

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

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
30/04/2025	Hang Lung Group Limited	Annual	Against	3b3a6.7	Concerns related to approach to board gender diversity/Concerns related to succession planning/Lack of independence on board Concerns related to attendance at board or committee meetings
30/04/2025	Hang Lung Properties Limited	Annual	Against	3a6.7	Issue of equity raises concerns about excessive dilution of existing shareholders
30/04/2025	Hong Kong Exchanges and Clearing Limited	Annual	All For		
08/05/2025	Galaxy Entertainment Group Limited	Annual	Against	48.2.8.3	Concerns related to approach to board gender diversity. Concerns related to succession planning
08/05/2025	Hang Seng Bank Limited	Annual	Against	2a4	Issue of equity raises concerns about excessive dilution of existing shareholders
09/05/2025	CLP Holdings Limited	Annual	Against	2e	Concerns related to inappropriate membership of committees
09/05/2025	Technic Industries Company Limited	Annual	All For		Issue of equity raises concerns about excessive dilution of existing shareholders
09/05/2025	The Bank of East Asia, Limited	Annual	Against	3b3a46	Concerns related to succession planning
13/05/2025	Swire Properties Limited	Annual	Against	1d41c	Concerns related to approach to board gender diversity. Concerns related to succession planning. Lack of independence on board Concerns related to inappropriate membership of committees
13/05/2025	The Wharf (Holdings) Ltd.	Annual	Against	2a2c, 2d5.6	Insufficient/poor disclosure Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders
14/05/2025	Cathay Pacific Airways Limited	Annual	Against	1c41b	Lack of independence on board
15/05/2025	PCCW Limited	Annual	Against	43b3a3c3e5, 73d	Concerns related to inappropriate membership of committees Concerns related to attendance at board or committee meetings
15/05/2025	Swire Pacific Limited	Annual	Against	41c	Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Concerns related to succession planning Concerns related to Non-suit fees
20/05/2025	China Resources Beer (Holdings) Co. Ltd.	Annual	Against	3.43.16.7	Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
21/05/2025	MTR Corporation Limited	Annual	All For		Concerns related to approach to board gender diversity Concerns related to succession planning Lack of independence on board Overboarded/Too many other time commitments
21/05/2025	Power Assets Holdings Limited	Annual	All For		Concerns related to inappropriate membership of committees
22/05/2025	WVG Limited	Annual	Against	2c2d5.7	Concerns related to approach to board gender diversity Inadequate management of climate-related risks Concerns related to inappropriate membership of committees
23/05/2025	AIA Group Limited	Annual	Against	54	Issue of equity raises concerns about excessive dilution of existing shareholders
28/05/2025	Champion Real Estate Investment Trust	Annual	Against	3	Concerns related to approach to board gender diversity Overboarded/Too many other time commitments
30/05/2025	Dai Sing Banking Group Limited	Annual	Against	3b3a6	Concerns related to approach to board gender diversity. Concerns related to succession planning
03/06/2025	Henderson Land Development Company Limited	Annual	Against	3.53.13.45B.5C	Concerns related to inappropriate membership of committees Concerns related to succession planning Overboarded/Too many other time commitments
04/06/2025	The Hong Kong and China Gas Company Limited	Annual	Against	3.16.2.6.3	Concerns related to approach to board gender diversity Lack of independence on board Overboarded/Too many other time commitments
05/06/2025	Hysan Development Company Limited	Annual	Against	2.42.1	Concerns related to inappropriate membership of committees
10/06/2025	SJM Holdings Limited	Annual	Against	2.2.2.32.15	Concerns related to succession planning Lack of independence on board Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
26/06/2025	BGC Hong Kong (Holdings) Limited	Annual	All For		
18/04/2025	Mitsui High-Tec, Inc.	Annual	Against	1.1	Lack of independence on board Concerns related to approach to board gender diversity
18/04/2025	Mori Hills REIT Investment Corp.	Special	All For		
23/04/2025	Shikoku House, Ltd.	Annual	Against	2.1	Inadequate management of deforestation risks
24/04/2025	Japan Lodging Fund, Inc.	Special	All For		
25/04/2025	Fuji Soft, Inc.	Special	All For		
16/05/2025	SHIMAMURA Co., Ltd.	Annual	Against	2.62.82.1.2.23	Concerns related to succession planning Lack of independence on board
20/05/2025	Nippon Accommodations Fund, Inc.	Special	All For		
20/05/2025	Takashimaya Co., Ltd.	Annual	Against	32.9	Lack of independence on board Concerns related to approach to board gender diversity Shareholder proposal promotes appropriate accountability or incentivisation
22/05/2025	AEDON Mall Co., Ltd.	Annual	Against	12.1	Concerns about overall performance
22/05/2025	Hisamitsu Pharmaceutical Co., Inc.	Annual	Against	2.1	Concerns about overall performance
22/05/2025	Shikoku House REIT, Inc.	Special	All For		
23/05/2025	AEDON Financial Service Co., Ltd.	Annual	Against	2.11.1.1.2	Concerns about overall board structure Concerns related to approach to board gender diversity
26/05/2025	TSURUHA Holdings, Inc.	Annual	Against	1.13.4.5	Concerns related to approach to board gender diversity Concerns about overall performance
27/05/2025	ARC-MART, INC.	Annual	Against	3.3	Concerns to protect shareholder value
27/05/2025	BayCurrent, Inc.	Annual	Against	1.1.1.22.1	Lack of independence on board Concerns related to approach to board gender diversity Concerns related to succession planning
27/05/2025	Seven & I Holdings Co., Ltd.	Annual	Against	4.1	EOS manual override
27/05/2025	Sugi Holdings Co., Ltd.	Annual	Against	1.1.1.21.4	Concerns related to approach to board gender diversity
27/05/2025	Welcia Holdings Co., Ltd.	Annual	Against	3.1	Concerns related to succession planning
28/05/2025	AEDON Co., Ltd.	Annual	Against	1.21.11.5	Concerns related to approach to board gender diversity Concerns about overall performance Concerns about overall performance Inadequate management of deforestation risks Lack of independence on board
28/05/2025	Izumi Co., Ltd.	Annual	All For		
28/05/2025	Nomura Real Estate Master Fund, Inc.	Special	All For		
28/05/2025	YASKAWA Electric Corp.	Annual	Against	1.1.1.2	Concerns about overall performance
29/05/2025	H. FRONT RETAILING Co., Ltd.	Annual	Against		
29/05/2025	Roze Corp.	Annual	Against	3.22.1	Concerns about overall board structure Concerns related to approach to board gender diversity
29/05/2025	Taito Co., Ltd.	Annual	Against	2.1.2.2	Concerns about overall performance
10/06/2025	Toyota Industries Corp.	Annual	Against	1.11.21.45.64	Concerns about overall performance Concerns about overall performance 2- Concerns related to board gender diversity Concerns related to succession planning SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
11/06/2025	Toyota Boshoku Corp.	Annual	Against	1.1.1.21.9	Concerns related to approach to board gender diversity Lack of independence on board
12/06/2025	Toyota Motor Corp.	Annual	All For		
13/06/2025	RENSEI Corp.	Annual	Against	1.1.1.2	Concerns related to approach to board gender diversity Concerns about overall performance
13/06/2025	KEYENCE Corp.	Annual	Against	2.2	Concerns related to approach to board gender diversity
16/06/2025	NTT DATA Group Corp.	Annual	All For		
17/06/2025	Aisin Corp.	Annual	Against	3.1	Concerns related to approach to board gender diversity Concerns about overall performance
17/06/2025	Hanjin Shinjin Holdings, Inc.	Annual	All For		
17/06/2025	Konica Minolta, Inc.	Annual	Against	1.1	Concerns about overall performance
17/06/2025	Tokyo Electron Ltd.	Annual	Against	1.1	Concerns about overall performance
18/06/2025	ASAHI YUKITAI Corp.	Annual	Against	3.22.1	Concerns related to inappropriate membership of committees
18/06/2025	Eisai Co., Ltd.	Annual	Against	2.12.6	Lack of independence on board Concerns about overall performance
18/06/2025	Iwatani Corp.	Annual	Against	3.8.3.93.1.3.3	Concerns related to approach to board gender diversity Lack of independence on board
18/06/2025	JAPAN POST INSURANCE Co., Ltd.	Annual	Against	1.1	Concerns related to approach to board gender diversity Concerns about overall performance
18/06/2025	KDDI Corp.	Annual	Against	3.1.3.2	Concerns about overall performance
18/06/2025	Keihan Holdings Co., Ltd.	Annual	Against	2.1.2.23.2	Concerns related to approach to board gender diversity Concerns about overall performance
18/06/2025	Mitsui & Co., Ltd.	Annual	Against	2.1.2.22.854	Lack of independence on board Concerns about overall performance Lack of independence on board SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
18/06/2025	Nasaree & Co., Ltd.	Annual	Against	2.1.2.2	Concerns related to approach to board gender diversity Concerns about overall performance
18/06/2025	Nankai Electric Railway Co., Ltd.	Annual	Against	5.3.5.44.6.4.1.4.2	Concerns related to inappropriate membership of committees Lack of independence on board Lack of independence on board
18/06/2025	Nippon Sanso Holdings Corp.	Annual	Against	3	Lack of independence on board Concerns about overall performance
18/06/2025	Nippon Yusen KK	Annual	Against	2.5.4	Concerns about overall board structure Lack of independence on board
18/06/2025	Shionogi & Co., Ltd.	Annual	All For		
18/06/2025	Soitec Corp.	Annual	Against	1.1.1.2	Concerns about overall performance
18/06/2025	Takayama Thermal Engineering Co., Ltd.	Annual	Against	2.1	Concerns related to approach to board gender diversity Concerns about overall performance
18/06/2025	West Japan Railway Co.	Annual	All For		
19/06/2025	Astellas Pharma, Inc.	Annual	All For		
19/06/2025	Honda Motor Co., Ltd.	Annual	All For		
19/06/2025	Kakaku, Inc.	Annual	Against	1.1.3.2	Concerns related to approach to board gender diversity
19/06/2025	Kobe Steel, Ltd.	Annual	Against	1.1	Lack of independence on board Concerns about overall performance
19/06/2025	Koei Tecmo Holdings Co., Ltd.	Annual	Against	3.6.3.7	Concerns related to succession planning
19/06/2025	Komatsu Ltd.	Annual	Against	2.5	Lack of independence on board
19/06/2025	LIXIL Corp.	Annual	Against	1.1	Concerns about overall performance

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
19/06/2025	IY Corp.	Annual	All For		
19/06/2025	MISUMI Group, Inc.	Annual	All For		
19/06/2025	Mitsubishi Motors Corp.	Annual	Against	2.52.4.2.11	Concerns related to approach to board gender diversity
19/06/2025	Nippon Shokubai Co., Ltd.	Annual	Against	2.5.2.62.1	Lack of independence on board
19/06/2025	Nippon Telegraph & Telephone Corp.	Annual	Against	3.1.3.210.11	Lack of independence on board Concerns about overall performance
19/06/2025	One Pharmaceutical Co., Ltd.	Annual	Against	2.1.2.2	Concerns related to approach to board gender diversity Concerns about overall performance
19/06/2025	Toyota Gosei Co., Ltd.	Annual	All For		
19/06/2025	Yokohama Electric Corp.	Annual	Against	2.1.2.2	Concerns about overall performance
20/06/2025	ACOM Co., Ltd.	Annual	Against	2.73.22.1.2.3	Lack of independence on board
20/06/2025	Aimmetto Co., Inc.	Annual	All For		
20/06/2025	Capcom Co., Ltd.	Annual	All For		
20/06/2025	Concordia Financial Group, Ltd.	Annual	Against	2.1	Concerns about overall performance
20/06/2025	Daicel Corp.	Annual	Against	3.1.3.23.6.3.11	Concerns related to approach to board gender diversity Concerns about overall performance
20/06/2025	Daiwa Securities Group, Inc.	Annual	Against	1.1.1.2	Lack of independence on board
20/06/2025	Denka Co., Ltd.	Annual	Against	2.23.22.13.3	Concerns about overall performance
20/06/2025	East Japan Railway Co.	Annual	Against	2.1.2.23.3	Concerns related to succession planning
20/06/2025	Gunma Bank, Ltd.	Annual	Against	2.72.1	Inadequate management of climate-related risks Concerns about overall performance
20/06/2025	Harmonic Drive Systems, Inc.	Annual	Against	2.6.2.72.1.2.2	Lack of independence on board
20/06/2025	IBIDEN Co., Ltd.	Annual	Against	1.1.1.22.51.7	Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance
20/06/2025	I TOCHU Corp.	Annual	All For		
20/06/2025	Japan Exchange Group, Inc.	Annual	Against	1.2	Concerns about overall performance
20/06/2025	Kanagawa Kisen Kaisha, Ltd.	Annual	All For		
20/06/2025	Kintetsu Group Holdings Co., Ltd.	Annual	Against	2.8.2.9.2.122.1.2.2	Lack of independence on board
20/06/2025	Kyushu Financial Group, Inc.	Annual	Against	1.1.1.22.4	Concerns related to approach to board gender diversity
20/06/2025	Kyushu Railway Co.	Annual	Against	2.1.2.2	Concerns about overall performance
20/06/2025	Marubeni Corp.	Annual	Against	1.1.1.2	Concerns related to inappropriate membership of committees Lack of independence on board
20/06/2025	MARUWA CO., LTD.	Annual	All For		
20/06/2025	Matsuyama Cement & Co.	Annual	All For		
20/06/2025	Mitsubishi Corp.	Annual	Against	2.785	Concerns about overall performance
20/06/2025	NEC Corp.	Annual	Against	1.91.10	Lack of independence on board
20/06/2025	NIDECP Corp.	Annual	All For		
20/06/2025	Nippon Densetsu Kogyo Co., Ltd.	Annual	Against	2.52.1	Concerns about overall performance
20/06/2025	Nitto Denko Corp.	Annual	All For		
20/06/2025	Nomura Research Institute Ltd.	Annual	Against	2.1.2.3	Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance
20/06/2025	NS Solutions Corp.	Annual	Against	2.11	Concerns related to approach to board gender diversity
20/06/2025	Palco Corp.	Annual	Against	1.1.1.2	Concerns related to shareholder rights
20/06/2025	RAKUS Co., Ltd.	Annual	Against	3.13.43.5	Concerns about overall performance
20/06/2025	SCREEN Holdings Co. Ltd.	Annual	Against	2.1.2.2	Concerns related to approach to board gender diversity
20/06/2025	Sekisui Chemical Co., Ltd.	Annual	All For		
20/06/2025	Shizuoka Financial Group, Inc.	Annual	Against	2.1.2.22.6	Concerns about overall performance
20/06/2025	Sumitomo Chemical Co., Ltd.	Annual	Against	2.1.2.23.3	Lack of independence on board
20/06/2025	Sumitomo Corp.	Annual	Against	109	Concerns related to approach to board gender diversity Concerns about overall performance
20/06/2025	Sumitomo Mitsui Trust Group, Inc.	Annual	All For		
20/06/2025	Sundrug Co., Ltd.	Annual	All For		
20/06/2025	TDK Corp.	Annual	Against	2.1	Concerns related to approach to board gender diversity
20/06/2025	The Hachijuni Bank, Ltd.	Annual	Against	2.1.2.2.2.3.2.4.2.5.2.673.4.5	Concerns about overall performance 2- Concerns related to minority shareholder interest 3- Concerns to protect shareholder value
20/06/2025	Toyo Seikan Group Holdings Ltd.	Annual	Against	2.1.2.32.8	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes efficient management of ESG opportunities and risks
20/06/2025	Toyota Tsusho Corp.	Annual	Against	2.32.1	Concerns related to approach to board gender diversity Concerns about overall performance
20/06/2025	TS TECH CO., LTD.	Annual	Against	1.1	Lack of independence on board
20/06/2025	Yamaha Corp.	Annual	Against	1.1	Concerns about overall performance
20/06/2025	Yamato Holdings Co., Ltd.	Annual	Against	2.1.2.2	Concerns related to approach to board gender diversity
20/06/2025	ZENKO Corp.	Annual	All For		
20/06/2025	Zenkoku Hoshu Co., Ltd.	Annual	Against	2.1.2.2	Concerns related to approach to board gender diversity
23/06/2025	Bandai Namco Holdings, Inc.	Annual	Against	3.1.3.2	Concerns about overall performance
23/06/2025	Da-ichi Life Holdings, Inc.	Annual	All For		
23/06/2025	Daichi Sankyo Co., Ltd.	Annual	Against	2.1.2.2	Concerns about overall performance
23/06/2025	Fujitsu Ltd.	Annual	All For		
23/06/2025	Hitachi Construction Machinery Co., Ltd.	Annual	All For		
23/06/2025	MS&AD Insurance Group Holdings, Inc.	Annual	Against	3.1.3.3	Concerns about overall performance
23/06/2025	OBIC Business Consultants Co., Ltd.	Annual	Against	2.22.5	Concerns related to approach to board gender diversity
23/06/2025	Panasonic Holdings Corp.	Annual	All For		
23/06/2025	Sevan Bank Ltd.	Annual	All For		
23/06/2025	Sompo Holdings, Inc.	Annual	Against	2.12.6.2.82.52.48	Concerns related to succession planning
23/06/2025	The Japan Steel Works Ltd.	Annual	Against	2.1	Concerns about overall performance
23/06/2025	Tokio Marine Holdings, Inc.	Annual	Against	2.1.2.8.2.10	Shareholder proposal promotes appropriate accountability or incentivisation
23/06/2025	Tokyo Century Corp.	Annual	Against	3.1.3.2	Concerns about overall performance Inadequate management of climate-related risks
23/06/2025	Tokyo Marine Co., Ltd.	Annual	All For		
24/06/2025	Aica Kozon Co., Ltd.	Annual	Against	2.1.2.2	Lack of independence on board
24/06/2025	Aozora Bank Ltd.	Annual	Against	1.1.1.21.6	Concerns related to approach to board gender diversity Concerns about overall performance
24/06/2025	Deveris Corp.	Annual	Against	2.1	Lack of independence on board
24/06/2025	DSSCO Corp.	Annual	All For		
24/06/2025	Fuyo General Lease Co., Ltd.	Annual	Against	3.32.1.2.2	Concerns related to approach to board gender diversity
24/06/2025	Hirogin Holdings, Inc.	Annual	Against	1.1.1.23	Concerns about overall board structure
24/06/2025	HIROSE ELECTRIC CO., LTD.	Annual	Against	3.1.3.24.23.9	Concerns related to approach to board gender diversity Concerns about overall performance
24/06/2025	IRONER Holdings, Inc.	Annual	Against	2.1	Insufficient basis to support a decision
24/06/2025	Istvan Mitsukoshi Holdings Ltd.	Annual	Against	2.1	Concerns about overall performance
24/06/2025	Japan Airlines Co., Ltd.	Annual	Against	3.1.3.2	Concerns about overall performance
24/06/2025	Japan Post Bank Co., Ltd.	Annual	Against	1.1	Concerns about overall performance
24/06/2025	Kikoman Corp.	Annual	Against	2.32.22.72.8	Concerns related to approach to board gender diversity Concerns about overall performance
24/06/2025	Kobayashi Spirits Co., Ltd.	Annual	Against	2.5	Concerns related to approach to board gender diversity Concerns about overall performance Inadequate management of deforestation risks
24/06/2025	Krisaki Holdings Corp.	Annual	Against	2.1	Concerns related to succession planning
24/06/2025	Maruchi Steel Tube Ltd.	Annual	Against	21.1.21.5.1.6	Concerns related to approach to board gender diversity Concerns about overall performance
24/06/2025	Mitsubishi Financial Group, Inc.	Annual	Against	1.1	Concerns about overall board structure
24/06/2025	Mitsubishi Electric Corp.	Annual	Against	2.7	Lack of independence on board
24/06/2025	Mitsui Chemicals, Inc.	Annual	Against	2.1.2.2	Concerns related to approach to board gender diversity Concerns about overall performance
24/06/2025	Mitsui O.S.K. Lines, Ltd.	Annual	Against	2.1.2.2	Concerns about overall performance
24/06/2025	Mizuho Financial Group, Inc.	Annual	Against	1.61.9.1.111.12.3	Concern about his independence on the board
24/06/2025	Nitto, Inc.	Annual	All For		
24/06/2025	NIPPON STEEL CORP.	Annual	Against	2.1.2.22.8.2.96	Concerns about overall performance
24/06/2025	Nissan Motor Co., Ltd.	Annual	Against	2.43	EOS manual override
24/06/2025	Nomura Holdings, Inc.	Annual	Against	1.1.1.2	Lack of independence on board
24/06/2025	Okuma Corp. (Japan)	Annual	Against	3.1.3.22.1	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
24/06/2025	OMRON Corp.	Annual	Against	23.1.3.2	Concerns about overall performance
24/06/2025	Osaka Gas Co., Ltd.	Annual	Against	1.1.1.2	Concerns related to approach to board gender diversity
24/06/2025	PERSOL Holdings Co., Ltd.	Annual	All For		

