

Q2 2024

LGPS Central - ACS

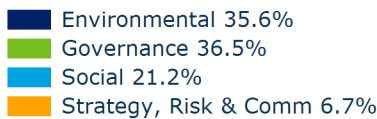
EOS at Federated Hermes

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



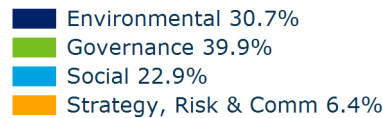
Australia & New Zealand

We engaged with 16 companies



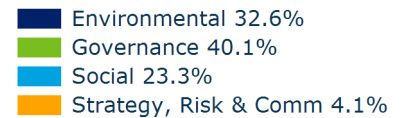
Developed Asia

We engaged with 52 companies



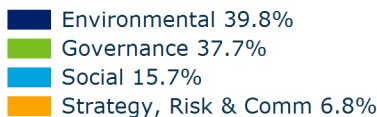
Emerging & Developing Markets

We engaged with 46 companies



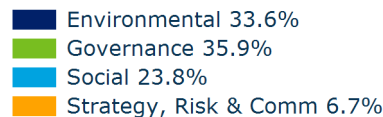
Europe

We engaged with 120 companies



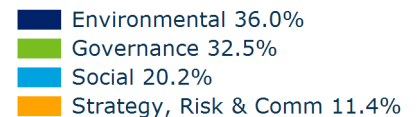
North America

We engaged with 226 companies



United Kingdom

We engaged with 37 companies

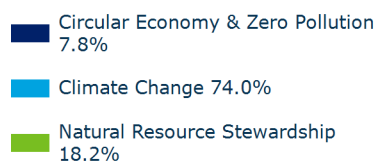


Engagement by Meta theme

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



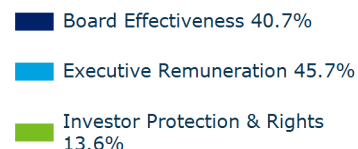
Social

Social topics featured in 21.2% of our engagements



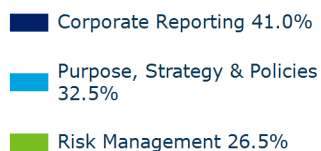
Governance

Governance topics featured in 36.5% of our engagements



Strategy, Risk & Communication

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



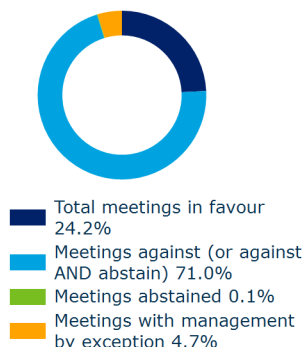
LGPS Central - ACS

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.

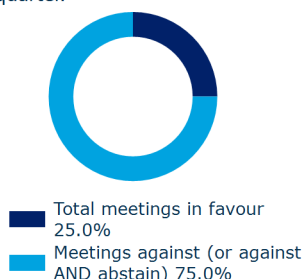
Global

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



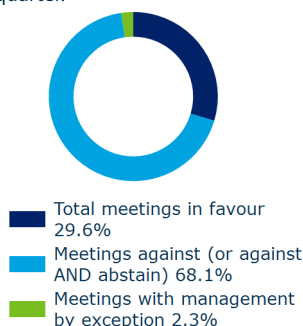
Australia & New Zealand

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



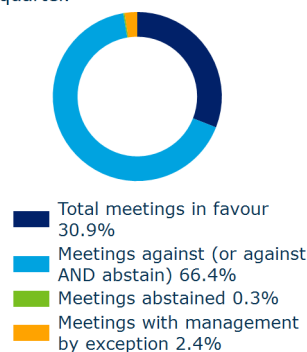
Developed Asia

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



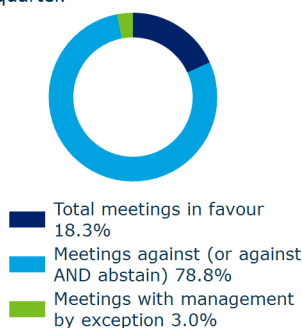
Emerging & Developing Markets

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



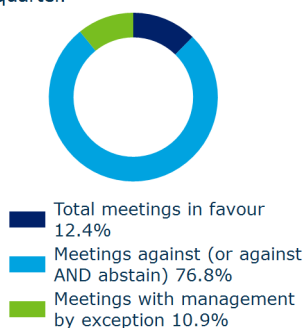
Europe

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



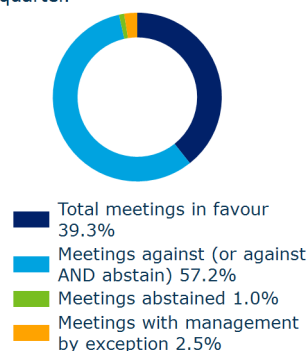
North America

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



United Kingdom

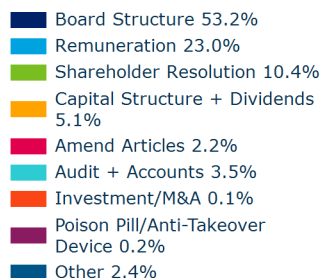
We made voting recommendations at 201 meetings (3,505 resolutions) over the last quarter.



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

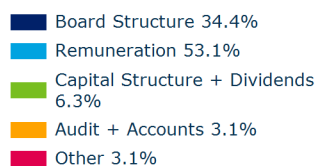
Global

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



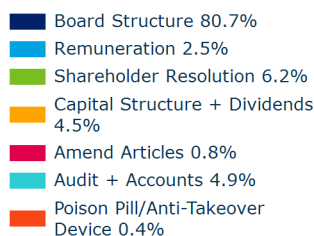
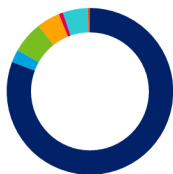
Australia & New Zealand

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



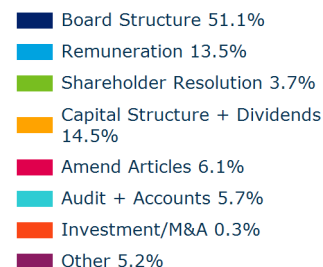
Developed Asia

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



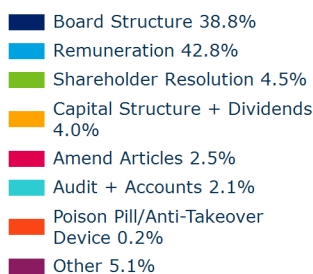
Emerging & Developing Markets

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



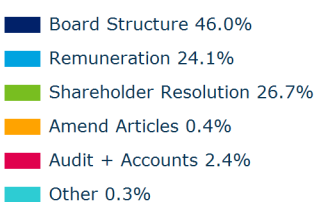
Europe

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



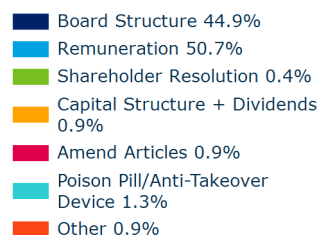
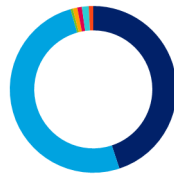
North America

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 3b 6,7	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders
26/04/2024	Hang Lung Properties Limited	Annual	Against	6,7	Issue of equity raises concerns about excessive dilution of existing shareholders
03/05/2024	OLP Holdings Limited	Annual	All For		
07/05/2024	Swire Properties Limited	Annual	Against	1b 4 1a	Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
08/05/2024	Cathay Pacific Airways Limited	Annual	Against	4	Issue of equity raises concerns about excessive dilution of existing shareholders
08/05/2024	Hang Seng Bank Limited	Annual	Against	2 5	Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders
09/05/2024	Hua Hong Semiconductor Limited	Annual	Against	8 3 12,13	Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity
09/05/2024	Swire Pacific Limited	Annual	Against	4	Issue of equity raises concerns about excessive dilution of existing shareholders
09/05/2024	The Wharf (Holdings) Ltd.	Annual	Against	1a,1b 2b,2d 6,7	Lack of independence on board Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders
10/05/2024	Techtronic Industries Company Limited	Annual	All For		
10/05/2024	The Bank of East Asia, Limited	Annual	Against	3c,3d 4 6	Concerns related to approach to board gender diversity Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders
14/05/2024	Galaxy Entertainment Group Limited	Annual	Against	4 3 7,2,7.3 2	Concerns related to inappropriate membership of committees Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity
20/05/2024	Champion Real Estate Investment Trust	Annual	Against	3	Concerns related to succession planning
20/05/2024	China Resources Beer (Holdings) Co. Ltd.	Annual	Against	3,7 3,8 6,7	Concerns related to approach to board gender diversity Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders
20/05/2024	China Travel International Investment Hong Kong Limited	Annual	Against	3b,3c 3d 6,7 3a	Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to attendance at board or committee meetings Issue of equity raises concerns about excessive dilution of existing shareholders
22/05/2024	MTR Corporation Limited	Annual	Against	3a	Lack of independence on board Concerns related to attendance at board or committee meetings Concerns related to inappropriate membership of committees Concerns related to attendance at board or committee meetings
22/05/2024	Power Assets Holdings Limited	Annual	Against	3c	Overboarded/Too many other time commitments
23/05/2024	MMG Limited	Annual	Against	2c 2b 5,7 9a,9b	Concerns related to succession planning Concerns related to succession planning Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles
24/05/2024	AIA Group Limited	Annual	All For		

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
28/05/2024	CSPC Pharmaceutical Group Ltd.	Annual	Against	3a1 3a2	Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Lack of independence on board
30/05/2024	PCCW Limited	Annual	Against	4 3e 3a 3d 5,7 8,9,10,11	Concerns related to Non-audit fees Concerns related to Non-audit fees Concerns related to succession planning Concerns related to inappropriate membership of committees Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles
31/05/2024	Dah Sing Banking Group Limited	Annual	Against	6 7,8	Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles
03/06/2024	Henderson Land Development Company Limited	Annual	Against	3,4 3,5,3,6 5B,5C 3,1,3,2	Concerns related to approach to board gender diversityConcerns related to succession planningOverboarded/Too many other time commitments Concerns related to succession planning 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 3,3 5,2,5,3 3,2	Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Lack of independence on board Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
05/06/2024	Far East Horizon Limited	Annual	Against	3a 3c 6,7 8	Combined CEO/Chair Concerns related to attendance at board or committee meetings Issue of equity raises concerns about excessive dilution of existing shareholders 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 2a2 5,1,5,2 6,7,8,9,10,11	Combined CEO/Chair Concerns related to approach to board gender diversityConcerns related to succession planning 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 7	Concerns related to approach to board gender diversity Insufficient/poor disclosure
26/06/2024	SJM Holdings Limited	Annual	Against	2,1,2,2 5	Lack of independence on board Pay is misaligned with EOS remuneration principles
19/04/2024	Mitsui High-tec, Inc.	Annual	Against	1,6,1,7,1,8,2,4 1,1	Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity
25/04/2024	Sekisui House, Ltd.	Annual	All For		
26/04/2024	Benefit One Inc.	Special	All For		
29/04/2024	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 Lack of independence on board
20/05/2024	GLP J-REIT	Special	Against	4,2	Concerns related to succession planning
21/05/2024	Lawson, Inc.	Annual	All For		
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 2,9	Concerns about overall board structure Concerns related to succession planning
23/05/2024	AEON Mall Co., Ltd.	Annual	All For		
23/05/2024	Hisamitsu Pharmaceutical Co., Inc.	Annual	Against	3,3 2,1	Concerns about overall board structure 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 1,2	Concerns about overall board structure Concerns related to approach to board gender diversity
28/05/2024	ABC-MART, INC.	Annual	Against	3,1 3,2	Concerns related to approach to board gender diversity 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.	Annual	Against	2,8	Concerns related to succession planning
28/05/2024	Welcia Holdings Co., Ltd.	Annual	Against	2,10	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 1.5 2	Concerns about overall performance Lack of independence on board Poison pill/anti-takeover measure not in investors interests
29/05/2024	Izumi Co., Ltd.	Annual	Against	1	Insufficient/poor disclosure
29/05/2024	YASKAWA Electric Corp.	Annual	All For		
11/06/2024	Toyota Industries Corp.	Annual	Against	1.2 1.3 1.1	Concerns related to approach to board gender diversityConcerns about overall performance Concerns related to succession planning Concerns to protect shareholder value
12/06/2024	Toyota Boshoku Corp.	Annual	Against	1.2 1.9	Concerns related to approach to board gender diversity 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 1.5	Concerns about overall performance Lack of independence on board
13/06/2024	MISUMI Group, Inc.	Annual	All For		
14/06/2024	Eisai Co., Ltd.	Annual	All For		
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 2.6	Concerns about overall performance Lack of independence on board
14/06/2024	Toyoda Gosei Co., Ltd.	Annual	Against	2.2	Concerns about overall board structure
14/06/2024	Zenkoku Hoshu Co., Ltd.	Annual	Against	3.2	Concerns related to approach to board gender diversity
17/06/2024	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 independence on board Lack of independence on board
17/06/2024	Seven Bank Ltd.	Annual	All For		
18/06/2024	Fujitsu General Ltd.	Annual	Against	3 2.1	Concerns about overall board structure 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 1.4	Concerns about overall performance 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 1.2 1.8 4	Concerns about overall board structure 2- Concerns about overall performance 3- Concerns related to board gender diversity 4- Lack of independence on board Concerns about overall performance Lack of independence on board 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	1.1	Concerns related to approach to board gender diversityConcerns about overall performance
19/06/2024	Credit Saison Co., Ltd.	Annual	Against	2.2 13	Concerns related to approach to board gender diversity The proposed disclosure would promote accountability and help shareholders make better-informed decisions.
19/06/2024	Fuji Kyuko Co., Ltd.	Annual	Against	2.1 2.3,2.4,2.6,2.7,2.11,2.12,2.1 3	Concerns about overall performance Lack of independence on board Lack of independence on board
19/06/2024	Honda Motor Co., Ltd.	Annual	All For		

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
19/06/2024	Iwatani Corp.	Annual	Against	2.1 2.3 2.8,2.9,2.10	Concerns about overall performanceLack of independence on board Concerns related to approach to board gender diversityConcerns about overall performance Lack of independence on board
19/06/2024	Japan Aviation Electronics Industry Ltd.	Annual	All For		
19/06/2024	Japan Exchange Group, Inc.	Annual	All For		
19/06/2024	Japan Post Holdings Co., Ltd.	Annual	Against	1.1	Concerns about overall performance
19/06/2024	Kakaku.com, Inc.	Annual	Against	2.2	Concerns related to approach to board gender diversity
19/06/2024	KDDI Corp.	Annual	All For		
19/06/2024	Keihan Holdings Co., Ltd.	Annual	Against	2.2	Concerns related to approach to board gender diversity
19/06/2024	Kobe Steel, Ltd.	Annual	Against	1.1 2.2	Concerns about overall performance Lack of independence on boardConcerns related to inappropriate membership of committees
19/06/2024	Komatsu Ltd.	Annual	Against	2.5	Lack of independence on board
19/06/2024	LIXIL Corp.	Annual	Against	1.1	Concerns about overall performance
19/06/2024	Mitsui & Co., Ltd.	Annual	Against	2.1 2.8	Inadequate management of climate-related risks Lack of independence on board
19/06/2024	Nippon Sanso Holdings Corp.	Annual	Against	3.1,3.2	Concerns about overall board structure
19/06/2024	Nippon Yusen KK	Annual	Against	2.5	Lack of independence on board
19/06/2024	NS Solutions Corp.	Annual	Against	1.1	Concerns about overall performance
19/06/2024	Subaru Corp.	Annual	Against	2.1 2.3	Concerns related to approach to board gender diversity Inadequate management of climate-related risks
19/06/2024	West Japan Railway Co.	Annual	Against	2.2,3.1	Lack of independence on board
19/06/2024	Yakult Honsha Co., Ltd.	Annual	Against	1.1	Concerns about overall performance Concerns related to approach to board gender diversity
20/06/2024	Astellas Pharma, Inc.	Annual	All For		
20/06/2024	Capcom Co., Ltd.	Annual	Against	2.2	Concerns related to approach to board gender diversity
20/06/2024	Cosmo Energy Holdings Co., Ltd.	Annual	All For		
20/06/2024	Denka Co., Ltd.	Annual	All For		
20/06/2024	DENSO Corp.	Annual	Against	1.1 1.2	Concerns about overall performance Concerns related to approach to board gender diversityConcerns about overall performance
20/06/2024	East Japan Railway Co.	Annual	Against	2.8	Lack of independence on board
20/06/2024	Koei Tecmo Holdings Co., Ltd.	Annual	Against	2.8 3	Concerns related to succession planning Pay is misaligned with EOS remuneration principles
20/06/2024	MARUWA CO., LTD.	Annual	All For		
20/06/2024	Mitsubishi Motors Corp.	Annual	Against	3.1 3.4,3.12	Inadequate management of climate-related risks from exposure to coal Lack of independence on board
20/06/2024	Nifco, Inc.	Annual	All For		
20/06/2024	Nippon Shokubai Co., Ltd.	Annual	Against	2.1 2.6	Concerns about overall performance Lack of independence on board Lack of independence on board
20/06/2024	Nippon Telegraph & Telephone Corp.	Annual	Against	2.2	Concerns about overall performance
20/06/2024	Nitori Holdings Co., Ltd.	Annual	Against	1.1	Inadequate management of deforestation risks
20/06/2024	OMRON Corp.	Annual	Against	2.2	Concerns related to approach to board gender diversity
20/06/2024	Ono Pharmaceutical Co., Ltd.	Annual	Against	2.1,2.2	Concerns about overall performance
20/06/2024	Recruit Holdings Co., Ltd.	Annual	All For		
20/06/2024	Ricoh Co., Ltd.	Annual	Against	2.1 2.2	Concerns about overall performance Concerns about overall performance Concerns related to approach to board gender diversity
20/06/2024	SCSK Corp.	Annual	Against	2.5,3	Lack of independence on board
20/06/2024	Sekisui Chemical Co., Ltd.	Annual	Against	2.1,2.2	Concerns about overall performance
20/06/2024	Shionogi & Co., Ltd.	Annual	All For		
20/06/2024	SoftBank Corp.	Annual	All For		
20/06/2024	Sumitomo Mitsui Trust Holdings, Inc.	Annual	Against	4.1,4.5 4.9	Concerns about overall performance Concerns related to approach to board gender diversity
20/06/2024	TAISEI Corp.	Annual	Against	4.1 3.2 3.1 3.4,3.5,3.9,3.11	Concerns about overall board structure Concerns about overall performance Concerns about overall performance Lack of independence on board Lack of independence on board
20/06/2024	Teijin Ltd.	Annual	Against	1.1	Concerns about overall performance

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
21/06/2024	ACOM Co., Ltd.	Annual	Against	2.3 2.1,3	Concerns related to approach to board gender diversity Lack of independence on board
21/06/2024	Central Japan Railway Co.	Annual	Against	2.2 2.10	Concerns related to approach to board gender diversity Lack of independence on board
21/06/2024	Concordia Financial Group, Ltd.	Annual	Against	1.1	Concerns related to approach to board gender diversityConcerns about overall performance
21/06/2024	Daicel Corp.	Annual	Against	2.1 2.6,2.8	Concerns about overall performance Lack of independence on board
21/06/2024	Daifuku Co., Ltd.	Annual	Against	2.1 2.6	Concerns related to approach to board gender diversity Lack of independence on board
21/06/2024	Daiichikosho Co., Ltd.	Annual	All For		
21/06/2024	Daiwa Securities Group, Inc.	Annual	All For		
21/06/2024	DISCO Corp.	Annual	Against	2.4	Concerns related to succession planning
21/06/2024	Fuyo General Lease Co., Ltd.	Annual	Against	2.1 2.2 2.6	Concerns about overall performance Concerns about overall performance Concerns related to approach to board gender diversity Lack of independence on board
21/06/2024	Harmonic Drive Systems, Inc.	Annual	Against	3.1,3.3 2.1 2.2 2.5,2.6,2.7	Concerns about overall board structure Concerns about overall performanceLack of independence on board Concerns related to approach to board gender diversityConcerns about overall performance Lack of independence on board
21/06/2024	HIROSE ELECTRIC CO., LTD.	Annual	Against	2.1 2.7 2.9	Concerns related to approach to board gender diversity Concerns related to succession planning Lack of independence on board
21/06/2024	Hitachi Ltd.	Annual	Against	1.8	Concerns related to succession planning
21/06/2024	ITOCHU Corp.	Annual	All For		
21/06/2024	Kawasaki Kisen Kaisha, Ltd.	Annual	Against	2.1	Concerns related to approach to board gender diversity
21/06/2024	Kintetsu Group Holdings Co., Ltd.	Annual	Against	3.2 2.2 2.1,2.8,2.10,2.11,2.12	Concerns about overall board structure Concerns related to approach to board gender diversity Lack of independence on board
21/06/2024	Kyushu Railway Co.	Annual	All For		
21/06/2024	Marubeni Corp.	Annual	Against	1.1	Inadequate management of climate-related risks from exposure to coal
21/06/2024	MatsukiyoCocokara & Co.	Annual	Against	2.2	Concerns related to approach to board gender diversity
21/06/2024	Mitsubishi Corp.	Annual	Against	3.7	Lack of independence on board
21/06/2024	Nagase & Co., Ltd.	Annual	Against	3 2.1 2.2	Concerns about overall board structure Concerns about overall performance Concerns about overall performance Concerns related to approach to board gender diversity
21/06/2024	Nankai Electric Railway Co., Ltd.	Annual	Against	2.1,2.6,2.7,2.9	Lack of independence on board
21/06/2024	NEC Corp.	Annual	Against	1.9,1.10	Concerns about overall performance
21/06/2024	NIPPON STEEL CORP.	Annual	Against	2.1,2.8,2.9,3.1,3.2 7 6 8	Lack of independence on board SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
21/06/2024	Nitto Denko Corp.	Annual	All For		
21/06/2024	Nomura Real Estate Holdings, Inc.	Annual	All For		
21/06/2024	Nomura Research Institute Ltd.	Annual	Against	1.1,1.3	Concerns about overall performance
21/06/2024	Okuma Corp.	Annual	Against	3.1	Concerns related to approach to board gender diversityConcerns about overall performance
21/06/2024	Paltac Corp.	Annual	All For		
21/06/2024	RAKUS Co., Ltd.	Annual	Against	2.5	Lack of independence on board
21/06/2024	Sanken Electric Co., Ltd.	Annual	Against	1.1 1.4,1.6	Concerns about overall performance Lack of independence on board
21/06/2024	SCREEN Holdings Co. Ltd.	Annual	Against	2.1 2.2	Concerns about overall performance Concerns about overall performance Concerns related to approach to board gender diversity
21/06/2024	Seibu Holdings, Inc.	Annual	Against	2.1 2.2	Concerns about overall performance Concerns about overall performance Concerns related to approach to board gender diversity
21/06/2024	SMS Co., Ltd.	Annual	Against	3.1	Concerns related to succession planning

