

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
26/10/2022	Sino Land Co. Ltd.	Annual	Against	5.2,5.3 3.2,3.3,3.4 3.1	Issue of equity raises concerns about excessive dilution of existing shareholdersInsufficient/poor disclosure Lack of independence on board Concerns related to inappropriate membership of committees
03/11/2022	Sun Hung Kai Properties Limited	Annual	Against	3.1d 3.1f 3.1e 6 7 3.1a,3.1c,3.1k,3.1l	Combined CEO/Chairman Concerns related to approach to board gender diversityConcerns related to succession planning Concerns related to succession planning Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholdersInsufficient/poor disclosure Lack of independence on board
22/11/2022	New World Development Co. Ltd.	Annual	Against	7 3e 6 3f 3a	Apparent failure to link pay and appropriate performance Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board Overboarded/Too many other time commitments
24/11/2022	Champion Real Estate Investment Trust	Extraordinary Shareholders	All For		
23/12/2022	Cathay Pacific Airways Limited	Extraordinary Shareholders	All For		
20/10/2022	Japan Logistics Fund, Inc.	Special	All For		
26/10/2022	StemRIM, Inc.	Annual	Against	4.1 6	Concerns about overall board structure Concerns to protect shareholder value
28/10/2022	Industrial & Infrastructure Fund Investment Corp.	Special	All For		
17/11/2022	Bic Camera, Inc.	Annual	Against	3.9,3.10 4.2,4.3	Lack of independence on board Lack of independence on boardLack of independent representation at board committees
23/11/2022	Ryohin Keikaku Co., Ltd.	Annual	All For		
24/11/2022	FAST RETAILING CO., LTD.	Annual	Against	2.1,2.2,2.3,2.6,2.7	Lack of independence on board
24/11/2022	Mani, Inc.	Annual	All For		
25/11/2022	SHIFT, Inc.	Annual	All For		
08/12/2022	Noevir Holdings Co., Ltd.	Annual	Against	2.6	Lack of independence on board
09/12/2022	CyberAgent, Inc.	Annual	Against	3.4	Lack of independence on board
09/12/2022	Hitachi Metals, Ltd.	Special	All For		
13/12/2022	Japan Real Estate Investment Corp.	Special	All For		
16/12/2022	Hamamatsu Photonics KK	Annual	Against	3.1,3.8	Lack of independence on board
18/12/2022	GMO Payment Gateway, Inc.	Annual	Against	3.2,3.11	Lack of independence on board
20/12/2022	Obara Group, Inc.	Annual	All For		
21/12/2022	Mitsubishi Research Institute, Inc.	Annual	Against	3.1,3.6,3.7,3.8	Lack of independence on board
21/12/2022	Open House Group Co., Ltd.	Annual	All For		
21/12/2022	Septeni Holdings Co., Ltd.	Annual	Against	1	Concerns related to shareholder rights
22/12/2022	FOOD & LIFE COMPANIES LTD.	Annual	All For		
23/12/2022	GMO Internet Group, Inc.	Special	All For		
06/10/2022	Singapore Exchange Ltd.	Annual	Against	3a	Concerns related to approach to board gender diversity
08/11/2022	Sembcorp Industries Ltd.	Extraordinary Shareholders	All For		
08/12/2022	Keppel Corporation Limited	Extraordinary Shareholders	All For		
14/10/2022	HANWHA AEROSPACE Co., Ltd.	Special	All For		
28/10/2022	HANWHA SOLUTIONS CORP.	Special	Against	2	Lack of independence on board
31/10/2022	Korea Electric Power Corp.	Special	All For		
03/11/2022	Samsung Electronics Co., Ltd.	Special	All For		
03/11/2022	Samsung Electronics Co., Ltd.	Special	All For		
04/11/2022	POSCO INTERNATIONAL Corp.	Special	All For		
01/12/2022	DL Holdings Co., Ltd.	Special	All For		
05/12/2022	Alteogen, Inc.	Special	All For		
07/12/2022	Korea Gas Corp.	Special	All For		
12/12/2022	Kangwon Land, Inc.	Special	All For		
23/12/2022	Daewoo Engineering & Construction Co. Ltd.	Special	All For		
11/10/2022	Telstra Group Ltd.	Annual	Against	4b,5 3b 4a	Apparent failure to link pay and appropriate performance Concerns regarding Auditor tenure Apparent failure to link pay & appropriate performance
11/10/2022	Telstra Group Ltd.	Court	All For		
12/10/2022	Commonwealth Bank of Australia	Annual	Against	3,4	Apparent failure to link pay & appropriate performance
12/10/2022	CSL Limited	Annual	Against	3,4	Apparent failure to link pay and appropriate performance

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13/10/2022	Aurizon Holdings Ltd.	Annual	All For		