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24/06/2025	Prestige International Inc.	Annual	All For		
24/06/2025	Risho Co., Ltd.	Annual	Against	2.1,2.2	Concerns related to approach to board gender diversity Concerns about overall performance
24/06/2025	Santen Pharmaceutical Co., Ltd.	Annual	All For		
24/06/2025	SBI Sumihin Net Bank, Ltd.	Annual	Against	3.12.92.1,2.2	Concerns about overall board structure Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity
24/06/2025	SCSK Corp.	Annual	Against	2.1,2.22.5	Lack of independence on board Concerns related to approach to board gender diversity
24/06/2025	Seqa Sammy Holdings, Inc.	Annual	Against	1.6	Lack of independence on board
24/06/2025	Seibu Holdings, Inc.	Annual	Against	2.1,2.22.9	Concerns related to approach to board gender diversity Concerns about overall performance Concerns related to succession planning
24/06/2025	Sony Group Corp.	Annual	All For		
24/06/2025	Sumitomo Bakelite Co., Ltd.	Annual	Against	2.1,2.22.7	Concerns related to approach to board gender diversity Concerns about overall performance Concerns related to succession planning
24/06/2025	TAISEI Corp.	Annual	Against	2.1,2.2	Concerns related to approach to board gender diversity Concerns about overall performance
24/06/2025	Terumo Corp.	Annual	Against	2.6	Lack of independence on board
24/06/2025	TIS, Inc. (Japan)	Annual	Against	2.4,2.6,2.92,22.1	Lack of independence on board Lack of independence on board Concerns about overall performance
24/06/2025	Tobu Railway Co., Ltd.	Annual	Against	2.1,2.22.9	Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance Lack of independence on board
24/06/2025	Toei Animation Co., Ltd.	Annual	All For		
24/06/2025	TOTO Ltd.	Annual	Against	1.71.1,1.2	Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance
24/06/2025	USS Co., Ltd.	Annual	All For		
24/06/2025	Yakko Co., Ltd.	Annual	All For		
25/06/2025	Alfresa Holdings Corp.	Annual	Against	2.1	Concerns about overall performance
25/06/2025	Aiwa Kasei Co., Ltd.	Annual	All For		
25/06/2025	Asahi Kasei Corp.	Annual	Against	1.1,1.2	Concerns about overall performance
25/06/2025	Azbil Corp.	Annual	Against	2.1	Concerns about overall performance
25/06/2025	BIPROGY Inc.	Annual	Against	3.1,3.22.12.8	Concerns about overall board structure Concerns about overall performance Lack of independence on board
25/06/2025	Brother Industries, Ltd.	Annual	Against	1.1,1.2	Concerns related to approach to board gender diversity
25/06/2025	CALBEE, Inc.	Annual	Against	2.1	Inadequate management of deforestation risks
25/06/2025	Central Japan Railway Co.	Annual	Against	3.12.1,2.22.9	Concerns about overall board structure Concerns related to approach to board gender diversity Lack of independence on board
25/06/2025	Chubu Steel Plate Co., Ltd.	Annual	Against	2.12.7,2.8	Concerns about overall performance Lack of independence on board
25/06/2025	Credit Saison Co., Ltd.	Annual	Against	2.22.1	Concerns about overall board structure 2- Concerns related to board gender diversity Concerns about overall board structure 2- Concerns related to board gender diversity
25/06/2025	Daido Steel Co., Ltd.	Annual	Against	2.7,32.1,2.2	Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance
25/06/2025	DOWA HOLDINGS Co., Ltd.	Annual	Against	1.11.6	Concerns about overall performance Concerns related to succession planning
25/06/2025	EXEO Group, Inc.	Annual	Against	2.1,2.2	Concerns related to approach to board gender diversity Concerns about overall performance
25/06/2025	Fuji Electric Co., Ltd.	Annual	Against	1.1,1.2	Concerns related to approach to board gender diversity Concerns about overall performance
25/06/2025	Fuji Media Holdings, Inc.	Annual	Against	3.1,4.1,2,4.43,56.1,6,3,6,5,6,6,6,11	Concerns about overall performance Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments
25/06/2025	Furukawa Electric Co., Ltd.	Annual	Against	4.23,3,3,5,4,13,1,3,2	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes Concerns related to inappropriate membership of committees Lack of independence on board
25/06/2025	GOLDWIN INC.	Annual	Against	2.1	Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance
25/06/2025	Hitachi Ltd.	Annual	All For		
25/06/2025	House Foods Group, Inc.	Annual	Against	3.42.1	Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance
25/06/2025	Idemitsu Kosan Co., Ltd.	Annual	Against	1.1	Inadequate management of climate-related risks from exposure to coal
25/06/2025	IHI Corp.	Annual	Against	2.1,2.2	Concerns related to approach to board gender diversity Concerns about overall performance
25/06/2025	Itoham Yonekyu Holdings, Inc.	Annual	Against	2.1,2.2	Concerns about overall performance
25/06/2025	JAPAN ELECTRONIC MATERIALS CORP.	Annual	Against	1.12.2	Concerns related to approach to board gender diversity
25/06/2025	Japan Material Co., Ltd.	Annual	Against	2.92.112.1	Concerns related to succession planning Lack of independence on board Concerns related to approach to board gender diversity
25/06/2025	Japan Post Holdings Co., Ltd.	Annual	All For		
25/06/2025	JFE Holdings, Inc.	Annual	All For		
25/06/2025	JMDC, Inc.	Annual	All For		
25/06/2025	JTEKT Corp.	Annual	Against	1.1	Concerns related to approach to board gender diversity Concerns about overall performance
25/06/2025	JYCKenwood Corp.	Annual	Against	2.1,2.22.5	Concerns about overall performance Concerns related to succession planning
25/06/2025	Kinder Corp.	Annual	Against	2.1,2.22.5	Concerns related to succession planning
25/06/2025	Kurita Water Industries Ltd.	Annual	All For		
25/06/2025	Machida Holdings, Inc.	Annual	Against	2.1	Concerns related to approach to board gender diversity
25/06/2025	Makita Co., Ltd.	Annual	Against	2.1	Concerns related to approach to board gender diversity
25/06/2025	Maru Group Co., Ltd.	Annual	Against	3.15	Concerns about overall performance Insufficient basis to support a decision
25/06/2025	Mazda Motor Corp.	Annual	Against	2.1,2.23.2	Concerns about overall performance Lack of independence on board
25/06/2025	Medipal Holdings Corp.	Annual	Against	21.91.81.1	Concerns about overall board structure Concerns related to succession planning Lack of independence on board
25/06/2025	Meadensha Corp.	Annual	Against	2.52.12.2	Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance Lack of independence on board Concerns about overall performance
25/06/2025	Mitsubishi Chemical Group Corp.	Annual	All For		
25/06/2025	Mitsubishi Gas Chemical Co., Inc.	Annual	Against	2.1,2.2	Concerns about overall performance
25/06/2025	Mitsubishi Materials Corp.	Annual	All For		
25/06/2025	NH Foods Ltd.	Annual	Against	1.1,1.2	Concerns about overall performance
25/06/2025	NHK Spring Co., Ltd.	Annual	Against	2.1,2.22.6	Concerns about overall performance Concerns related to succession planning
25/06/2025	Nichirei Corp.	Annual	Against	2.1	Concerns about overall performance
25/06/2025	Niterra Co., Ltd.	Annual	Against	1.1,1.2	Concerns about overall performance
25/06/2025	NSK Ltd.	Annual	Against	1.11.8	Concerns about overall performance Lack of independence on board
25/06/2025	Okamura Corp.	Annual	Against	2.12.12	Concerns about overall performance Lack of independence on board
25/06/2025	ORIX Corp.	Annual	All For		
25/06/2025	Rakuten Bank Ltd.	Annual	All For		
25/06/2025	Relo Group, Inc.	Annual	Against	1.7	Concerns related to succession planning
25/06/2025	Resona Holdings, Inc.	Annual	Against	1.1	Concerns about overall performance
25/06/2025	Rinnai Corp.	Annual	Against	2.1	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
25/06/2025	ROHM Co., Ltd.	Annual	Against	2.15.1	Concerns related to approach to board gender diversity Concerns about overall performance Lack of independence on board
25/06/2025	Sanwa Holdings Corp.	Annual	Against	2.1	Concerns related to approach to board gender diversity Concerns about overall performance
25/06/2025	SAWA GROUP HOLDINGS Co., Ltd.	Annual	Against	2.2	Concerns related to inappropriate membership of committees
25/06/2025	SECURIO SECURITY SERVICES CO., LTD.	Annual	Against	3.8	Concerns related to approach to board gender diversity Concerns about overall performance
25/06/2025	Square Enix Holdings Co., Ltd.	Annual	All For		
25/06/2025	Stanley Electric Co., Ltd.	Annual	Against	1.11.6	Concerns related to approach to board gender diversity Concerns about overall performance Concerns related to succession planning
25/06/2025	Suikari Corp.	Annual	Against	2.1,2.3	Concerns related to approach to board gender diversity
25/06/2025	Suzuken Co., Ltd.	Annual	Against	1.1,1.2	Concerns about overall performance
25/06/2025	SWCC Corp.	Annual	Against	2.1,2.2	Concerns about overall performance
25/06/2025	Takara Standard Co., Ltd.	Annual	Against	3.1,3.2	Concerns about overall performance
25/06/2025	Takeda Pharmaceutical Co., Ltd.	Annual	Against	2.13	Concerns about overall performance Pay is misaligned with EOS remuneration principles
25/06/2025	Tetjin Ltd.	Annual	All For		
25/06/2025	TOHO GAS Co., Ltd.	Annual	Against	3.73,5,3,6,3,93,1,3,2	Concerns related to succession planning Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance
25/06/2025	Tokyo Metro Co., Ltd.	Annual	Against	3.2,3,3,3,42.1	Concerns about overall board structure Concerns related to approach to board gender diversity
25/06/2025	Yakult Honsha Co., Ltd.	Annual	Against	72	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
26/06/2025	Air Water, Inc.	Annual	Against	1.71.1,1.2	Lack of independence on board Lack of independence on board Concerns about overall performance
26/06/2025	AMADA Co., Ltd.	Annual	Against	2.1,2.22.92.6	Concerns related to approach to board gender diversity Concerns related to succession planning Lack of independence on board
26/06/2025	AS ONE Corp.	Annual	Against	2.1	Lack of independence on board
26/06/2025	Chubu Electric Power Co., Inc.	Annual	Against	2.1,2.22.61213	Concerns related to approach to board gender diversity Lack of independence on board SH: Against shareholder resolution, against management recommendation / Shareholder proposal does not promote transparency
26/06/2025	Chugin Financial Group, Inc.	Annual	Against	2.12.4	Concerns about overall performance Lack of independence on board
26/06/2025	Comco Energy Holdings Co., Ltd.	Annual	All For		
26/06/2025	Daito Trust Construction Co. Ltd.	Annual	All For		
26/06/2025	Digital Garage, Inc.	Annual	Against	2.12.6	Concerns related to approach to board gender diversity Concerns about overall performance
26/06/2025	Electric Power Development Co., Ltd.	Annual	Against	2.22.12.9	Lack of independence on board Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Inadequate management of climate-related risks from exposure to coal
26/06/2025	ENEOS Holdings, Inc.	Annual	All For		

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
26/06/2025	FPF Corp.	Annual	Against	1.1,1.2	Lack of independence on board Concerns related to approach to board gender diversity
26/06/2025	Fujitsu Co., Ltd.	Annual	Against	2.1	Concerns about overall performance
26/06/2025	Fujitsu General Ltd.	Annual	Against	2.1	Concerns related to approach to board gender diversity Concerns about overall performance
26/06/2025	Hino Motors, Ltd.	Annual	Against	1.11.3	Concerns related to approach to board gender diversity Concerns about overall performance
26/06/2025	HOYA Corp.	Annual	All For		Concerns related to succession planning
26/06/2025	Iida Group Holdings Co., Ltd.	Annual	Against	3.32.1	Concerns about overall board structure
26/06/2025	Internet Initiative Japan, Inc.	Annual	Against	2.1.2.22.7	Concerns related to approach to board gender diversity
26/06/2025	Iseki Motors Ltd.	Annual	Against	2.1.2.2	Concerns related to approach to board gender diversity Concerns about overall performance
26/06/2025	Japan Airport Terminal Co., Ltd.	Annual	Against	3.5.3.6.3.7.3.8.3.10.3.113.1	Lack of independence on board
26/06/2025	JEOL Ltd.	Annual	Against	2.12.9	Lack of independence on board Concerns about overall performance
26/06/2025	JustSystems Corp.	Annual	Against	2.13.2	Concerns related to approach to board gender diversity
26/06/2025	Kadokawa Corp.	Annual	Against	1.1	Concerns related to succession planning
26/06/2025	Kawasetsu Heavy Industries Ltd.	Annual	Against	1.1	Concerns about overall performance
26/06/2025	Kao Corp.	Annual	Against	3.1.3.2.3.7.3.8	Concerns about overall performance
26/06/2025	KONAMI Group Corp.	Annual	Against	2.1	Lack of independence on board
26/06/2025	Kyocera Corp.	Annual	Against	3.1.3.2	Concerns related to succession planning
26/06/2025	Kyushu Electric Power Co., Inc.	Annual	Against	2.1.2.2	Concerns related to approach to board gender diversity Concerns about overall performance
26/06/2025	M3, Inc.	Annual	All For	1.1	Concerns about overall performance
26/06/2025	Mitsubishi HC Capital Inc.	Annual	All For		Concerns related to succession planning
26/06/2025	Morinaga Milk Industry Co., Ltd.	Annual	Against	2.1	Concerns about overall performance
26/06/2025	Musashi Seimitsu Industry Co., Ltd.	Annual	Against	2.2.2.7	Concerns related to approach to board gender diversity
26/06/2025	Naqoya Railroad Co., Ltd.	Annual	Against	2.1.2.2	Concerns about overall performance
26/06/2025	NGK Insulators, Ltd.	Annual	Against	3.1.3.2	Concerns related to approach to board gender diversity
26/06/2025	Nihon Kohden Corp.	Annual	Against	2.1	Concerns about overall performance
26/06/2025	Nissan M&A Center Holdings Inc.	Annual	Against	2.1	Concerns related to approach to board gender diversity Concerns about overall performance
26/06/2025	Nippon Kayaku Co., Ltd.	Annual	Against	2.12.9	Concerns related to approach to board gender diversity Concerns about overall performance
26/06/2025	Nipro Corp.	Annual	Against	3.1.3.223.8.3.9.3.10.3.11.3.12.3.17	Lack of independence on board Concerns about overall performance 2- Concerns related to board gender diversity 3- Lack of independence on board
26/06/2025	Nissan Chemical Corp.	Annual	All For		Concerns to protect shareholder value
26/06/2025	Nissan Seirin Group, Inc.	Annual	Against	2.12.72.8	Concerns related to approach to board gender diversity Concerns about overall performance
26/06/2025	Nissin Foods Holdings Co., Ltd.	Annual	Against	4.53.14.3.5	Concerns related to succession planning
26/06/2025	Nitori Holdings Co., Ltd.	Annual	Against	1.1	Lack of independence on board
26/06/2025	NOG Corp.	Annual	Against	2.1	Inadequate management of deforestation risks
26/06/2025	Nomura Real Estate Holdings, Inc.	Annual	Against	2.1.2.2	Concerns related to approach to board gender diversity Concerns about overall performance
26/06/2025	Obayashi Corp.	Annual	Against	2.1.2.2	Concerns about overall performance
26/06/2025	ORC Co., Ltd.	Annual	Against	2.2.2.02.1.2.2	Lack of independence on board
26/06/2025	Oxymus Corp.	Annual	Against	1.1	Concerns related to approach to board gender diversity
26/06/2025	Recruit Holdings Co., Ltd.	Annual	All For		Concerns related to approach to board gender diversity
26/06/2025	Resortful, Inc.	Annual	Against	2.2.2.3	Concerns related to approach to board gender diversity Concerns about overall performance
26/06/2025	Roho Pharmaceutical Co., Ltd.	Annual	Against	2.1.2.2	Concerns about overall performance
26/06/2025	Sankyu, Inc.	Annual	Against	2.7.2.8.2.92.1.2.2	Lack of independence on board
26/06/2025	Sanrio Co., Ltd.	Annual	Against	2.13.2	Concerns related to approach to board gender diversity Concerns about overall performance
26/06/2025	SECOM Co., Ltd.	Annual	All For		Lack of independence on board Concerns related to inappropriate membership of committees
26/06/2025	Seiko Epson Corp.	Annual	Against	2.1.2.2	Concerns related to approach to board gender diversity
26/06/2025	Seino Holdings Co., Ltd.	Annual	Against	2.82.1	Lack of independence on board
26/06/2025	Shikoku Electric Power Co., Inc.	Annual	Against	3.1.3.2.3.32.2.1	Lack of independence on board Concerns about overall performance
26/06/2025	Shimadzu Corp.	Annual	Against	2.1.2.2	Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance
26/06/2025	Sociomec, Inc.	Annual	All For		Concerns about overall performance
26/06/2025	SoftBank Corp.	Annual	All For		Concerns about overall performance
26/06/2025	Sumitomo Electric Industries Ltd.	Annual	Against	2.10.2.13.2.142.1.2.2	Lack of independence on board
26/06/2025	Sumitomo Metal Mining Co. Ltd.	Annual	Against	2.22.1	Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance
26/06/2025	T&D Holdings, Inc.	Annual	Against	2.1.2.2	Concerns about overall performance Inadequate management of climate-related risks
26/06/2025	The Chugoku Electric Power Co., Inc.	Annual	Against	2.1.2.2	Concerns related to approach to board gender diversity Concerns about overall performance
26/06/2025	The Kansai Electric Power Co., Inc.	Annual	Against	2.92.5.2.613	Concerns about overall performance Inadequate management of climate-related risks from exposure to coal
26/06/2025	Toda Corp.	Annual	Against	2.1.2.2	Concerns related to approach to board gender diversity
26/06/2025	Tohoku Electric Power Co., Inc.	Annual	Against	2.5.2.7.2.102.22.18	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
26/06/2025	Tokyo Electric Power Co. Holdings, Inc.	Annual	Against	81.1.1.7	Concerns related to approach to board gender diversity Concerns about overall performance
26/06/2025	Tokai Fudosan Holdings Corp.	Annual	All For		Lack of independence on board
26/06/2025	Tomy Co., Ltd.	Annual	All For		SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced appropriate accountability or incentivisation
26/06/2025	Toray Industries, Inc.	Annual	Against	2.1.2.22.7	Concerns about overall performance
26/06/2025	Toosh Corp.	Annual	Against	2.15.1.6.1.81.1	Concerns related to approach to board gender diversity Concerns about overall performance
26/06/2025	Toyo Suisan Kaisha, Ltd.	Annual	Against	2.22.16.1.6.2	Lack of independence on board
26/06/2025	UBE Corp.	Annual	Against	3.1.3.2	Concerns about overall performance Inadequate management of deforestation risks
26/06/2025	Workman Co., Ltd.	Annual	Against	2.4.42.1	Shareholder proposal promotes appropriate accountability or incentivisation
26/06/2025	ZOZO, Inc.	Annual	Against	2.2	Concerns related to approach to board gender diversity
27/06/2025	Advantest Corp.	Annual	All For		Concerns related to succession planning
27/06/2025	Amano Corp.	Annual	Against	2.42.22.1	Lack of independence on board
27/06/2025	ANA HOLDINGS INC.	Annual	Against	3.1.3.23.8	Lack of independence on board Concerns about overall performance
27/06/2025	Casio Computer Co., Ltd.	Annual	Against	3.1.3.2	Concerns related to approach to board gender diversity
27/06/2025	CSM&S Holdings Corp.	Annual	Against	2.1.2.2	Concerns about overall performance
27/06/2025	Dai Nippon Printing Co., Ltd.	Annual	Against	2.12.9	Concerns related to approach to board gender diversity Concerns about overall performance
27/06/2025	DAIKIN INDUSTRIES Ltd.	Annual	Against	2.22.1	management of deforestation risks
27/06/2025	Daiwa House Industry Co., Ltd.	Annual	Against	3.1.3.23.83.11	Concerns about overall performance Inadequate management of climate-related risks
27/06/2025	Doshisha Co., Ltd.	Annual	Against	3.1.3.23.6	Concerns related to approach to board gender diversity
27/06/2025	eGuarantee, Inc.	Annual	Against	3.13.9	Concerns related to approach to board gender diversity
27/06/2025	FANUC Corp.	Annual	All For		Lack of independence on board
27/06/2025	Fuji Oil Co., Ltd.	Annual	Against	2.1	Concerns related to approach to board gender diversity
27/06/2025	FUJIFILM Holdings Corp.	Annual	Against	2.7	Lack of independence on board
27/06/2025	Fujikura Ltd.	Annual	All For		Concerns related to approach to board gender diversity
27/06/2025	Fujitsu Financial Group, Inc.	Annual	Against	3.1.3.2	Concerns about overall performance
27/06/2025	GS Yusei Corp.	Annual	Against	2.1.2.2	Concerns related to approach to board gender diversity Concerns about overall performance
27/06/2025	Hakuhodo DY Holdings, Inc.	Annual	Against	2.62.12.8	Concerns related to approach to board gender diversity
27/06/2025	HASEKO Corp.	Annual	Against	2.1.2.3	Concerns related to approach to board gender diversity
27/06/2025	Heiwa Corp.	Annual	All For		Concerns related to succession planning
27/06/2025	Iyogin Holdings, Inc.	Annual	Against	2.19	Concerns related to approach to board gender diversity Concerns about overall performance
27/06/2025	JGC Holdings Corp.	Annual	Against	3.1	SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes transparency
27/06/2025	K's Holdings Corp.	Annual	All For		Concerns about overall performance
27/06/2025	Kajima Corp.	Annual	Against	2.1.2.2	Concerns related to approach to board gender diversity Concerns about overall performance
27/06/2025	Kanagami Co., Ltd.	Annual	Against	3.1	Concerns about overall performance
27/06/2025	Kandenko Co., Ltd.	Annual	Against	32.8.2.112.1.2.2	Concerns about overall board structure
27/06/2025	Kaneka Corp.	Annual	Against	1.1.1.21.9	Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance
27/06/2025	Kansai Paint Co., Ltd.	Annual	Against	2.1	Concerns related to succession planning
27/06/2025	Keikyū Corp.	Annual	Against	3.7.4.13.1.3.2	Lack of independence on board
27/06/2025	Keisei Electric Railway Co., Ltd.	Annual	Against	2.1.2.7.2.8.2.102.13.2.142.9.2.12	Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance
27/06/2025	Kofu Manufacturing Co., Ltd.	Annual	Against	2.7.2.8.2.9.2.10.2.112.1.2.2	Concerns about overall performance
27/06/2025		Annual	Against		Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
27/06/2025	Kokusai Electric Corp.	Annual	All For		
27/06/2025	Kyudo Financial Group, Inc.	Annual	Against	2.1	Concerns about overall performance
27/06/2025	Meiji Holdings Co., Ltd.	Annual	Against	1.1	Concerns about overall performance Inadequate management of deforestation risks
27/06/2025	Minebea Mitsuimi, Inc.	Annual	All For		
27/06/2025	Mitsubishi Estate Co., Ltd.	Annual	Against	2.1, 2.22, 102.9	Concerns about overall performance Concerns related to approach to board gender diversity Lack of independence on board
27/06/2025	Mitsubishi Heavy Industries, Ltd.	Annual	Against	2.1, 2.23, 42, 3, 2, 4, 2, 5, 2, 6	Concerns about overall performance 2- Concerns related to board gender diversity 3- Lack of independence on board
27/06/2025	Mitsubishi Logistics Corp.	Annual	Against	3.6, 3.7, 3.8, 1, 3, 2	Concerns related to inappropriate membership of committees Lack of independence on board
27/06/2025	Mitsubishi UFJ Financial Group, Inc.	Annual	Against	2.12, 2.13, 2.14, 2.153, 42, 3, 2, 5, 2, 9	Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance
27/06/2025	Mitsui Fudosan Co., Ltd.	Annual	Against	2.1, 2.22, 9	Inadequate management of climate-related risks Concerns about overall performance Lack of independence on board
27/06/2025	Mitsui Mining & Smelting Co., Ltd.	Annual	All For		
27/06/2025	Mitsui Co., Ltd.	Annual	Against	2.1	Concerns about overall performance
27/06/2025	Murata & Co., Ltd.	Annual	Against	2.1, 2.2	Concerns about overall performance
27/06/2025	Murata Manufacturing Co., Ltd.	Annual	Against	2.1	Concerns related to approach to board gender diversity
27/06/2025	NICHIAS Corp.	Annual	Against	2.12, 6	Concerns about overall performance
27/06/2025	Nikon Corp.	Annual	Against	2.1, 1, 2, 2	Concerns related to approach to board gender diversity Concerns about overall performance
27/06/2025	Nintendo Co., Ltd.	Annual	All For		
27/06/2025	Nippon Shinyaku Co., Ltd.	Annual	Against	2.1, 2, 2	Concerns about overall performance
27/06/2025	Nippon Television Holdings, Inc.	Annual	Against	2.2, 2.42, 5, 2, 6, 2, 7	Concerns related to approach to board gender diversity Concerns about overall performance
27/06/2025	Nishinippon Financial Holdings, Inc.	Annual	Against	2.1, 2, 2	Concerns related to succession planning
27/06/2025	NOF Corp.	Annual	Against	2.1, 2, 2, 2, 5	Concerns about overall performance
27/06/2025	Otskyu Electric Railway Co., Ltd.	Annual	Against	2, 8, 2, 2, 2	Lack of independence on board
27/06/2025	Oil Holdings Corp.	Annual	Against	2.1, 2, 2	Lack of independence on board Concerns about overall performance
27/06/2025	Ornago Corp.	Annual	Against	2.5	Concerns about overall performance
27/06/2025	Orinental Land Co., Ltd.	Annual	Against	2.6	Lack of independence on board
27/06/2025	Rengo Co., Ltd.	Annual	Against	1.5, 1.6, 1.7, 1.8, 1.1, 1.2	Lack of independence on board
27/06/2025	Sankyo Co., Ltd.	Annual	Against	2.1, 2, 2, 2, 3	Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance
27/06/2025	SBI Holdings, Inc.	Annual	Against	1.11, 15	Concerns related to approach to board gender diversity
27/06/2025	SG Holdings Co., Ltd.	Annual	Against	1.1, 1, 1, 2, 3	Lack of independence on board
27/06/2025	Sharp Corp.	Annual	Against	1.2, 3	Concerns related to approach to board gender diversity Concerns about overall performance
27/06/2025	Shimizu Corp.	Annual	Against	2.1, 2, 2	Pay is misaligned with EOS remuneration principles
27/06/2025	Shin-Etsu Chemical Co., Ltd.	Annual	Against	2, 2, 2, 5, 4	Concerns related to approach to board gender diversity Concerns about overall performance
27/06/2025	SHIP HEALTHCARE HOLDINGS, INC.	Annual	Against	3.1, 3.32, 112, 1, 2, 2	Concerns related to succession planning Pay is misaligned with EOS remuneration principles
15/04/2025	Genting Singapore Limited	Annual	Against	35(b)	Concerns about overall board structure
15/04/2025	KEPPEL DC REIT	Annual	Against	3	Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance
16/04/2025	Keppel REIT	Annual	All For		
17/04/2025	CapitaLand Ascott Trust	Annual	All For		
17/04/2025	Oversea-Chinese Banking Corporation Limited	Annual	All For		
17/04/2025	Suntec Real Estate Investment Trust	Annual	All For		
21/04/2025	Keppel Limited	Annual	Against	45	Concerns related to inappropriate membership of committees Concerns related to approach to board gender
21/04/2025	United Overseas Bank Ltd. (Singapore)	Annual	All For		
22/04/2025	CapitaLand Integrated Commercial Trust	Annual	All For		
22/04/2025	Winar International Limited	Annual	Against	11	Pay is misaligned with EOS remuneration principles
23/04/2025	Six Developments Limited	Annual	All For		
23/04/2025	Hutchison Port Holdings Trust	Annual	All For		
23/04/2025	Seatrium Ltd.	Annual	All For		
24/04/2025	Singapore Technologies Engineering Ltd.	Annual	Against	3	Concerns related to inappropriate membership of committees
24/04/2025	Yachtline Corporation Limited	Annual	Against	3	Concerns related to inappropriate membership of committees
25/04/2025	CapitaLand Ascendas REIT	Annual	All For		
25/04/2025	Comfortdelgro Corporation Limited	Annual	All For		
25/04/2025	Olam Group Limited	Annual	Against	534	Concerns related to approach to board gender diversity
25/04/2025	Sembcorp Industries Ltd.	Annual	Against	3	Concerns related to attendance at board or committee meetings
25/04/2025	StarHub Ltd.	Annual	Against	9	Concerns related to inappropriate membership of committees Concerns related to approach to board gender
25/04/2025	StarHub Ltd.	Extraordinary Shareholders	All For		
29/04/2025	UOL Group Limited	Annual	Against	48	Concerns related to approach to board gender diversity Concerns about overall board structure
29/04/2025	CapitaLand Investment Ltd.	Annual	Against	4(d)	Issue of equity raises concerns about excessive dilution of existing shareholders
30/04/2025	Jardine Cycle & Carriage Limited	Annual	Against	4(b)	Concerns related to approach to board gender diversity
29/05/2025	BOC Aviation Limited	Annual	Against	3b3d783a	Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders
29/05/2025	BOC Aviation Limited	Annual	Against		Concerns related to inappropriate membership of committees
29/05/2025	BOC Aviation Limited	Annual	Against		Concerns related to succession planning
09/05/2025	Hamwaa Vision Co., Ltd.	Extraordinary Shareholders	All For		
14/05/2025	S&K Engineering & Construction Corp.	Special	Against	1, 2	Concerns about overall performance
28/05/2025	Korea Electric Power Corp.	Special	Against	1	Concerns related to approach to board gender diversity Lack of independence on board
14/05/2025	Elite Material Co., Ltd.	Annual	Against	4, 14, 2, 4, 3, 4, 4, 4, 5	Combined CEO/Chair Concerns related to approach to board gender diversity Lack of independence on board
29/05/2025	Hon Hai Precision Industry Co., Ltd.	Annual	All For		
29/05/2025	MediaTek, Inc.	Annual	All For		
29/05/2025	Wiyvm Corp.	Annual	All For		
03/06/2025	Taiwan Semiconductor Manufacturing Co., Ltd.	Annual	All For		
03/06/2025	Taiwan Semiconductor Manufacturing Co., Ltd.	Annual	All For		
12/06/2025	Action Technology Corp.	Annual	All For		
13/06/2025	Lotes Co., Ltd.	Annual	All For		
27/06/2025	SMC Corp. (Japan)	Annual	Against	2.12, 9, 2, 10	Concerns related to approach to board gender diversity
27/06/2025	SoiBank Group Corp.	Annual	Against	2.12, 9, 3, 12, 84	Concerns related to succession planning Concerns about overall board structure 2- Concerns related to board composition 3- Concerns related to board gender diversity 4- Concerns related to succession planning
27/06/2025	Sotetsu Holdings, Inc.	Annual	Against	3.1, 3, 2	Lack of independence on board
27/06/2025	Sumitomo Mitsui Financial Group, Inc.	Annual	Against	2, 23, 42, 10	Concerns about overall performance Inadequate management of climate-related risks
27/06/2025	Sumitomo Realty & Development Co., Ltd.	Annual	Against	3.6, 3.8, 1, 3, 2	Lack of independence on board
27/06/2025	Suzuki Motor Corp.	Annual	Against	2.1	Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance
27/06/2025	Synerex Corp.	Annual	Against	2.1, 2, 2	EOS manual override
27/06/2025	Taihei Denryo Kaisha, Ltd.	Annual	Against	1.1	Concerns related to approach to board gender diversity
27/06/2025	Taiheyo Cement Corp.	Annual	Against	2, 7, 2, 6, 2, 9, 2, 1, 2, 2	Concerns related to succession planning
27/06/2025	Taisei Yuden Co., Ltd.	Annual	All For		
27/06/2025	Takara Holdings, Inc.	Annual	Against	2.1	Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance
27/06/2025	TBS Holdings, Inc.	Annual	Against	73, 23, 189	Concerns about overall performance Insufficient basis to support a decision
27/06/2025	The Chiba Bank, Ltd.	Annual	Against	2.12, 62, 7	Poison pill/anti-takeover measure not in investors interests Concerns about overall performance Shareholder proposal promotes efficient capital structure
27/06/2025	Tokyo Gas Co., Ltd.	Annual	All For		
27/06/2025	Tokyu Corp.	Annual	Against	2.1, 2, 2, 2, 8	Concerns about overall performance Lack of independence on board
27/06/2025	TOPPAN Holdings, Inc.	Annual	Against	1, 61, 1, 1, 2	Concerns related to approach to board gender diversity Lack of independence on board Concerns about overall performance
27/06/2025	TORIDOLL Holdings Corp.	Annual	Against	1, 1	Lack of independence on board Concerns about overall performance
27/06/2025	Tanaka & Co.	Annual	Against	2.1	Concerns about overall performance
27/06/2025	Ushio, Inc.	Annual	Against	3.1	Concerns about overall performance
27/06/2025	Yamada Holdings Co., Ltd.	Annual	Against	2, 6, 2, 1, 2, 2	Concerns related to succession planning
27/06/2025	Yamaguchi Financial Group, Inc.	Annual	Against	1.1, 1, 5	Lack of independence on board Concerns related to approach to board gender diversity
27/06/2025	Yamato Kogyo Co., Ltd.	Annual	Against	3, 6, 3, 7, 3, 1	Concerns about overall performance Lack of independence on board
27/06/2025	Zensho Holdings Co., Ltd.	Annual	Against	3, 2, 3, 13, 6, 4, 1	Lack of independence on board Concerns related to approach to board gender diversity Inadequate management Concerns related to approach to board gender diversity Inadequate management of climate-related risks Concerns related to succession planning

