spirent Communications Pla	Court	Against	1	Concerns to protect shareholder value
45413 Spirent Communications Plc	Special	Against	1	Concerns to protect shareholder value
45413 Tritax Big Box REIT plc	Annual	All For		

Meeting Da	te Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
	45413 Tritax Big Box REIT plc	Special	All For		
	45413 Unilever Plc	Annual	All For		
	45413 Witan Investment Trust PLC	Annual	Against	10	Concerns about overall board structure
				4	Failure to provide DEI disclosures in line with UK listing rules
				3	Pay is misaligned with EOS remuneration principles
	45414 Aviva Plc	Annual	Abstain	11	Tay is misalighed with 200 remaneration principles
	45414 F&C Investment Trust PLC	Annual	All For	11	
			All For		
	45414 Howden Joinery Group Plc	Annual			
	45414 ITV Plc	Annual	All For		
	45414 Melrose Industries Plc	Annual	All For	2	Devite whether and with EQC common them are training
	45414 Mony Group Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
	45414 Morgan Sindall Group plc	Annual	All For	•	
	45414 Reckitt Benckiser Group Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
	45414 RIT Capital Partners PLC	Annual	Against	4	Concerns about overall board structure
				3	Failure to provide DEI disclosures in line with UK listing rules
	45414 UK Commercial Property REIT Ltd	Court	All For		
	45414 UK Commercial Property REIT Ltd	Special	All For		
	45415 HSBC Holdings Plc	Annual	All For		
	45415 InterContinental Hotels Group Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
	45415 Mondi Plc	Annual	All For		
	45419 Allfunds Group Plc	Annual	Against	4	Pay is misaligned with EOS remuneration principles
	45419 Just Group Plc	Annual	All For		
	45419 Temple Bar Investment Trust PLC	Annual	All For		
	45420 Antofagasta Plc	Annual	Against	8	Concerns related to attendance at board or committee meetings
				4	Lack of independent representation at board committees Concerns related to below-board gender
				2	diversity
					Pay is misaligned with EOS remuneration principles
	45420 Aston Martin Lagonda Global Holdings Plc	Annual	Against	3	Failure to provide DEI disclosures in line with UK listing rules
			•	15	Overboarded/Too many other time commitments
				2	Pay is misaligned with EOS remuneration principles
	45420 Direct Line Insurance Group Plc	Annual	Against	8	Failure to provide DEI disclosures in line with UK listing rules
	45420 Fidelity European Trust PLC	Annual	Against	3	Failure to provide DEI disclosures in line with UK listing rules
	45420 GSK Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
	45420 Haleon Plc	Annual	Against	4	Failure to provide DEI disclosures in line with UK listing rules
				12	Overboarded/Too many other time commitments
				2	Pay is misaligned with EOS remuneration principles
	45420 Pershing Square Holdings Ltd	Annual	Against	7	Overboarded/Too many other time commitments
	45420 Rentokil Initial Plc	Annual	All For	,	oversourded/100 many other time communicities
	45420 WPP Plc	Annual	Against	3	Pay is misaligned with EOS remuneration principles
	45421 Ascential Plc	Annual	All For	3	Tay is misaligned with 203 remaineration principles
	45421 BAE Systems Plc	Annual	All For		
	45421 Balfour Beatty Plc			4	Overboarded/Too many other time commitments
	45421 Barclays PLC	Annual Annual	Against All For	4	Overboarded/100 many other time commitments
	•	Annual	All For		
	45421 BlackRock World Mining Trust PLC			9	Canadana ahaut wan wantin an annaithe an anfamana
	45421 Clarkson Plc	Annual	Against	4	Concerns about remuneration committee performance
				•	Concerns related to below-board gender diversity
	45.424 Harbary Farma Na	A	A t t	2	Pay is misaligned with EOS remuneration principles
	45421 Harbour Energy Plc	Annual	Against	13	Inadequate management of climate-related risks
	45404 1441 81			2	Pay is misaligned with EOS remuneration principles
	45421 IMI Plc	Annual	Against	6	Failure to provide DEI disclosures in line with UK listing rules
	45421 Inchcape Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles

Meeting Date	e Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
	45421 Indivior PLC	Annual	Against	7	Failure to provide DEI disclosures in line with UK listing rules
			· ·	12	Lack of independent representation at board committees
				2	Pay is misaligned with EOS remuneration principles
	45421 John Wood Group Plc	Annual	Against	9	Concerns about overall board structure
