

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
09/10/2023	China Travel International Investment Hong Kong Limited	Extraordinary Shareholders	All For		
10/10/2023	Guotai Junan International Holdings Limited	Extraordinary Shareholders	All For		
11/10/2023	Cathay Pacific Airways Limited	Extraordinary Shareholders	All For		
25/10/2023	Sino Land Company Limited	Annual	Against	3.1 3.4 5.2,5.3 3.2,3.3,3.5	Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Combined CEO/Chair Concerns related to inappropriate membership of committees Lack of independence on board Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
02/11/2023	New World Development Company Limited	Extraordinary Shareholders	All For		
02/11/2023	Sun Hung Kai Properties Limited	Annual	Against	3.1d 3.1c 6 7 3.1a,3.1b,3.1f	Concerns related to succession planning Concerns related to succession planning Concerns related to approach to board gender diversity Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
21/11/2023	New World Development Company Limited	Annual	Against	3a 6 3c,3e,3f 7	Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board Pay is misaligned with EOS remuneration principles
20/12/2023	Guotai Junan International Holdings Limited	Extraordinary Shareholders	All For		
23/10/2023	Japan Logistics Fund, Inc.	Special	All For		
25/10/2023	AEON REIT Investment Corp.	Special	Against	4.1	Concerns related to succession planning
25/10/2023	StemRIM, Inc.	Annual	Against	1	Pay is misaligned with EOS remuneration principles
25/10/2023	Visional, Inc.	Annual	Against	4	Pay is misaligned with EOS remuneration principles
26/10/2023	Advance Residence Investment Corp.	Special	All For		
27/10/2023	Mitsui Fudosan Logistics Park, Inc.	Special	All For		
14/11/2023	ITOCHU Techno-Solutions Corp.	Special	Against	2 1	The change is requested in connection with the reverse stock split proposed in Item 1, which does not merit support. The purchase price represents a low premium to the share price before the tender offer announcement, which does not appear advantageous to its minority shareholders
20/11/2023	Mani, Inc.	Annual	All For		
22/11/2023	Bic Camera, Inc.	Annual	Against	2.1,2.8,2.9	Lack of independence on board
22/11/2023	Japan Hotel REIT Investment Corp.	Special	Against	3.1	Concerns related to succession planning
22/11/2023	LaSalle LOGIPORT REIT	Special	All For		
22/11/2023	TOSHIBA Corp.	Special	No Action Taken	1.2	
23/11/2023	Ryohin Keikaku Co., Ltd.	Annual	Against	3.5,3.7	Lack of independence on board
24/11/2023	SHIFT, Inc.	Annual	Against	2.1	Concerns about overall performance
28/11/2023	Daiwa House REIT Investment Corp.	Special	All For		
29/11/2023	ORIX JREIT, Inc.	Special	All For		
30/11/2023	FAST RETAILING CO., LTD.	Annual	Against	1,2,1.3 1.1	Concern about independence due to tenure Concern about overall gender diversity at the board
30/11/2023	Japan Metropolitan Fund Investment Corp.	Special	All For		
08/12/2023	CyberAgent, Inc.	Annual	Against	3.2 2.4	Concerns related to succession planning Lack of independence on board
08/12/2023	Noevir Holdings Co., Ltd.	Annual	All For		
17/12/2023	GMO Payment Gateway, Inc.	Annual	Against	2,2.3,3	Lack of independence on board
19/12/2023	Mitsubishi Research Institute, Inc.	Annual	Against	4.1 3.1,3.3,3.4,3.6,3.7,3.8	Concerns about overall board structure Lack of independence on board
19/12/2023	Obara Group, Inc.	Annual	Against	2.1 2.4	Concerns related to approach to board gender diversity Lack of independence on board
20/12/2023	Open House Group Co., Ltd.	Annual	All For		
21/12/2023	FOOD & LIFE COMPANIES LTD.	Annual	All For		
21/12/2023	Invincible Investment Corp.	Special	All For		
22/12/2023	Amvis Holdings, Inc.	Annual	All For		