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
27/06/2025	ZEON Corp.	Annual	Against	2.1,2,22,62,7	Concerns about overall performance Concerns related to succession planning Lack of independence on board
28/06/2025	Hikari Teushin, Inc.	Annual	Against	2,2	Concerns related to succession planning
29/06/2025	Matsui Securities Co., Ltd.	Annual	Against	3,47	Lack of independence on board Pay is misaligned with EOS remuneration principles
09/04/2025	Scientific Group	Annual	All For		
10/04/2025	Santos Limited	Annual	Against	4	Voting related to alignment with 1.5 degrees scenario
11/04/2025	AMP Limited	Annual	Against	3	Pay is misaligned with EOS remuneration principles
01/05/2025	Rio Tinto Limited	Annual	Against	3,3	Total maximum variable pay is equal or >6 times base salary
01/05/2025	The GPT Group	Annual	Against	3	Pay is misaligned with EOS remuneration principles
02/05/2025	Iuka Resources Limited	Annual	Against	42,3,5	Pay is misaligned with EOS remuneration principles
07/05/2025	TPG Telecom Limited	Annual	Against	42	Overboarded/Too many other time commitments
08/05/2025	Woodside Energy Group Ltd.	Annual	Against	3,4	Pay is misaligned with EOS remuneration principles
09/05/2025	OBE Insurance Group Limited	Annual	All For		
15/05/2025	Ampol Limited	Annual	All For		
15/05/2025	Atlas Arteria Ltd.	Annual	Against	2c3	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
21/05/2025	Telix Pharmaceuticals Limited	Annual	All For		
28/05/2025	Yancoal Australia Ltd.	Annual	Against	52a,2b862c3	Concerns regarding Auditor tenure Concerns related to inappropriate membership of committees Issue of capital raises concerns about excessive dilution of existing shareholders Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board Pay is misaligned with EOS remuneration principles Concerns related to board composition
02/04/2025	Schlumberger Limited	Annual	Against	1,8	
03/04/2025	Koc Holding A.S.	Annual	Against	10712	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST the prolongation of the authorized capital is warranted because the proposed ceiling allows the
08/04/2025	Coca-Cola Isecek AS	Annual	Against	7	Insufficient/poor disclosure
08/04/2025	Contemporary Ampere Technology Co., Ltd.	Annual	Against	11	Concerns related to shareholder rights
09/04/2025	Vista Enerov SAB de CV	Annual	All For		
11/04/2025	China Justhi Co. Ltd.	Annual	Against	11121413	Concerns related to shareholder rights Concerns to protect shareholder value Concerns to protect shareholder value Insufficient/poor disclosure
11/04/2025	Doğan Sirkettek Grubu Holding AS	Annual	Against	7,8,9,12,15	Insufficient/poor disclosure
13/04/2025	Al Bawli Bank	Annual	Against	4	Inadequate management of climate-related risks
13/04/2025	Riyad Bank	Annual	Against	15	Insufficient/poor disclosure
14/04/2025	Atarko Holding AS	Annual	Against	78,15,18	Concerns related to shareholder rights Insufficient/poor disclosure
14/04/2025	Aradulu Elies Bracilci ve Mali Sanayi A.S.	Annual	Against	7	Insufficient/poor disclosure
15/04/2025	BVD Company Limited	Extraordinary Shareholders	All For		
15/04/2025	FPT Coro.	Annual	Against	8	Insufficient/poor disclosure
15/04/2025	Micros Ticaret AS	Annual	Against	9	Insufficient/poor disclosure
15/04/2025	Santander Bank Polska SA	Annual	Against	1610,14,17	Concerns related to shareholder rights Pay is misaligned with EOS remuneration principles
15/04/2025	Saudi National Bank	Annual	Against	7135,6	Inadequate management of climate-related risks Insufficient/poor disclosure
16/04/2025	Carminal Corporation	Annual	Against	8	Pay is misaligned with EOS remuneration principles Concerns related to board composition
17/04/2025	Fuyao Glass Industry Group Co., Ltd.	Annual	All For		
17/04/2025	Itau Unibanco Holding SA	Annual	Abstain/Against	12	EOS manual override 2- Insufficient basis to support a decision
17/04/2025	PRIO SA	Annual	Against	7	Insufficient/poor disclosure
21/04/2025	AG Aradulu Grubu Holding AS	Annual	Against	8	Insufficient/poor disclosure
21/04/2025	Kontrolmatik Teknoloji Enerji ve Muhendislik AS	Annual	Against	7,8,10	Insufficient/poor disclosure
21/04/2025	Sany Heavy Industry Co. Ltd.	Special	Against	1119,116,17,18	Concerns related to shareholder rights Lack of independence on board Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Inadequate management of climate-related risks Combined CEO/Chair Concerns related to approach to board gender diversity Lack of independence on board Concerns related to inappropriate membership of committees Inadequate management of climate-related risks
22/04/2025	Gree Electric Appliances, Inc. of Zhuhai	Special	Against	1,12,11,21,3	
23/04/2025	Grupo Financiero Banorte SAB de CV	Annual	All For		
24/04/2025	BANK POLSKA KASA OPIEKI SA	Annual	Against	15,412	Concerns related to shareholder rights Pay is misaligned with EOS remuneration principles
24/04/2025	Komercijna banka as	Annual	Against	10,11	Pay is misaligned with EOS remuneration principles
24/04/2025	MOI Hungarian Oil & Gas Plc	Annual	Against	1,4,1,5,1,6,2,3,1,4,1,4,2,5,1,5,2,5,3	Insufficient/poor disclosure
24/04/2025	MONETA Money Bank a.s.	Annual	All For		
24/04/2025	Sasa Polyester Sanayi AS	Annual	Against	8,14	Insufficient/poor disclosure
24/04/2025	Sok Marketek Ticaret AS	Annual	Against	8	Insufficient/poor disclosure
25/04/2025	Hypars SA	Annual	Abstain/Against	85,11,12,1,12,2,12,3,12,4,12,5,12,6	Concerns about overall board structure Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles Cumulative/slate voting in favour of individual candidates/ates Concerns with non-executive director compensation 2- Executive salary increases without robust justification
25/04/2025	OTP Bank Nyrt	Annual	Against	106	Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles
25/04/2025	Suzano SA	Annual	Abstain/Against	5,1,5,267	Concerns with non-executive director compensation 2- Executive salary increases without robust justification
25/04/2025	Türk Telekomünikasyon AS	Annual	Against	7	Insufficient/poor disclosure
25/04/2025	Türkiye Halk Bankası AS	Annual	Against	3,56,111	Concerns to protect shareholder value Insufficient/poor disclosure
25/04/2025	Türkiye Vakıflar Bankası TAO	Annual	Against	3,46,7,8,11	Concerns to protect shareholder value Insufficient/poor disclosure
28/04/2025	Karadeniz Karabük Demir Çelik Sanayi ve Ticaret AS	Annual	Against	6	Insufficient/poor disclosure
29/04/2025	BİM Birişik Magazalar AS	Annual	Against	6	Lack of independence on board
29/04/2025	Chemical Works of Gedeon Richter Plc.	Annual	Against	7,15	Pay is misaligned with EOS remuneration principles
29/04/2025	CIHB Group Holdings Berhad	Annual	All For		
29/04/2025	Companhia de Saneamento Basico do Estado de São Paulo SABESP	Annual	All For		
29/04/2025	Companhia de Saneamento Basico do Estado de São Paulo SABESP	Extraordinary Shareholders	Against	2	Pay is misaligned with EOS remuneration principles
29/04/2025	SITC International Holdings Company Limited	Annual	Against	12,138	Insufficient/poor disclosure
30/04/2025	Bank Afriq Limited	Special	Against	1	Lack of independence on board
30/04/2025	Banco BTG Pactual SA	Annual	Abstain/Against	3,5,6,1,6,2,6,3,6,4,6,5,6,6,7,6,8,6	Pay is misaligned with EOS remuneration principles Insufficient/poor disclosure Lack of independence on board
30/04/2025	Grupo Mexico S.A.B. de C.V.	Annual	Against	87	Insufficient/poor disclosure
30/04/2025	Giare Fabrikaları TAS	Annual	Against	4,57,8,138	Insufficient/poor disclosure Inappropriate bundling of election of directors on a single vote Concerns to protect shareholder value Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders
30/04/2025	MLP Sadık Hizmetleri AS	Annual	All For		
30/04/2025	Vale SA	Annual	Abstain/Against	45,77,77,4,10,1,10,2,10,3,10,4	Insufficient/poor disclosure Concerns about candidate's experience/skills Insufficient/poor disclosure Concerns about overall performance
30/04/2025	Vale SA	Extraordinary Shareholders	All For		
01/05/2025	Eicher Motors Limited	Special	Against	3	Concerns related to approach to board gender diversity
02/05/2025	DFI Retail Group Holdings Ltd.	Annual	Against	3,741	Concerns regarding Auditor tenure Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
02/05/2025	Hongkong Land Holdings Ltd.	Annual	Against	4,61	Concerns regarding Auditor tenure Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles
02/05/2025	Jardine Matheson Holdings Ltd.	Annual	Against	3,4,6	Inadequate management of climate-related risks Concerns regarding Auditor tenure
06/05/2025	Renaissance Holdings Ltd.	Annual	Against	18	Concerns related to board composition Concerns about overall board structure
07/05/2025	Arch Capital Group Ltd.	Annual	Against	18	Concerns about overall board structure
07/05/2025	ASMP Limited	Annual	Against	9	Concerns related to inappropriate membership of committees
07/05/2025	Tekfen Holding AS	Annual	Against	7	Insufficient/poor disclosure
09/05/2025	Sany Heavy Industry Co., Ltd.	Annual	Against	7111	Concerns related to shareholder rights Concerns to protect shareholder value Inadequate management of climate-related risks
09/05/2025	State Bank of India	Special	All For		
09/05/2025	WH Group Limited	Annual	Against	2b7,8	Concerns related to approach to board gender diversity Lack of independence on board Inadequate management of deforestation risks
13/05/2025	Hutchmed (China) Limited	Annual	Against	2D2H	Concerns related to inappropriate membership of committees Lack of independence on board
13/05/2025	Ping An Insurance (Group) Company of China, Ltd.	Annual	All For		
13/05/2025	Ping An Insurance (Group) Company of China, Ltd.	Special	All For		
14/05/2025	Akça Akrikim Kimya Sanayi AS	Annual	Against	7	Insufficient/poor disclosure
14/05/2025	America Movil SAB de CV	Annual	Against	2,c4,2,c9,2,c14,4,b1,4,b2,4,b4,1,1	Concerns related to inappropriate membership of committees Concerns to protect shareholder value Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Combined CEO/Chair Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board Concerns related to inappropriate membership of committees
14/05/2025	Budweiser Brewing Company APAC Limited	Annual	Against	3a3c6,73b	Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board Concerns related to inappropriate membership of committees
14/05/2025	Emlak Konut Gayrimenkul Yatırım Ortaklığı AS	Annual	Against	10,11,12196	Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board Concerns related to board composition
14/05/2025	Everest Group, Ltd.	Annual	Against	1,1	Concerns related to board composition
14/05/2025	Tencent Holdings Limited	Annual	Against	3a	Concerns related to succession planning
15/05/2025	TURKCELL İletişim Hizmetleri AS	Annual	Against	8,9	Insufficient/poor disclosure
15/05/2025	Wharf Real Estate Investment Company Limited	Annual	Against	2a5,62b	Combined CEO/Chair Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders Overboarded/Too many other time commitments Concerns related to approach to board gender diversity Inadequate management of climate-related risks
19/05/2025	Kweichow Moutai Co. Ltd.	Annual	Against	1,2,3,4	Inadequate management of climate-related risks
21/05/2025	Anixia International Group	Annual	Against	3,1	Combined CEO/Chair 2- Concerns related to board gender diversity 3- Lack of independence on board