	·		· ·	2	Pay is misaligned with EOS remuneration principles
	45421 Jupiter Fund Management Plc	Annual	Against	2,3	Pay is misaligned with EOS remuneration principles
	45421 Man Group Plc (Jersey)	Annual	All For		
	45421 Morgan Advanced Materials Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
	45421 OSB Group Plc	Annual	All For		
	45421 Rathbones Group Plc	Annual	All For		
	45421 Spire Healthcare Group Plc	Annual	Against	2,3	Pay is misaligned with EOS remuneration principles
	45422 Derwent London Plc	Annual	All For		
	45422 Diversified Energy Co. Plc	Annual	Against	13	Pay is misaligned with EOS remuneration principles
				19	Pay is misaligned with EOS remuneration principles
	45422 Rightmove Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
	45422 Standard Chartered Plc	Annual	All For		
	45422 Standard Chartered Plc	Special	All For		
	45426 Computacenter Plc	Annual	Against	4a	Failure to provide DEI disclosures in line with UK listing rules
	45426 Phoenix Group Holdings Plc	Annual	All For		
	45426 TI Fluid Systems Plc	Annual	Against	5	Failure to provide DEI disclosures in line with UK listing rules
				10	Lack of independent representation at board committees
				2,3	Pay is misaligned with EOS remuneration principles
	45427 Barratt Developments Plc	Special	All For		
	45427 Bridgepoint Group Plc	Annual	Against	10	Concerns about overall board structure
				6	Failure to provide DEI disclosures in line with UK listing rules
	45427 Greggs Plc	Annual	Against	12,13	Pay is misaligned with EOS remuneration principles
	45427 JPMorgan American Investment Trust PLC	Annual	All For		
	45427 Keller Group Plc	Annual	Against	11	Concerns related to approach to below-board gender diversity
				2,3	Pay is misaligned with EOS remuneration principles
	45427 Marshalls Plc	Annual	Against	13	Pay is misaligned with EOS remuneration principles
	45427 Redrow Plc	Court	All For		
	45427 Redrow Plc	Special	All For		
	45427 Savills Plc	Annual	Against	4	Concerns related to below-board gender diversityLack of independent representation at board
				2	committees
	45.427 Cultura Curana Dia	A	All Fam		Pay is misaligned with EOS remuneration principles
	45427 Spirax Group Plc	Annual	All For	0	Failure to musuide DEI diselecture in line with LIV listing unles
	45427 St. James's Place Plc	Annual	Against	9	Failure to provide DEI disclosures in line with UK listing rules
	45.427. The Demonstrate Infrastructure Cross Limited	A.m	AU 5	3	Pay is misaligned with EOS remuneration principles
	45427 The Renewables Infrastructure Group Limited	Annual	All For		
	45427 TP ICAP Group Plc 45427 Vesuvius Plc	Annual	All For	3	Day is missligated with EOS remuneration principles
	45427 Vesuvius Pic 45427 Zigup Pic	Annual Special	Against All For	3	Pay is misaligned with EOS remuneration principles
	45428 Convatec Group Plc	Annual	All For		
	45428 HgCapital Trust PLC	Annual	All For		
	45428 Ibstock Plc	Annual	Against	4	Failure to provide DEI disclosures in line with UK listing rules
	אסטנטנו דונ	Airiuai	Against	2	Pay is misaligned with EOS remuneration principles
	45428 Lloyds Banking Group Plc	Annual	All For	_	1 ay 13 missing rea with 203 remaineration principles
	45428 Merchants Trust PLC	Annual	All For		
	45428 Next Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
	45428 The UNITE Group Plc	Annual	All For	-	. a, is initially the Eos remaineration principles

45428 Tyman Pic Annual Against 7 Failure to provide DEI disclosures in line with UK listing rules 45428 Vistry Group Pic Annual Against 3 Combined CEO/Chair  45432 Hilton Food Group Pic Annual Against 3 Failure to provide DEI disclosures in line with UK listing rules 45432 Hilton Food Group Pic Annual Against 3 Failure to provide DEI disclosures in line with UK listing rules 45432 Impax Environmental Markets PLC Annual Against 3 Failure to provide DEI disclosures in line with UK listing rules 45433 Centamin Pic Annual Against 3 Pay is misaligned with EOS remuneration principles 45433 Fresnillo Pic Annual Against 9 Lack of independent representation at board committees 45433 Fresnillo Pic Annual Against 9 Lack of independent representation at board committees 45433 International Workplace Group Pic Annual Against 7,8 Lack of independent representation at board committees 45433 International Workplace Group Pic Annual Against 7,8 Lack of independent representation at board committees 45433 ITC Pic Annual