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
21/06/2024	SoftBank Group Corp.	Annual	Against	2.1 2.8	Concerns related to approach to board gender diversity Concerns about overall performance Lack of independence on board
21/06/2024	Square Enix Holdings Co., Ltd.	Annual	All For		
21/06/2024	Sumitomo Chemical Co., Ltd.	Annual	Against	1.1,1.2 1.9	Concerns about overall performance Lack of independence on board
21/06/2024	Sumitomo Corp.	Annual	Against	2.1	Inadequate management of climate-related risks Inadequate management of climate-related risks from exposure to coal
21/06/2024	Sundrug Co., Ltd.	Annual	All For		
21/06/2024	Systemex 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 1 8,12 9,10	Lack of independence on board SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes efficient capital structure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
21/06/2024	Tobu Railway Co., Ltd.	Annual	Against	3.3,3.5 2.1 2.2 2.9	Concerns about overall board structure Concerns about overall performance Concerns about overall performance Concerns related to approach to board gender diversity Lack of independence on board
21/06/2024	Tokyo Seimitsu Co., Ltd.	Annual	All For		
21/06/2024	Tosoh Corp.	Annual	Against	1.1,1.6,1.8	Lack of independence on board
21/06/2024	Toyo Seikan Group Holdings Ltd.	Annual	Against	2.1 2.8	Concerns about overall performance Concerns related to approach to board gender diversity Lack of independence on board
21/06/2024	Toyota Tsusho Corp.	Annual	Against	2.1	Inadequate management of climate-related risks
21/06/2024	TS TECH CO., LTD.	Annual	Against	1.1	Concerns about overall performance
21/06/2024	Yamato Holdings Co., Ltd.	Annual	Against	2.2 1.1	Concerns about overall board structure Concerns related to approach to board gender diversity
22/06/2024	FANCL Corp.	Annual	All For		
22/06/2024	Hikari Tsushin, Inc.	Annual	All For		
23/06/2024	Matsui Securities Co., Ltd.	Annual	Against	2.10 2.1	Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity
24/06/2024	Bandai Namco Holdings, Inc.	Annual	Against	2.1	Concerns about overall performance Concerns related to approach to board gender diversity
24/06/2024	Dai-ichi Life Holdings, Inc.	Annual	Against	3.4,3.5	Concerns related to inappropriate membership of committeesLack of independence on board
24/06/2024	Fujitsu Ltd.	Annual	All For		
24/06/2024	Hitachi Construction Machinery Co., Ltd.	Annual	All For		
24/06/2024	Isetan Mitsukoshi Holdings Ltd.	Annual	All For		
24/06/2024	Marui Group Co., Ltd.	Annual	Against	2.1	Concerns about overall performance
24/06/2024	MS&AD Insurance Group Holdings, Inc.	Annual	Against	2.1	Concerns about overall performanceConcerns to protect shareholder value
24/06/2024	NEC Networks & System Integration Corp.	Annual	All For		
24/06/2024	Nikon Corp.	Annual	All For		
24/06/2024	OBIC Business Consultants Co., Ltd.	Annual	Against	2.2	Concerns related to approach to board gender diversity
24/06/2024	Panasonic Holdings Corp.	Annual	All For		
24/06/2024	Sompo Holdings, Inc.	Annual	Against	2.1 2.5 2.4	Concerns about overall performanceConcerns to protect shareholder value Concerns related to attendance at board or committee meetingsConcerns related to succession planning Concerns related to succession planning
24/06/2024	The Japan Steel Works Ltd.	Annual	Against	2.1	Concerns about overall performance
24/06/2024	Tokio Marine Holdings, Inc.	Annual	Against	2.1,2.2 2.9,2.11	Concerns about overall performanceConcerns to protect shareholder value Lack of independence on board
24/06/2024	Tokyo Century Corp.	Annual	Against	3.8	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	Against	2.1	Concerns related to approach to board gender diversity

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
25/06/2024	Aozora Bank Ltd.	Annual	Against	1.1 1.2	Concerns about overall performance Concerns about overall performanceConcerns related to approach to board diversity
25/06/2024	Asahi Kasei Corp.	Annual	All For		
25/06/2024	Azbil Corp.	Annual	All For		
25/06/2024	Brother Industries, Ltd.	Annual	Against	1.3	Concerns related to approach to board gender diversity
25/06/2024	CALBEE, Inc.	Annual	Against	2.4	Concerns related to succession planning
25/06/2024	Daito Trust Construction Co. Ltd.	Annual	Against	2.1 3.7	Inadequate management of deforestation risksConcerns related to approach to board gender diversity Lack of independence on board
25/06/2024	DOWA HOLDINGS Co., Ltd.	Annual	All For		
25/06/2024	Fuji Electric Co., Ltd.	Annual	Against	1.1 1.2	Concerns about overall performance Concerns related to approach to board gender diversityConcerns about overall performance
25/06/2024	Hirogin Holdings, Inc.	Annual	Against	1.1, 1.2	Concerns about overall performance
25/06/2024	House Foods Group, Inc.	Annual	Against	2.1 2.7, 3 5	Concerns related to approach to board gender diversityConcerns about overall performanceLack of independence on board Lack of independence on board Shareholder proposal promotes efficient capital structure
25/06/2024	Idemitsu Kosan Co., Ltd.	Annual	Against	2 1.1	Concerns about overall board structure Inadequate management of climate-related risks Inadequate management of climate-related risks from exposure to coal
25/06/2024	Iida Group Holdings Co., Ltd.	Annual	All For		
25/06/2024	INFRONEER Holdings, Inc.	Annual	Against	2.1, 2.2 2.7	Concerns about overall performance Concerns related to approach to board gender diversity
25/06/2024	JFE Holdings, Inc.	Annual	Against	2.1	Concerns related to approach to board gender diversity
25/06/2024	JMDC, Inc.	Annual	All For		
25/06/2024	JTEKT Corp.	Annual	All For		
25/06/2024	JustSystems Corp.	Annual	Against	2.1	Concerns related to approach to board gender diversity
25/06/2024	Kajima Corp.	Annual	Against	2.1 2.2	Concerns about overall performance Concerns about overall performance Concerns related to approach to board gender diversity
25/06/2024	KATITAS Co., Ltd.	Annual	Against	1.1 1.5	Concerns related to approach to board gender diversity Concerns related to succession planning
25/06/2024	Kikkoman Corp.	Annual	Against	2.3 2.8 2.2 2.9	Concerns related to approach to board gender diversityConcerns about overall performance Concerns related to succession planning Inadequate management of climate-related risksConcerns about overall performance Lack of independence on board
25/06/2024	Kinden Corp.	Annual	Against	2.2 2.1 2.9, 2.10, 2.12 4	Concerns about overall performanceConcerns related to approach to board gender diversity Concerns about overall performanceLack of independence on board Lack of independence on board Shareholder proposal promotes appropriate accountability or incentivisation
25/06/2024	Kotobuki Spirits Co., Ltd.	Annual	All For		
25/06/2024	Kyocera Corp.	Annual	All For		
25/06/2024	Maruichi Steel Tube Ltd.	Annual	Against	1.1, 1.2 1.4, 1.5	Concerns about overall performance Lack of independence on board
25/06/2024	Mazda Motor Corp.	Annual	Against	2.2 2.1	Concerns related to approach to board gender diversity Inadequate management of climate-related risks
25/06/2024	Medipal Holdings Corp.	Annual	Against	1.9 1.1	Concerns related to succession planning Lack of independence on 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 7	Concerns about overall performance 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 2.11	Concerns related to succession planning Inadequate management of climate-related risks
25/06/2024	Niterra Co., Ltd.	Annual	All For		
25/06/2024	Nomura Holdings, Inc.	Annual	All For		
25/06/2024	Orient Corp.	Annual	Against	2.1,2.3,2.5,3.2	Lack of independence on board
25/06/2024	ORIX Corp.	Annual	All For		
25/06/2024	Penta-Ocean Construction Co., Ltd.	Annual	Against	3.1 3.7,3.8,3.10	Concerns about overall performance Lack of independence on board Concerns related to approach to board gender diversity 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 4	Lack of independence on board Pay is misaligned with EOS remuneration principles
25/06/2024	Seiko Epson Corp.	Annual	All For		
25/06/2024	SOHGO SECURITY SERVICES CO., LTD.	Annual	Against	3	Concerns about overall board structure
25/06/2024	Sony Group Corp.	Annual	All For		
25/06/2024	Sumitomo Bakelite Co., Ltd.	Annual	Against	2.5,2.9 2.1	Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity
25/06/2024	Sumitomo Pharma Co., Ltd.	Annual	Against	1.1	Concerns related to approach to board gender 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 2.1	Concerns related to approach to board gender diversity Lack of independence on board
25/06/2024	TOHO GAS Co., Ltd.	Annual	Against	2.2 2.1 2.7 2.6,2.9	Concerns about overall performanceConcerns related to approach to board gender diversity Concerns about overall performanceLack of independence on board Concerns related to succession planning Lack of independence on board
25/06/2024	Toray Industries, Inc.	Annual	Against	2.1 2.2 2.8 2.11	Concerns about overall performance Concerns about overall performance Concerns related to approach to board gender diversity Concerns related to succession planning Lack of independence on board
25/06/2024	TOTO Ltd.	Annual	Against	1.1 1.2 1.8,2.1,2.2	Concerns about overall performanceLack of independence on board 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		
25/06/2024	Yamato Kogyo Co., Ltd.	Annual	Against	2.4 2.1	Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity
25/06/2024	Yaoko Co., Ltd.	Annual	All For		
26/06/2024	Air Water, Inc.	Annual	Against	2.3 1.1,1.7	Concerns about overall board structure Lack of independence on board
26/06/2024	Alfresa Holdings Corp.	Annual	Against	1.1	Concerns about overall performance
26/06/2024	Alps Alpine Co., Ltd.	Annual	Against	2.1	Concerns about overall performance
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 2.11	Concerns about overall performance Lack of independence on board Concerns related to approach to board gender diversity Lack of independence on board
26/06/2024	BIPROGY Inc.	Annual	Against	2.1 2.8	Concerns about overall performance Lack of independence on board
26/06/2024	Chubu Electric Power Co., Inc.	Annual	Against	16 3.2 3.1 3.6 10	As disclosing information on how climate-related risks and opportunities are factored in the selection of outside directors and statutory auditors and the board evaluation would be of value to Chubu Electric shareholders given the climate risks and other environmental impacts of the company's current strategy. Concerns about overall performance 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.

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
26/06/2024	Chugin Financial Group, Inc.	Annual	Against	2.1 2.5	Concerns about overall performance Lack of independence on board
26/06/2024	Daido Steel Co., Ltd.	Annual	Against	2.2 2.1 2.7 3.2,3.3	Concerns about overall performance Concerns related to approach to board gender diversity Concerns about overall performance Lack of independence on board Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees
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 3.2 2.1 2.9,2.10,3.1	Concerns related to approach to board gender diversity Concerns related to succession planning Inadequate management of climate-related risks Inadequate management of climate-related risks from exposure to coalLack of independence on board Lack of independence on board
26/06/2024	ENEOS Holdings, Inc.	Annual	All For		
26/06/2024	EXEO Group, Inc.	Annual	All For		
26/06/2024	FP Corp.	Annual	Against	1.2 1.1,2.2	Concerns related to approach to board gender diversity Lack of independence on board
26/06/2024	Fuji Media Holdings, Inc.	Annual	Against	2.1 3.2 2.8,2.9,2.10,2.11	Concerns related to approach to board gender diversityConcerns about overall performanceLack of independence on board 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 1.1 1.3	Concerns about overall board structure Concerns about overall performance Concerns related to approach to board gender diversity 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 3.1	Concerns related to approach to board gender diversity 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 2.1 3.2 2.6,2.7,2.10,2.11,3.1	Concerns about overall performance Concerns related to approach to board gender diversity Concerns about overall performance Lack of independence on board Concerns related to succession planning Lack of independence on board
26/06/2024	KONAMI Group Corp.	Annual	All For		
26/06/2024	Kyudenko Corp.	Annual	Against	2.2,2.3 1.1,1.6	Concerns related to inappropriate membership of committeesLack of independence on board Lack of independence on board
26/06/2024	Kyushu Electric Power Co., Inc.	Annual	Against	3.2 3.1 7	Concerns about overall performance Concerns about overall performance 2- Inadequate management of climate-related risks from exposure to coal SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
26/06/2024	M3, Inc.	Annual	All For		
26/06/2024	Macnica Holdings, Inc.	Annual	Against	4.3	Concerns related to inappropriate membership of committees
26/06/2024	Makita Corp.	Annual	Against	2.1	Concerns related to approach to board gender diversity
26/06/2024	Mebuki Financial Group, Inc.	Annual	Against	1.1	Concerns about overall performance
26/06/2024	Menicon Co., Ltd.	Annual	All For		
26/06/2024	Mitsubishi Materials Corp.	Annual	Against	1.1,1.9	Concerns about overall performance
26/06/2024	Mizuho Financial Group, Inc.	Annual	Against	1.8 1.9,1.11 1.1 2 3	Concern about his independence Concerns about overall performance Concerns related to approach to board gender diversity Disclosing information on how climate-related risks and opportunities are factored in the selection of outside directors and the board evaluation would be of value to Mizuho shareholders given the climate risk and other environmental impacts of the company's current strategy. Supporting this resolution would direct the company to continue enhancing its disclosure and fossil fuel financing policy in line with the investor's expectations

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
26/06/2024	Nagoya Railroad Co., Ltd.	Annual	Against	3.4 2.1,2.2	Concerns about overall board structure 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 2.4	Concerns related to approach to board gender diversity Concerns related to succession planning
26/06/2024	Nipro Corp.	Annual	Against	3.13 3.15,3.17 3.1	Concerns related to succession planning Lack of independence on board Lack of independence on boardConcerns about overall performance
26/06/2024	Nissan Chemical Corp.	Annual	All For		
26/06/2024	Nisshin Seifun Group, Inc.	Annual	Against	2.1 2.6 2.7 4	Concerns about overall performance Concerns related to approach to board gender diversity Concerns related to succession planning Lack of independence on board Poison pill/anti-takeover measure not in investors interests
26/06/2024	Nissin Foods Holdings Co., Ltd.	Annual	Against	3 2.4,2.5	Concerns about overall board structure Lack of independence on board
26/06/2024	NOK Corp.	Annual	Against	3.1	Concerns related to approach to board gender diversityConcerns about overall performance
26/06/2024	Olympus Corp.	Annual	Against	1.1	Concerns related to succession planning
26/06/2024	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 3.1,3.7,3.10,3.11	Concerns related to approach to board gender diversity Lack of independence on board
26/06/2024	Sanwa Holdings Corp.	Annual	Against	2.1	Concerns related to approach to board gender diversity
26/06/2024	Seino Holdings Co., Ltd.	Annual	Against	3.1 3.6,3.7	Concerns about overall performance Lack of independence on board Lack of independence on board
26/06/2024	SG Holdings Co., Ltd.	Annual	Against	1.2	Concerns related to approach to board gender diversity
26/06/2024	Shikoku Electric Power Co., Inc.	Annual	Against	2.2 2.1 2.7,2.8	Concerns related to approach to board gender diversity Inadequate management of climate-related risks Inadequate management of climate-related risks from exposure to coalLack of independence on board
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 2.12	Concerns related to approach to board gender diversity Lack of independence on board
26/06/2024	Sumitomo Metal Mining Co. Ltd.	Annual	Against	3 2.2 2.1	Concerns about overall board structure Concerns related to approach to board gender diversity Inadequate management of climate-related risks
26/06/2024	T&D Holdings, Inc.	Annual	Against	2.1 2.2	Concerns about overall performance Concerns about overall performance Concerns related to approach to board gender diversity
26/06/2024	Takeda Pharmaceutical Co., Ltd.	Annual	Against	2.1 4	Concerns about overall performance Pay is misaligned with EOS remuneration principles
26/06/2024	Terumo Corp.	Annual	Against	2.1 2.7	Concerns related to approach to board gender diversity Lack of independence on board
26/06/2024	The Chiba Bank, Ltd.	Annual	Against	3.1 3.8	Concerns about overall performanceConcerns to protect shareholder value Lack of independence on board
26/06/2024	The Chugoku Electric Power Co., Inc.	Annual	Against	3.8,4.1 3.1	Lack of independence on board Lack of independence on board. Inadequate management of climate-related risks and risks from exposure to coal
26/06/2024	The Kansai Electric Power Co., Inc.	Annual	Against	3.1 3.5,3.7 13	EOS manual override. See analyst note. Lack of independence on board SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
26/06/2024	Toda Corp.	Annual	Against	2.1,2.2 5	Concerns about overall performance 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 2.1 8	Lack of independence on board Lack of independence on board Inadequate management of climate-related risks Inadequate management of climate-related risks from exposure to coal SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
26/06/2024	Tokyo Electric Power Co. Holdings, Inc.	Annual	Against	1.1 9	Lack of independence on board SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
17/04/2024	KEPPEL DC REIT	Annual	Against	4	Concerns related to inappropriate membership of committees
18/04/2024	Genting Singapore Limited	Annual	Against	3 5(b)	Concerns related to approach to board gender diversity Concerns to protect shareholder value.
18/04/2024	Suntec Real Estate Investment Trust	Annual	All For		
18/04/2024	United Overseas Bank Ltd. (Singapore)	Annual	All For		
19/04/2024	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 8	Concerns related to approach to board gender diversity 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 6	Concerns related to approach to board gender diversity 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 7 4.5	Concerns related to Non-audit fees Issue of equity raises concerns about excessive dilution of existing shareholders 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 7 8	Concerns related to inappropriate membership of committees Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders
30/05/2024	BOC Aviation Limited	Extraordinary Shareholders	All For		
22/04/2024	KEPCO Plant Service & Engineering Co. Ltd.	Special	All For		
10/05/2024	DI E&C Co., Ltd	Special	All For		
28/05/2024	Korea Gas Corp.	Special	Against	1.1,1.2	Lack of independence on board
04/06/2024	HD Hyundai Mipo Co., Ltd.	Special	All For		
12/06/2024	Kangwon Land, Inc.	Special	Against	1.3 1.1,1.2	Concerns related to approach to board gender diversity Cumulative/slate voting in favour of individual candidates/slates Concerns related to approach to board gender diversity
14/06/2024	Shinsegae Co., Ltd.	Special	Against	1	Concerns related to approach to board gender diversity
18/06/2024	Hanmi Pharmaceutical Co., Ltd.	Special	All For		
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	3.1,3.2,3.3,3.4,3.5,3.6,3.7,3.8,3.9,3.10	Lack of independence on board Concerns related to inappropriate membership of committees
23/05/2024	Taiwan High Speed Rail Corp.	Annual	All For		
24/05/2024	Taichung Commercial Bank Co., Ltd.	Annual	All For		
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		
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 3.1 3.2	Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Lack of independence on board Concerns related to inappropriate membership of committees
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		
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 4.1,4.2	Lack of independence on board 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	3.1	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 3.2,3.6 3.15 3.2,3.4,3.5,3.6,3.7,3.8,3.9,3.10 3.1	Concerns related to approach to board gender diversity Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Concerns related to succession planning Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity
31/05/2024	Feng Tay Enterprises Co., Ltd.	Annual	Against		
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 6.3,6.5,6.6 6.1	Concerns related to attendance at board or committee meetings Lack of independence on board 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