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
21/05/2025	CK Infrastructure Holdings Limited	Annual	Against	3,43,2	Lack of independence on board Concerns related to succession planning
21/05/2025	Shenzhen Transson Holding Co., Ltd.	Annual	Against	2	Overboarded/Too many other time commitments Inadequate management of climate-related risks
21/05/2025	Turk Hava Yolları AO	Annual	Against	8,10,12,1479	Inadequate management of climate-related risks
22/05/2025	AAC Technologies Holdings Inc.	Annual	Against	3a57b	Insufficient/poor disclosure
22/05/2025	CK Asset Holdings Limited	Annual	All For		Issue of equity raises concerns about excessive dilution of existing shareholders
22/05/2025	CK Hutchison Holdings Limited	Annual	Against	3a3b	Lack of independence on board
22/05/2025	Mavi Giyim Sanayi ve Ticaret AS	Annual	All For		Concerns related to approach to board gender diversity
22/05/2025	MGM China Holdings Limited	Annual	Against	3A35,73A4	Insufficient/poor disclosure
22/05/2025	Sands China Ltd.	Annual	Against	3a3b6,7	Issue of equity raises concerns about excessive dilution of existing shareholders
22/05/2025	Vestel Elektronik Sanayi ve Ticaret AS	Annual	Against	713	Lack of independence on board
23/05/2025	Hellenic Ticket TAS	Annual	Against	8,10	Issue of equity raises concerns about excessive dilution of existing shareholders
23/05/2025	Kerry Properties Limited	Annual	Against	3A6A,6C	Insufficient/poor disclosure
23/05/2025	Wynn Macau Limited	Annual	Against	3a3c7,8	Combined CEO/Chair Concerns related to inappropriate membership of committees
23/05/2025	Yue Yuen Industrial (Holdings) Limited	Annual	Against	5A,5C3c	Issue of equity raises concerns about excessive dilution of existing shareholders
26/05/2025	KLN Logistics Group Limited	Annual	Against	9A,9C6	Issue of equity raises concerns about excessive dilution of existing shareholders
26/05/2025	KLN Logistics Group Limited	Special	All For		Lack of independence on board
27/05/2025	NARI Technology Co., Ltd.	Annual	Against	8	Concerns to protect shareholder value
27/05/2025	Orient Overseas (International) Limited	Annual	Against	3b3a3f6a,6c	Concerns related to inappropriate membership of committees
27/05/2025	Orient Overseas (International) Limited	Special	All For		Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity
27/05/2025	Shenzhen International Group Holdings Limited	Annual	Against	8103	Concerns related to succession planning
28/05/2025	Gold Fields Ltd.	Annual	All For		Insufficient/poor disclosure
28/05/2025	Royal Caribbean Group	Annual	Against	1a	Issue of equity raises concerns about excessive dilution of existing shareholders
29/05/2025	Aeslon Elektronik Sanayi ve Ticaret AS	Annual	Against	7,8,9,12,13	Lack of independence on board
29/05/2025	MTN Group Ltd.	Annual	Against	2,5	Issue of equity raises concerns about excessive dilution of existing shareholders
29/05/2025	Petkim Petrokimya Holding AS	Annual	Against	9,12	Pay is misaligned with EOS remuneration principles
30/05/2025	Xinyi Glass Holdings Ltd.	Annual	Against	3A2,3A33A1,3A4,6,7,8	Insufficient/poor disclosure
03/06/2025	Alsea Group Ltd.	Annual	All For		Lack of independence on board
03/06/2025	United Energy Group Limited	Annual	Against	48a,8c5	Pay is misaligned with EOS remuneration principles
05/06/2025	China Resources Mixc Lifestyle Services Limited	Annual	Against	3,25,16,7	Concerns related to inappropriate membership of committees
05/06/2025	ORLEN SA	Annual	Against	21,22,1823	Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity
05/06/2025	Xiaomi Corporation	Annual	Against	238,9	Insufficient/poor disclosure
06/06/2025	BYD Company Limited	Annual	Against	18,10,11,13	Shareholder proposal does not promote transparency
07/06/2025	Bajaj Finance Limited	Special	Against	12	Concerns related to inappropriate membership of committees
09/06/2025	Mellom	Annual	All For		Concerns related to approach to board gender diversity
12/06/2025	Aeon Ltd.	Annual	Against	2,3	Pay is misaligned with EOS remuneration principles
12/06/2025	China Mengniu Dairy Company Limited	Annual	All For		Pay is misaligned with EOS remuneration principles
12/06/2025	ESR Group Limited	Annual	Against	8c	Lack of independence on board
12/06/2025	ESR Bank Polska SA	Annual	Against	3A6A,6C6D,6E,6F	Concerns related to inappropriate membership of committees
12/06/2025	Shanghai Asia Limited	Annual	Against		Issue of equity raises concerns about excessive dilution of existing shareholders
12/06/2025	Ulkei Biskavi Sanayi AS	Annual	Against	8,11	Pay is misaligned with EOS remuneration principles
13/06/2025	Aksa Enerji Uretim AS	Annual	Against	8	Insufficient/poor disclosure
13/06/2025	ESR Group Limited	Court	All For		Issue of equity raises concerns about excessive dilution of existing shareholders
13/06/2025	ESR Group Limited	Extraordinary Shareholders	All For		Issue of equity raises concerns about excessive dilution of existing shareholders
13/06/2025	PKO Bank Polski SA	Annual	Against	10	Pay is misaligned with EOS remuneration principles
13/06/2025	State Bank of India	Annual	All For		Pay is misaligned with EOS remuneration principles
13/06/2025	State Bank of India	Special	All For		Pay is misaligned with EOS remuneration principles
16/06/2025	Dino Polska SA	Annual	Against	15,2,15,3,15,413	Concerns related to shareholder rights
17/06/2025	Intertek & Toubro Limited	Annual	Against	4,5,6,7,8	Concerns related to approach to board gender diversity
17/06/2025	Tekfen Holding AS	Special	All For		Concerns related to approach to board gender diversity
17/06/2025	Yadea Group Holdings Ltd.	Annual	Against	3A1,3A25A,5C	Concerns related to inappropriate membership of committees
18/06/2025	First Pacific Company Limited	Annual	Against	4,14,2,4,3	Issue of equity raises concerns about excessive dilution of existing shareholders
18/06/2025	First Pacific Company Limited	Special	All For		Concerns related to inappropriate membership of committees
18/06/2025	KGHM Polska Miedz SA	Annual	Against	1,1f,1g	Pay is misaligned with EOS remuneration principles
19/06/2025	Nesteer Automotive Group Limited	Annual	Against	3a33a25A,5C	Concerns related to approach to board gender diversity
19/06/2025	Astor Energi AS	Annual	Against	8,14	Concerns related to inappropriate membership of committees
20/06/2025	FTI Hon Teng Limited	Annual	Against	2A4A,4C	Issue of equity raises concerns about excessive dilution of existing shareholders
20/06/2025	SharkNinja, Inc.	Annual	Against	1f	Issue of equity raises concerns about excessive dilution of existing shareholders
23/06/2025	CEZ as	Annual	Against	6,1,8,2,7,1,7,25	Lack of independent representation at board committees
24/06/2025	Super Hi International Holding Ltd.	Annual	Against	4A,4C2, a3	Concerns related to board composition
25/06/2025	China Merchants Bank Co., Ltd.	Annual	Against	10,06,10,07,10,09,10,012	Issue of equity raises concerns about excessive dilution of existing shareholders
25/06/2025	Infocys Limited	Annual	All For		Overboarded/Too many other time commitments
25/06/2025	NetEase, Inc.	Annual	Against	1b,1d,1e2	Lack of independence on board
25/06/2025	Powszechny Zakład Ubezpieczeń SA	Annual	Against	1815,120	Concerns related to succession planning
26/06/2025	Magyar Telekom Telecommunications Pte.	Special	All For		Concerns related to succession planning
30/06/2025	Akai Aestiv Kivva Sanayi AS	Special	All For		Concerns related to succession planning
30/06/2025	BIM Biresik Magazalar AS	Special	All For		Concerns related to succession planning
30/06/2025	China Jushi Co. Ltd.	Special	Against	5	Concerns related to shareholder rights
30/06/2025	Gree Electric Appliances, Inc. of Zhuhai	Annual	Against	1,2,311	Inadequate management of climate-related risks
30/06/2025	Man Wah Holdings Limited	Annual	Against	7,93	Inadequate management of climate-related risks
30/06/2025	NagaCorp Ltd.	Annual	Against	2,25A,5C	Issue of equity raises concerns about excessive dilution of existing shareholders
30/06/2025	Trip.com Group Limited	Annual	All For		Lack of independence on board
01/04/2025	Cariant AG	Annual	Against	4,1.a,4.1.h,4.1.j,6.1,6.21.3	Concerns related to approach to board gender diversity
01/04/2025	Forum Ovi	Annual	Against	10,11	Insufficient/poor disclosure
01/04/2025	SKF AB	Annual	Against	14,1,1514,4,14,920	Pay is misaligned with EOS remuneration principles
02/04/2025	Elisa Ovi	Annual	All For		Concerns related to approach to board gender diversity
02/04/2025	ROCKWOOL A/S	Annual	Abstain/Against	7,44	Concerns related to inappropriate membership of committees
02/04/2025	Volvo AB	Annual	Against	14,3,14,11,15	Pay is misaligned with EOS remuneration principles
03/04/2025	Banco Santander SA	Annual	Against	7A,7E	Overboarded/Too many other time commitments
03/04/2025	EDP Renovaveis SA	Annual	Against	1169	Pay is misaligned with EOS remuneration principles
03/04/2025	Indutrade AB	Annual	Against	13,213,1e13,1f13,1g13,1c15	Concerns related to inappropriate membership of committees
03/04/2025	Novoniss (Novozymes A/S)	Annual	All For		Lack of independence on board
03/04/2025	Orion Ovi	Annual	Against	10	Overboarded/Too many other time commitments
03/04/2025	Oriental A/S	Annual	Against	3,6	Concerns related to inappropriate membership of committees
03/04/2025	PSIP Swiss Property AG	Annual	Against	12,3,15,2	Pay is misaligned with EOS remuneration principles
03/04/2025	Volvo Car AB	Annual	Against	12,1,12,1j2,b,12,1k12,c11,a,14	Concerns related to attendance at board or committee meetings
03/04/2025	Novoniss (Novozymes A/S)	Annual	All For		Concerns related to inappropriate membership of committees
03/04/2025	Orion Ovi	Annual	Against	10	Concerns related to inappropriate membership of committees
03/04/2025	Oriental A/S	Annual	Against	3,6	Concerns related to inappropriate membership of committees
03/04/2025	PSIP Swiss Property AG	Annual	Against	12,3,15,2	Concerns related to inappropriate membership of committees
03/04/2025	Volvo Car AB	Annual	Against	12,1,12,1j2,b,12,1k12,c11,a,14	Concerns related to inappropriate membership of committees

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
04/04/2025	Svenska Cellulosa AB SCA	Annual	Against	12.91512.1,12.7,13	Concerns related to inappropriate membership of committees 2- Lack of independent representation at board committees 3- Non-independent Chairman Insufficient disclosure 2- Pay is misaligned with EOS remuneration principles
07/04/2025	Skanska AB	Annual	Against	14b16	Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
08/04/2025	SHG Group AG	Annual	Against	8.1,10	Pay is misaligned with EOS remuneration principles
08/04/2025	Vestas Wind Systems A/S	Annual	Against	8.a	Concerns related to inappropriate membership of committees
09/04/2025	Aena S.M.E. SA	Annual	Against	7.412	Concerns related to succession planning Voting related to alignment with 1.5 degrees scenario
09/04/2025	Deutsche Telekom AG	Annual	Against	7.a11,12	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
09/04/2025	Koninklijke Ahold Delhaize NV	Annual	All For		
09/04/2025	L.E. Lundbergforetagen AB	Annual	Against	12	Lack of independence on board Inadequate management of climate-related risks Overboarded/Too many other time commitments
09/04/2025	Spotify Technology SA	Annual	Against	4b4a	Concerns to protect shareholder value Concerns to protect shareholder value Combined CEO/Chair Pay is misaligned with EOS remuneration principles
09/04/2025	Telefonica SA	Annual	Against	8.7.9	Pay is misaligned with EOS remuneration principles
09/04/2025	Telia Co. AB	Annual	All For		
09/04/2025	Zurich Insurance Group AG	Annual	Against	1.2.8	Pay is misaligned with EOS remuneration principles
10/04/2025	Arbeits NV	Annual	All For		
10/04/2025	CassaBank SA	Annual	All For		
10/04/2025	EOP SA	Annual	Against	3.1,3.2,3.3	
10/04/2025	Emmi AG	Annual	Against	5.1,1.5,1.2,5.1,4.5,1.6,5.3,1.5,3,2.5	Concerns related to inappropriate membership of committees Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
10/04/2025	Industrivarden AB	Annual	Against	12.b,12.h,12.a,12.e,12.j,12.f,16	Lack of independence on board Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Lack of independence on board Overboarded/Too many other time commitments
10/04/2025	Ilkkaas Sa	Extraordinary Shareholders	All For		
10/04/2025	Julius Baer Gruppe AG	Annual	Against	81.2	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
10/04/2025	Saab AB	Annual	Against	11,11,11f,11,j,11,j1,e13,14,15,a,15,b	Concerns related to approach to board gender diversity Overboarded/Too many other time commitments Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
10/04/2025	Straumann Holding AG	Annual	Against	6.4.7,2101.3	Concerns related to inappropriate membership of committees Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
10/04/2025	UBS Group AG	Annual	Against	6.2,6.8,7,33122	Concerns related to inappropriate membership of committees EOS manual override Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
11/04/2025	Swiss Re AG	Annual	Against	71.2	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
14/04/2025	Flughafen Zuerich AG	Annual	Against	10.1,10.2,10.35	Insufficient basis to support a decision Pay is misaligned with EOS remuneration principles
14/04/2025	Pinave Financial Holdings SA	Annual	Against	7.18,14,15	Insufficient/poor disclosure
15/04/2025	Aruba SE	Annual	Against	8	Pay is misaligned with EOS remuneration principles
15/04/2025	Infrastruttura Wireless Italiana SpA	Annual	Against	4.9,3,10	Pay is misaligned with EOS remuneration principles
15/04/2025	Sandor Group AG	Annual	Against	10	Insufficient/poor disclosure
15/04/2025	Stellantis NV	Annual	Against	2.6,2.8,3.8	Pay is misaligned with EOS remuneration principles
16/04/2025	Banca Mediocredito SpA	Annual	Against	2.3	Pay is misaligned with EOS remuneration principles
16/04/2025	Chocoladefabriken Lindt & Spruengli AG	Annual	Against	7.1,5,7,47,1,7,2,197,1,1,7,1,2,7,1	Concerns regarding Auditor tenure Concerns related to board gender diversity Insufficient/poor disclosure Lack of independence on board Pay is misaligned with EOS remuneration principles
16/04/2025	Davide Campari-Milano NV	Annual	Against	55g862b,7	Concerns related to attendance at board or committee meetings Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders Issue of equity raises concerns about excessive dilution of existing shareholders Double voting rights Pay is misaligned with EOS remuneration principles
16/04/2025	Ferrari NV	Annual	Against	3a3d	Concerns related to management of environment-related business risks Overboarded/Too many other time commitments
16/04/2025	Geberit AG	Annual	Against	5.1,3,8,1.9	Pay is misaligned with EOS remuneration principles
16/04/2025	Georg Fischer AG	Annual	Against	101.3	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
16/04/2025	Iveco Group NV	Annual	Against	4d4g,4f4a,4e42e,6,7	Concerns related to attendance at board or committee meetings Concerns related to inappropriate membership of committees Lack of independence on board Lack of independence on board Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
16/04/2025	Mondler SpA	Annual	Against	4.1,4,2,4,4,2,4,5,3	Insufficient/poor disclosure
16/04/2025	Nestle SA	Annual	Against	1.2	Pay is misaligned with EOS remuneration principles
16/04/2025	Physmian SpA	Annual/Special	Against	3,8,9	Pay is misaligned with EOS remuneration principles
16/04/2025	Public Power Corp. SA	Extraordinary Shareholders	Against	2,1	Combined CEO/Chair
16/04/2025	Royal KPN NV	Annual	Against	114	Concerns related to succession planning Pay is misaligned with EOS remuneration principles
17/04/2025	Adecco Group AG	Annual	Against	61.2	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
17/04/2025	Banca Monte dei Paschi di Siena SPA	Annual/Special	Against	2.1	Concerns related to shareholder rights Concerns to protect shareholder value
17/04/2025	Beiersdorf AG	Annual	Against	1446.7	Concerns related to shareholder rights Lack of independence on board Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
17/04/2025	Covestro AG	Annual	Against	96.7	Concerns related to shareholder rights Pay is misaligned with EOS remuneration principles
17/04/2025	Covivio SA	Annual/Special	Against	7,8,10,11,28	Pay is misaligned with EOS remuneration principles
17/04/2025	Genoa SA	Annual/Special	Against	1.2	Concerns related to inappropriate membership of committees
17/04/2025	Heineken Holding NV	Annual	Against	4	Lack of independence on board
17/04/2025	Heineken NV	Annual	Against	4.b, a1, b	Concerns related to inappropriate membership of committees Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles
17/04/2025	LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	Against	4,10,11,12,14,19,20,21,22,23,24,29	Pay is misaligned with EOS remuneration principles
17/04/2025	VINCI SA	Annual/Special	Against	4,14	Pay is misaligned with EOS remuneration principles
18/04/2025	BPER Banca SpA	Annual/Special	All For		
22/04/2025	CTP NV	Annual	Against	7a,7b5b	Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles
22/04/2025	Geltinge AB	Annual	Against	15.c,15.d15.b,15.a,15,j15.a15.j	Lack of independence on board Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Lack of independence on board Overboarded/Too many other time commitments
22/04/2025	ING Groep NV	Annual	All For		
23/04/2025	ABN AMRO Bank NV	Annual	All For		
23/04/2025	Adidas SA/NV	Extraordinary Shareholders	All For		
23/04/2025	Amplifon SpA	Annual	Against	2,2,264,1,4,2	Concerns related to shareholder rights Pay is misaligned with EOS remuneration principles
23/04/2025	ASML Holding NV	Annual	Against	3a,5,6	Pay is misaligned with EOS remuneration principles
23/04/2025	Asa Aloy AB	Annual	Against	1214,16	Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Lack of independence on board
23/04/2025	Aspirazioni Generali SpA	Annual/Special	Against	2b,3,8a4b	Pay is misaligned with EOS remuneration principles
23/04/2025	BE Semiconductor Industries NV	Annual	Against	6,7, a	Pay is misaligned with EOS remuneration principles
23/04/2025	Bolden AB	Annual	Against	16b,16	Inadequate management of climate-related risks
23/04/2025	Exxon Corporation plc	Annual	Against	1.2	Concerns regarding Auditor tenure
23/04/2025	Erlang SA	Annual/Special	Against	811,13,24	Concerns related to succession planning Pay is misaligned with EOS remuneration principles
23/04/2025	Galecta Group AG	Annual	Against	4,1,781,3,5,2	Concerns related to attendance at board or committee meetings Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
23/04/2025	Repliv Sa	Annual	Against	3	Pay is misaligned with EOS remuneration principles
23/04/2025	Royal Vopak NV	Annual	Against	9a	Poison pill/anti-takeover measure not in investors interests
23/04/2025	Santoro Civil	Annual	All For		
23/04/2025	AXA SA	Annual/Special	Against	116	Concerns related to succession planning Pay is misaligned with EOS remuneration principles
24/04/2025	Beijer Ref AB	Annual	Against	12.a,12.e,12.g,12.c,12.h,12.i8.c,15.a	Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
24/04/2025	Danone SA	Annual/Special	All For		
24/04/2025	ENGIE SA	Annual/Special	Against	A,10,13	Pay is misaligned with EOS remuneration principles
24/04/2025	Eurofins Scientific SE	Annual	Against	9,10	Pay is misaligned with EOS remuneration principles
24/04/2025	Ferrovial SE	Annual	Against	3	Concerns related to management of environment-related business risks
24/04/2025	Jerónimo Martins SGPS SA	Annual	Against	3,76,b,6,c,6,d	Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles
24/04/2025	Kernli SA	Annual/Special	All For		
24/04/2025	Kiewit SA	Annual/Special	All For		
24/04/2025	Mieso Corp.	Annual	Against	10	Pay is misaligned with EOS remuneration principles
24/04/2025	Orkla ASA	Annual	All For		
24/04/2025	Trelleborg AB	Annual	Against	13g13b1413a,13h15,16	Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns to protect shareholder value Concerns to protect shareholder value Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
24/04/2025	UGB SA	Annual/Special	Against	5,6	Pay is misaligned with EOS remuneration principles
24/04/2025	Veolia Environment SA	Annual/Special	All For		
25/04/2025	Akzo Nobel NV	Annual	All For		
25/04/2025	Baloise Holding AG	Annual	Against	4,1.a1,2.6,1.6,2	Concerns related to below-board gender diversity Pay is misaligned with EOS remuneration principles