17/10/2022	Stockland	Annual	Against	3,4	Apparent failure to link pay and appropriate performance
18/10/2022	Brambles Limited	Annual	Against	2,6,7,8	Apparent failure to link pay and appropriate performance
18/10/2022	Cochlear Limited	Annual	Against	2,1,4,1 3,1	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committeesLack of independent representation at board committeesConcerns regarding Auditor tenure
18/10/2022	Endeavour Group Ltd. (Australia)	Annual	All For		
18/10/2022	IDP Education Ltd.	Annual	Against	2b 2a	Concerns related to inappropriate membership of committeesConcerns regarding Auditor tenure Concerns related to inappropriate membership of committeesLack of independent representation at board committeesConcerns regarding Auditor tenure
18/10/2022	Treasury Wine Estates Limited	Annual	Against	3	Apparent failure to link pay and appropriate performance
19/10/2022	APA Group	Annual	Against	1 3 2	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committeesConcerns regarding Auditor tenure Inadequate management of climate-related risks
19/10/2022	Origin Energy Limited	Annual	Against	4 3 9e	Apparent failure to link pay and appropriate performance Inadequate management of climate-related risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks 2- SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
20/10/2022	Magellan Financial Group Ltd.	Annual	Against	2 3	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity Overboarded/Too many other time commitments Concerns regarding Auditor tenure
20/10/2022	Orora Ltd.	Annual	Against	4 2b,5	Apparent failure to link pay and appropriate performance Concerns related to Non-audit fees
20/10/2022	Perpetual Limited	Annual	Against	1,4a,4b,4c 2	Apparent failure to link pay and appropriate performance Concerns regarding Auditor tenure
20/10/2022	Transurban Group Ltd.	Annual	Against	3 2b	Apparent failure to link pay and appropriate performance Concerns regarding Auditor tenure
21/10/2022	Cleanaway Waste Management Ltd.	Annual	Against	2	Apparent failure to link pay and appropriate performance
21/10/2022	Insurance Australia Group Ltd.	Annual	Against	1 2 5,6	Concerns related to approach to board gender diversity Concerns regarding Auditor tenure Apparent failure to link pay and appropriate performance
21/10/2022	Worley Limited	Annual	Against	3,4	Apparent failure to link pay and appropriate performance
25/10/2022	Rio Tinto Limited	Extraordinary Shareholders	All For		
26/10/2022	Dexus	Annual	Against	2 3,2 1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Apparent failure to link pay & appropriate performance
26/10/2022	Tabcorp Holdings Limited	Annual	Against	3,4 2b,2c 2a	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to Non-audit fees
26/10/2022	Whitehaven Coal Limited	Annual	Against	1 2 6	Apparent failure to link pay and appropriate performance Inadequate management of climate-related risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
26/10/2022	Woolworths Group Limited	Annual	Against	4 3	Apparent failure to link pay and appropriate performance Apparent failure to link pay & appropriate performance
27/10/2022	Challenger Limited	Annual	Against	3,4	Apparent failure to link pay and appropriate performance
27/10/2022	JB Hi-Fi Limited	Annual	Against	3,4a,4b 2a,2b	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity Concerns related to approach to below-board gender diversity
27/10/2022	Reece Limited	Annual	Against	5 2	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity
27/10/2022	South32 Ltd.	Annual	Against	3,4 2a,5	Apparent failure to link pay & appropriate performance Inadequate management of climate-related risks
27/10/2022	Wesfarmers Limited	Annual	Against	2c 3,4	Concerns regarding Auditor tenure Apparent failure to link pay and appropriate performance
28/10/2022	Carsales.Com Limited	Annual	Against	3b 3a	Concerns regarding Auditor tenure Concerns related to Non-audit fees Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Lack of independence on board