22/12/2023	Hamamatsu Photonics KK	Annual	Against	2.1,2.7	Lack of independence on board
26/12/2023	Daiwa Securities Living Investment Corp.	Special	All For		
05/10/2023	Singapore Exchange Limited	Annual	All For		
18/10/2023	Keppel Limited	Extraordinary Shareholders	All For		
24/10/2023	CapitalLand Ascott Trust	Extraordinary Shareholders	All For		
20/11/2023	Flex Ltd.	Extraordinary Shareholders	All For		
23/10/2023	Celltrion Healthcare Co., Ltd.	Special	All For		
23/10/2023	Celltrion, Inc.	Special	All For		

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25/10/2023	L&F Co., Ltd.	Special	All For		
10/11/2023	MERITZ Financial Group, Inc.	Special	All For		
17/11/2023	KB Financial Group, Inc.	Special	All For		
30/11/2023	KEPCO Plant Service & Engineering Co., Ltd.	Special	All For		
05/12/2023	Kangwon Land, Inc.	Special	Against	1	Concerns related to inappropriate membership of committees
06/12/2023	Mirae Asset Securities Co., Ltd.	Special	All For		
11/12/2023	Korea Electric Power Corp.	Special	Against	1	Lack of independence on board
21/12/2023	HLB Co., Ltd.	Special	All For		
22/12/2023	KEPCO Plant Service & Engineering Co., Ltd.	Special	All For		
26/12/2023	Ecopro BM Co., Ltd.	Special	All For		
27/12/2023	Hyundai Mobis Co., Ltd.	Special	All For		
28/12/2023	Hyundai Steel Co.	Special	All For		
11/10/2023	Commonwealth Bank of Australia	Annual	All For		
11/10/2023	CSL Limited	Annual	Against	4,5	Pay is misaligned with EOS remuneration principles
11/10/2023	Insurance Australia Group Ltd.	Annual	Against	2 4,5	Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles
12/10/2023	Aurizon Holdings Limited	Annual	All For		
12/10/2023	Brambles Limited	Annual	Against	6	Concerns regarding Auditor tenure
13/10/2023	Newcrest Mining Ltd.	Court	All For		
16/10/2023	Stockland	Annual	Against	5,6	Pay is misaligned with EOS remuneration principles
16/10/2023	Treasury Wine Estates Limited	Annual	Against	2d,2f,3,4	Pay is misaligned with EOS remuneration principles
17/10/2023	Cochlear Limited	Annual	Against	3,2	Concerns regarding Auditor tenure
17/10/2023	IDP Education Limited	Annual	Against	2,1,4,1	Pay is misaligned with EOS remuneration principles
17/10/2023	Telstra Group Limited	Annual	Against	2a,3	Pay is misaligned with EOS remuneration principles
18/10/2023	Origin Energy Limited	Annual	All For	3a,4a,4b,5	Pay is misaligned with EOS remuneration principles
18/10/2023	Yancoal Australia Ltd.	Extraordinary Shareholders	All For		
19/10/2023	ASX Limited	Annual	Against	3	Pay is misaligned with EOS remuneration principles
19/10/2023	Orora Ltd.	Annual	Against	4	Pay is misaligned with EOS remuneration principles
19/10/2023	Perpetual Limited	Annual	Against	1,5a,5b	Pay is misaligned with EOS remuneration principles
19/10/2023	The Lottery Corporation Limited	Annual	Against	3,4	Pay is misaligned with EOS remuneration principles
19/10/2023	Transurban Group Ltd.	Annual	Against	2b	Concerns regarding Auditor tenure
20/10/2023	Cleanaway Waste Management Limited	Annual	Against	2	Pay is misaligned with EOS remuneration principles
20/10/2023	Worley Limited	Annual	Against	3,4	Pay is misaligned with EOS remuneration principles
23/10/2023	Region Group	Annual	Against	1,5	Pay is misaligned with EOS remuneration principles
24/10/2023	Ansell Limited	Annual	All For		
24/10/2023	Bendigo and Adelaide Bank Limited	Annual	Against	3	Pay is misaligned with EOS remuneration principles
25/10/2023	Dexus	Annual	Against	1	Pay is misaligned with EOS remuneration principles
25/10/2023	Tabcorp Holdings Limited	Annual	Against	2a 3,4	Concerns regarding Auditor tenure Pay is misaligned with EOS remuneration principles
26/10/2023	APA Group	Annual	Against	1,3	Pay is misaligned with EOS remuneration principles