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	Yuantai Financial Holding Co. Ltd.	Annual	All For		
12/06/2024	Gigabyte Technology Co., Ltd.	Annual	Against	6.1 6.8 3 6.2,6.3,6.4,6.5,6.6	Combined CEO/Chair Concerns related to approach to board gender diversity Concerns related to shareholder rights 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 3.11 3.2,3.3,3.4,3.5,3.6,3.8	Combined CEO/Chair Concerns related to approach to board gender diversity 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 5.3	Lack of independence on board 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		
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		
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	4.1,4.3,4.4,4.5,4.6,4.7,4.9,4.10,4.11	Lack of independence on board
21/06/2024	Mega Financial Holding Co., Ltd.	Annual	Against	6.1,6.3,6.4,6.5,6.6,6.7,6.8,6.9,6.10	Lack of independence on board
21/06/2024	Taiwan Business Bank	Annual	Against	4.16 4.4,4.6,4.7,4.8,4.9,4.10 4.5	Concerns related to approach to board gender diversity Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity
21/06/2024	Taiwan Cooperative Financial Holding Co., Ltd.	Annual	All For		
21/06/2024	Taiwan Mobile Co., Ltd.	Annual	All For		
21/06/2024	Transcend Information, Inc.	Annual	Against	4.1,4.2,4.3,4.4 4.5	Lack of independence on board Lack of independence on board Insufficient/poor disclosure
24/06/2024	International Games System Co., Ltd.	Annual	Against	3 5.1,5.2,5.3,5.4,5.5,5.6,5.7,6	Concerns related to shareholder rights 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 2.7 2.8	Concerns related to approach to board gender diversity Concerns related to succession planning 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 2.9 2.4,2.5,2.8	Concerns about overall performance Concerns related to succession planning 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	Against	2.2 2.8	Concerns related to approach to board gender diversity Lack of independence on board
27/06/2024	COMSYS Holdings Corp.	Annual	Against	2.2	Concerns related to approach to board gender diversity
27/06/2024	Dai Nippon Printing Co., Ltd.	Annual	Against	2.1 2.9 3	Concerns about overall performance Concerns related to approach to board gender diversity Concerns related to succession planning Shareholder proposal promotes enhanced shareholder rights
27/06/2024	DAIKIN INDUSTRIES Ltd.	Annual	All For		
27/06/2024	Daiwa House Industry Co., Ltd.	Annual	Against	2.1,2.9,2.12	Lack of independence on board
27/06/2024	FANUC Corp.	Annual	All For		
27/06/2024	Far Eastern New Century Corp.	Annual	Against	3.1 3.2,3.3,3.4,3.5,3.6,3.7,3.8,3.9,3.10	Concerns related to approach to board gender diversityOverboarded/Too many other time commitmentsLack of independence on board 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 2.2	Concerns about overall performance Concerns about overall performance Concerns related to approach to board gender diversity
27/06/2024	GS Yuasa Corp.	Annual	Against	2.1,2.2 2.3	Concerns about overall performance Concerns related to approach to board gender diversity
27/06/2024	Hakuhodo DY Holdings, Inc.	Annual	Against	2.2 2.1 2.7	Concerns about overall performance Concerns related to approach to board gender diversity Concerns about overall performance Lack of independence on board Lack of independence on board
27/06/2024	HASEKO Corp.	Annual	All For		
27/06/2024	Heiwa Corp.	Annual	Against	2.1 2.5,2.6	Concerns related to approach to board gender diversity Concerns related to succession planning
27/06/2024	HOYA Corp.	Annual	All For		
27/06/2024	Internet Initiative Japan, Inc.	Annual	Against	2.2 2.8	Concerns related to approach to board gender diversity Lack of independence on board
27/06/2024	Iyogin Holdings, Inc.	Annual	Against	1.1 1.2 6	Concerns about overall performance Concerns about overall performance. Concerns related to approach to board gender diversity Reduction of Strategic shareholdings (or allegiant or cross shareholdings) would benefit the investors
27/06/2024	JGC Holdings Corp.	Annual	Against	3.5 2.1,2.2 2.6	Concerns about overall board structure Concerns about overall performance Concerns related to succession planning
27/06/2024	K's Holdings Corp.	Annual	All For		
27/06/2024	Kamigumi Co., Ltd.	Annual	All For		
27/06/2024	Kandenko Co., Ltd.	Annual	Against	3.5 2.2 2.1 2.12	Concerns about overall board structure Concerns about overall performance Concerns about overall performanceLack of independence on board Lack of independence on board
27/06/2024	Kaneka Corp.	Annual	Against	1.1,1.2	Concerns about overall performance
27/06/2024	Kansai Paint Co., Ltd.	Annual	Against	3.1 3.6	Concerns about overall performance Lack of independence on board
27/06/2024	Keikyu Corp.	Annual	Against	2.2 2.6,2.7 2.1	Concerns about overall performance Lack of independence on board Lack of independence on board Concerns about overall performance
27/06/2024	Keisei Electric Railway Co., Ltd.	Annual	Against	3.1 2.1,2.10,2.13,2.15 4	Concerns about overall board structure Lack of independence on board While the proposal appears to be prescriptive, it gives management enough time for an orderly disposal, and the dissident does not demand Keisei sell its entire holding in OLC and the proposal would still leave the company with a sufficiently large stake in OLC to support large future investment needs. This proposal will remove an accounting "overhang" that has long distorted Keisei's performance and valuation, forcing management to be more disciplined in its capital allocation decisions and accountable for the performance of Keisei's operating businesses.

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
27/06/2024	Koito Manufacturing Co., Ltd.	Annual	Against	3.3 2.1,2.7,2.8	Concerns about overall board structure Lack of independence on board
27/06/2024	Kurita Water Industries Ltd.	Annual	All For		
27/06/2024	Kyoto Financial Group, Inc.	Annual	Against	1.1	Concerns about overall performance
27/06/2024	Meiji Holdings Co., Ltd.	Annual	All For		
27/06/2024	Minebea Mitsumi, Inc.	Annual	All For		
27/06/2024	Mitsubishi Estate Co., Ltd.	Annual	Against	2.1,2.2 2.10	Concerns about overall performance Concerns related to approach to board gender diversity
27/06/2024	Mitsubishi Heavy Industries, Ltd.	Annual	Against	2.2 2.1 2.5,2.6,2.7,3	Concerns about overall performance Concerns about overall performance Lack of independence on board Lack of independence on board
27/06/2024	Mitsubishi Logistics Corp.	Annual	Against	4.1 3.2 3.1 3.6,3.7,3.8	Concerns about overall board structure Concerns about overall performance Concerns related to approach to board gender diversity Concerns about overall performance Lack of independence on board Lack of independence on board
27/06/2024	Mitsubishi UFJ Financial Group, Inc.	Annual	Against	2.12,2.13 3 2.5,2.7 4	Concerns about overall performance Disclosing information on how climate-related risks and opportunities are factored in the selection of outside directors and the board evaluation would be of value to the company's shareholders given the climate risk and other environmental impacts of the company's current strategy. Lack of independence on board Supporting this resolution would direct the company to continue enhancing its disclosure and fossil fuel financing policy in line with the investor's expectations
27/06/2024	Mitsui Fudosan Co., Ltd.	Annual	Against	3.1,3.2	Lack of independence on board
27/06/2024	Mitsui Mining & Smelting Co., Ltd.	Annual	Against	3.1	Inadequate management of climate-related risks
27/06/2024	Miura Co., Ltd.	Annual	Against	2.2	Concerns related to approach to board gender diversity
27/06/2024	Morinaga & Co., Ltd.	Annual	Against	2.1	Concerns about overall performance
27/06/2024	Morinaga Milk Industry Co., Ltd.	Annual	Against	3.1	Concerns related to approach to board gender diversity
27/06/2024	Murata Manufacturing Co. Ltd.	Annual	All For		
27/06/2024	Nintendo Co., Ltd.	Annual	Against	3.2 2.1 2.7	Concerns related to succession planning Inadequate management of climate-related risks Lack of independence on board
27/06/2024	Nippon Shinyaku Co., Ltd.	Annual	All For		
27/06/2024	Nishi-Nippon Railroad Co., Ltd.	Annual	Against	2.2 2.1 3.1 3.3,3.4 4	Concerns about overall performance Concerns about overall performance Lack of independence on board Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Poison pill/anti-takeover measure not in investors interests
27/06/2024	NOF Corp.	Annual	Against	3.1,3.2 3.5	Concerns about overall performance Lack of independence on board
27/06/2024	NSK Ltd.	Annual	Against	1.1 1.6 1.9	Concerns about overall performance Concerns related to approach to board gender diversity Lack of independence on board
27/06/2024	Obayashi Corp.	Annual	Against	2.1,2.2	Concerns about overall performance
27/06/2024	OBIC Co. Ltd.	Annual	Against	2.2 2.1,2.5	Concerns related to approach to board gender diversity 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 6 2.2,2.9	Concerns about overall board structure Insufficient basis to support a decision Lack of independence on board
27/06/2024	Osaka Gas Co., Ltd.	Annual	All For		
27/06/2024	Rakuten Bank Ltd.	Annual	Against	2.1 1	Concerns related to approach to board gender diversity Concerns related to shareholder rights
27/06/2024	Rengo Co., Ltd.	Annual	Against	2.2 1.1 1.2 1.7,1.8	Concerns about overall board structure Concerns about overall performanceLack of independence on board Concerns related to approach to board gender diversityConcerns about overall performance Lack of independence on board
27/06/2024	Rinnai Corp.	Annual	Against	3.3	Concerns about overall board structure
27/06/2024	Rohto Pharmaceutical Co., Ltd.	Annual	All For		

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
27/06/2024	Ruentex Industries Ltd.	Annual	Against	4.2 4.3,4.4,4.5,4.6	Lack of independence on board Lack of independence on boardConcerns related to approach to board gender diversity
27/06/2024	Sankyo Co., Ltd.	Annual	Against	4.1 3.1,3.3 4.4	Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees
27/06/2024	Sanrio Co., Ltd.	Annual	Against	7 2.1	Pay is misaligned with EOS remuneration principles Concerns about overall performance
27/06/2024	SBI Holdings, Inc.	Annual	Against	1.2 1.1 1.9	Concerns about overall performance Concerns about overall performance Concerns related to approach to board gender diversity Concerns related to succession planning
27/06/2024	Sharp Corp.	Annual	Against	1.1 3	Concerns about overall performance Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles
27/06/2024	Shimizu Corp.	Annual	Against	2.1,2.2	Concerns about overall performance
27/06/2024	Shin-Etsu Chemical Co., Ltd.	Annual	Against	2.2 2.5	Concerns related to approach to board gender diversity Concerns related to succession planning
27/06/2024	SHIP HEALTHCARE HOLDINGS, INC.	Annual	Against	3 2.4 2.1,2,12	Concerns about overall board structure Concerns related to approach to board gender diversity Lack of independence on board
27/06/2024	SMC Corp. (Japan)	Annual	Against	3.9	Concerns related to succession planning
27/06/2024	Sotetsu Holdings, Inc.	Annual	Against	2.1,2,2	Concerns related to overall performance
27/06/2024	Stanley Electric Co., Ltd.	Annual	Against	1.1 1.6	Concerns about overall performance Concerns related to approach to board gender diversity Concerns related to succession planning
27/06/2024	Sumitomo Mitsui Financial Group, Inc.	Annual	Against	3.1 4 5	Concerns about overall performance Disclosing information on how climate-related risks and opportunities are factored in the selection of outside directors and the board evaluation would be of value to SMBC shareholders given the climate risk and other environmental impacts of the company's current strategy. Supporting this resolution would direct the company to continue enhancing its disclosure and fossil fuel financing policy in line with the investor's expectations
27/06/2024	Sumitomo Realty & Development Co., Ltd.	Annual	Against	2	Concerns related to approach to board gender 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	Taiheyo Cement Corp.	Annual	Against	2.2 2.1,2,4,2,5,2,6,2,9	Concerns related to approach to board gender diversity Lack of independence on board
27/06/2024	Taiyo Yuden Co., Ltd.	Annual	Against	3.7	Lack of independence on board
27/06/2024	Takara Holdings, Inc.	Annual	All For		
27/06/2024	TBS Holdings, Inc.	Annual	Against	5.4 4.1 4.3,4.5,4.6,4.7 4.2 6	Concerns about overall board structure Concerns about overall performance Lack of independence on board Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Shareholder proposal promotes efficient capital structure
27/06/2024	Tokyo Gas Co., Ltd.	Annual	All For		
27/06/2024	Tokyu Corp.	Annual	Against	3.3,3.4 2.1,2,6,2,10	Concerns about overall board structure Lack of independence on board
27/06/2024	TOPPAN Holdings, Inc.	Annual	Against	1.2 1.1	Concerns about overall performance Lack of independence on boardConcerns about overall performance
27/06/2024	TORIDOLL Holdings Corp.	Annual	All For		
27/06/2024	Toyo Suisan Kaisha, Ltd.	Annual	Against	2.1 9	Inadequate management of deforestation risks While the company's ROE and PBR performance is favourable, shareholders should still be able to benefit from the disclosure as requested by the proponent.
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 3.1,3,3,3,4,3,5,4,2 4.4,4,5	Concerns related to succession planning Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees
27/06/2024	Yamaguchi Financial Group, Inc.	Annual	Against	1.1 1.6	Concerns about overall performance Lack of independence on board
27/06/2024	Zensho Holdings Co., Ltd.	Annual	Against	1.1	Concerns related to approach to board gender diversity

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
27/06/2024	ZEON Corp.	Annual	Against	3.1 2.2 2.1 2.7 2.8,2.9	Concerns about overall board structure Concerns about overall performance Concerns about overall performance Lack of independence on board Concerns related to succession planning Lack of independence on board
28/06/2024	Advantest Corp.	Annual	All For		
28/06/2024	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	Annual	Against	2b	Inadequate management of climate-related risks
12/04/2024	AMP Limited	Annual	Against	3	Pay is misaligned with EOS remuneration principles
24/04/2024	Woodside Energy Group Ltd.	Annual	Against	2a 6 3.4 12 2.3.4	EOS manual override. See analyst note. Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles EOS manual override. See analyst note. Pay is misaligned with EOS remuneration principles
02/05/2024	Rio Tinto Limited	Annual	Against	4 2.6c	Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
03/05/2024	TPG Telecom Limited	Annual	Against	1.5	Pay is misaligned with EOS remuneration principles
07/05/2024	Iluka Resources Limited	Annual	Against	2	Pay is misaligned with EOS remuneration principles
08/05/2024	The GPT Group	Annual	All For		
09/05/2024	Ampol Limited	Annual	Against	2	Pay is misaligned with EOS remuneration principles
10/05/2024	QBE Insurance Group Limited	Annual	All For		
16/05/2024	Atlas Arteria Ltd.	Annual	Against	4,5,6	Pay is misaligned with EOS remuneration principles
28/05/2024	Alumina Limited	Annual	Against	2,3a,3b,3c,5	Pay is misaligned with EOS remuneration principles
30/05/2024	Yancoal Australia Ltd.	Annual	Against	7 2d 2c 10 8	Concerns regarding Auditor tenure Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Concerns regarding Auditor tenure EOS manual override. See analyst note. Issue of equity raises concerns about excessive dilution of existing shareholders
12/06/2024	ADBRI Ltd.	Court	All For		
13/06/2024	CSR Limited	Court	All For		
27/06/2024	Kiwi Property Group Limited	Annual	Against	1	Concerns related to attendance at board or committee meetings
01/04/2024	Grupo Financiero Inbursa SAB de CV	Extraordinary Shareholders	Against	1,2,3,4	Insufficient/poor disclosure
01/04/2024	Türkiye Petrol Rafinerileri AS	Annual	Against	10 5 8 12	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST this item is warranted as the company has failed to comply with the board independence requirement. A vote AGAINST this item is warranted, as the board does not meet the one third board independence requirement. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
02/04/2024	Almarai Co. Ltd.	Annual	Against	5 16	Inadequate management of climate-related risks Insufficient/poor disclosure
03/04/2024	Ford Otomotiv Sanayi AS	Annual	Against	10 8 12	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST this item is warranted, as the board and the audit committee are insufficiently independent. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
03/04/2024	SLB	Annual	Against	1.10 1.9 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversity High variable pay ratio Total pay targets a range above peer median
03/04/2024	Varun Beverages Limited	Annual	All For		
04/04/2024	ABB India Limited	Special	All For		
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 7 4	A vote AGAINST this item is warranted as the company has failed to comply with the board independence requirement. A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner and as the board does not meet the one third board independence requirement. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
05/04/2024	Alkem Laboratories Ltd.	Special	All For		
05/04/2024	Bangkok Dusit Medical Services Public Co. Ltd.	Annual	Against	4.1 4.6 7	Concerns about overall performance Concerns related to approach to board gender diversityConcerns about overall performance Insufficient/poor disclosure
05/04/2024	Carnival Corporation	Annual	Against	12 3,14	Concerns about remuneration committee performance 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 percent of the issued share capital.
05/04/2024	Grupo Comercial Chedraui SAB de CV	Annual	Against	7.a 7.1,7.k,7.q,7.t 8,9,10 5.3	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Insufficient/poor disclosure Concerns related to approach to board gender diversity
05/04/2024	Krung Thai Bank Public Co., Ltd.	Annual	Against		
05/04/2024	SCB X Public Company Limited	Annual	All For		
07/04/2024	Marico Limited	Special	All For		
09/04/2024	Orbia Advance Corp. SAB de CV	Annual/Special	Against	4.1 4.2a,4.3a 6.2 4.2e 5	Concerns about overall board structure Concerns related to inappropriate membership of committees Insufficient/poor disclosure Overboarded/Too many other time commitments 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 11,12,18	Concerns related to shareholder rights Insufficient/poor disclosure
10/04/2024	FPT Corp.	Annual	Against	6	Insufficient/poor disclosure
10/04/2024	Home Product Center Public Company Limited	Annual	All For		
11/04/2024	By-health Co., Ltd.	Annual	Against	9 11.1,11.3,11.4 10	Concerns related to shareholder rights Insufficient/poor disclosure 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 8 14	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
16/04/2024	Atacadao SA	Annual	Abstain Against	5,8,9,1,9,2,9,3,9,4,9,5,9,6,9 7,9,8,9,9,9,10,9,11,9,12,9,13 7 6	Insufficient/poor disclosure Insufficient/poor disclosure Lack of independence on boardConcerns related to inappropriate membership of committeesInappropriate 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	A vote AGAINST this item is warranted, as the board and the audit committee are insufficiently independent.
16/04/2024	Grupo Elektra SAB de CV	Annual/Special	Against	5 6	Inappropriate bundling of election of directors on a single vote Insufficient/poor disclosure Insufficient/poor disclosure
16/04/2024	Magyar Telekom Telecommunications Plc	Annual	Against	5 10,11	Issue of equity raises concerns about excessive dilution of existing shareholders 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 shareholders from making an informed voting decision.
17/04/2024	Anadolu Efes Biraçılık ve Malt Sanayii A.S.	Annual	Against	6	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
17/04/2024	BANK POLSKA KASA OPIEKI SA	Annual	Against	16 15 12	A vote AGAINST is warranted as the names of the candidates to the supervisory board are not disclosed. A vote AGAINST this item is warranted because the company has failed to disclose the candidates' names. A vote AGAINST this item is warranted because:- Some contractual terms for the company's CEO and other executives were not disclosed;- The STI plan lacks disclosure on targets, the details of performance metrics, and their level of achievement;- Disclosure concerning granted phantom stocks is limited and only contains information regarding number of granted shares.
17/04/2024	Raia Drogasil SA	Annual	Against	5	Insufficient/poor disclosure
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 Against	4,7,8,1,8,2,8,3,8,4,8,5,8,6,8, 7,8,8,8,9,8,10,8,11 5 6,15 10,11 12	Insufficient/poor disclosure Inappropriate bundling of election of directors on a single vote Lack of independence on board Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Concerns about overall performance Insufficient/poor disclosure Lack of independence on board Pay is misaligned with EOS remuneration principles
18/04/2024	CCR SA	Extraordinary Shareholders	All For		
18/04/2024	International Container Terminal Services, Inc.	Annual	Abstain	4,6,4,7 4,5 4,2	Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committeesConcerns related to approach to board gender 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 shareholders from making an informed voting decision. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
18/04/2024	Santander Bank Polska SA	Annual	Against	10 18	A vote AGAINST the proposed remuneration report is warranted because:- The company does not disclose the definitive KPIs, targets, thresholds, and the corresponding levels of achievement;- The company does not disclose the granting criteria for Incentive Plan VII, performance outcome associated with KPIs, and alignment between pay and performance under this program;- The company does not explicitly disclose some terms of contract of its executives;- We also note that the remuneration report does address the topic of CHF/PLN mortgage provisions that is increasingly presenting a cost to the company and shareholders. A vote AGAINST this resolution is warranted due to the following concerns with the underlying incentive plan:- Vesting period may be less than three years;- Shares would be offered to the plan participants free of charge, while the performance criteria lack measurable targets along with the methods adopted for their assessment;- The supervisory board is vested with the power to change the conditions of the program, as well as to grant discretionary bonuses
18/04/2024	Vibra Energia SA	Annual	Abstain Against	11,3 4 11,8 5 6	Concerns about overall performance Insufficient/poor disclosure Concerns related to approach to board gender diversity Insufficient/poor disclosure
18/04/2024	Vibra Energia SA	Extraordinary Shareholders	All For		
19/04/2024	BDO Unibank, Inc.	Annual	Against	4,1 7	Concerns related to inappropriate membership of committees 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 Ampere Technology Co., Ltd.	Annual	Against	10 9 15,1,15,2,15,3,15,4	Concerns related to shareholder rights Concerns to protect shareholder value Insufficient/poor disclosure
19/04/2024	Metalurgica Gerdau SA	Annual	All For		
19/04/2024	Midea Group Co. Ltd.	Annual	All For		
19/04/2024	Neoenergia SA	Annual	Abstain Against	5,1,5,2,5,3,5,4 7	Cumulative/slate voting in favour of individual candidates/slates
19/04/2024	Neoenergia SA	Extraordinary Shareholders	All For		