02/11/2022	Domino's Pizza Enterprises Limited	Annual	All For		
03/11/2022	Boral Limited	Annual	Against	3 2,3 2,2 4	Apparent failure to link pay and appropriate performance Concerns related to Non-audit fees Concerns related to approach to board gender diversity Concerns related to shareholder rights
03/11/2022	Deterra Royalties Ltd.	Annual	Against	1,4	Apparent failure to link pay and appropriate performance
03/11/2022	Downer EDI Limited	Annual	Against	3,4	Apparent failure to link pay and appropriate performance
04/11/2022	Qantas Airways Limited	Annual	Against	3,1,3,2,4 2,2	Apparent failure to link pay and appropriate performance Concerns regarding Auditor tenure
08/11/2022	Bendigo and Adelaide Bank Limited	Annual	Against	6 2	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committeesConcerns regarding Auditor tenure
08/11/2022	Sims Limited	Annual	Against	5 7	Apparent failure to link pay and appropriate performance Inadequate management of climate-related risks
08/11/2022	The Lottery Corp. Ltd.	Annual	Against	5 3	Apparent failure to link pay and appropriate perform Concerns regarding Auditor tenure
09/11/2022	Coles Group Ltd.	Annual	Against	3	Apparent failure to link pay and appropriate performance
09/11/2022	Domain Holdings Australia Ltd.	Annual	Against	1 4	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity Concerns regarding Auditor tenure
09/11/2022	Newcrest Mining Ltd.	Annual	All For		

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
10/11/2022	Ansell Limited	Annual	All For		
10/11/2022	BHP Group Limited	Annual	Against	11,12 13 14,15	Apparent failure to link pay and appropriate performance Fund manager or client vote Inadequate management of climate-related risks
10/11/2022	Computershare Limited	Annual	Against	3 2	Apparent failure to link pay and appropriate performance Concerns related to Non-audit fees
10/11/2022	Insignia Financial Ltd.	Annual	Against	3,4	Apparent failure to link pay and appropriate performance
10/11/2022	REA Group Ltd	Annual	Against	2,4 3d 3a	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees Concerns regarding Auditor tenure Concerns to protect shareholder value
14/11/2022	Flight Centre Travel Group Limited	Annual	Against	3	Apparent failure to link pay and appropriate performance
15/11/2022	AGL Energy Limited	Annual	Against	3 4d 5b,5c,5d	Inadequate management of climate-related risks Inadequate management of climate-related risksConcerns regarding Auditor tenure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
15/11/2022	Allkem Ltd.	Annual	Against	1,9 5 4	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees
16/11/2022	Beach Energy Limited	Annual	Against	1	Apparent failure to link pay and appropriate performance
16/11/2022	Charter Hall Group	Annual	Against	3	Apparent failure to link pay and appropriate performance
16/11/2022	Medibank Private Ltd.	Annual	Against	6	Apparent failure to link pay and appropriate performance
16/11/2022	Northern Star Resources Ltd.	Annual	Against	1,2,4	Apparent failure to link pay and appropriate performance
16/11/2022	Platinum Asset Management Ltd.	Annual	Against	4,5,6,7 1	Apparent failure to link pay and appropriate performance Concerns related to Non-audit fees
16/11/2022	Vicinity Centres	Annual	Against	2	Apparent failure to link pay and appropriate performance
17/11/2022	Altium Limited	Annual	Against	2	Apparent failure to link pay and appropriate performance
17/11/2022	Goodman Group	Annual	Against	3 1 2 4 7,8,9,10,11	Concerns related to inappropriate membership of committees Concerns regarding Auditor tenure Concerns about remuneration committee performance Concerns regarding Auditor tenure Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Concerns about remuneration committee performance Concerns about overall board structure Apparent failure to link pay and appropriate performance
17/11/2022	IGO Ltd.	Annual	Against	5	Apparent failure to link pay and appropriate performance
17/11/2022	Mineral Resources Limited	Annual	Against	3	Concerns related to approach to below-board gender diversityInadequate management of climate-related risks