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
25/04/2025	Bayer AG	Annual	Against	5108	Base salary and pensions increased by 33.3% compared to last year and is above median peers. Pension contributions to some executives amount to 40% of their respective base salaries. STI is paid as all cash bonus and none is deferred and there is upwards discretion applied based on the strategy development and execution metric (weight is 0.8 - 1.2 of stl) Payout as % of Max performance conditions achieved is not disclosed LTI is all cash. Sustainability performance metric targets /peer groups not disclosed (they do say that the sustainability
25/04/2025	Continental AG	Annual	Against	4.17	Lack of independence on board Lack of independent representation at board committees
25/04/2025	Helvetia Holding AG	Annual	Against	8	Pay is misaligned with EOS remuneration principles
25/04/2025	IMCD NV	Annual	Against	2b	Insufficient/poor disclosure
25/04/2025	Lifco AB	Annual	Against	15.e,1615.c15.j15.d15.h15.a15.b	Pay is misaligned with EOS remuneration principles Concerns to protect shareholder value Lack of independence on board Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Lack of independence on board Concerns related to inappropriate membership of committees
25/04/2025	Merck KGaA	Annual	Against	7.8	Pay is misaligned with EOS remuneration principles
28/04/2025	DiaSorin SpA	Annual	Against	3.1,3.2,3.4,4.1,2,4,2,4,32,1,2,2,5,6	Pay is misaligned with EOS remuneration principles
28/04/2025	Henkel AG & Co. KGaA	Annual	Against	5,1049	Lack of independence on board Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
28/04/2025	Nordnet AB	Annual	Against	17	Pay is misaligned with EOS remuneration principles
28/04/2025	Vivendi SE	Annual/Special	Against	5,6,7,8,9,10,11,12,14	Pay is misaligned with EOS remuneration principles
29/04/2025	ASA SpA	Annual	Against	7	Pay is misaligned with EOS remuneration principles
29/04/2025	Alfa Laval AB	Annual	Against	13,5,13,9	Concerns related to inappropriate membership of committees
29/04/2025	Atlas Copco AB	Annual	Against	10.a2,10.a8,10.b12.a,12.b	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
29/04/2025	BKW AG	Annual	Against	5.b,55.a,2,5.b,161.b	Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Inadequate management of climate-related risks Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
29/04/2025	Bouygues SA	Annual/Special	Against	1396144167,3221,23,28,3525,26,27	Concerns related to attendance at board or committee meetings Concerns related to shareholder rights Inadequate management of climate-related risks Insufficient justification for related party transaction Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests
29/04/2025	Brunello Cucinelli SpA	Annual	Against	3,1,3,2,8	Poison pill/anti-takeover measure not in investors interests Issue of equity raises concerns about excessive dilution Pay is misaligned with EOS remuneration principles
29/04/2025	DNB Bank ASA	Annual	All For		
29/04/2025	Endesa SA	Annual	Against	8	Pay is misaligned with EOS remuneration principles
29/04/2025	FinecoBank SpA	Annual/Special	All For		
29/04/2025	Greek Organisation of Football Prognostics SA	Annual	All For		
29/04/2025	Hochtitel AG	Annual	Against	46	Lack of independence on board Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles
29/04/2025	Interpump Group SpA	Annual	Against	3,4,6	Pay is misaligned with EOS remuneration principles
29/04/2025	Intesa Sanpaolo SpA	Annual/Special	Against	3a,3c,362a,2b,1,2c,3b	Pay is misaligned with EOS remuneration principles
29/04/2025	L'Oréal SA	Annual/Special	Against	416	Cumulative/slate voting in favour of individual candidates/slates Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
29/04/2025	MERLIN Properties SOCIMI SA	Annual	All For		
29/04/2025	Nokia Oyj	Annual	Against	10	Lack of disclosure Insufficient/poor disclosure
29/04/2025	Recordati SpA	Annual	Against	2.a,2,b2,e3,b	Pay is misaligned with EOS remuneration principles
29/04/2025	Revel SA	Annual/Special	Against	11	Concerns related to inappropriate membership of committees
29/04/2025	Sandvik Aktiebolag	Annual	Against	14,618	Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
29/04/2025	SCOR SE	Annual/Special	Against	167,29	Insufficient basis to support a decision Pay is misaligned with EOS remuneration principles
29/04/2025	SSAB AB	Annual	All For		
29/04/2025	Sveco AB	Annual	Against	12	Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments
29/04/2025	Unibail-Rodamco-Westfield SE	Annual/Special	Against	186,7,8,9,10,13,14,28	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
29/04/2025	Unipol Assicurazioni SpA	Annual/Special	Against	2c,362b,2b,1,3a,1,4a,4b,5b,6	Pay is misaligned with EOS remuneration principles
29/04/2025	VAT Group AG	Annual	Against	7,1,8	Pay is misaligned with EOS remuneration principles
29/04/2025	VERBUND AG	Annual	All For		
30/04/2025	Aker ASA	Annual	Against	14105,6	Insufficient/poor disclosure Lack of independence on board Concerns related to inappropriate membership of committees Lack of independence on board
30/04/2025	Anheuser-Busch InBev SANV	Annual	Against	97a,7b,7c	Insufficient/poor disclosure Lack of independence on board Concerns related to inappropriate membership of committees Lack of independence on board
30/04/2025	Bachem Holding AG	Annual	Against	5,1,5,2,5,5,6,1,6,2,6,395,3,5,4,5,61	Insufficient/poor disclosure Lack of independence on board Pay is misaligned with EOS remuneration principles
30/04/2025	Banco BPM SpA	Annual	All For		
30/04/2025	EssilorLuxottica SA	Annual/Special	Against	5,9,10,12	Pay is misaligned with EOS remuneration principles
30/04/2025	Eurobank Erosias Services & Holdings SA	Annual	Against	5,7,10	Pay is misaligned with EOS remuneration principles
30/04/2025	GEA Group AG	Annual	Against	103,7	Concerns related to shareholder rights Pay is misaligned with EOS remuneration principles
30/04/2025	Glanbia Plc	Annual	All For		
30/04/2025	Hera SpA	Annual/Special	All For		
30/04/2025	Hermes International SCA	Annual/Special	Against	27,2857,8,9,116,21,2522,24,26	Concerns to protect shareholder value Insufficient justification for related party transaction Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests Issue of equity raises concerns about excessive dilution
30/04/2025	KBC Group NV	Annual	Against	12,512,1,12,46	Concerns related to inappropriate membership of committees Lack of independence on board Lack of independence on board Pay is misaligned with EOS remuneration principles
30/04/2025	Knorr-Bremse AG	Annual	Against	86	Concerns related to shareholder rights Pay is misaligned with EOS remuneration principles
30/04/2025	Muehlenbacher Ruckversicherungs-Gesellschaft AG	Annual	Against	6,7	Pay is misaligned with EOS remuneration principles
30/04/2025	New SpA	Annual/Special	Against	5,3,1,5,4,6,1,1,6,23,1,3,2,7,2	Pay is misaligned with EOS remuneration principles
30/04/2025	Prada SpA	Annual	All For		
30/04/2025	Renault SA	Annual/Special	Against	16,18	Pay is misaligned with EOS remuneration principles
30/04/2025	RTL Group SA	Annual	Against	6,14,1	Lack of independence on board Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles
30/04/2025	RWE AG	Annual	Against	7,8	Pay is misaligned with EOS remuneration principles
30/04/2025	Santofi	Annual/Special	Against	12,15	Pay is misaligned with EOS remuneration principles
30/04/2025	Warehouses De Pauw SA	Annual/Special	Against	2,3a	Issue of equity raises concerns about excessive dilution of existing shareholders
01/05/2025	AIB Group plc	Annual	All For		
01/05/2025	Kerry Group Plc	Annual	All For		
01/05/2025	Kingspan Group Plc	Annual	All For		
02/05/2025	RAF SE	Annual	Against	8	Pay is misaligned with EOS remuneration principles
02/05/2025	Deutsche Post AG	Annual	Against	6,c11,12	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
02/05/2025	Groupe Bruxelles Lambert SA	Annual	Against	5,2,5,37,8	Concerns related to inappropriate membership of committees Lack of independence on board Pay is misaligned with EOS remuneration principles
02/05/2025	Groupe Bruxelles Lambert SA	Extraordinary Shareholders	Against	2,1	Issue of equity raises concerns about excessive dilution of existing shareholders
02/05/2025	Smurfit WestRock Plc	Annual	All For		
05/05/2025	Hexagon AB	Annual	Against	12,1,12,3,12,4,12,10	Concerns related to inappropriate membership of committees
06/05/2025	An Linde SA	Annual/Special	All For		
06/05/2025	Alcon AG	Annual	Against	105,1	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
06/05/2025	ArcelorMittal SA	Annual	Against	V	The short term incentive is delivered in all cash and none is deferred. We usually expect that a significant portion of the short term award is deferred to ensure alignment with shareholders. We are concerned that the targets
06/05/2025	Deutsche Lufthansa AG	Annual	Against	7,4,4,5,6	Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
06/05/2025	DSM-Firmenich AG	Annual	Against	91,3	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
06/05/2025	Pernat plc	Annual	Against	162	Concerns about remuneration committee performance No clawback policy/Options/PSUs vest in less than 36 months Pay is misaligned with EOS remuneration principles
06/05/2025	Svensco NV	Annual	Against	7	Pay is misaligned with EOS remuneration principles
06/05/2025	Tenaris SA	Annual/Special	Against	62,3810	Concerns related to approach to board gender diversity Combined CEO/Chair Concerns about overall board structure Inappropriate bundling of election of directors on a single vote Inadequate management of climate-related risks Issue of equity raises concerns about excessive dilution of existing shareholders
07/05/2025	Capgemini SE	Annual/Special	All For		
07/05/2025	Castellum AB	Annual	Against	16	Pay is misaligned with EOS remuneration principles
07/05/2025	Ederred SE	Annual/Special	Against	614	Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
07/05/2025	Eurazeo SE	Annual/Special	Against	68,9,11,12,13,14	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
07/05/2025	FUCHS SE	Annual	All For		
07/05/2025	FUCHS SE	Annual	Against	7	Pay is misaligned with EOS remuneration principles
07/05/2025	H&M Hennes & Mauritz AB	Annual	Against	12,1,12,61714	Concerns related to inappropriate membership of committees Inappropriate use of one-time awards Insufficient disclosure 2. Low shareholding requirement
07/05/2025	Hannover Rueck SE	Annual	Against	4,196,7	Concerns related to inappropriate membership of committees Concerns related to shareholder rights Pay is misaligned with EOS remuneration principles

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
16/05/2025	Volkswagen AG	Annual	Against	4.2,4.3,4.4,4.5,4.6,4.7,4.8,4.9,4.11,4	Concerns about overall performance Concerns about overall performance 2- Concerns about reducing shareholder rights 3- Concerns related to minority shareholder interest Concerns about reducing shareholder rights 2- Concerns related to minority shareholder interest Concerns related to board gender diversity 2- Lack of independence on board
19/05/2025	Ayvens SA	Annual/Special	Against	27823	Concerns related to shareholder rights Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders
20/05/2025	Billerud AB	Annual	Against	13.c13.e.14	Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments
20/05/2025	Elia Group SA/NV	Annual/Special	Against	12	Lack of independence on board
20/05/2025	Nemetschek SE	Annual	Against	7	Inappropriate use of one-time awards 2- Insufficient disclosure
20/05/2025	SEB SA	Annual/Special	Against	7,8,10,13	Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests
20/05/2025	Societe Generale SA	Annual/Special	Against	10,126	See resolution 6 Further rationale would be appreciated regarding the increase in the vice coo salary (33% increase) Max annual bonus is larger than max LTIP, incentivising short termism. Regulatory conformity metric included in the annual bonus. Executives should not get a bonus for conforming to regulatory standards. No threshold vesting level requirements in the LTIP. Golden hello. The company does not disclose the minimum performance Concerns related to inappropriate membership of committees
20/05/2025	Symrise AG	Annual	Against	7,36	Pay is misaligned with EOS remuneration principles
21/05/2025	ageas SA/NV	Annual/Special	Against	4,13	Concerns related to succession planning
21/05/2025	Alpha Services & Holdings SA	Annual	Against	8,19	Pay is misaligned with EOS remuneration principles
21/05/2025	ASR Nederland NV	Annual	Against	2,6	Pay is misaligned with EOS remuneration principles
21/05/2025	Bolore SE	Annual/Special	Against	1447,8,9,11,126,16,17,19,2515,2022	Concerns regarding Auditor tenure Insufficient justification for related party transaction Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Concerns regarding Auditor tenure Combined CEO/Chair Lack of independence on board Overboarded/Too many other time commitments
21/05/2025	CTS Eventim AG & Co. KGaA	Annual	Against	9,10	Poison pill/anti-takeover measure not in investors interests Pay is misaligned with EOS remuneration principles
21/05/2025	Erste Group Bank AG	Annual	All For		
21/05/2025	Ipsen SA	Annual/Special	Against	21,22,23612,26	Concerns to protect shareholder value Lack of independence on board Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
21/05/2025	OGE NV	Annual	All For		
21/05/2025	Onvivo SA	Annual/Special	Against	8,19,24	Pay is misaligned with EOS remuneration principles
21/05/2025	Partners Group Holding AG	Annual	Against	7	Insufficient/poor disclosure
21/05/2025	PUMA SE	Annual	Against	6,7	Pay is misaligned with EOS remuneration principles
21/05/2025	Telenor ASA	Annual	Against	10,1,10,2,11	Pay is misaligned with EOS remuneration principles
21/05/2025	Teleperformance SE	Annual/Special	All For		
21/05/2025	TERNA Rete Elettrica Nazionale Spa	Annual	Against	3,4,5,1,6,2	Pay is misaligned with EOS remuneration principles
21/05/2025	The Swatch Group AG	Annual	Against	85,4,6,45,1,5,9,6,15,2,3,3,5,5,5,6,5	Concerns regarding Auditor tenure Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns regarding Auditor tenure Lack of independence on board Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Lack of independence on board Concerns about remuneration committee performance Concerns regarding Auditor tenure
21/05/2025	The Swatch Group AG	Annual	Against	85,4,6,45,1,5,9,6,15,2,3,3,5,5,5,6,5	Concerns related to inappropriate membership of committees Concerns regarding Auditor tenure Lack of independence on board Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Lack of independence on board Concerns about remuneration committee performance
22/05/2025	Afhema SA	Annual/Special	Against	8	Concerns related to succession planning
22/05/2025	Banco Comercial Portugues SA	Annual	Against	36	Pay is misaligned with EOS remuneration principles
22/05/2025	Bank of Ireland Group Plc	Annual	All For		
22/05/2025	Brenntag SE	Annual	Against	106	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
22/05/2025	Dawson Systems SE	Annual/Special	Against	8,28	Pay is misaligned with EOS remuneration principles
22/05/2025	Deutsche Bank AG	Annual	Against	7	Insufficient/poor disclosure
22/05/2025	Enel SpA	Annual/Special	Against	4,1,5	Pay is misaligned with EOS remuneration principles
22/05/2025	EXOR NV	Annual	Against	2,b,3,c	Pay is misaligned with EOS remuneration principles
22/05/2025	FDJ Limited	Annual/Special	All For		
22/05/2025	Freemius Medical Care AG	Annual	All For		
22/05/2025	Salfan SA	Annual/Special	Against	13	Pay is misaligned with EOS remuneration principles
23/05/2025	Baloue Holding AG	Extraordinary Shareholders	Against	2,1,2,2	Insufficient/poor disclosure
23/05/2025	Freemius SE & Co. KGaA	Annual	Against	8	Pay is misaligned with EOS remuneration principles
23/05/2025	Helvetia Holding AG	Extraordinary Shareholders	Against	8	Insufficient/poor disclosure
23/05/2025	LyondellBasell Industries N.V.	Annual	All For		
23/05/2025	TotalEnergies SE	Annual/Special	Against	13812	Golden Hello The exceptional remuneration is forbidden unless in the event of exceptional circumstances which remain undisclosed. Potential for upwards discretion. Concerns over the stringency of the climate metrics in the LTI representing 30% weight. The post-mandate vesting policy maintains the right to acquire performance shares after the departure of the CEO, without prorata temeris in case of retirement. This is not considered a good practice, and the issue is becoming more acute considering the absence of information regarding succession and situation for the next mandate. Annual bonus paid in all cash Overboarding concerns The target for the annual bonus is not disclosed. Concerns over the stringency of the STI targets as payout was near maximum for the past 3 years. STI is paid in all cash and non is deferred. The exceptional remuneration
26/05/2025	Ackermans & van Haaren NV	Annual	Against	6,1,6,2,6,3,7,8	Pay is misaligned with EOS remuneration principles
26/05/2025	Deutsche Wohnen SE	Annual	Against	7	Lack of independence on board
26/05/2025	Leonardo SpA	Annual/Special	Against	7	Pay is misaligned with EOS remuneration principles
27/05/2025	Amundi SA	Annual/Special	Against	19	Voting related to alignment with 1.5 degrees scenario
27/05/2025	jaroen SE	Annual	Against	3	Pay is misaligned with EOS remuneration principles
27/05/2025	Bentley AG	Annual	Against	6	Pay is misaligned with EOS remuneration principles
27/05/2025	Daimler Truck Holding AG	Annual	Against	68	Concerns related to shareholder rights Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
27/05/2025	EQT AB	Annual	Against	14.e13.a,16,20	Pay is misaligned with EOS remuneration principles
27/05/2025	Fraport AG Frankfurt Airport Services Worldwide	Annual	Against	4,17,1,7,27,36	Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to succession planning
27/05/2025	HENSOLDT AG	Annual	Against	11.a,11,b11,c11,d5,12	Concerns related to succession planning Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to succession planning
27/05/2025	KION GROUP AG	Annual	Against	8,1,8,28,58,48,36	Lack of independence on board Concerns related to succession planning Concerns related to succession planning
27/05/2025	Lenovo SA	Annual/Special	All For		
27/05/2025	OMV AG	Annual	All For		
27/05/2025	Publicis Groupe SA	Annual/Special	Against	10,14,15,19	Pay is misaligned with EOS remuneration principles
27/05/2025	Zalando SE	Annual	Against	86	Concerns related to shareholder rights Executive CEO, Inv. 2- Low shareholding requirement, 3- Options vest in less than 36 months
28/05/2025	Accor SA	Annual/Special	Against	10,145,6,1192118,1922	Concerns related to inappropriate membership of committees Concerns to protect shareholder value Insufficient justification for related party transaction Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests
28/05/2025	Carrefour SA	Annual/Special	Against	10	Pay is misaligned with EOS remuneration principles
28/05/2025	Evonik Industries AG	Annual	Against	46	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
28/05/2025	Havas NV	Annual	Against	8,2,b	Concerns related to shareholder rights Pay is misaligned with EOS remuneration principles
28/05/2025	LEG Immobilien SE	Annual	Against	6,8	Pay is misaligned with EOS remuneration principles
28/05/2025	STMicroelectronics NV	Annual	All For		
28/05/2025	Vorovia SE	Annual	Against	6,7	Pay is misaligned with EOS remuneration principles
28/05/2025	Yara International ASA	Annual	Against	8,1	Overboarded/Too many other time commitments
29/05/2025	Repsol SA	Annual	Against	1514	Main concern is that annual bonus is paid 100% in cash. Bonus policy should include fatalities. Double quantities of metrics in STI/LTIP i.e. cash flow metrics, carbon metrics, renewable metrics. Support is not warranted as the STIP is fully paid in cash
30/05/2025	Iberdrola SA	Annual	Against	1213,14	Concerns related to succession planning
30/05/2025	National Bank of Greece SA	Annual	All For		
30/05/2025	Poste Italiane SpA	Annual	Against	3,2,4	Pay is misaligned with EOS remuneration principles
03/06/2025	Amradus IT Group SA	Annual	Against	3	Pay is misaligned with EOS remuneration principles
03/06/2025	Ariston Holding NV	Annual	Against	4.a,4,b,2,b,6,7,8	Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles
03/06/2025	Molten Energy & Metals SA	Annual	Against	4,11	Pay is misaligned with EOS remuneration principles
03/06/2025	Samsite Group S.A.	Annual	All For		
03/06/2025	Telekom Austria AG	Annual	Against	6,1,6,26,3	Lack of independence on board
04/06/2025	Grifols SA	Annual	Against	7,8,9,10,11	Lack of independence on board Concerns related to inappropriate membership of committees
04/06/2025	Marex Group SA	Annual	Against	8,7	Pay is misaligned with EOS remuneration principles
05/06/2025	Allegion Plc	Annual	All For		
05/06/2025	Compagnie de Saint-Gobain SA	Annual/Special	Against	814,25,26	Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
05/06/2025	Compassion Acliona Energia Renovables SA	Annual	Against	3	Pay is misaligned with EOS remuneration principles
05/06/2025	D'Ieteren Group	Annual	Against	3,4	Pay is misaligned with EOS remuneration principles
05/06/2025	Flutter Entertainment Plc	Annual	Against	1a	Concerns related to board composition
05/06/2025	Scout24 SE	Annual	Against	6,8	Pay is misaligned with EOS remuneration principles

