

**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
26/04/2023	Hong Kong Exchanges & Clearing Ltd.	Annual	All For		
28/04/2023	Hang Lung Group Limited	Annual	Against	3c 3a 6,7 3d	Concerns related to approach to board gender diversity Concerns related to attendance at board or committee meetings Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
28/04/2023	Hang Lung Properties Limited	Annual	Against	3a 6,7 3c	Concerns related to approach to board gender diversity Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
04/05/2023	Hang Seng Bank Ltd.	Annual	Against	5	Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure
05/05/2023	CLP Holdings Limited	Annual	Against	2a	Overboarded/Too many other time commitments
09/05/2023	Swire Properties Limited	Annual	Against	4	Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure
10/05/2023	Cathay Pacific Airways Limited	Annual	Against	1f 1a 1d 4 1e,1g,1h,1j 1c	Lack of independence on board Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees. Concerns related to attendance at board or committee meetings Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board Lack of independence on board and concern about his independence
11/05/2023	Swire Pacific Limited	Annual	Against	4 1b	Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
11/05/2023	The Bank of East Asia, Limited	Annual	Against	3a,3c,3d 4 6	Concerns related to approach to board gender diversity Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure
11/05/2023	The Wharf (Holdings) Ltd.	Annual	Against	5,6 7	Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
12/05/2023	Techtronic Industries Co., Ltd.	Annual	Against	7 8	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
16/05/2023	Hysan Development Co., Ltd.	Annual	Against	2.1 2.2	Concerns related to inappropriate membership of committees Concerns related to succession planning
17/05/2023	Power Assets Holdings Limited	Annual	Against	3b,3c,3e	Overboarded/Too many other time commitments
18/05/2023	AIA Group Limited	Annual	Against	3	Concerns related to succession planning Concerns related to approach to board gender diversity Lack of independence on board
22/05/2023	Galaxy Entertainment Group Limited	Annual	Against	4 3 7,2,7,3 2 8,9	Concerns related to succession planning Lack of independence on board Concerns related to approach to board gender diversity Concerns related to succession planning Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board Pay is misaligned with EOS remuneration principles
22/05/2023	Guotai Junan International Holdings Limited	Annual	Against	3,2 6A,6C	Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure
24/05/2023	MTR Corporation Limited	Annual	All For		
25/05/2023	Champion Real Estate Investment Trust	Annual	Against	4	Concerns related to succession planning
25/05/2023	China Travel International Investment Hong Kong Limited	Annual	Against	2a 5,6	Concerns related to inappropriate membership of committeesConcerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholdersInsufficient/poor disclosure
25/05/2023	MMG Ltd.	Annual	Against	2c 2a 2b 5 7	Concerns related to approach to board gender diversityInadequate management of climate-related risks Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committeesConcerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholdersInsufficient/poor disclosure
31/05/2023	PCCW Limited	Annual	Against	4 3b 5,7 6	Concerns related to Non-audit fees Concerns related to inappropriate membership of committees Concerns related to Non-audit fees Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure Concerns related to approach to board gender diversity Concerns related to succession planning
02/06/2023	Dah Sing Banking Group Limited	Annual	Against	3c 3a 7 6	Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Concerns related to succession planning Concerns related to inappropriate membership of committees Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure
02/06/2023	Dah Sing Financial Holdings Limited	Annual	Against	3b 9 6,8	Concerns related to approach to board gender diversity Concerns related to succession planning Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure
05/06/2023	Henderson Land Development Company Limited	Annual	Against	3,1,3,2 5B,5C 3,5 3,3 3,4	Combined CEO/Chair Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to attendance at board or committee meetings

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07/06/2023	Hong Kong & China Gas Co. Ltd.	Annual	Against	3.1 3.2 5.2,5.3 3.4	Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Lack of independence on board Concerns related to inappropriate membership of committees Lack of independence on board Issue of equity raises concerns about excessive dilution of existing shareholders <u>Lack of independence on board</u>
15/06/2023	SJM Holdings Limited	Annual	Against	2.1 2.2,2.3 5	Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to inappropriate membership of committees <u>Pay is misaligned with EOS remuneration principles</u>
23/06/2023	Melco International Development Limited	Annual	Against	5.1,5.2 2a1 2a2	Issue of equity raises concerns about excessive dilution of existing shareholders <u>Lack of independence on board</u>
27/06/2023	New World Development Co. Ltd.	Extraordinary Shareholders	All For		
28/06/2023	China Overseas Land & Investment Ltd.	Annual	Against	7 3a	Insufficient/poor disclosure <u>Lack of independence on board</u>
29/06/2023	BOC Hong Kong (Holdings) Limited	Annual	All For		
14/04/2023	Mori Hills REIT Investment Corp.	Special	Against	3.1	Concerns related to succession planning
21/04/2023	Mitsui High-tec, Inc.	Annual	Against	1.1	Concerns related to approach to board gender diversity
25/04/2023	Sekisui House, Ltd.	Annual	All For		
12/05/2023	SHIMAMURA Co., Ltd.	Annual	Against	2.1,2.4,2.5,2.9	<u>Lack of independence on board</u>
16/05/2023	Nippon Accommodations Fund, Inc.	Special	All For		
17/05/2023	AEON Mall Co., Ltd.	Annual	Against	3.1	Concerns about overall board structure
23/05/2023	Shochiku Co., Ltd.	Annual	Against	2.5 2.9,2.11,2.13 2.2	Concerns about overall performance Lack of independence on board <u>Concerns about overall performance</u>
23/05/2023	Takashimaya Co., Ltd.	Annual	Against	5	Concerns about overall board structure
24/05/2023	AEON Financial Service Co., Ltd.	Annual	Against	3.1 2.2 4	Concerns about overall board structure Concerns related to approach to board gender diversity <u>Pay is misaligned with EOS remuneration principles</u>
24/05/2023	Izumi Co., Ltd.	Annual	All For		
24/05/2023	Lawson, Inc.	Annual	All For		
24/05/2023	YASKAWA Electric Corp.	Annual	All For		
25/05/2023	Hisamitsu Pharmaceutical Co., Inc.	Annual	All For		
25/05/2023	J. FRONT RETAILING Co., Ltd.	Annual	All For		
25/05/2023	Seven & i Holdings Co., Ltd.	Annual	Against	2.4,2.5 5.1,5.2,5.3,5.4 2.1,2.2 2.3	Concerns about candidate's experience/skills Concerns about overall board structure and experience/skills Concerns about overall performance <u>Concerns about overall performance and his independence</u>
25/05/2023	Toho Co., Ltd. (9602)	Annual	Against	2.1	Lack of independence on board
25/05/2023	Welcia Holdings Co., Ltd.	Annual	Against	1.9	Lack of independence on board
26/05/2023	AEON Co., Ltd.	Annual	Against	1 2.4	Concerns related to shareholder rights Lack of independence on board
26/05/2023	BayCurrent Consulting, Inc.	Annual	All For		
30/05/2023	ABC-MART, INC.	Annual	Against	2.1 4	Concerns related to approach to board gender diversity <u>Pay is misaligned with EOS remuneration principles</u>
30/05/2023	Nomura Real Estate Master Fund, Inc.	Special	All For		
30/05/2023	Rorze Corp.	Annual	Against	2.1 3	Concerns related to approach to board gender diversity Insufficient/poor disclosure
30/05/2023	Sugi Holdings Co., Ltd.	Annual	All For		
09/06/2023	Toyota Industries Corp.	Annual	Against	2 1.2 1.1	Concerns about overall board structure Concerns about overall performance <u>Concerns related to approach to board gender diversity Concerns about overall performance</u>
13/06/2023	Toyota Boshoku Corp.	Annual	Against	2.2 1.9	Concerns about overall board structure Lack of independence on board
14/06/2023	KEYENCE Corp.	Annual	All For		
14/06/2023	Toyota Motor Corp.	Annual	Against	1.1 1.3,1.4,1.5,1.6,1.8,1.9,1.10,2 2,2.3 4	Concerns about overall board structure 2- Concerns related to board gender diversity 3- Lack of independence on board Lack of independence on board SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks <u>Lack of independence on board</u>
15/06/2023	Descente Ltd.	Annual	Against	2.1,2.2,2.4,2.6	Lack of independence on board
15/06/2023	IBIDEN Co., Ltd.	Annual	Against	1.5	Lack of independence on board
15/06/2023	Koei Tecmo Holdings Co., Ltd.	Annual	All For		
15/06/2023	MISUMI Group, Inc.	Annual	All For		
15/06/2023	Toyoda Gosei Co., Ltd.	Annual	All For		
16/06/2023	Aisin Corp.	Annual	All For		
16/06/2023	Hankyu Hanshin Holdings, Inc.	Annual	All For		
16/06/2023	ITOCHU Techno-Solutions Corp.	Annual	Against	3.1	Concerns about overall board structure
16/06/2023	Japan Exchange Group, Inc.	Annual	Against	2.2	Concerns related to approach to board gender diversity
16/06/2023	JSR Corp.	Annual	All For		
16/06/2023	Kyushu Financial Group, Inc.	Annual	Against	1.2 2.5 1.1,1.5,1.6	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Lack of independence on board <u>Lack of independence on board</u>
16/06/2023	Shizuoka Financial Group, Inc.	Annual	Against	2.1,2.2 2.6	Concerns about overall performance <u>Lack of independence on board</u>
16/06/2023	Z Holdings Corp.	Annual	Against	2.2	Concerns related to approach to board gender diversity

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
16/06/2023	Zenkoku Hoshu Co., Ltd.	Annual	All For		
19/06/2023	Bandai Namco Holdings, Inc.	Annual	All For		
19/06/2023	Daiichi Sankyo Co., Ltd.	Annual	All For		
19/06/2023	JAPAN POST INSURANCE Co., Ltd.	Annual	All For		
19/06/2023	Seven Bank Ltd.	Annual	All For		
20/06/2023	Capcom Co., Ltd.	Annual	Against	2.2	Concerns related to approach to board gender diversity
20/06/2023	DENSO Corp.	Annual	All For		
20/06/2023	H.U. Group Holdings, Inc.	Annual	All For		
20/06/2023	INFRONEER Holdings, Inc.	Annual	Against	1.1,1.2 1.5	Concerns about overall performance Lack of independence on board
20/06/2023	Isetan Mitsukoshi Holdings Ltd.	Annual	All For		
20/06/2023	Japan Post Bank Co., Ltd.	Annual	All For		
20/06/2023	Kakaku.com, Inc.	Annual	All For		
20/06/2023	Keihan Holdings Co., Ltd.	Annual	Against	2.2 3.3	Concerns related to approach to board gender diversity Lack of independence on board
20/06/2023	Konica Minolta, Inc.	Annual	All For		
20/06/2023	Mitsui O.S.K. Lines, Ltd.	Annual	Against	2.6	Lack of independence on board
20/06/2023	Nagase & Co., Ltd.	Annual	All For		
20/06/2023	Nankai Electric Railway Co., Ltd.	Annual	Against	2.1,2.2,2.6,2.7,2.8 3.3,3.4	Lack of independence on board Lack of independence on boardConcerns about overall board structure
20/06/2023	NIDEC Corp.	Annual	All For		
20/06/2023	Nippon Sanso Holdings Corp.	Annual	All For		
20/06/2023	NTT DATA Corp.	Annual	All For		
20/06/2023	PERSOL Holdings Co., Ltd.	Annual	Against	2.3,2.6	Lack of independence on board
20/06/2023	Renova, Inc. (Japan)	Annual	All For		
20/06/2023	SoftBank Corp.	Annual	Against	3.2	Concerns about overall board structure
20/06/2023	Sojitz Corp.	Annual	Against	2.7	Lack of independence on board
20/06/2023	Sony Group Corp.	Annual	All For		
20/06/2023	Tokyo Electron Ltd.	Annual	Against	1.5	Lack of independence on board
20/06/2023	USS Co., Ltd.	Annual	All For		
21/06/2023	CALBEE, Inc.	Annual	Against	2 3.1	Concerns related to shareholder rights Inadequate management of deforestation risks
21/06/2023	Concordia Financial Group, Ltd.	Annual	Against	1.1	Concerns about overall performance
21/06/2023	Credit Saison Co., Ltd.	Annual	Against	3.1 3.2	Concerns about overall performance Concerns about overall performance Concerns related to approach to board gender diversity
21/06/2023	Eisai Co., Ltd.	Annual	All For		
21/06/2023	Fuji Kyuko Co., Ltd.	Annual	Against	3 2.1,2.3,2.4,2.6 2.7	Concerns about overall board structure Lack of independence on board Lack of independence on boardConcerns related to attendance at board or committee meetings
21/06/2023	Harmonic Drive Systems, Inc.	Annual	Against	2.2 2.6,2.7,2.9 2.1	Concerns about overall performance Lack of independence on board Lack of independence on board Concerns about overall performance
21/06/2023	Hitachi Ltd.	Annual	All For		
21/06/2023	Honda Motor Co., Ltd.	Annual	All For		
21/06/2023	Iwatani Corp.	Annual	Against	4.4	Concerns about overall board structure
21/06/2023	Japan Aviation Electronics Industry Ltd.	Annual	Against	1.2	Concerns related to approach to board gender diversity
21/06/2023	Japan Post Holdings Co., Ltd.	Annual	All For		
21/06/2023	JCR Pharmaceuticals Co., Ltd.	Annual	Against	3.1,3.2,3.3 2.1 2.12	Concerns about overall board structure Concerns related to approach to board gender diversity Lack of independence on board
21/06/2023	KDDI Corp.	Annual	All For		
21/06/2023	Kobe Steel, Ltd.	Annual	Against	1.6,1.7,1.8	Inadequate management of climate-related risks from exposure to coal
21/06/2023	Komatsu Ltd.	Annual	Against	2.5	Lack of independence on board
21/06/2023	LIXIL Corp.	Annual	All For		
21/06/2023	Mitsui & Co., Ltd.	Annual	Against	2.1 2.11	Inadequate management of climate-related risks Lack of independence on board
21/06/2023	Nippon Shokubai Co., Ltd.	Annual	Against	2.1 2.5,2.7	Concerns about overall performance Lack of independence on board Lack of independence on board
21/06/2023	Nippon Yusen KK	Annual	Against	3.6 5	Lack of independence on board Lack of independent representation at board committees
21/06/2023	NS Solutions Corp.	Annual	Against	1.1	Concerns about overall performanceConcerns related to approach to board gender diversity
21/06/2023	Seibu Holdings, Inc.	Annual	Against	3.1,3.4,3.6,3.8,3.11	Lack of independence on board
21/06/2023	Shionogi & Co., Ltd.	Annual	All For		
21/06/2023	SoftBank Group Corp.	Annual	Against	2.1 2.9 2.8	Combined CEO/Chair 2- Concerns about overall board structure 3- Concerns related to board gender diversity 4- Concerns related to succession planning Concerns related to potential conflict of interests Concerns related to potential conflict of interests
21/06/2023	Subaru Corp.	Annual	Against	2.1,2.3	Inadequate management of climate-related risks
21/06/2023	Sumitomo Chemical Co., Ltd.	Annual	Against	1.2 1.1,1.7,1.8,1.12	Concerns related to approach to board gender diversity Lack of independence on board
21/06/2023	Teijin Ltd.	Annual	All For		

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
21/06/2023	Yakult Honsha Co., Ltd.	Annual	Against	1.6	Concern about his tenure
22/06/2023	Aozora Bank Ltd.	Annual	All For		
22/06/2023	Astellas Pharma, Inc.	Annual	All For		
22/06/2023	Brother Industries, Ltd.	Annual	Against	2.2	Concerns about overall board structure
				1.2	Concerns related to approach to board diversity
22/06/2023	Cosmo Energy Holdings Co., Ltd.	Annual	Against	2.2	Concerns of the majority of minority vote practice
				5	Poison pill/anti-takeover measure not in investors' interests
22/06/2023	Denka Co., Ltd.	Annual	Against	2.2	Concerns about overall performance
				2.1	Concerns about overall performance Lack of independence on board
				2.4,2.5,3.3	Lack of independence on board
22/06/2023	East Japan Railway Co.	Annual	Against	4.3	Lack of independence on board
22/06/2023	Idemitsu Kosan Co., Ltd.	Annual	Against	1.1	Inadequate management of climate-related risks Inadequate management of climate-related risks from exposure to coal
22/06/2023	JTEKT Corp.	Annual	Against	1.1	Concerns related to approach to board diversity
22/06/2023	Kadokawa Corp.	Annual	Against	2.1	Concerns about overall performance
				2.7	Lack of independence on board
22/06/2023	LINTEC Corp.	Annual	Against	1.1,1.6,1.8	Lack of independence on board
22/06/2023	MARUWA CO., LTD.	Annual	Against	2.1,3.3	Lack of independence on board
22/06/2023	Mebuki Financial Group, Inc.	Annual	Against	1.1	Concerns related to approach to board gender diversity
22/06/2023	Mitsubishi Motors Corp.	Annual	Against	2.7,2.9,2.10,2.11,2.12	EOS manual override. See analyst note.
				2.1,2.4	Lack of independence on board
22/06/2023	NEC Corp.	Annual	Against	2.1,2.2	Concerns about overall performance
22/06/2023	Nifco, Inc.	Annual	All For		
22/06/2023	Nippon Telegraph & Telephone Corp.	Annual	All For		
22/06/2023	Nitori Holdings Co., Ltd.	Annual	Against	1.8,1.9	Inadequate management of deforestation risks
22/06/2023	Okuma Corp.	Annual	Against	2.1	Concerns about overall performance Concerns related to approach to board diversity
22/06/2023	OMRON Corp.	Annual	Against	2.1	Concerns related to board gender diversity
22/06/2023	Ono Pharmaceutical Co., Ltd.	Annual	Against	2.1	Concerns about overall performance Concerns related to approach to board gender diversity
22/06/2023	ORIX Corp.	Annual	All For		
22/06/2023	Prestige International Inc.	Annual	Against	3.2	Concerns about overall board structure
				1	Concerns related to shareholder rights
				2.5	Lack of independence on board
22/06/2023	Sanrio Co., Ltd.	Annual	Against	3.3	Concerns about overall board structure
22/06/2023	SCSK Corp.	Annual	Against	2.6	Lack of independence on board
22/06/2023	Sega Sammy Holdings, Inc.	Annual	Against	2.6	Lack of independence on board
22/06/2023	Sekisui Chemical Co., Ltd.	Annual	All For		
22/06/2023	Sumitomo Bakelite Co., Ltd.	Annual	Against	2.7	Lack of independence on board
22/06/2023	TDK Corp.	Annual	All For		
22/06/2023	Toyo Suisan Kaisha, Ltd.	Annual	Against	2.1	Inadequate management of deforestation risks
23/06/2023	ACOM Co., Ltd.	Annual	Against	3.3	Concerns related to approach to board gender diversity
				3.1,3.6	Lack of independence on board
				4.2	Lack of independence on board Concerns related to inappropriate membership of committees
23/06/2023	Aica Kogyo Co., Ltd.	Annual	All For		
23/06/2023	Air Water, Inc.	Annual	Against	1.1,1.4,1.5,1.6,1.8	Lack of independence on board
23/06/2023	Alps Alpine Co., Ltd.	Annual	All For		
23/06/2023	ARIAKE JAPAN Co., Ltd.	Annual	Against	2.2	Concerns related to approach to board gender diversity
				2.1,2.6,2.7,3.2	Lack of independence on board
23/06/2023	Central Japan Railway Co.	Annual	Against	3.2	Concerns about overall board structure
				2.2	Concerns related to approach to board gender diversity
				2.1,2.3,2.6,2.11	Lack of independence on board
23/06/2023	Chugin Financial Group, Inc.	Annual	Against	2.1,2.3	Concerns about overall performance
				2.5	Lack of independence on board
23/06/2023	Daicel Corp.	Annual	Against	2.1	Concerns about overall performance
				2.5,2.7	Lack of independence on board
23/06/2023	Daifuku Co., Ltd.	Annual	Against	2.6	Lack of independence on board
23/06/2023	Daiichikosho Co., Ltd.	Annual	All For		
23/06/2023	Digital Garage, Inc.	Annual	Against	2.1,2.7	Lack of independence on board
23/06/2023	EXEO Group, Inc.	Annual	All For		
23/06/2023	Furukawa Electric Co., Ltd.	Annual	Against	2.1	Concerns about overall performance
				2.2	Concerns about overall performance Concerns related to approach to board gender diversity
				2.3	Lack of independence on board
23/06/2023	Fuyo General Lease Co., Ltd.	Annual	Against	2.1,2.2	Concerns about overall performance
				2.6	Lack of independence on board
23/06/2023	Hikari Tsushin, Inc.	Annual	Against	1.1,2.2	Lack of independence on board
23/06/2023	HIROSE ELECTRIC CO., LTD.	Annual	Against	2.1	Concerns related to approach to board gender diversity
				2.7,2.9	Lack of independence on board
23/06/2023	HOYA Corp.	Annual	All For		
23/06/2023	IHI Corp.	Annual	Against	2.2	Concerns related to approach to board gender diversity
23/06/2023	ITOCHU Corp.	Annual	Against	2.7,2.8,2.9	Inadequate management of climate-related risks from exposure to coal
23/06/2023	Itoham Yonekyu Holdings, Inc.	Annual	All For		
23/06/2023	Japan Airlines Co., Ltd.	Annual	Against	2.1,2.5,2.9	Lack of independence on board
23/06/2023	Kawasaki Kisen Kaisha, Ltd.	Annual	All For		
23/06/2023	Kotobuki Spirits Co., Ltd.	Annual	All For		

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23/06/2023	Kyushu Railway Co.	Annual	Against	2 3.9	Concerns related to shareholder rights Lack of independence on board
23/06/2023	Marubeni Corp.	Annual	Against	2.1	Inadequate management of climate-related risks from exposure to coal
23/06/2023	Maruichi Steel Tube Ltd.	Annual	Against	1.2 1.1 1.5,1.6	Concerns about overall performance Concerns about overall performance Lack of independence on board Lack of independence on board
23/06/2023	MatsukyoGocokara & Co.	Annual	All For		
23/06/2023	Menicon Co., Ltd.	Annual	All For		
23/06/2023	Mitsubishi Corp.	Annual	Against	2.7 5.6	Lack of independence on board SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
23/06/2023	Mitsubishi Materials Corp.	Annual	All For		
23/06/2023	Mizuho Financial Group, Inc.	Annual	Against	1.9,1.11 2	Concerns about company's capital misallocation through cross shareholdings Inadequate management of climate-related risks
23/06/2023	Musashi Seimitsu Industry Co., Ltd.	Annual	Against	2.5,2.7	Lack of independence on board
23/06/2023	NEC Networks & System Integration Corp.	Annual	All For		
23/06/2023	Net One Systems Co., Ltd.	Annual	All For		
23/06/2023	Nichiha Corp.	Annual	Against	2.6	Lack of independence on board
23/06/2023	Nihon M&A Center Holdings Inc.	Annual	All For		
23/06/2023	Nintendo Co., Ltd.	Annual	Against	2.6 2.1	Lack of independence on board Lack of independence on board
23/06/2023	Nippon Densetsu Kogyo Co., Ltd.	Annual	Against	3.2 3.1,3.6	Concerns related to approach to board gender diversity Lack of independence on board
23/06/2023	NIPPON STEEL CORP.	Annual	Against	3.2 3.6,3.8,3.9	Concerns related to approach to board gender diversity; Lack of independence on the board Lack of independence on board
23/06/2023	Nitto Denko Corp.	Annual	All For		
23/06/2023	Nomura Real Estate Holdings, Inc.	Annual	All For		
23/06/2023	Nomura Research Institute Ltd.	Annual	Against	1.1	Concerns about overall performance
23/06/2023	NSK Ltd.	Annual	Against	2.1 2.5	Concerns about overall performance Lack of independence on board Concerns related to inappropriate membership of committees
23/06/2023	Osaka Gas Co., Ltd.	Annual	All For		
23/06/2023	Paltac Corp.	Annual	All For		
23/06/2023	RAKUS Co., Ltd.	Annual	Against	3.2,3.3 2.5	Concerns about overall board structure Lack of independence on board
23/06/2023	Resona Holdings, Inc.	Annual	Against	1.1	Concerns about overall performance
23/06/2023	Ricoh Co., Ltd.	Annual	Against	2.4,2.7	Lack of independence on board
23/06/2023	Sankyu, Inc.	Annual	Against	2.1,2.5	Lack of independence on board
23/06/2023	Sanwa Holdings Corp.	Annual	All For		
23/06/2023	SCREEN Holdings Co. Ltd.	Annual	Against	3.1,3.2 3.5	Concerns about overall performance Lack of independence on board
23/06/2023	SG Holdings Co., Ltd.	Annual	Against	1.1	Concerns about overall performance
23/06/2023	SMS Co., Ltd.	Annual	All For		
23/06/2023	Square Enix Holdings Co., Ltd.	Annual	All For		
23/06/2023	Sumitomo Corp.	Annual	Against	2.1	Inadequate management of climate-related risks Inadequate management of climate-related risks from exposure to coal
23/06/2023	Sumitomo Metal Mining Co. Ltd.	Annual	Against	2.2	Concerns related to approach to board gender diversity
23/06/2023	Sumitomo Mitsui Trust Holdings, Inc.	Annual	Against	2.1,2.5 2.9	Concerns about company's capital misallocation through cross shareholdings Concerns related to approach to board gender diversity
23/06/2023	Sundrug Co., Ltd.	Annual	All For		
23/06/2023	Suzuki Motor Corp.	Annual	Against	2.1	Inadequate management of climate-related risks; Concerns related to approach to board gender diversity
23/06/2023	Symex Corp.	Annual	Against	2.2 2.7	Concerns related to approach to board gender diversity Lack of independence on board
23/06/2023	Takara Bio, Inc.	Annual	All For		
23/06/2023	The Hachijuni Bank, Ltd.	Annual	Against	2.1 2.2 2.4,2.5,2.6,2.7	Concerns about overall performance Concerns about overall performance Lack of independence on board Lack of independence on board
23/06/2023	TIS, Inc. (Japan)	Annual	All For		
23/06/2023	Tobu Railway Co., Ltd.	Annual	Against	2.8	Lack of independence on board
23/06/2023	Tosoh Corp.	Annual	Against	1.1,1.4,1.5,1.6,1.7,1.9	Lack of independence on board
23/06/2023	Toyo Seikan Group Holdings Ltd.	Annual	All For		
23/06/2023	Toyota Tsusho Corp.	Annual	Against	2.2 2.1	Concerns about overall performance Inadequate management of climate-related risks Concerns about overall performance
23/06/2023	TS TECH CO., LTD.	Annual	All For		
23/06/2023	West Japan Railway Co.	Annual	Against	2.3	Lack of independence on board
23/06/2023	Yamaha Corp.	Annual	Against	2.1	Concerns about overall performance
23/06/2023	Yamato Holdings Co., Ltd.	Annual	All For		
23/06/2023	Zensho Holdings Co., Ltd.	Annual	Against	3.1 4.1	Concerns related to approach to board gender diversity Lack of independence on board
24/06/2023	Benesse Holdings, Inc.	Annual	Against	2.3	Concerns about overall board structure
24/06/2023	FANCL Corp.	Annual	All For		
25/06/2023	DeNA Co., Ltd.	Annual	All For		
25/06/2023	Matsui Securities Co., Ltd.	Annual	Against	5 3.1,3.10	Concerns about overall board structure Lack of independence on board