17/11/2022	Pilbara Minerals Ltd.	Annual	Against	3 4	Concerns related to approach to below-board gender diversity Concerns to protect shareholder value
17/11/2022	Seek Limited	Annual	Against	2,5,6	Apparent failure to link pay and appropriate performance
17/11/2022	Seven Group Holdings Limited	Annual	Against	6 3	Apparent failure to link pay and appropriate performance Concerns related to Non-audit fees
17/11/2022	Sonic Healthcare Limited	Annual	Against	3,4,5	Apparent failure to link pay and appropriate performance
18/11/2022	Lendlease Group	Annual	Against	3 2c 2b	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity Concerns related to approach to board gender diversityConcerns regarding Auditor tenure
18/11/2022	Mirvac Group	Annual	Against	3	Apparent failure to link pay and appropriate performance
18/11/2022	NextDC Ltd.	Annual	Against	1,5 2	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity
21/11/2022	Pro Medicus Limited	Annual	Against	3,1	Concerns related to approach to board gender diversityConcerns regarding Auditor tenure
22/11/2022	Bluescope Steel Limited	Annual	Against	2,5	Apparent failure to link pay and appropriate performance
22/11/2022	Fortescue Metals Group Ltd.	Annual	Against	1	Apparent failure to link pay and appropriate performance
22/11/2022	The Star Entertainment Group Limited	Annual	Against	6 4	Apparent failure to link pay and appropriate performance Overboarded/Too many other time commitments
23/11/2022	Region Group	Annual	Against	1,9,11 2	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity
23/11/2022	Wisetech Global Ltd.	Annual	All For		
24/11/2022	Evolution Mining Limited	Annual	Against	1,5,6 4	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity
24/11/2022	Harvey Norman Holdings Ltd.	Annual	Against	5 4	Concerns about overall board structure Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Lack of independence on board
24/11/2022	Qube Holdings Ltd.	Annual	Against	3 1	Concerns regarding Auditor tenure Concerns related to approach to board gender diversity
29/11/2022	Lynas Rare Earths Limited	Annual	All For		
29/11/2022	Ramsay Health Care Limited	Annual	Against	3,3	Concerns regarding Auditor tenure
06/12/2022	Bank of Queensland Ltd.	Annual	Against	2c 3	Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
09/12/2022	Washington H. Soul Pattinson and Company Limited	Annual	Against	3b 2,4	Inadequate management of climate-related risksOverboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
14/12/2022	Magellan Financial Group Ltd.	Extraordinary Shareholders	All For		
14/12/2022	Orica Ltd.	Annual	Against	2,1 3	Concerns regarding Auditor tenure Pay is misaligned with EOS remuneration principles
14/12/2022	Westpac Banking Corp.	Annual	Against	4,5 3	Pay is misaligned with EOS remuneration principles Concerns regarding Auditor tenure
15/12/2022	Australia and New Zealand Banking Group Limited	Annual	Against	3,4	Pay is misaligned with EOS remuneration principles
15/12/2022	Australia and New Zealand Banking Group Limited	Court	All For		

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
16/12/2022	National Australia Bank Limited	Annual	Against	2,3b	Pay is misaligned with EOS remuneration principles
18/10/2022	Meridian Energy Limited	Annual	Against	2	Concerns regarding Auditor tenureInadequate management of climate-related risks
				1,3	Inadequate management of climate-related risks
20/10/2022	Auckland International Airport Limited	Annual	Against	3,4	Concerns regarding Auditor tenure
26/10/2022	Fletcher Building Limited	Annual	Against	1	Concerns related to approach to board gender diversity
27/10/2022	EBOS Group Limited	Annual	Against	2,3	Concerns regarding Auditor tenure
28/10/2022	SKYCITY Entertainment Group Limited	Annual	Against	3	Concerns regarding Auditor tenure
04/11/2022	Spark New Zealand Ltd.	Annual	All For		
16/11/2022	Contact Energy Limited	Annual	All For		
18/11/2022	The a2 Milk Company Limited	Annual	Against	1	Concerns regarding Auditor tenure