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
19/04/2024	PRIO SA	Annual	Abstain Against	10 6 7,13	Insufficient/poor disclosure Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Inadequate management of climate-related risks
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		
22/04/2024	Biocon Limited	Special	Against	6	Insufficient justification for related party transaction
22/04/2024	Emaar Properties PJSC	Annual	Abstain Against	10.2,10.3,10.5,10.6,10.7,10.8,10.10,10.11,10.12,10.13,10.15,10.16	Insufficient/poor disclosure Concerns related to Non-audit fees
23/04/2024	Alinma Bank	Annual	Against	9	Pay is misaligned with EOS remuneration principles
	45405 Bank of the Philippine Islands	Annual	Against	4.1,4.2,4.7,4.11 6 4.13	Concerns related to inappropriate membership of committees Insufficient/poor disclosure Overboarded/Too many other time commitments
	45405 Falabella SA	Annual	All For		
	45405 Hypera SA	Annual	All For		
	45405 Hypera SA	Extraordinary Shareholder:	All For		
	45405 Itau Unibanco Holding SA	Annual	Abstain Against	1 2	EOS manual override. See analyst note.
	45405 MONETA Money Bank, a.s.	Annual	All For		
	45405 TOTVS SA	Annual	Abstain Against	5 10	Insufficient/poor disclosure
	45405 WEG SA	Annual	Abstain	12 5 6,9,10.1,10.2,10.3,10.4,10.5,10.6,10.7 7 11 3 8,13,14	Cumulative/slate voting in favour of individual candidates/slates EOS manual override. See analyst note. Insufficient/poor disclosure Concerns related to board gender diversity 2- Lack of independence on board Executive salary increases without robust justification Lack of independence on board Insufficient/poor disclosure
	45405 WEG SA	Extraordinary Shareholder:	All For		
	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 5.4	Insufficient/poor disclosure Lack of independence on board 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 Shareholder:	All For		
	45406 Komerčni banka as	Annual	Against	14	Pay is misaligned with EOS remuneration principles
	45406 Metropolitan Bank & Trust Company	Annual	Against	3.12 3.6	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees
	45406 Osotspa Public Co. Ltd.	Annual	All For		
	45407 B3 SA-Brasil, Bolsa, Balcão	Annual	Against	6	Insufficient/poor disclosure
	45407 B3 SA-Brasil, Bolsa, Balcão	Extraordinary Shareholder:	All For		
	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 board gender diversity
	45407 Becle, S.A.B. de C.V.	Extraordinary Shareholder:	All For		
	45407 Caixa Seguridade Participações SA	Annual	All For		
	45407 Caixa Seguridade Participações SA	Extraordinary Shareholder:	Against	1,2	Lack of independence on board
	45407 Central Retail Corp. Public Co. Ltd.	Annual	Against	10	Insufficient/poor disclosure

Meeting Date	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 prevents shareholders from making an informed voting decision.
				7	A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner.
				14	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		
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 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
			Against	8.1,8.2,8.3,8.4,8.5,8.6,8.7, 8.8	Cumulative/slate voting in favour of individual candidates/slatesConcerns about candidate's experience/skills
				10,11,14	Concerns about overall board structure 2- Cumulative/slate voting in favour of individual candidates/slates
				4	Insufficient disclosure
				19	Insufficient/poor disclosure
				5,8,9,8.10,16,18	
45407	Petroleo Brasileiro SA	Annual	Against	1.2,3.1	
45407	Petroleo Brasileiro SA	Extraordinary Shareholder:	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 Shareholder:	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 Shareholder:	All For		
45408	Cencosud SA	Annual	Against	c	Inappropriate bundling of election of directors on a single vote Insufficient/poor disclosure
				l	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 related to inappropriate membership of committees
				5,9	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 Shareholder:	All For		
45408	Hektas Ticaret TAS	Annual	Against	9 13	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
45408	JBS SA	Annual	Abstain Against	4 6 5 7	Concerns about overall board structure 2- Concerns about overall performance Insufficient action taken on low say-on-pay results 2- Insufficient disclosure
45408	JBS SA	Extraordinary Shareholder:	Against	2,5 8,9 7	Concerns about candidate's experience/skills Concerns about candidate's experience/skills 2- Concerns related to minority shareholder interest Concerns about overall board structure
45408	Natura &Co Holding SA	Annual	Abstain Against	4,7,8.1,8.2,8.3,8.4,8.5,8.6, 8.7,8.8,8.9 11 6	Insufficient/poor disclosure Insufficient/poor disclosure
45408	Natura &Co Holding SA	Extraordinary Shareholder:	All For		
45408	OTP Bank Nyrt	Annual	Against	10 8.1,8.2	Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles
45408	Promotora y Operadora de Infraestructura SA	Annual	Against	2a1 2a2,2a3,2a4,2a5	Concerns about overall board structure 2- Concerns related to board gender diversity 3- Lack of independence on board Insufficient/poor disclosure
45408	Sendas Distribuidora SA	Annual	Against	3	Pay is misaligned with EOS remuneration principles
45408	Sendas Distribuidora SA	Extraordinary Shareholder:	Against	2	Pay is misaligned with EOS remuneration principles
45408	SITC International Holdings Company Limited	Annual	Against	3 12,13 14	Concerns related to inappropriate membership of committees Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
45408	Vale SA	Annual	Against	3.1,3.2,3.3,3.4	
45408	Vale SA	Extraordinary Shareholder:	All For		
45409	Tata Steel Limited	Special	All For		
45411	America Movil SAB de CV	Annual	Against	4.b1,4.b2,4.b4 1.1,1.2,1.3,1.4,1.5,6 2.b1,2.b2,2.b4,2.b5,2.b6,2 .b7,2.b9,2.b12,2.b13,2.b1 4	Concerns related to inappropriate membership of committees Insufficient/poor disclosure Lack of independence on board
45411	China Construction Bank Corporation	Extraordinary Shareholder:	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 Shareholder:	All For		
45411	Grupo Financiero Banorte SAB de CV	Annual	All For		
45411	Haci Omer Sabanci Holding AS	Annual	Against	7 14	A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
45411	Industrias Penoles SAB de CV	Annual	Against	2 4,5	Concerns to protect shareholder value Insufficient/poor disclosureInappropriate bundling of election of directors on a single vote
45411	PICC Property and Casualty Company Limited	Extraordinary Shareholder:	All For		
45412	Ambev SA	Annual	Abstain Against	3 5 4	Cumulative/slate voting in favour of individual candidates/slates Insufficient/poor disclosure
45412	Ambev SA	Extraordinary Shareholder:	All For		

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45412	Auren Energia SA	Annual	Abstain Against	5,7,8.1,8.2,8.3,8.4,8.5,8.6, 8.7,8.8 6.1,6.2,6.3,6.5,6.6,6.7,10	Insufficient/poor disclosure Lack of independence on board
45412	Auren Energia SA	Extraordinary Shareholder:	All For		
45412	BB Seguridade Participacoes SA	Annual	Abstain Against	2,3.1,3.2,3.3,3.4,3.5 4.3 1.2 7 1.1,1.4,1.5	Insufficient/poor disclosure Concerns related to approach to board gender diversity Insufficient/poor disclosure Lack of independence on board
45412	CATRION Catering Holding Co.	Annual	Against	36,39,41	Insufficient justification for related party transaction
45412	Enel Americas SA	Annual	Against	3 13	Concerns related to approach to board gender diversityLack of independence on board Insufficient/poor disclosure
45412	Grupo Financiero Inbursa SAB de CV	Annual	Against	7 5	Insufficient/poor disclosure Inappropriate bundling of election of directors on a single vote Insufficient/poor disclosure Inappropriate bundling of election of directors on a single vote
45412	Grupo Financiero Inbursa SAB de CV	Extraordinary Shareholder:	Against	1,2,3	Insufficient/poor disclosure
45412	Grupo Mexico S.A.B. de C.V.	Annual	Against	8 7	Insufficient/poor disclosure Insufficient/poor disclosure Concerns related to approach to board gender diversity Inappropriate bundling of election of directors on a single vote
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		
45413	Lancashire Holdings Ltd.	Annual	Against	2	Pay is misaligned with EOS remuneration principles
45413	Saudi National Bank	Annual	Abstain Against	21.1,21.2,21.3,21.4,21.5,2 1.6,21.7,21.8,21.9,21.10,2 1.11,21.12,21.13,21.14,21 .15,21.16,21.17,21.18,21. 19,21.20,21.21,21.22,21.2 3 22 8	Insufficient/poor disclosure Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
45414	Gubre Fabrikalari TAS	Annual	Against	4 7 9 5 8	A vote AGAINST Item 4 is warranted due to the auditor's recurring qualified opinion on the financial statements and the fact that the board has never addressed the issue and has not provided any rationale either. A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST is warranted because the name of the proposed auditor is not disclosed. A vote AGAINST this item is warranted due to the auditor's recurring concerns regarding the company's financial statements. A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner.
45414	TURKCELL Iletisim Hizmetleri AS	Annual	Against	9 8	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST is warranted in the absence of adequate information on this item.
45414	Ulker Biskuvi Sanayi AS	Annual	Against	7 10	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
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 9	Concerns about remuneration committee performance Failure to provide DEI disclosures in line with 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 13,14,15,16,17,18	Insufficient/poor disclosure 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 1	Concerns regarding Auditor tenure 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 1	Insufficient/poor disclosure Lack of independent representation at board committees Concerns related to inappropriate membership of committees Insufficient/poor disclosure Concerns about remuneration committee performance
45420	Jardine Matheson Holdings Ltd.	Annual	Against	6 3 7	Concerns about overall board structure Inadequate management of climate-related risks Insufficient/poor disclosure
45420	Public Bank Berhad	Annual	All For		
45420	Vodafone Idea Limited	Extraordinary Shareholder	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 6 9	Inappropriate bundling of election of directors on a single vote Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders Concerns to protect shareholder value
45421	Hiscox Ltd.	Annual	Against	7,8,9,11,12,13,15 2	Failure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles
45421	WH Group Limited	Annual	Against	2a 7,8	Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Inadequate management of deforestation risks Lack of independence on board Issue of equity raises concerns about excessive dilution of existing shareholders
45422	Axis Bank Limited	Special	All For		
45422	Hutchmed (China) Limited	Annual	Against	2A 2E	Concerns related to inappropriate membership of committees 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 6 16c 16b,16e,16f,16g	Concerns related to shareholder rights Insufficient/poor disclosure Lack of independence and gender diversity on board. Concerns related to inappropriate membership 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

Meeting Date	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 2	Concerns related to approach to board gender diversityConcerns related to board ethnic and/or racial diversityConcerns related to approach to board diversityConcerns about overall board structureConcerns 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 director nominees in a timely manner.
45426	Budweiser Brewing Company APAC Limited	Annual	Against	3b,3d 6,7	Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders
45426	Huabao International Holdings Limited	Annual	Against	3b 5A,5C	Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders -- dilution issue
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		
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 10 13	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
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 Shareholder:	All For		
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 Shareholder:	All For		
45429	Hengan International Group Co., Ltd.	Annual	Against	7 10,12 4,5,6	Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders 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 8	Concerns related to succession planning Performance-related pay/awards for non-executives
45429	Sands China Ltd.	Annual	Against	2d 2a 2c 7 5,6	Concerns related to approach to board gender diversity Concerns related to succession planning Concerns related to inappropriate membership of committees Concerns related to succession planning Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders
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

Meeting 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
				3a	Concerns related to approach to board gender diversity
45432	Kerry Properties Limited	Annual	Against	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 commitments
				6a,6c	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
45436	MTN Group Ltd.	Annual	All For	12	Lack of independence on board

Meeting Date	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 prevents shareholders from making an informed voting decision.
				8	A vote AGAINST is warranted because the name of the proposed auditor is not disclosed.
				10	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 prevents shareholders from making an informed voting decision.
				17	A vote AGAINST is warranted because the name of the proposed auditor is not disclosed.
				8	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 Lin	Annual	Against	7	Concerns related to inappropriate membership of committeesConcerns related to approach to board
				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		
45441	COSCO SHIPPING Holdings Co., Ltd.	Annual	Against	9	Concerns related to shareholder rights
				10	Lack of independence on board
45441	COSCO SHIPPING Holdings Co., Ltd.	Special	All For		
45441	Focus Media Information Technology Co., Ltd.	Annual	Against	7	Concerns to protect shareholder value
				8,11,12,13	Insufficient/poor disclosure
				10	Concerns to protect shareholder value
				11	Insufficient/poor disclosure
45441	Royal Caribbean Group	Annual	Against	1a	Concerns related to succession planning Concerns related to approach to board diversity
45441	Vestel Elektronik Sanayi ve Ticaret AS	Annual	Against	8	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.
				11	A vote AGAINST is warranted because the name of the proposed auditor is not disclosed.
				7	A vote AGAINST this item is warranted, as the board does not meet the one third board independence requirement.
					Insufficient basis to support a decision
45441	Wipro Limited	Special	Against	2	
45442	Astor Enerji AS	Annual	Against	9	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.
				8	A vote AGAINST is warranted due to the lack of disclosure.
					Concerns related to approach to board gender diversity
45442	Axiata Group Berhad	Annual	Against	1	Concerns related to inappropriate membership of committees
				3	
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 prevents shareholders from making an informed voting decision.
				6	This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
					Issue of equity raises concerns about excessive dilution of existing shareholders
45442	KunLun Energy Company Limited	Annual	Against	6,8	
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
					Concerns related to succession planningOverboarded/Too many other time commitments
45442	Wynn Macau Limited	Annual	Against	3c	
				7,8	Issue of equity raises concerns about excessive dilution of existing shareholders

Meeting 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 7A,7C 7D	Concerns related to approach to board gender diversity Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles
45443	MGM China Holdings Limited	Annual	Against	3A2,3A3 3A4 5,7 3A1	Concerns related to inappropriate membership of committees Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
45443	Minth Group Limited	Annual	Against	3 11,13	Concerns related to inappropriate membership of committees 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 5B,5C 3A1	Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
45446	Universal Robina Corp.	Annual	Against	6 3.1,3.2,3.6	Insufficient/poor disclosure Overboarded/Too many other time commitments
45447	Absa Group Ltd.	Annual	Against	5.4	Concerns related to inappropriate membership of committees
45447	Atacadao SA	Extraordinary Shareholder:	All For		
45447	DLF Limited	Special	Against	2	Pay is misaligned with EOS remuneration principles Lack of independence on board
45448	Aksa Enerji Uretim AS	Annual	All For		
45448	Haidilao International Holding Ltd.	Annual	Against	3.a1 5A,5C 3.a2	Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
45448	PetroChina Company Limited	Annual	Against	6 1	Insufficient/poor disclosure Inadequate management of climate-related risks
45448	Sino Biopharmaceutical Limited	Annual	Against	4,5 8A,8C 3	Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board Concerns related to inappropriate membership of committees
45448	Terrafina	Extraordinary Shareholder:	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 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		
45449	Jiangxi Copper Company Limited	Annual	Against	9.1 9.3,9.4,9.5	Concerns related to inappropriate membership of committees Lack of independence on board
45449	Turkiye Halk Bankasi AS	Annual	Against	7 6 5 3	A vote AGAINST is warranted as the company did not disclose the proposed fees, which prevents shareholders from making an informed voting decision. A vote AGAINST this item is warranted considering the company's failure to disclose the name of the director and internal auditor candidates till the time this analysis was finalized. A vote AGAINST this item is warranted due to the repeated concerns raised by the external auditor on the company's financial statements and the lack of responsiveness by the board on these concerns. A vote AGAINST Item 3 is warranted due to the external auditor's qualified opinion on the company's financial statements.

Meeting 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 financial statements.
				9	
				8	A vote AGAINST is warranted as the company did not disclose the proposed fees, which prevents shareholders from making an informed voting decision.
				4	
				7	A vote AGAINST this item is warranted considering the company's failure to disclose the names of the internal auditor candidates.
45449	United Energy Group Limited	Annual	Against		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.
				6a,6c	Issue of equity raises concerns about excessive dilution of existing shareholders
				8,9	Issue of equity raises concerns about excessive dilution of existing shareholders
				3	Lack of independence on board
45449	Xiaomi Corporation	Annual	Against	2	Lack of independence on board Concerns related to inappropriate membership of committees
				10,11	Concerns related to approach to board gender diversity
					Pay is misaligned with EOS remuneration principles
					Concerns related to approach to board gender diversity
					Concerns related to inappropriate membership of committees
45450	China Resources Land Limited	Annual	Against	3.5	Issue of equity raises concerns about excessive dilution of existing shareholders
				3.4	Lack of independence on board
				6,7	Concerns related to approach to board gender diversity
				3.1	Concerns related to inappropriate membership of committees
					Issue of equity raises concerns about excessive dilution of existing shareholders
45450	China Resources Mixc Lifestyle Services Limited	Annual	Against	3.1	Lack of independence on board
				6,7	Concerns related to approach to board gender diversity
				3.3,3.4	Concerns related to inappropriate membership of committeesConcerns related to approach to board gender diversity
					Issue of equity raises concerns about excessive dilution of existing shareholders
					Lack of independence on board
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 prevents shareholders from making an informed voting decision.
				9	
				12	A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner.
				15	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.

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45450	KGHM Polska Miedz SA	Annual	Against	11g 14	A vote AGAINST the proposed remuneration report is warranted because:- The proposed remuneration report does not address the significant (12 percent) increase in fixed remuneration of Marek Pietrzak;- The retrospective disclosure of target values for of each KPI for 2022 and 2023 performance years, and the realized values are not disclosed, which limits the shareholders' ability to comprehend the alignment between pay and performance;- Significant portion of variable remuneration is based on individual KPIs lacking clear definition;- The company does not maintain any long-term variable remuneration, while the variable remuneration with the performance criteria established over a few years may benefit the company by creating long-term incentives for executives. A vote AGAINST this item is warranted because although the proposed amendments introduce ESG-related matters into the policy, the ESG criteria are very broadly defined. In addition, the document does not address major concerns with the current remuneration policy:- Significant portion of performance indicators used in variable remuneration setting lacks clear and measurable definition;- The proposed remuneration policy grants to the supervisory board the power to pick and choose the indicators from the proposed pool, without providing any additional safeguards or guidelines;- The company does not disclose weights of performance indicators as well as corresponding floor and cap values;- The company declares that the proposed remuneration policy is designed to facilitate the achievement of company's long-term interests, but it does not provide a long-term incentive plan.
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 Shareholders	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 3d 6	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees 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 4A,4C	Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders
45455	Trent Limited	Annual	Against	6 7	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
45455	WuXi AppTec Co., Ltd.	Annual	Against	12,13 17	Concerns to protect shareholder value 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 9	Concerns related to shareholder rights Issue of equity raises concerns about excessive dilution of existing shareholders
45456	Sinopharm Group Co., Ltd.	Special	All For		
45456	Tata Consumer Products Limited	Annual	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 9 7 12,13	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST is warranted because the name of the proposed auditor is not disclosed. A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
45457	CD Projekt SA	Annual	Against	24 22	A vote AGAINST is warranted because:- Some contractual terms of company's executives were not 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 4.2	Concerns related to inappropriate membership of committees Concerns related to succession planning
45457	Meituan	Annual	Against	2 3	Combined CEO/Chair 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 6	Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles
45461	CRRC Corporation Limited	Annual	Against	5 7 12 11	Concerns related to shareholder rights Concerns to protect shareholder value Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders
45461	Powszechny Zaklad Ubezpieczen SA	Annual	Against	21 22 20.1,20.2	A vote AGAINST this item is warranted because the composition of the supervisory board after the upcoming AGM is unknown. A vote AGAINST this item is warranted because: - Significant fixed pay increases (approx. 12 percent) have not been explained; - The company provided a general list of the performance metrics, without their respective weights, targets, maximum award levels as well as achievement levels per executive. More detailed information on KPIs, applied targets with weights, minimum and maximum thresholds is valuable in order to help investors comprehend the reward for performance and would furthermore be in line with the European Commission draft guidelines on standardized presentation of the remuneration report and general investor sentiment on minimum disclosure expectations; - The supervisory board is vested with discretionary powers to set performance conditions of the STI, evaluate their levels of achievement, and allocate variable remuneration to the company's executives 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 3a3 5A,5C	Combined CEO/Chair Concerns related to approach to board gender diversity Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders
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

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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 4A,4C	Concerns related to approach to board gender diversity 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 3 12,13 4	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity 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 28,29	Concerns related to shareholder rights Insufficient/poor disclosure
45467	CEZ as	Annual	Against	2.1 6,7,9,10	Inadequate management of climate-related risks from exposure to coal Pay is misaligned with EOS remuneration principles
45467	Hisense Home Appliances Group Co., Ltd.	Annual	Against	15.1,15.3 14.1 14.2 14.3 13 8 12 11 14.6	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committeesConcerns related to approach to board gender diversity Concerns related to inappropriate membership of committeesConcerns related to approach to board gender diversityLack of independence on board Concerns related to inappropriate membership of committeesLack of independence on board Concerns related to shareholder rights Concerns to protect shareholder value Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
45467	Man Wah Holdings Limited	Annual	Against	7,9 3,4 10	Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board Pay is misaligned with EOS remuneration principles
45467	Tata Motors Limited	Annual	Against	6 4 8,9	Concerns related to succession planning Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles
45468	Asian Paints Limited	Annual	All For		
45468	China Conch Venture Holdings Limited	Annual	Against	3g 3f 6,7 3b,3c,3d	Concerns related to approach to board gender diversity Concerns related to succession planning Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
45468	ICICI Lombard General Insurance Company Limited	Annual	All For		

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45468	ORLEN SA	Annual	Against	21 19 18	A vote AGAINST this item is warranted because the company has failed to disclose the nominee's name. A vote AGAINST this item is warranted because: - The policy lacks disclosure on ranges or caps on the fixed pay; - The company does not disclose well-defined performance metrics and their weights for the STI plan; - The company's remuneration policy includes a derogation clause which is of general nature; - The members of company's supervisory board may receive retirement benefits. However, we note that non-executive participation in retirement benefits schemes is a common market practice. A vote AGAINST this item is warranted because: - The report does not explain significant (+ 12 percent) increases in the fixed pay of the company's executives; - The value of perquisites granted to the company's CEO, Daniel Obajtek significantly exceeds the amounts typically offered as benefits to CEOs in Poland. In addition, the report does not explain the significant disparity between the value of benefits received by Obajtek and those received by other members of the management board; - The information regarding fulfillment of gate conditions and non-financial components of STI is insufficient; - The company does not present any details regarding contractual agreements of the company's executives with subsidiaries; - The average employee pay and the CEO pay ratio are not disclosed; - The supervisory board members received retirement benefits. Although we note that this is a common market practice in Poland, in this case, it is impossible to assess the level of contributions made to the pension scheme.
45468	Vietnam Enterprise Investments Ltd	Annual	Against	4	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 17.1,17.2,17.3,17.4,17.5,17.6	A vote AGAINST Item 16.1 is warranted as Maciej Polanowski is the deputy chairman of the supervisory board, while the gender diversity of the board is below the recommended threshold. A vote AGAINST is warranted because:- The company does not disclose some necessary performance metrics for the annual bonus;- The policy lacks disclosure regarding the quarterly bonus, while the supervisory board has the discretionary power to initiate this type of compensation annually;- The maximum value of the STI may be equal to 1 percent of the consolidated net profit. Such a metric lacks a defined or effective cap and allows the executives' remuneration to balloon as the business grows, with no cap;- Variable component of remuneration is not the subject to malus or clawback agreements;- The derogation clause in the policy is broadly-defined. A vote AGAINST is warranted because:- The remuneration report lacks disclosure on variable remuneration. As such, shareholders are not in a position to assess the alignment between pay and performance and the appropriateness of the variable payout;- The variable compensation includes the discretionary component determined by the supervisory board individually for each member of the management board. The remuneration report does not separately disclose the discretionary payout and justification for differentiated individual payout for the management board members;- The company does not disclose the average employee pay as required by the SRD II. Votes AGAINST these items are warranted because the company did not disclose the proposed remuneration.
45469	Infosys Limited	Annual	All For		
45469	NetEase, Inc.	Annual	Against	1b,1d,1e	Lack of independence on board
45469	NetEase, Inc.	Annual	Against	1b,1d 1e	Lack of independence on board Lack of independence on board, Concerns about candidate's experience/skills