26/10/2023	Boral Limited	Annual	Against	2,2 2,1 3	Concerns related to approach to board gender diversity Inadequate management of climate-related risks Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
26/10/2023	Challenger Limited	Annual	Against	6 3,4	Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles
26/10/2023	JB Hi-Fi Limited	Annual	Against	2b	Concerns regarding Auditor tenure
26/10/2023	Reece Limited	Annual	All For		
26/10/2023	South32 Ltd.	Annual	Against	2b 4,5	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
26/10/2023	Wesfarmers Limited	Annual	Against	2b,3,4	Pay is misaligned with EOS remuneration principles
26/10/2023	Whitehaven Coal Limited	Annual	Against	9 1,2,3	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Pay is misaligned with EOS remuneration principles
26/10/2023	Woolworths Group Limited	Annual	Against	2a	Concerns regarding Auditor tenure
27/10/2023	CAR Group Limited	Annual	Against	3a	Concerns regarding Auditor tenure 2- Lack of independence on board 3- Overboarded/Too many other time commitments
27/10/2023	Steadfast Group Ltd. (Australia)	Annual	All For		
31/10/2023	Deterra Royalties Ltd.	Annual	Against	1,3	Pay is misaligned with EOS remuneration principles
31/10/2023	Endeavour Group Ltd. (Australia)	Annual	All For		
01/11/2023	BHP Group Limited	Annual	Against	10,11	Pay is misaligned with EOS remuneration principles
01/11/2023	Domino's Pizza Enterprises Limited	Annual	Against	2	Concerns related to inappropriate membership of committeesLack of independence on boardConcerns regarding Auditor tenure
01/11/2023	Sims Limited	Annual	All For		
01/11/2023	Vicinity Centres	Annual	Against	2	Pay is misaligned with EOS remuneration principles
03/11/2023	Coles Group Limited	Annual	Against	2,3	Pay is misaligned with EOS remuneration principles
03/11/2023	Qantas Airways Limited	Annual	Against	2d,3,4	Pay is misaligned with EOS remuneration principles
08/11/2023	Allkem Limited	Annual	Against	2	Concerns related to approach to board gender diversity
08/11/2023	Domain Holdings Australia Ltd.	Annual	Against	2	Concerns related to approach to board gender diversityConcerns regarding Auditor tenure
08/11/2023	Magellan Financial Group Limited	Annual	Against	3a 2	Concerns regarding Auditor tenureConcerns about remuneration committee performance Pay is misaligned with EOS remuneration principles

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
09/11/2023	The Star Entertainment Group Limited	Annual	Against	9,10	Concerns to protect shareholder value
14/11/2023	Beach Energy Limited	Annual	Against	6,7,8	Pay is misaligned with EOS remuneration principles
14/11/2023	Goodman Group	Annual	Against	3	Overboarded/Too many other time commitments
15/11/2023	Computershare Limited	Annual	Against	1,5,6	Pay is misaligned with EOS remuneration principles
15/11/2023	Flight Centre Travel Group Limited	Annual	Against	1,3	Concerns regarding Auditor tenure
15/11/2023	Platinum Asset Management Ltd.	Annual	Against	4	Pay is misaligned with EOS remuneration principles
15/11/2023	Seek Limited	Annual	Against	3	Concerns to protect shareholder value
16/11/2023	Altium Limited	Annual	All For	1	Concerns about remuneration committee performance
16/11/2023	Charter Hall Group	Annual	All For	2,3,4,5,6	Pay is misaligned with EOS remuneration principles
16/11/2023	IGO Ltd.	Annual	Against	2,3b,5,6	Pay is misaligned with EOS remuneration principles
16/11/2023	Mineral Resources Limited	Annual	All For	1,3,4,5,7	Pay is misaligned with EOS remuneration principles
16/11/2023	Mirvac Group	Annual	Against	1	Pay is misaligned with EOS remuneration principles
16/11/2023	Northern Star Resources Ltd.	Annual	Against	2,2,3	Pay is misaligned with EOS remuneration principles