21/11/2022	NWS Holdings Limited	Annual	Against	3a 3d 5,7 3c 3b	Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to succession planning Overboarded/Too many other time commitments Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure Lack of independence on board Lack of independence on board Overboarded/Too many other time commitments
24/11/2022	Orient Overseas (International) Limited	Special	All For		
07/12/2022	Hualao International Holdings Limited	Special	All For		
08/12/2022	Kerry Logistics Network Ltd.	Special	All For		
09/12/2022	First Pacific Company Limited	Special	All For		
11/11/2022	Geely Automobile Holdings Limited	Extraordinary Shareholders	All For		
14/12/2022	Kanzhun Limited	Annual	Against	3,5 6	Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles
28/12/2022	China Resources Mixc Lifestyle Services Limited	Extraordinary Shareholders	All For		
10/10/2022	Shenzhen Topband Co., Ltd.	Special	Against	1	Apparent failure to link pay and appropriate performance
14/10/2022	YTO Express Group Co., Ltd.	Special	Against	9.1 4,5,6,7,8 9.4	Concerns related to inappropriate membership of committees Insufficient/poor disclosure Lack of independence on board
01/11/2022	Postal Savings Bank of China Co., Ltd.	Extraordinary Shareholders	All For		
04/11/2022	Wuxi Lead Intelligent Equipment Co., Ltd.	Special	All For		
11/11/2022	Postal Savings Bank of China Co., Ltd.	Extraordinary Shareholders	Against	8 9	Concerns related to approach to board gender diversity Overboarded/Too many other time commitments
15/11/2022	GoerTek Inc.	Special	Against	2.1 2,3,2.4	Concerns related to inappropriate membership of committees Lack of independence on board
15/11/2022	Yantai Jereh Oilfield Services Group Co. Ltd.	Special	All For		
21/11/2022	LONGi Green Energy Technology Co., Ltd.	Special	Against	8 12,13,14,15,16	Concerns related to shareholder rights Insufficient/poor disclosure
23/11/2022	Hangzhou Tigemed Consulting Co., Ltd.	Extraordinary Shareholders	All For		
23/11/2022	Hangzhou Tigemed Consulting Co., Ltd.	Extraordinary Shareholders	All For		
01/12/2022	Luxshare Precision Industry Co. Ltd.	Special	Against	1,2,3	Concerns to protect shareholder value
08/12/2022	Inner Mongolia Yili Industrial Group Co., Ltd.	Special	All For		
14/12/2022	Kweichow Moutai Co., Ltd.	Special	Against	1	Concerns related to shareholder rights
15/12/2022	Focus Media Information Technology Co., Ltd.	Special	All For		
29/12/2022	Wuxi Lead Intelligent Equipment Co., Ltd.	Special	All For		
30/12/2022	Yantai Jereh Oilfield Services Group Co. Ltd.	Special	Against	1,6	Lack of independence on board Concerns related to inappropriate membership of committees
21/11/2022	Komerční banka a.s.	Special	All For		
13/10/2022	Larsen & Toubro Ltd.	Special	Against	2	Lack of independence on boardApparent failure to link pay and appropriate performance
25/11/2022	HDFC Bank Limited	Court	All For		
25/11/2022	Housing Development Finance Corporation Limited	Court	All For		
02/12/2022	Infosys Limited	Special	All For		
30/12/2022	Reliance Industries Ltd.	Special	All For		
29/11/2022	Grupo Financiero Banorte SAB de CV	Extraordinary Shareholders	All For		
29/11/2022	Grupo Financiero Banorte SAB de CV	Ordinary Shareholders	All For		
20/12/2022	America Movil SAB de CV	Special	All For		
07/10/2022	KGHM Polska Miedz SA	Special	All For		
10/10/2022	Polskie Gornictwo Naftowe i Gazownictwo SA	Special	All For		
18/10/2022	Powszechna Kasa Oszczednosci Bank Polski SA	Special	All For		
24/11/2022	KGHM Polska Miedz SA	Special	Against	5.1,5.2	Insufficient/poor disclosure
01/12/2022	Discovery Ltd.	Annual	Against	1 2,2	Apparent failure to link pay and appropriate performance Lack of independence on board
28/11/2022	Ford Otomotiv Sanayi AS	Special	All For		
06/10/2022	Colruyt SA	Extraordinary Shareholders	All For		
22/11/2022	DSV A/S	Extraordinary Shareholders	All For		
23/11/2022	Chr. Hansen Holding A/S	Annual	All For		
01/12/2022	Coloplast A/S	Annual	Abstain	8,6	Lack of independence on board