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45469	Tongcheng Travel Holdings Ltd.	Annual	Against	2a3 5A,5C 6	Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles
45470	BIM Birllesik Magazalar AS	Annual	All For		
45470	China Construction Bank Corporation	Annual	Against	1	Inadequate management of climate-related risks
45470	China Everbright Bank Company Limited	Annual	All For		
45470	Dar Al Arkan Real Estate Development Co.	Annual	Against	13	Concerns related to shareholder rights
45470	Embassy Office Parks REIT	Annual	All For		
45470	Etihad Etisalat Co.	Annual	Against	20	Insufficient/poor disclosure
45470	NagaCorp Ltd.	Annual	Against	2 3 6A,6C	Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders
45470	Qifu Technology, Inc.	Annual	All For		
45471	Bank of China Limited	Annual	Against	9	Lack of independence on board Inadequate management of climate-related risks Inadequate 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
45471	New China Life Insurance Company Ltd.	Annual	Against	11,13	Concerns related to shareholder rights
45471	Obero Realty Limited	Annual	Against	4,9	Lack of independence on board
45471	PICC Property and Casualty Company Limited	Annual	All For		
45471	Powszechna Kasa Oszczednosci Bank Polski SA	Annual	Against	20 18 10 19	A vote AGAINST is warranted because the company has failed to indicate the name of the candidate proposed for election under Item 19. A vote AGAINST is warranted because:- The company does not disclose the exhaustive list of the performance metrics and weights;- The amount of fixed remuneration, the detailed performance conditions with the weights, the individual ration of the fixed to variable compensation, malus and clawbacks parameters are determined by the supervisory board at their discretion;- Some contractual terms of company's executives, such as base salary, malus and clawback parameters, compensation as per non-compete agreement were not fully described by the company;- The new policy established the right of the supervisory board members to participate in employee capital plan, which provides retirement benefits. However, we note that non-executive participation in the employees capital plan is a common market practice. A vote AGAINST is warranted because:- The report does not explain significant (+12 percent) increases in fixed pay of some executives;- The report lacks disclosure on the STI targets, the minimum and maximum thresholds, and the level of achievement of each of the targets, as well as the corresponding payout and awards. As such, shareholders are not in position to assess the alignment between pay and performance and the appropriateness of the variable payout;- The supervisory board is vested with the excessive discretionary power to establish specific objectives for individual members of the management board;- The terms of exit payments were not fully described for two directors, Mieczyslaw Krol and Maks Kraczkowski. A vote AGAINST this item is warranted because the company has failed to disclose the nominee's name.
45471	PT Indofood Sukses Makmur Tbk	Annual	All For		
45471	Shanghai Pudong Development Bank Co., Ltd.	Annual	Against	3,8	Insufficient/poor disclosure
45471	Srf Limited	Annual	Against	2	Inadequate management of climate-related risks
45471	Tencent Music Entertainment Group	Annual	All For		

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45471	The People's Insurance Company (Group) of China Limit	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 Shareholder: 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 risks
				9	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 to establish a sufficiently independent. A vote AGAINST Martin Schaller is further warranted as a signal of concern to the board because the board is insufficiently gender diverse. In addition, a vote AGAINST Martin Schaller is also warranted as his board term length exceeds four years, which falls short of market practice.
				11	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.
				4	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
45392	LE Lundbergforetagen AB	Annual	Against	12	Overboarded/Too many other time commitmentsLack of independence on board
				14	Pay is misaligned with EOS remuneration principles

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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 commitments
				19	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 diversity
				13,14.a,14.b,14.c	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 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.
				11	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 commitments
				10	
				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
45398	Holmen AB	Annual	Against	16 14	Insufficient/poor disclosure Lack of independence on board Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Inadequate management of climate-related risks
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 3.d,3.j 3.e	Inadequate management of climate-related risks Overboarded/Too many other time commitments Overboarded/Too many other time commitments Concerns related to attendance at board or committee meetings
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 6	Concerns to protect shareholder value 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 2.3	Pay is misaligned with EOS remuneration principles
45400	Banco BPM SpA	Annual	All For		
45400	Beiersdorf AG	Annual	Against	7.3,7.5,7.6 6	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
45400	Chocoladefabriken Lindt & Spruengli AG	Annual	Against	7.1.5,7.4 10 7.1.3,7.2.2 7.1.1 7.1.4 7.1.2 2,9	Concerns regarding Auditor tenure Insufficient/poor disclosure Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Lack of independence on board Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to inappropriate membership of committees Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles
45400	Husqvarna AB	Annual	Against	11a.1,11a.3,11a.5,11a.6,1 1b	Lack of independence on boardConcerns related to inappropriate membership of committees
45400	Jeronimo Martins SGPS SA	Annual	All For		
45400	LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	Against	5 4,7,8,10,11,12,14,15,18	Lack of independence on board Pay is misaligned with EOS remuneration principles
45400	Nestle SA	Annual	Against	1.2 1.3	Pay is misaligned with EOS remuneration principles insufficient transparency on the nutritional values of the global portfolio
45400	Orkla ASA	Annual	Against	5.1 3	A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan in which it is reasonable to believe that warrants may be exercised below market price at grant. Additionally, the authorization is deemed excessive. A vote AGAINST this item is warranted because the proposed remuneration report is below par in relation to market standards, particularly with regards to the downward adjustment mechanism to the exercise price under the warrant plan as well some of the assessment criteria in the short-term bonus plan.
45400	Prysmian SpA	Annual	Against	10	Pay is misaligned with EOS remuneration principles

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45400	Siemens Healthineers AG	Annual	Against	9.10 9.9 9.1 9.3,9.7 6 9.5,9.6,9.8	Lack of independence on board Lack of independence on boardConcerns related to inappropriate membership of committees Lack of independence on boardConcerns related to inappropriate membership of committeesProposed term in policy exceeds appropriate limit Lack of independence on boardProposed term in policy exceeds appropriate limit Pay is misaligned with EOS remuneration principles Proposed term in policy exceeds appropriate limit
45400	Tecan Group AG	Annual	Against	13 12.1	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
45401	Sweco AB	Annual	Against	12 14	Lack of independence on boardConcerns related to inappropriate membership of committeesOverboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
45404	BKW AG	Annual	Against	5.1.6 5.2 6	EOS manual override. See analyst note. Inadequate management of climate-related risks Insufficient/poor disclosure
45404	Flughafen Zuerich AG	Annual	Against	10.1,10.2,10.3	Insufficient/poor disclosure
45404	Geringe AB	Annual	Against	15.b,15.e,15.i 15.c,15.d 15.a 15.g	Concerns related to inappropriate membership of committeesLack of independence on boardOverboarded/Too many other time commitments Lack of independence on boardConcerns related to inappropriate membership of committees Lack of independence on boardOverboarded/Too many other time commitmentsConcerns related to approach to board gender diversityConcerns related to inappropriate membership of committees Overboarded/Too many other time commitments
45404	Henkel AG & Co. KGaA	Annual	Against	7.2,7.6,8.1,8.4,8.5,8.6,8.8 7.4 7.1,8.2 8.7 9	Lack of independence on board Lack of independence on boardConcerns related to inappropriate membership of committees Lack of independence on boardConcerns related to inappropriate membership of committeesConcerns related to approach to board gender diversity Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
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 12.c,12.h,12.i 14 16.A,16.B,16.C	Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles
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 5a,5b	Pay is misaligned with EOS remuneration principles
45405	SIG Group AG	Annual	Against	10	Insufficient/poor disclosure
45405	Telecom Italia SpA	Annual/Special	Against	4.2,4.3 4.1.b 2.1	EOS manual override. See analyst note. Pay is misaligned with EOS remuneration principles
45405	UnipolSai Assicurazioni SpA	Annual/Special	Against	2a,2b 4 3a,3b	Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles

Meeting 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	A.7.b,A.7.c,A.7.d,A.7.g,A.7.h A.7.e,A.7.f A.9	Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
45406	ASML Holding NV	Annual	Against	3a	Pay is misaligned with EOS remuneration principles
45406	Assa Abloy AB	Annual	Against	12 16	Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Concerns related to attendance at board or committee meetings Pay is misaligned with EOS remuneration principles
45406	Atlas Copco AB	Annual	Against	10.a2,10.a4,10.a6,10.a7,10.c 12.a,12.b,12.c	Lack of independence on boardConcerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
45406	Bachem Holding AG	Annual	Against	6.1,6.2,6.3 9 5.3,5.4 5.1,5.2,5.5 1.2	Concerns related to inappropriate membership of committees Insufficient/poor disclosure Lack of independence on board Lack of independence on boardConcerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
45406	DiaSorin SpA	Annual	Against	2.1,2.2	Pay is misaligned with EOS remuneration principles
45406	Eaton Corporation plc	Annual	Against	1f 1g,2 3	Concerns about remuneration committee performance Concerns regarding Auditor tenure 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 15.a,15.j 15.b	Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments 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 4ii 4iv	Concerns about remuneration committee performance Concerns about remuneration committee performance Concerns related to inappropriate membership of committees Concerns related to attendance at board or committee meetings
45406	Royal Vopak NV	Annual	Against	10 8	Concerns related to shareholder rights Proposed term in policy exceeds appropriate limit
45406	RTL Group SA	Annual	Against	7.1,7.3.a,7.3.b,7.3.i 7.3.h 7.3.d,7.3.e,7.3.f 7.2.b 4.1,5	Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to inappropriate membership of committees Lack of independence on board Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
45406	SSAB AB	Annual	All For		
45406	Trelleborg AB	Annual	Against	13a,13c,13h,15,16	Pay is misaligned with EOS remuneration principles

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45406	UBS Group AG	Annual	Against	3 2,11	Inadequate management of climate-related risks 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 13.8,13.9	Concerns related to approach to board gender diversity Concerns related to attendance at board or committee meetings
45407	Banque Cantonale Vaudoise	Annual	Against	7.1 11	Concerns related to shareholder rights 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 8,11,12,13,21 18,22	Insufficient justification for related party transaction Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests
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		
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 Pay is misaligned with EOS remuneration principles
45407	Greek Organisation of Football Prognostics SA	Annual	All For		
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 6,8	Concerns related to inappropriate membership of committeesLack of independence on board Pay is misaligned with EOS remuneration principles
45407	Kering SA	Annual/Special	Against	11	Insufficient/poor disclosure
45407	La Francaise 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 6	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
45407	OCI NV	Extraordinary Shareholder:	All For		
45407	Sampo Oyj	Annual	All For		
45407	Tomra Systems ASA	Annual	Against	8 10	A vote AGAINST this item is warranted because:- The company uses EPS as the only performance metric for both STI and LTI, both cash based plans.- The company awarded a discretionary bonus, thus providing 60 percent STI payout despite not reaching threshold levels for the regular bonus framework.- The board has adjusted the EPS metric for the LTIP. The company's reported EPS for the relevant period did not reach the stated requirement for maximum payout, thus making it difficult to assess what is actually being measured.
45407	UCB SA	Annual/Special	Against	5,6	Pay is misaligned with EOS remuneration principles
45407	UCB SA	Extraordinary Shareholder:	All For		
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 Pay is misaligned with EOS remuneration principles
45407	Veolia Environnement SA	Annual/Special	All For		
45408	A.P. Moller-Maersk A/S	Extraordinary Shareholder:	Against	E	Pay is misaligned with EOS remuneration principles

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45408	Baloise Holding AG	Annual	Against	1.2,4.1.1,6.1,6.2,6.3,7.1,7.2	Shareholder proposal promotes efficient capital structure
45408	Bayer AG	Annual	Against	6 5 10	We are unable to support the proposed pay for the incumbent year due to following concerns: - EBITDA margin and sales growth targets of the divisions being lowered in comparison with previous years (STI). This allowed some awards being paid out. - LTI payout due to dividend equivalent. We note that targets for the vested LTI tranche were not achieved; however, executives received a dividend equivalent of EUR 9.20 (which was based on the sum of the dividends paid on each conditionally allocated virtual share during the four-year period). Given that performance metrics were not achieved, and thus, the allocated virtual shares were not earned, concerns are raised whether this payout was appropriate because the dividend should accrue to the PSUs that vest. If there is no vesting, that dividend also should not vest. Nevertheless, we do acknowledge that this is the first time that the dividend has paid out, while the LTI has not, and that this problematic policy has now also been addressed (i.e. removed) via the company's new remuneration policy. - Sarena Lin's perks are higher than its counterparts and perceived being excessive when compared to peers. We are unable to support the resolution for the concerns highlighted below. -Short-term approach to variable pay opportunity. We are concerned about the level of STI maximum opportunity remain dissimilar from the LTI maximum opportunity. -Lack of disclosure - Disclosure of the threshold metrics remain inexistent. -Cash-based STI. Equally, -Below peer median vesting. Partial vesting is possible for up to 25 percent underperformance versus the index, this would result shareholders incentivising executives for failure. Nevertheless, we understand that plan is in line with SRD II and local corporate governance practices, and we note that variable compensation is subject to explicit caps, long-term awards are subject to a four-year vesting period, there are non-financial targets under the variable compensation component, and malus/clawback provisions as well as stock ownership guidelines are in place. Insufficient/poor disclosure
45408	Continental AG	Annual	Against	9.1,9.4 9.5,9.10 6,7	Lack of independence on board Lack of independence on boardConcerns related to inappropriate membership of committees 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 8.2 7	Inadequate management of climate-related risks Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles
45408	Randstad NV	Extraordinary Shareholder:	All For		
45408	Schibsted ASA	Annual	Against	7	A vote AGAINST this item is warranted because the granted equity-based awards have performance and vesting periods less than three years.
45408	Smurfit Kappa Group Plc	Annual	All For		
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 14.4,15 17,18,19	Concerns related to inappropriate membership of committees Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles
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.

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45412	Amplifon SpA	Extraordinary Shareholder:	Against	1,2,4 3	Concerns related to shareholder rights Issue of equity raises concerns about excessive dilution of existing shareholders
45412	ArcelorMittal SA	Annual	Against	VII V	Concerns about human rights; EOS manual override. See analyst note. Pay is misaligned with EOS remuneration principles; EOS manual override. See analyst note.
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 3	Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles
45412	Hera SpA	Annual/Special	Against	5,6 3	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
45412	Hermes International SCA	Annual/Special	Against	5 13,14,15	Insufficient justification for related party transaction Lack of independence on board
				7,8,9,11,19 6	Pay is misaligned with EOS remuneration principles 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 Shareholder:	Against	1.1 2	A vote AGAINST the election of the male candidate Glavanis (Item 1.1) is warranted because the resulting board is not sufficiently diverse. A vote AGAINST this proposal is warranted because:- Specific targets and individual award levels, to assess the fairness of the awards under the proposed plan, are not disclosed.- Under the proposed plan, not all the ESG indicative metrics appear to be challenging.- The terms of the proposed plan could allow discretion.- A share-matching plan (1:1) is introduced, which does not include any additional performance conditions.It is noted that the proposed plan is more long-term oriented compared to the existing stock award plan. Both plans allow discretion and do not disclose targets. However, the current plan indicates the CEO award, does not entail any share-matching plan, and concerns a smaller pool of shares.
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 8,9	Inappropriate bundling of election of directors on a single vote Concerns related to approach to board gender diversity Combined CEO/Chair Concerns about overall board structure Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles
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 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
45414	AIB Group plc	Annual	All For		
45414	AIB Group plc	Special	All For		
45414	Grafton Group Plc	Annual	Against	3c,3d,3e,3f 6	Failure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles
45414	Groupe Bruxelles Lambert SA	Annual	Against	3 7	Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles
45414	Groupe Bruxelles Lambert SA	Extraordinary Shareholder:	All For		

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45414	KBC Group NV	Annual	Against	12.3,12.4,12.5 12.2 7	Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles
45414	Kerry Group Plc	Annual	All For		
45414	RHI Magnesita NV	Annual	Against	7a 9,10	Failure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles
45415	CNH Industrial NV	Annual	Against	2.a 1.h	Pay is misaligned with EOS remuneration principles Overboarded/Too many other time commitments
45415	Deutsche Post AG	Annual	Against	3 4 7	Inadequate management of climate-related risks Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles
45415	Fastighets AB Balder	Annual	Against	11.c,11.d 11.a	Lack of independence on boardConcerns related to inappropriate membership of committees Lack of independence on boardConcerns related to inappropriate membership of committeesConcerns related to approach to board gender diversity
45415	H&M Hennes & Mauritz AB	Annual	Against	18 12.2,12.6,14	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Pay is misaligned with EOS remuneration principles
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
45418	Deutsche Wohnen SE	Annual	Against	8.1,8.3 7	Lack of independence on boardConcerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
45418	Hannover Rueck SE	Annual	Against	7.1,7.4 6	Concerns related to inappropriate membership of committees 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 5	Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles
45419	DSM-Firmenich AG	Annual	Against	8 5.3	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
45419	Edenred SE	Annual/Special	All For		
45419	Eurazeo SE	Annual/Special	Against	9 11,12,14,15,16,17,18,19,20	Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
45419	Getlink SE	Annual/Special	Against	15,18	Pay is misaligned with EOS remuneration principles
45419	Investor AB	Annual	Against	14.D 14.J,14.M 14.A,14.C,14.F,14.G,14.H, 15 14.I 9,17	Concerns related to attendance at board or committee meetings Lack of independence on board Lack of independence on boardConcerns related to inappropriate membership of committees Lack of independence on boardOverboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
45419	JCDecaux SE	Annual/Special	Against	12,14,17 20	Pay is misaligned with EOS remuneration principles 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 performance period.
45419	Koninklijke Philips NV	Annual	Against	2.e 4.a	Pay is misaligned with EOS remuneration principles Proposed term in policy exceeds appropriate limit
45419	Norsk Hydro ASA	Annual	All For		
45419	Pentair plc	Annual	Against	1d 2	Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay

