

Notices:

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

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
20/01/2023	China Travel International Investment Hong Kong Limited	Extraordinary Shareholders	Against	1c,1d 1b 2	Concerns related to approach to board gender diversity Lack of independence on board Pay is misaligned with EOS remuneration principles
25/01/2023	AEON Financial Service Co., Ltd.	Special	All For		
26/01/2023	Park24 Co., Ltd.	Annual	Against	2.1,2.6 3	Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees
27/01/2023	Kobe Bussan Co., Ltd.	Annual	Against	2.1 3	Lack of independence on board Pay is misaligned with EOS remuneration principles
17/02/2023	OSG Corp. (6136)	Annual	All For		
22/02/2023	Kewpie Corp.	Annual	Against	3.2 2.1	Concerns about overall board structure Lack of independence on board
22/02/2023	Money Forward, Inc.	Annual	Against	3.5	Lack of independence on board
14/03/2023	M&A Research Institute Holdings, Inc.	Special	All For		
14/03/2023	Nippon Building Fund, Inc.	Special	All For		
18/03/2023	THK CO., LTD.	Annual	Against	2.1 2.8	Concerns related to approach to board gender diversity Lack of independence on board
22/03/2023	Yamaha Motor Co., Ltd.	Annual	Against	2.6	Lack of independence on board
23/03/2023	Hulic Co., Ltd.	Annual	All For		
23/03/2023	Nabtesco Corp.	Annual	All For		
24/03/2023	ASICS Corp.	Annual	All For		
24/03/2023	GMO Internet Group, Inc.	Annual	Against	2.1	Concerns related to approach to board gender diversity Poison pill/anti-takeover measure not in investors interests Lack of independence on board
24/03/2023	Information Services International-Dentsu Ltd.	Annual	Against	2	Concerns related to shareholder rights
24/03/2023	Japan Tobacco, Inc.	Annual	Against	3.3 5	A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence. Shareholder support would send a message that JT's board needs to seriously consider whether its current approach to Torii Pharmaceutical is still appropriate, and that JT needs to be more transparent about its rationale for maintaining Torii as a listed subsidiary.
24/03/2023	Kao Corp.	Annual	Against	2.8	Lack of independence on board
24/03/2023	Kubota Corp.	Annual	Against	1.1	Concerns related to approach to board gender diversity
24/03/2023	Kyowa Kirin Co., Ltd.	Annual	All For		
24/03/2023	NEXON Co., Ltd.	Annual	Against	1.1 2	Concerns related to approach to board gender diversity Lack of independence on board Pay is misaligned with EOS remuneration principles
24/03/2023	Shiseido Co., Ltd.	Annual	All For		
24/03/2023	Suntory Beverage & Food Ltd.	Annual	All For		
24/03/2023	Unicharm Corp.	Annual	All For		
25/03/2023	Horiba Ltd.	Annual	All For		
28/03/2023	Asahi Group Holdings Ltd.	Annual	All For		
28/03/2023	Bridgestone Corp.	Annual	Against	2.3,2.5,2.7	Lack of independence on board
28/03/2023	Coca-Cola Bottlers Japan Holdings, Inc.	Annual	Against	4.4 4.3 2	A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence. A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence. A vote AGAINST this proposal is warranted because: * The passage of this proposal will authorize the company to hold virtual only meetings permanently, without further need to consult shareholders, even after the current health crisis is resolved, and the proposed language fails to specify situations under which virtual meetings will be held.
28/03/2023	DMG MORI CO., LTD.	Annual	Against	3.2	Concerns about overall board structure
28/03/2023	INPEX Corp.	Annual	Against	4.3 3.1	Concerns about overall board structure Concerns related to approach to board gender diversity
28/03/2023	Kagome Co., Ltd.	Annual	All For		
28/03/2023	Nippon Paint Holdings Co., Ltd.	Annual	All For		
28/03/2023	Pola Orbis Holdings, Inc.	Annual	Against	2	Concerns related to shareholder rights
28/03/2023	Sumitomo Rubber Industries, Ltd.	Annual	Against	2.1 2.8	Concerns related to approach to board gender diversity Lack of independence on board
28/03/2023	Trend Micro, Inc.	Annual	All For		
29/03/2023	Canon Marketing Japan, Inc.	Annual	Against	2.1,2.6	Lack of independence on board
29/03/2023	DIC Corp.	Annual	All For		
29/03/2023	Ebara Corp.	Annual	All For		
29/03/2023	Ezaki Glico Co., Ltd.	Annual	Against	1.1,1.5,1.6,1.8	Lack of independence on board
29/03/2023	HOSHIZAKI Corp.	Annual	Against	1.1	Concerns related to approach to board gender diversity

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
29/03/2023	Kuraray Co., Ltd.	Annual	Against	2.3	Concerns related to approach to board gender diversity
29/03/2023	MonotaRO Co., Ltd.	Annual	Against	3.3	Lack of independence on board
29/03/2023	OTSUKA CORP.	Annual	Against	2.1,2.6	Lack of independence on board
29/03/2023	Peptidream, Inc.	Annual	Against	2.1	Lack of independence on board
29/03/2023	Shimano, Inc.	Annual	Against	3.2,3.5	Lack of independence on board
29/03/2023	SUMCO Corp.	Annual	All For		
29/03/2023	Tokyo Tatemono Co., Ltd.	Annual	Against	2.1	Concerns related to approach to board gender diversity
29/03/2023	Toyo Tire Corp.	Annual	Against	2.11	Lack of independence on board
30/03/2023	AGC, Inc. (Japan)	Annual	Against	3.7	Lack of independence on board
30/03/2023	Canon, Inc.	Annual	Against	2.1	Inadequate management of climate-related risks
30/03/2023	Chugai Pharmaceutical Co., Ltd.	Annual	Against	2.1	Concerns related to approach to board gender diversity
30/03/2023	Dentsu Group, Inc.	Annual	All For	2.4	Lack of independence on board
30/03/2023	GungHo Online Entertainment, Inc.	Annual	Against	2.3	A vote AGAINST this director nominee is warranted because: * As a director who was on the board when misconduct over the Tokyo 2020 Olympic and Paralympic Games took place, the nominee's reappointment is not appropriate.
30/03/2023	Kirin Holdings Co., Ltd.	Annual	Against	2.2	As a director who was on the board when misconduct over the Tokyo 2020 Olympic and Paralympic Games took place, the nominee's reappointment is not appropriate.
30/03/2023	Kobayashi Pharmaceutical Co., Ltd.	Annual	All For	2.1	As a director who was on the board when misconduct over the Tokyo 2020 Olympic and Paralympic Games took place, the nominee's reappointment is not appropriate.