Against 2 Pay is misaligned with EOS remuneration principles 45433 Shell Pic Annual Against 2 Pay is misaligned with EOS remuneration principles 45433 Shell Pic Annual Against 2 Pay is misaligned with EOS remuneration principles 45433 Shell Pic Annual Against 2 Pay is misaligned with EOS remuneration principles 45433 Shell Pic Annual Against 2 Pay is misaligned with EOS remuneration principles 45433 Shell Pic Annual Against 2 Pay is misaligned with EOS remuneration principles 45433 Shell Pic Annual Against 2 Pay is misaligned with EOS remuneration principles 45433 Shell Pic Annual Against 2 Pay is misaligned with EOS remuneration principles 45433 Shell Pic Annual Against 2 Pay is misaligned with EOS remuneration principles 45433 Shell Pic Annual Against 2 Pay is misaligned with EOS remuneration principles 45433 Shell Pic Annual Against 2 Pay is misaligned with EOS remuneration principles 45433 Shell Pic Annual Against 2 Pay is misaligned with EOS remuneration principles 45433 Shell Pic Annual Against 2 Pay is mis	Meeting Date Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
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1512 Hilton Food Group PC Annual Against 3 Failure to provide DE disclosures in line with UK listing rules 1512 Hilton Food Group PC Annual Against 3 Failure to provide DE disclosures in line with UK listing rules 1512 Hilton Food Group PC Annual Against 3 Failure to provide DE disclosures in line with UK listing rules 1513 Fromitio PC Annual Against 4 Against 5 Failure to provide DE disclosures in line with UK listing rules 1514 Fromitio PC Annual Against 7,8 Assass International Workplace Group PC Annual Against 7,8 1514 Fromitio PC Annual Against 7,8 1514 Fromitio PC Annual Against 7,8 1514 Fromitio PC Annual Against 2 Assass International Workplace Group PC Annual Against 2 Against 2 Against 2 Against 2 Against 3 Assass International Workplace Group PC Annual Against 3 Assass International Workplace Group PC Annual Against 3 Assass International Mortification of the Company partially has mental against with Communication principles Assass International Workplace Group PC Annual Against 3 Assass International Workplace Group PC Annual Against 4 Assass International Workplace Group PC Annual Against 4 Assass International Workplace Group PC Annual Against 4 Assass International Mortification of the Company partially has mental against with Communication principles Assass International International Mortification of the Company and PC Against 3 Assass International Internation and Against 4 Assass International Internation and Against 4 Assass International International Against 4 Assass International International Against 4 Assass International International International Against 4 Assass International International Against 4 Assass International I	45428 Vistry Group Plc	Annual	Against	•	
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4543 Presnillo Pic  Annual  Against  Ag	·			3	Pay is misaligned with FOS remuneration principles
4543 Freshillo Pir.  Annual Against 5,7 Octobanded/Too many other time commitments of the commitments of the commitments of the commitment of the commitments of the			•	3	r dy is misdiighed with 203 remaineration principles
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4543 International Workplace Group Pic Annual Against 7,8 45433 Tre Pic Annual Against 2 Pay is mailigned with EO's remuneration principles Pay is mailigned wi	43433 116311110 FIC	Aillidai	Against		·
45433 International Workplace Group Pic Annual Against 2 Pay is misaligned with EOS remuneration principles  45433 IC Pic Annual Against 2 Pay is misaligned with EOS remuneration principles  45433 Shell Pic Annual Against 2 Pay is misaligned with EOS remuneration principles  45433 Shell Pic Annual Against 2 Pay is misaligned with EOS remuneration principles  45433 Shell Pic Annual Against 2 Pay is misaligned with EOS remuneration principles  45433 Shell Pic Annual Against 2 Pay is misaligned with EOS remuneration principles  45433 Shell Pic Annual Against 2 Pay is misaligned with EOS remuneration principles  45433 ISC Bank Group Pic Annual Against 5 Pay is misaligned with EOS remuneration principles  45433 ISC Bank Group Pic Annual Against 6 Failure to provide Dis disclosures in line with UK Isting rules  45434 Kiprient Communications Pic Annual Against 2 Pay is misaligned with EOS