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26/06/2023	Dai-ichi Life Holdings, Inc.	Annual	All For		
26/06/2023	Fujitsu Ltd.	Annual	Against	2	Concerns about overall board structure
26/06/2023	Hitachi Construction Machinery Co., Ltd.	Annual	All For		
26/06/2023	MS&AD Insurance Group Holdings, Inc.	Annual	Against	2,1,2,3	Concerns about overall performance
26/06/2023	NGK Insulators, Ltd.	Annual	Against	2,7	Lack of independence on board
26/06/2023	OBIC Business Consultants Co., Ltd.	Annual	Against	3,3	Concerns about overall board structure
26/06/2023	Panasonic Holdings Corp.	Annual	Against	2,1	Lack of independence on board
26/06/2023	Recruit Holdings Co., Ltd.	Annual	All For	1,10	Lack of independence on board
26/06/2023	Sompo Holdings, Inc.	Annual	Against	2,1,2,2	Concerns about overall performance
26/06/2023	Tokio Marine Holdings, Inc.	Annual	Against	2,1	Concerns about overall performance
26/06/2023	Tokyo Century Corp.	Annual	Against	2,2	Concerns about overall performance Concerns related to approach to board gender diversity
27/06/2023	Advantest Corp.	Annual	All For	2,10,2,12,2,14	Lack of independence on board
27/06/2023	Ajinomoto Co., Inc.	Annual	All For	2,1	Inadequate management of climate-related risks from exposure to coal
27/06/2023	Alfresa Holdings Corp.	Annual	Against	1,1	Concerns about overall performance Lack of independence on board Concerns to protect shareholder value
27/06/2023	ANA HOLDINGS INC.	Annual	Against	1,8	Lack of independence on board
27/06/2023	Asahi Kasei Corp.	Annual	All For	2,1	Concerns about overall board structure
27/06/2023	AZ-COM Maruwa Holdings, Inc.	Annual	Against	1,3	Concerns about overall performance
27/06/2023	Azbil Corp.	Annual	All For	1,1	Concerns about overall performanceLack of independence on board
27/06/2023	Daido Steel Co., Ltd.	Annual	Against	1,6,1,8	Lack of independence on board
27/06/2023	Daito Trust Construction Co. Ltd.	Annual	Against	3	Concerns about overall board structure
27/06/2023	DOWA HOLDINGS Co., Ltd.	Annual	Against	2,1	Concerns about overall performance Lack of independence on board Concerns related to approach to board gender diversity
27/06/2023	Fuji Electric Co., Ltd.	Annual	Against	2,8	Lack of independence on board
27/06/2023	Hino Motors, Ltd.	Annual	Against	2,2	Concerns about overall performance Concerns related to approach to board gender diversity
27/06/2023	Hirogin Holdings, Inc.	Annual	Against	2,1	Inadequate management of climate-related risks Concerns about overall performance Lack of independence on board
27/06/2023	House Foods Group, Inc.	Annual	Against	2,6,2,7,2,8	Lack of independence on board
27/06/2023	Iida Group Holdings Co., Ltd.	Annual	Against	3,1	Concerns related to approach to board gender diversity
27/06/2023	IRISO Electronics Co., Ltd.	Annual	All For	2,2	Concerns about overall board structure
27/06/2023	JFE Holdings, Inc.	Annual	All For	1,1,1,2	Concerns about overall performance
27/06/2023	JustSystems Corp.	Annual	Against	1,1	Concerns about overall performance Concerns to protect shareholder value
27/06/2023	KATTAS Co., Ltd.	Annual	Against	1,3	Lack of independence on board
27/06/2023	Kikkoman Corp.	Annual	Against	1,2	Concerns about overall performance
27/06/2023	Kinden Corp.	Annual	Against	1,1	Concerns about overall performance Lack of independence on board
27/06/2023	Kintetsu Group Holdings Co., Ltd.	Annual	Against	2	Lack of independence on board
27/06/2023	Kureha Corp.	Annual	Against	2,1	Concerns about overall performance; Concerns related to approach to board gender diversity
27/06/2023	Kyocera Corp.	Annual	Against	2,7,3,1,3,3	EOS manual override. See analyst note.
27/06/2023	Manui Group Co., Ltd.	Annual	Against	4	Shareholder proposal promotes efficient capital structure
27/06/2023	Mazda Motor Corp.	Annual	Against	2,1	Concerns related to approach to board gender diversity
27/06/2023	Medipal Holdings Corp.	Annual	Against	3,2,3,3	Lack of independence on board
27/06/2023	Mitsubishi Chemical Group Corp.	Annual	Against	1,1,1,5	Lack of independence on board
27/06/2023	Mitsubishi Gas Chemical Co., Inc.	Annual	Against	2,3	Concerns related to approach to board gender diversity
27/06/2023	Mitsubishi HC Capital Inc.	Annual	Against	2,8,2,9	Lack of independence on board
27/06/2023	Mitsui Chemicals, Inc.	Annual	All For	2,2	Lack of independence on board Inadequate management of deforestation risks
27/06/2023	NH Foods Ltd.	Annual	All For	2,1,2,2	Concerns about overall performance
27/06/2023	Nichirei Corp.	Annual	All For	2,11	Lack of independence on board
27/06/2023	Nissan Motor Co., Ltd.	Annual	All For	3,1,3,6,3,8,3,10,3,11,3,12	Lack of independence on board
27/06/2023	Niterra Co., Ltd.	Annual	All For	3,9	Lack of independence on board Concerns related to approach to board gender diversity
27/06/2023	NOF Corp.	Annual	Against	2,1,2,2	Concerns about overall board structure
27/06/2023	Nomura Holdings, Inc.	Annual	All For	3,1	Concerns about overall performance
27/06/2023		Annual	Against	3,2	Concerns about overall performance Concerns related to approach to board gender diversity
27/06/2023		Annual	Against	1,1	Lack of independence on board
27/06/2023		Annual	Against	1,8,1,11,1,12	Lack of independence on board
27/06/2023		Annual	Against	1,5	Concern about gender diversity of the board
27/06/2023		Annual	Against	2,2,2,4	Concerns about overall board structure
27/06/2023		Annual	Against	1,1,1,7,1,8,1,10	Lack of independence on board
27/06/2023		Annual	Against	1,8	Lack of independence on board
27/06/2023		Annual	All For		
27/06/2023		Annual	All For		
27/06/2023		Annual	All For		
27/06/2023		Annual	All For		
27/06/2023		Annual	All For		
27/06/2023		Annual	Against	2,5	Lack of independence on board
27/06/2023		Annual	All For		

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27/06/2023	Okamura Corp.	Annual	Against	2.1 2.8,2.12	Concerns about overall performance Lack of independence on board
27/06/2023	Olympus Corp.	Annual	Against	1	Concerns related to shareholder rights
27/06/2023	Orient Corp.	Annual	Against	2.2 2.1	Concerns related to approach to board gender diversity Lack of independence on board
27/06/2023	Penta-Ocean Construction Co., Ltd.	Annual	Against	2.1,2.7,2.8,2.9	Lack of independence on board
27/06/2023	Relo Group, Inc.	Annual	Against	2.1,2.7	Lack of independence on board
27/06/2023	ROHM Co., Ltd.	Annual	All For		
27/06/2023	Santen Pharmaceutical Co., Ltd.	Annual	Against	3.1	Concerns about overall board structure
27/06/2023	SAWAI GROUP HOLDINGS Co., Ltd.	Annual	All For		
27/06/2023	SBI Shinsei Bank Ltd.	Annual	Against	1.9	Lack of independence on board
27/06/2023	SECOM Co., Ltd.	Annual	Against	2.1 2.2 2.6 3.3	Concern about independence of the board Concerns related to approach to board diversity Lack of independence due to tenure Lack of independence due to tenure
27/06/2023	Seiko Epson Corp.	Annual	All For		
27/06/2023	Sharp Corp.	Annual	Against	1.1 4	Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles
27/06/2023	Shinko Electric Industries Co., Ltd.	Annual	All For		
27/06/2023	ISOHGO SECURITY SERVICES CO., LTD.	Annual	Against	3.2	Concerns related to approach to board gender diversity
27/06/2023	Sumitomo Pharma Co., Ltd.	Annual	All For		
27/06/2023	Suzuken Co., Ltd.	Annual	Against	1.1,1.2 2.2,2.3	Concerns about overall performance Concerns to protect shareholder value Lack of independence on board
27/06/2023	TAISEI Corp.	Annual	Against	2.2 2.3,2.4,2.6,2.7,2.8,2.10,2.12 2.1	Concerns related to approach to board gender diversity Concerns about overall performance Lack of independence on board Lack of independence on board Concerns about overall performance
27/06/2023	Terumo Corp.	Annual	Against	3.2 3.8	Concerns related to approach to board gender diversity Lack of independence on board
27/06/2023	The Japan Steel Works Ltd.	Annual	Against	2.1	Concerns about overall performance Concerns to protect shareholder value
27/06/2023	Toray Industries, Inc.	Annual	Against	3.5 2.2 2.1,2.6,2.8,2.12	Concerns about overall board structure Concerns related to approach to board gender diversity Lack of independence on board
27/06/2023	TOTO Ltd.	Annual	Against	1.2 1.1	Concerns related to approach to board gender diversity Lack of independence on board
27/06/2023	Yaoko Co., Ltd.	Annual	Against	2.1	EOS manual override. See analyst note.
27/06/2023	Yokogawa Electric Corp.	Annual	All For		
28/06/2023	AMADA Co., Ltd.	Annual	Against	2.8	Lack of independence on board
28/06/2023	Anritsu Corp.	Annual	All For		
28/06/2023	AS ONE Corp.	Annual	Against	2.1	Lack of independence on board
28/06/2023	BIPROGY Inc.	Annual	Against	2.1	Concerns about overall performance
28/06/2023	Chubu Electric Power Co., Inc.	Annual	Against	10 3.2 3.1 5 3.7	A vote FOR this shareholder proposal is recommended because: * The requested disclosure would help shareholders understand how sustainable the company's strategy is in the transition to a decarbonized economy. A vote AGAINST this director nominee is warranted because: * There are compliance concerns (i.e., allegations over the antitrust violations and unauthorized access of customer information) about the utility, for which the nominee should be held responsible. A vote AGAINST this director nominee is warranted because: * There are compliance concerns (i.e., allegations over the antitrust violations and unauthorized access of customer information) about the utility, for which the nominee should be held responsible. Inadequate management of climate-related risks and exposure to coal A vote FOR this shareholder proposal is recommended because the proposed disclosure would promote accountability and help shareholders make better-informed decisions. Concern about his independence.
28/06/2023	Daiwa Securities Group, Inc.	Annual	All For		
28/06/2023	eGuarantee, Inc.	Annual	Against	3.7	Lack of independence on board
28/06/2023	Electric Power Development Co., Ltd.	Annual	Against	3 2.1 2.2 4	It is in investors' interest to better understand how the company intends to remain viable in the long term, with the help of critical climate information and currently there is no measurable and tangible actions that provide some comfort about the possible success of the company's path to net zero GHG emissions by 2050, which is Japan's national target. * The proposed contents do not appear to be unduly burdensome or overly prescriptive. Inadequate management of climate-related risks Inadequate management of climate-related risks from exposure to coal Inadequate management of climate-related risks Inadequate management of climate-related risks from exposure to coal Concern about lack of gender diversity on the board The request does not appear overly prescriptive, and shareholders should benefit from the proposed disclosures.
28/06/2023	ENEOS Holdings, Inc.	Annual	All For		
28/06/2023	FP Corp.	Annual	Against	1.2 1.1	Concerns related to approach to board gender diversity Lack of independence on board
28/06/2023	Fuji Media Holdings, Inc.	Annual	Against	2 3.8,3.9 3.11 4.2,4.3,5 3.1,3.2	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. Concern about board independence Concern about independence Lack of board independence Top management is responsible for the company's capital misallocation. The nominee, as a top executive, should ultimately be held responsible for its subsidiary's misconduct in connection with the Tokyo 2020 Olympic Games.
28/06/2023	Fuji Oil Holdings, Inc.	Annual	Against	2.9	Lack of independence on board
28/06/2023	Fujitsu General Ltd.	Annual	Against	3 2.1	Concerns about overall board structure Concerns related to approach to board gender diversity
28/06/2023	GOLDWIN INC.	Annual	Against	2.2	Concerns about overall board structure



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28/06/2023	Internet Initiative Japan, Inc.	Annual	Against	2.2	Concerns related to approach to board gender diversity
28/06/2023	Isuzu Motors Ltd.	Annual	Against	2.1, 2.10	Lack of independence on board
				2.2	Concerns about overall performance
				2.1	Concerns about overall performance
				3.2, 3.5	Lack of independence on board
28/06/2023	Japan Airport Terminal Co., Ltd.	Annual	Against	2.1, 2.7, 2.8, 2.9, 2.10, 2.11, 2.12	Concerns related to inappropriate membership of committees
				5	Lack of independence on board
					Poison pill/anti-takeover measure not in investors interests
28/06/2023	Japan Material Co., Ltd.	Annual	Against	2.10	Lack of independence on board
				2.1	Lack of independence on board
28/06/2023	JEOL Ltd.	Annual	All For		Concerns related to approach to board gender diversity
28/06/2023	Kajima Corp.	Annual	Against	2.1	Concerns about overall performance
				2.2	Concerns about overall performance
28/06/2023	Kawasaki Heavy Industries Ltd.	Annual	Against	2.1, 2.2	Concerns related to approach to board gender diversity
28/06/2023	KONAMI Group Corp.	Annual	All For		Concerns about overall performance
28/06/2023	Kyudenko Corp.	Annual	Against	1.2	Concerns related to approach to board gender diversity
				1.1, 1.4, 1.5, 1.6	Lack of independence on board
28/06/2023	Kyushu Electric Power Co., Inc.	Annual	Against	16	Supporting this proposal would help show shareholder concerns over the utility's compliance problems.
				8	The proposed disclosure would promote accountability and help shareholders make better-informed decisions.
				4.10	Concern about his independence
				6	In light of the allegations over the antitrust violations and inappropriate sensitive information handling, which cast doubt over the utility's compliance practices, the proposed content appears to make sense.
				4.4, 4.5, 4.7, 4.8	Lack of board independence
				4.1	There are compliance concerns (i.e., allegations over the antitrust violations and inappropriate sensitive information handling) about the utility, for which the nominee should be held responsible.
				4.2	Concerns about overall performance
					There are compliance concerns (i.e., allegations over the antitrust violations and inappropriate sensitive information handling), for which the nominee should be held responsible.
28/06/2023	M3, Inc.	Annual	Against	1.8	Concerns about overall performance
28/06/2023	Makita Corp.	Annual	Against	2.2	Lack of independence on board
28/06/2023	Nagoya Railroad Co., Ltd.	Annual	Against	2.1, 2.2	Concerns related to approach to board gender diversity
28/06/2023	NHK Spring Co., Ltd.	Annual	Against	2.1	Concerns about overall performance
28/06/2023	Nihon Kohden Corp.	Annual	Against	2.1	Concerns about overall performance
28/06/2023	Nippon Kayaku Co., Ltd.	Annual	Against	3.1	Concerns related to approach to board gender diversity
				3.5	Concerns about overall performance
28/06/2023	Nipro Corp.	Annual	Against	3.3	Lack of independence on board
28/06/2023	Nissan Chemical Corp.	Annual	All For		Concerns about overall board structure
28/06/2023	Nissin Seifun Group, Inc.	Annual	Against	2.1	Concerns about overall performance
				2.5, 2.6	Concerns related to approach to board gender diversity
28/06/2023	Nissin Foods Holdings Co., Ltd.	Annual	Against	4.1, 5	Lack of independence on board
				3.1	Concerns about overall board structure
				3.4, 3.5	Concerns about overall performance
28/06/2023	Nittoku Co., Ltd.	Annual	Against	2.1	Lack of independence on board
28/06/2023	NOK Corp.	Annual	Against	2.1	Concerns related to approach to board gender diversity
				2.2	Concerns about overall performance
28/06/2023	Obayashi Corp.	Annual	Against	3.1, 3.2	Concerns about overall performance
				3.7	Concerns related to approach to board gender diversity
				5	Concerns about overall performance
28/06/2023	Rohito Pharmaceutical Co., Ltd.	Annual	All For		Lack of independence on board
28/06/2023	Seino Holdings Co., Ltd.	Annual	Against	2.1, 2.8	Shareholder proposal promotes appropriate accountability or incentivisation
28/06/2023	Shikoku Electric Power Co., Inc.	Annual	Against	1.1	Concern about overall performance
				1.2	Concern about overall performance
				1.4, 1.8, 2.2, 2.3	Lack of independence on board
28/06/2023	Shimadzu Corp.	Annual	All For		Concerns about overall performance
28/06/2023	Sumitomo Electric Industries Ltd.	Annual	Against	2.2	Concerns related to approach to board gender diversity
				2.1, 2.13	Lack of independence on board
28/06/2023	T&D Holdings, Inc.	Annual	Against	2.1	Concerns related to approach to board gender diversity
28/06/2023	Takeda Pharmaceutical Co., Ltd.	Annual	All For		Concerns about overall performance
28/06/2023	The Chiba Bank, Ltd.	Annual	Against	2.2	Concerns related to approach to board gender diversity
				2.1	Concerns about overall performance
				2.5, 2.6	Concerns about overall performance
28/06/2023	The Chugoku Electric Power Co., Inc.	Annual	Against	2.1	Lack of independence on board
				2.7	Inadequate management of climate-related risks
28/06/2023	The Kansai Electric Power Co., Inc.	Annual	Against	2.9	Inadequate management of climate-related risks from exposure to coal
				2.1	Lack of independence on board
				2.2, 2.7	Concerns to protect shareholder value
				9	Inadequate management of climate-related risks, including exposure to coal
				28	Lack of independence on board
				11, 21	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
					SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
					SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
28/06/2023	TOHO GAS Co., Ltd.	Annual	Against	3.3	Concerns about overall board structure
				2.2	Concerns about overall performance
				2.1	Concerns about overall performance
				2.5, 2.6, 2.7	Lack of independence on board



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28/06/2023	Tohoku Electric Power Co., Inc.	Annual	Against	1.1 1.7,1.9,1.10 9	Inadequate management of climate-related risks Inadequate management of climate-related risks from exposure to coalLack of independence on board Lack of independence on board <del>Shareholder proposal promotes appropriate accountability or incentivisation</del>
28/06/2023	Tokyo Electric Power Co. Holdings, Inc.	Annual	Against	1.1 9 2	The board after this meeting will not be majority independent and this outside director nominee lacks independence. Inadequate management of climate-related risks from exposure to coal. The proposed disclosure would promote accountability and help shareholders make better-informed decisions. The requested disclosure would help shareholders understand how sustainable the company's strategy is in a transition to a decarbonized economy.
28/06/2023	Tokyu Fudosan Holdings Corp.	Annual	All For		
28/06/2023	Yamaguchi Financial Group, Inc.	Annual	Against	1.1 1.6	Concerns about overall performance <del>Lack of independence on board</del>
28/06/2023	ZOZO, Inc.	Annual	Against	4.2	Lack of independence on board
29/06/2023	Amano Corp.	Annual	Against	3.1 3.8	Lack of independence on board
29/06/2023	Casio Computer Co., Ltd.	Annual	All For		
29/06/2023	COMSYS Holdings Corp.	Annual	All For		
29/06/2023	Dai Nippon Printing Co., Ltd.	Annual	Against	3.3 2.1 2.2	Concerns about overall board structure Concerns about overall performance Concerns about overall performance Concerns related to approach to board gender diversity
29/06/2023	DAIKIN INDUSTRIES Ltd.	Annual	Against	3.2 3.1 3.4	Concerns related to approach to board gender diversity Inadequate management of climate-related risks <del>Lack of independence on board</del>
29/06/2023	Daio Paper Corp.	Annual	Against	2.1	Concerns related to approach to board gender diversity Inadequate management of climate-related risks
29/06/2023	Daiwa House Industry Co., Ltd.	Annual	Against	2.1,2.9,2.10,2.13	Lack of independence on board
29/06/2023	DISCO Corp.	Annual	Against	3.4,3.6	Lack of independence on board
29/06/2023	FANUC Corp.	Annual	All For		
29/06/2023	FUJIFILM Holdings Corp.	Annual	Against	3.1,3.6,3.7	Lack of independence on board
29/06/2023	Fujikura Ltd.	Annual	Against	1 3.1,3.4,4.1 4.4,4.5	Insufficient/poor disclosure Lack of independence on board <del>Lack of independence on board Concerns related to inappropriate membership of committees</del>
29/06/2023	Fukuoka Financial Group, Inc.	Annual	Against	2.1 2.2	Concerns about overall performance Concerns about overall performance Concerns related to approach to board gender diversity
29/06/2023	GS Yuasa Corp.	Annual	Against	2.1	Concerns about overall performance
29/06/2023	Hakuhodo DY Holdings, Inc.	Annual	Against	2.2 2.1 2.8	Concerns about overall performance Concerns to protect shareholder value Concerns about overall performance Concerns to protect shareholder value Lack of independence on board Lack of independence on board
29/06/2023	HASEKO Corp.	Annual	All For		
29/06/2023	Heiwa Corp.	Annual	All For		
29/06/2023	Iyogin Holdings, Inc.	Annual	Against	9 1.1,1.2	It is aligned with the shareholder's interest Top management is responsible for the company's capital misallocation. Lack of independence on board
29/06/2023	JGC Holdings Corp.	Annual	Against	2.5	
29/06/2023	JMDC, Inc.	Annual	All For		
29/06/2023	K's Holdings Corp.	Annual	All For		
29/06/2023	Kaken Pharmaceutical Co., Ltd.	Annual	Against	2.1	Concerns about overall performance
29/06/2023	Kamigumi Co., Ltd.	Annual	All For		
29/06/2023	Kandenko Co., Ltd.	Annual	Against	3.2 3.1 3.6,3.8,3.9 5	Concerns about overall performance Concerns about overall performance Lack of independence on board Lack of independence on board Performance-related pay/awards for non-executives
29/06/2023	Kaneka Corp.	Annual	Against	1.1,1.2	Concerns about overall performance
29/06/2023	Kansai Paint Co., Ltd.	Annual	Against	2.1 2.7	Concerns about overall performance <del>Lack of independence on board</del>
29/06/2023	Keikyu Corp.	Annual	Against	2.2 2.5,2.6,2.7	Concerns about overall performance Lack of independence on board
29/06/2023	Keio Corp.	Annual	Against	2.1 2.2 2.7,2.11 2.1	Lack of independence on board Concerns about overall performance Concerns about overall performance Concerns related to approach to board gender diversity Lack of independence on board Lack of independence on board Concerns about overall performance
29/06/2023	Keisei Electric Railway Co., Ltd.	Annual	Against	3 2.1,2.12	Concerns about overall board structure <del>Lack of independence on board</del>
29/06/2023	Koito Manufacturing Co., Ltd.	Annual	Against	3.2 2.1,2.6,2.7,2.8	Concerns about overall board structure Lack of independence on board
29/06/2023	Kurita Water Industries Ltd.	Annual	All For		
29/06/2023	Meiji Holdings Co., Ltd.	Annual	All For		
29/06/2023	Minebea Mitsumi, Inc.	Annual	Against	2.12	Lack of independence on board
29/06/2023	Mitsubishi Electric Corp.	Annual	Against	1.8 1.1	Concerns about overall performance <del>Lack of independence on board</del>
29/06/2023	Mitsubishi Estate Co., Ltd.	Annual	Against	2.8	Concerns related to approach to board gender diversity
29/06/2023	Mitsubishi Heavy Industries, Ltd.	Annual	Against	2.5,2.6	Lack of independence on board
29/06/2023	Mitsubishi Logistics Corp.	Annual	Against	3.2 2.2 2.1	Concerns about overall board structure Concerns about overall performance Concerns related to approach to board gender diversity Concerns about overall performance Lack of independence on board
				2.7,2.8,2.9,2.11	Lack of independence on board

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
29/06/2023	Mitsubishi UFJ Financial Group, Inc.	Annual	Against	3 2.12 2.11 2.5	Ask of shareholder proposal is in line with investor's expectation Concern about cross shareholding practice Concern about cross shareholding practice Concern about his independence
29/06/2023	Mitsui Fudosan Co., Ltd.	Annual	All For		
29/06/2023	Mitsui Mining & Smelting Co., Ltd.	Annual	Against	5 7	Shareholder proposal promotes efficient capital structure Shareholder proposal promotes management attention to capital policy
29/06/2023	Miura Co., Ltd.	Annual	Against	2.1	Concerns related to approach to board gender diversity
29/06/2023	Morinaga & Co., Ltd.	Annual	Against	3.2 2.12.9	Concerns about overall board structure Lack of independence on board
18/04/2023	CapitaLand Ascott Trust	Annual	All For		
19/04/2023	CapitaLand Integrated Commercial Trust	Annual	All For		
19/04/2023	CapitaLand Integrated Commercial Trust	Extraordinary Shareholders	All For		
19/04/2023	Genting Singapore Limited	Annual	Against	4 5(b)	Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles
19/04/2023	KEPPEL DC REIT	Annual	Against	3	Concerns about overall board structure
20/04/2023	Sembcorp Industries Ltd.	Annual	Against	4 3	Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Inadequate management of climate-related risks from exposure to coal
20/04/2023	Singapore Technologies Engineering Ltd.	Annual	Against	5	Concerns related to approach to board gender diversity
20/04/2023	Suntec Real Estate Investment Trust	Annual	All For		
20/04/2023	Wilmar International Limited	Annual	Against	6 11	Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles
21/04/2023	Keppel Corporation Limited	Annual	Against	3 4	Concerns related to approach to board diversity
21/04/2023	Keppel REIT	Annual	Against	4	Concerns related to approach to board gender diversity
21/04/2023	StarHub Ltd.	Annual	Against	2 7	Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders
21/04/2023	StarHub Ltd.	Extraordinary Shareholders	All For		
21/04/2023	United Overseas Bank Ltd. (Singapore)	Annual	All For		
25/04/2023	CapitaLand Investment Ltd.	Annual	Against	6	Concerns related to inappropriate membership of committees
25/04/2023	Hutchison Port Holdings Trust	Annual	All For		
25/04/2023	Olam Group Limited	Annual	Against	4.6	Concerns related to approach to board gender diversity
25/04/2023	Oversea-Chinese Banking Corporation Limited	Annual	Against	8	Pay is misaligned with EOS remuneration principles
26/04/2023	City Developments Limited	Annual	All For		
26/04/2023	Seatrium Ltd.	Annual	Against	3 5	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees
27/04/2023	Venture Corporation Limited	Annual	All For		
28/04/2023	Capitaland Ascendas REIT	Annual	All For		
28/04/2023	Comfortdelgro Corporation Limited	Annual	All For		
28/04/2023	Jardine Cycle & Carriage Limited	Annual	Against	7a 4a	Issue of equity raises concerns about excessive dilution of existing shareholders Overboarded/Too many other time commitments
28/04/2023	UOL Group Limited	Annual	Against	4 10 9	Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles
30/05/2023	BOC Aviation Limited	Annual	Against	3a 3d 7 8	Concerns related to inappropriate membership of committees Concerns related to succession planning Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders Concerns to protect shareholder value
09/05/2023	S-Oil Corp.	Special	All For		
15/05/2023	NH Investment & Securities Co., Ltd.	Special	All For		
23/05/2023	Hanwha Ocean Co., Ltd.	Special	Against	1 2.4 5	Issue of equity raises concerns about excessive dilution of existing shareholders Poison pill/anti-takeover measure not in investors interests Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
12/06/2023	Korea Gas Corp.	Special	Against	1	Concerns related to inappropriate membership of committees
16/06/2023	Pan Ocean Co., Ltd.	Special	All For		
26/06/2023	Korea Electric Power Corp.	Special	All For		
24/05/2023	Nanya Technology Corp.	Annual	All For		
26/05/2023	Win Semiconductors Corp.	Annual	All For		
31/05/2023	Elite Material Co., Ltd.	Annual	All For		
31/05/2023	MediaTek, Inc.	Annual	All For		
06/06/2023	Taiwan Semiconductor Manufacturing Co., Ltd.	Annual	All For		
06/06/2023	Taiwan Semiconductor Manufacturing Co., Ltd.	Annual	All For		
15/06/2023	Accton Technology Corp.	Annual	Against	4	Concerns related to shareholder rights
27/06/2023	ASE Technology Holding Co., Ltd.	Annual	All For		
29/06/2023	Morinaga Milk Industry Co., Ltd.	Annual	Against	2.2	Concerns related to approach to board gender diversity
29/06/2023	Murata Manufacturing Co. Ltd.	Annual	All For		
29/06/2023	Nikon Corp.	Annual	All For		
29/06/2023	Nippon Shinyaku Co., Ltd.	Annual	All For		
29/06/2023	Nishi-Nippon Railroad Co., Ltd.	Annual	Against	3.2 3.1 3.5	Concerns about overall performance Concerns about overall performance Lack of independence on board Lack of independence on board