30/03/2023	KOKUYO CO., LTD.	Annual	All For	2.8	The board after this meeting will not be majority independent and this outside director nominee lacks independence.
30/03/2023	KOSE Corp.	Annual	All For	1.1,1.9	Lack of independence on board
30/03/2023	Lion Corp.	Annual	All For	2	The passage of this proposal will authorize the company to hold virtual only meetings permanently, without further need to consult shareholders, even after the current health crisis is resolved, and the proposed language fails to specify situations under which virtual meetings will be held.
30/03/2023	Mabuchi Motor Co., Ltd.	Annual	All For		
30/03/2023	Nakanishi, Inc.	Annual	All For		
30/03/2023	Nippon Electric Glass Co., Ltd.	Annual	Against	3.1,3.6	Lack of independence on board
30/03/2023	Nippon Express Holdings, Inc.	Annual	Against	1.5	Lack of independence on board
30/03/2023	Otsuka Holdings Co., Ltd.	Annual	Against	1.1,1.10,1.11	Lack of independence on board
30/03/2023	Pigeon Corp.	Annual	All For		
30/03/2023	Rakuten Group, Inc.	Annual	Against	2.7,2.9	Lack of independence on board
30/03/2023	Renesas Electronics Corp.	Annual	All For		
30/03/2023	Resonac Holdings Corp.	Annual	Against	2.7	Lack of independence on board
30/03/2023	Sapporo Holdings Ltd.	Annual	Against	2.1	Concerns about overall performance
30/03/2023	Skylark Holdings Co., Ltd.	Annual	All For	2.5,2.8	Concerns related to approach to board gender diversity
30/03/2023	Sumitomo Forestry Co., Ltd.	Annual	All For		Lack of independence on board
30/03/2023	Sumitomo Heavy Industries, Ltd.	Annual	Against	2.1	Concerns related to approach to board gender diversity
30/03/2023	The Yokohama Rubber Co., Ltd.	Annual	Against	2.8,2.9	Lack of independence on board
30/03/2023	Tokai Carbon Co., Ltd.	Annual	All For	3.1,3.7,3.9,3.10,3.11	Lack of independence on board
30/03/2023	TOKYO OHKA KOGYO CO., LTD.	Annual	All For	4.5.5	Lack of independence on board
30/03/2023	Yamazaki Baking Co., Ltd.	Annual	Against	2.1	Concerns related to approach to board gender diversity
17/01/2023	Frasers Logistics & Commercial Trust	Annual	All For	2.10	Lack of independence on board
18/01/2023	SATS Ltd.	Extraordinary Shareholders	All For		
16/02/2023	Sembcorp Marine Ltd.	Extraordinary Shareholders	All For		
29/03/2023	Olam Group Limited	Extraordinary Shareholders	All For		
31/03/2023	DBS Group Holdings Ltd.	Annual	Against	5	Concerns related to inappropriate membership of committees
05/01/2023	MERITZ Financial Group, Inc.	Special	All For		
18/01/2023	Samsung Engineering Co., Ltd.	Special	All For		
26/01/2023	Hyundai GLOVIS Co., Ltd.	Special	All For		
10/02/2023	Hyundai Department Store Co., Ltd.	Special	Against	1	Concerns to protect shareholder value
13/02/2023	HANWHA SOLUTIONS CORP.	Special	All For		
27/02/2023	Korea Electric Power Corp.	Special	Against	1.1,1.2.2	Lack of independence on board
28/02/2023	KEPCO Plant Service & Engineering Co., Ltd.	Special	All For		
08/03/2023	MERITZ Financial Group, Inc.	Special	All For		
14/03/2023	ILJIN MATERIALS Co., Ltd.	Special	Against	1	Issue of equity raises concerns about excessive dilution of existing shareholders
15/03/2023	Samsung Electro-Mechanics Co., Ltd.	Annual	All For		
15/03/2023	Samsung Electronics Co., Ltd.	Annual	Against	2	Concerns about overall board structure
15/03/2023	Samsung Electronics Co., Ltd.	Annual	Against	2	Concerns about overall board structure
15/03/2023	Samsung SDI Co., Ltd.	Annual	All For		
15/03/2023	SAMSUNG SDS CO., LTD.	Annual	All For		
16/03/2023	Chell Worldwide, Inc.	Annual	Against	4	Pay is misaligned with EOS remuneration principles
16/03/2023	HOTEL SHILLA Co., Ltd.	Annual	All For		

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
16/03/2023	S-1 Corp. (Korea)	Annual	All For		
16/03/2023	Samsung Card Co., Ltd.	Annual	All For		
16/03/2023	Samsung Engineering Co., Ltd.	Annual	All For		
16/03/2023	Samsung Life Insurance Co., Ltd.	Annual	All For		
17/03/2023	Amorepacific Corp.	Annual	All For		
17/03/2023	AmorePacific Group, Inc.	Annual	All For		
17/03/2023	BNK Financial Group, Inc.	Annual	All For		
17/03/2023	HYUNDAI MARINE & FIRE INSURANCE Co., Ltd.	Annual	All For		
17/03/2023	Kia Corp.	Annual	All For		
17/03/2023	Korea Zinc Co., Ltd.	Annual	Against	3.4 5	Concerns related to attendance at board or committee meetings Pay is misaligned with EOS remuneration principles
17/03/2023	LG Uplus Corp.	Annual	All For		
17/03/2023	MERITZ Financial Group, Inc.	Annual	All For		
17/03/2023	POSCO Holdings Inc.	Annual	Against	4	Inadequate management of climate-related risks 2- Inadequate management of climate-related risks from exposure to coal
17/03/2023	SAMSUNG BIOLOGICS Co., Ltd.	Annual	Against	2.3	Concerns about overall performance
17/03/2023	Samsung C&T Corp.	Annual	Against	5.2	Concerns about overall performance
17/03/2023	Samsung Fire & Marine Insurance Co., Ltd.	Annual	All For		
17/03/2023	Samsung Heavy Industries Co., Ltd.	Annual	Against	3	Pay is misaligned with EOS remuneration principles
17/03/2023	Samsung Securities Co., Ltd.	Annual	Against	5	Pay is misaligned with EOS remuneration principles
20/03/2023	POSCO Chemical Co., Ltd.	Annual	All For		
20/03/2023	POSCO INTERNATIONAL Corp.	Annual	Against	6	Pay is misaligned with EOS remuneration principles
21/03/2023	DAEWOO SHIPBUILDING & MARINE ENGINEERING Co., Ltd.	Annual	All For		
21/03/2023	LG Display Co., Ltd.	Annual	All For		