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 6	Lack of independence on boardConcerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
45419	Telenor ASA	Annual	Against	15.2 11 9 15.1	A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with an insufficient performance and backward-looking performance criteria. A vote AGAINST this item because the LTIP is below par in relation to market standards, particularly with reference to the insufficient performance period and use of backward-looking performance criteria. 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 5.4 10 1.3	Concerns regarding Auditor tenure Concerns related to shareholder rights Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
45419	Var Energi ASA	Annual	Against	11.c 12 6 5 9 8	A vote AGAINST candidate Ove Gusevik (Item 11.c) is warranted due to their non-independent status on the board and the audit committee with an insufficient level of overall independence.Investors holding class B shares: A vote AGAINST candidates Claudia Almadori, Guido Brusco, Francesco Gattei, and Francesca Rinaldi (Item 12) is warranted due to their non-independent status on a board with an insufficient level of overall independence and because Francesco Gattei is a non-independent director on the audit committee with insufficient level of independence. A vote AGAINST this Item is warranted because the repurchase could in theory be used to prevent takeovers. A vote AGAINST this issuance authorization is warranted because it may be used to thwart takeovers. A vote AGAINST this item is warranted because:- The performance period of LTIP is less than three years.- The use of discretionary mandates. A vote AGAINST this item is warranted because:- The remuneration policy allows for uncapped discretionary bonuses.- The performance period of the LTIP is shorter than three years.
45420	Alcon AG	Annual	Against	10 5.1	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
45420	Allianz SE	Annual	Against	4.1 6	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
45420	FUCHS SE	Annual	Against	3 7,8	Inadequate management of climate-related risks 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 4.1.2,4.4.1 4.1.6,4.6 7.2 10 6	Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Concerns to protect shareholder value Insufficient basis to support a decision Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
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 8,9	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45420	Rational AG	Annual	Against	4	EOS manual override. See analyst note.
45420	Sagax AB	Annual	Against	5,8,2,8,4,8,5	Pay is misaligned with EOS remuneration principles
				14	Double voting rights
				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
				5.1,5,8,6.1	Concerns related to inappropriate membership of committees Concerns regarding Auditor tenure
				5.2,5,3,5,4,5,5,5,6,5,7,6,2,	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
				5.1,5,8,6.1	Concerns related to inappropriate membership of committees Concerns regarding Auditor tenure
				5.2,5,3,5,4,5,5,5,6,5,7,6,2,	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	Vonovia SE	Annual	Against	6,7	Pay is misaligned with EOS remuneration principles
45420	Wacker Chemie AG	Annual	Against	3	Inadequate management of climate-related risks
				4	Lack of independence on board Concerns related to inappropriate membership of committees
				6	Pay is misaligned with EOS remuneration principles
45420	Wolters Kluwer NV	Annual	All For		
45421	ACS, Actividades de Construcción 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	TERNARete 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 Date	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
45426	Epiroc AB	Annual	Against	10	Pay is misaligned with EOS remuneration principles
45426	Equinor ASA	Annual	Against	12.a,12.b	Pay is misaligned with EOS remuneration principles
45426	IMCD NV	Annual	Against	15	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
45426	Investment AB Latour	Annual	Against	2.c	Pay is misaligned with EOS remuneration principles
45426	Lotus Bakeries NV	Annual	Against	11	Lack of independence on boardConcerns related to inappropriate membership of committees
45426	Neoen SA	Annual/Special	Against	14,15,18	Pay is misaligned with EOS remuneration principles
45426	NEPI Rockcastle NV	Annual/Special	All For	8,9	Lack of independence on board
45426	Rheinmetall AG	Annual	Against	5	Pay is misaligned with EOS remuneration principles
45426	Signify NV	Annual	Against	7	Inadequate management of climate-related risks
45426	Swedish Orphan Biovitrum AB	Annual	Against	6	Lack of independence on board
45426	VAT Group AG	Annual	Against	14	Pay is misaligned with EOS remuneration principles
45426	ageas SA/NV	Annual/Special	Against	17,22	Poison pill/anti-takeover measure not in investors interests
45426	Arkema SA	Annual/Special	All For	18,19,21	Poison pill/anti-takeover measure not in investors interests Issue of equity raises concerns about excessive dilution of existing shareholders
45426	Avolta AG	Annual	Against	4	Concerns related to inappropriate membership of committees
45426	Bayerische Motoren Werke AG	Annual	Against	7,8	Pay is misaligned with EOS remuneration principles
45426	Bunge Global SA	Annual	Against	2,10.a	Pay is misaligned with EOS remuneration principles
45426	Daimler Truck Holding AG	Annual	Against	19	Issue of equity raises concerns about excessive dilution of existing shareholders
45426	Eni SpA	Annual/Special	Against	15.f,15.g	Lack of independence on board
45426	Euronext NV	Annual	Against	15.c,15.e	Lack of independence on board Concerns related to inappropriate membership of committees
45426	SAP SE	Annual	Against	16,17,18.A1,18.B1,18.C	Pay is misaligned with EOS remuneration principles
45426	Swiss Life Holding AG	Annual	Against	7.1,8	Pay is misaligned with EOS remuneration principles
45426	Symrise AG	Annual	Against	3.1,3.2	Pay is misaligned with EOS remuneration principles
45426	Tele2 AB	Annual	Against	6.2.d	Concerns related to inappropriate membership of committees
45426	Thales SA	Annual/Special	Against	11	Insufficient/poor disclosure
45426	adidas AG	Annual	Against	1.3	Pay is misaligned with EOS remuneration principles
45426	Adyen NV	Annual	Against	6.1,6.2,7	Pay is misaligned with EOS remuneration principles
45426	Capgemini SE	Annual/Special	All For	A	Insufficient/poor disclosure
45426				4.1	Lack of independent representation at board committees
45426				6	Pay is misaligned with EOS remuneration principles
45426				4	Low shareholding requirement 2- Pay is misaligned with EOS remuneration principles
45426				3.c	Pay is misaligned with EOS remuneration principles
45426				6	Pay is misaligned with EOS remuneration principles
45426				7.2,7.3	Lack of independent representation at board committees
45426				5.1,5.6,5.7,5.9,7,10	Insufficient/poor disclosure
45426				4	Lack of independent representation at board committees
45426				6	Pay is misaligned with EOS remuneration principles
45426				18	Pay is misaligned with EOS remuneration principles
45426				6	Concerns related to succession planning
45426				10	Pay is misaligned with EOS remuneration principles
45426				13,14,15,16,17,18	Poison pill/anti-takeover measure not in investors interests
45426				5,6	Pay is misaligned with EOS remuneration principles
45426				7	Concerns related to succession planning

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45428	Chubb Limited	Annual	Against	15 5.11,5.13,12.3,13,16,A	SH: For shareholder resolution, against management recommendation / Shareholder proposal 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 14	Pay is misaligned with EOS remuneration principles 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 9.c 8,9.a,9.e 4	Concerns related to inappropriate membership of committeesLack of independence on board Concerns related to inappropriate membership of committeesOverboarded/Too many other time commitmentsLack of independence on board Lack of independence on board Pay is misaligned with EOS remuneration principles
45428	Wendel SE	Annual/Special	Against	6 9,10,13,14,28	Concerns related to inappropriate membership of committees 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 20,21,22,23 7 19 18 8,26,27,28,29,32,33	Concerns related to succession planning Insufficient basis to support a decision Insufficient justification for related party transaction Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Poison pill/anti-takeover measure not in investors interests
45433	Coca-Cola HBC AG	Annual	Against	5.1.6 5.1.1 9 9	Concerns about overall board structure Failure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles Inadequate management of climate-related risks
45433	Elia Group SA/NV	Annual	Against		
45433	Elia Group SA/NV	Extraordinary Shareholder: All For			
45434	Beijer Ref AB	Extraordinary Shareholder: All For			
45434	Bolloré SE	Annual/Special	Against	4 10,11,13 9	Insufficient justification for related party transaction Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests
45434	Credit Agricole SA	Annual/Special	Against	8,9,10,12,13	Lack of independence on boardConcerns related to inappropriate membership of committees
45434	Dassault Systemes SA	Annual/Special	Against	12 11,17,18,19,20,21,22 6,8,10	Concerns related to succession planning Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles
45434	Erste Group Bank AG	Annual	All For		
45434	Jumbo SA	Annual	All For		
45434	Orange SA	Annual/Special	Against	11,13,17	Pay is misaligned with EOS remuneration principles
45434	Partners Group Holding AG	Annual	Against	7.1.1,7.4 7.1.2 8 5	Concerns regarding Auditor tenure Concerns related to attendance at board or committee meetings Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45434	PUMA SE	Annual	Against	4 6	Concerns related to inappropriate membership of committeesLack of independence on board Pay is misaligned with EOS remuneration principles
45434	Societe Generale SA	Annual/Special	All For		
45434	STMicroelectronics NV	Annual	Against	19 20 16	Inadequate management of climate-related risks Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
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 8 3 12,13,14,16,17,18,22 6	Concerns related to inappropriate membership of committees Insufficient basis to support a decision Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles ndependent chair
45435	Brenntag SE	Annual	Against	3 8 6	Inadequate management of climate-related risks Insufficient/poor disclosure 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 14	Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles
45435	Schneider Electric SE	Annual/Special	All For		
45435	SEB SA	Annual/Special	Against	5 4,7 6 9,10,12 14	Concerns about overall board structure Lack of independence on board Lack of independence on boardConcerns related to inappropriate membership of committeesConcerns about overall board structure 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 16	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
45436	Helvetia Holding AG	Annual	Against	8 1.2	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
45436	LANXESS AG	Annual	Against	4 5	Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles
45436	Leonardo SpA	Annual/Special	Against	3.1,4,5 1g 7	Concerns related to shareholder rights Pay is misaligned with EOS remuneration principles
45436	LyondellBasell Industries N.V.	Annual	All For		
45436	NN Group NV	Annual	Against	9.A	Pay is misaligned with EOS remuneration principles
45436	TotalEnergies SE	Annual/Special	Against	7 12,13,14	Concerns about reducing shareholder rights 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 13.a,17	Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45440	EXOR NV	Annual	Against	4.a 4.b 2.c,3.b,3.c	Inadequate management of climate-related risks Inadequate management of climate-related risks Concerns related to shareholder rights Pay is misaligned with EOS remuneration principles
45440	Fraport AG Frankfurt Airport Services Worldwide	Annual	Against	4.1 6,7	Lack of independence on boardConcerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
45440	Ipsen SA	Annual/Special	Against	6 7 11,16	Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to succession planning Pay is misaligned with EOS remuneration principles
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 proposal promotes better management of ESG opportunities and risks
45441	ASR Nederland NV	Annual	All For		
45441	B&M European Value Retail SA	Ordinary Shareholders	All For		
45441	KION GROUP AG	Annual	Against	4 6,7	Lack of independence on boardConcerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
45441	Legrand SA	Annual/Special	All For		
45441	NXP Semiconductors N.V.	Annual	Against	3i 10	Concerns about remuneration committee performance High variable pay ratioHigh CEO to average NEO pay
45441	OCI NV	Annual	All For		
45441	Publicis Groupe SA	Annual/Special	Against	31 8,13,24,41	Combined CEO/Chair Concerns related to succession planning Pay is misaligned with EOS remuneration principles
45441	Volkswagen AG	Annual	Against	4.1,4.15,4.16,4.17,4.22 5.1 5.2,5.3 8,9	Concerns to protect shareholder value Lack of independence on board Lack of independence on boardConcerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
45442	D'Ieteren Group	Annual	Against	5 3	Concerns related to succession planningConcerns related to inappropriate membership of committeesProposed term in policy exceeds appropriate limit Pay is misaligned with EOS remuneration principles
45442	D'Ieteren Group	Extraordinary Shareholder:	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 2.c 6.a,6.b	Concerns related to succession planning High variable pay ratio 2- Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
45442	Mowi ASA	Annual	All For		
45443	Accor SA	Annual/Special	Against	6,7,8 11,13	Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests
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 9 8	A vote AGAINST this item is warranted because:- The salary of executive Chrisafis increased by 115 percent and the supporting rationale is not considered sufficiently compelling.- There is insufficient disclosure about the calculation of LTI awards, which in the end exceed opportunity initially provided. The LTI award to the CEO is considered high for the Greek market. A vote AGAINST this item is warranted due to a lack of disclosure. A vote AGAINST this item is warranted due to concerns raised about the implementation of the restricted stock plan (see Item 3), while ex-ante vesting schedule for the relative TSR component is not disclosed and it seems that the plan provisions keep giving discretion to the board to set terms of the plan.
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 10	A vote AGAINST this item is warranted because the proposed remuneration report is below par in relation to market standards, particularly with regards to the insufficient STIP disclosure, and poor ex-post disclosure of vested LTIP awards. A vote AGAINST this resolution is warranted because:- Vesting/performance period for awards is less than three years;- A third of the awards do not have any performance criteria attached.
45449	Samsonite International S.A.	Annual	All For		
45449	Samsonite International S.A.	Extraordinary Shareholder:	All For		
45449	Trane Technologies Plc	Annual	Against	1a,1,2,3	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 9 6,7	Concerns related to inappropriate membership of committees Lack of independence on board Pay is misaligned with EOS remuneration principles
45454	Rubis SCA	Annual	All For		
45454	Sonova Holding AG	Annual	Against	4.1.8 6 1.3	Concerns related to inappropriate membership of committees Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
45455	Gaztransport & Technigaz SA	Annual/Special	All For		
45455	Sixt SE	Annual	Against	4.1 6,9,11,13	Concerns related to below-board gender diversity 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		
45456	TRATON SE	Annual	Against	9.2,9.5,9.7,9.9,9.10 9.1,9.4,9.6,9.8 9.3 7,8	Concerns related to succession planning Lack of independence on boardConcerns related to inappropriate membership of committeesConcerns related to succession planning Lack of independence on boardConcerns related to succession planning Pay is misaligned with EOS remuneration principles
45456	Worldline SA	Annual/Special	Against	16,17,33	Pay is misaligned with EOS remuneration principles
45462	Acciona SA	Annual	Against	3	Pay is misaligned with EOS remuneration principles
45462	Delivery Hero SE	Annual	Against	4.2 6	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
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 Shareholder:	All For		
45464	L'Occitane International S.A.	Extraordinary Shareholder:	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	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.
				11	
				5	A vote AGAINST this item is warranted because specific metrics are not disclosed. The plan also
				10	provides vague terms about CEO authority to fix plan's terms; individual award opportunity; and the
				12	annual vesting of awards to selected beneficiaries.
				13	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	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.
				4	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	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.
				7	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 SA	Annual	Against	8 7 6 11.1 11.3,11.4,11.5,11.6,11.10	A vote AGAINST this item is warranted because- The award levels under both the STI and LTI have increased for the incoming CEO, without a compelling rationale;- There is not disclosure on the termination agreements with the incoming CEO; and- In deviation of SRD II reporting guidelines, the company has not addressed last year's significant dissent on the shareholder vote on the remuneration policy.- Moreover, concerns remain with the company maintaining provisions about uncapped discretionary awards and the absence of disclosure on maximum award levels under the Game Changer Incentive. A vote AGAINST this item is warranted because:- The game changer plan is uncapped and not sufficient information about the performance conditions is provided.- The company does not seem to address the concerns reflected by the significant dissent on the 2022 remuneration report, particularly in light of the company's shareholder structure. This was also highlighted about the 2022 and 2021 remuneration reports.It is further noted that the company does not implement any purely long-term oriented plan; disclosure for certain remuneration schemes lags one-year; performance targets are not disclosed; the CEO received 92.6 percent of the maximum STI opportunity while a target weighting 10 percent was not achieved. A vote AGAINST this item is warranted due to a lack of sufficient information in order to assess the fairness of these awards. Combined CEO/Chair Lack of independence on board
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 3	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
			No Action Taken	1.1,1.2,1.1,1.2,1.3,1.4,1.5, 1.6,1.7,1.8,1.9,1.10,2,3,4, 5,6,7,8,9,10,1a,1b,1c,2,3, 4,5,6,7,8,9,10	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 Corporation	Annual	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 1j 2 7 6 5	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to shareholder value High variable pay ratioExcessive CEO payHigh CEO to average NEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes 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 5	Concerns regarding Auditor tenure 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
45393	Royal Bank of Canada	Annual	Against	6 1,7 1.11,3	EOS manual override. See analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Pay is misaligned with EOS remuneration principles
45398	Bank of Montreal	Annual	Against	6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
45398	Fifth Third Bancorp	Annual	Against	1m 3	Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
45398	IQVIA Holdings, Inc.	Annual	All For	2	Excessive severance 2- Options vest in less than 36 months 3- Pay is misaligned with EOS remuneration principles
45398	M&T Bank Corporation	Annual	Against	1.2,1.7	Concerns related to succession planningConcerns related to approach to board gender diversity
45398	Moodys Corporation	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
45398	Northern Trust Corporation	Annual	All For		
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 1h,3 1a 2	Concerns about remuneration committee performance Concerns regarding Auditor tenure Concerns related to approach to board gender diversity High variable pay ratioOptions/PSUs vest in less than 36 monthsExcessive CEO payHigh CEO to average NEO pay
45399	Adobe Inc.	Annual	Against	6 5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks; EOS manual override. See analyst note.
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		
45399	The Sherwin-Williams Company	Annual	Against	1a 1c,3 2 4	Concerns about remuneration committee performance Concerns regarding Auditor tenure Excessive CEO pay 2- High variable pay ratio 3- Options vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45400	Carrier Global Corporation	Annual	Against	1g 2 4	Concerns about remuneration committee performance High variable pay ratioExcessive CEO pay Shareholder proposal promotes transparency
45400	CF Industries Holdings, Inc.	Annual	Against	1g 1e,2	Support for the re-election of the director is not warranted due to the company's approach to climate change. There is no evidence that the company undertakes climate scenario planning and disclosure of internal carbon price. In addition, the company is not a respondent to CDP Climate Change. Low shareholding requirementExcessive severanceHigh CEO to average NEO pay
45400	Humana Inc.	Annual	Against	1e 1h 3 6	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity High variable pay ratioOptions/PSUs vest in less than 36 monthsHigh CEO to average NEO pay Shareholder proposal promotes enhanced shareholder rights
45400	PPG Industries, Inc.	Annual	Against	1.1	Concerns about overall board structure
45400	The Toronto-Dominion Bank	Annual/Special	Against	7 10	EOS manual override. See analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
45401	L3Harris Technologies, Inc.	Annual	Against	1h 1a,4 1c 2 6	Concerns about remuneration committee performance Concerns regarding Auditor tenure Concerns related to approach to board gender diversityConcerns related to succession planning High variable pay ratioOptions/PSUs vest in less than 36 monthsHigh CEO to average NEO pay Shareholder proposal promotes transparency
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	1i 3	Concerns about remuneration committee performance 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 1d 2 5,6	Concerns about remuneration committee performance Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
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 3 4	Concerns about remuneration committee performance Low shareholding requirementOptions/PSUs vest in less than 36 monthsHigh CEO to average NEO pay Shareholder proposal promotes enhanced shareholder rights
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

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

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45407	HCA Healthcare, Inc.	Annual	Against	3 7 6 1d	Options vesting in under 36 months Excessive CEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency Concerns about remuneration committee performance
45407	Healthpeak Properties, Inc.	Annual	Against	1h 1b 2	Concerns about remuneration committee performance Concerns related to approach to board diversity 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		
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 2 1e	Concerns about remuneration committee performance Excessive severance Inadequate management of climate-related risks Inadequate management of climate-related risks from exposure to coal
45407	Pfizer Inc.	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation
45407	Snap-on Incorporated	Annual	Against	1.1 3	Concerns related to approach to board gender diversityConcerns related to approach to board diversity Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
45407	Teck Resources Limited	Annual	Against	1.2 1.9 3	Concerns about remuneration committee performance Concerns related to shareholder value Pay is misaligned with EOS remuneration principles
45407	Texas Instruments Incorporated	Annual	Against	6 1e,3,5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation
45407	TFI International Inc.	Annual/Special	Against	1.10 1.7 3	Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to succession planning 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 1.2,5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Pay is misaligned with EOS remuneration principles
45408	CenterPoint Energy, Inc.	Annual	Against	1g 1i,2 1a 3 4	Concerns about remuneration committee performance Concerns regarding Auditor tenure Concerns related to board gender diversity 2- Inadequate management of climate-related risks Excessive CEO pay 2- Low shareholding requirement SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
45408	Corteva, Inc.	Annual	Against	1a 1d 2	Concerns about remuneration committee performance Concerns related to approach to board diversity Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
45408	Dayforce, Inc.	Annual	Against	1a 2	Concerns about remuneration committee performance High variable pay ratioNo hedging policyOptions/PSUs vest in less than 36 months
45408	Diamondback Energy, Inc.	Special	All For		
45408	Kellanova	Annual	Against	1c,2,3,5,6,7	Shareholder proposal promotes better management of SEE opportunities and risks

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45408	Leidos Holdings, Inc.	Annual	Against	1k 4	Concerns related to approach to board gender diversity Shareholder proposal promotes appropriate accountability or incentivisation
45408	Stanley Black & Decker, Inc.	Annual	Against	4 2	Concerns regarding Auditor tenure High variable pay ratioOptions/PSUs vest in less than 36 months
45411	Genuine Parts Company	Annual	Against	1.7 1.5 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Low shareholding requirement
45411	Paycom Software, Inc.	Annual	Against	1.3	Concerns related to approach to board gender diversityConcerns about overall board structureConcerns to protect shareholder value
45411	TopBuild Corp.	Annual	All For		
45412	Barrick Gold Corporation	Annual	Against	1.3 3	Concerns with remuneration committee performance Excessive CEO pay 2- Pay is in top quartile and not aligned with performance
45412	Citigroup Inc.	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation
45412	Constellation Energy Corporation	Annual	Against	1.2	Concerns related to approach to board gender diversityConcerns about overall board structureInadequate management of climate-related risks
45412	Equity LifeStyle Properties, Inc.	Annual	All For		
45412	Exelon Corporation	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation
45412	FMC Corporation	Annual	Against	1b,2	Concerns regarding Auditor tenure
45412	Imperial Oil Limited	Annual	Against	1G 3	Concerns related to below-board gender diversity 2- Concerns related to board ethnic and/or racial diversity 3- Concerns related to board gender diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
45412	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
45412	PACCAR Inc	Annual	Against	5 1.5 1.11 3 6	Annual vote provides for greater shareholder oversight Concerns about remuneration committee performance Concerns related to board gender diversity 2- Inadequate management of climate-related risks Low shareholding requirement 2- PSUs vest in less than 36 months 3- Total pay targets a range above peer median 4- High CEO to average NEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
45412	The Williams Companies, Inc.	Annual	All For		
45412	VICI Properties Inc.	Annual	All For		
45412	Wells Fargo & Company	Annual	Against	1k 6,7,8 10,11,12	Concerns about human rights SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
45413	Cenovus Energy Inc.	Annual	Against	2.13 2.8 2.10 2.12 3	Concerns about remuneration committee performance Inadequate management of climate-related risks Lack of independent representation at board committeesConcerns related to approach to board diversity Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
45413	Coterra Energy Inc.	Annual	Against	1.5 3 1.8	Concerns about remuneration committee performance High variable pay ratioExcessive severanceHigh CEO to average NEO pay Inadequate management of climate-related risks

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45413	Eversource Energy	Annual	Against	1.1 1.9 2 4	Combined CEO/Chair Concerns about remuneration committee performance Excessive CEO pay High CEO to average NEO pay Shareholder proposal promotes enhanced shareholder rights
45413	Federal Realty Investment Trust	Annual	Against	4	Insufficient/poor disclosure
45413	First Citizens BancShares, Inc.	Annual	Against	1.13 2	Concerns about reducing shareholder rights 2- Concerns about remuneration committee performance 3- Concerns related to board ethnic and/or racial diversity 4- Concerns related to board gender diversity Pay is misaligned with EOS remuneration principles
45413	Franco-Nevada Corporation	Annual/Special	Against	1.5	Concerns related to board ethnic and/or racial diversityConcerns related to approach to board diversity
45413	General Dynamics Corporation	Annual	Against	1j 1c 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Excessive perquisitesHigh variable pay ratioOptions/PSUs vest in less than 36 months
45413	Huntington Ingalls Industries, Inc.	Annual	Against	1.5 2 5	Concerns about remuneration committee performance Low shareholding requirement SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
45413	International Flavors & Fragrances Inc.	Annual	Against	5	Shareholder proposal promotes better management of SEE opportunities and risks
45413	MGM Resorts International	Annual	Against	1j	Concerns related to approach to board diversity
45413	Molina Healthcare, Inc.	Annual	Against	1g 1e 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity Low shareholding requirementHigh variable pay ratioExcessive CEO payHigh CEO to average NEO pay
45413	PepsiCo, Inc.	Annual	Against	1c 3 10 9	Concerns about remuneration committee performance Excessive CEO pay High CEO to average NEO pay High variable pay ratio Excessive perquisites SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. EOS manual override. See analyst note.
45413	Pool Corporation	Annual	Against	1h	Concerns related to approach to board gender diversity
45413	Regency Centers Corporation	Annual	Against	1e 2	Concerns about remuneration committee performance Low shareholding requirementHigh CEO to average NEO pay
45413	S&P Global Inc.	Annual	All For		
45413	The Coca-Cola Company	Annual	Against	1.7 1.14,5 2	Concerns about remuneration committee performance Concerns regarding Auditor tenure Excessive CEO pay High variable pay ratio Options/PSUs vest in less than 36 months
45413	Vistra Corp.	Annual	Against	1.2	Inadequate management of climate-related risks from exposure to coal
45414	AltaGas Ltd.	Annual	Against	2.9 3	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
45414	BCE Inc.	Annual	All For		
45414	Boston Scientific Corporation	Annual	Against	1i 2	Concerns about remuneration committee performance High variable pay ratioOptions/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
45414	Cadence Design Systems, Inc.	Annual	Against	1.1 4 5	Concerns about remuneration committee performance Concerns to protect shareholder value Low shareholding requirement