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
05/06/2025	Trane Technologies Plc	Annual	Against	11.3	Concerns regarding Auditor tenure
05/06/2025	Worldline SA	Annual/Special	Against	3011,12,14,16	Concerns related to shareholder rights Pay is misaligned with EOS remuneration principles
06/06/2025	Garmin Ltd.	Annual	Against	5b,7b	Concerns related to management of environment-related business risks
10/06/2025	Sonova Holding AG	Annual	Against	4.1.661.3	Concerns related to inappropriate membership of committees Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
11/06/2025	GEK Tema SA	Annual	Against	10.110.2,10.3,10.5,10.6,10.7,10.8,10.10	Combined CEO/Chair Lack of independence on board Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
11/06/2025	NXP Semiconductors N.V.	Annual	Against	31.9	No clawback policy. High variable pay ratio. High CEO to average NEO pay
11/06/2025	Unibail-Rodamco-Westfield NV	Annual	Against	7.891	Concerns related to inappropriate membership of committees Concerns related to succession planning Pay is misaligned with EOS remuneration principles
12/06/2025	Pirelli & C. SpA	Annual	Against	2.1,2.2,3	Pay is misaligned with EOS remuneration principles
13/06/2025	DWS Group GmbH & Co. KGaA	Annual	Against	6.8	Pay is misaligned with EOS remuneration principles
18/06/2025	Delivery Hero SE	Annual	Against	3.1610,11,12,13,147	Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles
18/06/2025	International Consolidated Airlines Group SA	Annual	Against	9	Pay is misaligned with EOS remuneration principles
18/06/2025	Motor Oil (Hellas) Corinth Refineries SA	Annual	Against	39,12,13,15,16	Combined CEO/Chair Lack of independence on board Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees
18/06/2025	Saflar ASA	Annual	Against	10,11	Pay is misaligned with EOS remuneration principles
19/06/2025	Bureau Veritas SA	Annual/Special	Against	11,14,24	Pay is misaligned with EOS remuneration principles
19/06/2025	HELLENIC ENERGY Holdings SA	Annual	Against	5	Pay is misaligned with EOS remuneration principles
19/06/2025	JOE Peet's NV	Annual	Against	5.4,6 a,2, b, b	Concerns related to inappropriate membership of committees High variable pay ratio 2- Inappropriate use of one-time awards 3- Insufficient disclosure Pay is misaligned with EOS remuneration principles
20/06/2025	Unipol Assicurazioni SpA	Extraordinary Shareholders	All For		
23/06/2025	Alpha Services & Holdings SA	Extraordinary Shareholders	All For		
23/06/2025	Hellenic Telecommunications Organization SA	Annual	Against	8,96,10,11	Insufficient/poor disclosure
24/06/2025	Arroundtown SA	Annual	Against	8	Pay is misaligned with EOS remuneration principles
24/06/2025	Telecom Italia SpA	Annual/Special	Against	2,2.4,5,6,8,8.6,8.7	Pay is misaligned with EOS remuneration principles
24/06/2025	Telecom Italia SpA	Special	Against	2	Pay is misaligned with EOS remuneration principles
25/06/2025	Acciona SA	Annual	Against	3,4	Pay is misaligned with EOS remuneration principles
25/06/2025	Indra Sistemas SA	Annual	Against	7,8	Concerns related to inappropriate membership of committees
25/06/2025	Public Power Corp. SA	Annual	Against	5,7	Pay is misaligned with EOS remuneration principles
26/06/2025	Allegro.eu SA	Annual	Against	29,27	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
26/06/2025	LAMDA Development SA	Annual	Against	10.1,10.2,10.4,10.910,54.5	Lack of independence on board Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
26/06/2025	QIAGEN NV	Annual	Against	10.7,10.e.5,12	Concerns related to inappropriate membership of committees Concerns related to management of environment-related business risks Pay is misaligned with EOS remuneration principles
28/06/2025	Schroder International Selection Fund Global Smaller Companies	Annual	All For		
27/06/2025	Aon Plc	Annual	Against	1.1	Concerns related to succession planning
30/06/2025	Rediet Corporation SA	Annual	All For		
02/04/2025	Hewlett Packard Enterprise Company	Annual	Against	3	Pay is misaligned with EOS remuneration principles
02/04/2025	The Cooper Companies, Inc.	Annual	Against	3	Pay is misaligned with EOS remuneration principles
03/04/2025	Canadian Imperial Bank of Commerce	Annual/Special	Against	6,7,9,11	Shareholder proposal promotes better management of ESG opportunities and risks
08/04/2025	The Bank of Nova Scotia	Annual	Against	4,5,8	Concerns about remuneration committee performance
09/04/2025	Carrier Global Corporation	Annual	Against	1h2	High variable pay ratio. High CEO to average NEO pay. Concerns to protect shareholder value Concerns related to management of environment-related business risks EOS manual override SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
09/04/2025	Lennar Corporation	Annual	Against	1254	Concerns to protect shareholder value EOS manual override SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
10/04/2025	Dow Inc.	Annual	Against	1d3	Concerns regarding Auditor tenure
10/04/2025	Fairfax Financial Holdings Limited	Annual	Against	1.123	1) Concerns related to shareholder value 2)Concerns related to management of environment-related business risks
10/04/2025	Royal Bank of Canada	Annual/Special	Against	1.1137,10,12	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
10/04/2025	Synopecs, Inc.	Annual	Against	1h46	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Options/PSUs vest in less than 36 months High variable pay ratio High CEO to average NEO pay Shareholder proposal promotes appropriate accountability or incentivisation Concerns to protect shareholder value
10/04/2025	The Toronto-Dominion Bank	Annual	Against	1.1,10,1,134,5,8	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
11/04/2025	Bank of Montreal	Annual	Against	2,5,8	Concerns to protect shareholder value
14/04/2025	HFJ Inc.	Annual	All For		
15/04/2025	Fifth Third Bancorp	Annual	Against	1i	Concerns to protect shareholder value
15/04/2025	M&T Bank Corporation	Annual	All For		
15/04/2025	Wells Fargo Corporation	Annual	All For		
15/04/2025	The Bank of New York Mellon Corporation	Annual	All For		
15/04/2025	U.S. Bancorp	Annual	All For		
16/04/2025	CenterPoint Energy, Inc.	Annual	Against	1b	Concerns regarding Auditor tenure
16/04/2025	Huntington Bancshares Incorporated	Annual	Against	1,7	Combined CEO/Chair 2- Concerns related to succession planning 3- Lack of independence on board 4- Concerns about remuneration committee performance
16/04/2025	Remint's Financial Corporation	Annual	Against	5	Shareholder proposal promotes enhanced shareholder rights
16/04/2025	The Sherwin-Williams Company	Annual	Against	1d	Combined Chair/CEO role
17/04/2025	Humana Inc.	Annual	Against	1g	Concerns related to board composition
17/04/2025	PPG Industries, Inc.	Annual	All For		
17/04/2025	Texas Instruments Incorporated	Annual	Against	1b1d,1k4	EOS manual override Overboarded/Too many other time commitments Shareholder proposal promotes appropriate accountability or incentivisation
18/04/2025	L3Harris Technologies, Inc.	Annual	Against	1g1a,3b24	Concerns about remuneration committee performance Concerns regarding Auditor tenure Concerns related to succession planning Options/PSUs vest in less than 36 months High variable pay ratio Pay is misaligned with performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
21/04/2025	Knowledge Inc.	Annual	All For		
22/04/2025	Adobe Inc.	Annual	Against	1b,4,5	Shareholder proposal promotes appropriate accountability or incentivisation
22/04/2025	Bank of America Corporation	Annual	Abstain	1c	TEST
22/04/2025	Charter Communications, Inc.	Annual	Against	4	Shareholder proposal promotes transparency
22/04/2025	MSCI Inc.	Annual	All For		
22/04/2025	Northem Trust Corporation	Annual	All For		
22/04/2025	Public Service Enterprise Group Incorporated	Annual	Against	1e,41	Concerns regarding Auditor tenure Overboarded/Too many other time commitments Concerns about remuneration committee performance Low shareholding requirement Options/PSUs vest in less than 36 months High variable pay ratio High CEO to average NEO pay
22/04/2025	Revvity, Inc.	Annual	Against	1a3,1e6	Overboarded/Too many other time commitments Concerns related to board composition Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation
22/04/2025	Rollins, Inc.	Annual	Against	1,4	Concerns related to board composition Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation
23/04/2025	National Bank of Canada	Annual	Against	4,2,4,3,4	Concerns related to succession planning Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation
23/04/2025	Teledyne Technologies Incorporated	Annual	Against	1,35	Shareholder proposal promotes appropriate accountability or incentivisation
23/04/2025	Textron Inc.	Annual	Against	1i2	Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance
23/04/2025	The Clers Group	Annual	All For		
23/04/2025	The Goldman Sachs Group, Inc.	Annual	Against	271c,3,4	Low shareholding requirement Options/PSUs vest in less than 36 months High variable pay ratio High CEO to average NEO pay Inappropriate use of one-time awards SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
23/04/2025	The PNC Financial Services Group, Inc.	Annual	Against	1f	Concerns related to management of environment-related business risks
24/04/2025	AGCO Corporation	Annual	All For		
24/04/2025	Avery Dennison Corporation	Annual	Against	1i	Concerns related to board composition
24/04/2025	Citizens Financial Group, Inc.	Annual	All For		
24/04/2025	Edison International	Annual	Against	1i	Concerns related to management of environment-related business risks
24/04/2025	Faestenal Company	Annual	All For		
24/04/2025	Global Payments Inc.	Annual	Against	1d2	Options/PSUs vest in less than 36 months High variable pay ratio
24/04/2025	HCA Healthcare, Inc.	Annual	Against	1d71,3,6	Concerns about overall board structure Concerns related to board composition SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
24/04/2025	Healthpeak Properties, Inc.	Annual	Against	1b	Concerns related to board composition
24/04/2025	IQVIA Holdings, Inc.	Annual	Against	1a25	We are concerned that a combined CEO and Chair role leads to excessive concentration of power. Performance misalignment. CEO pay is excessive which is inflated by the peers identified which contain several firms with larger revenues The use of larger peers augments executive pay.
24/04/2025	J.B. Hunt Transport Services, Inc.	Annual	All For		
24/04/2025	Johnson & Johnson	Annual	Against	1a,3,5	Shareholder proposal promotes better management of ESG opportunities and risks
24/04/2025	National Bank of Canada	Annual	Against	4,2,4,3,4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
24/04/2025	Pfizer Inc.	Annual	Against	1,5,1,10,1,12,2,3	Options/PSUs vest in less than 36 months High variable pay ratio
24/04/2025	Snap-on Incorporated	Annual	Against	1,1	Concerns related to succession planning Concerns related to board composition
24/04/2025	Tek Resources Limited	Annual	Against	1,10	Concerns related to shareholder value
24/04/2025	The Beiersdorf Company	Annual	Against	1c,8	Concerns regarding Auditor tenure
25/04/2025	Abbott Laboratories	Annual	All For		
25/04/2025	Agnico Eagle Mines Limited	Annual/Special	All For		
25/04/2025	Stanley Black & Decker, Inc.	Annual	Against	1a,3	Concerns regarding Auditor tenure
25/04/2025	Stantec Services, Inc.	Annual	All For		
28/04/2025	Genuine Parts Company	Annual	Against	1c,5	Concerns related to board composition Concerns related to management of environment-related business risks Shareholder proposal promotes better management of ESG opportunities and risks
28/04/2025	TruBuild Corp.	Annual	All For		
29/04/2025	American Electric Power Company, Inc.	Annual	Against	1b	Overboarded/Too many other time commitments
29/04/2025	American Express Company	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation
29/04/2025	Citigroup Inc.	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation
29/04/2025	Constellation Energy Corporation	Annual	Against	1,1,1,2,1,5	Concerns about overall board structure Concerns related to board composition Concerns related to management of environment-related business risks

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
29/04/2025	Equity LifeStyle Properties, Inc.	Annual	Against	1.4	Concerns related to management of environment-related business risks
29/04/2025	Exelon Corporation	Annual	Against	1c3	Concerns about remuneration committee performance High variable pay ratio. High CEO to average NEO pay
29/04/2025	First Citizens BancShares, Inc.	Annual	Against	1.102	Concerns about remuneration committee performance 2- Concerns related to board composition 3- Concerns related to management of environment-related business risks 4- Concerns to protect shareholder value 5- Lack of SH. For shareholder resolution, against management recommendation / Shareholder proposal promotes better
29/04/2025	International Business Machines Corporation	Annual	Against	4	Concerns related to board composition Concerns about overall board structure
29/04/2025	Kinross Realty Corporation	Annual	All For	1.8	Concerns related to board composition Concerns about overall board structure
29/04/2025	Masimo Corporation	Annual	Against	1.124	1) Concerns related to board composition 2) Concerns related to management of environment-related business risks
29/04/2025	PACCAR Inc	Annual	Against		
29/04/2025	The Williams Companies, Inc.	Annual	All For		
29/04/2025	Truist Financial Corporation	Annual	Against	1c1f3	Concerns related to management of environment-related business risks EOS manual override. Concerns about remuneration committee performance. EOS manual override. Pay is misaligned with EOS remuneration principles.
29/04/2025	Vici Properties Inc.	Annual	All For		
29/04/2025	Wells Fargo & Company	Annual	Against	1k31g24.5.6.7	Concerns about human rights 2- Concerns about remuneration committee performance Concerns regarding Auditor tenure Concerns to protect shareholder value 2- Concerns related to management of environment-related business risks Pay is misaligned with EOS remuneration principles Shareholder proposal promotes better management of SEE opportunities and risks Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh variable pay ratioHigh CEO to average NEO pay
30/04/2025	Ameriprise Financial, Inc.	Annual	Against	1c2	Options/PSUs vest in less than 36 monthsHigh variable pay ratioHigh CEO to average NEO pay
30/04/2025	Balf Corporation	Annual	All For		
30/04/2025	Canadian Pacific Kansas City Limited	Annual/Special	Against	4	Concerns related to shareholder rights
30/04/2025	Corteva, Inc.	Annual	Against	1a1d2	Concerns about remuneration committee performance Concerns related to board composition No clawback policyOptions/PSUs vest in less than 36 monthsHigh variable pay ratio
30/04/2025	Cohera Energy Inc.	Annual	Against	1.101.21.82	Combined CEO/Chair Concerns about remuneration committee performance Concerns related to management of environment-related business risks
30/04/2025	Huntington Ingalls Industries, Inc.	Annual	Against	1.12	No hedging policyExcessive severanceHigh variable pay ratio
30/04/2025	Marathon Petroleum Corporation	Annual	Against	6	Concerns related to management of environment-related business risks
30/04/2025	Moderna, Inc.	Annual	Against	1c1a2	Shareholder proposal promotes enhanced shareholder rights Concerns about overall board structure Concerns related to management of environment-related business risks Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsExcessive CEO pay
30/04/2025	Molina Healthcare, Inc.	Annual	Against	1g1e25	Concerns about remuneration committee performance Concerns related to board composition Low shareholding requirementOptions/PSUs vest in less than 36 monthsExcessive CEO payHigh CEO to average NEO pay
30/04/2025	Newmont Corporation	Annual	All For		
30/04/2025	Pool Corporation	Annual	Against	3i	Concerns related to board composition
30/04/2025	PulteGroup, Inc.	Annual	All For		
30/04/2025	The Coca-Cola Company	Annual	Against	1f.1b.3	Concerns regarding Auditor tenure
30/04/2025	The New York Times Company	Annual	Against	1.4	Concerns related to shareholder value
30/04/2025	Vistra Corp.	Annual	All For		
30/04/2025	W. W. Grainger, Inc.	Annual	Against	1a	Combined CEO/Chair
30/04/2025	Wyeth Resorts, Limited	Annual	Against	1c4	Concerns about overall board structure Concerns about remuneration committee performance
01/05/2025	Boston Scientific Corporation	Annual	Against	124	Options/PSUs vest in less than 36 monthsHigh variable pay ratio Shareholder proposal promotes enhanced shareholder rights
01/05/2025	Church & Dwight Co., Inc.	Annual	Against	1i	Concerns related to board composition
01/05/2025	Conning Incorporated	Annual	Against	1h.31b	Concerns regarding Auditor tenure Concerns related to board composition
01/05/2025	Duke Energy Corporation	Annual	Against	1j3	Concerns about remuneration committee performance High variable pay ratioHigh CEO to average NEO pay
01/05/2025	Eastman Chemical Company	Annual	Against	1.934	Concerns about remuneration committee performance Low shareholding requirementOptions/PSUs vest in less than 36 months Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance
01/05/2025	Eversource Energy	Annual	Against	5	High variable pay ratioExcessive CEO payHigh CEO to average NEO pay
01/05/2025	International Flavors & Fragrances Inc.	Annual	Against	1c3	Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance
01/05/2025	Intuitive Surgical, Inc.	Annual	Against	6	High variable pay ratioExcessive CEO payHigh CEO to average NEO pay Shareholder proposal promotes appropriate accountability or incentivisation
01/05/2025	Kimberly-Clark Corporation	Annual	Against	21.121.13	Concerns regarding Auditor tenure Concerns related to board composition Overboarded/Too many other time commitments Concerns with potential over-commitment of CEO/Chair
01/05/2025	Mettler-Toledo International Inc.	Annual	Against	1.5	Concerns related to board composition
01/05/2025	NRG Energy, Inc.	Annual	All For		
01/05/2025	RTX, Canadian Railway Company	Annual	All For		
02/05/2025	Canadian National Railway Company	Annual	Against	41.2.3	Concerns related to management of environment-related business risks High variable pay ratioExcessive CEO payHigh CEO to average NEO pay
02/05/2025	CMS Energy Corporation	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
02/05/2025	Dover Corporation	Annual	Against	134	Concerns about remuneration committee performance Low shareholding requirement. No clawback policy High CEO to average NEO pay Shareholder proposal promotes appropriate accountability or incentivisation
02/05/2025	Entergy Corporation	Annual	All For		
02/05/2025	Illinois Tool Works Inc.	Annual	Against	4	SH. For shareholder resolution, against management recommendation / Shareholder proposal promotes
02/05/2025	Leidos Holdings, Inc.	Annual	All For		
02/05/2025	Occidental Petroleum Corporation	Annual	All For		
03/05/2025	Berkshire Hathaway Inc.	Annual	Abstain Against	681.81.5.1.6.1.9.1.117	Although we support in principle the resolution's request, we appreciate that the audit committee's remit includes diversity. Whilst we believe the board should have provided oversight over AI, we believe the resolution is over prescriptive in terms of mandating to have a committee for this item. Support is not warranted as the company fails to implement ESG practices and policy adequately and it does not
03/05/2025	Cincinnati Financial Corporation	Annual	Against	1.61.33	Concerns about remuneration committee performance Concerns related to succession planning Concerns related to board composition Low shareholding requirementOptions/PSUs vest in less than 36 months
05/05/2025	Aflac Incorporated	Annual	Against	1j1k2	Concerns about remuneration committee performance Concerns related to shareholder value
05/05/2025	Brookfield Asset Management Ltd.	Annual	Against	1.63	No hedging policyNo clawback policyHigh variable pay ratio High variable pay ratio. No hedging policy. Low shareholding requirement
05/05/2025	Eli Lilly and Company	Annual	Against	1a3	Concerns regarding Auditor tenure 2- Overboarded/Too many other time commitments
05/05/2025	Uber Technologies, Inc.	Annual	Against	1e2	Concerns about remuneration committee performance
06/05/2025	Albemarle Corporation	Annual	Against	41j2	Options/PSUs vest in less than 36 months. High CEO to average NEO pay Concerns about remuneration committee performance
06/05/2025	Ally Financial Inc.	Annual	All For		
06/05/2025	Barrick Mining Corporation	Annual/Special	All For		
06/05/2025	Baxter International Inc.	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
06/05/2025	Bristle-Myers Squibb Company	Annual	All For		
06/05/2025	Chico Technologies, Inc.	Annual	Against	5	Shareholder proposal promotes transparency
06/05/2025	CF Industries Holdings, Inc.	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
06/05/2025	Danaher Corporation	Annual	Against	1e1c.1i	Overboarded/Too many other time commitments Concerns to protect shareholder value
06/05/2025	Exxon, Inc.	Annual	Against	1h	Concerns related to management of environment-related business risks
06/05/2025	Expeditors International of Washington, Inc.	Annual	Against	1.71.6	Concerns related to board composition Concerns to protect shareholder value
06/05/2025	GE Aerospace	Annual	Against	1a2	Concerns about remuneration committee performance No clawback policyHigh variable pay ratioHigh CEO to average NEO pay
06/05/2025	George Weston Limited	Annual	All For		
06/05/2025	Hubbell Incorporated	Annual	Against	1.2.2	Low shareholding requirement. Options/PSUs vest in less than 36 months
06/05/2025	Intel Corporation	Annual	Against	1j1e4	Concerns about remuneration committee performance Insufficient oversight of Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
06/05/2025	Loblaw Companies Limited	Annual	Against	1.6.1.125.6	Overboarded/Too many other time commitments SH. For shareholder resolution, against management recommendation / Shareholder proposal promotes better
06/05/2025	NVR, Inc.	Annual	Against	1d4	Concerns related to succession planning Shareholder proposal promotes appropriate accountability or incentivisation
06/05/2025	Omnicon Group Inc.	Annual	Against	1g1c24	Concerns about remuneration committee performance Concerns related to succession planning No hedging policyNo clawback policyHigh variable pay ratio Shareholder proposal promotes appropriate accountability or incentivisation
06/05/2025	Suncor Energy Inc.	Annual	Against	1.7	Concerns related to management of environment-related business risks
06/05/2025	The Hershey Company	Annual	Against	1h	Concerns related to shareholder value Combined CEO/Chair
06/05/2025	Trex Company, Inc.	Annual	Against	1.2	Concerns about overall board structure
06/05/2025	Tyco Technologies, Inc.	Annual	Against	8	Concerns about reducing shareholder rights
06/05/2025	Valero Energy Corporation	Annual	All For		
06/05/2025	West Pharmaceutical Services, Inc.	Annual	All For		
07/05/2025	AMETEK, Inc.	Annual	Against	31a2	Concerns regarding Auditor tenure Concerns about remuneration committee performance Concerns about overall board structure
07/05/2025	Brown & Brown, Inc.	Annual	Against	1.11	Concerns related to board composition
07/05/2025	CSX Corporation	Annual	Against	1d1h3	Concerns about remuneration committee performance Concerns related to board composition No clawback policyOptions/PSUs vest in less than 36 monthsHigh variable pay ratio
07/05/2025	Dominion Energy, Inc.	Annual	All For		
07/05/2025	Enbridge Inc.	Annual	Against	1.123	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
07/05/2025	General Dynamics Corporation	Annual	Against	1c4	Concerns related to board composition Shareholder proposal promotes better management of SEE opportunities and risks
07/05/2025	Gilead Sciences, Inc.	Annual	Against	5.5	Shareholder proposal promotes better management of SEE opportunities and risks
07/05/2025	IDEXX Laboratories, Inc.	Annual	Against	61c	SH. For shareholder resolution, no management recommendation / Shareholder proposal promotes enhanced shareholder rights
07/05/2025	Interac Financial Corporation	Annual	All For		
07/05/2025	IQV Corporation	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
07/05/2025	MGM Resorts International	Annual	Against	1k	Concerns related to board composition