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
29/06/2023	OBIC Co., Ltd.	Annual	Against	2.1,2.5,2.6	Lack of independence on board
29/06/2023	Odakyu Electric Railway Co., Ltd.	Annual	Against	2.1,2.9	Lack of independence on board
29/06/2023	Oji Holdings Corp.	Annual	Against	1.1,1.10	Lack of independence on board
29/06/2023	Oriental Land Co., Ltd.	Annual	Against	3.3,3.9	Lack of independence on board
29/06/2023	Rengo Co., Ltd.	Annual	Against	1.2	Concerns about overall performance
				1.1	Concerns about overall performance Lack of independence on board
				1.7,1.8	Lack of independence on board
29/06/2023	Resorttrust, Inc.	Annual	All For		
29/06/2023	Rinnai Corp.	Annual	All For		
29/06/2023	Sankyo Co., Ltd.	Annual	Against	3.3,3.4	Concerns about overall board structure
				2.2	Concerns related to approach to board gender diversity
				2.1,2.5	Lack of independence on board
29/06/2023	SBI Holdings, Inc.	Annual	Against	2.7	Lack of independence on board
29/06/2023	Shimizu Corp.	Annual	Against	2.1,2.2	Concerns about overall performance
29/06/2023	Shin-Etsu Chemical Co., Ltd.	Annual	Against	2.5,2.6	Concern about his independence due to tenure
29/06/2023	SHIP HEALTHCARE HOLDINGS, INC.	Annual	Against	4	Concern about short exercise period
				3	Concerns about overall board structure
				2.4	Concerns related to approach to board gender diversity
				2.1,2.8,2.12	Lack of independence on board
29/06/2023	SMC Corp. (Japan)	Annual	All For		
29/06/2023	Sojetsu Holdings, Inc.	Annual	Against	3.2,3.3	Concerns about overall board structure
				2.1,2.2	Concerns about overall performance
29/06/2023	Stanley Electric Co., Ltd.	Annual	Against	1.1,1.7	Lack of independence on board
29/06/2023	Sumitomo Mitsui Financial Group, Inc.	Annual	Against	3	Ask of shareholder proposal is in line with the investor's expectation
				2.1,2.2	Concern about cross shareholding practice and overall performance
				2.9	Concern about his independence
				2.8	Concern about overall performance and management
29/06/2023	Sumitomo Realty & Development Co., Ltd.	Annual	Against	3.4	Concerns about overall board structure
				2.2	Concerns about overall performance
				2.1	Concerns about overall performance Lack of independence on board
				2.8	Lack of independence on board
29/06/2023	Taiheiyo Cement Corp.	Annual	Against	4	Concerns about overall board structure
29/06/2023	Taikisha Ltd.	Annual	Against	3	Concerns about overall board structure
				2.1	Concerns about overall performance Concerns related to approach to board gender diversity
29/06/2023	Taisho Pharmaceutical Holdings Co., Ltd.	Annual	Against	3.4	Concerns about overall board structure
				2.7,2.8	Lack of independence on board
				2.1	Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall board structure
29/06/2023	Taiyo Yuden Co., Ltd.	Annual	Against	2.1,2.7	Lack of independence on board
29/06/2023	Takara Holdings, Inc.	Annual	Against	2.1	Concerns about overall performance
29/06/2023	TBS Holdings, Inc.	Annual	Against	2.2	Concerns about overall performance
				2.1	Concerns about overall performance Poison pill/anti-takeover measure not in investors interests Lack of independence on board
				2.7	Lack of independence on board
29/06/2023	The Bank of Kyoto, Ltd.	Annual	Against	2.2	Concerns about overall performance
				2.1	Concerns about overall performance Lack of independence on board
				2.5,2.6,2.9	Lack of independence on board
				5	Shareholder proposal promotes appropriate accountability or incentivisation
				6	Shareholder proposal promotes efficient capital structure
29/06/2023	Toda Corp.	Annual	Against	3.1,3.2	Concerns about overall performance
				5	Poison pill/anti-takeover measure not in investors interests
				6	Shareholder proposal promotes efficient capital structure
29/06/2023	Tokyo Gas Co., Ltd.	Annual	All For		
29/06/2023	Tokyu Corp.	Annual	Against	2.2	Concerns to protect shareholder value
				2.1	Concerns to protect shareholder value Lack of independence on board
				2.11	Lack of independence on board
29/06/2023	Toppan, Inc.	Annual	Against	3.2	Concerns about overall performance
				3.1	Concerns about overall performance Lack of independence on board
				3.5,3.6,3.7	Lack of independence on board
29/06/2023	TOSHIBA Corp.	Annual	Against	1.6	Concerns related to board gender diversity
29/06/2023	Tsumura & Co.	Annual	All For		
29/06/2023	UBE Corp.	Annual	All For		
29/06/2023	Ushio, Inc.	Annual	All For		
29/06/2023	Workman Co., Ltd.	Annual	Against	2.4,4	Lack of independence on board
29/06/2023	Yamada Holdings Co., Ltd.	Annual	Against	2	Concerns about overall board structure
29/06/2023	Yamato Kogyo Co., Ltd.	Annual	Against	3.1	Concerns about overall board structure
				2.1,2.8	Lack of independence on board
29/06/2023	ZEON Corp.	Annual	Against	3.2,3.3	Concerns about overall board structure
				2.2	Concerns about overall performance
				2.1	Concerns about overall performance Lack of independence on board
				2.8,2.9	Lack of independence on board
30/06/2023	Benefit One Inc.	Annual	Against	1.1,1.2	Concerns about overall performance
				2.4	Lack of independence on board
30/06/2023	Toshiba Tec Corp.	Annual	Against	1.3,1.4,1.6,1.8	Lack of independence on board
				1.1	Lack of independence on board Concerns related to approach to board gender diversity
05/04/2023	Scentre Group	Annual	Against	5	Pay is misaligned with EOS remuneration principles
				2.3	Pay is misaligned with EOS remuneration principles

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
06/04/2023	Santos Limited	Annual	Against	6b 2b	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Inadequate management of climate-related risks
13/04/2023	OZ Minerals Limited	Court	All For		
28/04/2023	Woodside Energy Group Ltd.	Annual	Against	2a,2b 3,4 6b	Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
04/05/2023	Rio Tinto Limited	Annual	Against	2,3	Pay is misaligned with EOS remuneration principles
04/05/2023	TPG Telecom Limited	Annual	Against	5 4 3 2,6b 2,3,4,5	Concerns about overall board structure Concerns regarding Auditor tenure Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
10/05/2023	Iluka Resources Limited	Annual	Against		
10/05/2023	The GPT Group	Annual	All For		
12/05/2023	Ampol Limited	Annual	Against	2,3a	Pay is misaligned with EOS remuneration principles
12/05/2023	QBE Insurance Group Limited	Annual	Against	4a	Concerns regarding Auditor tenure
25/05/2023	ADBRI Ltd.	Annual	Against	2	Pay is misaligned with EOS remuneration principles
29/05/2023	Alumina Limited	Annual	Against	2,4	Pay is misaligned with EOS remuneration principles
30/05/2023	Atlas Arteria Ltd.	Annual	Against	3 8a, 2.5a, 5b 2,3,4,5	Concerns about reducing shareholder rights Concerns regarding Auditor tenure Pay is misaligned with EOS remuneration principles
31/05/2023	Yancoal Australia Ltd.	Annual	Against	5 2a 6,8	Concerns regarding Auditor tenure Concerns related to inappropriate membership of committeesConcerns related to approach to board gender diversity Issue of capital raises concerns about excessive dilution of existing shareholders
27/06/2023	CSR Limited	Annual	Against	3	Pay is misaligned with EOS remuneration principles
28/06/2023	Kiwi Property Group Ltd.	Annual	All For		
03/04/2023	Kardemir Karabuk Demir Celik Sanayi ve Ticaret AS	Annual	Against	5,10 6,7	Concerns to protect shareholder value Insufficient/poor disclosure
04/04/2023	Aksa Akrilik Kimya Sanayii AS	Annual	Against	7	Insufficient/poor disclosure
05/04/2023	Schlumberger N.V.	Annual	Against	1,9	Concerns related to board ethnic and/or racial diversity 2- Concerns related to board gender diversity
06/04/2023	FPT Corp.	Annual	Against	8 6	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
07/04/2023	Coca-Cola Icecek AS	Annual	Against	8	Inappropriate bundling of election of directors on a single vote Insufficient/poor disclosure
07/04/2023	Home Product Center Public Company Limited	Annual	Against	5,2	Concerns related to approach to board gender diversity
07/04/2023	Sasa Polyester Sanayi AS	Annual	Against	7,9,13 10	Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders
10/04/2023	By-health Co., Ltd.	Annual	Against	10,1,10,2,10,3,10,4,10,5,10,6 10,7,10,8,10,10,10,11,10,12	Insufficient/poor disclosure
11/04/2023	Migros Ticaret AS	Annual	Against	10	Insufficient/poor disclosure
12/04/2023	Nestle India Ltd.	Annual	Against	6	Insufficient basis to support a decision
13/04/2023	CIMB Group Holdings Berhad	Annual	All For		
14/04/2023	America Movil SAB de CV	Annual	Against	4,2a 2,2d 4,2b	Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Overboarded/Too many other time commitments Concerns related to inappropriate membership of committees
14/04/2023	America Movil SAB de CV	Extraordinary Shareholders	All For		
14/04/2023	China Jushi Co. Ltd.	Annual	Against	9 10,11	Concerns related to shareholder rights Insufficient/poor disclosure
18/04/2023	Anadolu Efes Biracilik ve Malt Sanayii A.S.	Annual	Against	7	Insufficient/poor disclosure
19/04/2023	AG Anadolu Grubu Holding AS	Annual	Against	8 7	Insufficient/poor disclosure Insufficient/poor disclosure Inappropriate bundling of election of directors on a single vote
19/04/2023	Gubre Fabrikaları TAS	Annual	Against	4,5 7,9,10	Concerns to protect shareholder value Insufficient/poor disclosure
19/04/2023	Raia Drogasil SA	Annual	Abstain Against	11 4,7,8,1,8,2,8,3,8,4,8,5,8,6,8,7 8,8,8,9,8,10,8,11 13 5 6,12	Cumulative/slate voting in favour of individual candidates/slates Insufficient/poor disclosure Inappropriate bundling of election of directors on a single vote Insufficient/poor disclosure
19/04/2023	Raia Drogasil SA	Extraordinary Shareholders	All For		
19/04/2023	Santander Bank Polska SA	Annual	Against	10,14	Pay is misaligned with EOS remuneration principles
20/04/2023	Komerční banka as	Annual	Against	11	Pay is misaligned with EOS remuneration principles
20/04/2023	Kotak Mahindra Bank Limited	Special	All For		
21/04/2023	Carnival Corporation	Annual	Against	11 8 12 14,15	Concerns about remuneration committee performance Concerns related to approach to board diversity High CEO to average NEO payExcessive CEO payOptions/PSUs vest in less than 36 months Pay is misaligned with EOS remuneration principles
21/04/2023	Grupo Financiero Banorte SAB de CV	Annual	All For		
21/04/2023	NagaCorp Ltd.	Annual	Against	4 7A,7C 3,2	Concerns related to approach to board gender diversity Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
24/04/2023	SITC International Holdings Co., Ltd.	Annual	Against	3 11 12	Concerns related to inappropriate membership of committees Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
25/04/2023	Chemical Works of Gedeon Richter Plc	Annual	Against	9,10,17,3,21	Pay is misaligned with EOS remuneration principles
25/04/2023	Kontrolmatik Teknoloji Enerji ve Muhendislik AS	Annual	Against	8,11	Insufficient/poor disclosure
25/04/2023	MONETA Money Bank, a.s.	Annual	All For		
26/04/2023	Aselsan Elektronik Sanayi ve Ticaret AS	Annual	Against	7,8,9,13,15 10	Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders
26/04/2023	Lancashire Holdings Ltd.	Annual	Against	2,3	Pay is misaligned with EOS remuneration principles
26/04/2023	Suzano SA	Annual	Abstain	6,1,6,2	Cumulative/slate voting in favour of individual candidates/slates
26/04/2023	Suzano SA	Annual	Against	7	
26/04/2023	Suzano SA	Extraordinary Shareholders	All For		
27/04/2023	America Movil SAB de CV	Ordinary Shareholders	All For		
27/04/2023	B3 SA-Brasil, Bolsa, Balcão	Annual	Against	5,11	Insufficient/poor disclosure
27/04/2023	B3 SA-Brasil, Bolsa, Balcão	Extraordinary Shareholders	All For		
27/04/2023	Mavi Giyim Sanayi ve Ticaret AS	Annual	All For		
27/04/2023	MOL Hungarian Oil & Gas Plc	Annual	Against	11 12,13,14 9 15,16,18	Concerns related to approach to board gender diversity Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles
27/04/2023	Petroleo Brasileiro SA	Annual	Against	1	
27/04/2023	Petroleo Brasileiro SA	Annual	Against	1	
28/04/2023	BB Seguridade Participacoes SA	Annual	Abstain	2,3,1,3,2,3,3,3,4,3,5,3,6,4 1,7	Insufficient/poor disclosure Lack of independence on board
28/04/2023	Geely Automobile Holdings Limited	Extraordinary Shareholders	All For	1,1,1,2,1,4,1,5,1,6	
28/04/2023	Geely Automobile Holdings Limited	Extraordinary Shareholders	All For		
28/04/2023	Geely Automobile Holdings Limited	Extraordinary Shareholders	Against	2 1,3	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
28/04/2023	Grupo Mexico S.A.B. de C.V.	Annual	Against	8 7	Insufficient/poor disclosure Insufficient/poor disclosure. Inappropriate bundling of election of directors on a single vote
28/04/2023	Housing Development Finance Corporation Limited	Special	All For		
28/04/2023	Hypera SA	Annual	Abstain	4,7,8,1,8,2,8,3,8,4,8,5,8,6,8,7 8,8,8,9 6 5	Insufficient/poor disclosure Insufficient/poor disclosure Lack of independence on board Inappropriate bundling of election of directors on a single vote
28/04/2023	Hypera SA	Extraordinary Shareholders	All For		
28/04/2023	OTP Bank Nyrt	Annual	Against	7,1 8,2 10 5	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles
02/05/2023	Aksa Enerji Uretim AS	Annual	All For		
02/05/2023	Plus500 Ltd.	Annual	Against	A 3 22	Lack of independent representation at board committees Concerns related to below-board gender diversity Pay is misaligned with EOS remuneration principles
02/05/2023	Reliance Industries Ltd.	Annual	All For		
04/05/2023	Arch Capital Group Ltd.	Annual	All For		
04/05/2023	DFI Retail Group Holdings Ltd.	Annual	Against	5 1 4	Concerns regarding Auditor tenure Concerns to protect shareholder value Lack of independent representation at board committees Concerns related to inappropriate membership of committees Insufficient/poor disclosure Overboarded/Too many other time commitments
04/05/2023	Hongkong Land Holdings Ltd.	Annual	Against	1	Lack of independent representation at board committees Concerns related to inappropriate membership of committees Insufficient/poor disclosure
04/05/2023	Jardine Matheson Holdings Ltd.	Annual	Against	3 5	Concerns about overall board structure Concerns related to inappropriate membership of committees Inadequate management of climate-related risks Concerns about overall board structure
07/05/2023	Saudi National Bank	Annual	Against	9	Insufficient/poor disclosure
08/05/2023	Budweiser Brewing Company APAC Limited	Annual	Against	3a 3b,3d 6,7 8,9	Combined CEO/Chair Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles Concerns to protect shareholder value
09/05/2023	ASMP Limited	Annual	All For		
09/05/2023	RenaissanceRe Holdings Ltd.	Annual	Against	1a 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns about overall board structure Low shareholding requirement
09/05/2023	Wharf Real Estate Investment Co. Ltd.	Annual	Against	2f 5,6 7	Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
10/05/2023	ANTA Sports Products Limited	Annual	Against	3,11,13,14,15,16,17	Pay is misaligned with EOS remuneration principles
11/05/2023	AAC Technologies Holdings, Inc.	Annual	Against	3a 5 7	Concerns related to approach to board gender diversity Overboarded/Too many other time commitments Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure
11/05/2023	Bunge Limited	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation
11/05/2023	Guaranty Trust Holding Co. Plc	Annual	Against	5	Insufficient/poor disclosure
11/05/2023	Hiscox Ltd.	Annual	Against	5 11 2,3	Failure to provide DEI disclosures in line with UK listing rules Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles
11/05/2023	Hutchison Telecommunications Hong Kong Holdings Ltd.	Annual	All For		

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
11/05/2023	Kerry Logistics Network Limited	Special	All For		
12/05/2023	Hutchmed (China) Limited	Annual	Against	2I 2A 2E	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Lack of independence on board
12/05/2023	Ping An Insurance (Group) Company of China, Ltd.	Annual	All For		
12/05/2023	Ping An Insurance (Group) Company of China, Ltd.	Annual	All For		
15/05/2023	Huabao International Holdings Limited	Annual	Against	5A,5C 3a 3b	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
15/05/2023	Yantai Jereh Oilfield Services Group Co. Ltd.	Annual	Against	8	Concerns related to shareholder rights
16/05/2023	BIM Birlesik Magazalar AS	Annual	Against	7	Inappropriate bundling of election of directors on a single vote
17/05/2023	CK Infrastructure Holdings Limited	Annual	Against	3.1 3.4 3.3 3.2	Concerns related to inappropriate membership of committees Inadequate management of climate-related risks Concerns related to succession planning Lack of independence on board Lack of independence on board Overboarded/Too many other time commitments
17/05/2023	Everest Re Group, Ltd.	Annual	All For		
17/05/2023	Tencent Holdings Ltd.	Annual	Against	5	A vote AGAINST this resolution is warranted given that the company has not specified the discount limit for issuances of shares for cash consideration and issuances for non-cash consideration.
17/05/2023	Tencent Holdings Ltd.	Extraordinary Shareholders	Against	1a,1b,1c,2,3,4a,4b,4c,5,6,7	A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the 2023 Share Option Scheme, together with the 2023 Share Award Scheme, exceeds 5 percent of the company's issued capital. * The company has not disclosed the details of the performance conditions, if there will be any, attached to the vesting of the share options to be granted under the 2023 Share Option Scheme. * The directors eligible to receive options under the 2023 Share Option Scheme would be involved in the administration of the 2023 Share Option Scheme.
17/05/2023	Wuxi Lead Intelligent Equipment Co., Ltd.	Annual	All For		
18/05/2023	CK Asset Holdings Limited	Annual	Against	3.1 3.4 3b	Concerns related to inappropriate membership of committees Combined CEO/ChairOverboarded/Too many other time commitments Overboarded/Too many other time commitments Lack of independence on board
18/05/2023	CK Hutchison Holdings Ltd.	Annual	Against	3b	Lack of independence on board
18/05/2023	Inner Mongolia Yili Industrial Group Co., Ltd.	Annual	Against	7.4	Lack of independence on board
18/05/2023	LONGi Green Energy Technology Co., Ltd.	Annual	All For	7.2,7.3,14,15	Lack of independence on board
18/05/2023	YTO Express Group Co., Ltd.	Annual	All For		
19/05/2023	Midea Group Co. Ltd.	Annual	Against	15	Concerns to protect shareholder value
19/05/2023	Orient Overseas (International) Limited	Annual	Against	3d 3c 6a,6c	Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure
19/05/2023	Sands China Ltd.	Annual	Against	2a 5,6	Combined CEO/Chair 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
22/05/2023	Huaxin Cement Co., Ltd.	Annual	Against	7	Insufficient/poor disclosure
22/05/2023	JS Global Lifestyle Co. Ltd.	Annual	Against	6,7	Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure
22/05/2023	Kerry Logistics Network Limited	Annual	Against	3 7A,7C	Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders
23/05/2023	AutoStore Holdings Ltd.	Annual	Against	7	Pay is misaligned with EOS remuneration principles
23/05/2023	Hangzhou Tigermud Consulting Co., Ltd.	Annual	Against	14.03	Lack of independence on board
23/05/2023	Hangzhou Tigermud Consulting Co., Ltd.	Annual	Against	11 12 14.03 11	Pay is misaligned with EOS remuneration principles Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board Pay is misaligned with EOS remuneration principles
23/05/2023	Hangzhou Tigermud Consulting Co., Ltd.	Special	All For		
23/05/2023	Hangzhou Tigermud Consulting Co., Ltd.	Special	All For		
24/05/2023	Chailease Holding Co., Ltd.	Annual	Against	7.1 7.5,7.7,7.9	Concerns over long tenure Lack of independence on board Lack of independence on board
25/05/2023	Geely Automobile Holdings Limited	Annual	Against	6 5,7	Lack of independence on board Lack of independence on board
25/05/2023	MGM China Holdings Limited	Annual	Against	2A2 4,6 2B	Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure Lack of independence on board
25/05/2023	Wynn Macau Ltd.	Annual	Against	2c,2d 6,7 8a,8b,8c,8d,9a,9b,9c,9d	Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
25/05/2023	Yue Yuen Industrial (Holdings) Limited	Annual	Against	6 5A,5C 3.1,3.2	Concerns related to shareholder rights Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
26/05/2023	Focus Media Information Technology Co., Ltd.	Annual	Against	10 7 8,11,12,13,14,15,16,17	Concerns related to shareholder rights Concerns to protect shareholder value Insufficient/poor disclosure
26/05/2023	MTN Group Ltd.	Annual	All For		
26/05/2023	NARI Technology Co., Ltd.	Annual	Against	8,13,15.1	Insufficient/poor disclosure
26/05/2023	Shenzhen YUTO Packaging Technology Co., Ltd.	Annual	Against	10	Insufficient/poor disclosure
29/05/2023	Alarko Holding AS	Annual	Against	15 12,20	Inappropriate bundling of election of directors on a single vote Insufficient/poor disclosure Insufficient/poor disclosure
29/05/2023	Shenzhen Inovance Technology Co., Ltd.	Annual	All For		
30/05/2023	PT Telkom Indonesia (Persero) Tbk	Annual	Against	7,9	Insufficient/poor disclosure
30/05/2023	Super Hi International Holding Ltd.	Annual	Against	7,9 4	Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
31/05/2023	Kerry Properties Limited	Annual	Against	3a 3c 6A,6C	Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversityCombined CEO/Chair Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholdersInsufficient/poor disclosure
31/05/2023	Vestel Elektronik Sanayi ve Ticaret AS	Annual	Against	8,12	Insufficient/poor disclosure
01/06/2023	B3 SA-Brasil, Bolsa, Balcao	Extraordinary Shareholders	Abstain	1	Insufficient/poor disclosure
01/06/2023	Royal Caribbean Group	Annual	All For	3	Insufficient/poor disclosure
01/06/2023	Shangri-La Asia Limited	Annual	Against	2A	Concerns related to inappropriate membership of committees
01/06/2023	United Energy Group Limited	Annual	Against	5A,5C 2 3,4 7a,7c	Issue of equity raises concerns about excessive dilution of existing shareholders Concerns related to inappropriate membership of committees Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders
01/06/2023	Yantai Jereh Oilfield Services Group Co. Ltd.	Special	Against	1,2,3,4,5,6	Pay is misaligned with EOS remuneration principles
02/06/2023	Absa Group Ltd.	Annual	Against	4,3	Concerns related to inappropriate membership of committees
02/06/2023	Absa Group Ltd.	Special	All For		
02/06/2023	Grupo Financiero Banorte SAB de CV	Ordinary Shareholders	All For		
02/06/2023	Haitong International Securities Group Limited	Annual	Against	5,7 2b	Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure Lack of independence on board
02/06/2023	Xinyi Glass Holdings Ltd.	Annual	Against	3A1 3A4 5B,5C 3A2	Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
06/06/2023	BANK POLSKA KASA OPIEKI SA	Annual	Against	12	Pay is misaligned with EOS remuneration principles
06/06/2023	China Mengniu Dairy Co., Ltd.	Annual	Against	3b,3c,6	Insufficient/poor disclosure
06/06/2023	China Resources Mixc Lifestyle Services Limited	Annual	Against	3,3 6,7 3,1,3,2	Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
06/06/2023	Sok Marketter Ticaret AS	Annual	Against	7	Insufficient/poor disclosure
06/06/2023	WH Group Ltd. (HK)	Annual	Against	2b,2c 7 8 2a	Concerns related to approach to board gender diversity Insufficient and poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board and inadequate management of deforestation risks
07/06/2023	China Resources Land Limited	Annual	Against	3,1 3,4,3,5 6,7	Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders
07/06/2023	ESR Group Ltd.	Annual	All For		
07/06/2023	Petkim Petrokimya Holding AS	Annual	Against	9,12	Insufficient/poor disclosure
07/06/2023	Powszechny Zaklad Ubezpieczen SA	Annual	Against	19,20,21 23,24	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
08/06/2023	BYD Company Limited	Annual	Against	3 7,11 9,10	Inadequate management of climate-related risks Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders
11/06/2023	HDFC Bank Limited	Special	All For		
12/06/2023	Dogan Sirketler Grubu Holding AS	Special	All For		
13/06/2023	Kweichow Moutai Co., Ltd.	Annual	Against	12,3	Concerns related to approach to board gender diversity
14/06/2023	Ulker Biskuvi Sanayi AS	Annual	Against	7,10	Insufficient/poor disclosure
15/06/2023	NetEase, Inc.	Annual	Against	1e 1c,1d 4	Concerns about candidate's experience/skills 2- Concerns related to succession planning Concerns related to succession planning Concerns with director compensation
15/06/2023	Parade Technologies, Ltd.	Annual	All For		
16/06/2023	First Pacific Company Limited	Annual	Against	4,3 4,2 4,1	Inadequate management of climate-related risks from exposure to coal Overboarded/Too many other time commitments Overboarded/Too many other time commitments Inadequate management of climate-related risks from exposure to coal
16/06/2023	Shanghai Putailai New Energy Technology Co., Ltd.	Special	All For		
19/06/2023	Zhongsheng Group Holdings Ltd.	Annual	Against	6 3 10,11 4	Concerns related to approach to board gender diversityConcerns related to succession planning Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
20/06/2023	Cazoo Group Ltd	Annual	Against	1,2	Concerns related to approach to board diversityConcerns about overall board structure
20/06/2023	Nexteer Automotive Group Limited	Annual	Against	3a2,3a4 3a3 5A,5C 3a1	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
21/06/2023	FIT Hon Teng Limited	Annual	Against	2A1 4A,4C	Combined CEO/Chair 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
21/06/2023	JD.com, Inc.	Annual	All For		
21/06/2023	KGHM Polska Miedz SA	Annual	Against	12	Pay is misaligned with EOS remuneration principles
21/06/2023	Larsen & Toubro Limited	Special	All For		
21/06/2023	Polski Koncern Naftowy ORLEN SA	Annual	Against	18	Pay is misaligned with EOS remuneration principles
21/06/2023	Powszechna Kasa Oszczednosci Bank Polski SA	Annual	Against	17,18 10	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
22/06/2023	Bandhan Bank Ltd.	Special	All For		
22/06/2023	Bera Holding AS	Annual	Against	10	Insufficient/poor disclosure



Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
23/06/2023	Vietnam Enterprise Investments Ltd	Annual	All For		
26/06/2023	CEZ as	Annual	Against	2,1,2,2,2,3 5,6,7	Inadequate management of climate-related risks from exposure to coal Pay is misaligned with EOS remuneration principles
26/06/2023	China Jushi Co. Ltd.	Special	All For		
26/06/2023	Dino Polska SA	Annual	Against	12	Pay is misaligned with EOS remuneration principles
26/06/2023	Haier Smart Home Co., Ltd.	Annual	Against	9	Concerns to protect shareholder value
26/06/2023	Haier Smart Home Co., Ltd.	Special	All For		
26/06/2023	Hindustan Unilever Limited	Annual	Against	3,4,5,9	Lack of independence on board Concerns related to approach to board gender diversity
26/06/2023	JS Global Lifestyle Co. Ltd.	Extraordinary Shareholders	All For		
26/06/2023	Kanzhun Limited	Annual	Against	4 6,8	Concerns related to approach to board gender diversityConcerns about overall board structureConcerns to protect shareholder valueLack of independence on boardLack of independent representation at board committees Issue of equity raises concerns about excessive dilution of existing shareholders
26/06/2023	NWS Holdings Limited	Special	All For		
27/06/2023	China Merchants Bank Co., Ltd.	Annual	Against	6 9 10	Concerns related to Non-audit fees Concerns related to approach to board gender diversity Lack of independence on board
27/06/2023	China Merchants Bank Co., Ltd.	Annual	Against	6 9 10	Concerns related to Non-audit fees Concerns related to approach to board gender diversity Lack of independence on board
27/06/2023	Wuxi Biologics (Cayman) Inc.	Annual	Against	2a 2c 5a,5b 7 6	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Lack of independence on board Concerns to protect shareholder value Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
28/06/2023	Infosys Limited	Annual	All For		
29/06/2023	Tata Consultancy Services Limited	Annual	Against	3 6	Concerns related to inappropriate membership of committees Lack of independence on board Insufficient justification for related party transaction
30/06/2023	Gree Electric Appliances, Inc. of Zhuhai	Annual	Against	10	Insufficient/poor disclosure
30/06/2023	LPP SA	Annual	Against	17,2 16 9,14,18,19	Inappropriate bundling of election of directors on a single vote Lack of independence on board Proposed term in policy exceeds appropriate limit Pay is misaligned with EOS remuneration principles
30/06/2023	Man Wah Holdings Limited	Annual	Against	3 5 7,9 4	Concerns related to inappropriate membership of committees Combined CEO/Chair Concerns related to succession planning Overboarded/Too many other time commitments Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
30/06/2023	Meituan	Annual	Against	11 3,5,7,10,12,13,14,15,16	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
30/06/2023	Postal Savings Bank of China Co., Ltd.	Annual	Against	11,12 8,10	Concerns related to approach to board gender diversity Concerns related to shareholder rights
03/04/2023	Volvo Car AB	Annual	Against	12.b,13 11.a,14,16.B2	Concerns regarding Auditor tenure Pay is misaligned with EOS remuneration principles
04/04/2023	Clariant AG	Annual	Against	5.1.b,5.2 4.1 7,1,7,2	Concerns related to approach to board gender diversity Concerns related to shareholder rights Insufficient/poor disclosure
04/04/2023	Credit Suisse Group AG	Annual	Abstain Against	1.1 2 8,2,2,10,1,10,2	Insufficient basis to support a decision Concerns about overall performance Pay is misaligned with EOS remuneration principles
04/04/2023	EDP Renovaveis SA	Annual	Against	9	Pay is misaligned with EOS remuneration principles
04/04/2023	Evolution AB	Annual	Against	10,3,10,5 9	Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles
04/04/2023	Husqvarna AB	Annual	Against	10a,3,10a,5	Concerns related to inappropriate membership of committees
04/04/2023	Nokia Oyj	Annual	All For		
04/04/2023	Skandinaviska Enskilda Banken AB	Annual	Against	14.a2,14.a8,14.10,14.b	Concerns related to inappropriate membership of committees
04/04/2023	Volvo AB	Annual	Against	14.10 19	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
05/04/2023	Deutsche Telekom AG	Annual	All For		
05/04/2023	Elisa Oyj	Annual	Against	16 10	Concerns about reducing shareholder rights Pay is misaligned with EOS remuneration principles
05/04/2023	LE Lundsbergforetagen AB	Annual	Against	12 11	Lack of independence on board Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
05/04/2023	PSP Swiss Property AG	Annual	Against	5,1,5,2,6 7,1 13,1,13,2 2	Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns about remuneration committee performance Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
05/04/2023	Saab AB	Annual	Against	11.k 11.g 14.a,14.b,14.c,15.c	Concerns regarding Auditor tenure Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
05/04/2023	Straumann Holding AG	Annual	Against	11 6,2,7,1	Insufficient/poor disclosure Overboarded/Too many other time commitments
05/04/2023	Telia Co. AB	Annual	All For		
05/04/2023	UBS Group AG	Annual	Against	3 2,14	Insufficient basis to support a decision Pay is misaligned with EOS remuneration principles
06/04/2023	Zurich Insurance Group AG	Annual	Against	1,2,7	Pay is misaligned with EOS remuneration principles
10/04/2023	Mytilineos SA	Extraordinary Shareholders	All For		