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45414	Canadian Natural Resources Limited	Annual/Special	Against	1.9 1.2,1.5,1.6 4	Concerns about remuneration committee performance, Concerns related to succession planning Concerns related to succession planning Pay is misaligned with EOS remuneration principles
45414	Capital One Financial Corporation	Annual	Against	1h 2 5	Concerns about remuneration committee performance Excessive CEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
45414	Church & Dwight Co., Inc.	Annual	All For		
45414	Corning Incorporated	Annual	Against	1l 1i,3	Combined CEO/Chair 2.Concerns related to succession planning 3. Concerns related to approach to board gender diversity Concerns regarding Auditor tenure
45414	DTE Energy Company	Annual	Against	1.2 1.10 1.9 3 4	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity Inadequate management of climate-related risks Low shareholding requirement SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
45414	Eastman Chemical Company	Annual	Against	1.9 3	Concerns about remuneration committee performance Low shareholding requirementOptions/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
45414	Ecolab Inc.	Annual	Against	2 4	High variable pay ratio 2- Options vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
45414	Equifax Inc.	Annual	All For		
45414	Fortis Inc.	Annual/Special	Against	1.7 1.2 3	Concerns about remuneration committee performance Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles
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 3 4	Concerns about remuneration committee performance Inappropriate use of one-time awards 2- Pay is in top quartile and not aligned with performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
45414	Lockheed Martin Corporation	Annual	Against	5 4 6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
45414	Occidental Petroleum Corporation	Annual	Against	4	Shareholder proposal promotes transparency
45414	RTX Corporation	Annual	Against	6 7 5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes better management of SEE opportunities and risks Shareholder proposal promotes transparency

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45414	The Kraft Heinz Company	Annual	Against	4 5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes better management of SEE opportunities and risks
45414	Toromont Industries Ltd.	Annual/Special	Against	1.3 1.1 3	Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity Concerns related to approach to board diversity Pay is misaligned with EOS remuneration principles
45414	TransUnion	Annual	Against	1f	Concerns related to approach to board gender diversity
45414	United Parcel Service, Inc.	Annual	Against	1h 6 4	Concerns to protect shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
45414	WK Kellogg Co.	Annual	Against	2	Excessive CEO pay High CEO to average NEO pay
45414	Wynn Resorts, Limited	Annual	Against	1.1 3	Concerns about overall board structure Concerns about remuneration committee performance Low shareholding requirement
45415	AbbVie Inc.	Annual	Against	8 1a,3,6,7	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes transparency
45415	CMS Energy Corporation	Annual	All For		
45415	Dover Corporation	Annual	Against	1j 3	Concerns about remuneration committee performance Low shareholding requirement High variable pay ratio High CEO to average NEO pay
45415	Entergy Corporation	Annual	All For		
45415	Illinois Tool Works Inc.	Annual	Against	1h 1l 2 5	Concerns about remuneration committee performance Concerns related to approach to board gender diversity High variable pay ratio Options/PSUs vest in less than 36 months Excessive CEO pay High CEO to average NEO pay Shareholder proposal promotes appropriate accountability or incentivisation
45415	Teleflex Incorporated	Annual	Against	1d 1e 2 4	Concerns about overall board structure Concerns about remuneration committee performance Low shareholding requirement Options/PSUs vest in less than 36 months Excessive severance High CEO to average NEO pay Shareholder proposal promotes appropriate accountability or incentivisation
45416	Berkshire Hathaway Inc.	Annual	Against	1.5 1.6 1.11 1.9 1.8 2,3,4 5	1. Concerns related to approach to board gender diversity 2. Concerns related to shareholder value 3. Concerns about remuneration committee performance 4. EOS manual override. See analyst note. 1. Concerns related to approach to board gender diversity 2. Concerns related to shareholder value 3. Concerns about remuneration committee performance 4. EOS manual override. See analyst note. 1. Concerns related to approach to board gender diversity 2. Concerns related to shareholder value 3. EOS manual override. See analyst note. 3. Concerns about remuneration committee performance 1. Concerns related to approach to board gender diversity. 2. Concerns related to shareholder value. 3. Concerns about remuneration committee performance Inadequate management of climate-related risks. EOS manual override. See analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. EOS manual override. See analyst note.

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45416	Cincinnati Financial Corporation	Annual	Against	1.7 1.4 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns related to succession planning Low shareholding requirement
45418	Aflac Incorporated	Annual	Against	1i 1j 2	Concerns about remuneration committee performance Concerns related to shareholder value High variable pay ratio Excessive CEO pay
45418	American Express Company	Annual	Against	1b 3 5 6	Concerns about remuneration committee performance Excessive CEO pay High variable pay ratio SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
45418	Eli Lilly and Company	Annual	Against	8 1b,2,6,7,9	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes transparency
45418	IDEXX Laboratories, Inc.	Annual	Against	1b 4	Concerns about overall board structure SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
45418	Moderna, Inc.	Annual	Against	1a 1b 2	Concerns about overall board structure Concerns to protect shareholder value Concerns about remuneration committee performance Excessive perquisites High variable pay ratio Total pay targets a range above peer median Options/PSUs vest in less than 36 months Excessive CEO pay High CEO to average NEO pay
45418	PulteGroup, Inc.	Annual	Against	1j 3	Concerns about remuneration committee performance High variable pay ratio
45418	The Hershey Company	Annual	Against	1.10 4,5	Concerns related to shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
45418	Uber Technologies, Inc.	Annual	Against	2	High variable pay ratio Options/PSUs vest in less than 36 months Excessive CEO pay
45419	Albemarle Corporation	Annual	Against	1j 2	Concerns about remuneration committee performance Excessive CEO pay High CEO to average NEO pay
45419	Ally Financial Inc.	Annual	All For		
45419	AMETEK, Inc.	Annual	Against	1c 1b,3	Concerns about overall board structure 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 3	Concerns about remuneration committee performance Low shareholding requirement
45419	Baxter International Inc.	Annual	Against	1f 2 6	Concerns about remuneration committee performance Options/PSUs vest in less than 36 months High variable pay ratio 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 2	Concerns about remuneration committee performance Concerns related to approach to board diversity High variable pay ratio Options/PSUs vest in less than 36 months
45419	Evergy, Inc.	Annual	All For		

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45419	Expeditors International of Washington, Inc.	Annual	Against	1.8 6 5	Concerns related to approach to board diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes better management of SEE opportunities and risks
45419	Finning International Inc.	Annual	Against	1.5 3	Concerns about remuneration committee performance 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 3- 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 3	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
45419	Hubbell Incorporated	Annual	Against	1.4 2	Concerns about remuneration committee performance Low shareholding requirement
45419	IDEX Corporation	Annual	Against	1a 5	Concerns about overall board structure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
45419	Intel Corporation	Annual	All For		
45419	Kimco Realty Corporation	Annual	Against	1f	Concerns related to approach to board gender diversity
45419	LKQ Corporation	Annual	All For		
45419	NVR, Inc.	Annual	Against	1e 4,5	EOS manual override. See analyst note. Shareholder proposal promotes transparency
45419	Omnicom Group, Inc.	Annual	Against	1.7 1.3 2	Concerns about remuneration committee performance Concerns related to succession planning Low shareholding requirement
45419	Public Storage	Annual	All For		
45419	Suncor Energy Inc.	Annual	Against	1.4 5 1.7 3	Concerns about remuneration committee performance EOS manual override. See analyst note. Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles
45419	T. Rowe Price Group, Inc.	Annual	All For		
45419	Trex Company, Inc.	Annual	Against	1.4 2	Concerns about overall board structureConcerns about remuneration committee performance 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 2 4	Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsExcessive CEO payHigh CEO to average NEO pay Shareholder proposal promotes better management of SEE opportunities and risks
45420	CSX Corporation	Annual	Against	1d 1h 3	Concerns about remuneration committee performance Inadequate management of climate-related risks from exposure to coalConcerns related to approach to board diversity Options/PSUs vest in less than 36 monthsHigh variable pay ratio
45420	Enbridge Inc.	Annual	Against	1.12 1.4 3 5	Concerns about remuneration committee performance EOS manual override. See analyst note. Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks, EOS manual override. See analyst note.
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 Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45420	Intact Financial Corporation	Annual	Against	1.10 4	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
45420	Kinder Morgan, Inc.	Annual	Against	1.13 5	Inadequate management of climate-related risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
45420	Kinross Gold Corporation	Annual	Against	1.3 4	Concerns about remuneration committee performance 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	1i	Concerns related to approach to board gender diversity
45421	C.H. Robinson Worldwide, Inc.	Annual	Against	1f 2	Concerns about remuneration committee performance 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 1k 3	Concerns about remuneration committee performance Concerns related to succession planningConcerns related to approach to board gender diversityConcerns related to shareholder valueConcerns related to approach to board diversity 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 3	Concerns about remuneration committee performance High variable pay ratio High CEO to average NEO pay
45421	Ford Motor Company	Annual	Against	1h 7 5	Concerns related to board gender diversity 2- Concerns to protect shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. EOS manual override. See analyst note. Shareholder proposal promotes enhanced shareholder rights
45421	iA Financial Corporation Inc.	Annual	Against	2 1.10 3 6,7 5	Concerns regarding Auditor tenure Concerns regarding Auditor tenure Concerns about remuneration committee performance Low shareholding requirement SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks 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 3 1.6	Concerns about remuneration committee performance Insufficient action taken on low say-on-pay resultsLow shareholding requirement Lack of independence on boardConcerns related to approach to board gender diversityConcerns related to approach to board diversityCombined CEO/Chair
45421	LPL Financial Holdings Inc.	Annual	Against	1f 3	Concerns about remuneration committee performance High variable pay ratioHigh CEO to average NEO pay
45421	Magna International Inc.	Annual	Against	1l 3	Concerns about remuneration committee performance Pay is in top quartile and not aligned with performance Pay is misaligned with EOS remuneration principles

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45421	Manulife Financial Corp.	Annual	Against	1.1 1.2,2 3	Concerns about remuneration committee performance Concerns regarding Auditor tenure Pay is misaligned with EOS remuneration principles
45421	Mettler-Toledo International Inc.	Annual	Against	1.6 3	Concerns related to approach to board diversityConcerns about remuneration committee performance Low shareholding requirement
45421	Norfolk Southern Corporation	Proxy Contest	Abstain Against	1t 3 1a,1b,1i,1j,1m 4	Concerns about candidate's experience/skills SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
			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 4,8 7	Lack of independent representation at board committeesConcerns related to succession planningConcerns related to board ethnic and/or racial diversityConcerns related to approach to board diversityConcerns related to shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. EOS manual override. See analyst note.
45421	Prologis, Inc.	Annual	Against	1d,1e,2,6	Shareholder proposal promotes enhanced shareholder rights
45421	Sempra	Annual	Against	1a 1g,2 1f 3 1e 5	Concerns about remuneration committee performance Concerns regarding Auditor tenure Concerns related to approach to board gender diversity Excessive CEO pay 2- Low shareholding requirement Inadequate management of climate-related risks Shareholder proposal promotes better management of SEE opportunities and risks
45421	Stantec Inc.	Annual	Against	1.8 3	Concerns about remuneration committee performance 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 3 4	Concerns about remuneration committee performance Low shareholding requirementOptions/PSUs vest in less than 36 monthsExcessive CEO pay 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 3	Concerns about remuneration committee performance 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 5	Concerns related to approach to board gender diversityConcerns related to approach to board 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 3	Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
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 Shareholder proposal promotes transparency

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45421	WEC Energy Group, Inc.	Annual	Against	5	proposal strengthens shareholder rights
45421	Westlake Corporation	Annual	Against	1.4 3	Concerns related to approach to board gender diversityConcerns about overall board structureLack of independence on board SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
45421	Zebra Technologies Corporation	Annual	Against	1b 1a 2	Concerns about overall board structure Concerns about remuneration committee performance Low shareholding requirement
45422	Akamai Technologies, Inc.	Annual	Against	1.3 5 2 7	Concerns about remuneration committee performance Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles Shareholder proposal promotes enhanced shareholder rights
45422	ARC Resources Ltd.	Annual	Against	1.3 1.8 3	Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversityConcerns related to approach to board diversity
45422	Autoliv, Inc.	Annual	Against	1.5	Excessive CEO payLow shareholding requirement Concerns related to approach to board gender diversityConcerns related to approach to board diversity
45422	Axon Enterprise, Inc.	Annual	Against	1G 2,3,4	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
45422	Colgate-Palmolive Company	Annual	Against	1a 4 3	Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation Total pay targets a range above peer medianOptions/PSUs vest in less than 36 monthsHigh variable pay ratioHigh CEO to average NEO pay
45422	Lundin Mining Corporation	Annual/Special	Against	1F	Concerns related to approach to board diversity
45422	Marriott International, Inc.	Annual	Against	1g 3 4 5	Concerns about remuneration committee performance Excessive perquisitesOptions/PSUs vest in less than 36 monthsExcessive CEO payHigh variable pay ratioHigh CEO to average NEO pay Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes better management of SEE opportunities and risks
45422	Masco Corporation	Annual	Against	1a 1b 2 5	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns about overall board structure Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay Shareholder proposal promotes enhanced shareholder rights
45422	Morningstar, Inc.	Annual	Against	1f 1d 2 1h	Concerns about remuneration committee performance Concerns to protect shareholder value High variable pay ratioHigh CEO to average NEO pay Lack of independent representation at board committeesConcerns related to succession planning
45422	Pembina Pipeline Corporation	Annual	Against	1.8 1.3 3	Concerns about remuneration committee performance Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles
45422	The Progressive Corporation	Annual	All For		
45422	Vulcan Materials Company	Annual	Against	1c 1a 2	Concerns about overall board structure Concerns about remuneration committee performance High variable pay ratioOptions/PSUs vest in less than 36 months
45422	Western Digital Corporation	Special	All For		
45422	Weyerhaeuser Company	Annual	All For		
45422	Wheaton Precious Metals Corp.	Annual/Special	Against	a4 c	Concerns about remuneration committee performance Excessive CEO payLow shareholding requirement

Meeting 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 1a 3	Combined CEO/Chair Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh 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 3	Concerns about remuneration committee performance 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 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 14,15	Inadequate management of climate-related risks. EOS manual override. See analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
45426	Essex Property Trust, Inc.	Annual	All For		
45426	Honeywell International Inc.	Annual	Against	4	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 2 6 5 4	Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks, EOS manual override - see analyst note 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 1h,3	Support was withdrawn due to human rights concerns and no constructive engagement to the company. Excessive CEO payHigh variable pay ratioHigh CEO to average NEO pay
45426	Prudential Financial, Inc.	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
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	Sun Communities, Inc.	Annual	Against	1g 1c 2	Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to succession planning Low shareholding requirement
45426	The Allstate Corporation	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
45426	Ventas, Inc.	Annual	All For		
45426	Waste Management, Inc.	Annual	Against	1d 3	Concerns about remuneration committee performance Total pay targets a range above peer median Options/PSUs vest in less than 36 months High CEO to average NEO pay
45427	American International Group, Inc.	Annual	Against	1e 1b 2 4	Concerns about remuneration committee performance Inadequate management of deforestation risks Insufficient action taken on low say-on-pay results Shareholder proposal promotes appropriate accountability or incentivisation

Meeting 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	1l	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 performanceConcerns about overall board structure
				2	Options/PSUs vest in less than 36 monthsExcessive CEO pay
45427	Fiserv, Inc.	Annual	All For		
45427	Halliburton Company	Annual	Against	1l	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
				3	Excessive perquisitesOptions/PSUs vest in less than 36 monthsExcessive CEO payHigh variable pay ratioHigh CEO to average NEO pay
45427	Host Hotels & Resorts, Inc.	Annual	Against	1.1	Concerns about remuneration committee performance
				3	High variable pay ratioHigh CEO to average NEO pay
45427	Invitation Homes, Inc.	Annual	All For		
45427	Molson Coors Beverage Company	Annual	Against	1.3	Lack of independent representation at board committeesConcerns related to shareholder valueConcerns about remuneration committee performance
				2	Low shareholding requirement
45427	Northrop Grumman Corporation	Annual	Against	1b	Concerns about remuneration committee performance
				2	Excessive CEO payHigh CEO to average NEO pay
				6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
				7	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 diversity
				5	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-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		
45427	Reliance, Inc.	Annual	Against	1h	Inadequate management of climate-related risks
45427	Robert Half Inc.	Annual	All For		
45427	Southwest Airlines Co.	Annual	Against	1b	Concerns about remuneration committee performance
				1c	Concerns related to approach to board gender diversity
				2	Low shareholding requirementHigh variable pay ratio
				5	Shareholder proposal promotes appropriate accountability or incentivisation
45427	State Street Corporation	Annual	All For		
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

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

Meeting 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 2 5	Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
45428	Targa Resources Corp.	Annual	Against	1.3 1.2	Concerns about overall board structure Inadequate management of climate-related risks
45428	The Home Depot, Inc.	Annual	Against	8 5 1c,1g,3,9	EOS manual override. See analyst notes. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency Shareholder proposal promotes appropriate accountability or incentivisation
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 2 1d	1. Concerns about overall board structure 2. Inadequate management of climate-related risks 1. Excessive CEO pay 2. High CEO to average NEO pay 3. Total pay targets a range above peer median. Concerns about remuneration committee performance
45429	Intercontinental Exchange, Inc.	Annual	Against	1e 2 4	Concerns about remuneration committee performance Excessive CEO pay 2- Inappropriate use of one-time awards 3- Options vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
45429	The Boeing Company	Annual	Against	1a 1g,3 2 5,6,8 1e	Concerns about human rights 2- EOS manual override. See analyst note. Concerns regarding Auditor tenure Excessive perquisitesExcessive CEO payHigh variable pay ratio SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks 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 1g	Concerns regarding Auditor tenure Inadequate management of climate-related risks
45433	BioMarin Pharmaceutical Inc.	Annual	Against	1.1 3	Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsExcessive CEO pay
45433	CDW Corporation	Annual	Against	1h 2	Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh variable pay ratio
45433	Coursera, Inc.	Annual	Against	1.3	Concerns to protect shareholder valueConcerns about overall board structure
45433	GE Healthcare Technologies, Inc.	Annual	Against	1i 2	Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsExcessive severanceExcessive CEO payHigh variable pay ratio
45433	Henry Schein, Inc.	Annual	Against	1g	Concerns related to succession planning
45433	JPMorgan Chase & Co.	Annual	Against	1a,2 9 5,7,10	Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes better management of SEE opportunities and risks
45433	Mid-America Apartment Communities, Inc.	Annual	Against	1b 1i 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity Low shareholding requirementOptions/PSUs vest in less than 36 months

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45433	Principal Financial Group, Inc.	Annual	Against	1.1	Concerns about overall board structureInadequate management of deforestation risks
45433	Veralto Corp.	Annual	All For		
45434	Align Technology, Inc.	Annual	Against	1.6	Concerns about remuneration committee performance
				3	No clawback policyExcessive CEO payHigh variable pay ratioHigh CEO to average NEO pay
				4	Shareholder proposal promotes enhanced shareholder rights
45434	Amazon.com, Inc.	Annual	Against	6,7,8,11,12,13,16,17	We believe this would help the company to address this salient risk for the company.
				14	Shareholder proposal promotes better management of SEE opportunities and risks
45434	American Tower Corporation	Annual	Against	4,5	Shareholder proposal promotes better management of SEE opportunities and risks
45434	ANSYS, Inc.	Special	All For		
45434	Burlington Stores, Inc.	Annual	Against	1b	Concerns about overall board structureConcerns about remuneration committee performance
				3	Options/PSUs vest in less than 36 monthsExcessive CEO payHigh variable pay ratio
45434	BXP, Inc.	Annual	Against	1e	Concerns about remuneration committee performance
				1g	Concerns related to approach to board gender diversityConcerns related to approach to board diversity
				2	Excessive CEO payHigh variable pay ratio
45434	CBRE Group, Inc.	Annual	Against	1b	Concerns about remuneration committee performance
				1f	Concerns related to approach to board gender diversity
				3	Options/PSUs vest in less than 36 monthsHigh variable pay ratio
45434	Crown Castle Inc.	Proxy Contest	No Action Taken	1a,1b,1c,1d,1a,1b,1c,1d,1e,1f,1g,1h,2,3,4	
45434	DENTSPLY SIRONA Inc.	Annual	All For		
45434	DexCom, Inc.	Annual	Abstain	4	We abstained on the shareholder proposal requesting for an unadjusted pay gap report. We believe it is a good principle, but we also recognise that the company has progressed on this issue and released the adjusted pay gap data. We have been engaging with the company on this topic and will continue to do so encourage further transparency.
			Against	5	Shareholder proposal promotes transparency
45434	EOG Resources, Inc.	Annual	Against	1a	Inadequate management of climate-related risks
45434	Equitable Holdings, Inc.	Annual	Against	1g	Concerns about remuneration committee performance
				3	Excessive CEO payHigh variable pay ratio
				1c	Inadequate management of deforestation risks
45434	FirstEnergy Corp.	Annual	Against	1.5	Inadequate management of climate-related risksInadequate management of climate-related risks
				4	from exposure to coal
					SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
45434	Howmet Aerospace Inc.	Annual	Against	1b	Concerns related to approach to board diversity
45434	Insulet Corporation	Annual	Against	1.3	Concerns about overall board structureConcerns about remuneration committee performance
				2	Low shareholding requirementOptions/PSUs vest in less than 36 monthsHigh variable pay ratioHigh CEO to average NEO pay
45434	Marathon Oil Corporation	Annual	Against	1c,1e,3	Options/PSUs vest in 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 diversity
				5	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
45434	McDonald's Corporation	Annual	Against	1j 1c 7 2 6,8	Concerns about human rights 2- EOS manual override. See analyst note. Concerns about remuneration committee performance EOS manual override. See analyst note. 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks High variable pay ratio 2- Options vest in less than 36 months 3- Use of share options misaligned with EOS policy 4- Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
45434	Mondelez International, Inc.	Annual	Against	7,8 6	Shareholder proposal does not promote better management of ESG opportunities and risk Shareholder proposal promotes appropriate accountability or incentivisation
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 2 4	Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsExcessive CEO pay 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 1.5	Lack of independent representation at board committeesConcerns related to approach to board diversity Overboarded/Too many other time commitments
45434	The Southern Company	Annual	Against	1h 6	Inadequate management of climate-related risks from exposure to coal SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
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 4	Concerns regarding Auditor tenure Shareholder proposal promotes appropriate accountability or incentivisation
45435	Cheniere Energy, Inc.	Annual	Against	1i 2 1a	Concerns about remuneration committee performance Excessive severanceExcessive CEO payHigh variable pay ratioHigh CEO to average NEO pay Inadequate management of climate-related risks
45435	Equinix, Inc.	Annual	Against	1h 2	Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh variable pay ratio
45435	Extra Space Storage Inc.	Annual	All For		
45435	Morgan Stanley	Annual	Against	1k,3 7 6	EOS manual override. See analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes transparency
45435	NextEra Energy, Inc.	Annual	Against	3 4,5	Options/PSUs vest in less than 36 months Excessive severance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
45435	Pinterest, Inc.	Annual	Against	1a	Concerns related to approach to board gender diversityConcerns about overall board structureConcerns related to shareholder value
45435	Republic Services, Inc.	Annual	All For		
45435	SBA Communications Corporation	Annual	Against	1.4	Concerns about overall board structure