22/03/2023	HANJIN KAL Corp.	Annual	Against	4.2 5	Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles
22/03/2023	Hyundai Mobis Co., Ltd.	Annual	All For		
22/03/2023	Hyundai Steel Co.	Annual	Against	3.2 4.2	Concerns about human rights 2- Concerns about overall board structure Concerns to protect shareholder value 2- Pay is misaligned with EOS remuneration principles
22/03/2023	Hyundai WIA Corp.	Annual	All For		
22/03/2023	Korean Air Lines Co., Ltd.	Annual	Against	3.3 5	Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles
22/03/2023	L&F Co., Ltd.	Annual	Against	4	Pay is misaligned with EOS remuneration principles
22/03/2023	Lotte Chilsung Beverage Co., Ltd.	Annual	Against	2.1 5	Concerns about candidate's experience/skills Pay is misaligned with EOS remuneration principles
22/03/2023	LOTTE Fine Chemical Co., Ltd.	Annual	All For		
22/03/2023	NAVER Corp.	Annual	All For		
22/03/2023	OCI Co., Ltd.	Annual	Against	5	Concerns to protect shareholder value
23/03/2023	DI E&C Co., Ltd.	Annual	All For		
23/03/2023	GS Retail Co., Ltd.	Annual	All For		
23/03/2023	HANWHA LIFE INSURANCE Co., Ltd.	Annual	Against	3.5	Inappropriate bundling of election of directors on a single vote
23/03/2023	HANWHA SOLUTIONS CORP.	Annual	All For		
23/03/2023	HYUNDAI ENGINEERING & CONSTRUCTION CO., LTD.	Annual	All For		
23/03/2023	Hyundai Motor Co., Ltd.	Annual	Against	2.5	Pay is misaligned with EOS remuneration principles
23/03/2023	Industrial Bank of Korea	Annual	Against	2.3	Pay is misaligned with EOS remuneration principles
23/03/2023	LG Innotek Co., Ltd.	Annual	All For		
23/03/2023	Mirae Asset Securities Co., Ltd.	Annual	Against	3.4.1	Concerns about overall performance
23/03/2023	NH Investment & Securities Co., Ltd.	Annual	Against	3.1,3.2	Concerns about overall performance
23/03/2023	ORION Corp. (Korea)	Annual	Against	5	Pay is misaligned with EOS remuneration principles
23/03/2023	Shinhan Financial Group Co., Ltd.	Annual	Against	3.3,3.4,3.5,3.6,3.7,3.8,3.9,4.5 1.5.2	Concerns about overall performance
23/03/2023	Shinsegae Co., Ltd.	Annual	All For		
23/03/2023	Yuhan Corp.	Annual	All For		
24/03/2023	DB Insurance Co., Ltd.	Annual	All For		
24/03/2023	DL Holdings Co., Ltd.	Annual	All For		
24/03/2023	DONG SUH Companies Inc.	Annual	All For		
24/03/2023	GS Engineering & Construction Corp.	Annual	Against	3	Pay is misaligned with EOS remuneration principles
24/03/2023	Hana Financial Group, Inc.	Annual	All For		
24/03/2023	HANSSEM Co., Ltd.	Annual	All For		
24/03/2023	HITEJINRO Co., Ltd.	Annual	Against	2.1	Concerns about overall performance
24/03/2023	HIL Mando Co., Ltd.	Annual	All For		
24/03/2023	KB Financial Group, Inc.	Annual	All For		
24/03/2023	Korea Investment Holdings Co., Ltd.	Annual	All For		
24/03/2023	Kumho Petrochemical Co., Ltd.	Annual	All For		
24/03/2023	LG Energy Solution Ltd.	Annual	All For		
24/03/2023	Nongshim Co., Ltd.	Annual	All For		
24/03/2023	Paradise Co., Ltd.	Annual	Against	4	Pay is misaligned with EOS remuneration principles
24/03/2023	Seegene, Inc.	Annual	Against	5.6	Pay is misaligned with EOS remuneration principles
24/03/2023	Woori Financial Group, Inc.	Annual	Against	3.1,5.1	Concerns about overall performance

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
27/03/2023	CJ Logistics Corp.	Annual	All For		
27/03/2023	Doosan Bobcat, Inc.	Annual	All For		
27/03/2023	Hyundai Doosan Infracore Co., Ltd.	Annual	All For		
27/03/2023	HYUNDAI MIPO DOCKYARD Co., Ltd.	Annual	All For		
27/03/2023	Kakao Games Corp.	Annual	All For		
27/03/2023	kakaopay Corp.	Annual	All For		
27/03/2023	LG Electronics, Inc.	Annual	All For		
27/03/2023	SK bioscience Co., Ltd.	Annual	All For		
27/03/2023	Sk le Technology Co., Ltd.	Annual	Against	3,2 2,1,2,3 5	Concerns related to inappropriate membership of committees Lack of independence on board Pay is misaligned with EOS remuneration principles Insufficient/poor disclosure
28/03/2023	Alteogen, Inc.	Annual	Against	2	
28/03/2023	BGF Retail Co., Ltd.	Annual	All For		
28/03/2023	Celltrion Healthcare Co., Ltd.	Annual	All For		
28/03/2023	Celltrion Pharm Inc.	Annual	All For		
28/03/2023	Celltrion, Inc.	Annual	All For		
28/03/2023	CJ CheilJedang Corp.	Annual	Against	5	Pay is misaligned with EOS remuneration principles
28/03/2023	CJ ENM Co., Ltd.	Annual	Against	3,3,4,1	Concerns about overall performance
28/03/2023	Daewoo Engineering & Construction Co. Ltd.	Annual	All For		
28/03/2023	HANWHA AEROSPACE Co., Ltd.	Annual	All For		
28/03/2023	HD HYUNDAI Co., Ltd.	Annual	All For		
28/03/2023	Hyundai Department Store Co., Ltd.	Annual	All For		
28/03/2023	Hyundai Heavy Industries Co., Ltd.	Annual	All For		
28/03/2023	Kakao Corp.	Annual	Against	3,1	Concerns about overall performance
28/03/2023	KEPCO Plant Service & Engineering Co., Ltd.	Annual	Against	2,3	Pay is misaligned with EOS remuneration principles
28/03/2023	Korea Electric Power Corp.	Annual	All For		
28/03/2023	Korea Shipbuilding & Offshore Engineering Co., Ltd.	Annual	All For		
28/03/2023	KRAFTON, Inc	Annual	All For		
28/03/2023	KT&G Corp.	Annual	Against	7,1,7,2,8,1,8,2,8,3,9,1,9,2 6,1 2,1 6,2,7,4,7,6,7,7,8,5,8,7,8,8,9,4 9,5,9,6 3,1 2,3,4,5 3,2,3,3,3,4	Concerns about candidate's experience/skills Concerns related to shareholder rights Concerns to protect shareholder value Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes enhanced shareholder rights Shareholder proposal promotes enhanced shareholder rights
28/03/2023	LG Chem Ltd.	Annual	All For		