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
07/05/2025	Nutrien Ltd.	Annual	All For		
07/05/2025	Packaging Corporation of America	Annual	All For		
07/05/2025	PepsiCo, Inc.	Annual	Against	1c&317	Concerns about remuneration committee performance EOS manual override High CEO to average NEO pay, high variable pay ratio Oversight of Overboarded/Too many other time commitments SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
07/05/2025	Philip Morris International Inc.	Annual	All For		
07/05/2025	Public Storage	Annual	All For		
07/05/2025	Regency Centers Corporation	Annual	Against	1f2	Concerns about remuneration committee performance Low shareholder requirement on clawback policy
07/05/2025	S&P Global Inc.	Annual	Against	1.52	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
07/05/2025	TransUnion	Annual	All For		
08/05/2025	Amylin Pharmaceuticals, Inc.	Annual	Against	1d1c4	Concerns about overall board structure Concerns about remuneration committee performance No clawback policy/Options/PSUs vest in less than 36 months/High variable pay ratio
08/05/2025	Ameren Corporation	Annual	Against	1f,1h,3	Concerns related to management of environment-related business risks
08/05/2025	Anchor-Daniels-Midland Company	Annual	Against	1a,3	Concerns related to Auditor tenure
08/05/2025	Avantor, Inc.	Annual	Against	1h3	Concerns about remuneration committee performance Options/PSUs vest in less than 36 months/High CEO to average NEO pay
08/05/2025	BCE, Inc.	Annual	Against	5	EOS manual override
08/05/2025	C.H. Robinson Worldwide, Inc.	Annual	Against	1e4	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
08/05/2025	Cadence Design Systems, Inc.	Annual	Against	1.124	Concerns about remuneration committee performance Low shareholder requirement No clawback policy Options/PSUs vest in less than 36 months
08/05/2025	Canadian Natural Resources Limited	Annual/Special	Against	1.91.41.54	Shareholder proposal promotes transparency Concerns about remuneration committee performance Concerns related to management of environment-related business risks Concerns related to succession planning
08/05/2025	Capital One Financial Corporation	Annual	Against	4	High variable pay ratio/Low shareholder requirement
08/05/2025	Genovus Energy Inc.	Annual	Against	2.112.13	Shareholder proposal promotes appropriate accountability or incentivisation Concerns related to board composition
08/05/2025	CME Group Inc.	Annual	Against	1c,1h,1m,1n1d1g	Overboarded/Too many other time commitments Concerns related to management of environment-related business risks Concerns related to management of environment-related business risks Concerns about remuneration committee performance
08/05/2025	DexCom, Inc.	Annual	Against	1.3	Concerns related to succession planning Concerns related to board composition Concerns related to shareholder
08/05/2025	DTE Energy Company	Annual	Against	1.10	Concerns related to board composition
08/05/2025	Ecobac Inc.	Annual	Against	1c2	Concerns about remuneration committee performance Options/PSUs vest in less than 36 months/High variable pay ratio
08/05/2025	Edwards Lifesciences Corporation	Annual	Against	1.52	Concerns about remuneration committee performance Concerns related to board composition
08/05/2025	Equifax Inc.	Annual	All For		No clawback policy/Options/PSUs vest in less than 36 months
08/05/2025	Ford Motor Company	Annual	Against	1f5	1) Concerns related to succession planning 2) Concerns related to shareholder value
08/05/2025	Fortis Inc.	Annual	Against	1.61.103	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better Concerns about remuneration committee performance Concerns related to management of environment-related business risks No hedging policy/High CEO to average NEO pay
08/05/2025	Franco-Nevada Corporation	Annual/Special	All For		
08/05/2025	Great-West LifeCo Inc.	Annual/Special	Against	61.14	Concerns related to management of environment-related business risks Lack of independent representation at board committees Concerns related to succession planning Concerns
08/05/2025	IDEX Corporation	Annual	Against	1b,1c24	Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles
08/05/2025	Imperial Oil Limited	Annual	Against	1f3	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better Concerns related to board composition Lack of independent representation at board committees Concerns related to shareholder rights
08/05/2025	Maana International Inc.	Annual/Special	Against	11.4	High variable pay ratio/Excessive CEO pay
08/05/2025	Manulife Financial Corporation	Annual	Against	1.2.2	Concerns regarding Auditor tenure
08/05/2025	Norfolk Southern Corporation	Annual	All For		
08/05/2025	Nucor Corporation	Annual	Against	1.4	Concerns related to board composition
08/05/2025	Prologis, Inc.	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
08/05/2025	Stryker Corporation	Annual	Against	1g7	Overboarded/Too many other time commitments
08/05/2025	Sun Life Financial Inc.	Annual	All For		SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
08/05/2025	T. Rowe Price Group, Inc.	Annual	Against	1f4	Concerns related to board composition
08/05/2025	TC Energy Corporation	Annual	Against	9	Shareholder proposal promotes appropriate accountability or incentivisation
08/05/2025	The Kraft Heinz Company	Annual	Against	1f5	EOS manual override Concerns to protect shareholder value SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
08/05/2025	Union Pacific Corporation	Annual	All For		
08/05/2025	United Parcel Service, Inc.	Annual	Against	1g4	Concerns related to shareholder value Shareholder proposal promotes enhanced shareholder rights
08/05/2025	United Rentals, Inc.	Annual	All For		
08/05/2025	WEC Energy Group, Inc.	Annual	All For		
08/05/2025	Worleyparsons Corporation	Annual	Against	1.3	Concerns related to board composition Concerns about overall board structure Lack of independence on board
08/05/2025	Zebra Technologies Corporation	Annual	Against	1h	Concerns about overall board structure
08/05/2025	AbbVie Inc.	Annual	Against	5	Shareholder proposal promotes enhanced shareholder rights
08/05/2025	Amgen Corporation	Annual	Against	7	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
08/05/2025	Calgary Petroleum Company	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
08/05/2025	Lockheed Martin Corporation	Annual	Against	4	Concerns about remuneration committee performance
08/05/2025	Marriott International, Inc.	Annual	Against	1g3	Options/PSUs vest in less than 36 months/High variable pay ratio
09/05/2025	Masco Corporation	Annual	Against	1c1b2	Concerns about overall board structure Concerns related to management of environment-related business risks Concerns about remuneration committee performance No clawback policy Options/PSUs vest in less than 36 months High CEO to average NEO pay
09/05/2025	Morningstar, Inc.	Annual	Against	1f1h2	Concerns about remuneration committee performance Concerns related to succession planning No clawback policy/High variable pay ratio
09/05/2025	Pembina Pipeline Corporation	Annual	Against	1.3	Concerns over management of environment-related business risks
09/05/2025	Teleflex Incorporated	Annual	Against	1h1e2	Concerns about remuneration committee performance Concerns related to management of environment-related business risks No clawback policy/Options/PSUs vest in less than 36 months/Excessive severance
09/05/2025	TELUS Corporation	Annual	All For		
09/05/2025	Teradyne, Inc.	Annual	Against	1c5	Overboarded/Too many other time commitments Shareholder proposal promotes transparency
09/05/2025	The AES Corporation	Annual	Against	51.7.2	EOS Manual Override No clawback policy/Excessive CEO pay/High CEO to average NEO pay
09/05/2025	The Progressive Corporation	Annual	All For		
09/05/2025	Vulcan Materials Company	Annual	Against	1c1d1a3	Concerns about overall board structure Concerns about remuneration committee performance Concerns related to management of environment-related business risks Options/PSUs vest in less than 36 months High variable pay ratio
09/05/2025	Weberbauer Company	Annual	All For		
09/05/2025	Wheaton Precious Metals Corp.	Annual/Special	All For		
12/05/2025	International Paper Company	Annual	Against	1f1d1	Concerns related to board composition Concerns related to potential over-commitment of CEO/Chair Overboarded/Too many other time commitments Concerns related to management of environment-related business risks
13/05/2025	NiSource Inc.	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
13/05/2025	3M Company	Annual	All For		
13/05/2025	Alexandria Real Estate Equities, Inc.	Annual	Against	1d5	Concerns related to board composition Shareholder proposal promotes enhanced shareholder rights
13/05/2025	Arthur J. Gallagher & Co.	Annual	All For		
13/05/2025	Centene Corporation	Annual	Against	51a	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
13/05/2025	ConocoPhillips	Annual	Against	31e	Both an absolute and relative ROCE metric included in the STI. Inclusion of ROCE metric in the STIP and LTIP. Inclusion of time based shares in the LTIP, however, majority are performance shares (65%)
13/05/2025	Constellation Software Inc.	Annual	Against	1.51.43	Concerns about remuneration committee performance 2- Concerns related to board composition 3- Concerns related to management of environment-related business risks
13/05/2025	Cummins Inc.	Annual	Against	14	Overboarded/Too many other time commitments
13/05/2025	Eastco Property Trust, Inc.	Annual	Against	1h	Shareholder proposal promotes appropriate accountability or incentivisation
13/05/2025	Knight-Swift Transportation Holdings Inc.	Annual	Against	1f4	Concerns related to succession planning
13/05/2025	Loews Corporation	Annual	Against	21D,1G,1K,4	Shareholder proposal promotes transparency Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
13/05/2025	Prudential Financial, Inc.	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
13/05/2025	Realty Income Corporation	Annual	All For		
13/05/2025	Sempra	Annual	Against	1h,2	Concerns regarding Auditor tenure
13/05/2025	Sun Communities, Inc.	Annual	Against	1h	Concerns related to board composition
13/05/2025	Ventias, Inc.	Annual	All For		
13/05/2025	Waste Management, Inc.	Annual	All For		
13/05/2025	Xylem Inc.	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
14/05/2025	Advanced Micro Devices, Inc.	Annual	All For		
14/05/2025	Akamai Technologies, Inc.	Annual	Against	1.37528	Concerns about remuneration committee performance Concerns related to shareholder rights Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles Shareholder proposal promotes appropriate accountability or incentivisation
14/05/2025	American International Group, Inc.	Annual	Against	1f1b2	Concerns about remuneration committee performance Concerns related to management of environment-related business risks Insufficient action taken on low say-on-pay results
14/05/2025	American Tower Corporation	Annual	All For		
14/05/2025	American Water Works Company, Inc.	Annual	All For		
14/05/2025	Annaly Capital Management, Inc.	Annual	All For		

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
14/05/2025	Celanese Corporation	Annual	Against	115	Concerns related to board composition
14/05/2025	Elevance Health, Inc.	Annual	Against	1,3,3	Shareholder proposal promotes enhanced shareholder rights.
14/05/2025	Enphase Energy, Inc.	Annual	Against	1,23	Concerns regarding Auditor tenure
14/05/2025	First Solar, Inc.	Annual	Against	1,6	Concerns related to board composition
14/05/2025	Finlay, Inc.	Annual	Against	1,8	Concerns related to board composition
14/05/2025	GE Vernova, Inc.	Annual	Against	1,8	Concerns about overall board structure
14/05/2025	Hess Corporation	Annual	Against	1e	Concerns related to board composition
14/05/2025	Hilton Worldwide Holdings Inc.	Annual	Against	1e3	Concerns about remuneration committee performance
14/05/2025	Host Hotels & Resorts, Inc.	Annual	All For		No clawback policy/Options/PSUs vest in less than 36 months/High variable pay ratio/High CEO to average NEO pay
14/05/2025	Molson Coors Beverage Company	Annual	Against	1,2	Lack of independent representation at board committees. Concerns related to board composition. Concerns
14/05/2025	Power Corporation of Canada	Annual	Against	1,61,337	Concerns about remuneration committee performance
14/05/2025	Simon Property Group, Inc.	Annual	Against	41A	Concerns related to board composition 2- Concerns related to succession planning 3- Lack of independent representation at board committees 4- Concerns to protect shareholder value
14/05/2025	Skyworks Solutions, Inc.	Annual	Against	54	Inappropriate use of one-time awards 2- Low shareholding requirement 3- Options vest in less than 36 months
14/05/2025	Southwest Airlines Co.	Annual	Against	1k	Concerns to protect shareholder value
14/05/2025	Stamps International Corporation	Annual	Against	1,10	Concerns related to board composition
14/05/2025	Universal Health Services, Inc.	Annual	Against	1,13	Shareholder proposal promotes appropriate accountability or incentivisation
14/05/2025	Veralto Corp.	Annual	Against	1b	Concerns about overall board structure
14/05/2025	Vertex Pharmaceuticals Incorporated	Annual	Against	1,24	Overboarded/Too many other time commitments
15/05/2025	Altria Group, Inc.	Annual	Against	1b,2	Shareholder proposal promotes appropriate accountability or incentivisation
15/05/2025	Amphenol Corporation	Annual	Against	1,4,3	Concerns regarding Auditor tenure
15/05/2025	AT&T Inc.	Annual	All For		No clawback policy/No shares granted in LTIP/Options/PSUs vest in less than 36 months
15/05/2025	BlackRock, Inc.	Annual	Against	1d2,1o,1p	Concerns about remuneration committee performance
15/05/2025	Cheniere Energy, Inc.	Annual	Against	1j2	Insufficient action taken on low say-on-pay results
15/05/2025	CVS Health Corporation	Annual	Against	1c311	Overboarded/Too many other time commitments
15/05/2025	Invitation Homes Inc.	Annual	All For		Concerns about remuneration committee performance
15/05/2025	KeyCorp	Annual	Against	1,141,23	Concerns related to board composition
15/05/2025	Kinder Morgan, Inc.	Annual	Against	1,4,1,5,1,9,1,10	Concerns about remuneration committee performance
15/05/2025	Labcorp Holdings Inc.	Annual	All For		Concerns related to management of environment-related business risks
15/05/2025	Las Vegas Sands Corp.	Annual	Against	1,51,83	No clawback policy/Options/PSUs vest in less than 36 months/Excessive CEO pay
15/05/2025	Marsh & McLennan Companies, Inc.	Annual	All For		Concerns related to board composition. Concerns related to succession planning
15/05/2025	MetLife Financial, Inc.	Annual	All For		Concerns related to board composition Combined CEO/Chair
15/05/2025	Morgan Stanley	Annual	Against	54	Insufficient action taken on low say-on-pay results Low shareholding requirement
15/05/2025	Motorola Solutions, Inc.	Annual	Against	1c1a	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency.
15/05/2025	O'Reilly Automotive, Inc.	Annual	Against	1g	See Item 1a: Supported is not warranted as the director is the Chair of the Governance and Nominating committee which has board oversight over ESG issues. The company fails to implement credible human rights policies and
15/05/2025	ON Semiconductor Corporation	Annual	Against	1f	Concerns related to management of environment-related business risks
15/05/2025	Ots Worldwide Corporation	Annual	Against	1f24	Concerns related to board composition
15/05/2025	Quest Diagnostics Incorporated	Annual	Against	1,10	Concerns about remuneration committee performance
15/05/2025	South Bow Corporation	Annual	All For		Options/PSUs vest in less than 36 months High variable pay ratio High CEO to average NEO pay
15/05/2025	Sylvamo Corporation	Annual	Against	1,41,83	Shareholder proposal promotes transparency
15/05/2025	Texas Roadhouse, Inc.	Annual	Against	1,74	Concerns related to management of environment-related business risks
15/05/2025	Tractor Supply Company	Annual	Against	1,8,3	Shareholder proposal promotes better management of ESG opportunities and risks
15/05/2025	UDR, Inc.	Annual	Against	1e2	No clawback policy/Options/PSUs vest in less than 36 months/High CEO to average NEO pay
15/05/2025	Wendell Johnson Air Brake Technologies Corporation	Annual	Against	1a	Concerns about remuneration committee performance
15/05/2025	XPO, Inc.	Annual	Against	1,2	Low shareholding requirement/No clawback policy/Options/PSUs vest in less than 36 months
15/05/2025	Yum! Brands, Inc.	Annual	Against	371d,5	Concerns about overall board structure
16/05/2025	Alliant Energy Corporation	Annual	Against	1b	Shareholder proposal promotes better management of SEE opportunities and risks
16/05/2025	Intercontinental Exchange, Inc.	Annual	All For		Concerns about overall board structure
16/05/2025	PPL Corporation	Annual	All For		
16/05/2025	Waste Connections, Inc.	Annual	Against	1b	Concerns related to management of environment-related business risks
19/05/2025	Consolidated Edison, Inc.	Annual	Against	1b,2	Concerns regarding Auditor tenure
19/05/2025	Republic Services, Inc.	Annual	Against	1i	EOS manual override
20/05/2025	Baker Hughes Company	Annual	Against	1,5	Concerns related to board composition
20/05/2025	BioMarin Pharmaceutical Inc.	Annual	All For		Concerns about overall board structure
20/05/2025	Burlington Stores, Inc.	Annual	Against	1f	Concerns about remuneration committee performance
20/05/2025	BXP, Inc.	Annual	Against	1f	Concerns related to board composition
20/05/2025	CDW Corporation	Annual	Against	1h2	Concerns about remuneration committee performance
20/05/2025	Charles River Laboratories International, Inc.	Annual	Against	1,74	No clawback policy/Options/PSUs vest in less than 36 months/High variable pay ratio
20/05/2025	Coursera, Inc.	Annual	Against	1,2	Overboarded/Too many other time commitments
20/05/2025	Honeywell International Inc.	Annual	All For		SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
20/05/2025	JPMorgan Chase & Co.	Annual	Against	54	Concerns about overall board structure
20/05/2025	McDonald's Corporation	Annual	Against	1i	Concerns to protect shareholder value
20/05/2025	Mid-America Apartment Communities, Inc.	Annual	Against	1b12	Concerns about human rights
20/05/2025	Principal Financial Group, Inc.	Annual	Against	1,3	Concerns about remuneration committee performance
20/05/2025	Targa Resources Corp.	Annual	Against	1,11,2	Concerns related to board composition
20/05/2025	Verisk Analytics, Inc.	Annual	Against	8	Concerns related to management of environment-related business risks
21/05/2025	Align Technology, Inc.	Annual	Against	1,61,4627	Shareholder proposal promotes appropriate accountability or incentivisation
21/05/2025	Amazon.com, Inc.	Annual	Against	6,89,101d,3	Concerns about remuneration committee performance
21/05/2025	AvalonBay Communities, Inc.	Annual	Against	1k	Low shareholding requirement
21/05/2025	CBRE Group, Inc.	Annual	Against	1d3	Concerns related to board composition
21/05/2025	Crown Castle Inc.	Annual	All For		Concerns about remuneration committee performance
21/05/2025	Diamondback Energy, Inc.	Annual	Against	1,14	No clawback policy/Options/PSUs vest in less than 36 months/High variable pay ratio
21/05/2025	EOG Resources, Inc.	Annual	Against	1a	Concerns related to board composition
21/05/2025	Equinix, Inc.	Annual	Against	1g23	Shareholder proposal promotes appropriate accountability or incentivisation
21/05/2025	Equitable Holdings, Inc.	Annual	Against	1d8	Options/PSUs vest in less than 36 months High variable pay ratio High CEO to average NEO pay
21/05/2025	Extra Space Storage Inc.	Annual	All For		Pay is misaligned with EOS remuneration principles
21/05/2025	FirstEnergy Corp.	Annual	Against	1,5	Concerns related to management of environment-related business risks
21/05/2025	Halliburton Company	Annual	Against	1k1b	Shareholder proposal promotes appropriate accountability or incentivisation
21/05/2025	Illuminant, Inc.	Annual	Against	1g	Concerns related to board composition
21/05/2025	Markel Group Inc.	Annual	Against	1b45	Concerns related to management of environment-related business risks
21/05/2025	Mondelez International, Inc.	Annual	Against	5,876,9	Concerns related to board composition
21/05/2025	Northrop Grumman Corporation	Annual	All For		SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
21/05/2025	Old Dominion Freight Line, Inc.	Annual	Against	1,85	Management of ESG opportunities and risks
21/05/2025	ONEOK, Inc.	Annual	All For		Shareholder proposal increases credibility
21/05/2025	Philips 66	Proxy Contest	Against No Action Taken	361a,1b,1c,1d,2,3,4,5,6	Shareholder proposal promotes better management of ESG opportunities and risks
21/05/2025	Ross Stores, Inc.	Annual	Against	1k	Shareholder proposal promotes transparency
21/05/2025	SS&C Technologies Holdings, Inc.	Annual	Against	1a	Shareholder proposal promotes better management of ESG opportunities and risks
21/05/2025	The Hartford Insurance Group, Inc.	Annual	Against	1035	Shareholder proposal promotes transparency
21/05/2025	The Southern Company	Annual	Abstain/Against	61m25	Shareholder proposal promotes better management of ESG opportunities and risks