10/11/2022	Pernod Ricard SA	Annual	Against	8,9,10 4 5	Apparent failure to link pay & appropriate performance Concerns related to succession planning Overboarded/Too many other time commitments
19/12/2022	Sodexo SA	Annual/Special	All For		
16/12/2022	Volkswagen AG	Extraordinary Shareholders	All For		

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19/12/2022	Uniper SE	Extraordinary Shareholders	Against	2.1,2.2	Issue of equity raises concerns about excessive dilution of existing shareholders
20/10/2022	GEK Terna Holding Real Estate Construction SA	Extraordinary Shareholders	All For		
01/11/2022	Hellenic Telecommunications Organization SA	Extraordinary Shareholders	All For		
14/12/2022	Public Power Corp. SA	Extraordinary Shareholders	Against	1 3	Concerns related to shareholder rights Pay is misaligned with EOS remuneration principles
24/10/2022	Seagate Technology Holdings Plc	Annual	All For		
25/10/2022	Aberdeen Private Equity Global Fund of Funds Plc	Annual	All For		
28/10/2022	Schroder Private Equity Fund of Funds III Plc	Annual	All For		
03/11/2022	James Hardie Industries Plc	Annual	Against	2,6,7 5	Apparent failure to link pay and appropriate performance Apparent failure to link pay & appropriate performance
08/12/2022	Medtronic Plc	Annual	All For		
04/10/2022	Infrastrutture Wireless Italiane SpA	Extraordinary Shareholders	Against	3 1 2,3	Concerns related to shareholder rights Shareholder proposal promotes appropriate accountability or incentivisation
10/10/2022	Atlantia SpA	Ordinary Shareholders	All For		
28/10/2022	Mediobanca Banca di Credito Finanziario SpA	Annual	Against	2a,2b	Apparent failure to link pay and appropriate performance
27/10/2022	Allegro.eu SA	Ordinary Shareholders	All For		
31/10/2022	B&M European Value Retail SA	Ordinary Shareholders	All For		
16/12/2022	Aroundtown SA	Extraordinary Shareholders	All For		
16/12/2022	Aroundtown SA	Ordinary Shareholders	All For		
21/12/2022	Samsonite International S.A.	Special	All For		
18/11/2022	Just Eat Takeaway.com NV	Extraordinary Shareholders	Against	5b	Concerns related to approach to board gender diversity Concerns related to below-board gender diversity
12/12/2022	Jargenx SE	Extraordinary Shareholders	All For		
27/10/2022	SalMar ASA	Extraordinary Shareholders	All For		
06/12/2022	Yara International ASA	Extraordinary Shareholders	All For		
25/10/2022	International Consolidated Airlines Group SA	Extraordinary Shareholders	All For		
17/11/2022	Endesa SA	Extraordinary Shareholders	All For		
10/11/2022	Beijer Ref AB	Extraordinary Shareholders	All For		
08/12/2022	Castellum AB	Extraordinary Shareholders	All For		
23/11/2022	Credit Suisse Group AG	Extraordinary Shareholders	Against	3.1,3.2	Insufficient/poor disclosure
14/12/2022	Barry Callebaut AG	Annual	Against	4.1,7,4.4,3 4.1,2 6 4.1,8 1,2	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Insufficient/poor disclosure Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
09/11/2022	Brookfield Corporation	Special	Against	3	Apparent failure to link pay and appropriate performance
07/10/2022	Unity Software, Inc.	Special	All For		
11/10/2022	The Procter & Gamble Company	Annual	Against	1k,2	Concerns regarding Auditor tenure
11/10/2022	Yum China Holdings, Inc.	Special	All For		
13/10/2022	Paychex, Inc.	Annual	Against	2 1h 1f	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity Concerns related to approach to board gender diversity Concerns related to succession planning
13/10/2022	Wayfair, Inc.	Special	Against	1	Apparent failure to link pay and appropriate performance
25/10/2022	Cintas Corporation	Annual	Against	8 7 1g	Shareholder proposal promotes transparency Shareholder proposal promotes appropriate accountability or incentivisation Concerns related to approach to board diversity Concerns related to approach to board gender diversity
26/10/2022	Parker-Hannifin Corporation	Annual	Against	2 1g 1k	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board gender diversity
27/10/2022	Bio-Techne Corporation	Annual	Against	3 2h 2a	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity
27/10/2022	Catalent, Inc.	Annual	Against	1c	Concerns about board approach to diversity