28/03/2023	LG H&H Co., Ltd.	Annual	All For		
28/03/2023	NHN Corp.	Annual	Against	4	Pay is misaligned with EOS remuneration principles
28/03/2023	S-Oil Corp.	Annual	Against	3,1 4	Lack of independence on board Pay is misaligned with EOS remuneration principles
28/03/2023	SK Biopharmaceuticals Co., Ltd.	Annual	Against	3	Pay is misaligned with EOS remuneration principles
28/03/2023	SK Chemicals Co. Ltd.	Annual	All For		
28/03/2023	SK Telecom Co., Ltd.	Annual	All For		
28/03/2023	SKC Co., Ltd.	Annual	All For		
29/03/2023	CJ Corp.	Annual	All For		
29/03/2023	COWAY Co., Ltd.	Annual	All For		
29/03/2023	Doosan Enerbility Co., Ltd.	Annual	Against	1	Inadequate management of climate-related risks
29/03/2023	E-Mart, Inc.	Annual	Against	3,2 3,4	Lack of independence on board Lack of independence on board
29/03/2023	Ecopro BM Co., Ltd.	Annual	Against	2	Lack of independence on board
29/03/2023	F&F Co., Ltd.	Annual	Against	2,4	Pay is misaligned with EOS remuneration principles
29/03/2023	FILA Holdings Corp.	Annual	All For		
29/03/2023	Green Cross Corp.	Annual	All For		
29/03/2023	GS Holdings Corp.	Annual	Against	5	Pay is misaligned with EOS remuneration principles
29/03/2023	HANKOOK TIRE & TECHNOLOGY Co., Ltd.	Annual	All For		
29/03/2023	Hanmi Pharmaceutical Co., Ltd.	Annual	All For		
29/03/2023	Hanmi Science Co., Ltd.	Annual	Against	4	Pay is misaligned with EOS remuneration principles
29/03/2023	Hanon Systems	Annual	Against	2	Inappropriate bundling of election of directors on a single vote Concerns about candidate's experience/skills Concerns related to attendance at board or committee meetings
29/03/2023	Hyundai GLOVIS Co., Ltd.	Annual	Against	4 3,2 3,1	Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Lack of independence on board Lack of independence on board
29/03/2023	KakaoBank Corp.	Annual	All For		
29/03/2023	Kangwon Land, Inc.	Annual	Against	2	Pay is misaligned with EOS remuneration principles
29/03/2023	KCC Corp.	Annual	Against	2,3	Concerns about overall performance
29/03/2023	KOREA AEROSPACE INDUSTRIES Ltd.	Annual	All For		
29/03/2023	Korea Gas Corp.	Annual	All For		
29/03/2023	LG Corp.	Annual	Against	4	Pay is misaligned with EOS remuneration principles

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
29/03/2023	Lotte Chemical Corp.	Annual	Against	2.1 2.4	Concerns about overall performance Lack of independence on board
29/03/2023	Lotte Shopping Co., Ltd.	Annual	All For		
29/03/2023	LS Corp.	Annual	Against	2.3,2.3.3,4.1,4.2	Concerns about overall performance
29/03/2023	NCsoft Corp.	Annual	All For		
29/03/2023	Netmarble Corp.	Annual	All For		
29/03/2023	OTTOGI Corp.	Annual	All For		
29/03/2023	Pan Ocean Co., Ltd.	Annual	Against	4	Pay is misaligned with EOS remuneration principles
29/03/2023	SD Biosensor, Inc.	Annual	All For		
29/03/2023	SK hynix, Inc.	Annual	All For		
29/03/2023	SK Inc.	Annual	Against	4 3.2 3.3 5	Concerns related to inappropriate membership of committees Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
29/03/2023	SK Networks Co., Ltd.	Annual	All For		
29/03/2023	SSANGYONG&E Co., Ltd.	Annual	Against	2.1 4	Concerns about overall performanceInadequate management of climate-related risksConcerns related to inappropriate membership of committees Inappropriate bundling of election of directors on a single vote
30/03/2023	DGB Financial Group Co., Ltd.	Annual	All For		
30/03/2023	HLB Co., Ltd.	Annual	Against	3.2,3.3,3.5 8	Issue of capital raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles
30/03/2023	HYBE Co., Ltd.	Annual	All For		
30/03/2023	PearlAbyss Corp.	Annual	Against	3	Pay is misaligned with EOS remuneration principles
30/03/2023	SK Innovation Co., Ltd.	Annual	Against	4	Pay is misaligned with EOS remuneration principles
30/03/2023	SK Square Co. Ltd.	Annual	All For		
30/03/2023	Solus Advanced Materials Co., Ltd.	Annual	All For		
31/03/2023	HMM Co., Ltd.	Annual	All For		
31/03/2023	ILJIN MATERIALS Co., Ltd.	Annual	All For		
31/03/2023	Lotte Corp.	Annual	Against	2,2,3	Concerns about overall performance
31/03/2023	Shinpoong Pharmaceutical Co., Ltd.	Annual	All For		
31/03/2023	Wemade Co., Ltd.	Annual	Against	4,6	Pay is misaligned with EOS remuneration principles
01/02/2023	Nufarm Limited	Annual	Against	2,6	Pay is misaligned with EOS remuneration principles
16/02/2023	Incitec Pivot Limited	Annual	Against	4	Pay is misaligned with EOS remuneration principles
24/02/2023	Aristocrat Leisure Limited	Annual	Against	2,3,6,7	Pay is misaligned with EOS remuneration principles
31/03/2023	AMP Limited	Annual	Against	2b 3,4	Concerns regarding Auditor tenure Pay is misaligned with EOS remuneration principles
24/02/2023	Haitong International Securities Group Limited	Special	All For		
27/03/2023	Credicorp Ltd.	Annual	All For		
10/03/2023	Banco Bradesco SA	Annual	Abstain Against	3 5 4	Cumulative/slate voting in favour of individual candidates/slates Insufficient/poor disclosure
10/03/2023	Banco Bradesco SA	Annual	Against	1	
10/03/2023	Banco Bradesco SA	Extraordinary Shareholders	Against	3	Insufficient basis to support a decision
04/01/2023	Inter & Co., Inc.	Extraordinary Shareholders	Against	3 2	A vote AGAINST this proposal is warranted because the plan permits repricing and exchange of grants, and cash buyout of awards without prior shareholder approval. A vote AGAINST this proposal is warranted. The specific officers eligible to participate were not disclosed, which may include named executive officers. In addition, the repricing is not value-neutral and the vesting schedule of the options will not be reset. Furthermore, concerns are raised with respect to the timing of the program given that the eligible options were granted less than a year ago and may still become in-the-money during their term