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
12/04/2023	Adecco Group AG	Annual	Against	5.1.8,5.4 5.1.5,5.1.6 6 1.2	Concerns regarding Auditor tenure Concerns related to inappropriate membership of committees Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
12/04/2023	EDP-Energias de Portugal SA	Annual	Against	8	Insufficient/poor disclosure
12/04/2023	Ferrovial SA	Annual	Against	5.5	Concerns related to approach to board gender diversity
12/04/2023	Koninklijke Ahold Delhaize NV	Annual	All For		
12/04/2023	Royal KPN NV	Annual	All For		
12/04/2023	Swiss Re AG	Annual	Against	8	Insufficient/poor disclosure
12/04/2023	UPM-Kymmene Oyj	Annual	Against	19 13	Concerns about reducing shareholder rights Overboarded/Too many other time commitments
12/04/2023	Vestas Wind Systems A/S	Annual	Abstain	6,e,7	Concerns regarding Auditor tenure
13/04/2023	Beiersdorf AG	Annual	Against	6	Pay is misaligned with EOS remuneration principles
13/04/2023	Davide Campari-Milano NV	Annual	Against	6 2,b,5	Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles
13/04/2023	Emmi AG	Annual	Against	5.1.3,5.2.1,5.3.2,5.3.3 9 4.4	Concerns related to inappropriate membership of committees Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
13/04/2023	Fortum Oyj	Annual	All For		
13/04/2023	Julius Baer Gruppe AG	Annual	Against	10	Insufficient/poor disclosure
13/04/2023	Orkla ASA	Annual	Against	3.2.9	Pay is misaligned with EOS remuneration principles
13/04/2023	Stellantis NV	Annual	Against	2,c,2,d,2g,5	Pay is misaligned with EOS remuneration principles
13/04/2023	Teleperformance SA	Annual/Special	Against	10	Pay is misaligned with EOS remuneration principles
13/04/2023	VINCI SA	Annual/Special	Against	8,9,12	Pay is misaligned with EOS remuneration principles
14/04/2023	Aker BP ASA	Annual	Against	5,6,12,13	Poison pill/anti-takeover measure not in investors interests
14/04/2023	CNH Industrial NV	Annual	Against	5,c	Double voting rights
14/04/2023	Ferrari NV	Annual	Against	4.2 3,g 3,a,3,d,3,i	Concerns to protect shareholder value Inadequate management of climate-related risks Overboarded/Too many other time commitments
17/04/2023	Industrivarden AB	Annual	Against	12,f,12,g 12,a 12,b 12,e 12,i 16	Lack of independence on board Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Lack of independence on board Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments
18/04/2023	Banca Mediolanum SpA	Annual	Against	A 2,1,2,2,2,3,4	Pay is misaligned with EOS remuneration principles Insufficient/poor disclosure
18/04/2023	Infrastrutture Wireless Italiane SpA	Annual/Special	Against	3,5,A	Pay is misaligned with EOS remuneration principles
18/04/2023	Moncler SpA	Annual	Against	4,1,1,4,2,4,3 A 2	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
18/04/2023	SSAB AB	Annual	All For		
18/04/2023	Tecan Group AG	Annual	Against	11	Insufficient/poor disclosure
19/04/2023	ABN AMRO Bank NV	Annual	Against	9,b	Concerns to protect shareholder value
19/04/2023	ageas SA/NV	Extraordinary Shareholders	Against	3	Concerns to protect shareholder value
19/04/2023	Airbus SE	Annual	Against	4.1 4,6	Insufficient consideration of climate change in audit and accounts Pay is misaligned with EOS remuneration principles
19/04/2023	Bachem Holding AG	Annual	Against	6,1,6,2,6,3 10 5,1,5,2,5,3,5,4,5,5	Concerns related to inappropriate membership of committees Insufficient/poor disclosure Lack of independence on board
19/04/2023	Covestro AG	Annual	Against	4,2 5,6	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
19/04/2023	Eiffage SA	Annual/Special	Against	5 8,10	Concerns regarding Auditor tenure Pay is misaligned with EOS remuneration principles
19/04/2023	Geberit AG	Annual	Against	5.1.3,7 5.1.1 11 8,1	Concerns regarding Auditor tenure Concerns related to approach to board gender diversity Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
19/04/2023	Georg Fischer AG	Annual	Against	11 1,2	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
19/04/2023	Proximus SA	Annual	Against	6,7	Pay is misaligned with EOS remuneration principles
19/04/2023	Prysmian SpA	Annual/Special	Against	4 5,A	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
20/04/2023	Aena S.M.E. SA	Annual	All For		
20/04/2023	Banco BPM SpA	Annual	Against	7,3,8,1 7,1 3,1,3,2	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
20/04/2023	Chocoladefabriken Lindt & Spruengli AG	Annual	Against	6.1,5,6,4 6.2,2 8.1 9 6.1,2,6,1,3 6.1.1 6.1.4 2	Concerns regarding Auditor tenure Concerns related to approach to board gender diversity Concerns related to shareholder rights Insufficient/poor disclosure Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Inadequate management of climate-related risks Lack of independence on board Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
20/04/2023	Covivio SA	Annual/Special	Against	9,10,12,13	Pay is misaligned with EOS remuneration principles
20/04/2023	Gecina SA	Annual	Against	14	Concerns related to succession planning Concerns related to approach to below-board gender diversity
20/04/2023	Heineken Holding NV	Annual	Against	6.c 7.c 7.a,7.b	Concerns to protect shareholder value Lack of independence on board Lack of independence on board Concerns about overall board structure
20/04/2023	Heineken NV	Annual	Against	3.a 3.b	Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments
20/04/2023	Hermes International SCA	Annual/Special	Against	26,27 5 13 16 15 7,8,9,11,28 6,21,25 22,24	Concerns to protect shareholder value Insufficient justification for related party transaction Lack of independence on board Lack of independence on board Concerns related to approach to below-board gender diversity Lack of independence on board Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles 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
20/04/2023	Italgas SpA	Annual	Against	3	Pay is misaligned with EOS remuneration principles
20/04/2023	Jeronimo Martins SGPS SA	Annual	Against	4	Pay is misaligned with EOS remuneration principles
20/04/2023	LVMH Moët Hennessy Louis Vuitton SE	Annual/Special	Against	4,5,6,7,9,11,12,13,14,15,17,18,23,24,25,26,28	Pay is misaligned with EOS remuneration principles
20/04/2023	Nestle SA	Annual	Against	1.2 8	Pay is misaligned with EOS remuneration principles Insufficient/poor disclosure
20/04/2023	Nordic Semiconductor ASA	Annual	Against	8d 10a	Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
20/04/2023	Reply SpA	Annual	Against	A 2 4a,4b	Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles
20/04/2023	Rexel SA	Annual/Special	All For		
20/04/2023	SIG Group AG	Annual	Against	5,1,11	Pay is misaligned with EOS remuneration principles
20/04/2023	Sweco AB	Annual	Against	13 12 14	Concerns regarding Auditor tenure Lack of independence on board Overboarded/Too many other time commitments Concerns regarding Auditor tenure
20/04/2023	Telecom Italia SpA	Annual	Against	5 2,1,2,3,3,2,A	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
21/04/2023	Aker ASA	Annual	Against	15 10 9 5	Insufficient/poor disclosure Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
21/04/2023	Akzo Nobel NV	Annual	Against	6.b 5.b	Concerns to protect shareholder value Inadequate management of climate-related risks
21/04/2023	Amplifon SpA	Annual	Against	6 3,4,1,4,2	Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles
21/04/2023	DeLonghi SpA	Annual/Special	Against	3 A	Insufficient/poor disclosure
21/04/2023	Icade SA	Annual/Special	Against	5 6,8	Lack of independence on board Lack of independence on board
21/04/2023	L'Oreal SA	Annual/Special	Against	8 7,12	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
21/04/2023	Recordati SpA	Annual	Against	2a,2,2b,2c A 3a,3b,4	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
24/04/2023	Flughafen Zuerich AG	Annual	Against	9,2 10 8,1,4,8,1,5,8,3,4	Concerns related to shareholder rights Insufficient/poor disclosure Lack of independence on board
24/04/2023	Henkel AG & Co. KGaA	Annual	Against	7 8,9	Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles
24/04/2023	ING Groep NV	Annual	All For		
24/04/2023	Vivendi SE	Annual/Special	Against	21 26 22 6,10,13,14,15,16,17,18,19,20	Concerns related to approach to below-board gender diversity Overboarded/Too many other time commitments Concerns to protect shareholder value Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
25/04/2023	Alfa Laval AB	Annual	All For		
25/04/2023	Beijer Ref AB	Annual	Against	12.a,12.c,12.e,12.g,12.h 15	Lack of independence on board Pay is misaligned with EOS remuneration principles
25/04/2023	Boliden AB	Annual	Against	22 b2	Pay is misaligned with EOS remuneration principles
25/04/2023	DNB Bank ASA	Annual	No Action Taken	1,2,3,4,5,6.a,6.b,7,8,9,10,11,12,13,14	
25/04/2023	DNB Bank ASA	Annual	All For		

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25/04/2023	VERBUND AG	Annual	Against	9.1,9.2,9.3,9.4 5,8	Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles
26/04/2023	Anheuser-Busch InBev SA/NV	Annual/Special	Against	B.8.d,B.8.e,B.8.g B.8.f,B.8.h,B.8.i B.9	Concerns related to inappropriate membership of committees Lack of independence on board Lack of independence on board Pay is misaligned with EOS remuneration principles
26/04/2023	ASML Holding NV	Annual	Against	3a	Pay is misaligned with EOS remuneration principles
26/04/2023	Assa Abloy AB	Annual	Against	12	Lack of independent representation at board committees Overboarded/Too many other time commitments
26/04/2023	Assicurazioni Generali SpA	Annual	Against	17 3a.2 A 4a,4b	Pay is misaligned with EOS remuneration principles Insufficient/poor disclosure Pay is misaligned with EOS remuneration principle
26/04/2023	BE Semiconductor Industries NV	Annual	Against	5b 6	Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles
26/04/2023	Eaton Corporation plc	Annual	Against	1g 1h,2 3	Concerns about remuneration committee performance Concerns regarding Auditor tenure High CEO to average NEO payOptions/PSUs vest in less than 36 months
26/04/2023	ENGIE SA	Annual/Special	Against	B	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
26/04/2023	Eurazeo SE	Annual/Special	Against	6 4	Concerns related to succession planning Concerns related to approach to below-board gender diversity Insufficient justification for related party transaction
26/04/2023	Getinge AB	Annual	Against	8,14,15,16,17,18,19 15.c,15.e 15.b 15.a,15.f 15.j	Pay is misaligned with EOS remuneration principles Lack of independence on boardConcerns related to inappropriate membership of committees Lack of independence on boardConcerns related to inappropriate membership of committeesOverboarded/Too many other time commitments Lack of independence on boardOverboarded/Too many other time commitments Lack of independence on boardOverboarded/Too many other time commitmentsConcerns related to inappropriate membership of committees
26/04/2023	Hochtief AG	Annual	Against	5 7 4 6,11	Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board 2- Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles
26/04/2023	IMCD NV	Annual	All For		
26/04/2023	MERLIN Properties SOCIMI SA	Annual	Against	5.1	Independent Chairman
26/04/2023	Royal Vopak NV	Annual	All For		
26/04/2023	RTL Group SA	Annual	Against	6,1,6.2 4.1	Concerns related to approach to board gender diversity Lack of independence on board Pay is misaligned with EOS remuneration principles
26/04/2023	Warehouses De Pauw SA	Annual	Against	8 7	Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles
27/04/2023	Atlas Copco AB	Annual	Against	10.a1,10.a7 10.a6,10.c 12.a,12.b	Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
27/04/2023	AXA SA	Annual/Special	Against	7,8	Pay is misaligned with EOS remuneration principles
27/04/2023	BASF SE	Annual	All For		
27/04/2023	Bouygues SA	Annual/Special	Against	13 4 21 7,10,11,27 15,17,23,30 19,20,22,24,25	Concerns regarding Auditor tenure Insufficient justification for related party transaction Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests Poison pill/anti-takeover measure not in investors interestsIssue of equity raises concerns about excessive dilution of existing shareholders
27/04/2023	Continental AG	Annual	Against	6	Pay is misaligned with EOS remuneration principles
27/04/2023	CRH Plc	Annual	Against	1	Insufficient consideration of climate change in audit and accounts
27/04/2023	Danone SA	Annual/Special	Against	1	Insufficient consideration of climate change in audit and accounts
27/04/2023	Eurofins Scientific SE	Annual	Against	10	Pay is misaligned with EOS remuneration principles
27/04/2023	FinecoBank SpA	Annual/Special	Against	9,10 A	Insufficient/poor disclosure
27/04/2023	Flutter Entertainment Plc	Annual	Against	2,3	Pay is misaligned with EOS remuneration principles
27/04/2023	GEA Group AG	Annual	Against	3	Pay is misaligned with EOS remuneration principles
27/04/2023	Getlink SE	Annual/Special	All For		
27/04/2023	Greek Organisation of Football Prognostics SA	Annual	Against	9	Pay is misaligned with EOS remuneration principles
27/04/2023	Hera SpA	Annual	Against	6,3,8,3 7,9,A 5	Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders
27/04/2023	Huhtamaki Oyj	Annual	Against	10	Pay is misaligned with EOS remuneration principles
27/04/2023	Kering SA	Annual/Special	All For		
27/04/2023	Kerry Group Plc	Annual	All For		
27/04/2023	La Francaise des Jeux SA	Annual/Special	All For		
27/04/2023	Prada SpA	Annual/Special	Against	3,4a 5,6	Lack of independence on board Pay is misaligned with EOS remuneration principles
27/04/2023	Royal Unibrew A/S	Annual	Abstain	8.d	Overboarded/Too many other time commitmentsInsufficient disclosure 2- Low shareholding requirement
27/04/2023	Sandvik Aktiebolag	Annual	Against	7,2 14,6 14.4 18	Concerns related to inappropriate membership of committees Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles
27/04/2023	Tomra Systems ASA	Annual	Against	12	Overboarded/Too many other time commitments

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
27/04/2023	Trelleborg AB	Annual	Against	13.a,13.c,13.h,15,16	Pay is misaligned with EOS remuneration principles
27/04/2023	UCB SA	Annual/Special	Against	5	Pay is misaligned with EOS remuneration principles
27/04/2023	Umicore	Annual/Special	Against	A.7.1 A.2	Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles
27/04/2023	UnipolSai Assicurazioni SpA	Annual/Special	Against	A 3	Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders
27/04/2023	Veolia Environnement SA	Annual/Special	All For		
28/04/2023	AZA SpA	Annual	Against	7.3,8,9,3,10 6 A	Concerns related to Non-audit fees Insufficient/poor disclosure
28/04/2023	Baloise Holding AG	Annual	Against	5.1.a 7.1,7.2 1.2	Concerns related to approach to board gender diversity Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
28/04/2023	Bayer AG	Annual	Against	5 9	Insufficient action taken on low say-on-pay results Insufficient/poor disclosure
28/04/2023	BBGI Global Infrastructure S.A.	Annual	All For		
28/04/2023	DiaSorin SpA	Annual	Against	A 2,1,3,4	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
28/04/2023	Endesa SA	Annual	All For		
28/04/2023	HELLA GmbH & Co. KGaA	Annual	Against	6 7,8	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
28/04/2023	Helvetia Holding AG	Annual	Against	4.1 9 1.2	Concerns related to approach to board gender diversity Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
28/04/2023	Iberdrola SA	Annual	Against	13	Pay is misaligned with EOS remuneration principles
28/04/2023	Interpump Group SpA	Annual/Special	Against	8.2,11.1 9 A 13 4,5	Combined CEO/Chair Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles
28/04/2023	Intesa Sanpaolo SpA	Annual	Against	A 2b	Excessive CEO pay 2- Low shareholding requirement
28/04/2023	Kingspan Group Plc	Annual	All For		
28/04/2023	Lifco AB	Annual	Against	15.d,15.e,15.h 15.a 15.b	Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Overboarded/Too many other time commitments
28/04/2023	Merck KGaA	Annual	Against	6	Pay is misaligned with EOS remuneration principles
28/04/2023	Schibsted ASA	Annual	All For		
28/04/2023	Smurfit Kappa Group Plc	Annual	All For		
28/04/2023	Swiss Life Holding AG	Annual	Against	5.7,7 5.1 5.6,5.8 9	Concerns regarding Auditor tenure Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Insufficient/poor disclosure
02/05/2023	ArcelorMittal SA	Annual	Against	I,II VIII	Concerns regarding audit quality 2- Inadequate management of climate-related risks Non-independent Chairman 2- Overboarded/Too many other time commitments
02/05/2023	ArcelorMittal SA	Extraordinary Shareholders	All For		
02/05/2023	argenx SE	Annual	Against	3	Pay is misaligned with EOS remuneration principles
02/05/2023	Hexagon AB	Annual	Against	12.1,12.4,12.8 12.3,12.5	Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees
03/05/2023	Fuchs Petrolub SE	Annual	Against	6	Pay is misaligned with EOS remuneration principles
03/05/2023	Galp Energia SGPS SA	Annual	Against	5	Lack of independence on board
03/05/2023	Hannover Rueck SE	Annual	Against	4 6	Lack of independence on board Pay is misaligned with EOS remuneration principles
03/05/2023	Investor AB	Annual	Against	14.K 14.A,14.D,14.I,15 14.G,14.H 14.J 9	Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Lack of independence on board Overboarded/Too many other time commitments
03/05/2023	L'Air Liquide SA	Annual/Special	All For		Pay is misaligned with EOS remuneration principles
03/05/2023	Mercedes-Benz Group AG	Annual	Against	8,9	Pay is misaligned with EOS remuneration principles
03/05/2023	Metso Corp.	Annual	Against	17	Concerns to protect shareholder value
03/05/2023	OCI NV	Annual	Against	3,5,11,12	Pay is misaligned with EOS remuneration principles
03/05/2023	Temenos AG	Annual	Against	5.2.1 9	Concerns related to approach to board gender diversity Overboarded/Too many other time commitments Insufficient/poor disclosure
03/05/2023	Tenaris SA	Annual	Against	6 8	Lack of independence on board Combined CEO/Chair Concerns related to approach to board gender diversity Inappropriate bundling of election of directors on a single vote Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles
04/05/2023	ACS Actividades de Construcción y Servicios SA	Annual	Against	4.4 4.8 9 5.1	Concerns about remuneration committee performance Concerns related to inappropriate membership of committees Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles
04/05/2023	AIB Group plc	Annual	All For		
04/05/2023	Allianz SE	Annual	Against	4.1 6	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
04/05/2023	Ariston Holding NV	Annual	Against	7 2, b	Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles
04/05/2023	Banque Cantonale Vaudoise	Annual	Against	9	Insufficient/poor disclosure
04/05/2023	Deutsche Post AG	Annual	Against	8	Pay is misaligned with EOS remuneration principles
04/05/2023	Glanbia Plc	Annual	All For		
04/05/2023	Grafton Group Plc	Annual	Against	3h 7	Concerns related to approach to below-board gender diversity Pay is misaligned with EOS remuneration principles
04/05/2023	Groupe Bruxelles Lambert SA	Annual	Against	5.4.1, 5.4.2, 5.4.3 6	Lack of independence on board Pay is misaligned with EOS remuneration principles
04/05/2023	Groupe Bruxelles Lambert SA	Extraordinary Shareholders	All For		
04/05/2023	H&M Hennes & Mauritz AB	Annual	Against	12.2, 12.6	Concerns related to inappropriate membership of committees
04/05/2023	Holcim Ltd.	Annual	Against	1.2.9	Pay is misaligned with EOS remuneration principles
04/05/2023	KBC Group NV	Annual	Against	9.2.9, 6 9.3.9, 5 9.4	Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Lack of independence on board
04/05/2023	KBC Group NV	Extraordinary Shareholders	All For		
04/05/2023	Nexi SpA	Annual	Against	A 2, 1, 2, 2	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
04/05/2023	RWE AG	Annual	Against	7	Pay is misaligned with EOS remuneration principles
04/05/2023	Schneider Electric SE	Annual/Special	Against	5	Pay is misaligned with EOS remuneration principles
04/05/2023	Securitas AB	Annual	Against	13 16	Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
04/05/2023	SNAM SpA	Annual	Against	1 A 4, 5, 1, 5, 2	Inadequate management of climate-related risks Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
04/05/2023	Sofina SA	Annual	Against	6 2, 2	Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles
04/05/2023	Sofina SA	Extraordinary Shareholders	All For		
04/05/2023	Talanx AG	Annual	Against	7.3 7.8 7.1, 7.2, 7.6 7.4 6	Concerns related to inappropriate membership of committeesLack of independent representation at board committeesConcerns related to board gender diversityConcerns related to succession planning Concerns related to succession planning Lack of independence on board Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles
04/05/2023	Var Energi ASA	Annual	Against	9, 10 5, 6	Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests
05/05/2023	Alcon AG	Annual	Against	10 5, 7 4, 1	Insufficient/poor disclosure Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
05/05/2023	Knorr-Bremse AG	Annual	Against	6	Pay is misaligned with EOS remuneration principles
05/05/2023	Lonza Group AG	Annual	All For		
05/05/2023	Muenchener Rueckversicherungs-Gesellschaft AG	Annual	Against	4, 1 6	Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles
08/05/2023	Kinnevik AB	Annual	All For		
08/05/2023	Leonardo SpA	Annual	Against	2, 3, 4, 2, 5, 6	
08/05/2023	Poste Italiane SpA	Annual	Against	5, 2, 6, 7 A	Insufficient/poor disclosure
09/05/2023	Deutsche Lufthansa AG	Annual	Against	4, 6	Pay is misaligned with EOS remuneration principles
09/05/2023	Koninklijke Philips NV	Annual	Against	2, e, 7, b	Concerns to protect shareholder value
09/05/2023	Kuehne + Nagel International AG	Annual	Against	4, 1, 4, 4, 2 4, 1, 2, 4, 4, 1 8 6, 7, 2, 7, 3 1c	Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles Concerns about remuneration committee performance
09/05/2023	Pentair plc	Annual	Against	2	High CEO to average NEO payOptions/PSUs vest in less than 36 months
09/05/2023	Rheinmetall AG	Annual	Against	6	Pay is misaligned with EOS remuneration principles
09/05/2023	Sagax AB	Annual	Against	14 10, 3, 10, 4, 10, 6 10, 1, 10, 7 10, 5 12	Concerns to protect shareholder value Lack of independence on board Lack of independence on boardConcerns related to inappropriate membership of committeesConcerns related to approach to board gender diversity Lack of independence on boardConcerns related to inappropriate membership of committeesOverboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
09/05/2023	Solvay SA	Annual	Against	7 8	High variable pay ratio 2- Inappropriate use of one-time awards 3- Use of share options misaligned with EOS policy Pay is misaligned with EOS remuneration principles
09/05/2023	Swedish Orphan Biovitrum AB	Annual	Against	15, c, 15, e 18 15, b, 15, g 16, 17, A2, 17, B2, 17, C	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 Pay is misaligned with EOS remuneration principles
09/05/2023	TERNA Rete Elettrica Nazionale SpA	Annual	Against	3, 4, 5, 2, 6, 7, 8, 1, 9 A 12, 1, 12, 2	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
10/05/2023	Enel SpA	Annual	Against	6, 2, 7, 1, A	Insufficient/poor disclosure
10/05/2023	Eni SpA	Annual/Special	Against	5, 1, 6, 7, 8, 1, 9, 10, 12, 13, A	Pay is misaligned with EOS remuneration principles

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
10/05/2023	Equinor ASA	Annual	Against	6 9	Insufficient consideration of climate change in audit and accounts SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
10/05/2023	Investment AB Latour	Annual	Against	11 14,17	Lack of independence on boardConcerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
10/05/2023	Neoen SA	Annual/Special	Against	19 11 10,16	Concerns related to shareholder rights Lack of independence on board Pay is misaligned with EOS remuneration principles
10/05/2023	Norsk Hydro ASA	Annual	No Action Taken	2,3,4,5,6,7,8,9,11,12,1,12,2,1 3,14	
10/05/2023	Norsk Hydro ASA	Annual	All For		
10/05/2023	Rational AG	Annual	Against	4 5	Concerns related to approach to board gender diversityConcerns related to approach to below-board gender diversity Pay is misaligned with EOS remuneration principles
10/05/2023	Symrise AG	Annual	Against	4 6	Lack of independence on board 2- Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles
10/05/2023	Telenor ASA	Annual	Against	15,2 10,15,1	Pay is misaligned with EOS remuneration principles
10/05/2023	Thales SA	Annual/Special	Against	6	Pay is misaligned with EOS remuneration principles
10/05/2023	The Swatch Group AG	Annual	Against	4,3,4,4,5,1,5,2,5,3,5,4,5,5,5,6 5,7,6,1,6,2,6,3,6,4,6,5,6,6,8, 9	Pay is misaligned with EOS remuneration principles
10/05/2023	The Swatch Group AG	Annual	Against	4,3,4,4,5,1,5,2,5,3,5,4,5,5,5,6 5,7,6,1,6,2,6,3,6,4,6,5,6,6,8, 9	Pay is misaligned with EOS remuneration principles
10/05/2023	Volkswagen AG	Annual	Against	8,9 4,2,4,3,4,4,4,6,4,7,4,8,4,9,4,1 0,4,11,4,12,4,13,4,14,4,15,4, 17,4,18,4,22,4,23,4,25 4,1,4,16,4,19,4,20,4,21,4,24 4,5 10 3,1,3,2,3,3,3,4,3,5,3,6,3,7,3,8 3,9,3,10,3,11,3,12,3,13 5,1,5,2,5,3 11,12	Concerns about reducing shareholder rights Concerns related to board gender diversity Concerns related to board gender diversity Concerns to protect shareholder value Concerns related to board gender diversity Insufficient consideration of climate change in audit and accounts Concerns related to minority shareholder interest Inadequate management of climate-related risks Lack of independence on board Pay is misaligned with EOS remuneration principles
10/05/2023	Wolters Kluwer NV	Annual	Against	6,b 2,c	Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles
11/05/2023	adidas AG	Annual	All For		
11/05/2023	Adyen NV	Annual	Against	13,14	Concerns to protect shareholder value
11/05/2023	Arkema SA	Annual/Special	Against	6 12	Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles
11/05/2023	Bayerische Motoren Werke AG	Annual	Against	5	Pay is misaligned with EOS remuneration principles
11/05/2023	Edenred SE	Annual/Special	All For		
11/05/2023	Fastighets AB Balder	Annual	Against	11a 11c,11d,11e	Lack of independence on board Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to inappropriate membership of committees
11/05/2023	Heidelberg Materials AG	Annual	All For		
11/05/2023	Klepierre SA	Annual/Special	Against	5 30	Concerns to protect shareholder value Insufficient evidence of alignment to 1.5 degrees
11/05/2023	Kongsberg Gruppen ASA	Annual	Against	15	Shareholder proposal promotes enhanced shareholder rights
11/05/2023	MTU Aero Engines AG	Annual	Against	4 9	Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles
11/05/2023	Renault SA	Annual/Special	Against	6,13	Pay is misaligned with EOS remuneration principles
11/05/2023	SAP SE	Annual	Against	5,9	Pay is misaligned with EOS remuneration principles
11/05/2023	Unibail-Rodamco-Westfield SE	Annual/Special	Against	5,6,7,8,9,13,14	Pay is misaligned with EOS remuneration principles
11/05/2023	Universal Music Group NV	Annual	Against	8,c 3,7,b	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
12/05/2023	Allegro.eu SA	Annual	Against	18 6	Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles
12/05/2023	Allegro.eu SA	Extraordinary Shareholders	Against	2	Issue of equity raises concerns about excessive dilution of existing shareholders
12/05/2023	Amundi SA	Annual/Special	Against	19	Concerns related to inappropriate membership of committeesConcerns related to Non-audit feesConcerns related to Non-audit fees
12/05/2023	Buzzi SpA	Annual/Special	Against	4,1,4,2,4,5,2,5,1,2,5,2 1 A 6,1	Inadequate management of climate-related risks Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
12/05/2023	Compagnie Generale des Etablissements Michelin SCA	Annual/Special	All For		
12/05/2023	Erste Group Bank AG	Annual	Against	9 4 6	Concerns to protect shareholder value Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles
12/05/2023	HelloFresh SE	Annual	Against	6,1 8 7	Concerns related to approach to below-board gender diversity Concerns related to succession planning Pay is misaligned with EOS remuneration principles
12/05/2023	Lotus Bakeries NV	Annual/Special	Against	5 11 13	Pay is misaligned with EOS remuneration principles 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



Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
15/05/2023	ASM International NV	Annual	Against	7,10b	Concerns to protect shareholder value
15/05/2023	BKW AG	Annual	Against	6,1.1,6.5 4.5 7 5.3	Concerns regarding Auditor tenure Concerns related to shareholder rights Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
15/05/2023	Tele2 AB	Annual	Against	19.f	Pay is misaligned with EOS remuneration principles
15/05/2023	Yandex NV	Extraordinary Shareholders	All For		
16/05/2023	Aeroports de Paris ADP	Annual/Special	Against	14 15 9	Insufficient basis to support a decision Lack of independence on board Poison pill/anti-takeover measure not in investors interests
16/05/2023	BNP Paribas SA	Annual/Special	Against	12,15	Pay is misaligned with EOS remuneration principles
16/05/2023	Capgemini SE	Annual/Special	All For		
16/05/2023	CTS Eventim AG & Co. KGaA	Annual	Against	5	Concerns related to approach to board gender diversity
16/05/2023	Dassault Aviation SA	Annual/Special	Against	13 12 11 5,6,8,9 15	Concerns related to approach to board gender diversityLack of independence on board Lack of independence on board Lack of independence on boardConcerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests
16/05/2023	Deutsche Boerse AG	Annual	Against	7	Pay is misaligned with EOS remuneration principles
16/05/2023	Elia Group SA/NV	Annual	Against	4 5 12,13,14,15 11	Insufficient disclosure 2- Low shareholding requirement 3- No shares granted in LTIP Pay is misaligned with EOS remuneration principles Proposed term in policy exceeds appropriate limit Proposed term in policy exceeds appropriate limit Inadequate management of climate-related risks
16/05/2023	Fresenius Medical Care AG & Co. KGaA	Annual	Against	6	Pay is misaligned with EOS remuneration principles
16/05/2023	JCDecaux SE	Annual/Special	Against	7 12,17,28,29 19,26 21,22,23,24,25	Concerns related to approach to below-board gender diversity Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests Poison pill/anti-takeover measure not in investors interestsIssue of equity raises concerns about excessive dilution of existing shareholders
16/05/2023	NIBE Industrier AB	Annual	Against	13	Lack of independence on board Overboarded/Too many other time commitments
16/05/2023	Signify NV	Annual	All For		
16/05/2023	VAT Group AG	Annual	Against	4.1.1 11 10.1	Concerns related to approach to board gender diversity Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
17/05/2023	Accor SA	Annual/Special	Against	14 9,10 16,27	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests
17/05/2023	ageas SA/NV	Annual/Special	Against	3	Pay is misaligned with EOS remuneration principles
17/05/2023	Chubb Limited	Annual	Against	6 5,13,7.3 12 14,15	Combined CEO/Chair Concerns about remuneration committee performance High variable pay ratio 2- Options vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
17/05/2023	Coca-Cola HBC AG	Annual	Against	4,1.3 12 4,1.9 7,8,9	Concerns about remuneration committee performance Insufficient/poor disclosure Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
17/05/2023	Credit Agricole SA	Annual/Special	Against	11,12,13	Lack of independence on boardConcerns related to inappropriate membership of committees
17/05/2023	Deutsche Bank AG	Annual	Against	6	Pay is misaligned with EOS remuneration principles
17/05/2023	E.ON SE	Annual	Against	6	Pay is misaligned with EOS remuneration principles
17/05/2023	EssilorLuxottica SA	Annual/Special	Against	12 8,9,11	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
17/05/2023	Euronext NV	Annual	Against	7.b	Concerns to protect shareholder value
17/05/2023	Fresenius SE & Co. KGaA	Annual	Against	6,7	Pay is misaligned with EOS remuneration principles
17/05/2023	InPost SA	Annual	Against	11 8,9	Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles Insufficient/poor disclosure
17/05/2023	Just Eat Takeaway.com NV	Annual	Against	4b,9a,9b 2b,3	Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles
17/05/2023	KION GROUP AG	Annual	Against	6	Pay is misaligned with EOS remuneration principles
17/05/2023	LEG Immobilien SE	Annual	Against	5,7	Pay is misaligned with EOS remuneration principles
17/05/2023	Sampo Oyj	Annual	Against	18	Concerns about reducing shareholder rights
17/05/2023	SEB SA	Annual/Special	Against	4 5,7,8 6 10,11 15	Concerns related to succession planning Lack of independence on board Lack of independence on boardConcerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests
17/05/2023	Telefonica Deutschland Holding AG	Annual	Against	6,7	Pay is misaligned with EOS remuneration principles
17/05/2023	United Internet AG	Annual	Against	9 6,7	Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles
17/05/2023	Vonovia SE	Annual	Against	6	Pay is misaligned with EOS remuneration principles
17/05/2023	Wacker Chemie AG	Annual	Against	7,1,7,2 7,3,7,4,7,5,7,8 7,6 7,7 9,10	Concerns related to succession planning Concerns related to succession planningLack of independence on board Concerns related to succession planningLack of independence on boardLack of independent representation at board committeesConcerns related to inappropriate membership of committees Concerns related to succession planningLack 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
17/05/2023	Willis Towers Watson Public Limited Company	Annual	All For		
19/05/2023	LyondellBasell Industries NV	Annual	All For		
22/05/2023	Ackermans & van Haaren NV	Annual	Against	6.1,6.2,6.3,6.6	Concerns related to inappropriate membership of committees Lack of independence on board
22/05/2023	ALD SA	Extraordinary Shareholders	Against	7	Pay is misaligned with EOS remuneration principles
23/05/2023	Bank of Ireland Group Plc	Annual	All For	6,7	Concerns to protect shareholder value
23/05/2023	bioMerieux SA	Annual/Special	Against	7 3 25 26 18,21,23 19,20,22	Concerns related to inappropriate membership of committees Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests Poison pill/anti-takeover measure not in investors interestsIssue of equity raises concerns about excessive dilution of existing shareholders
23/05/2023	Epiroc AB	Annual	Against	8.d,12	Pay is misaligned with EOS remuneration principles
23/05/2023	Fraport AG Frankfurt Airport Services Worldwide	Annual	Against	6.3,6.9,6.10 6.5,6.6 6.2 6.1,6.4 6.7,6.8 5	Concerns related to succession planning Concerns related to succession planningLack of independence on board Concerns related to succession planningLack of independence on boardConcerns related to inappropriate membership of committees Concerns related to succession planningLack of independence on boardConcerns related to inappropriate membership of committeesLack of independent representation at board committees Lack of independence on boardConcerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
23/05/2023	Leroy Seafood Group ASA	Annual	Against	8.a,8.c,8.d	Lack of independence on board
23/05/2023	Nemetschek SE	Annual	Against	8	Pay is misaligned with EOS remuneration principles
23/05/2023	Orange SA	Annual/Special	Against	5 6 17	Concerns related to inappropriate membership of committees Concerns related to succession planning Pay is misaligned with EOS remuneration principles
23/05/2023	Sixt SE	Annual	Against	4.1 6,7	Concerns related to below-board gender diversity Pay is misaligned with EOS remuneration principles
23/05/2023	Societe Generale SA	Annual/Special	All For		
24/05/2023	ALD SA	Annual/Special	Against	6 25 14	Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles
24/05/2023	Bolloré SE	Annual/Special	Against	4 5 7,8,10 6,11,13 14	Insufficient justification for related party transaction Lack of independence on board Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests Poison pill/anti-takeover measure not in investors interestsIssue of equity raises concerns about excessive dilution of existing shareholders
24/05/2023	Dassault Systemes SA	Annual/Special	Against	6,9	Pay is misaligned with EOS remuneration principles
24/05/2023	Lanxess AG	Annual	Against	7	Pay is misaligned with EOS remuneration principles
24/05/2023	NXP Semiconductors N.V.	Annual	Against	3i 9	Concerns about remuneration committee performance High CEO to average NEO payNo clawback policyHigh variable pay ratio
24/05/2023	Partners Group Holding AG	Annual	Against	8	Insufficient/poor disclosure
24/05/2023	PUMA SE	Annual	Against	6,7,1,7.2,7.3	Pay is misaligned with EOS remuneration principles
24/05/2023	Repsol SA	Annual	Against	18	Pay is misaligned with EOS remuneration principles
24/05/2023	RHI Magnesita NV	Annual	Against	11	Concerns about reducing shareholder rights
24/05/2023	STMicroelectronics NV	Annual	Against	3	Pay is misaligned with EOS remuneration principles
24/05/2023	Valeo SE	Annual/Special	All For		
24/05/2023	Zalando SE	Annual	Against	7.4 7.2 6	Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
25/05/2023	Aalberts NV	Annual	All For		
25/05/2023	Aegon NV	Annual	Against	2.2	Pay is misaligned with EOS remuneration principles
25/05/2023	Bechtie AG	Annual	Against	7.3,7.4,7.5,7.6 7.7,7.8 7.2 7.1 6	Concerns related to succession planning Concerns related to succession planningConcerns related to approach to board gender diversity Concerns related to succession planningConcerns related to inappropriate membership of committees Concerns related to succession planningLack of independent representation at board committees Pay is misaligned with EOS remuneration principles
25/05/2023	D'leteren Group	Annual/Special	Against	5.5 2.a,2.b,2.c 3 1.a,1.b 5.4	Concerns related to inappropriate membership of committees Proposed term in policy exceeds appropriate limit Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests Proposed term in policy exceeds appropriate limit
25/05/2023	Elis SA	Annual/Special	Against	17,18,19	Pay is misaligned with EOS remuneration principles
25/05/2023	JDE Peet's NV	Annual	Against	5.b 6 2.b	Concerns related to inappropriate membership of committees Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
25/05/2023	Safran SA	Annual/Special	All For		
25/05/2023	Sanofi	Annual/Special	All For		
25/05/2023	SCOR SE	Annual/Special	Against	15 21 5,6,7,11,12,33	Concerns about overall board structure Concerns about remuneration committee performanceConcerns related to approach to below-board gender diversity Pay is misaligned with EOS remuneration principles
26/05/2023	Carrefour SA	Annual/Special	Against	9,10,22	Pay is misaligned with EOS remuneration principles

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
26/05/2023	TotalEnergies SE	Annual/Special	Against	6 14 13 A 12	Concerns related to inappropriate membership of committees Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Pay is misaligned with EOS remuneration principles
30/05/2023	EQT AB	Annual	Against	20 14.d,14.f 14.a,14.h 14.g 13.a,13.b,22.a,22.b,22.c,22.d 23.a	Concerns to protect shareholder value Lack of independence on board Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Lack of independence on board Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
31/05/2023	ASR Nederland NV	Annual	Against	6.b,6.c	Concerns to protect shareholder value
31/05/2023	Cellnex Telecom SA	Annual	Against	7.2.8.2	Pay is misaligned with EOS remuneration principles
31/05/2023	Commerzbank AG	Annual	Against	6	Pay is misaligned with EOS remuneration principles
31/05/2023	Evonik Industries AG	Annual	Against	7.4,7.5 8 6.2,6.4,6.5,6.6,6.7,6.8,6.10 6.1 6.9 6.3 7	Lack of independent representation at board committees Concerns related to shareholder rights Concerns related to succession planning Concerns related to succession planning Concerns related to inappropriate membership of committees Lack of independent representation at board committees Concerns related to succession planning Lack of independent representation at board committees Overboarded/Too many other time commitments Concerns related to succession planning Pay is misaligned with EOS remuneration principles
31/05/2023	EXOR NV	Annual	All For		
31/05/2023	Ipsen SA	Annual/Special	Against	22 6,7,8 24	Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board Pay is misaligned with EOS remuneration principles
31/05/2023	Legrand SA	Annual/Special	All For		
31/05/2023	OMV AG	Annual	Against	3.2 4 7.8.1	Concerns about overall performance Concerns about overall performance 2- Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles
31/05/2023	Publicis Groupe SA	Annual/Special	Against	7 10	Concerns regarding Auditor tenure Pay is misaligned with EOS remuneration principles
31/05/2023	Royal KPN NV	Extraordinary Shareholders	All For		
01/06/2023	Corporacion Acciona Energias Renovables SA	Annual	Against	2.4 3.4	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
01/06/2023	Mowi ASA	Annual	Against	7.8	Pay is misaligned with EOS remuneration principles
01/06/2023	Mytilineos SA	Annual	Against	8 1 3	Concerns related to approach to board diversity Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles
01/06/2023	Samsonite International S.A.	Annual	Against	3.3 3.2	Concern about her independence due to tenure Concern about is independence
01/06/2023	Samsonite International S.A.	Extraordinary Shareholders	All For		
01/06/2023	Trane Technologies Plc	Annual	Against	1d 1k,4 3	Concerns about remuneration committee performance Concerns regarding Auditor tenure High CEO to average NEO payOptions/PSUs vest in less than 36 months
01/06/2023	TRATON SE	Annual	Against	9 4 6	Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board Pay is misaligned with EOS remuneration principles
02/06/2023	NN Group NV	Annual	Against	8.A.2	Concerns to protect shareholder value
05/06/2023	Redeia Corporacion SA	Annual	Against	8	Inadequate management of climate-related risks
07/06/2023	Gerresheimer AG	Annual	Against	6	Pay is misaligned with EOS remuneration principles
07/06/2023	Hellenic Telecommunications Organization SA	Annual	Against	6 7.8	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
07/06/2023	Motor Oil (Hellas) Corinth Refineries SA	Annual	Against	3 9,12,13	Lack of independence on board Pay is misaligned with EOS remuneration principles
07/06/2023	Telekom Austria AG	Annual	Against	6.5,6.6 6.2,6.3 6.1,6.4	Concerns related to inappropriate membership of committeesLack of independence on board Lack of independence on board Lack of independent representation at board committeesConcerns related to inappropriate membership of committeesLack of independence on board
08/06/2023	Allegion Plc	Annual	Against	1b 2	Concerns about remuneration committee performance High CEO to average NEO payExcessive CEO payOptions/PSUs vest in less than 36 months
08/06/2023	Azelis Group NV	Annual	Against	9 5	Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles
08/06/2023	Compagnie de Saint-Gobain SA	Annual/Special	Against	7,10	Pay is misaligned with EOS remuneration principles
08/06/2023	CRH Plc	Court	All For		
08/06/2023	CRH Plc	Special	All For		
08/06/2023	SalMar ASA	Annual	Against	10	Pay is misaligned with EOS remuneration principles
08/06/2023	Worldline SA	Annual/Special	Against	8 13,14,16,17,30	Concerns regarding Auditor tenure Pay is misaligned with EOS remuneration principles
09/06/2023	Garmin Ltd.	Annual	Against	5a	Concerns related to approach to board gender diversityConcerns related to approach to board diversity
12/06/2023	Sonova Holding AG	Annual	Against	5.1.8 9 1.2	Concerns related to inappropriate membership of committees Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
12/06/2023	Yara International ASA	Annual	Against	7	Overboarded/Too many other time commitments
14/06/2023	Delivery Hero SE	Annual	Against	9,10,12,13 5,19	Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
14/06/2023	Inmobiliaria Colonial SOCIMI SA	Annual	Against	8.5 8.7 8.1 9,10	Concerns about remuneration committee performance Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
14/06/2023	International Consolidated Airlines Group SA	Annual	All For		
14/06/2023	Terna Energy SA	Annual	Against	2,b,7	Pay is misaligned with EOS remuneration principles
15/06/2023	Befesa SA	Annual	Against	7,8	Pay is misaligned with EOS remuneration principles
15/06/2023	Brenntag SE	Annual	Against	11	Concerns related to shareholder rights
15/06/2023	Deutsche Wohnen SE	Annual	Against	7,2 9 5 7,3 6 18	Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to shareholder rights Insufficient/poor disclosure Lack of independence on board Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
15/06/2023	DWS Group GmbH & Co. KGaA	Annual	Against	3	Concerns to protect shareholder value
15/06/2023	Grifols SA	Annual	Against	10,11,12,13	Pay is misaligned with EOS remuneration principles
15/06/2023	HELLENIQ ENERGY Holdings SA	Annual	Against	9 5	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
15/06/2023	Wendel SE	Annual/Special	Against	8 4 9 12,13,14,16,17,21	Concerns regarding Auditor tenure Concerns related to approach to below-board gender diversity Insufficient justification for related party transaction Lack of independence on board Pay is misaligned with EOS remuneration principles Concerns related to succession planning
16/06/2023	Aon Plc	Annual	Against	1,1	
16/06/2023	Evolution AB	Extraordinary Shareholders	All For		
19/06/2023	Acciona SA	Annual	Against	3,1,3,2 4	Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles
20/06/2023	Amadeus IT Group SA	Annual	All For		
20/06/2023	GEK Terna Holding Real Estate Construction SA	Annual	Against	7,8	Pay is misaligned with EOS remuneration principles
21/06/2023	Daimler Truck Holding AG	Annual	Against	4,1 6,7	Concerns related to below-board gender diversity Pay is misaligned with EOS remuneration principles
21/06/2023	Elia Group SA/NV	Extraordinary Shareholders	All For		
21/06/2023	LAMDA Development SA	Annual	Against	12 4,5,6,11	Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles
22/06/2023	Bureau Veritas SA	Annual/Special	Against	9,13,25	Pay is misaligned with EOS remuneration principles
22/06/2023	QIAGEN NV	Annual	All For		
22/06/2023	Scout24 SE	Annual	Against	5 6	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
27/06/2023	Piraeus Financial Holdings SA	Annual	Against	8 12	Inappropriate bundling of election of directors on a single vote Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles
27/06/2023	Schroder International Selection Fund Global Smaller Companies	Annual	All For		
27/06/2023	Unibail-Rodamco-Westfield NV	Annual	Against	8,9 1	Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles
28/06/2023	Aroundtown SA	Annual	Against	11 15	Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles
28/06/2023	Aroundtown SA	Extraordinary Shareholders	Against	4 1	Concerns related to shareholder rights Issue of equity raises concerns about excessive dilution of existing shareholders
29/06/2023	ABN AMRO Bank NV	Extraordinary Shareholders	All For		
29/06/2023	Adevinta ASA	Annual	Against	6,7	Pay is misaligned with EOS remuneration principles
29/06/2023	DSM-Firmenich AG	Extraordinary Shareholders	Against	5	Insufficient/poor disclosure
29/06/2023	Pirelli & C. SpA	Annual	Against	3,1,3,3,3,4,6 4,1,4,2,5	Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles
29/06/2023	Public Power Corp. SA	Annual	Against	1	Inadequate management of climate-related risks from exposure to coal
30/06/2023	Yandex NV	Annual	Against	6 11 9,10	Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders Issue of equity raises concerns about excessive dilution of existing shareholders
03/04/2023	Broadcom Inc.	Annual	Against	1 3,4	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
03/04/2023	The Walt Disney Company	Annual	Against	1h 3 7	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
04/04/2023	Canadian Imperial Bank of Commerce	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
04/04/2023	The Bank of Nova Scotia	Annual	Against	4,5	Inadequate management of climate-related risks
05/04/2023	Hewlett Packard Enterprise Company	Annual	All For		
05/04/2023	Royal Bank of Canada	Annual/Special	Against	B,C,D,G,H	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
12/04/2023	Lennar Corporation	Annual	Against	1g 1j 2 5	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles Shareholder proposal promotes enhanced shareholder rights
12/04/2023	Synopsys, Inc.	Annual	Against	1h 4 6	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles. Shareholder proposal promotes appropriate accountability or incentivisation

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
12/04/2023	The Bank of New York Mellon Corporation	Annual	Against	1a 1f 2	Concerns about remuneration committee performance Inadequate management of deforestation risks Pay is misaligned with EOS remuneration principles
13/04/2023	Dow, Inc.	Annual	Against	1d,3 5	Concerns regarding Auditor tenure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
18/04/2023	Bank of Montreal	Annual	Against	A C	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes enhanced shareholder rights
18/04/2023	Fifth Third Bancorp	Annual	Against	1i 1i 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns related to shareholder value Pay is misaligned with EOS remuneration principles
18/04/2023	IQVIA Holdings, Inc.	Annual	Against	3 2 4	Concerns about reducing shareholder rights Excessive CEO pay 2- High variable pay ratio 3- Options vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
18/04/2023	M&T Bank Corporation	Annual	Against	1,2 1,7,2	Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles
18/04/2023	Moody's Corporation	Annual	All For		
18/04/2023	Public Service Enterprise Group Incorporated	Annual	All For		
18/04/2023	The Boeing Company	Annual	Against	1e 5 1g 2 7,8,9	Concerns about remuneration committee performance Concerns regarding Auditor tenure Concerns regarding audit quality Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
18/04/2023	U.S. Bancorp	Annual	All For		
18/04/2023	Whirlpool Corporation	Annual	Against	1c 2	Concerns about remuneration committee performance Excessive severance 2- Inappropriate use of one-time awards 3- Options vest in less than 36 months
19/04/2023	Commerce Bancshares, Inc.	Annual	Against	1,4 3	Concerns related to succession planningConcerns about overall board structureConcerns related to approach to board diversityConcerns about remuneration committee performance No hedging policyOptions/PSUs vest in less than 36 monthsExcessive severance
19/04/2023	HCA Healthcare, Inc.	Annual	Against	1d 4 6 5	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes transparency
19/04/2023	Huntington Bancshares Incorporated	Annual	All For		
19/04/2023	Levi Strauss & Co.	Annual	Against	1c	Concerns about overall board structure Concerns to protect shareholder value
19/04/2023	Regions Financial Corporation	Annual	All For		
19/04/2023	The Sherwin-Williams Company	Annual	Against	1a 1c,4 2	Concerns about remuneration committee performance Concerns regarding Auditor tenure Pay is misaligned with EOS remuneration principles
20/04/2023	Adobe, Inc.	Annual	Against	1a 4 6	Concerns about remuneration committee performance Excessive CEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
20/04/2023	AGNC Investment Corp.	Annual	All For		
20/04/2023	Carrier Global Corp.	Annual	Against	1g 2 4	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles Shareholder proposal promotes appropriate accountability or incentivisation
20/04/2023	Celanese Corporation	Annual	All For		
20/04/2023	Fairfax Financial Holdings Limited	Annual	Against	1,1	Concerns related to approach to board gender diversity Concerns related to shareholder value
20/04/2023	Humana Inc.	Annual	Against	1e 1c 3	Concerns about remuneration committee performance Concerns related to below-board gender diversity 2- Concerns related to board gender diversity Pay is misaligned with EOS remuneration principles
20/04/2023	Kimberly-Clark Corporation	Annual	Against	1,10,2 3	Concerns regarding Auditor tenure Options vest in less than 36 months
20/04/2023	PPG Industries, Inc.	Annual	Against	1,1 1,2 2 5	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns about overall board structure Pay is misaligned with EOS remuneration principles Shareholder proposal promotes appropriate accountability or incentivisation
20/04/2023	The AES Corporation	Annual	Against	1,6,2	Pay is misaligned with EOS remuneration principles
20/04/2023	The Toronto-Dominion Bank	Annual	Against	6,9	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
21/04/2023	CenterPoint Energy, Inc.	Annual	Against	1g 1b 3 5	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Inadequate management of climate-related risks Inadequate management of climate-related risks from exposure to coal High CEO to average NEO pay Low shareholding requirement Excessive CEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
21/04/2023	Corteva, Inc.	Annual	Against	1a 1k 2	Concerns about remuneration committee performance Concerns related to approach to board diversity High variable pay ratio Excessive perquisites Options/PSUs vest in less than 36 months