16/11/2023	REA Group Ltd	Annual	Against	1,3	Pay is misaligned with EOS remuneration principles
16/11/2023	Seven Group Holdings Limited	Annual	Against	2,3	Pay is misaligned with EOS remuneration principles
16/11/2023	Sonic Healthcare Limited	Annual	Against	3	Concerns related to Non-audit fees
17/11/2023	Lendlease Group	Annual	Against	2	Concerns related to Non-audit feesLack of independence on board
20/11/2023	Pro Medicus Limited	Annual	Against	4	Pay is misaligned with EOS remuneration principles
21/11/2023	AGL Energy Limited	Annual	Against	2	Concerns regarding Auditor tenure
21/11/2023	Bluescope Steel Limited	Annual	Against	5,6,8,9	Pay is misaligned with EOS remuneration principles
21/11/2023	Fortescue Ltd.	Annual	Against	3	Pay is misaligned with EOS remuneration principles
22/11/2023	Downer EDI Limited	Annual	Against	3,1	Concerns related to approach to board gender diversityConcerns regarding Auditor tenure
22/11/2023	Medibank Private Ltd.	Annual	Against	3,2	Concerns regarding Auditor tenure
23/11/2023	Evolution Mining Limited	Annual	Against	2	Pay is misaligned with EOS remuneration principles
23/11/2023	Insignia Financial Ltd.	Annual	Against	2b	Concerns regarding Auditor tenure
23/11/2023	New Hope Corporation Limited	Annual	Against	3	Concerns related to inappropriate membership of committees
23/11/2023	Pilbara Minerals Ltd.	Annual	Against	1	Pay is misaligned with EOS remuneration principles
23/11/2023	Qube Holdings Ltd.	Annual	Against	2	independent ChairmanInadequate management of climate-related risks
24/11/2023	NextDC Ltd.	Annual	Against	3	Pay is misaligned with EOS remuneration principles
24/11/2023	WiseTech Global Limited	Annual	Against	1,6	Pay is misaligned with EOS remuneration principles
28/11/2023	Ramsay Health Care Limited	Annual	Against	3	Concerns related to inappropriate membership of committeesConcerns regarding Auditor tenure
29/11/2023	Harvey Norman Holdings Ltd.	Annual	Against	3,2	Concerns regarding Auditor tenure
29/11/2023	Lynas Rare Earths Ltd	Annual	Against	4	Concerns about overall board structure
30/11/2023	Liontown Resources Limited	Annual	Against	5	Concerns regarding Auditor tenure
04/12/2023	Origin Energy Limited	Court	All For	2	Pay is misaligned with EOS remuneration principles
05/12/2023	Bank of Queensland Limited	Annual	Against	3	Pay is misaligned with EOS remuneration principles
08/12/2023	Washington H. Soul Pattinson and Company Limited	Annual	Against	3,4,5	Concerns to protect shareholder value
13/12/2023	Orica Ltd.	Annual	Against	2b	Pay is misaligned with EOS remuneration principles
14/12/2023	Westpac Banking Corp.	Annual	Against	3	Pay is misaligned with EOS remuneration principles
15/12/2023	National Australia Bank Limited	Annual	Against	3,5	Pay is misaligned with EOS remuneration principles
19/12/2023	Allkem Limited	Court	All For	2	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
20/12/2023	Incitec Pivot Limited	Annual	Against	6b	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
21/12/2023	ANZ Group Holdings Limited	Annual	All For	2	Pay is misaligned with EOS remuneration principles
12/10/2023	Meridian Energy Limited	Annual	All For	5b	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
17/10/2023	Auckland International Airport Limited	Annual	Against	1,2	Concerns regarding Auditor tenure
24/10/2023	EBOS Group Limited	Annual	Against	3	Concerns regarding Auditor tenure
27/10/2023	Fletcher Building Limited	Annual	Against	2	Pay is misaligned with EOS remuneration principles
27/10/2023	SkyCity Entertainment Group Limited	Annual	Against	1	Inadequate management of climate-related risks
03/11/2023	Spark New Zealand Ltd.	Annual	All For	5	Concerns regarding Auditor tenure
15/11/2023	Contact Energy Ltd	Annual	All For	3	Concerns related to attendance at board or committee meetings