06/01/2023	FIT Hon Teng Limited	Extraordinary Shareholders	All For		
07/02/2023	Cazoo Group Ltd.	Extraordinary Shareholders	All For		
08/02/2023	IPDD Holdings, Inc.	Annual	Against	5	Concerns related to approach to board gender diversity Combined CEO/Chairman
04/01/2023	China Jushi Co. Ltd.	Special	All For		
06/01/2023	Midea Group Co. Ltd.	Special	All For		
09/01/2023	Huaxin Cement Co., Ltd.	Extraordinary Shareholders	Against	2.1	Concerns related to board gender diversity 2- Lack of independence on board
16/01/2023	China Jushi Co. Ltd.	Special	All For		
19/01/2023	NARI Technology Co., Ltd.	Special	All For		
02/02/2023	LONGI Green Energy Technology Co., Ltd.	Special	Against	2	Concerns related to shareholder rights
06/02/2023	China Jushi Co. Ltd.	Special	All For		
07/02/2023	YTO Express Group Co., Ltd.	Special	All For		
15/02/2023	Wuxi Lead Intelligent Equipment Co., Ltd.	Special	Against	3	Concerns to protect shareholder value
17/02/2023	Huaxin Cement Co., Ltd.	Extraordinary Shareholders	All For		
03/03/2023	Focus Media Information Technology Co., Ltd.	Special	All For		
21/01/2023	Blocon Limited	Special	Against	5,6	Concerns to protect shareholder value
12/02/2023	Tata Consultancy Services Limited	Special	All For		
14/02/2023	Larsen & Toubro Ltd.	Special	All For		
25/03/2023	HDFC Bank Limited	Special	All For		
31/03/2023	Infosys Limited	Special	All For		
14/03/2023	PT Bank Mandiri (Persero) Tbk	Annual	Against	7,8	Insufficient/poor disclosure
16/03/2023	PT Bank Central Asia Tbk	Annual	All For		

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
23/03/2023	CEMEX SAB de CV	Annual	Against	6,G,8,C	Overboarded/Too many other time commitments
30/03/2023	Wal-Mart de Mexico SAB de CV	Annual	All For		
12/01/2023	Santander Bank Polska SA	Special	Against	5	Pay is misaligned with EOS remuneration principles
22/03/2023	Polski Koncern Naftowy ORLEN SA	Special	Against	6,7,7	Concerns related to shareholder rights
21/03/2023	Al Rajhi Bank	Annual	Against	10	Concerns to protect shareholder value
27/01/2023	Thai Beverage Public Co., Ltd.	Annual	Against	10 5,1,2 5,1,1	Insufficient/poor disclosure Overboarded/Too many other time commitments Overboarded/Too many other time commitments Concerns related to inappropriate membership of committees
02/03/2023	Türk Traktor ve Ziraat Makineleri AS	Annual	Against	9,11 7	Insufficient/poor disclosure Lack of independence on board
08/03/2023	Türkiye Petrol Rafinerileri AS	Annual	Against	10,12 8	Insufficient/poor disclosure Lack of independence on board
09/03/2023	Ford Otomotiv Sanayi AS	Annual	Against	10,12 5,8	Insufficient/poor disclosure Lack of independence on board
14/03/2023	Tofaş Türk Otomobil Fabrikası AS	Annual	Against	10,12 5,8	Insufficient/poor disclosure Lack of independence on board
16/03/2023	Arçelik AS	Annual	Against	10,12	Insufficient/poor disclosure
16/03/2023	Yapı ve Kredi Bankası AS	Annual	Against	7,12 5	Insufficient/poor disclosure Lack of independence on board Concerns related to inappropriate membership of committees
21/03/2023	Is Real Estate Investment Trust	Annual	Against	6,7,8	Insufficient/poor disclosure
22/03/2023	Koc Holding A.S.	Annual	Against	10,12	Insufficient/poor disclosure
28/03/2023	Akbank TAS	Annual	Against	9,10,13	Insufficient/poor disclosure
28/03/2023	Enka İnşaat ve Sanayi AS	Annual	Against	7	Insufficient/poor disclosure
29/03/2023	Cimsa Cimento Sanayi ve Ticaret AS	Annual	Against	8,11	Insufficient/poor disclosure
29/03/2023	Türkiye Sise ve Cam Fabrikaları AS	Annual	Against	6,7	Insufficient/poor disclosure
30/03/2023	Doğan Sirketler Grubu Holding AS	Annual	Against	7,8,11,14	Insufficient/poor disclosure
30/03/2023	Hacı Ömer Sabancı Holding AS	Annual	Against	7,11	Insufficient/poor disclosure
30/03/2023	Hektaş Ticaret TAS	Annual	Against	14 9,11,13	Concerns to protect shareholder value Insufficient/poor disclosure
30/03/2023	OYAK Cimento Fabrikaları AS	Annual	Against	9,11,13	Insufficient/poor disclosure
30/03/2023	Pegasus Hava Tasimacılığı AS	Annual	Against	7 6	Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders
30/03/2023	Türkiye İş Bankası AS	Annual	Against	9 6	Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
31/03/2023	Emlak Konut Gayrimenkul Yatırım Ortaklığı AS	Annual	Against	11,12,15 17	Insufficient/poor disclosure Share repurchase limit exceeded
31/03/2023	Ereğli Demir ve Çelik Fabrikaları TAS	Annual	Against	8 9,11,13	Inadequate management of climate-related risks Insufficient/poor disclosure
31/03/2023	İskenderun Demir ve Çelik AS	Annual	Against	9,11,13	Insufficient/poor disclosure
31/03/2023	TAV Havalimanları Holding AS	Annual	All For		
29/03/2023	Andritz AG	Annual	Against	10,1,10,2	Insufficient/poor disclosure
30/03/2023	Raiffeisen Bank International AG	Annual	Against	7	Concerns related to approach to board gender diversity
02/02/2023	Warehouses De Pauw SA	Extraordinary Shareholders	All For		
02/03/2023	Novozymes A/S	Annual	Abstain	8a,9	Concerns related to inappropriate membership of committees Concerns regarding Auditor tenure Concerns related to Non-audit fees