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
21/04/2023	L3Harris Technologies, Inc.	Annual	Against	1g 1j 2 5	Concerns about remuneration committee performance Concerns related to succession planning Options vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
21/04/2023	National Bank of Canada	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
21/04/2023	Stanley Black & Decker, Inc.	Annual	All For		
22/04/2023	Fastenal Company	Annual	Against	1e 3	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
24/04/2023	HP Inc.	Annual	All For		
24/04/2023	Lucid Group, Inc.	Annual	Against	1.1	Lack of independent representation at board committees
25/04/2023	American Electric Power Company, Inc.	Annual	Against	1.7	Inadequate management of climate-related risks from exposure to coal
25/04/2023	Bank of America Corporation	Annual	Abstain Against	6 8,9 1g,2,11	Shareholder proposal promotes appropriate accountability or incentivisationSH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation
25/04/2023	Bio-Rad Laboratories, Inc.	Annual	Against	4 1.1 5	Annual vote provides for greater shareholder oversight Concerns to protect shareholder value Shareholder proposal promotes transparency
25/04/2023	Canadian National Railway Company	Annual	Against	1B 3	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
25/04/2023	Charter Communications, Inc.	Annual	Against	3 1a 1e 2 1d 5	Annual vote provides for greater shareholder oversight Concerns about remuneration committee performance Concerns related to board gender diversity Excessive CEO pay 2- Excessive severance 3- High variable pay ratio 4- Low shareholding requirement 5- Total pay targets a range above peer median Overboarded/Too many other time commitments SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
25/04/2023	Churchill Downs Incorporated	Annual	Against	1.1 3	Concerns related to approach to board diversityConcerns related to approach to board gender diversityConcerns about overall board structure Pay is misaligned with EOS remuneration principles
25/04/2023	Citigroup Inc.	Annual	Against	6,7 8	Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes better management of SEE opportunities and risks
25/04/2023	Comerica Incorporated	Annual	All For		
25/04/2023	Constellation Energy Corporation	Annual	Against	1.3	Concerns about overall board structure
25/04/2023	Domino's Pizza, Inc.	Annual	All For		
25/04/2023	Equity LifeStyle Properties, Inc.	Annual	Against	1.4	Concerns about remuneration committee performance
25/04/2023	Exelon Corporation	Annual	All For		
25/04/2023	International Business Machines Corporation	Annual	Against	8 1f,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
25/04/2023	Kimco Realty Corporation	Annual	Against	1f	Concerns related to approach to board gender diversity
25/04/2023	MSCI Inc.	Annual	All For		
25/04/2023	Northern Trust Corporation	Annual	All For		
25/04/2023	PACCAR Inc	Annual	Against	3 1.11 6 5	Annual vote provides for greater shareholder oversight Concerns related to approach to board gender diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation
25/04/2023	Revvity, Inc.	Annual	Against	1a 3	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
25/04/2023	Rollins, Inc.	Annual	Against	3 1.4 2	Annual vote provides for greater shareholder oversight Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns about overall board structure Concerns about remuneration committee performance No hedging policy Low shareholding requirement
25/04/2023	The Coca-Cola Company	Annual	Abstain Against	8 1.7 1.13,4 7 2,5	Shareholder proposal promotes appropriate accountability or incentivisationConcerns about remuneration committee performance Concerns regarding Auditor tenure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency Shareholder proposal promotes appropriate accountability or incentivisation
25/04/2023	The Williams Companies, Inc.	Annual	Against	1.4	Concerns related to approach to board diversityConcerns related to approach to board gender diversity
25/04/2023	Truist Financial Corporation	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
25/04/2023	Wells Fargo & Company	Annual	Against	6,7,8,10 5 11	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes enhanced shareholder rights Shareholder proposal promotes better management of SEE opportunities and risks
25/04/2023	West Pharmaceutical Services, Inc.	Annual	Against	1b	Concerns related to approach to board gender diversity. No shareholder rights to call a special meeting.
26/04/2023	Ameriprise Financial, Inc.	Annual	Against	1c 1d 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Inadequate management of deforestation risks High CEO to average NEO pay High variable pay ratio Excessive CEO pay Options/PSUs vest in less than 36 months
26/04/2023	Ball Corporation	Annual	All For		
26/04/2023	BorgWarner Inc.	Annual	Against	1E 2 7 6	Concerns about remuneration committee performance High variable pay ratio Excessive CEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
26/04/2023	Cenovus Energy Inc.	Annual	Against	2.13 2.4 2.2.2.12 3	Concerns about remuneration committee performance Inadequate management of climate-related risks Concerns related to approach to board diversity Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
26/04/2023	Marathon Petroleum Corporation	Annual	Against	9,10 1.1,7,8	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes enhanced shareholder rights
26/04/2023	Newmont Corporation	Annual	All For		
26/04/2023	Teck Resources Limited	Annual/Special	Against	1.3 1.12 3,4,5 7	Concerns about remuneration committee performance Concerns related to shareholder value Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles
26/04/2023	Teledyne Technologies Incorporated	Annual	Against	1.2 1.1 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns about overall board structureConcerns related to succession planning Low shareholding requirement
26/04/2023	Textron Inc.	Annual	Against	1h 2	Concerns about remuneration committee performance High CEO to average NEO payLow shareholding requirementHigh variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36 months
26/04/2023	The Cigna Group	Annual	Against	1g 2 7 6	Concerns about remuneration committee performance High variable pay ratio Excessive CEO pay Options/PSUs vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation
26/04/2023	The Goldman Sachs Group, Inc.	Annual	Abstain Against	6 4 10,11,12 5 8	Shareholder proposal promotes appropriate accountability or incentivisation Concerns regarding Auditor tenure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes transparency Shareholder proposal promotes appropriate accountability or incentivisation
26/04/2023	The PNC Financial Services Group, Inc.	Annual	Against	1e	Concerns related to shareholder value
26/04/2023	W.W. Grainger, Inc.	Annual	All For		
27/04/2023	Avery Dennison Corporation	Annual	Against	1h 2	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
27/04/2023	Church & Dwight Co., Inc.	Annual	Against	1d 2 6	Concerns about remuneration committee performance High CEO to average NEO pay No shares granted in LTIP Shareholder proposal promotes appropriate accountability or incentivisation
27/04/2023	Citizens Financial Group, Inc.	Annual	All For		
27/04/2023	Corning Incorporated	Annual	Against	1l 1m 2	Concerns about remuneration committee performance Concerns related to succession planning Concerns related to approach to board gender diversity High CEO to average NEO pay Excessive severance
27/04/2023	Edison International	Annual	Against	1c 4 1l	Concerns about remuneration committee performance High CEO to average NEO pay Options/PSUs vest in less than 36 months Inadequate management of climate-related risks
27/04/2023	FMC Corporation	Annual	All For		
27/04/2023	Global Payments Inc.	Annual	Against	1c 1f 2 5	Concerns about remuneration committee performance Concerns related to approach to board gender diversity High CEO to average NEO pay High variable pay ratio Options/PSUs vest in less than 36 months Shareholder proposal promotes appropriate accountability or incentivisation
27/04/2023	Globe Life Inc.	Annual	Against	1.6 3	Concerns about remuneration committee performance Excessive CEO pay Options/PSUs vest in less than 36 months
27/04/2023	Healthpeak Properties, Inc.	Annual	Against	1h	Concerns related to approach to board diversity
27/04/2023	Intuitive Surgical, Inc.	Annual	Against	5	Shareholder proposal promotes better management of SEE opportunities and risks
27/04/2023	J.B. Hunt Transport Services, Inc.	Annual	Against	1.8	Concerns related to succession planningConcerns related to approach to board gender diversityConcerns related to approach to board diversity
27/04/2023	Johnson & Johnson	Annual	Against	1c,4 6,7,8	Concerns regarding Auditor tenure 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
27/04/2023	Lockheed Martin Corporation	Annual	Against	5 6,7	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
27/04/2023	NRG Energy, Inc.	Annual	Against	1e	Inadequate management of climate-related risks Inadequate management of climate-related risks from exposure to coal
27/04/2023	Pfizer Inc.	Annual	Against	1.12 1.10,2 8,9 6	Concerns about remuneration committee performance Concerns regarding Auditor tenure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency Shareholder proposal promotes appropriate accountability or incentivisation
27/04/2023	Snap-on Incorporated	Annual	Against	1.1	Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns related to succession planning
27/04/2023	Texas Instruments Incorporated	Annual	Against	1j 4 7 6	Concerns about remuneration committee performance High variable pay ratioOptions/PSUs vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation
27/04/2023	VICI Properties Inc.	Annual	All For		



Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
28/04/2023	Abbott Laboratories	Annual	Against	1.11 3 8 6 7	Concerns about remuneration committee performance High variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes transparency
28/04/2023	Agnico Eagle Mines Limited	Annual/Special	Against	3	Pay is misaligned with EOS remuneration principles
28/04/2023	Ceridian HCM Holding Inc.	Annual	Against	1.5 1.1 2	Concerns about overall board structure Concerns about remuneration committee performance No hedging policyHigh variable pay ratioOptions/PSUs vest in less than 36 months
28/04/2023	Kellogg Company	Annual	Against	1a,6	Shareholder proposal promotes better management of SEE opportunities and risks
28/04/2023	Leidos Holdings, Inc.	Annual	Against	1k 5 6	Concerns related to approach to board gender diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation
01/05/2023	Aflac Incorporated	Annual	Against	1k	Concerns related to shareholder value
01/05/2023	Eli Lilly and Company	Annual	Against	9,11 1d,2,7,8,12	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency Shareholder proposal promotes transparency
01/05/2023	Genuine Parts Company	Annual	Against	1.7 1.5 2	Concerns about remuneration committee performance Concerns related to approach to board diversity Low shareholding requirement
01/05/2023	Paycom Software, Inc.	Annual	Against	1.2 1.1 6	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns to protect shareholder valueConcerns about overall board structure Shareholder proposal promotes enhanced shareholder rights
02/05/2023	Albemarle Corporation	Annual	Against	1j 2	Concerns about remuneration committee performance High CEO to average NEO pay Total pay targets a range above peer median Options/PSUs vest in less than 36 months
02/05/2023	American Express Company	Annual	Against	1b 3 5	Concerns about remuneration committee performance High variable pay ratio Excessive CEO pay Shareholder proposal promotes appropriate accountability or incentivisation
02/05/2023	Barrick Gold Corporation	Annual	Against	3	Pay is misaligned with EOS remuneration principles
02/05/2023	Baxter International Inc.	Annual	Against	6	Shareholder proposal promotes appropriate accountability or incentivisation
02/05/2023	Bristol-Myers Squibb Company	Annual	All For		
02/05/2023	Evergy, Inc.	Annual	Against	1h	Inadequate management of climate-related risksConcerns related to approach to board diversity
02/05/2023	Expeditors International of Washington, Inc.	Annual	Against	1.4 1.8 2 5 6	Concerns about remuneration committee performance Concerns related to approach to board diversity Low shareholding requirement Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes better management of SEE opportunities and risks
02/05/2023	Franco-Nevada Corporation	Annual/Special	Against	1.4	Concerns related to board ethnic and/or racial diversityConcerns related to approach to board diversity
02/05/2023	Huntington Ingalls Industries, Inc.	Annual	Against	4	Shareholder proposal promotes transparency
02/05/2023	Imperial Oil Limited	Annual	Against	1A 3,4	Combined CEO/Chair 2- Concerns related to board ethnic and/or racial diversity 3- Concerns related to board gender diversity 4- Lack of independent representation at board committees SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
02/05/2023	MGM Resorts International	Annual	All For		
02/05/2023	NVR, Inc.	Annual	Against	1.10 3	Concerns about remuneration committee performance High variable pay ratio No shares granted in LTIP Excessive CEO pay
02/05/2023	Omnicom Group, Inc.	Annual	Against	1.7 1.3 2 5	Concerns about remuneration committee performance Concerns related to succession planning Low shareholding requirement Shareholder proposal promotes appropriate accountability or incentivisation
02/05/2023	Packaging Corporation of America	Annual	Against	1.8	Concerns related to approach to board gender diversityConcerns related to approach to board diversity
02/05/2023	Public Storage	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
02/05/2023	Raytheon Technologies Corp.	Annual	Against	1a 2 8 7	Concerns about remuneration committee performance High variable pay ratio Excessive CEO pay Inadequate management of climate-related risks Shareholder proposal promotes appropriate accountability or incentivisation
02/05/2023	TC Energy Corporation	Annual	Against	1.9 1.12 3	Concerns about overall performance Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
02/05/2023	Vistra Corp.	Annual	Against	1.5	Inadequate management of climate-related risks from exposure to coal
03/05/2023	Ally Financial Inc.	Annual	Against	1e,2	No hedging policyHigh variable pay ratioExcessive CEO pay
03/05/2023	Brown & Brown, Inc.	Annual	Against	1.11 1.10 3	Concerns about remuneration committee performance Concerns related to approach to board diversity Concerns related to approach to board gender diversity Low shareholding requirement
03/05/2023	CF Industries Holdings, Inc.	Annual	Against	6	
03/05/2023	Enbridge Inc.	Annual	Against	1.11 3 6	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
03/05/2023	Eversource Energy	Annual	All For		
03/05/2023	Federal Realty Investment Trust	Annual	Against	1.2 2	Concerns about remuneration committee performance High CEO to average NEO payExcessive CEO pay

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03/05/2023	General Dynamics Corporation	Annual	Against	1j 1d 4 7 6	Concerns about remuneration committee performance Concerns related to approach to board diversity Concerns related to approach to board gender diversity High variable pay ratio Excessive perquisites Options/PSUs vest in less than 36 months Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes better management of ESG opportunities and risks
03/05/2023	General Electric Company	Annual	Against	5 8	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
03/05/2023	Gilead Sciences, Inc.	Annual	Against	1e 3 8	Concerns about remuneration committee performance High variable pay ratio Options/PSUs vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
03/05/2023	International Flavors & Fragrances Inc.	Annual	Against	1f 1h 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversity High CEO to average NEO payHigh variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36 months
03/05/2023	Moderna, Inc.	Annual	Against	1.1 1.3 2	Concerns about remuneration committee performance Concerns related to shareholder rightsConcerns about overall board structure High variable pay ratioExcessive CEO payExcessive perquisitesOptions/PSUs vest in less than 36 months
03/05/2023	Molina Healthcare, Inc.	Annual	Against	1g 1e 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity High CEO to average NEO payLow shareholding requirementHigh variable pay ratioExcessive CEO pay
03/05/2023	PepsiCo, Inc.	Annual	Abstain Against	5 1m 3	Concerns about intent of filer Concerns about remuneration committee performance Excessive CEO pay High variable pay ratio
03/05/2023	Philip Morris International Inc.	Annual	Against	1e 1h 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Insufficient action taken on low say-on-pay results
03/05/2023	Pool Corporation	Annual	Against	1h	Concerns related to approach to board gender diversity Concerns related to succession planning
03/05/2023	PulteGroup, Inc.	Annual	Against	1i 1b 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversity High variable pay ratio
03/05/2023	Regency Centers Corporation	Annual	Against	1e 3	Concerns about remuneration committee performance High CEO to average NEO payLow shareholding requirement
03/05/2023	S&P Global, Inc.	Annual	Against	1.7 2	Concerns about remuneration committee performance High variable pay ratioExcessive CEO pay
04/05/2023	AMETEK, Inc.	Annual	Against	1c 1a 1b,4 2	Concerns about overall board structure Concerns about remuneration committee performance Concerns regarding Auditor tenure High CEO to average NEO payExcessive CEO payOptions/PSUs vest in less than 36 monthsExcessive severance
04/05/2023	Archer-Daniels-Midland Company	Annual	Against	1k,3,5	Shareholder proposal promotes appropriate accountability or incentivisation
04/05/2023	BCE Inc.	Annual	All For		
04/05/2023	Boston Scientific Corporation	Annual	Against	1i 1g 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity Low shareholding requirement
04/05/2023	C.H. Robinson Worldwide, Inc.	Annual	Against	1c	Concerns related to approach to board gender diversityConcerns related to approach to board diversity
04/05/2023	Cadence Design Systems, Inc.	Annual	Against	1.1 3	Concerns about remuneration committee performance Low shareholding requirement
04/05/2023	Canadian Natural Resources Limited	Annual	Against	1.9 1.5 3	Concerns about remuneration committee performance Concerns related to approach to board diversity Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles
04/05/2023	Capital One Financial Corporation	Annual	Against	1g 1d 4 9 7	Concerns about remuneration committee performance Concerns related to below-board gender diversity 2- Concerns related to board gender diversity Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency Shareholder proposal promotes appropriate accountability or incentivisation
04/05/2023	CME Group Inc.	Annual	Against	1d 1k 3	Concerns about remuneration committee performance Concerns related to succession planningConcerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns related to shareholder value Insufficient action taken on low say-on-pay results
04/05/2023	Coterra Energy Inc.	Annual	Against	1.6 3 1.10 6,7	Concerns about remuneration committee performance High variable pay ratioExcessive CEO payExcessive severance Inadequate management of climate-related risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
04/05/2023	DTE Energy Company	Annual	Against	1.1 1.2 3 6 7	Concerns about remuneration committee performance Inadequate management of climate-related risks from exposure to coalConcerns related to approach to board gender diversityConcerns related to approach to board diversity Low shareholding requirement Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes transparency
04/05/2023	Duke Energy Corporation	Annual	Against	1k 3 1c 6	Concerns about remuneration committee performance High variable pay ratio High CEO to average NEO Inadequate management of climate-related risks from exposure to coal Shareholder proposal promotes appropriate accountability or incentivisation
04/05/2023	Eastman Chemical Company	Annual	Against	1.2 3 5	Concerns about remuneration committee performance High CEO to average NEO pay Low shareholding requirement Options/PSUs vest in less than 36 months Shareholder proposal promotes appropriate accountability or incentivisation
04/05/2023	Ecolab Inc.	Annual	Against	1d 5 7	Concerns about remuneration committee performance Options/PSUs vest in less than 36 months Shareholder proposal promotes appropriate accountability or incentivisation

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
04/05/2023	Equifax Inc.	Annual	Against	1e 2	Concerns about remuneration committee performance High CEO to average NEO payHigh variable pay ratioExcessive CEO pay
04/05/2023	Fortis Inc.	Annual	Against	1.7 1.2 3	Concerns about remuneration committee performance Inadequate management of climate-related risks Inadequate management of climate-related risks from exposure to coal Pay is misaligned with EOS remuneration principles
04/05/2023	Loblaw Companies Limited	Annual	Against	1.5 3	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
04/05/2023	Mettler-Toledo International Inc.	Annual	Against	1.7	Concerns related to approach to board diversity
04/05/2023	Prologis, Inc.	Annual	Against	1d 1j 2	Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to approach to board gender diversityConcerns related to succession planning High variable pay ratioExcessive CEO pay
04/05/2023	Simon Property Group, Inc.	Annual	Against	1D 1C 2	Concerns about remuneration committee performance Concerns related to succession planning Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns related to shareholder value High CEO to average NEO pay High variable pay ratio Excessive CEO pay
04/05/2023	TELUS Corporation	Annual	Against	1.7 3	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
04/05/2023	The Kraft Heinz Company	Annual	All For		
04/05/2023	TransUnion	Annual	Against	1f 3	Concerns related to approach to board gender diversity Pay structure does not trigger any of EOS' critical concerns
04/05/2023	United Parcel Service, Inc.	Annual	Against	1h 6,7,8 11 5	Concerns related to shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes better management of SEE opportunities and risks Shareholder proposal promotes enhanced shareholder rights
04/05/2023	United Rentals, Inc.	Annual	Against	1j 1a 5 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns to protect shareholder value Concerns to protect shareholder value High CEO to average NEO pay High variable pay ratio Options/PSUs vest in less than 36 months
04/05/2023	WEC Energy Group, Inc.	Annual	All For		
04/05/2023	Wynn Resorts, Limited	Annual	Against	1.2 1.1 3	Concerns about overall board structure Concerns about remuneration committee performance Low shareholding requirement
05/05/2023	AbbVie Inc.	Annual	Against	6 8 1.1,1.3,3.5,7	A vote on transparency on corporate contributions 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 Shareholder proposal promotes transparency
05/05/2023	CMS Energy Corporation	Annual	Against	1h	Inadequate management of climate-related risks from exposure to coal
05/05/2023	Dover Corporation	Annual	Against	1i 1c 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to board ethnic and/or racial diversityConcerns related to approach to board diversity High CEO to average NEO payLow shareholding requirementExcessive CEO pay
05/05/2023	Entergy Corporation	Annual	Against	1i	Inadequate management of climate-related risks
05/05/2023	Illinois Tool Works Inc.	Annual	Against	1b 2 5	Concerns about remuneration committee performance High CEO to average NEO payHigh variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36 months Shareholder proposal promotes appropriate accountability or incentivisation
05/05/2023	Occidental Petroleum Corporation	Annual	Against	1h,5	Shareholder proposal promotes appropriate accountability or incentivisation
05/05/2023	Pembina Pipeline Corporation	Annual	Against	1.5 1.8 3	Concerns about remuneration committee performance Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles
05/05/2023	Teleflex Incorporated	Annual	Against	4 7	High CEO to average NEO pay Low shareholding requirement Options/PSUs vest in less than 36 months Excessive severance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
05/05/2023	Zions Bancorporation, National Association	Annual	All For		
06/05/2023	Berkshire Hathaway Inc.	Annual	Against	3 1.7,1.10 1.6 1.8,1.14,1.15 1.9 4,5,6,7	Annual vote provides for greater shareholder oversight Concerns related to approach to board gender diversity 2- Concerns related to shareholder value 3- Inadequate management of climate-related risks 4- Concerns about remuneration committee performance Concerns related to approach to board gender diversity; Concerns related to shareholder value; Inadequate management of climate-related risks; Concerns about remuneration committee performance Inadequate management of climate-related risks 2- Insufficient consideration of climate change in audit and accounts Inadequate management of climate-related risks 2- Insufficient consideration of climate change in audit and accounts SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
06/05/2023	Cincinnati Financial Corporation	Annual	Against	1.7 1.4 3	Concerns about remuneration committee performance Concerns related to approach to board diversity Low shareholding requirement
08/05/2023	Constellation Software Inc.	Annual	Against	1.5	Concerns related to board ethnic and/or racial diversity
08/05/2023	International Paper Company	Annual	Against	1c 5	Concerns related to approach to board gender diversity Shareholder proposal promotes appropriate accountability or incentivisation
08/05/2023	Uber Technologies, Inc.	Annual	All For		
08/05/2023	Warner Bros. Discovery, Inc.	Annual	Against	3 5	Low shareholding requirement Shareholder proposal promotes enhanced shareholder rights
09/05/2023	3M Company	Annual	All For		
09/05/2023	Arthur J. Gallagher & Co.	Annual	Against	1a 1f 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity Low shareholding requirement

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
09/05/2023	Charles River Laboratories International, Inc.	Annual	Against	1.8 1.4 2 5	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity High CEO to average NEO pay High variable pay ratio Excessive CEO pay Options/PSUs vest in less than 36 months Shareholder proposal promotes better management of ESG opportunities and risks
09/05/2023	Cummins Inc.	Annual	Against	18 17	Inadequate management of climate-related risks 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation
09/05/2023	Danaher Corporation	Annual	Against	1c 1k 5 6	Concerns related to succession planning Concerns to protect shareholder value Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes better management of ESG opportunities and risks
09/05/2023	Essex Property Trust, Inc.	Annual	Against	1j	Concerns related to succession planning
09/05/2023	First Solar, Inc.	Annual	Against	1.9	Concerns related to approach to board diversity Concerns related to approach to board gender diversity
09/05/2023	George Weston Limited	Annual	All For		
09/05/2023	Iron Mountain Incorporated	Annual	Against	1h,2	High CEO to average NEO pay High variable pay ratio Options/PSUs vest in less than 36 months
09/05/2023	LKQ Corporation	Annual	All For		
09/05/2023	Loews Corporation	Annual	Against	1E	Concerns related to approach to board diversity Concerns related to approach to board gender diversity Concerns related to succession planning
09/05/2023	Prudential Financial, Inc.	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation
09/05/2023	Suncor Energy Inc.	Annual	Against	1.8 4	Insufficient evidence of alignment to 1.5 degrees SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
09/05/2023	T. Rowe Price Group, Inc.	Annual	Against	1e 1d 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Low shareholding requirement
09/05/2023	Valero Energy Corporation	Annual	Against	6 5	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
09/05/2023	Waste Management, Inc.	Annual	Against	3 1c	Total pay targets a range above peer median Options vest in less than 36 months Concerns about remuneration committee performance
09/05/2023	Wyndham Hotels & Resorts, Inc.	Annual	Against	1e 1c 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity No clawback policy Low shareholding requirement Excessive severance
10/05/2023	American Airlines Group Inc.	Annual	Against	1H	Concerns related to approach to board gender diversity
10/05/2023	American International Group, Inc.	Annual	Against	1d 2 1g 4	Concerns about remuneration committee performance High CEO to average NEO pay Low shareholding requirement High variable pay ratio Excessive CEO pay Options/PSUs vest in less than 36 months Inadequate management of deforestation risks Shareholder proposal promotes appropriate accountability or incentivisation
10/05/2023	American Water Works Company, Inc.	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
10/05/2023	Centene Corporation	Annual	Against	6	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 better management of ESG opportunities and risks
10/05/2023	CSX Corporation	Annual	Against	1g	Concerns related to approach to board gender diversity Concerns related to approach to board diversity
10/05/2023	Dominion Energy, Inc.	Annual	Against	1H,7	Shareholder proposal promotes appropriate accountability or incentivisation
10/05/2023	Elevance Health, Inc.	Annual	Against	6 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
10/05/2023	Great-West Lifeco Inc.	Annual/Special	Against	2.7 2.14	Concerns related to attendance at board or committee meetings Lack of independent representation at board committees Concerns related to succession planning Concerns related to shareholder value Concerns related to approach to board diversity
10/05/2023	Juniper Networks, Inc.	Annual	Against	1a	Concerns about remuneration committee performance
10/05/2023	Kinder Morgan, Inc.	Annual	Against	3 1.4,1.5,1.7	High variable pay ratio Excessive CEO pay Options/PSUs vest in less than 36 months Concerns related to approach to board gender diversity Concerns related to approach to board diversity Inadequate management of climate-related risks Concerns related to succession planning
10/05/2023	Nutrien Ltd.	Annual	All For		
10/05/2023	Phillips 66	Annual	Against	1d 5	Inadequate management of climate-related risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
10/05/2023	Skyworks Solutions, Inc.	Annual	Against	1e 3 6	Concerns about remuneration committee performance High variable pay ratio Excessive CEO pay Total pay targets a range above peer median Shareholder proposal promotes enhanced shareholder rights
10/05/2023	Stryker Corporation	Annual	Against	1d 3 5	Concerns about remuneration committee performance High CEO to average NEO pay Low shareholding requirement High variable pay ratio Excessive CEO pay Options/PSUs vest in less than 36 months Shareholder proposal promotes transparency
11/05/2023	Akamai Technologies, Inc.	Annual	All For		
11/05/2023	Ameren Corporation	Annual	Against	1c 5	Concerns related to approach to board gender diversity Inadequate management of climate-related risks from exposure to coal SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
11/05/2023	Assurant, Inc.	Annual	All For		
11/05/2023	Autoliv, Inc.	Annual	Against	1.5	Concerns related to approach to board gender diversity Concerns related to approach to board diversity
11/05/2023	Avantor, Inc.	Annual	Against	1g 3	Concerns about remuneration committee performance High CEO to average NEO pay Options/PSUs vest in less than 36 months Excessive severance
11/05/2023	Canadian Tire Corporation, Limited	Annual	Against	1.1	Lack of independent representation at board committees Concerns related to shareholder value

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
11/05/2023	Cboe Global Markets, Inc.	Annual	Against	1c 1i 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Low shareholding requirement
11/05/2023	Cheniere Energy, Inc.	Annual	Against	1i 2	Concerns about remuneration committee performance High CEO to average NEO payNo clawback policyHigh variable pay ratioExcessive CEO payExcessive severance
11/05/2023	Discover Financial Services	Annual	All For		
11/05/2023	Edwards Lifesciences Corporation	Annual	Against	1.8 2 6	Concerns about remuneration committee performance High variable pay ratioOptions/PSUs vest in less than 36 months Shareholder proposal promotes appropriate accountability or incentivisation
11/05/2023	Ford Motor Company	Annual	Against	1h 5 6	Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
11/05/2023	Intact Financial Corporation	Annual/Special	Against	1.10 4	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
11/05/2023	Intel Corporation	Annual	Against	4	Pay is misaligned with EOS remuneration principles
11/05/2023	KeyCorp	Annual	Against	6	Shareholder proposal promotes appropriate accountability or incentivisation
11/05/2023	Laboratory Corporation of America Holdings	Annual	Against	6,7 5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes appropriate accountability or incentivisation
11/05/2023	Las Vegas Sands Corp.	Annual	Against	1.4 3 1.6 5	Concerns about remuneration committee performance Insufficient action taken on low say-on-pay results 2- Insufficient disclosure 3- Pay is misaligned with EOS remuneration principles Lack of independence on boardConcerns related to approach to board gender diversityConcerns related to approach to board diversityCombined CEO/Chair SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
11/05/2023	Magna International Inc.	Annual	Against	1J 3	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
11/05/2023	Manulife Financial Corp.	Annual	Against	1.1 1.2,2 3	Concerns about remuneration committee performance Concerns regarding Auditor tenure Pay is misaligned with EOS remuneration principles
11/05/2023	Martin Marietta Materials, Inc.	Annual	Against	1.4 3 5	Concerns about remuneration committee performance High CEO to average NEO pay Excessive CEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
11/05/2023	Masco Corporation	Annual	Against	1c	Concerns related to approach to board diversityConcerns about overall board structure
11/05/2023	Norfolk Southern Corporation	Annual	Against	1m 1b 3 5	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity Low shareholding requirementHigh variable pay ratioOptions/PSUs vest in less than 36 monthsExcessive severance Shareholder proposal promotes appropriate accountability or incentivisation
11/05/2023	Nucor Corporation	Annual	Against	1.3	Combined CEO/Chair 2- Concerns related to board ethnic and/or racial diversity 3- Concerns related to board gender diversity
11/05/2023	Steel Dynamics, Inc.	Annual	All For		
11/05/2023	Sun Life Financial Inc.	Annual	Against	1.4	Inadequate management of deforestation
11/05/2023	Tractor Supply Company	Annual	Against	1.6 3	Concerns about remuneration committee performance High CEO to average NEO payOptions/PSUs vest in less than 36 months
11/05/2023	Tyler Technologies, Inc.	Annual	Against	1.1	Concerns related to approach to board diversityConcerns related to approach to board gender diversity
11/05/2023	Verizon Communications Inc.	Annual	Against	7,9	Shareholder proposal promotes appropriate accountability or incentivisation
11/05/2023	Westlake Corporation	Annual	Against	3 1a.3 1a.2 4 1a.4 7,8	Annual vote provides for greater shareholder oversight Concerns related to board gender diversity 2- Lack of independence on board Concerns about overall board structure Concerns related to board gender diversity 2- Lack of independence on board Concerns about overall board structure Concerns to protect shareholder value Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall board structure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
11/05/2023	Xylem Inc.	Special	All For		
11/05/2023	Zebra Technologies Corporation	Annual	Against	1c 1d 2	Concerns about overall board structure Concerns about remuneration committee performance Low shareholding requirement
12/05/2023	ANSYS, Inc.	Annual	Against	3 1a	Excessive CEO pay, High variable pay ratio, High CEO to average NEO pay Concerns about remuneration committee performance
12/05/2023	Colgate-Palmolive Company	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation
12/05/2023	Marriott International, Inc.	Annual	Against	1h 3 7	Concerns about remuneration committee performance High variable pay ratio Excessive CEO pay Options/PSUs vest in less than 36 months Shareholder proposal promotes better management of SEE opportunities and risks
12/05/2023	Republic Services, Inc.	Annual	Against	1f	Concerns related to approach to board gender diversity
12/05/2023	Sempra Energy	Annual	Against	1a 1f,2 3 8	Concerns about remuneration committee performance Concerns regarding Auditor tenure Options vest in less than 36 months 2- Pay is in top quartile and not aligned with performance Shareholder proposal promotes appropriate accountability or incentivisation
12/05/2023	Teradyne, Inc.	Annual	Against	1e	Concerns related to approach to board gender diversityConcerns related to approach to board diversity
12/05/2023	The Progressive Corporation	Annual	All For		
12/05/2023	The Western Union Company	Annual	Against	1b	Concerns related to approach to board gender diversityConcerns related to approach to board diversity
12/05/2023	Vulcan Materials Company	Annual	Against	1d 2	Concerns about overall board structureConcerns about remuneration committee performance High CEO to average NEO payOptions/PSUs vest in less than 36 months
12/05/2023	Weyerhaeuser Company	Annual	All For		
12/05/2023	Wheaton Precious Metals Corp.	Annual/Special	Against	a5 a8 c	Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity Pay is misaligned with EOS remuneration principles