31/10/2022	Copart, Inc.	Special	All For		
02/11/2022	KLA Corporation	Annual	Against	3 1,5 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
03/11/2022	Coty Inc.	Annual	Against	2 1,5 1,1	Apparent failure to link pay and appropriate performance Concerns related to attendance at board or committee meetings Concerns to protect shareholder value Concerns about remuneration committee performance
03/11/2022	Fox Corporation	Annual	Against	3 1g 1h	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value Concerns related to approach to board gender diversity
04/11/2022	VMware, Inc.	Special	All For		
08/11/2022	Lam Research Corporation	Annual	Against	2 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
09/11/2022	Automatic Data Processing, Inc.	Annual	Against	2	Apparent failure to link pay and appropriate performance
09/11/2022	Cardinal Health, Inc.	Annual	All For		
09/11/2022	Constellation Brands, Inc.	Special	All For		
10/11/2022	Broadridge Financial Solutions, Inc.	Annual	All For		
15/11/2022	Jack Henry & Associates, Inc.	Annual	All For		

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
15/11/2022	News Corporation	Annual	Against	1h 3 1e 4	Concerns about remuneration committee performance Apparent failure to link pay and appropriate performance. Concerns to protect shareholder value Shareholder proposal promotes transparency
16/11/2022	Oracle Corporation	Annual	Against	1.6 1.5	Concerns about remuneration committee performance Concerns related to succession planning 2- Overboarded/Too many other time commitments
16/11/2022	ResMed Inc.	Annual	Against	3 1h	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
16/11/2022	The Clorox Company	Annual	Against	2 1.3	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
16/11/2022	Western Digital Corporation	Annual	Against	2 1c 1d	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
18/11/2022	Sysco Corporation	Annual	Against	2 1c 4 5 6	Apparent failure to link pay & appropriate performance Concerns related to below-board gender diversity 2- Concerns related to board gender diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
18/11/2022	The Estee Lauder Companies, Inc.	Annual	Against	3 1b	Apparent failure to link pay & appropriate performance Concerns about overall board structure 2- Concerns related to minority shareholder interest 3- Concerns related to potential conflict of interests 4- Concerns related to succession planning
30/11/2022	Campbell Soup Company	Annual	Against	1.2.2 5	Concerns regarding Auditor tenure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
02/12/2022	Copart, Inc.	Annual	Against	1.8 1.5 2	Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns related to succession planning Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
07/12/2022	Vail Resorts, Inc.	Annual	Against	1d 3	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
08/12/2022	Bill.com Holdings, Inc.	Annual	Against	1.4 3	Concerns about overall board structure Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles
08/12/2022	Cisco Systems, Inc.	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
09/12/2022	Viatis Inc.	Annual	Against	1B 2 4	Concerns related to approach to board gender diversity Concerns related to approach to board diversity Pay is misaligned with EOS remuneration principles. Shareholder proposal promotes appropriate accountability or incentivisation
13/12/2022	Microsoft Corporation	Annual	Against	1.5 2 6 7 5 9	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
13/12/2022	Palo Alto Networks, Inc.	Annual	All For		
14/12/2022	AutoZone, Inc.	Annual	Against	3	Pay is misaligned with EOS remuneration principles
15/12/2022	FactSet Research Systems Inc.	Annual	Against	1a 3	Concerns about overall board structure Pay is misaligned with EOS remuneration principles
22/12/2022	Palantir Technologies, Inc.	Special	All For		
14/10/2022	TwentyFour Income Fund Limited	Annual	All For		
25/10/2022	UK Commercial Property REIT Ltd	Special	All For		
29/11/2022	Bluefield Solar Income Fund Limited	Annual	All For		