07/03/2023	Orsted A/S	Annual	Against	3	Pay is misaligned with EOS remuneration principles
08/03/2023	Demant A/S	Annual	Abstain	6,a,6,b	Concerns related to inappropriate membership of committees
13/03/2023	Carlsberg A/S	Annual	Against	5,D	Concerns about human rights
15/03/2023	GN Store Nord A/S	Annual	Against	5	Pay is misaligned with EOS remuneration principles
16/03/2023	Danske Bank A/S	Annual	Abstain	5,b 4,7,b,10	Concerns related to inappropriate membership of committeesPay is misaligned with EOS remuneration principles
16/03/2023	DSV A/S	Annual	Abstain Against	6,1,6,2 5	Concerns related to inappropriate membership of committeesPay is misaligned with EOS remuneration principles
16/03/2023	Pandora AS	Annual	All For		
21/03/2023	H. Lundbeck A/S	Annual	Against	8,2	Pay is misaligned with EOS remuneration principles
23/03/2023	Novo Nordisk A/S	Annual	All For		
23/03/2023	SimCorp A/S	Annual	Abstain	5,B 5,C 4	Concerns related to approach to board gender diversity Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles
28/03/2023	A.P. Møller-Maersk A/S	Annual	Against	10,6 7	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Issue of equity raises concerns about excessive dilution of existing shareholders
29/03/2023	Genmab A/S	Annual	Abstain Against	5,b,6 7,a,7,b,7,c	Concerns regarding Auditor tenure Pay is misaligned with EOS remuneration principles
29/03/2023	ROCKWOOL A/S	Annual	Abstain Against	7,5 4	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
30/03/2023	Chr. Hansen Holding A/S	Extraordinary Shareholders	All For		
30/03/2023	Novozymes A/S	Extraordinary Shareholders	All For		
30/03/2023	Tryg A/S	Annual	All For		
28/02/2023	Kone Oyj	Annual	Against	17 13,f 13,a,13,d 10	Concerns about reducing shareholder rights Concerns related to inappropriate membership of committees Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
09/03/2023	Wartsila Oyj Abp	Annual	Against	13	Lack of independent representation at board committees
16/03/2023	Kojamo Oyj	Annual	All For		
16/03/2023	Stora Enso Oyj	Annual	Against	13	Concerns related to inappropriate membership of committees
22/03/2023	Orion Oyj	Annual	Against	16	Concerns related to shareholder rights
22/03/2023	Valmet Corp.	Annual	Against	17	Issue of equity raises concerns about excessive dilution of existing shareholders
				13	Overboarded/Too many other time commitments
				10	Pay is misaligned with EOS remuneration principles
23/03/2023	Nordea Bank Abp	Annual	Against	16	Concerns related to shareholder rights
28/03/2023	Nestle Corp.	Annual	Against	18	Concerns about reducing shareholder rights
30/03/2023	Kesko Oyj	Annual	Against	11	Pay is misaligned with EOS remuneration principles
27/03/2023	Sartorius Stedim Biotech SA	Annual/Special	Against	6,7,8,9,10	Pay is misaligned with EOS remuneration principles
				11	Poison pill/anti-takeover measure not in investors interests
03/02/2023	thyssenkrupp AG	Annual	Against	6	Pay is misaligned with EOS remuneration principles
07/02/2023	Siemens Energy AG	Annual	Against	6	Pay is misaligned with EOS remuneration principles
09/02/2023	Siemens AG	Annual	Against	6	Pay is misaligned with EOS remuneration principles
14/02/2023	TUI AG	Annual	Against	7.1	Lack of independent representation at board committees
15/02/2023	Siemens Healthineers AG	Annual	Against	9	Concerns about reducing shareholder rights
				7.2,7.4,7.5,7.6,7.8	Lack of independence on board
				7.1	Lack of independence on board Concerns related to inappropriate membership of committees Lack of independent representation at board
				6	committees Concerns related to succession planning
					Pay is misaligned with EOS remuneration principles
16/02/2023	Infineon Technologies AG	Annual	Against	9.2	Concerns about reducing shareholder rights
				5.7,10,11	Pay is misaligned with EOS remuneration principles
24/02/2023	METRO AG	Annual	Against	6.1	Concerns about reducing shareholder rights
				5.1	Concerns related to inappropriate membership of committees
				5.3,5.4,5.5	Lack of independent representation at board committees
				7.8	Pay is misaligned with EOS remuneration principles
22/03/2023	Carl Zeiss Meditec AG	Annual	Against	6.1	Concerns about reducing shareholder rights
				8.3,8.6	Concerns related to inappropriate membership of committees
				8.4	Lack of independent representation at board committees
				8.1	Lack of independent representation at board committees Concerns related to inappropriate membership of committees
				9,10	Pay is misaligned with EOS remuneration principles
29/03/2023	Sartorius AG	Annual	Against	6.7	Pay is misaligned with EOS remuneration principles
08/03/2023	Jumbo SA	Extraordinary Shareholders	All For		
22/03/2023	Motor Oil (Hellas) Corinth Refineries SA	Extraordinary Shareholders	Against	1,2,3	Insufficient/poor disclosure
30/03/2023	Public Power Corp. SA	Extraordinary Shareholders	All For		
31/03/2023	Public Power Corp. SA	Extraordinary Shareholders	All For		
18/01/2023	Linde Plc	Court	All For		
18/01/2023	Linde Plc	Extraordinary Shareholders	All For		
27/01/2023	iShares VII plc - iShares MSCI UK Small Cap UCITS ETF	Annual	All For		
01/02/2023	Accenture Plc	Annual	All For		
24/02/2023	Horizon Therapeutics Public Limited Company	Court	All For		
24/02/2023	Horizon Therapeutics Public Limited Company	Extraordinary Shareholders	All For		
08/03/2023	Johnson Controls International Plc	Annual	Against	5	Pay is misaligned with EOS remuneration principles.