Meeting Date	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 3 6	Concerns about overall board structure Concerns related to shareholder value Inadequate management of deforestation risks Concerns about remuneration committee performance Concerns related to succession planning Excessive CEO pay 2- Low shareholding requirement 3- Options vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
45435	The Interpublic Group of Companies, Inc.	Annual	Against	1.10 3 4	Concerns about remuneration committee performance High variable pay ratioHigh CEO to average NEO pay Shareholder proposal promotes appropriate accountability or incentivisation
45435	UDR, Inc.	Annual	Against	1f 1d 2	Concerns about remuneration committee performance Concerns related to succession planning Low shareholding requirementOptions/PSUs vest in less than 36 monthsExcessive CEO pay
45435	VeriSign, Inc.	Annual	Against	1.4	Concerns related to approach to board gender diversityConcerns related to approach to board diversity
45435	Voya Financial, Inc.	Annual	All For		
45435	Waters Corporation	Annual	Against	1.8 1.1 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Low shareholding requirement
45435	Welltower Inc.	Annual	All For		
45436	Quanta Services, Inc.	Annual	All For		
45436	Southern Copper Corporation	Annual	Against	1.9 1.3	Concerns related to below-board gender diversity 2- Lack of independent representation at board committees Inadequate management of climate-related risks
45440	Gildan Activewear Inc.	Proxy Contest	Against No Action Taken	3 1,2.1,2.2,2.3,2.4,2.5,2.6,2.7,2.8,3,4	Pay is misaligned with EOS remuneration principles
45440	Hess Corporation	Special	Abstain Against	1 2	Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles
45440	Merck & Co., Inc.	Annual	All For		
45440	The Trade Desk, Inc.	Annual	Against	3 1.2	Annual vote provides for greater shareholder oversight Concerns about overall board structureConcerns related to shareholder valueConcerns about remuneration committee performance
45441	Catalent, Inc.	Special	All For		
45441	Chevron Corporation	Annual	Against	3 5,7 6	Options/PSUs vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes better management of SEE opportunities and risks
45441	DocuSign, Inc.	Annual	Against	1b 3 4	Concerns about overall board structureConcerns to protect shareholder valueConcerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh variable pay ratio Shareholder proposal promotes better management of SEE opportunities and risks
45441	Dollar General Corporation	Annual	Against	1d 2	Concerns about remuneration committee performance No shares granted in LTIPHigh CEO to average NEO pay

Meeting 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, nevertheless 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 3	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	1a	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	Annual	Against	1h	Concerns about remuneration committee performance
45442	Realty Income Corporation	Annual	Against	1f 3	Concerns about remuneration committee performance Low shareholding requirementExcessive CEO payHigh variable pay ratioHigh CEO to average NEO pay
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.	Annual	All For		
45443	EPAM Systems, Inc.	Annual	Against	4 1d	Concerns about overall board structure
45443	Lowes Companies, Inc.	Annual	Against	1.9 2	Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh variable pay ratio
45446	UnitedHealth Group Incorporated	Annual	All For		

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

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45448	Datadog, Inc.	Annual	Against	1b 1a 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns about overall board structure Concerns related to shareholder value Low shareholding requirement
45448	Devon Energy Corporation.	Annual	Against	1.5	Concerns related to approach to board diversity
45448	DuPont de Nemours, Inc.	Annual	Against	2 1j	1. Excessive CEO pay 2. High variable pay ratio 3. High CEO to average NEO pay Concerns about remuneration committee performance
45448	Fidelity National Information Services, Inc.	Annual	Against	1g 2	Concerns related to approach to board gender diversityConcerns related to approach to board 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 3 6	Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay 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 board 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 to approach to board diversity
45448	Walmart Inc.	Annual	Against	1d 1e 2 4,5,6,7,9	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity Excessive CEO pay 2- PSUs vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
45449	Chipotle Mexican Grill, Inc.	Annual	Against	1.4 2 6,7,8,9	Concerns about remuneration committee performance Options/PSUs vest in less than 36 months Excessive CEO pay High variable pay ratio SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
45449	Corpay, Inc.	Annual	Against	1h 4	Concerns related to approach to board gender diversityConcerns related to approach to board diversity Shareholder proposal promotes appropriate accountability or incentivisation
45449	CoStar Group, Inc.	Annual	Against	1a 3	Concerns about remuneration committee performance Excessive CEO pay 2- High variable pay ratio 3- Options vest in less than 36 months 4- Total pay targets a range above peer median
45449	DaVita Inc.	Annual	All For		
45449	Diamondback Energy, Inc.	Annual	Against	1.7	Inadequate management of climate-related risks
45449	Gartner, Inc.	Annual	Against	1f 1g 2	Concerns about remuneration committee performance Concerns related to succession planning Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
45449	GoDaddy Inc.	Annual	Against	1d 1c 2	Concerns about overall board structure Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
45449	lululemon athletica inc.	Annual	Against	1d 3	Concerns about overall board structure Concerns about remuneration committee performance Low shareholding requirement Total pay targets a range above peer median Options/PSUs vest in less than 36 months Excessive CEO payHigh variable pay ratio

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45449	Netflix, Inc.	Annual	Against	1d 3 4 8	Concerns related to succession planning Excessive CEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation
45449	Restaurant Brands International Inc.	Annual	Against	10 11 5,6,7	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes better management of SEE opportunities and risks
45449	The Mosaic Company	Annual	All For		
45449	Twilio Inc.	Annual	Against	1.1	Concerns about overall board structureConcerns to protect shareholder value
45450	Alphabet Inc.	Annual	Against	8 13 14 12 1g,1i,1j 9	vote FOR this resolution is warranted, as shareholders would benefit from increased disclosure to evaluate the company's lobbying efforts. A vote FOR this proposal is warranted because an independent human rights assessment on the impacts would help shareholders better evaluate the company's management of risks related to the human rights impacts of its targeted advertising policies and practices. A vote FOR this proposal is warranted, as additional disclosure on how the company measures and tracks metrics related to child safety on the company's platforms would give shareholders more information on how well the company is managing related risks. A vote FOR this proposal is warranted, as shareholders would benefit from greater transparency on mis/disinformation related to generative AI in order to assess how the company is managing associated risks. See item 1d vote FOR this proposal is warranted as it would convey to the board nonaffiliated shareholders' preference for a capital structure in which the levels of economic ownership and voting power are aligned.
45450	ANSYS, Inc.	Annual	Against	1C 3 4	Concerns about overall board structureConcerns about remuneration committee performance Low shareholding requirementOptions/PSUs vest in less than 36 monthsExcessive CEO payHigh CEO 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 3	Concerns related to shareholder valueConcerns about remuneration committee performance 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 3	Concerns about remuneration committee performance No clawback policyExcessive severanceHigh variable pay ratio
45453	Canadian Apartment Properties Real Estate Investment	Annual	Against	1.8 3	Concerns about remuneration committee performance Excessive CEO payLow shareholding requirementHigh CEO to average NEO pay
45453	Comcast Corporation	Annual	Against	3 4 1.5	Options/PSUs vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Concerns about remuneration committee performance
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 4	Concerns related to approach to board gender diversityConcerns related to approach to board 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

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45453	Liberty Media Corporation	Annual	Against	4 1.3 3	Annual vote provides for greater shareholder oversight Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns about overall board structureConcerns related to shareholder valueConcerns about remuneration committee performance 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 3 4	Concerns related to approach to board gender diversityConcerns about overall board structureConcerns related to shareholder valueConcerns about remuneration committee performance Concerns related to shareholder rights No hedging policyOptions/PSUs vest in less than 36 months
45454	Caesars Entertainment, Inc.	Annual	Against	1f 1d 4 5	Concerns about remuneration committee performance Concerns related to approach to board diversity Pay is misaligned with EOS remuneration principles Shareholder proposal promotes better management of 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	1i 3	Concerns about remuneration committee performance Excessive CEO payHigh CEO to average NEO pay
45454	Ulta Beauty, Inc.	Annual	Against	1e 1b 3	Concerns about overall board structure Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh variable pay ratioHigh CEO to average NEO pay
45455	Best Buy Co., Inc.	Annual	All For		
45455	Caterpillar, Inc.	Annual	Against	1.1,2 4 5	Concerns regarding Auditor tenure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
45455	Dollarama Inc.	Annual	Against	1D 1E,3	Concerns related to succession planning 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 2 3	Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns about overall board structureConcerns about remuneration committee performance Concerns related to shareholder rights No hedging policyNo clawback policyOptions/PSUs vest in less than 36 months
45455	Incyte Corporation	Annual	Against	1.2 2	Concerns about remuneration committee performance 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 approach to board diversity
45455	Roper Technologies, Inc.	Annual	Against	2 4	1. Excessive CEO pay 2. High variable pay ratio 3. High CEO to average NEO pay SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes enhanced shareholder rights
45455	T-Mobile US, Inc.	Annual	Against	1.13	Lack of independence on boardLack of independent representation at board committeesConcerns related to approach to board gender diversity

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

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45456	W. P. Carey Inc.	Annual	All For		
45456	WestRock Company	Special	All For		
45456	Zoom Video Communications, Inc.	Annual	Against	1.3 3	Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns about overall board structureConcerns related to shareholder valueConcerns about remuneration committee performance
45457	Coinbase Global, Inc.	Annual	Against	1.7 1.6	Insufficient action taken on low say-on-pay resultsLow shareholding requirementConcerns about remuneration committee performance
45457	Fortinet, Inc.	Annual	All For		
45457	Joby Aviation, Inc.	Annual	Against	1b 3	Concerns about remuneration committee performanceConcerns to protect shareholder valueNo clawback policyOptions/PSUs vest in less than 36 months
45457	Regeneron Pharmaceuticals, Inc.	Annual	Against	1c 4	Concerns about overall board structureConcerns related to shareholder valueConcerns related to succession planning
45461	Block, Inc.	Annual	Against	1.1	Shareholder proposal promotes enhanced shareholder rightsConcerns 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 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 3	Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns related to board ethnic and/or racial diversityConcerns about overall board structureConcerns related to shareholder valueInadequate management of climate-related risksConcerns about remuneration committee performance
45461	Workday, Inc.	Annual	Against	1c 3 1a,4	Low shareholding requirementConcerns about remuneration committee performancePay is misaligned with EOS remuneration principlesConcerns to protect shareholder value
45463	B2Gold Corp.	Annual/Special	Against	1.5 4	Concerns about remuneration committee performanceExcessive 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 3	Concerns about remuneration committee performanceTotal pay targets a range above peer medianExcessive CEO payHigh variable pay ratio
45463	Equity Residential	Annual	Against	1.3 3	Concerns about remuneration committee performanceNo clawback policyOptions/PSUs vest in less than 36 monthsExcessive CEO pay
45463	Marvell Technology, Inc.	Annual	Against	1i 1c 2	Concerns about remuneration committee performanceConcerns related to approach to board gender diversityConcerns related to approach to board diversity
45463	Okta, Inc.	Annual	Against	1.3 3	No hedging policyNo clawback policyExcessive CEO payHigh CEO to average NEO payConcerns about overall board structureConcerns to protect shareholder valueConcerns about remuneration committee performance
45463	UiPath, Inc.	Annual	Against	1h 1f 2	No clawback policyExcessive CEO payHigh variable pay ratioConcerns about remuneration committee performanceConcerns related to shareholder value
45464	Match Group, Inc.	Annual	Against	1c	No clawback policyExcessive CEO payHigh CEO to average NEO payConcerns about overall board structure

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45467	Apollo Global Management, Inc.	Annual	Against	1.1 1.10	Concerns about remuneration committee performance Concerns related to approach to board diversity
45468	BlackBerry Limited	Annual/Special	Against	1.2 4	Concerns related to approach to board gender diversityConcerns related to board ethnic and/or racial diversityConcerns related to approach to board diversityConcerns about remuneration committee performance Low shareholding requirement
45468	CarMax, Inc.	Annual	Against	1b 1e 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversityInadequate management of climate-related risks Low shareholding requirement
45468	Expedia Group, Inc.	Annual	Against	1g 1i	Concerns related to shareholder value 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 5 6	Concerns about remuneration committee performance Excessive perquisitesLow shareholding requirementOptions/PSUs vest in less than 36 monthsExcessive CEO payHigh variable pay ratio Shareholder proposal promotes appropriate accountability or incentivisation
45470	The Kroger Co.	Annual	Against	1g 1d,3 2 6	Concerns about remuneration committee performance Concerns regarding Auditor tenure Low shareholding requirementNo clawback policyOptions/PSUs vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
45386	Rio Tinto Plc	Annual	Against	12 2,3,4	EOS manual override. See analyst note. Pay is misaligned with EOS remuneration principles
45386	Scottish American Investment Co. PLC	Annual	All For		
45387	Carnival Plc	Annual	Against	12 13,14	Concerns about remuneration committee performance 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		
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 Pay is misaligned with EOS remuneration principles
45400	SEGRO PLC	Annual	All For		
45401	Murray International Trust PLC	Annual	All For		
45404	Ascential Plc	Special	All For		
45404	Travis Perkins Plc	Annual	Against	12 3	Failure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles
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		
45405	Taylor Wimpey Plc	Annual	Against	18	Pay is misaligned with EOS remuneration principles
45406	abrdn Plc	Annual	Against	6A 5	Failure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles
45406	Allianz Technology Trust PLC	Annual	All For		
45406	Aptiv Plc	Annual	All For		
45406	Breedon Group Plc	Annual	All For		
45406	British American Tobacco plc	Annual	Against	5 2	Concerns related to below-board gender diversity 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
				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
				2,3,14	Pay is misaligned with EOS remuneration principles
45413	Spirent Communications Plc	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 Date	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	
45414	F&C Investment Trust PLC	Annual	All For		
45414	Howden Joinery Group Plc	Annual	All For		
45414	ITV Plc	Annual	All For		
45414	Melrose Industries Plc	Annual	All For		
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
				2	Concerns related to below-board gender 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		
45420	WPP Plc	Annual	Against	3	Pay is misaligned with EOS remuneration principles
45421	Ascential Plc	Annual	All For		
45421	BAE Systems Plc	Annual	All For		
45421	Balfour Beatty Plc	Annual	Against	4	Overboarded/Too many other time commitments
45421	Barclays PLC	Annual	All For		
45421	BlackRock World Mining Trust PLC	Annual	All For		
45421	Clarkson Plc	Annual	Against	9	Concerns about remuneration committee performance
				4	Concerns related to below-board gender diversity
				2	Pay is misaligned with EOS remuneration principles
45421	Harbour Energy Plc	Annual	Against	13	Inadequate management of climate-related risks
				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	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45421	Indivior PLC	Annual	Against	7 12 2	Failure to provide DEI disclosures in line with UK listing rules Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles
45421	John Wood Group Plc	Annual	Against	9 2	Concerns about overall board structure 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 19	Pay is misaligned with EOS remuneration principles 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 10 2,3	Failure to provide DEI disclosures in line with UK listing rules Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles
45427	Barratt Developments Plc	Special	All For		
45427	Bridgepoint Group Plc	Annual	Against	10 6	Concerns about overall board structure 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 2,3	Concerns related to approach to below-board gender diversity 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 2	Concerns related to below-board gender diversityLack of independent representation at board committees Pay is misaligned with EOS remuneration principles
45427	Spirax Group Plc	Annual	All For		
45427	St. James's Place Plc	Annual	Against	9 3	Failure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles
45427	The Renewables Infrastructure Group Limited	Annual	All For		
45427	TP ICAP Group Plc	Annual	All For		
45427	Vesuvius Plc	Annual	Against	3	Pay is misaligned with EOS remuneration principles
45427	Zigup Plc	Special	All For		
45428	Convatec Group Plc	Annual	All For		
45428	HgCapital Trust PLC	Annual	All For		
45428	Ibstock Plc	Annual	Against	4 2	Failure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles
45428	Lloyds Banking Group Plc	Annual	All For		
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		

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
45428	Tyman Plc	Annual	Against	7	Failure to provide DEI disclosures in line with UK listing rules
				3,4	Pay is misaligned with EOS remuneration principles
45428	Vistry Group Plc	Annual	Against	3	Combined CEO/Chair
				10	Concerns related to minority shareholder interest
45432	Hilton Food Group Plc	Annual	Against	3	Failure to provide DEI disclosures in line with UK listing rules
45432	Impax Environmental Markets PLC	Annual	All For		
45433	Centamin Plc	Annual	Against	3	Pay is misaligned with EOS remuneration principles
45433	Dowlais Group Plc	Annual	All For		
45433	Fresnillo Plc	Annual	Against	9	Lack of independent representation at board committees
				5,7	Overboarded/Too many other time commitments
				4	Overboarded/Too many other time commitments
				3	Concerns related to below-board gender diversity
					Pay is misaligned with EOS remuneration principles
45433	International Workplace Group Plc	Annual	Against	7,8	Lack of independent representation at board committees
				2	Pay is misaligned with EOS remuneration principles
45433	JTC Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
45433	Shell Plc	Annual	Abstain	23	Whilst we recognise the merits of the requisitionists' proposal, we believe the company partially has met the request of the resolution. In addition, we believe the resolution does not tackle the most serious aspect of Shell's net zero strategy, i.e. the opacity of Shell's net zero commitment and processes between 2030 and 2030. Finally, the resolution has been filed as an advisory resolution and as a special resolution. This provision is not technically possible in the UK, i.e. special resolutions are solely filed as binding resolutions. Shall the resolution pass, it is not possible to ascertain the potential litigation to which the company can be exposed to if deemed not compliant with the demands of the resolution in the required timeframe.
			Against	2	We are voting against the remuneration report, due to the disconnect between the award above target of the Energy Transition in the LTIP and net zero expectation, this also includes the inclusion of growth of liquefied natural gas volumes as a new indicator under the future Energy Transition Strategy component of the awards.
				22	Whilst we welcome the introduction of Scope 3 targets for oil-based products, we are concerned about the opacity of the energy transition plan especially the long-term company's net zero commitment for 2030-2050, the inadequate level of capex allocated to alternative fuels, the overreliance on LGP growth as a transition fuel and the departure from the previous commitment in restraining from new oil and gas projects.
45433	TBC Bank Group Plc	Annual	Against	6	Failure to provide DEI disclosures in line with UK listing rules
45433	Trustpilot Group Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
45434	4imprint Group Plc	Annual	Against	9	Failure to provide DEI disclosures in line with UK listing rules
45434	Coats Group Plc	Annual	All For		
45434	Coca-Cola Europacific Partners plc	Annual	Against	4,6	Concerns related to inappropriate membership of committees
				23	Concerns to protect shareholder value
				2	Pay is misaligned with EOS remuneration principles
45434	Empiric Student Property PLC	Annual	All For		
45434	M&G Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
45434	Playtech Plc	Annual	Against	6	Failure to provide DEI disclosures in line with UK listing rules
				2,3	Pay is misaligned with EOS remuneration principles
45434	Spirent Communications Plc	Court	All For		
45434	Spirent Communications Plc	Special	All For		
45434	Virgin Money UK Plc	Court	All For		
45434	Virgin Money UK Plc	Special	All For		
45435	Energiean Plc	Annual	Against	4	Failure to provide DEI disclosures in line with UK listing rules
				2,3	Pay is misaligned with EOS remuneration principles

Meeting Date	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 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 scenarioInadequate management of climate-related risks from exposure to coal
			Against	3,7	
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
				13	Pay is misaligned with EOS remuneration principles
45442	Ferguson Plc	Special	Against	2.D	Concerns related to shareholder rights
				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
				2	Pay is misaligned with EOS remuneration principles
45446	PageGroup Plc	Annual	Against		
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
				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
				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		
45460	Bank of Georgia Group Plc	Annual	Against	14	Concerns related to Non-audit fees

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