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
21/05/2025	The Travelers Companies, Inc.	Annual	Against	356	Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
21/05/2025	Thermo Fisher Scientific Inc.	Annual	Against	112	We are concerned about overboarding Options/PSUs vest in less than 36 months High variable pay ratio Excessive CEO pay
21/05/2025	United Airlines Holdings, Inc.	Annual	Against	1f1h	Concerns related to management of environment-related business risks Concerns to protect shareholder value Concerns related to board composition Concerns to protect shareholder value
21/05/2025	Watts Water Technologies, Inc.	Annual	Against	1.2	
21/05/2025	Xcel Energy Inc.	Annual	All For		
21/05/2025	Zovis Inc.	Annual	All For		
22/05/2025	Ballantyne Nominations, Inc.	Annual	All For		
22/05/2025	EPAM Systems, Inc.	Annual	Against	1a9	Concerns about overall board structure Shareholder proposal promotes enhanced shareholder rights
22/05/2025	GGG Partners Inc.	Annual	Against	1	Concerns related to Non-audit fees
22/05/2025	Inselet Corporation	Annual	Against	1.11.32	Concerns about overall board structure Concerns about remuneration committee performance No clawback policy Options/PSUs vest in less than 36 months High variable pay ratio
22/05/2025	Kenvue Inc.	Annual	All For		
22/05/2025	LPI Financial Holdings Inc.	Annual	All For		
22/05/2025	Northern Energy, Inc.	Annual	Against	1d.3	No clawback policy Options/PSUs vest in less than 36 months Excessive severance Excessive CEO pay
22/05/2025	PG&E Corporation	Annual	Against	1f	Concerns related to board composition
22/05/2025	Pinterest, Inc.	Annual	Against	1d4	Concerns related to board composition Concerns about overall board structure Concerns to protect shareholder value Concerns related to management of environment-related business risks
22/05/2025	Quintiles Services, Inc.	Annual	All For		
22/05/2025	ServiceNow, Inc.	Annual	All For		
22/05/2025	The Charles Schwab Corporation	Annual	Against	1.3, 1.5, 3.4	Shareholder proposal promotes appropriate accountability or incentivisation In line with EOS expectations
22/05/2025	The Home Depot, Inc.	Annual	Against	5.64	to improve board independence communication
22/05/2025	TransMedics Group, Inc.	Annual	Against	1d1c2	Concerns about remuneration committee performance Concerns related to board composition Low shareholding requirement No clawback policy Options/PSUs vest in less than 36 months
22/05/2025	VetSight, Inc.	Annual	All For		
22/05/2025	Verizon Communications Inc.	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
22/05/2025	Waters Corporation	Annual	Against	1.93	Concerns about remuneration committee performance Low shareholding requirement No clawback policy Options/PSUs vest in less than 36 months High CEO to
22/05/2025	Welltower Inc.	Annual	All For		
23/05/2025	Amgen Inc.	Annual	All For		
23/05/2025	SBA Communications Corporation	Annual	Against	1.3	Concerns about overall board structure Concerns related to succession planning
23/05/2025	Southern Copper Corporation	Annual	Against	1c1g	Concerns related to management of environment-related business risks Lack of independent representation at board committees Concerns related to succession planning Concerns
23/05/2025	Yum China Holdings, Inc.	Annual	All For		
27/05/2025	Builders FirstSource, Inc.	Annual	Against	1.121.25	Concerns about remuneration committee performance 2- Concerns related to board composition 3- Concerns related to management of environment-related business risks No clawback policy 2- No hedging policy disclosed 3- PSUs vest in less than 36 months Overboarded/Too many other time commitments
27/05/2025	Merck & Co., Inc.	Annual	Against	1j, 1m54	Overboarded/Too many other time commitments SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
27/05/2025	The Trade Desk, Inc.	Annual	Against	1.11.22	Concerns about overall board structure Concerns to protect shareholder value Concerns about remuneration committee performance
28/05/2025	Chevron Corporation	Annual	Against	371g, 2.5	Pay is misaligned with EOS remuneration principles Excessive CEO pay 2- Pay is in top quartile and not aligned with performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
28/05/2025	Exxon Mobil Corporation	Annual	Against	1.121.2.3	The company remains a laggard in ESG performance when compared to its peers. Low shareholding requirement
28/05/2025	GE Healthcare Technologies, Inc.	Annual	Against	111e2	Concerns about remuneration committee performance Concerns related to management of environment-related business risks Options/PSUs vest in less than 36 months Excessive severance High variable pay ratio Concerns related to board composition
28/05/2025	Howmet Aerospace Inc.	Annual	Against	1c	Concerns related to board composition
28/05/2025	Juniper Networks, Inc.	Annual	All For		
28/05/2025	Meta Platforms, Inc.	Annual	Against	1.11.2, 1.6, 1.14, 1.151, 5118, 147463	Concerns over shareholder rights (multi-class structure with no sunset provisions) See item 1.1. Support is not warranted because the director is overboarded. Support is warranted as the potential benefit of additional reporting appears prudent considering potential oversight and internal control concerns as evidenced by recent significant penalties and an ongoing lawsuit with investors. Support is warranted because we believe this information would benefit shareholders. We believe this disclosure would help independent shareholders and help facilitate improved board accountability at the company.
29/05/2025	Axon Enterprise, Inc.	Annual	Against	21G	Excessive CEO pay 2- Inappropriate use of one-time awards Concerns about remuneration committee performance
29/05/2025	DocuSign, Inc.	Annual	Against	1b3	Concerns about overall board structure Concerns to protect shareholder value Concerns about remuneration committee performance
29/05/2025	Dollar General Corporation	Annual	Against	5.6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
29/05/2025	Gartner, Inc.	Annual	Against	1e	Concerns related to succession planning
29/05/2025	Iron Mountain Incorporated	Annual	All For		
29/05/2025	Roblox Corporation	Annual	Against	1.14	Concerns related to board composition Concerns about overall board structure Concerns to protect shareholder value
29/05/2025	The Alstare Corporation	Annual	All For		
29/05/2025	The Carlyle Group Inc.	Annual	Against	1.5	Concerns about overall board structure
29/05/2025	Zimmer Biomet Holdings, Inc.	Annual	All For		
30/05/2025	Arista Networks, Inc.	Annual	Against	1.3	Concerns about overall board structure
30/05/2025	Lowe's Companies, Inc.	Annual	Against	1.12	Concerns related to management of environment-related business risks
02/06/2025	UnitedHealth Group Incorporated	Annual	Against	1g1b2	Concerns about human rights Concerns about remuneration committee performance EOS manual override
02/06/2025	Warner Bros. Discovery, Inc.	Annual	Against	31.3	Insufficient action taken on low say-on-pay results 2- Low shareholding requirement 3- No clawback policy 4- No hedging policy disclosed 5- Pay is in top quartile and not aligned with performance
02/06/2025	Zillow Group, Inc.	Annual	Against	1.1	Concerns related to board composition Concerns about overall board structure Concerns to protect shareholder value
03/06/2025	Booking Holdings Inc.	Annual	Against	1.64	Overboarded/Too many other time commitments Shareholder proposal promotes appropriate accountability or incentivisation Concerns related to succession planning Concerns about overall board structure
03/06/2025	Bright Horizons Family Solutions Inc.	Annual	Against	1h	Concerns related to board composition
03/06/2025	Compartek Technology Solutions Corporation	Annual	All For		
03/06/2025	Datadog, Inc.	Annual	Against	4	Concerns to protect shareholder value
03/06/2025	Expedia Group, Inc.	Annual	Against	1g1c21d	Concerns about human rights 2- Concerns to protect shareholder value Concerns about remuneration committee performance EOS manual override
03/06/2025	Fortive Corporation	Annual	Against	1g35	Overboarded/Too many other time commitments Concerns about remuneration committee performance
03/06/2025	General Motors Company	Annual	Against	5	Pay is misaligned with EOS remuneration principles Shareholder proposal promotes appropriate accountability or incentivisation
03/06/2025	Restaurant Brands International Inc.	Annual	Against	4.5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
04/06/2025	Airbnb, Inc.	Annual	Against	1.21.334	Concerns about human rights Concerns about overall board structure 2- Concerns about remuneration committee performance 3- Concerns related to board composition 4- Concerns to protect shareholder value EOS manual override
04/06/2025	Apelewin Corporation	Annual	Against	1d	Concerns to protect shareholder value
04/06/2025	Devon Energy Corporation	Annual	All For		
04/06/2025	Seabody Inc.	Annual	All For		
04/06/2025	HubsSpot, Inc.	Annual	Against	1a, 1b, 3, 6	Shareholder proposal promotes enhanced shareholder rights
04/06/2025	Savers Value Village, Inc.	Annual	Against	1.31.23	Concerns about remuneration committee performance Lack of independent representation at board committees Concerns about overall board structure Concerns to protect shareholder value
04/06/2025	Super Micro Computer, Inc.	Annual	Against	1a24	Concerns about overall board structure Concerns about remuneration committee performance Low shareholding requirement No clawback policy No shares granted in LTIP High CEO to average NEO pay
04/06/2025	Thomson Reuters Corporation	Annual	Against	1.54	Pay is misaligned with EOS remuneration principles Concerns related to board composition
04/06/2025	Tourmaline Oil Corp.	Annual	Against	1h	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better Inadequate management of climate-related risks
04/06/2025	Workday, Inc.	Annual	Against	1b	Concerns related to board composition Concerns about overall board structure Concerns to protect shareholder value
05/06/2025	Clevelanders, Inc.	Annual	Against	1.3	Concerns about overall board structure Concerns to protect shareholder value
05/06/2025	DuPont	Annual	All For		
05/06/2025	Expand Energy Corporation	Annual	Against	1e	Concerns related to board composition
05/06/2025	Netflix, Inc.	Annual	Against	41d.5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Concerns related to board composition
05/06/2025	Palafox Technologies, Inc.	Annual	Against	1.4	Concerns related to board composition
05/06/2025	PayPal Holdings, Inc.	Annual	Against	1e, 3, 6	Shareholder proposal promotes appropriate accountability or incentivisation
05/06/2025	Salesforce, Inc.	Annual	Against	1h, 11, 4	No clawback policy Options/PSUs vest in less than 36 months High variable pay ratio
05/06/2025	Walmart Inc.	Annual	Against	101k	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
06/06/2025	Alphabet Inc.	Annual	Against	711j 1298	Alphabet provides extensive disclosure on net zero performance. However, there are some pieces of disclosure which would be useful to investors i.e. a contingency plan including scenario analyses that analyses factors that could negatively impact the company's emissions reduction progress & a stress test of Alphabet's strategies for achieving its 2030 goals, assess factors over which it has direct and indirect control. This information would be particularly useful to in light of the company's GHG emissions were 13 percent higher in 2023 than the previous year and 48 percent higher than in 2019. Further disclosure on the input data used for AI models would be beneficial considering Google's history of litigation re data privacy issues. Alphabet offers limited detail on the sourcing of its training data. Vote against compensation committee due to compensation concerns, in the absence of a say-on-pay. We are concerned that bonuses appear to be largely discretionary, although we note that the bonus program will be Annual vote provides for greater shareholder oversight Concerns about remuneration committee performance Lack of independent representation at board committees Concerns related to board composition Concerns to protect shareholder value
06/06/2025	Apollo Global Management, Inc.	Annual	Against	1.1	Concerns about remuneration committee performance
06/06/2025	Ares Management Corporation	Annual	Against	41g 1j	Annual vote provides for greater shareholder oversight Concerns about remuneration committee performance Lack of independent representation at board committees Concerns related to board composition Concerns to protect shareholder value

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
06/06/2025	Brookfield Corporation	Annual/Special	Against	2,45	Lack of independence on board Concerns to protect shareholder value
06/06/2025	Digital Realty Trust, Inc.	Annual	Against	1b35	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
06/06/2025	Joby Aviation, Inc.	Annual	Against	1c1b	No clawback policy Excessive severance High CEO to average NEO pay
06/06/2025	T-Mobile US, Inc.	Annual	Against	1,13	Concerns about overall board structure Concerns to protect shareholder value
10/06/2025	Incyte Corporation	Annual	Against	1,223	Concerns related to attendance at board or committee meetings
10/06/2025	Roper Technologies, Inc.	Annual	All For		Lack of independence on board Lack of independent representation at board committees Concerns related to
10/06/2025	The T.X. Companies, Inc.	Annual	All For		No clawback policy Options/PSUs vest in less than 36 months High variable pay ratio High CEO to average NEO pay
10/06/2025	Iwilio Inc.	Annual	Against	1,1	Concerns about overall board structure
11/06/2025	Saterpillar, Inc.	Annual	Against	1,5,2	Concerns regarding Auditor tenure
11/06/2025	Chipotle Mexican Grill, Inc.	Annual	Against	1d,2	EOS manual override - see analyst note
11/06/2025	Corpay, Inc.	Annual	Against	1c1h34	Concerns about remuneration committee performance
11/06/2025	Dollarama Inc.	Annual	Against	89	Concerns related to board composition
11/06/2025	Duellman, Inc.	Annual	Against	1,1	No clawback policy Options/PSUs vest in less than 36 months High variable pay ratio High CEO to average NEO pay
11/06/2025	Fidelity National Financial, Inc.	Annual	Against	1,3243	Shareholder proposal promotes appropriate accountability or incentivisation
11/06/2025	Fresport-McMoran, Inc.	Annual	All For		SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
11/06/2025	Lululemon athletica inc.	Annual	Against	1c1a3	Concerns related to board composition Concerns about overall board structure Combined CEO/Chair
11/06/2025	Nasdaq, Inc.	Annual	All For		Concerns related to board composition Concerns about overall board structure Concerns about remuneration committee performance
11/06/2025	Pure Storage, Inc.	Annual	Against	31,1	Concerns to protect shareholder value
11/06/2025	Samity Global, Inc.	Annual	Against	1,2	No hedging policy No clawback policy Options/PSUs vest in less than 36 months
11/06/2025	Target Corporation	Annual	Against	1c1h,2	Concerns about overall board structure
11/06/2025	Ultra Beauty, Inc.	Annual	Against	1,6	Concerns about remuneration committee performance
11/06/2025	W. R. Berkley Corporation	Annual	Against	1,8	Low shareholding requirement No clawback policy High variable pay ratio High CEO to average NEO pay
11/06/2025	Williams-Sonoma, Inc.	Annual	Against	1,42	Concerns related to board composition Concerns about overall board structure Concerns about remuneration committee performance
12/06/2025	AbCellera Biologics Inc.	Annual	Against	1,23	Concerns related to board composition Concerns to protect shareholder value Concerns related to management of
12/06/2025	Compans, Inc.	Annual	Against	1h	Concerns related to board composition Concerns to protect shareholder value Concerns related to management of
12/06/2025	Fidelity National Information Services, Inc.	Annual	All For		Concerns related to board composition Concerns to protect shareholder value Concerns related to management of
12/06/2025	Ingersoll Rand Inc.	Annual	All For		Concerns related to board composition Concerns to protect shareholder value Concerns related to management of
12/06/2025	Live Nation Entertainment, Inc.	Annual	Against	1,4,7,32	Concerns about remuneration committee performance
12/06/2025	MicroStrategy Incorporated	Annual	Against	1,7	Concerns related to board composition Concerns to protect shareholder value
12/06/2025	Mondolitic Power Systems, Inc.	Annual	Against	1,11,335	Concerns about remuneration committee performance
12/06/2025	Monster Beverage Corporation	Annual	Against	1,1	Concerns related to board composition Concerns about overall board structure
12/06/2025	W. P. Carey Inc.	Annual	All For		Low shareholding requirement No hedging policy No clawback policy High variable pay ratio
12/06/2025	Zoom Communications, Inc.	Annual	Against	1,33	Shareholder proposal promotes appropriate accountability or incentivisation
13/06/2025	Best Buy Co., Inc.	Annual	Against	8	Concerns related to succession planning Concerns related to board composition
13/06/2025	Fordnext, Inc.	Annual	Against	4	Concerns related to board composition Concerns about overall board structure Concerns to protect shareholder value
13/06/2025	Marvell Technology, Inc.	Annual	Against	1c4	Shareholder proposal promotes appropriate accountability or incentivisation
13/06/2025	Regeneron Pharmaceuticals, Inc.	Annual	Against	1b	Concerns related to management of environment-related business risks
17/06/2025	Rivian Inc.	Annual	Against	1,31,24	Concerns related to succession planning Concerns about overall board structure Concerns to protect shareholder
17/06/2025	Block, Inc.	Annual	Against	1,31,24	Concerns about overall board structure Concerns to protect shareholder value
17/06/2025	Mercadolibre, Inc.	Annual	Against	1a,1b2	Concerns about remuneration committee performance
17/06/2025	MellLife, Inc.	Annual	All For		Pay is misaligned with EOS remuneration principles
17/06/2025	Shopify Inc.	Annual	Against	1C,1E,3	Low shareholding requirement
17/06/2025	Synchrony Financial	Annual	Against	1b	Insufficient action taken on low say-on-pay results Low shareholding requirement
17/06/2025	Trimble Inc.	Annual	Against	1,4	Concerns related to board composition
18/06/2025	Autodesk, Inc.	Annual	Against	1d1f3	Concerns about remuneration committee performance
18/06/2025	Comcast Global, Inc.	Annual	Against	1,101,2,1,51,93	Concerns related to board composition
18/06/2025	Constellation Brands, Inc.	Annual	Against	1,1,6	No clawback policy Options/PSUs vest in less than 36 months High variable pay ratio
18/06/2025	CrowdStrike Holdings, Inc.	Annual	Against	1,31,1	Concerns about remuneration committee performance
18/06/2025	Kauff Dr Pepper Inc.	Annual	All For		Concerns related to attendance at board or committee meetings
18/06/2025	Rivian Automotive, Inc.	Annual	Against	1c1b3	Lack of independent representation at board committees Concerns related to board composition Concerns to
18/06/2025	Veeva Systems Inc.	Annual	Against	1d1h1g	Shareholder proposal promotes appropriate accountability or incentivisation
18/06/2025	Vertiv Holdings Co.	Annual	Against	1e1g1d2	Shareholder proposal promotes appropriate accountability or incentivisation
19/06/2025	Della Air Lines, Inc.	Annual	Against	1f	Shareholder proposal promotes appropriate accountability or incentivisation
19/06/2025	Dollar Tree, Inc.	Annual	Against	1g	Shareholder proposal promotes appropriate accountability or incentivisation
24/06/2025	CarMax, Inc.	Annual	Against	1e1d34	Shareholder proposal promotes appropriate accountability or incentivisation
24/06/2025	Core & Main, Inc.	Annual	Against	1,1	Concerns related to board composition
24/06/2025	DoodCash, Inc.	Annual	Against	10,4	Concerns related to board composition
24/06/2025	Hydro One Limited	Annual/Special	Against	2A	Concerns related to board composition
24/06/2025	Mastercard Incorporated	Annual	All For		Concerns related to board composition
24/06/2025	Okta, Inc.	Annual	Against	1,1	Concerns about remuneration committee performance
25/06/2025	eBay Inc.	Annual	Against	1a45	Concerns about remuneration committee performance
25/06/2025	NVIDIA Corporation	Annual	Against	67,11	Pay is misaligned with EOS remuneration principles
25/06/2025	Robitron Markets, Inc.	Annual	Against	1,7	Shareholder proposal promotes appropriate accountability or incentivisation
25/06/2025	SoGen Group, Inc.	Annual	Against	5	Improves accountability to shareholders while still providing the company with sufficient flexibility in implementation
25/06/2025	Dell Technologies Inc.	Annual	All For		company previously provided this reporting for multiple years but has since dropped it. It is the most standardised and comparable form of employee diversity data across companies. The company is collecting and providing the
25/06/2025	Equity Residential	Annual	All For		Concerns to protect shareholder value
25/06/2025	The Kroger Co.	Annual	Against	51d,3	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
27/06/2025	ANSYS, Inc.	Annual	Against	1G1E3	Concerns about overall board structure
30/06/2025	ManoDB, Inc.	Annual	Against	1,7	Concerns about remuneration committee performance
03/04/2025	Re Tinto Plc	Annual	Abstain/Against	241932	Concerns about overall board structure
11/04/2025	AstraZeneca PLC	Annual	Against	6	EOS manual override
17/04/2025	BP Plc	Annual	Against	2368	Although we welcome the introduction of CAPEX in the Climate Action Plan, a company target covering Scope 3 emissions is not presented.
23/04/2025	Apiviv Plc	Annual	All For		See item 6
23/04/2025	Entain Plc	Annual	Against	52	Pay is misaligned with EOS remuneration principles
23/04/2025	NatWest Group Plc	Annual	All For		A vote against the remuneration report is warranted as the bonus is deemed excessive relative to base pay + there are two instances of double counting in the performance metrics (1) Operational emissions in the STIP and the cumulative emissions reduction in the LTIP (2) the inclusion of the modified cash flow in the STI and the adjusted free cash flow CAGR in the LTI. + we would expect that the CFO meet the minimum shareholding requirement in the future.
24/04/2025	RELX Plc	Annual	Against	2	Lack of shareholder consultation on strategy reset
24/04/2025	The Wynn Group Plc	Annual	All For		Lack of independent representation at board committees
28/04/2025	China Plc	Annual	All For		TSR metric (either absolute or relative) represents >100% of LTI. Total maximum variable pay is equal or >6 times
30/04/2025	Anglo American Plc	Annual	Against	164	Pay is misaligned with EOS remuneration principles
30/04/2025	Anglo American Plc	Special	All For		RemCo utilised downward discretion by 15% to to acknowledge 3 fatalities at its PGM business. Further downward discretion could have been applied. The RemCo changed the operation of the ROCE performance metric within LTIP awards granted from 2023. ROCE is now measured and rewarded for a 3-year avg rather than at the end of the year. This resulted in a change in the outcome of the ROCE metric from 25% of the maximum to 94.8%. The
30/04/2025	Unilever Plc	Annual	All For		

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
01/05/2025	London Stock Exchange Group plc	Annual	Against	123	Failure to provide DEI disclosures in line with UK listing rules
02/05/2025	HSBC Holdings Plc	Annual	Against	3	Pay is misaligned with EOS remuneration principles. Total maximum variable pay is equal or >6 times base salary
02/05/2025	Pearson Plc	Annual	All For		Total maximum variable pay is equal or >6 times base salary
07/05/2025	BAE Systems Plc	Annual	Against	2	Total maximum variable pay is equal or >6 times base salary
07/05/2025	GSK Plc	Annual	All For		
08/05/2025	Raffaele Realty Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
08/05/2025	Just Group Plc	Annual	Against	7	Failure to provide DEI disclosures in line with UK listing rules
08/05/2025	Reckitt Benckiser Group Plc	Annual	Against	202,3	Use of share options in remuneration policy
08/05/2025	Standard Chartered Plc	Annual	Against	4	Use of share options in remuneration policy. Total maximum variable pay is equal or >6 times base salary
12/05/2025	Royalaly Pharma Plc	Annual/Special	Against	6h	Pay is misaligned with EOS remuneration principles. Total maximum variable pay is equal or 6 times base salary
14/05/2025	Prudential Plc	Annual	Against	2	Concerns related to board composition. Concerns related to management of environment-related business risks
14/05/2025	TP ICAP Group Plc	Annual	All For		Total maximum variable pay is equal or >6 times base salary
15/05/2025	Compucenter Plc	Annual	All For		
15/05/2025	Lloyds Banking Group Plc	Annual	All For		
15/05/2025	Next Plc	Annual	Against	112	Failure to provide DEI disclosures in line with UK listing rules
19/05/2025	Social Housing REIT PLC	Annual	All For		TSR metric (either absolute or relative) represents >100% of LTI
20/05/2025	CVC Capital Partners Plc	Annual	All For		
20/05/2025	Impax Environmental Markets PLC	Annual	All For		
20/05/2025	Shell Plc	Annual	Abstain	22	EOS manual override
22/05/2025	Conyates Group Plc	Annual	Against	3,16	Pay is misaligned with EOS remuneration principles
22/05/2025	Intertek Group Plc	Annual	Against	82	Failure to provide DEI disclosures in line with UK listing rules
22/05/2025	Legal & General Group Plc	Annual	All For		Pay is misaligned with EOS remuneration principles
23/05/2025	WPP Plc	Annual	Against	3	Total maximum variable pay is equal or >6 times base salary
23/05/2025	Glencore Plc	Annual	Abstain	73	Integration of coal assets into the CTAP. We understand that Glencore is currently assessing how best to integrate the EVR assets into our climate transition strategy, recognising that the transition away from steelmaking
28/05/2025	Haleon Plc	Annual	All For		
10/06/2025	Ashtree Group Plc	Special	All For		
10/06/2025	Ashtree Group Plc	Special	All For		
12/06/2025	Tesco Plc	Annual	All For		
19/06/2025	PANTHEON INFRASTRUCTURE PLC	Annual	All For		
19/06/2025	Witbread Plc	Annual	Against	2,3	Low shareholding requirement
25/06/2025	Abn In European Logistics Income PLC	Annual	All For		
26/06/2025	3i Group PLC	Annual	All For		
27/06/2025	The Renewables Infrastructure Group Limited	Annual	All For		