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
12/05/2023	Zimmer Biomet Holdings, Inc.	Annual	Against	1f 3	Concerns about remuneration committee performance Low shareholding requirement
15/05/2023	Consolidated Edison, Inc.	Annual	Against	2 1.8	Concerns regarding Auditor tenure Inadequate management of climate-related risks
15/05/2023	Sylvamo Corporation	Annual	Against	1.8	Concerns related to approach to board diversity
16/05/2023	Alexandria Real Estate Equities, Inc.	Annual	Against	1c	Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns related to shareholder rights
16/05/2023	Baker Hughes Company	Annual	Against	1.6	Concerns related to approach to board diversity
16/05/2023	ConocoPhillips	Annual	Against	9 7,8	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation
16/05/2023	Fortune Brands Innovations, Inc.	Annual	Against	1b	Concerns about overall board structure
16/05/2023	JPMorgan Chase & Co.	Annual	Against	1a 1d 2 9,11,12 5	Concerns about remuneration committee performance Concerns to protect shareholder value Excessive CEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation
16/05/2023	Mid-America Apartment Communities, Inc.	Annual	Against	1f 1j 2	Concerns about remuneration committee performance Concerns related to approach to board diversity Low shareholding requirementOptions/PSUs vest in less than 36 months
16/05/2023	Motorola Solutions, Inc.	Annual	Against	1h 3 1b 1c	Concerns about remuneration committee performance High CEO to average NEO payHigh variable pay ratio Lack of independent representation at board committeesConcerns related to approach to board gender diversityConcerns related to approach to board diversity Overboarded/Too many other time commitments
16/05/2023	Newell Brands, Inc.	Annual	Against	1a	Concerns related to approach to board gender diversity
16/05/2023	Power Corporation of Canada	Annual	Against	1.4	Lack of independent representation at board committeesConcerns related to succession planningConcerns related to approach to board gender diversityConcerns related to board ethnic and/or racial diversityConcerns related to approach to board diversityConcerns related to shareholder value
16/05/2023	Principal Financial Group, Inc.	Annual	Against	1.3 1,1,1.5	Concerns about overall board structureInadequate management of deforestation risks Inadequate management of deforestation risks
16/05/2023	Sun Communities, Inc.	Annual	Against	1f 1c 2	Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to succession planning Low shareholding requirement
16/05/2023	Tesla, Inc.	Annual	Against	3 1.3 1.2	Annual vote provides for greater shareholder oversight Concerns about overall board structure Concerns about overall board structure 2- Concerns related to below-board gender diversity 3- Concerns to protect shareholder value
16/05/2023	The Hershey Company	Annual	Against	1,11 5	Concerns related to shareholder value Shareholder proposal promotes better management of SEE opportunities and risks
16/05/2023	Ventas, Inc.	Annual	All For		
17/05/2023	Align Technology, Inc.	Annual	Against	1.5 3	Concerns about remuneration committee performance High CEO to average NEO payNo clawback policy
17/05/2023	Annaly Capital Management, Inc.	Annual	Against	1j 2 6	Concerns about remuneration committee performance High CEO to average NEO payHigh variable pay ratioExcessive CEO pay Shareholder proposal promotes appropriate accountability or incentivisation
17/05/2023	Arrow Electronics, Inc.	Annual	All For		
17/05/2023	Burlington Stores, Inc.	Annual	Against	1c 1b 3	Concerns about overall board structure Concerns about remuneration committee performance Low shareholding requirement
17/05/2023	CBRE Group, Inc.	Annual	Against	1b 1f 3 5	Concerns about remuneration committee performance Concerns related to approach to board gender diversity High CEO to average NEO payLow shareholding requirementHigh variable pay ratioOptions/PSUs vest in less than 36 months Shareholder proposal promotes appropriate accountability or incentivisation
17/05/2023	Crown Castle Inc.	Annual	All For		
17/05/2023	Enphase Energy, Inc.	Annual	Against	1.3 1.2 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns about overall board structure High variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36 months
17/05/2023	Fiserv, Inc.	Annual	Against	5 1.6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Concerns related to approach to board gender diversity
17/05/2023	Halliburton Company	Annual	Against	1g 1e 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversity High variable pay ratioExcessive CEO pay
17/05/2023	Hess Corporation	Annual	All For		
17/05/2023	Howmet Aerospace Inc.	Annual	Against	1b 5	Concerns related to approach to board diversity Shareholder proposal promotes appropriate accountability or incentivisation
17/05/2023	IDEXX Laboratories, Inc.	Annual	Against	1c	Concerns about overall board structure
17/05/2023	Invitation Homes, Inc.	Annual	Against	1,10 3	Concerns about remuneration committee performance High variable pay ratioExcessive CEO pay
17/05/2023	Markel Group Inc.	Annual	Against	1l	Concerns related to approach to board gender diversityConcerns related to approach to board diversity
17/05/2023	Molson Coors Beverage Company	Annual	Against	1.3 2	Lack of independent representation at board committeesConcerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns related to shareholder valueConcerns about remuneration committee performance Low shareholding requirement



Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
17/05/2023	Mondelez International, Inc.	Annual	Abstain Against	5 1h 2 7	Concerns about proponent's intent Concerns about remuneration committee performance High variable pay ratio Excessive CEO pay Options/PSUs vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
17/05/2023	Northrop Grumman Corporation	Annual	Against	6 7	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation
17/05/2023	Old Dominion Freight Line, Inc.	Annual	Against	1.11 1.8 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity High variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36 months
17/05/2023	Pinnacle West Capital Corporation	Annual	Against	1.6,5 1.5 6	Concerns regarding Auditor tenure Inadequate management of climate-related risks Inadequate management of climate-related risks from exposure to coal Shareholder proposal promotes appropriate accountability or incentivisation
17/05/2023	PPL Corporation	Annual	Against	1i 5	Inadequate management of climate-related risks from exposure to coal Shareholder proposal promotes appropriate accountability or incentivisation
17/05/2023	Quest Diagnostics Incorporated	Annual	Against	1.4 2 6	Concerns about remuneration committee performance High variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
17/05/2023	Robert Half International Inc.	Annual	Against	1f	Concerns related to board gender diversity
17/05/2023	Ross Stores, Inc.	Annual	Against	1b	Concerns related to succession planning
17/05/2023	Southwest Airlines Co.	Annual	Against	1b 5	Concerns related to approach to board gender diversityConcerns related to approach to board diversity Shareholder proposal promotes appropriate accountability or incentivisation
17/05/2023	SS&C Technologies Holdings, Inc.	Annual	Against	1c 1b 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns about overall board structure Low shareholding requirement
17/05/2023	State Street Corporation	Annual	All For		
17/05/2023	The Hartford Financial Services Group, Inc.	Annual	All For		
17/05/2023	Universal Health Services, Inc.	Annual	Against	3 2	Annual vote provides for greater shareholder oversight Low shareholding requirement
17/05/2023	Verisk Analytics, Inc.	Annual	All For		
17/05/2023	Vertex Pharmaceuticals Incorporated	Annual	Against	1.8 3	Concerns about remuneration committee performance High variable pay ratio Excessive CEO pay Options/PSUs vest in less than 36 months
17/05/2023	Westinghouse Air Brake Technologies Corporation	Annual	Against	1b	Concerns about overall board structure
17/05/2023	XPO, Inc.	Annual	Against	1.9 3	Concerns about remuneration committee performance High CEO to average NEO payHigh variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36 months
17/05/2023	ZoomInfo Technologies, Inc.	Annual	Against	1.2	Concerns related to approach to board diversityConcerns related to approach to board gender diversityConcerns about overall board structureCombined CEO/ChairConcerns to protect shareholder value
18/05/2023	Advanced Micro Devices, Inc.	Annual	Against	1b,4	High variable pay ratioTotal pay targets a range above peer medianOptions/PSUs vest in less than 36 months
18/05/2023	Alnylam Pharmaceuticals, Inc.	Annual	Against	1c 2	Concerns about overall board structureConcerns about remuneration committee performance Low shareholding requirement
18/05/2023	Altria Group, Inc.	Annual	Against	5 6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation
18/05/2023	Amphenol Corporation	Annual	Against	1.5 3 5	Concerns about remuneration committee performance Low shareholding requirement Shareholder proposal promotes transparency
18/05/2023	AT&T Inc.	Annual	Against	5,6	Shareholder proposal promotes appropriate accountability or incentivisation
18/05/2023	CDW Corporation	Annual	Against	1g 2	Concerns about remuneration committee performance High variable pay ratioOptions/PSUs vest in less than 36 months
18/05/2023	CVS Health Corporation	Annual	Against	5 6 8	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes better management of SEE opportunities and risks
18/05/2023	DexCom, Inc.	Annual	Against	1.5 3 5	Concerns about remuneration committee performance Low shareholding requirement 2- Options vest in less than 36 months Shareholder proposal promotes better management of SEE opportunities and risks
18/05/2023	Elanco Animal Health Incorporated	Annual	Against	1b 3	Concerns related to approach to board gender diversityConcerns about overall board structureConcerns to protect shareholder valueConcerns related to shareholder rightsConcerns about remuneration committee performance High CEO to average NEO payHigh variable pay ratioOptions/PSUs vest in less than 36 months
18/05/2023	Gentex Corporation	Annual	Against	1,2	Concerns related to approach to board gender diversity
18/05/2023	Hasbro, Inc.	Annual	Against	1.4 2	Concerns about remuneration committee performance Low shareholding requirementOptions/PSUs vest in less than 36 months
18/05/2023	Hilton Worldwide Holdings, Inc.	Annual	Against	1g 3	Concerns about remuneration committee performance High CEO to average NEO payHigh variable pay ratioExcessive CEO payExcessive perquisitesOptions/PSUs vest in less than 36 months
18/05/2023	Host Hotels & Resorts, Inc.	Annual	Against	1.1 3	Concerns about remuneration committee performance High CEO to average NEO payHigh variable pay ratio
18/05/2023	Lear Corporation	Annual	All For		
18/05/2023	Marsh & McLennan Companies, Inc.	Annual	Against	1j 2	Concerns about remuneration committee performance Excessive CEO pay 2- High variable pay ratio 3- PSUs vest in less than 36 months 4- High CEO to average NEO pay
18/05/2023	NextEra Energy, Inc.	Annual	Against	1f 3 5	Concerns about remuneration committee performance Options vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
18/05/2023	O'Reilly Automotive, Inc.	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation



Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
18/05/2023	ON Semiconductor Corporation	Annual	Against	11 1g 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity High CEO to average NEO payHigh variable pay ratio
18/05/2023	Otis Worldwide Corp.	Annual	Against	1d 2 4	Concerns about remuneration committee performance High CEO to average NEO payHigh variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36 months Shareholder proposal promotes appropriate accountability or incentivisation
18/05/2023	PG&E Corporation	Annual	Against	1e 2	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
18/05/2023	Sealed Air Corporation	Annual	All For		
18/05/2023	Synchrony Financial	Annual	All For		
18/05/2023	The Charles Schwab Corporation	Annual	Against	1b 3 5	Concerns related to approach to board gender diversityConcerns about overall board structureConcerns related to shareholder valueConcerns related to succession planningConcerns about remuneration committee performanceInadequate management of deforestation risks Low shareholding requirement Shareholder proposal promotes better management of SEE opportunities and risks
18/05/2023	The Home Depot, Inc.	Annual	Against	5 7	Concerns about remuneration committee performance enable shareholders to have a more comprehensive understanding
18/05/2023	Union Pacific Corporation	Annual	Against	7 1a,3	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks High CEO to average NEO payHigh variable pay ratioOptions/PSUs vest in less than 36 months
18/05/2023	Vornado Realty Trust	Annual	Against	1.9 1.2 5	Concerns about remuneration committee performance Concerns related to succession planning Pay is misaligned with EOS remuneration principles
18/05/2023	Xylem Inc.	Annual	Against	1h 3 4	Concerns about remuneration committee performance High CEO to average NEO payOptions/PSUs vest in less than 36 months Shareholder proposal promotes appropriate accountability or incentivisation
18/05/2023	Yum! Brands, Inc.	Annual	Against	5.9 1c,3,6,8	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes transparency
18/05/2023	Zoetis Inc.	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
19/05/2023	Amgen Inc.	Annual	Against	1f	Concerns related to approach to board gender diversityConcerns related to approach to board diversity
19/05/2023	Honeywell International Inc.	Annual	Against	11 3 6 5	Concerns about remuneration committee performance High variable pay ratio Excessive CEO pay Options/PSUs vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation
19/05/2023	Intercontinental Exchange, Inc.	Annual	Against	1e,2	Low shareholding requirement
19/05/2023	Morgan Stanley	Annual	Against	1k 3 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
19/05/2023	Waste Connections, Inc.	Annual	Against	1b	Concerns related to approach to board diversityConcerns related to succession planning
23/05/2023	Alliant Energy Corporation	Annual	Against	1b	Concerns about overall board structure
23/05/2023	APA CORPORATION	Annual	Against	1	Inadequate management of climate-related risks
23/05/2023	BioMarin Pharmaceutical Inc.	Annual	Against	1.2 1.1 4	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity High variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36 monthsExcessive severance
23/05/2023	Boston Properties, Inc.	Annual	All For		
23/05/2023	GE Healthcare Technologies, Inc.	Annual	All For		
23/05/2023	Henry Schein, Inc.	Annual	Against	1g	Concerns related to succession planningConcerns related to approach to board gender diversity
23/05/2023	Insulet Corporation	Annual	Against	1.3 1.2 2	Concerns about overall board structure Concerns about remuneration committee performance Low shareholding requirementHigh variable pay ratio
23/05/2023	Merck & Co., Inc.	Annual	Against	6,8 10	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency Shareholder proposal promotes appropriate accountability or incentivisation
23/05/2023	NiSource Inc.	Annual	Against	1f 6	Inadequate management of climate-related risks from exposure to coal Shareholder proposal promotes appropriate accountability or incentivisation
23/05/2023	Quanta Services, Inc.	Annual	Against	1.2 2	Concerns about remuneration committee performance Low shareholding requirementExcessive severance
23/05/2023	Realty Income Corporation	Annual	Against	1f 3	Concerns about remuneration committee performance High CEO to average NEO payLow shareholding requirementHigh variable pay ratioExcessive CEO pay
23/05/2023	Restaurant Brands International Inc.	Annual/Special	Against	5,7,8 6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes transparency
23/05/2023	RXO, Inc.	Annual	Against	3	No clawback policyHigh variable pay ratioExcessive CEO pay
23/05/2023	Targa Resources Corp.	Annual	Against	1.2 5	Concerns about overall board structure. Inadequate management of climate-related risks. Concerns related to approach to board gender diversity. Concerns related to approach to board diversity. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
23/05/2023	The Allstate Corporation	Annual	Against	1j 2	Concerns about remuneration committee performance High CEO to average NEO payHigh variable pay ratioOptions/PSUs vest in less than 36 months
23/05/2023	Waters Corporation	Annual	Against	1.8 1.1 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversity High CEO to average NEO payLow shareholding requirementOptions/PSUs vest in less than 36 months
23/05/2023	Welltower Inc.	Annual	Against	1c 3	Concerns about remuneration committee performance High variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36 months

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
24/05/2023	Advance Auto Parts, Inc.	Annual	Against	7	Shareholder proposal promotes appropriate accountability or incentivisation
24/05/2023	Amazon.com, Inc.	Annual	Against	1e,4 1e 1g 3 6,7,8,10,11,12,13,16,18,21,22,23	High CEO to average NEO payOptions/PSUs vest in less than 36 months Concerns about human rights Concerns about remuneration committee performance Insufficient action taken on low say-on-pay results 2- Insufficient disclosure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
24/05/2023	American Tower Corporation	Annual	All For		
24/05/2023	AvalonBay Communities, Inc.	Annual	Against	1k	Concerns related to approach to board gender diversityConcerns related to approach to board diversity
24/05/2023	BlackRock, Inc.	Annual	Against	1d 2 6	Concerns about remuneration committee performance Excessive CEO pay 2- High variable pay ratio SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
24/05/2023	DENTSPLY SIRONA Inc.	Annual	All For		
24/05/2023	DuPont de Nemours, Inc.	Annual	Against	2 4	High CEO to average NEO pay High variable pay ratio Excessive CEO pay Shareholder proposal promotes appropriate accountability or incentivisation
24/05/2023	EOG Resources, Inc.	Annual	Against	1a	Inadequate management of climate-related risks
24/05/2023	Equitable Holdings, Inc.	Annual	Against	1c	Inadequate management of deforestation risks
24/05/2023	Extra Space Storage Inc.	Annual	Against	1,3	Concerns about remuneration committee performance
24/05/2023	Fidelity National Information Services, Inc.	Annual	Against	3 1i 2	High CEO to average NEO payLow shareholding requirementHigh variable pay ratio Concerns about remuneration committee performance High variable pay ratioOptions/PSUs vest in less than 36 months
24/05/2023	FirstEnergy Corp.	Annual	Against	1,4	Concerns related to approach to board gender diversityConcerns related to approach to board diversityInadequate management of climate-related risksInadequate management of climate-related risks from exposure to coal
24/05/2023	Marathon Oil Corporation	Annual	All For		
24/05/2023	ONEOK, Inc.	Annual	Against	1,6	Concerns related to approach to board gender diversityInadequate management of climate-related risks
24/05/2023	PayPal Holdings, Inc.	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
24/05/2023	The Southern Company	Annual	Against	1h 2 1c 7	Concerns about remuneration committee performance High CEO to average NEO payHigh variable pay ratioExcessive CEO pay Inadequate management of climate-related risks Inadequate management of climate-related risks from exposure to coal SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
24/05/2023	The Travelers Companies, Inc.	Annual	Against	6,8 1g,4,8	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation
24/05/2023	Thermo Fisher Scientific Inc.	Annual	Against	2 1k	High CEO to average NEO pay High variable pay ratio Excessive CEO pay Options/PSUs vest in less than 36 months Concerns about remuneration committee performance
24/05/2023	United Airlines Holdings, Inc.	Annual	Against	1h	Concerns related to approach to board gender diversityConcerns related to approach to board diversity Concerns related to shareholder value
24/05/2023	Xcel Energy Inc.	Annual	Against	1j	Inadequate management of climate-related risksInadequate management of climate-related risks from exposure to coal
25/05/2023	Chipotle Mexican Grill, Inc.	Annual	Against	1,4 2 6	Concerns about remuneration committee performance High variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36 months Shareholder proposal promotes better management of SEE opportunities and risks
25/05/2023	Equinix, Inc.	Annual	Against	1a 2	Concerns about remuneration committee performance Low shareholding requirementHigh variable pay ratioOptions/PSUs vest in less than 36 months
25/05/2023	IDEX Corporation	Annual	Against	1b 5	Concerns about overall board structure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
25/05/2023	Illumina, Inc.	Proxy Contest	Against No Action Taken	1,1,1,2,1,10,1,11 1A,1B,1C,1D,1E,1F,1G,1H,1I,1J,1K,1L,2,3,4,5	The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Frances Arnold, Francis deSouza, Caroline Dorsa, Robert Epstein, Scott Gottlieb, Gary Guthart, Philip Schiller, and Susan Siegelare on the dissident (GOLD) card.
25/05/2023	Lincoln National Corporation	Annual	Against	1,5 1,1 3 5 6	Concerns about remuneration committee performance Concerns related to succession planning Low shareholding requirement Pay is misaligned with EOS remuneration principles Shareholder proposal promotes appropriate accountability or incentivisation
25/05/2023	McDonald's Corporation	Annual	Against	1h 2 6,11 9,10 5	Concerns about remuneration committee performance High variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36 months Shareholder proposal promotes better management of SEE opportunities and risks Shareholder proposal promotes transparency Shareholder proposal promotes better management of SEE opportunities and risks
25/05/2023	Mohawk Industries, Inc.	Annual	Against	1,1 5	Concerns related to approach to board diversityConcerns related to succession planning Concerns related to approach to board gender diversity Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation
25/05/2023	Pinterest, Inc.	Annual	Against	1b 1c 2 4	Concerns about overall board structure Concerns related to shareholder value Concerns about remuneration committee performance High CEO to average NEO payHigh variable pay ratioExcessive CEO payTotal pay targets a range above peer medianOptions/PSUs vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
25/05/2023	Pioneer Natural Resources Company	Annual	Against	1l	Inadequate management of climate-related risks
25/05/2023	Roblox Corp.	Annual	Against	1,2	Concerns to protect shareholder valueConcerns about overall board structure
25/05/2023	SBA Communications Corporation	Annual	Against	1,1	Concerns about overall board structure
25/05/2023	The Interpublic Group of Companies, Inc.	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
25/05/2023	The Mosaic Company	Annual	Against	1k 7 6	Concerns related to approach to board gender diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation
25/05/2023	The Trade Desk, Inc.	Annual	Against	1.2	Concerns about overall board structureConcerns to protect shareholder valueConcerns about remuneration committee performance
25/05/2023	VeriSign, Inc.	Annual	Against	1.4 5	Concerns related to approach to board gender diversityConcerns related to approach to board diversity Shareholder proposal promotes appropriate accountability or incentivisation
25/05/2023	Voya Financial, Inc.	Annual	Against	1a	Concerns about remuneration committee performance
25/05/2023	Yum China Holdings, Inc.	Annual	Against	2 1e 3	High variable pay ratioExcessive CEO pay Concerns about remuneration committee performance High CEO to average NEO payHigh variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36 months
26/05/2023	Lowes Companies, Inc.	Annual	Against	1.1,2,5	Shareholder proposal promotes appropriate accountability or incentivisation
26/05/2023	Southern Copper Corporation	Annual	Against	1.8 1.1	Concerns related to attendance at board or committee meetings Lack of independent representation at board committeesConcerns related to approach to board gender diversityInadequate management of climate-related risks Concerns related to succession planning
30/05/2023	Seagen Inc.	Special	Against	2	Pay is misaligned with EOS remuneration principles
30/05/2023	The Carlyle Group Inc.	Annual	Against	1.2	Concerns related to approach to board gender diversity Concerns about overall board structureConcerns related to approach to board diversity
31/05/2023	Chevron Corporation	Annual	Against	3 6,7,9,10,11 12	Options/PSUs vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation
31/05/2023	DocuSign, Inc.	Annual	Against	1.2 3	Concerns related to approach to board gender diversityConcerns about remuneration committee performanceConcerns about overall board structureConcerns to protect shareholder value
31/05/2023	Dollar General Corporation	Annual	Against	1d 2 5,7	High CEO to average NEO payNo clawback policyHigh variable pay ratioExcessive CEO pay 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
31/05/2023	Expedia Group, Inc.	Annual	Against	1d 1g 1i 4	Concerns about remuneration committee performance Concerns related to shareholder value Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
31/05/2023	Exxon Mobil Corporation	Annual	Against	1.3 1.7 1.2 3 8,9,10,11,12,13,14,15,16	Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity 2- Concerns related to board gender diversity Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
31/05/2023	Meta Platforms, Inc.	Annual	Against	1.2 1.1 1.5 13 5,6,7,8,10,11 4	Concerns about remuneration committee performance 2- Concerns to protect shareholder value Concerns about remuneration committee performance 2- Concerns to protect shareholder value Lack of independence on board SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
31/05/2023	Seagen Inc.	Annual	Against	1a 1b 2	Concerns about overall board structure Concerns about remuneration committee performance Low shareholding requirement
31/05/2023	SEI Investments Company	Annual	Against	1b	Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns related to succession planning Concerns about overall board structure
31/05/2023	Walmart Inc.	Annual	Against	1d 1e 3 7,12	Concerns about remuneration committee performance Concerns related to approach to board diversity Concerns related to approach to board gender diversity High variable pay ratio Excessive CEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
01/06/2023	Airbnb, Inc.	Annual	Against	1.2	Concerns related to approach to board gender diversityConcerns about overall board structureConcerns related to shareholder value
01/06/2023	Cloudflare, Inc.	Annual	Against	1.1 1.2	Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversityConcerns related to approach to board diversityConcerns to protect shareholder valueConcerns about overall board structure
01/06/2023	Gartner, Inc.	Annual	Against	1f 1g 2	Concerns about remuneration committee performance Concerns related to succession planning High CEO to average NEO payHigh variable pay ratioOptions/PSUs vest in less than 36 months
01/06/2023	Netflix, Inc.	Annual	Against	1c 3 7,8 5 1a	Concerns related to approach to board gender diversity Concerns related to approach to board racial/ethnic diversity Low shareholding requirement Excessive CEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation
01/06/2023	ServiceNow, Inc.	Annual	Against	2	Concerns about remuneration committee performance Excessive CEO pay
01/06/2023	Sirius XM Holdings, Inc.	Annual	Against	3 1.8 1.5	Annual vote provides for greater shareholder oversight Lack of independent representation at board committeesConcerns related to approach to board diversity Overboarded/Too many other time commitments
01/06/2023	SolarEdge Technologies, Inc.	Annual	All For		
01/06/2023	SolarEdge Technologies, Inc.	Annual	All For		
01/06/2023	Trimble Inc.	Annual	Against	1.2 1.5 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity High CEO to average NEO payHigh variable pay ratio