31/03/2023	UniCredit SpA	Annual/Special	Against	7.A	Pay is misaligned with EOS remuneration principles
23/03/2023	SUSE SA	Annual	All For		
29/03/2023	Spotify Technology SA	Annual/Special	Against	4a	Combined CEO/Chair
				4b,4c	Concerns related to inappropriate membership of committees
				E1	Issue of equity raises concerns about excessive dilution of existing shareholders
				6	Performance-related pay/awards for non-executives
17/01/2023	Aegon NV	Extraordinary Shareholders	All For		
17/01/2023	ASR Nederland NV	Extraordinary Shareholders	Against	4d	Concerns related to inappropriate membership of committees
23/01/2023	Koninklijke DSM NV	Extraordinary Shareholders	All For		
02/02/2023	Pepco Group NV	Annual	Against	5.c	Concerns about overall board structure Concerns related to inappropriate service contract(s)
				7	Issue of capital raises concerns about excessive dilution of existing shareholders
				2.b,6	Pay is misaligned with EOS remuneration principles
16/02/2023	OCI NV	Extraordinary Shareholders	All For		
27/02/2023	argenx SE	Extraordinary Shareholders	All For		
09/03/2023	Aalberts NV	Extraordinary Shareholders	All For		
28/03/2023	Randstad NV	Annual	Against	2b	Pay is misaligned with EOS remuneration principles
26/01/2023	Telenor ASA	Extraordinary Shareholders	All For		
23/03/2023	Gjensidige Forsikring ASA	Annual	Against	10.a	Lack of independence on board Lack of independent representation at board committees
10/03/2023	Mapfre SA	Annual	Against	13,14	Issue of equity raises concerns about excessive dilution of existing shareholders
				15,16	Pay is misaligned with EOS remuneration principles
16/03/2023	Banco Bilbao Vizcaya Argentaria SA	Annual	Against	4.7	Pay is misaligned with EOS remuneration principles
23/03/2023	Bankinter SA	Annual	Against	10	Pay is misaligned with EOS remuneration principles
28/03/2023	Naturgy Energy Group SA	Annual	Against	7.1	Combined CEO/Chair
				7.3	Concerns related to approach to board gender diversity
				7.4	Concerns related to inappropriate membership of committees Lack of independence on board
				6	Pay is misaligned with EOS remuneration principles
29/03/2023	Enagas SA	Annual	All For		
30/03/2023	Banco Santander SA	Annual	Against	6.A,6.F	Pay is misaligned with EOS remuneration principles

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
30/03/2023	CaixaBank SA	Annual	Against	7, 12	Pay is misaligned with EOS remuneration principles
30/03/2023	Telefonica SA	Annual	Against	9	Pay is misaligned with EOS remuneration principles
16/01/2023	Swedish Match AB	Extraordinary Shareholders	Not Voted	1,2,3,4,5,6,7,8,9,10,11	
17/02/2023	Beijer Ref AB	Extraordinary Shareholders	All For		
22/03/2023	Axfood AB	Annual	Against	15.1,15.3,15.6,15.7,15.8	Lack of independence on board
22/03/2023	Svenska Handelsbanken AB	Annual	Against	18.1,18.5,18.7,18.8,19	Overboarded/Too many other time commitments
23/03/2023	Castellum AB	Annual	Against	14.c	Overboarded/Too many other time commitments Concerns related to inappropriate membership of committees
23/03/2023	SKF AB	Annual	Against	17 14.4 14.1,15	Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments
28/03/2023	Holmen AB	Annual	Against	14	Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments
29/03/2023	Electrolux AB	Annual	Against	13.b 16.c	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
29/03/2023	Essity AB	Annual	Against	11.b 12 14	Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
29/03/2023	Indutrade AB	Annual	Against	15 14.1h 14.1c,14.1e,14.1f	Concerns regarding Auditor tenure Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees
29/03/2023	Skanska AB	Annual	Against	14b,14e	Overboarded/Too many other time commitments
29/03/2023	Telefonaktiebolaget LM Ericsson	Annual	Against	8.3.a,8.3.b,8.3.c,8.3.d,8.3.e,8.3.f,8.3.h,8.3.i,8.3.j,8.3.k,8.3.l,8.3.m,8.3.n,8.3.o,8.3.p,8.3.r 16.3,17.3	Concerns about overall performance Concerns to protect shareholder value
30/03/2023	Svenska Cellulosa AB SCA	Annual	Against	12.9 12.2 13	Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Overboarded/Too many other time commitments
30/03/2023	Swedbank AB	Annual	Against	13.c	Overboarded/Too many other time commitments
07/03/2023	Novartis AG	Annual	Against	7.3,12	Pay is misaligned with EOS remuneration principles
14/03/2023	Roche Holding AG	Annual	Against	7.2 6.1 2.3,2.6,3.6,12.6,13.6,15,12	Concerns about reducing shareholder rights Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
15/03/2023	TE Connectivity Ltd.	Annual	Against	11.3a 8,10,11	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
16/03/2023	DKSH Holding AG	Annual	Against	6.3.1,6.3.3 9 6.1,3,6.2 5.2	Concerns related to inappropriate membership of committees Insufficient/poor disclosure Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
21/03/2023	Swiss Prime Site AG	Annual	Against	9 2	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
23/03/2023	ABB Ltd.	Annual	Against	3 2,12	Concerns about overall performance Pay is misaligned with EOS remuneration principles
23/03/2023	Givaudan SA	Annual	Against	6.1.5 8 6.1,6,6,2	Concerns related to approach to board gender diversity Insufficient/poor disclosure Overboarded/Too many other time commitments
27/03/2023	BELIMO Holding AG	Annual	Against	7	Insufficient/poor disclosure
28/03/2023	Schindler Holding AG	Annual	Against	5.2.a,5.2.c,5.2.d,5.2.g,5.2.i 5.1 7 5.2.h,5.2.j 5.2.f,5.4.2 4.1,4.2	Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to succession planning Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Insufficient/poor disclosure Lack of independence on board Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
28/03/2023	SGS SA	Annual	Against	7 6.2 4.1,4 1.2	Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
28/03/2023	Sika AG	Annual	Against	5.1,8	Pay is misaligned with EOS remuneration principles
28/03/2023	Swisscom AG	Annual	Against	4.6 10	Concerns related to inappropriate membership of committees Insufficient/poor disclosure
24/01/2023	Metro Inc.	Annual	Against	5 1,2,6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes better management of SEE opportunities and risks
01/02/2023	CGI Inc.	Annual	Against	1.14 4,5 1,7,6	Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes better management of SEE opportunities and risks
12/01/2023	Micron Technology, Inc.	Annual	All For		
13/01/2023	Zscaler, Inc.	Annual	Against	1.3 1.2 1.1 3	Concerns about overall board structure Concerns about overall board structure Concerns to protect shareholder value Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
18/01/2023	D.R. Horton, Inc.	Annual	Against	1b	Concerns about remuneration committee performance
19/01/2023	Costco Wholesale Corporation	Annual	All For	2	Pay is misaligned with EOS remuneration principles

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
19/01/2023	Intuit Inc.	Annual	All For		
24/01/2023	Becton, Dickinson and Company	Annual	Against	1.4 3 6	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
24/01/2023	Jacobs Solutions, Inc.	Annual	Against	1k 1e 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles
24/01/2023	Visa Inc.	Annual	Abstain Against	5 1h 2	Supportive of proposal's resolved clause, but significant concerns of filer intent so propose abstain Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
26/01/2023	Air Products and Chemicals, Inc.	Annual	Against	1c,1f,2	Pay is misaligned with EOS remuneration principles