remuneration principles  45434 Mokey It Pic Annual Against 2 Pay is misaligned with EOS remuneration principles  45434 Spirent Communications Pic Special All For Annual Against 4 Failure to provide Dis disclosures in line with UK Isting rules  45434 Virgin Money UK Pic Association Annual Against 4 Failure to provide Dis disclosures in line with UK Isting rules  45434 Virgin Money UK Pic Association Against 4 Failure to provide Dis disclosures in line with UK Isting rules  45434 Virgin Money UK Pic Association Against 4 Failure to provide Dis disclosures in line with UK Isting rules  45444 Virgin Money UK Pic Association Pic Annual Against 4 Failure to provide Dis disclosures in line with UK Isting rules  45444 Virgin Money UK Pic Association Annual Against 4 Failure to provide Dis disclosures in line with UK Isting rules  45444 Virgin Money UK Pic Association Annual Against 4 Failure to provide Dis disclosures in line with UK Isting rules  45444 Virgin Money UK Pic Association Annual Against 4 Failure to provide Dis disclosures in line with UK Isting rules				·	•
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45433 TBC Bark Group Pic Annual Assist a Against 2 Against 3 Against 4 Against 5 Against 6 Again	45433 International Workplace Group Plc	Annual	Against	7,8	Lack of independent representation at board committees
A5433 Shell Pic  Annual  Apaint  Against  Agains				2	Pay is misaligned with EOS remuneration principles
met the request of the resolution, in addition, we believe the resolution does not tackle the most services and the request of the resolution in addition, we believe the resolution does not tackle the most services. It is a service as pect of Shelf's exterior 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, is pecial resolutions are solely filed as binding resolutions, Shall the resolution pass, it is not possible to ascertain the potential fligation to which the company can be exposed to if deemed not compliant with the demands of the resolution in the required timeframe.  We are worline against the remuneration report, due to the disconnect between the award above target of the Energy Transition in the ETIP and net zee expectation, this also includes the inclusion of growth of fluerfield natural gas volumes as new indicator under the future energy Transition Strategy component of the awards.  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 commitment in restraining from new oil and gas projects.  45433 TBC Bank Group Plc  Annual Against 9 Failure to provide DEI disclosures in line with UK listing rules  45434 Costs Group Plc  Annual Against 9 Failure to provide DEI disclosures in line with UK listing rules  45434 Costs Group Plc  Annual Against 9 Failure to provide DEI disclosures in line with UK listing rules  45434 Costs Group Plc  Annual Against 2 Pay is misaligned with EOS remuneration principles  45434 Costs Group Plc  Annual Against 2 Pay is misaligned with EOS remuneration principles  45434 Empiric Student Property PLC  Annual Against 2 Pay is misaligned with EOS remuneration principles  45434 Empiric Student Property PLC  Annual Against 2 Pay is misaligned with EOS remuneration principles  45434 Spirent Communications Plc  45434 Spirent Co	45433 JTC Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
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2,3 Pay is misaligned with EOS remuneration principles	45435 Energean Plc	Annual	Against		·
				2,3	Pay is misaligned with EOS remuneration principles

Meeting Da	ite Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
	45435 Essentra Plc	Annual	All For	·	
	45435 Ferrexpo Plc	Annual	Against	9	Concerns to protect shareholder value
				8	Failure to provide DEI disclosures in line with UK listing rulesConcerns to protect shareholder value
				2	Pay is misaligned with EOS remuneration principles
	45435 Hill & Smith Plc	Annual	Against	4	Failure to provide DEI disclosures in line with UK listing rulesConcerns related to approach to below-
			· ·	2	board gender diversity
					Pay is misaligned with EOS remuneration principles
	45435 Indivior PLC	Special	All For		
	45435 Legal & General Group Plc	Annual	All For		
	45435 Petershill Partners PLC	Annual	Against	6	Failure to provide DEI disclosures in line with UK listing rules
	45435 Prudential Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
	45435 Quilter Plc	Annual	All For		