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
01/06/2023	UDR, Inc.	Annual	Against	1f 1d 2	Concerns about remuneration committee performance Concerns related to succession planning Low shareholding requirementOptions/PSUs vest in less than 36 months
01/06/2023	Ulta Beauty, Inc.	Annual	Against	1d 1a 7	Concerns about overall board structure Concerns about remuneration committee performance High variable pay ratioOptions/PSUs vest in less than 36 months
02/06/2023	Alphabet Inc.	Annual	Against	5 1g,1i 1k 4 3 8,10,11,12,13,15 18 6	Annual vote provides for greater shareholder oversight Concerns about overall performance Concerns about remuneration committee performance Excessive CEO pay 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 enhanced shareholder rights Shareholder proposal promotes transparency
02/06/2023	EPAM Systems, Inc.	Annual	Against	1.3	Concerns about overall board structureConcerns related to approach to board diversity
02/06/2023	Hydro One Limited	Annual	Against	1K	Inadequate management of climate-related risks
05/06/2023	UnitedHealth Group Incorporated	Annual	Against	6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
06/06/2023	Booking Holdings Inc.	Annual	Against	2	Duplicative Metrics
06/06/2023	Cognizant Technology Solutions Corporation	Annual	All For		
06/06/2023	DaVita Inc.	Annual	All For		
06/06/2023	Fortive Corporation	Annual	Against	1g 2	Concerns about remuneration committee performance High CEO to average NEO payLow shareholding requirementHigh variable pay ratioExcessive CEO payTotal pay targets a range above peer median
06/06/2023	Freeport-McMoRan, Inc.	Annual	Against	1.1.2	High CEO to average NEO payExcessive CEO pay
06/06/2023	HubSpot, Inc.	Annual	Against	1b	Concerns about overall board structureConcerns to protect shareholder value
06/06/2023	Liberty Broadband Corp.	Annual	Against	1.3	Concerns related to approach to board gender diversityConcerns related to approach to board diversity Concerns related to board ethnic and/or racial diversityConcerns about overall board structureConcerns related to shareholder value
06/06/2023	Liberty Media Corporation	Annual	Against	1.3 1.1	Concerns about remuneration committee performanceConcerns related to shareholder value Concerns related to approach to board diversityConcerns related to approach to board gender diversityConcerns about overall board structureConcerns related to shareholder value
06/06/2023	MasterBrand, Inc.	Annual	All For		
06/06/2023	Organon & Co.	Annual	Against	1a	Concerns about overall board structure
06/06/2023	Palantir Technologies, Inc.	Annual	Against	1.4	Concerns related to approach to board gender diversityConcerns related to shareholder value
06/06/2023	The TJX Companies, Inc.	Annual	Against	1c,3,5,6	Shareholder proposal promotes better management of SEE opportunities and risks
06/06/2023	Zillow Group, Inc.	Annual	Against	1.2 1.1 1.3	Concerns about remuneration committee performance Lack of independent representation at board committeesConcerns about overall board structureConcerns related to approach to board diversityConcerns related to shareholder value Overboarded/Too many other time commitments
07/06/2023	Comcast Corporation	Annual	Against	1.4 3.5 7,8,9,10	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
07/06/2023	Devon Energy Corporation	Annual	Against	1.5 7	Concerns related to approach to board diversityInadequate management of climate-related risks Shareholder proposal promotes appropriate accountability or incentivisation
07/06/2023	Dollarama Inc.	Annual	Against	1E 3 5,6	Concerns about remuneration committee performance Excessive severance 2- Low shareholding requirement SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
07/06/2023	GoDaddy Inc.	Annual	Against	1a 2	Concerns about overall board structureConcerns about remuneration committee performance High CEO to average NEO payHigh variable pay ratioOptions/PSUs vest in less than 36 months
07/06/2023	lululemonathletica inc.	Annual	Against	1a,1c,3	High variable pay ratioExcessive CEO payTotal pay targets a range above peer medianOptions/PSUs vest in less than 36 months
07/06/2023	MarketAxess Holdings Inc.	Annual	Against	1g	Concerns related to approach to board diversity
07/06/2023	MercadoLibre, Inc.	Annual	Against	1.2	Concerns related to approach to board gender diversityConcerns about overall board structure
07/06/2023	Tourmaline Oil Corp.	Annual	Against	1g	Concerns related to board ethnic and/or racial diversityConcerns related to approach to board diversity
07/06/2023	Unity Software Inc.	Annual	Against	1.2 1.3 3	Concerns about overall board structureConcerns related to approach to board diversityConcerns to protect shareholder value Concerns about remuneration committee performance Insufficient action taken on low pay-on-pay results
08/06/2023	Bath & Body Works, Inc.	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation
08/06/2023	CoStar Group, Inc.	Annual	Against	3 5	No hedging policy High variable pay ratio Total pay targets a range above peer median Options/PSUs vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
08/06/2023	Datadog, Inc.	Annual	Against	1b 1c 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns about overall board structureConcerns related to shareholder value Low shareholding requirement
08/06/2023	Diamondback Energy, Inc.	Annual	Against	1.2	Inadequate management of climate-related risks
08/06/2023	Digital Realty Trust, Inc.	Annual	Against	6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
08/06/2023	Exact Sciences Corporation	Annual	Against	1b 3	Concerns about overall board structureConcerns about remuneration committee performance High CEO to average NEO payHigh variable pay ratioOptions/PSUs vest in less than 36 monthsExcessive severance
08/06/2023	Salesforce, Inc.	Annual	Against	1j 4	Concerns about remuneration committee performance Low shareholding requirementHigh variable pay ratioExcessive CEO payExcessive perquisitesTotal pay targets a range above peer medianOptions/PSUs vest in less than 36 months
09/06/2023	Brookfield Asset Management Ltd.	Annual/Special	Against	1.2	Concerns related to shareholder value
09/06/2023	Brookfield Corporation	Annual/Special	Against	2.5 7	Concerns related to shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
09/06/2023	FLEETCOR Technologies, Inc.	Annual	Against	1g 1i 5	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity <del>Shareholder proposal promotes appropriate accountability or incentivisation</del>
09/06/2023	Live Nation Entertainment, Inc.	Annual	Against	3 1.4 1.8 2 1.7	Annual vote provides for greater shareholder oversight Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity Low shareholding requirement Overboarded/Too many other time commitments
09/06/2023	Regeneron Pharmaceuticals, Inc.	Annual	Against	1a 5	Concerns related to succession planningConcerns related to approach to board gender diversityConcerns about overall board structureConcerns related to shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
12/06/2023	Keurig Dr Pepper Inc.	Annual	All For		
13/06/2023	Block, Inc.	Annual	Against	1.2 4	Concerns about overall board structure Concerns related to approach to board gender diversityConcerns to protect shareholder value Shareholder proposal promotes better management of SEE opportunities and risks
13/06/2023	Caesars Entertainment, Inc.	Annual	Against	1.5 1.4 2 5,6	Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to approach to board gender diversityConcerns related to board ethnic and/or racial diversity Excessive CEO pay SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
13/06/2023	Dollar Tree, Inc.	Annual	Against	1b 1e 2	Concerns about remuneration committee performance Concerns related to succession planning <del>Inappropriate use of one-time awards</del>
13/06/2023	Roper Technologies, Inc.	Annual	Against	1.1	Concerns related to low gender diversity on the executive team
13/06/2023	Twilio Inc.	Annual	Against	1.3 1.2 3	Concerns about overall board structureConcerns related to shareholder value Concerns about remuneration committee performance <del>No clawback policyHigh variable pay ratioExcessive CEO pay</del>
14/06/2023	Arista Networks, Inc.	Annual	Against	1.3 2	Concerns to protect shareholder valueConcerns about remuneration committee performanceConcerns about overall board structure High CEO to average NEO payLow shareholding requirementHigh variable pay ratio
14/06/2023	Best Buy Co., Inc.	Annual	All For		
14/06/2023	Caterpillar Inc.	Annual	Against	1,3,2 6 8 7	Concerns regarding Auditor tenure 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 <del>SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency</del>
14/06/2023	Etsy, Inc.	Annual	Against	1c 2 5	Concerns about overall board structureConcerns about remuneration committee performance No clawback policyHigh variable pay ratio SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
14/06/2023	Fidelity National Financial, Inc.	Annual	Against	1.1 1.4 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns about overall board structureConcerns related to approach to board diversity <del>No hedging policyOptions/PSUs vest in less than 36 months</del>
14/06/2023	Incyte Corporation	Annual	Against	1.2 2	Concerns about remuneration committee performance High variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36 months
14/06/2023	Target Corporation	Annual	Against	2	Concerns regarding Auditor tenure
14/06/2023	Thomson Reuters Corporation	Annual/Special	Against	1.5 1.7 3	Concerns about remuneration committee performance Lack of independent representation at board committeesConcerns related to approach to board diversity Pay is misaligned with EOS remuneration principles
14/06/2023	W. R. Berkley Corporation	Annual	Against	1d 2	Concerns related to succession planningConcerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns about overall board structureConcerns about remuneration committee performanceConcerns to protect shareholder value No hedging policyHigh variable pay ratioExcessive CEO pay
15/06/2023	Canadian Pacific Kansas City Limited	Annual	Against	4,10 2	Concerns about remuneration committee performance <del>Pay is misaligned with EOS remuneration principles</del>
15/06/2023	Coupang, Inc.	Annual	Against	1g 1b	Concerns related to approach to board gender diversityConcerns related to shareholder valueConcerns related to shareholder rights <del>Concerns related to attendance at board or committee meetings</del>
15/06/2023	Delta Air Lines, Inc.	Annual	Against	1i,5,6	Shareholder proposal promotes better management of SEE opportunities and risks
15/06/2023	Equity Residential	Annual	All For		
15/06/2023	Generac Holdings Inc.	Annual	Against	1.2	Concerns related to approach to board gender diversityConcerns related to approach to board diversity Concerns about overall board structure
15/06/2023	Ingersoll Rand Inc.	Annual	Against	1c 1b 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversity <del>Excessive CEO pay 2- Low shareholding requirement</del>
15/06/2023	Monolithic Power Systems, Inc.	Annual	Against	1.1 3	Concerns related to succession planningConcerns related to approach to board gender diversityConcerns about remuneration committee performance No hedging policyLow shareholding requirementHigh variable pay ratioExcessive CEO payTotal pay targets a range above peer median
15/06/2023	UiPath, Inc.	Annual	Against	1g 1e 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to shareholder valueConcerns related to shareholder rights <del>Low shareholding requirement</del>
15/06/2023	W. P. Carey Inc.	Annual	Against	1h	Concerns related to approach to board diversity
15/06/2023	Zoom Video Communications, Inc.	Annual	Against	1.2 1.3 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns about overall board structureConcerns to protect shareholder value <del>Low shareholding requirement</del>

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
16/06/2023	Fortinet, Inc.	Annual	Against	1.7 1.4 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Low shareholding requirement
16/06/2023	Marvell Technology, Inc.	Annual	Against	1e 1c 2	Concerns about remuneration committee performance Concerns related to approach to board diversity No hedging policyHigh variable pay ratioExcessive CEO pay
16/06/2023	T-Mobile US, Inc.	Annual	Against	1,12,4	Lack of independence on boardLack of independent representation at board committeesConcerns related to approach to board gender diversity
20/06/2023	Dell Technologies Inc.	Annual	Against	3 1.3,1,8,5	Executive salary increases without robust justification 2- Inappropriate use of one-time awards 3- Insufficient disclosure 4- Low shareholding requirement Pay is misaligned with EOS remuneration principles
20/06/2023	DoorDash, Inc.	Annual	Against	1a	Concerns related to approach to board gender diversityConcerns to protect shareholder valueConcerns about overall board structure
20/06/2023	General Motors Company	Annual	Against	3	High variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36 months
20/06/2023	MetLife, Inc.	Annual	Against	1a 3	Concerns about remuneration committee performance High variable pay ratioOptions/PSUs vest in less than 36 months
21/06/2023	Activision Blizzard, Inc.	Annual	Against	1g 5 6	Concerns related to succession planningConcerns related to approach to board diversity Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes better management of SEE opportunities and risks
21/06/2023	Autodesk, Inc.	Annual	Against	1f 3	Concerns about remuneration committee performance High CEO to average NEO payHigh variable pay ratioOptions/PSUs vest in less than 36 months
21/06/2023	CrowdStrike Holdings, Inc.	Annual	Against	1.2	Concerns about overall board structure
21/06/2023	eBay Inc.	Annual	Against	1a 3 5 7	Concerns about remuneration committee performance High variable pay ratioTotal pay targets a range above peer median Pay is misaligned with EOS remuneration principles Shareholder proposal promotes appropriate accountability or incentivisation
21/06/2023	Nasdaq, Inc.	Annual	Against	1c 2 5	Concerns about remuneration committee performance High CEO to average NEO payHigh variable pay ratioExcessive CEO pay Shareholder proposal promotes appropriate accountability or incentivisation
21/06/2023	Rivian Automotive, Inc.	Annual	Against	1a 4	Concerns about overall board structure Concerns to protect shareholder value Shareholder proposal promotes better management of SEE opportunities and risks
21/06/2023	Splunk Inc.	Annual	Against	1a,3,4	Pay is misaligned with EOS remuneration principles
21/06/2023	Veeva Systems Inc.	Annual	Against	1i	Overboarded/Too many other time commitments
22/06/2023	Match Group, Inc.	Annual	Against	1b 2	Concerns about overall board structureConcerns about remuneration committee performance No clawback policyHigh variable pay ratio
22/06/2023	Monster Beverage Corporation	Annual	Against	1,10 3 5	Concerns related to succession planningConcerns about remuneration committee performanceConcerns related to approach to board diversity High variable pay ratioOptions/PSUs vest in less than 36 months Issue of equity raises concerns about excessive dilution of existing shareholders
22/06/2023	NVIDIA Corporation	Annual	All For		
22/06/2023	Okta, Inc.	Annual	Against	1,3	Concerns about overall board structureConcerns to protect shareholder value
22/06/2023	The Kroger Co.	Annual	Against	1g 1d,4 2 7 8	Concerns about remuneration committee performance Concerns regarding Auditor tenure Low shareholding requirementHigh variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes better management of SEE opportunities and risks
22/06/2023	Workday, Inc.	Annual	Against	1d 3	Concerns related to approach to board gender diversity Concerns about overall board structure Concerns related to shareholder valueConcerns about remuneration committee performance High CEO to average NEO payHigh variable pay ratioExcessive CEO pay
26/06/2023	Biogen Inc.	Annual	Against	1d 3	Concerns about remuneration committee performance Insufficient action taken on low say-on-pay results 2- Options vest in less than 36 months 3- Pay is in top quartile and not aligned with performance
26/06/2023	Masimo Corporation	Proxy Contest	Against	6	Concerns to protect shareholder value
27/06/2023	CarMax, Inc.	Annual	Against	No Action Taken 1a,1b,2,3,4,5,6,7	
27/06/2023	Mastercard Incorporated	Annual	Against	1b 1e 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity Low shareholding requirement
27/06/2023	MongoDB, Inc.	Annual	Against	8	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
27/06/2023	Plug Power Inc.	Annual	Against	1,2 1.1 2	Concerns about overall board structureConcerns related to approach to board gender diversityConcerns to protect shareholder value Concerns about remuneration committee performance High variable pay ratioOptions/PSUs vest in less than 36 months
27/06/2023	Shopify Inc.	Annual	Against	1a 1C 1B 3	Concerns about overall board structure Concerns to protect shareholder value Concerns about audit committee performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity Concerns related to shareholder valueConcerns related to approach to board diversity Pay is misaligned with EOS remuneration principles
06/04/2023	Rio Tinto Plc	Annual	Against	2,3	Pay is misaligned with EOS remuneration principles
06/04/2023	Scottish American Investment Co. PLC	Annual	All For		
18/04/2023	BlackRock World Mining Trust PLC	Annual	All For		
18/04/2023	Herald Investment Trust PLC	Annual	All For		
19/04/2023	British American Tobacco plc	Annual	Against	2,5	Pay is misaligned with EOS remuneration principles
19/04/2023	Hunting Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
19/04/2023	Primary Health Properties Plc	Annual	Against	9	Lack of independent representation at board committees
19/04/2023	SThree Plc	Annual	Against	4	Pay is misaligned with EOS remuneration principles
20/04/2023	Haleon Plc	Annual	All For		
20/04/2023	RELX Plc	Annual	All For		



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20/04/2023	SEGRO PLC	Annual	All For		
21/04/2023	Carnival Plc	Annual	Against	11 8 12 14,15	Concerns about remuneration committee performance Concerns related to approach to board diversity High CEO to average NEO payExcessive CEO payOptions/PSUs vest in less than 36 months Pay is misaligned with EOS remuneration principles
21/04/2023	Murray International Trust PLC	Annual	All For		
21/04/2023	Senior Plc	Annual	All For		
25/04/2023	Beazley Plc	Annual	Against	22,23	Concerns to protect shareholder value
25/04/2023	Entain Plc	Annual	Against	2,3 6 2,3,15	Pay is misaligned with EOS remuneration principles Failure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles
25/04/2023	NatWest Group Plc	Annual	All For		
26/04/2023	Allianz Technology Trust PLC	Annual	All For		
26/04/2023	Anglo American Plc	Annual	Against	1	Insufficient consideration of climate change in audit and accounts
26/04/2023	Aptiv Plc	Annual	All For		
26/04/2023	Bunzl Plc	Annual	Against	14	Pay is misaligned with EOS remuneration principles
26/04/2023	Croda International Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
26/04/2023	Drax Group Plc	Annual	All For		
26/04/2023	Elementis Plc	Annual	All For		
26/04/2023	Persimmon Plc	Annual	All For		
26/04/2023	RIT Capital Partners PLC	Annual	All For		
26/04/2023	Smith & Nephew plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
27/04/2023	Admiral Group Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
27/04/2023	Alliance Trust PLC	Annual	All For		
27/04/2023	AstraZeneca PLC	Annual	Against	6	Pay is misaligned with EOS remuneration principles
27/04/2023	BP Plc	Annual	Against	1,4,5 25 2,3	Fund manager or client vote Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles
27/04/2023	CLS Holdings Plc	Annual	Against	6 3	Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles
27/04/2023	F&C Investment Trust PLC	Annual	Against	5	Concerns related to board ethnic and/or racial diversity
27/04/2023	Helios Towers Plc	Annual	Against	11 2	Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
27/04/2023	Ibstock Plc	Annual	All For		
27/04/2023	London Stock Exchange Group Plc	Annual	Against	4	Pay is misaligned with EOS remuneration principles
27/04/2023	Schroders Plc	Annual	All For		
27/04/2023	Serco Group Plc	Annual	All For		
27/04/2023	Smithson Investment Trust Plc	Annual	All For		
27/04/2023	Taylor Wimpey Plc	Annual	Against	4 19	Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles
27/04/2023	The Weir Group Plc	Annual	All For		
28/04/2023	Bellevue Healthcare Trust plc	Annual	All For		
28/04/2023	Greencoat UK Wind PLC	Annual	All For		
28/04/2023	Hikma Pharmaceuticals Plc	Annual	Against	16,17	Pay is misaligned with EOS remuneration principles
28/04/2023	Pearson Plc	Annual	Against	12,13	Pay is misaligned with EOS remuneration principles
28/04/2023	Rotork Plc	Annual	Against	5	Lack of independent representation at board committees
28/04/2023	TechnipFMC plc	Annual	Against	1e 2 3	Concerns about remuneration committee performance High CEO to average NEO pay Excessive CEO pay Pay is misaligned with EOS remuneration principles
02/05/2023	Diversified Energy Co. Plc	Annual	Against	11 8 14 9	Concerns about remuneration committee performance Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles Lack of independent representation at board committees
02/05/2023	Ocado Group Plc	Annual	Against	6 10 2	Concerns about overall board structure Concerns related to approach to board gender diversityFailure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles
03/05/2023	Apax Global Alpha Ltd	Annual	All For		
03/05/2023	Barclays PLC	Annual	Against	2	Pay is misaligned with EOS remuneration principles
03/05/2023	GSK Plc	Annual	All For		
03/05/2023	Pershing Square Holdings Ltd	Annual	Against	3 8	Concerns related to Non-audit fees Overboarded/Too many other time commitments
03/05/2023	Reach Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
03/05/2023	Reckitt Benckiser Group Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
03/05/2023	Standard Chartered Plc	Annual	Against	3 29	Pay is misaligned with EOS remuneration principles Concerns to protect shareholder value
03/05/2023	Tritax Big Box REIT Plc Fund	Annual	All For		
03/05/2023	Unilever Plc	Annual	All For		
04/05/2023	Aviva Plc	Annual	All For		
04/05/2023	Aviva Plc	Special	All For		
04/05/2023	BAE Systems Plc	Annual	Against	2,21	Pay is misaligned with EOS remuneration principles
04/05/2023	Clarivate Plc	Annual	Against	1f	Concerns related to approach to board gender diversityConcerns related to approach to board diversity Concerns to protect shareholder value



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04/05/2023	Domino's Pizza Group Plc	Annual	All For		
04/05/2023	Hammerson Plc	Annual	All For		
04/05/2023	Howden Joinery Group Plc	Annual	All For		
04/05/2023	IMI Plc	Annual	All For		
04/05/2023	Indivior PLC	Annual	Against	2	Pay is misaligned with EOS remuneration principles
04/05/2023	ITV Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
04/05/2023	Mondi Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
04/05/2023	Moneysupermarket.com Group Plc	Annual	Against	3	Pay is misaligned with EOS remuneration principles
04/05/2023	Morgan Sindall Group plc	Annual	Against	3,18	Pay is misaligned with EOS remuneration principles
04/05/2023	Phoenix Group Holdings Plc	Annual	All For		
04/05/2023	Rathbones Group Plc	Annual	All For		
04/05/2023	Spirent Communications Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
04/05/2023	Travis Perkins Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
04/05/2023	Witan Investment Trust PLC	Annual	All For		
05/05/2023	HSBC Holdings Plc	Annual	All For		
05/05/2023	InterContinental Hotels Group Plc	Annual	Against	2,3	Pay is misaligned with EOS remuneration principles
05/05/2023	Man Group Plc (Jersey)	Annual	Against	2	Pay is misaligned with EOS remuneration principles
05/05/2023	Rightmove Plc	Annual	Against	3	Pay is misaligned with EOS remuneration principles
09/05/2023	Allfunds Group Plc	Annual	Against	3	Pay is misaligned with EOS remuneration principles
09/05/2023	Direct Line Insurance Group Plc	Annual	All For		
09/05/2023	IWG Plc	Annual	Against	8	Concerns about remuneration committee performance
09/05/2023	Just Group Plc	Annual	Against	3	Pay is misaligned with EOS remuneration principles
09/05/2023	Temple Bar Investment Trust PLC	Annual	All For	7	Concerns related to below-board gender diversity
10/05/2023	abrdn Plc	Annual	Against	3	Pay is misaligned with EOS remuneration principles
10/05/2023	Antofagasta Plc	Annual	Against	5,6	Pay is misaligned with EOS remuneration principles
10/05/2023		Annual	Against	5	Lack of independent representation at board committees Concerns related to below-board gender diversity Failure to provide DEI disclosures in line with UK listing rules
10/05/2023		Annual	Against	2,3	Pay is misaligned with EOS remuneration principles
10/05/2023	Fidelity European Trust PLC	Annual	All For		
10/05/2023	Harbour Energy Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
10/05/2023	Jupiter Fund Management Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
10/05/2023	Marshalls Plc	Annual	Against	13,14	Pay is misaligned with EOS remuneration principles
10/05/2023	Mobico Group Plc	Annual	All For		
10/05/2023	Rentokil Initial Plc	Annual	All For		
10/05/2023	Spirax-Sarco Engineering Plc	Annual	Against	7	Concerns related to below-board gender diversity Failure to provide DEI disclosures in line with UK listing rules
10/05/2023		Annual	Against	2	Pay is misaligned with EOS remuneration principles
10/05/2023	The Renewables Infrastructure Group	Annual	All For		
11/05/2023	Capita Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
11/05/2023	Clarkson Plc	Annual	Against	10	Concerns about remuneration committee performance
11/05/2023		Annual	Against	5	Concerns related to below-board gender diversity
11/05/2023	Endeavour Mining Plc	Annual	Against	2,3,18	Pay is misaligned with EOS remuneration principles
11/05/2023	John Wood Group Plc	Annual	Against	14	Apparent failure to link pay and appropriate performance
11/05/2023	OSB Group Plc	Annual	All For	2,3	Pay is misaligned with EOS remuneration principles
11/05/2023	Rolls-Royce Holdings Plc	Annual	Against	3	Concerns related to below-board gender diversity
11/05/2023	Spire Healthcare Group Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
11/05/2023	Urban Logistics REIT PLC	Annual	Against	6	Overboarded/Too many other time commitments
11/05/2023	Videndum Plc	Annual	All For		
12/05/2023	Balfour Beatty Plc	Annual	Against	3	Pay is misaligned with EOS remuneration principles
12/05/2023	Derwent London Plc	Annual	All For		
15/05/2023	Capricorn Energy Plc	Special	All For		
16/05/2023	Essentra Plc	Annual	All For		
16/05/2023	FDM Group (Holdings) Plc	Annual	All For		
16/05/2023	Impax Environmental Markets PLC	Annual	All For		
16/05/2023	Synthomer Plc	Annual	Against	9	Concerns related to below-board gender diversity
16/05/2023		Annual	Against	6	Overboarded/Too many other time commitments
16/05/2023		Annual	Against	2,3	Pay is misaligned with EOS remuneration principles
16/05/2023	TI Fluid Systems Plc	Annual	Against	10	Lack of independent representation at board committees
17/05/2023	Aston Martin Lagonda Global Holdings Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
17/05/2023		Annual	Against	23	Concerns related to shareholder rights
17/05/2023		Annual	Against	3	Inadequate management of climate-related risks
17/05/2023		Annual	Against	2	Pay is misaligned with EOS remuneration principles
17/05/2023	Baillie Gifford Shin Nippon PLC	Annual	All For		
17/05/2023	Coats Group Plc	Annual	All For		
17/05/2023	Computacenter Plc	Annual	All For		
17/05/2023	Greggs Plc	Annual	Against	13	Pay is misaligned with EOS remuneration principles
17/05/2023	HgCapital Trust PLC	Annual	All For		
17/05/2023	Keller Group Plc	Annual	All For		

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
17/05/2023	Savills Plc	Annual	Against	4	Lack of independent representation at board committeesConcerns related to below-board gender diversity
17/05/2023	TP ICAP Group Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
17/05/2023	WPP Plc	Annual	Against	4	Concerns related to below-board gender diversity
18/05/2023	Ascential Plc	Annual	All For	2	Pay is misaligned with EOS remuneration principles
18/05/2023	Bridgepoint Group Plc	Annual	All For	3,4	Pay is misaligned with EOS remuneration principles
18/05/2023	ConvaTec Group Plc	Annual	All For		Pay is misaligned with EOS remuneration principles
18/05/2023	Digital 9 Infrastructure Plc	Annual	All For		
18/05/2023	Energiean Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
18/05/2023	Genuit Group Plc	Annual	All For		
18/05/2023	Inchcape Plc	Annual	Against	3	Pay is misaligned with EOS remuneration principles
18/05/2023	JPMorgan American Investment Trust PLC	Annual	All For		
18/05/2023	Legal & General Group Plc	Annual	All For		
18/05/2023	Lloyds Banking Group Plc	Annual	All For		
18/05/2023	Merchants Trust PLC	Annual	All For		
18/05/2023	Network International Holdings Plc	Annual	All For		
18/05/2023	Next Plc	Annual	Against	12	Failure to provide DEI disclosures in line with UK listing rules
18/05/2023	Quilter Plc	Annual	All For	2	Pay is misaligned with EOS remuneration principles
18/05/2023	St. James's Place Plc	Annual	Against	10	Concerns related to below-board gender diversityFailure to provide DEI disclosures in line with UK listing rules
18/05/2023	The UNITE Group Plc	Annual	Against	4	Pay is misaligned with EOS remuneration principles
18/05/2023	Vesuvius Plc	Annual	Against	4	Concerns related to ethnic and/or racial diversityFailure to provide DEI disclosures in line with UK listing rules
18/05/2023	Vistry Group Plc	Annual	Against	3,4	Pay is misaligned with EOS remuneration principles
19/05/2023	Bank of Georgia Group Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
23/05/2023	Centamin Plc	Annual	All For		
23/05/2023	Fresnillo Plc	Annual	Against	6,7,9	Overboarded/Too many other time commitments
23/05/2023	Hilton Food Group Plc	Annual	All For	5	Overboarded/Too many other time commitmentsFailure to provide DEI disclosures in line with UK listing rulesConcerns related to below-board gender diversity
23/05/2023	JTC Plc	Annual	All For	4	Pay is misaligned with EOS remuneration principles
23/05/2023	Shell Plc	Annual	Against	4,10,13,14,25,26	Inadequate management of climate-related risks
23/05/2023	The Restaurant Group Plc	Annual	Against	1,11	Insufficient consideration of climate change in audit and accounts
23/05/2023	Triple Point Social Housing REIT PLC	Annual	All For	2,3	Pay is misaligned with EOS remuneration principles
23/05/2023	Trustpilot Group Plc	Annual	Against	2,3	Pay is misaligned with EOS remuneration principles
23/05/2023	Wickes Group Plc	Annual	All For		
24/05/2023	4imprint Group Plc	Annual	All For		
24/05/2023	Coca-Cola Europacific Partners plc	Annual	Against	7,9	Concerns related to inappropriate membership of committees
24/05/2023	Intertek Group Plc	Annual	Against	24	Concerns to protect shareholder value
24/05/2023	M&G Plc	Annual	Against	2,3	Pay is misaligned with EOS remuneration principles
24/05/2023	Petershill Partners PLC	Annual	All For	7	Concerns related to below-board gender diversityFailure to provide DEI disclosures in line with UK listing rules
24/05/2023	Playtech Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
24/05/2023	The Mercantile Investment Trust PLC	Annual	All For	6	Concerns about remuneration committee performance
24/05/2023	Tullow Oil Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
25/05/2023	Ferrexpo Plc	Annual	Against	11	Concerns related to inappropriate membership of committees
25/05/2023	Hill & Smith Plc	Annual	Against	7	Lack of independent representation at board committees
25/05/2023	Prudential Plc	Annual	All For	3	Pay is misaligned with EOS remuneration principles
25/05/2023	Sensata Technologies Holding Plc	Annual	All For	7	Concerns about candidate's experience/skills
25/05/2023	TBC Bank Group Plc	Annual	All For	6	Concerns related to below-board gender diversityConcerns about candidate's experience/skills
25/05/2023	Vanquis Banking Group Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
26/05/2023	Glencore Plc	Annual	Against	5	Concerns related to below-board gender diversity
26/05/2023	Spectris Plc	Annual	All For	2,19,21	Pay is misaligned with EOS remuneration principles
31/05/2023	Balanced Commercial Property Trust Ltd	Annual	All For		
31/05/2023	Bodycote Plc	Annual	All For		
31/05/2023	International Public Partnerships Limited	Annual	All For		
01/06/2023	PageGroup Plc	Annual	All For		
07/06/2023	NovoCure Limited	Annual	All For		