26/01/2023	Walgreens Boots Alliance, Inc.	Annual	Against	4 5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation
27/01/2023	WestRock Company	Annual	All For		
31/01/2023	Hormel Foods Corporation	Annual	Against	1c,3,5	Shareholder proposal promotes better management of SEE opportunities and risks
03/02/2023	Aramark	Annual	Against	1a 3 4	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles Performance-related pay/awards for non-executives
07/02/2023	Emerson Electric Co.	Annual	Against	1a 1b 3	Concerns about overall board structure Concerns related to approach to board gender diversity Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
07/02/2023	Franklin Resources, Inc.	Annual	Against	4 1j 1k 3	Annual vote provides for greater shareholder oversight Concerns about remuneration committee performance Inadequate management of climate-related risks Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles
07/02/2023	Rockwell Automation, Inc.	Annual	Against	A1 B	Concerns about overall board structure Pay is misaligned with EOS remuneration principles
08/02/2023	Atmos Energy Corporation	Annual	Against	1i	Concerns related to board ethnic and/or racial diversity 2- Concerns related to board gender diversity
09/02/2023	Tyson Foods, Inc.	Annual	Against	4 1j 1b 3 6	Annual vote provides for greater shareholder oversight Concerns about remuneration committee performance Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles Shareholder proposal promotes better management of SEE opportunities and risks
16/02/2023	PTC Inc.	Annual	Against	1.1 4	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
22/02/2023	Deere & Company	Annual	Against	1i,4 5	Concerns regarding Auditor tenure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
23/02/2023	Raymond James Financial, Inc.	Annual	Against	1g 2	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
01/03/2023	Fair Isaac Corporation	Annual	Against	1g 2	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
08/03/2023	Analog Devices, Inc.	Annual	Against	1e 2	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles: low minimum shareholding, pledging concerns and high variable pay
08/03/2023	QUALCOMM Incorporated	Annual	Against	1i 4	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
09/03/2023	AmerisourceBergen Corporation	Annual	All For		
09/03/2023	Applied Materials, Inc.	Annual	Against	1f 2 5	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
09/03/2023	F5, Inc.	Annual	Against	1b 1c 2,5	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles
09/03/2023	Hologic, Inc.	Annual	Against	1d 2	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles: high quantum of pay misaligned with performance, low stock ownership requirements, options capable of vesting in the short term
09/03/2023	TransDigm Group Incorporated	Annual	Against	1.4 1.7 3	Concerns about remuneration committee performance Concerns related to below-board gender diversity 2- Concerns related to board ethnic and/or racial diversity 3- Concerns related to board gender diversity Pay is misaligned with EOS remuneration principles
10/03/2023	Apple Inc.	Annual	Against	1e 3 8 9	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles Shareholder proposal promotes better management of SEE opportunities and risks Shareholder proposal promotes enhanced shareholder rights
14/03/2023	AMC Entertainment Holdings, Inc.	Special	All For		
15/03/2023	Agilent Technologies, Inc.	Annual	Against	1.3 1.1,1.2,1.4 2	Concerns about overall board structureConcerns about remuneration committee performanceConcerns related to approach to board gender diversity Concerns about overall board structureConcerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles
15/03/2023	The Cooper Companies, Inc.	Annual	Against	1.1 4	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
16/03/2023	Keysight Technologies, Inc.	Annual	Against	1.2,1.3,1.4 3	Concerns about overall board structure Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles
17/03/2023	HEICO Corporation	Annual	Against	1.4 2	Concerns about overall board structure 2- Concerns about reducing shareholder rights 3- Concerns related to below-board gender diversity 4- Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
23/03/2023	Starbucks Corporation	Annual	Against	5 8	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
11/01/2023	ASOS Plc	Annual	Against	2,3	Pay is misaligned with EOS remuneration principles
11/01/2023	Synthomer Plc	Special	All For		
12/01/2023	JPMorgan Japanese Investment Trust PLC	Annual	All For		
17/01/2023	Finsbury Growth & Income Trust PLC	Annual	All For		
18/01/2023	Diploma Plc	Annual	All For		
18/01/2023	WH Smith Plc	Annual	All For		
26/01/2023	Auction Technology Group Plc	Annual	All For		
26/01/2023	Britvic Plc	Annual	All For		
27/01/2023	Amdocs Limited	Annual	Against	1,5	Concerns related to board ethnic and/or racial diversity 2- Concerns related to board gender diversity
27/01/2023	Avon Protection Plc	Annual	All For		
01/02/2023	Capricorn Energy Plc	Special	Against	1,2,3,4,5,6,7,8,9,10,11,12,13	
01/02/2023	Imperial Brands Plc	Annual	Against	7	Concerns related to approach to below-board gender diversity.
01/02/2023	Schroder AsiaPacific Fund PLC	Annual	All For		
02/02/2023	JPMorgan Indian Investment Trust PLC	Annual	All For		
02/02/2023	The Sage Group plc	Annual	All For		
06/02/2023	BH Macro Limited	Special	All For		
06/02/2023	Smithson Investment Trust Plc	Special	All For		
08/02/2023	AJ Bell Plc	Annual	All For		
08/02/2023	Future Plc	Annual	Against	4	Pay is misaligned with EOS remuneration principles
08/02/2023	Grainger Plc	Annual	Against	3	Pay is misaligned with EOS remuneration principles
08/02/2023	Mitchells & Butlers Plc	Annual	Against	7 2	Lack of independence on boardConcerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
09/02/2023	Compass Group Plc	Annual	All For		
09/02/2023	easyJet Plc	Annual	All For		
09/02/2023	Trifax Eurobox Plc	Annual	All For		
10/02/2023	Victrex Plc	Annual	Against	3	Pay is misaligned with EOS remuneration principles
15/02/2023	GCP Infrastructure Investments Limited	Annual	All For		
16/02/2023	SSP Group Plc	Annual	All For		
21/02/2023	Virgin Money UK Plc	Annual	Against	2,3	Pay is misaligned with EOS remuneration principles
22/02/2023	Capricorn Energy Plc	Special	Against	1,2,4,10 3 5,6,7,8,9	Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles
23/02/2023	Integratin Holdings Plc	Annual	All For		
23/02/2023	The Bankers Investment Trust PLC	Annual	All For		
27/02/2023	Diversified Energy Co. Plc	Special	All For		
01/03/2023	Paragon Banking Group Plc	Annual	All For		
02/03/2023	Aberforth Smaller Companies Trust PLC	Annual	All For		
07/03/2023	Edinburgh Worldwide Investment Trust PLC	Annual	All For		
15/03/2023	Chemring Group Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
15/03/2023	Safestore Holdings Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
22/03/2023	abrdn Private Equity Opportunities Trust plc	Annual	All For		
23/03/2023	Blackrock Throgmorton Trust PLC	Annual	All For		
23/03/2023	Crest Nicholson Holdings Plc	Annual	Against	12	Pay is misaligned with EOS remuneration principles
30/03/2023	Law Debenture Corporation PLC	Annual	Against	2	Pay is misaligned with EOS remuneration principles
30/03/2023	Melrose Industries Plc	Special	All For		
30/03/2023	PANTHEON INFRASTRUCTURE PLC	Annual	All For		