02/12/2022	Ruffer Investment Company Limited	Annual	All For		
05/12/2022	Schroder Oriental Income Fund Limited	Annual	All For		
05/12/2022	VinaCapital Vietnam Opportunity Fund Limited (UK)	Annual	All For		
08/12/2022	Fidelity Emerging Markets Limited	Annual	Against	9	Overboarded/Too many other time commitments
09/11/2022	Amcor Plc	Annual	All For		
06/10/2022	Diageo Plc	Annual	Against	2	Apparent failure to link pay and appropriate performance
06/10/2022	Rentokil Initial Plc	Special	All For		
13/10/2022	Rank Group Plc	Annual	Against	2	Apparent failure to link pay and appropriate performance
14/10/2022	Ashmore Group Plc	Annual	Against	9	Apparent failure to link pay and appropriate performance
17/10/2022	Barratt Developments Plc	Annual	All For		
18/10/2022	Micro Focus International Plc	Court	All For		
18/10/2022	Micro Focus International Plc	Special	All For		
18/10/2022	Pantheon International PLC	Annual	All For		
19/10/2022	Frasers Group Plc	Annual	Against	2 3	Apparent failure to link pay & appropriate performance Concerns related to board ethnic and/or racial diversity
19/10/2022	Hargreaves Lansdown Plc	Annual	All For		
20/10/2022	Dechra Pharmaceuticals Plc	Annual	Against	2	Apparent failure to link pay & appropriate performance

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
25/10/2022	Hammerson Plc	Special	All For		
25/10/2022	Rio Tinto Plc	Special	All For		
25/10/2022	Tritax Eurobox Plc	Special	All For		
27/10/2022	The City of London Investment Trust PLC	Annual	All For		
01/11/2022	Capita Plc	Special	All For		
01/11/2022	Countryside Partnerships Plc	Court	All For		
01/11/2022	Countryside Partnerships Plc	Special	All For		
01/11/2022	Murray Income Trust PLC	Annual	All For		
01/11/2022	Vistry Group Plc	Special	All For		
02/11/2022	NCC Group Plc	Annual	All For		
03/11/2022	Darktrace Plc	Annual	Against	14	Apparent failure to link pay and appropriate performance
03/11/2022	JPMORGAN GLOBAL GROWTH & INCOME PLC	Annual	All For		
07/11/2022	Monks Investment Trust PLC	Special	All For		
09/11/2022	Essentra Plc	Special	All For		
09/11/2022	Hays plc	Annual	All For		
09/11/2022	JPMorgan Emerging Markets Investment Trust PLC	Annual	All For		
11/11/2022	Redrow Plc	Annual	All For		
15/11/2022	Biffa Plc	Court	All For		
15/11/2022	Biffa Plc	Special	All For		
16/11/2022	European Opportunities Trust plc	Annual	All For		
16/11/2022	Smiths Group Plc	Annual	All For		
17/11/2022	Close Brothers Group Plc	Annual	All For		
17/11/2022	JD Wetherspoon Plc	Annual	Against	2 6 3 7	Apparent failure to link pay and appropriate performance Lack of independence on board Lack of independence on board Concerns about overall board structure Lack of independent representation at board committees
17/11/2022	Supermarket Income REIT Plc	Annual	All For		
23/11/2022	Genus Plc	Annual	Against	3	Pay is misaligned with EOS remuneration principles
24/11/2022	PZ Cussons Plc	Annual	All For		
25/11/2022	AVEVA Group Plc	Court	All For		
25/11/2022	AVEVA Group Plc	Special	All For		
30/11/2022	Dunelm Group Plc	Annual	Against	22,23	Overboarded/Too many other time commitments
30/11/2022	Renishaw Plc	Annual	Against	6,7	Concerns to protect shareholder value
06/12/2022	Target Healthcare REIT Plc	Annual	All For		
09/12/2022	Associated British Foods Plc	Annual	All For		
13/12/2022	JD Sports Fashion Plc	Special	Against	1	Pay is misaligned with EOS remuneration principles
13/12/2022	Softcat Plc	Annual	Against	2,3	Pay is misaligned with EOS remuneration principles.
13/12/2022	Spectris Plc	Special	All For		
14/12/2022	Fidelity Special Values PLC	Annual	All For		
14/12/2022	Volution Group Plc	Annual	All For		
15/12/2022	Baillie Gifford Japan Trust PLC	Annual	All For		
15/12/2022	Capricorn Energy Plc	Special	All For		
16/12/2022	Bellway Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles.
16/12/2022	Inchcape Plc	Special	All For		
16/12/2022	JPMORGAN GLOBAL GROWTH & INCOME PLC	Special	All For		
20/12/2022	AVI Global Trust PLC	Annual	Against	5	Concerns related to approach to board gender diversity