16/11/2023	The a2 Milk Company Limited	Annual	Against	1	Concerns regarding Auditor tenure
				3	Pay is misaligned with EOS remuneration principles

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
20/10/2023	Yue Yuen Industrial (Holdings) Limited	Special	All For		
27/10/2023	AutoStore Holdings Ltd.	Special	Against	4	Concerns related to approach to board gender diversity
10/11/2023	NWS Holdings Limited	Annual	Against	5 3c 3b 5,7 3e	Performance-related pay/awards for non-executives Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
05/12/2023	Yue Yuen Industrial (Holdings) Limited	Special	All For		
15/12/2023	Haitong International Securities Group Limited	Court	All For		
15/12/2023	Haitong International Securities Group Limited	Special	All For		
31/10/2023	Suzano SA	Extraordinary Shareholders	All For		
08/12/2023	PRIQ SA	Extraordinary Shareholders	All For		
08/12/2023	PRIQ SA	Extraordinary Shareholders	Not Voted	a	
09/10/2023	JS Global Lifestyle Co. Ltd.	Extraordinary Shareholders	All For		
21/11/2023	Cazoo Group Ltd	Extraordinary Shareholders	All For		
13/12/2023	Super Hi International Holding Ltd.	Extraordinary Shareholders	All For		
11/10/2023	Midea Group Co. Ltd.	Special	All For		
16/10/2023	Wuxi Lead Intelligent Equipment Co., Ltd.	Special	Against	1,2,3	Pay is misaligned with EOS remuneration principles
13/11/2023	Shenzhen Mindray Bio-Medical Electronics Co., Ltd.	Special	All For		
14/11/2023	Shenzhen Transsion Holding Co., Ltd.	Special	Against	2	Insufficient/poor disclosure
04/12/2023	Yantai Jereh Offfield Services Group Co. Ltd.	Special	All For		
06/12/2023	Kweichow Moutai Co., Ltd.	Special	All For		
08/12/2023	Shanghai Putalal New Energy Technology Co., Ltd.	Special	Against	2 4,5,1,5,2,5,3,5,4,5,5,5,6,5,7, 5,8,5,9	Concerns related to shareholder rights Insufficient/poor disclosure
21/12/2023	Shenzhen Transsion Holding Co., Ltd.	Special	Against	5,6,7,8,9,10	Insufficient/poor disclosure
29/12/2023	Shenzhen YUTO Packaging Technology Co., Ltd.	Special	Against	2	Insufficient/poor disclosure
26/10/2023	Reliance Industries Ltd.	Special	Against	2 3	Concerns about overall board independence Concerns related to approach to board gender diversity Concerns about overall board independence Concerns related to approach to board gender diversity Concerns about candidate's experience/skills
30/10/2023	Kotak Mahindra Bank Limited	Special	All For		
05/11/2023	Elcher Motors Limited	Special	Against	3	Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity
15/11/2023	Tata Consultancy Services Limited	Special	All For		
26/11/2023	Torrent Pharmaceuticals Ltd.	Special	Against	1	Pay is misaligned with EOS remuneration principles
28/11/2023	Biocon Limited	Special	All For		
08/12/2023	Nestle India Ltd.	Special	All For		
22/12/2023	Kotak Mahindra Bank Limited	Special	All For		
05/10/2023	Grupo Financiero Banorte SAB de CV	Ordinary Shareholders	All For		
17/11/2023	LPP SA	Special	Against	5	Insufficient/poor disclosure
08/11/2023	Al Rajhi Bank	Ordinary Shareholders	Abstain Against	1,1,1,2,1,3,1,4,1,5,1,6,1,7,1, 8,1,9,1,10,1,11,1,12,1,13,1,1 4,1,15,1,16,1,17,1,18 2	Insufficient/poor disclosure Concerns related to inappropriate membership of committees
16/11/2023	Discovery Ltd.	Annual	Against	1 4,1,4,2,4,3	Concerns to protect shareholder value 2- Pay is misaligned with EOS remuneration principles Multiple voting rights
23/10/2023	Kardemir Karabuk Demir Celik Sanayi ve Ticaret AS	Special	Against	2,4	Insufficient/poor disclosure
26/10/2023	Ford Otomotiv Sanayi AS	Special	Against	2	Lack of independence on board
20/11/2023	Dogus Otomotiv Servis ve Ticaret AS	Special	All For		