	45435 Rolls-Royce Holdings Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
	45435 Shaftesbury Capital Plc	Annual	Against	4	Failure to provide DEI disclosures in line with UK listing rules
	45435 Spectris Plc	Annual	All For		
	45436 Intertek Group Plc	Annual	Against	6	Failure to provide DEI disclosures in line with UK listing rulesConcerns related to below-board gender
			<b>0</b>		diversity
	45440 Diversified Energy Co. Plc	Special	All For		
	45440 Genuit Group Plc	Annual	Against	2,3	Pay is misaligned with EOS remuneration principles
	45441 Glencore Plc	Annual	Abstain	12	Voting related to alignment with 1.5 degrees scenariolnadequate management of climate-related
			Against	3,7	risks from exposure to coal
	45441 The Mercantile Investment Trust PLC	Annual	All For	-,	
	45442 Bodycote Plc	Annual	Against	3,13	Pay is misaligned with EOS remuneration principles
	45442 Endeavour Mining Plc	Annual	Against	8	Concerns related to approach to board gender diversity
	<b>0</b>		<b>0</b>	13	Pay is misaligned with EOS remuneration principles
	45442 Ferguson Plc	Special	Against	2.D	Concerns related to shareholder rights
	ŭ	•	· ·	2.G	Poison pill/anti-takeover measure not in investors interests
	45443 A.G. BARR Plc	Annual	Against	4	Failure to provide DEI disclosures in line with UK listing rules
			· ·	7	Lack of independent representation at board committees
	45446 PageGroup Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
	45447 International Public Partnerships Limited	Annual	All For		
	45448 BH Macro Limited	Annual	All For		
	45448 Centrica Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
	45449 PureTech Health Plc	Special	All For		, , , , , , , , , , , , , , , , , , ,
	45449 Royalty Pharma Plc	Annual	Against	1g	Concerns related to approach to board gender diversity
	45454 Mobico Group Plc	Annual	Against	2,3	Pay is misaligned with EOS remuneration principles
	45455 Foresight Solar Fund Limited	Annual	Against	7	Concerns related to attendance at board or committee meetings
			<b>0</b>	5	Failure to provide DEI disclosures in line with UK listing rules
	45455 IP Group Plc	Annual	Against	7	Overboarded/Too many other time commitments
	45455 NB Private Equity Partners Limited	Annual	Against	3	Failure to provide DEI disclosures in line with UK listing rules
	45456 Hochschild Mining Plc	Annual	Against	16	Concerns to protect shareholder value
				6	Failure to provide DEI disclosures in line with UK listing rules Concerns related to approach to below-
				2,3	board gender diversity Overboarded/Too many other time commitments
				_,-	Pay is misaligned with EOS remuneration principles
	45456 PureTech Health Plc	Annual	Against	8	Concerns about remuneration committee performance
	45450 Furcical Health Fie	, umaai	/ Guillot	7	Failure to provide DEI disclosures in line with UK listing rules
				10	Overboarded/Too many other time commitments
				2,3,4	Pay is misaligned with EOS remuneration principles
	45457 Tesco Plc	Annual	All For	_, <i>∨</i> , <sup>⊤</sup>	. ay is missing to a man 200 remaineration principles
	45460 Bank of Georgia Group Plc	Annual	Against	14	Concerns related to Non-audit fees
	45455 Bank of Ocorbia Group File	,	, iguilist	±-7	concerns related to non-dualities

Meeting Date Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45461 Darktrace Plc	Court	All For		
45461 Darktrace Plc	Special	All For		
45461 Whitbread Plc	Annual	Against	7	Failure to provide DEI disclosures in line with UK listing rules
			2	Pay is misaligned with EOS remuneration principles
45462 Octopus Renewables Infrastructure Trust Plc	Annual	All For		
45463 Balanced Commercial Property Trust Ltd	Annual	All For		
45463 BlackRock Smaller Companies Trust PLC	Annual	All For		
45463 Kingfisher plc	Annual	All For		
45464 Informa Plc	Annual	Against	5	Concerns about overall board structure
			12,13	Pay is misaligned with EOS remuneration principles
45467 Network International Holdings Plc	Annual	Against	3	Failure to provide DEI disclosures in line with UK listing rules
45468 ICG Enterprise Trust plc	Annual	All For		
45470 3i Group PLC	Annual	Against	2	Pay is misaligned with EOS remuneration principles
45470 Trainline Plc	Annual	Against	5	Failure to provide DEI disclosures in line with UK listing rules
			2,3	Pay is misaligned with EOS remuneration principles
45471 Sirius Real Estate Limited	Annual	Against	3,8	Concerns about overall board structure