20/12/2023	Odas Elektrik Uretim Sanayi Ticaret AS	Annual	Against	9,12	Insufficient/poor disclosure
21/12/2023	Tekfen Holding AS	Special	All For		
25/12/2023	Haci Omer Sabanci Holding AS	Special	All For		
25/12/2023	OYAK Cimento Fabrikalari AS	Special	All For		
21/11/2023	Raiffeisen Bank International AG	Extraordinary Shareholders	Against	2	Lack of independence on board
20/10/2023	Ackermans & van Haaren NV	Extraordinary Shareholders	Against	3	Poison pill/anti-takeover measure not in investors interests Poison pill/anti-takeover measure not in investors interests Issue of equity raises concerns about excessive dilution of existing shareholders
08/12/2023	Solvay SA	Extraordinary Shareholders	Against	18 8,10,12	Inappropriate use of one-time awards 2- Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests
21/11/2023	TCS Group Holding Plc	Annual	No Action Taken	1,2,3,4,5,6,7,8,9	
07/12/2023	Coloplast A/S	Annual	Abstain Against	7,1 4,6,3	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
10/11/2023	Pernod Ricard SA	Annual/Special	Against	9,10	Pay is misaligned with EOS remuneration principles
15/12/2023	Sodexo SA	Annual/Special	All For		
11/10/2023	Motor Oil (Hellas) Corinth Refineries SA	Extraordinary Shareholders	All For		
18/10/2023	Jumbo SA	Extraordinary Shareholders	All For		
30/11/2023	Hellenic Telecommunications Organization SA	Extraordinary Shareholders	All For		
14/12/2023	Public Power Corp. SA	Extraordinary Shareholders	All For		
28/12/2023	HELLENIQ ENERGY Holdings SA	Extraordinary Shareholders	All For		
19/10/2023	Medtronic Plc	Annual	All For		
23/10/2023	Seagate Technology Holdings Plc	Annual	All For		
27/10/2023	Schroder Private Equity Fund of Funds III Plc	Annual	Against	2	Insufficient/poor disclosure

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
15/12/2023	iShares VII plc - iShares MSCI UK Small Cap UCITS ETF	Annual	All For		
18/12/2023	Northern Trust Global - The Sterling Fund	Annual	All For		
18/12/2023	Northern Trust Global - The US Dollar Fund	Annual	All For		
18/12/2023	Northern Trust Global Funds PLC - The Euro Liquidity Fund	Annual	All For		
27/10/2023	UniCredit SpA	Extraordinary Shareholders	All For		
28/10/2023	Mediobanca Banca di Credito Finanziario SpA	Annual/Special	Against	3a.2	
29/11/2023	A2A SpA	Ordinary Shareholders	Against	1	
05/10/2023	InPost SA	Extraordinary Shareholders	All For		
27/11/2023	IMCD NV	Extraordinary Shareholders	All For		
23/10/2023	SailMar ASA	Extraordinary Shareholders	All For		
09/11/2023	Evolution AB	Extraordinary Shareholders	All For		
05/10/2023	Bunge Global SA	Extraordinary Shareholders	All For		
03/11/2023	Avolta AG	Extraordinary Shareholders	Against	2	Insufficient/poor disclosure
06/12/2023	Barry Callebaut AG	Annual	Against	4.1.1,4.3 4.1.2 6.4 7 4.1.6 1.2,5.3	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Concerns related to shareholder rights Insufficient/poor disclosure Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
06/10/2023	Apollo Global Management, Inc.	Annual	Against	1.10	Concerns related to approach to board diversity
10/10/2023	The Procter & Gamble Company	Annual	Against	1n,2 7	Concerns regarding Auditor tenure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
11/10/2023	Newmont Corporation	Special	All For		
12/10/2023	Paychex, Inc.	Annual	Against	1g	Concerns related to succession planningConcerns related to approach to board gender diversityConcerns related to approach to board diversity
24/10/2023	Cintas Corporation	Annual	Against	1h 5,6	Concerns related to board gender diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
25/10/2023	Parker-Hannifin Corporation	Annual	Against	1h 2	Concerns about remuneration committee performance High variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36 monthsExcessive severance
26/10/2023	Bio-Techne Corporation	Annual	Against	2b 2a 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity Low shareholding requirement
01/11/2023	KLA Corporation	Annual	Against	1.6 3	Concerns about remuneration committee performance Low shareholding requirementHigh variable pay ratioExcessive CEO pay
02/11/2023	Coty Inc.	Annual	Against	1a 1f 2 4	Concerns about remuneration committee performance Concerns related to attendance at board or committee meetings High CEO to average NEO pay High variable pay ratio Excessive CEO pay Total pay targets a range above peer median SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
07/11/2023	Lam Research Corporation	Annual	Against	2 1c	High CEO to average NEO payHigh variable pay ratioOptions/PSUs vest in less than 36 months Concerns about remuneration committee performance
08/11/2023	Automatic Data Processing, Inc.	Annual	All For		
09/11/2023	Broadridge Financial Solutions, Inc.	Annual	Against	1h 2	Concerns about remuneration committee performance High variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36 months
10/11/2023	Texas Pacific Land Corp.	Annual	Against	4 5,6	Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes appropriate accountability or incentivisation
14/11/2023	Jack Henry & Associates, Inc.	Annual	All For		
15/11/2023	Akumin Inc.	Written Consent	Not Voted	1,2	
15/11/2023	Cardinal Health, Inc.	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation
15/11/2023	News Corp	Annual	Against	1c 1d 3 4,6,7	Concerns about remuneration committee performance Concerns related to shareholder value Concerns with non-executive director compensation 2- Insufficient disclosure 3- Low shareholding requirement Shareholder proposal promotes better management of SEE opportunities and risks
15/11/2023	Oracle Corporation	Annual	Against		
15/11/2023	The Clorox Company	Annual	All For		
15/11/2023	Western Digital Corporation	Annual	Against	1h	Concerns related to approach to board diversity
16/11/2023	ResMed Inc.	Annual	Against	1h 3	Concerns about remuneration committee performance High variable pay ratioOptions/PSUs vest in less than 36 months
17/11/2023	Fox Corporation	Annual	Against	1g	Concerns related to approach to board gender diversityConcerns related to shareholder valueCombined CEO/Chairman
17/11/2023	Sysco Corporation	Annual	Against	1i 2 5	Concerns about remuneration committee performance High CEO to average NEO payHigh variable pay ratioOptions/PSUs vest in less than 36 months Shareholder proposal promotes better management of SEE opportunities and risks
17/11/2023	The Estee Lauder Companies, Inc.	Annual	Against	1a,3	Excessive CEO payNo hedging policyOptions/PSUs vest in less than 36 months
29/11/2023	Campbell Soup Company	Annual	Against	6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
29/11/2023	Splunk Inc.	Special	All For		
30/11/2023	Paylocity Holding Corporation	Annual	Against	1.5 1.4 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Low shareholding requirement High variable pay ratio Excessive CEO pay
06/12/2023	Atlassian Corporation	Annual	Against	1i	Concerns related to shareholder valueConcerns related to shareholder rights
06/12/2023	Cisco Systems, Inc.	Annual	Against	1e 3 6	Concerns about remuneration committee performance Excessive executive chair compensation 2- High variable pay ratio 3- Inappropriate use of one-time awards SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
06/12/2023	Vail Resorts, Inc.	Annual	Against	1d 3	Concerns about remuneration committee performance Low shareholding requirement

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
07/12/2023	Bill Holdings, Inc.	Annual	Against	1.4 1.2 3	Concerns about remuneration committee performance Concerns to protect shareholder valueConcerns about overall board structure High variable pay ratioOptions/PSUs vest in less than 36 monthsExcessive CEO pay
07/12/2023	Microsoft Corporation	Annual	Against	1.09 2 11 13 8 10 9	See item 2. Support is not warranted due to the lack of disclosure of pay benchmarks as well as egregious executive payouts (including potential LTIP payout having a staggering potential of 2000xbase salary award for the CEO). Support is warranted as such disclosure would assist shareholders understanding the company's exposure to such activities. We also believe this type of disclosure is considered best practice. Support is warranted as such disclosure would assist shareholders understanding the company's exposure to such risks. Support is warranted as such disclosure would assist shareholders understanding the company's involvement in such activities. Support is warranted as such disclosure would assist shareholders understanding the company's management approach to tax matters. We also believe this type of disclosure is best practices. Support is warranted because we believe this would provide stakeholders disclosure on the climate risk associated with retirement plan options.
08/12/2023	Copart, Inc.	Annual	Against	1.8 1.5 2	Concerns related to succession planningConcerns related to approach to board gender diversityConcerns related to approach to board diversity EOS manual override, concerns around compensation structure EOS manual override, due to a lack of responsiveness to shareholders following the low vote in support of last year's say on pay proposal, especially on the attainment of personal goals.
12/12/2023	Palo Alto Networks, Inc.	Annual	Against	1d 1b 3 4	Concerns about overall board structure Concerns about remuneration committee performance Excessive perquisitesHigh variable pay ratioExcessive CEO payHigh CEO to average NEO pay Pay is misaligned with EOS remuneration principles
14/12/2023	FactSet Research Systems Inc.	Annual	Against	1a	Concerns about overall board structure
15/12/2023	Viatris Inc.	Annual	Against	1B	Concerns related to approach to board gender diversity
20/12/2023	AutoZone, Inc.	Annual	Against	1.8 3	Concerns about remuneration committee performance High variable pay ratioOptions/PSUs vest in less than 36 monthsExcessive CEO payHigh CEO to average NEO pay
26/10/2023	Hipgnosis Songs Fund Limited	Annual	All For		
26/10/2023	Hipgnosis Songs Fund Limited	Special	All For		
28/11/2023	Bluefield Solar Income Fund Ltd	Annual	Against	13	Issue of equity raises concerns about excessive dilution of existing shareholdersConcerns to protect shareholder value
30/11/2023	Ruffer Investment Company Limited	Annual	All For		
04/12/2023	Schroder Oriental Income Fund Limited	Annual	All For		
06/12/2023	VinaCapital Vietnam Opportunity Fund Limited (UK)	Annual	All For		
07/12/2023	Fidelity Emerging Markets Limited	Annual	Against	9	Overboarded/Too many other time commitments
08/11/2023	Amcor Plc	Annual	All For		
28/11/2023	Ferguson Plc	Annual	Against	1h	Concerns related to below-board gender diversityConcerns related to approach to board diversity
05/10/2023	Henderson Smaller Companies Investment Trust PLC	Annual	All For		
09/10/2023	JD Sports Fashion Plc	Special	All For		
18/10/2023	Ashmore Group Plc	Annual	Against	10	Pay is misaligned with EOS remuneration principles
18/10/2023	Barratt Developments Plc	Annual	All For		
19/10/2023	Bridgepoint Group Plc	Special	All For		
19/10/2023	Direct Line Insurance Group Plc	Special	All For		
19/10/2023	Pantheon International PLC	Annual	All For		
19/10/2023	Rank Group Plc	Annual	All For		
31/10/2023	The City of London Investment Trust PLC	Annual	All For		