

Notices:

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





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Meeting Date	Company Name	Meeting Type	Voting Action All For	Agenda Item Numbers	Voting Explanation
26/04/2023 28/04/2023	Hong Kong Exchanges & Clearing Ltd.	Annual			
28/04/2023	Hang Lung Group Limited	Annual	Against	3c 3a	Concerns related to approach to board gender diversity Concerns related to attendance at board or committee meetings
				5a 6,7	Issue of equity raises concerns about excessive dilution of existing shareholders
				3d	Lack of independence on board
28/04/2023	Hang Lung Properties Limited	Annual	Against	3a	Concerns related to approach to board gender diversity Concerns related to succession planning
	5 5 1		5	6,7	Issue of equity raises concerns about excessive dilution of existing shareholders
				3c	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	Lack of independence on board
				1a	Concerns related to approach to board gender diversity
				1d	Concerns related to inappropriate membership of committees. Concerns related to attendance at board or committee meetings
				4	Issue of equity raises concerns about excessive dilution of existing shareholders
				1e,1g,1h,1j	Lack of independence on board
				1c	Lack of independence on board and concern about his independence
11/05/2023	Swire Pacific Limited	Annual	Against	4	Issue of equity raises concerns about excessive dilution of existing shareholders
11/05/2023	The Bank of East Asia. Limited	Annual	Againat	1b 3a,3c,3d	Lack of independence on board Concerns related to approach to board gender diversity
11/05/2023	The Bank of East Asia, Limited	Annual	Against	38,30,30	Concerns related to approach to board gender diversity
		ł		4	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	Issue of equity raises concerns about excessive dilution of existing shareholders insufficient/poor disclosure
11100/2020	mo man (norango) za:	, a mada	, iguiner	7	Pav is misalioned with EOS remuneration principles
12/05/2023	Techtronic Industries Co., Ltd.	Annual	Against	7	Pay is misaligned with EOS remuneration principles
			ů.	8	Pay is misaligned with EOS remuneration principles
16/05/2023	Hysan Development Co., Ltd.	Annual	Against	2.1	Concerns related to inappropriate membership of committees
				2.2	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
				4	Concerns related to succession planning Lack of independence on board
22/05/2023	Galaxy Entertainment Group Limited	Annual	Against	3	Concerns related to approach to board gender diversity Concerns related to succession planning
				4	Concerns related to succession planning
				7.2,7.3	Issue of equity raises concerns about excessive dilution of existing shareholders
				2 8,9	Lack of independence on board Pay is misaligned with EOS remuneration principles
22/05/2023	Guotai Junan International Holdings Limited	Annual	Against	3.2	Concerns related to succession planning
22/00/2020	odotal banan monadonal riolanigo Einitoa	, and da	, iguinor	6A,6C	Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure
24/05/2023	MTR Corporation Limited	Annual	All For	1	
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	Concerns related to inappropriate membership of committeesConcerns related to approach to board gender diversity
25/05/2025	China have international investment hong tong Limited	Annual	Agamat	5,6	Issue of equity raises concerns about excessive dilution of existing shareholders/hsufficient/poor disclosure
25/05/2023	MMG Ltd.	Annual	Against	2c	Concerns related to approach to board gender diversityInadequate management of climate-related risks
			5	2a	Concerns related to inappropriate membership of committees
				2b	Concerns related to inappropriate membership of committeesConcerns related to approach to board gender diversity
				5	Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure
				7	Issue of equity raises concerns about excessive dilution of existing shareholdersInsufficient/poor disclosure
31/05/2023	PCCW Limited	Annual	Against	4	Concerns related to Non-audit fees
				3b	Concerns related to inappropriate membership of committees Concerns related to Non-audit fees
00/00/0000				5.7	Issue of equity raises concerns about excessive dilution of existing shareholders. Insufficient/boor disclosure
02/06/2023	Dah Sing Banking Group Limited	Annual	Against	3c 3a	Concerns related to approach to board gender diversity Concerns related to succession planning Concerns related to inappropriate membership of committees
				3a 7	Concerns to protect shareholder value
				6	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	Concerns related to approach to board gender diversity Concerns related to succession planning
				9	Concerns to protect shareholder value
				6,8	Issue of equity raises concerns about excessive dilution of existing shareholders. Insufficient/poor disclosure
05/06/2023	Henderson Land Development Company Limited	Annual	Against	6,8 3.1,3.2	Combined CEO/Chair Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees
			-	5B,5C	Issue of equity raises concerns about excessive dilution of existing shareholders
				3.5	Lack of independence on board
		1	I	3.3	Lack of independence on board Concerns related to approach to board gender diversity Concerns related to inappropriate membership of
				3.4	committees Lack of independence on board Concerns related to attendance at board or committee meetings

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
07/06/2023	Hong Kong & China Gas Co. Ltd.	Annual	Against	3.1	Voting Expremention Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Lack of independence
	5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5		5	3.2	on board
				5.2,5.3	Concerns related to inappropriate membership of committees Lack of independence on board
				3.4	Issue of equity raises concerns about excessive dilution of existing shareholders
15/06/2023	SJM Holdings Limited	Annual	Against	2.1	Lack of independence on board Concerns related to inappropriate membership of committees
13/00/2023	Saw Holdings Einned	Annual	Againat	2.2,2.3	Lack of independence on board Concerns related to inappropriate membership of committees
				5	Pay is misaligned with EOS remuneration principles
23/06/2023	Melco International Development Limited	Annual	Against	5.1,5.2	Issue of equity raises concerns about excessive dilution of existing shareholders
27/06/2023	New World Development Co. Ltd.	Eutropydia an i Charabaldara		2a1,2a2	Lack of independence on board
28/06/2023	······································	Extraordinary Shareholders			
28/06/2023	China Overseas Land & Investment Ltd.	Annual	Against	7 3a	Insufficient/poor disclosure Lack of independence on board
29/06/2023	BOC Hong Kong (Holdings) Limited	Annual	All For	04	
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	Lack of independence on board
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	Concerns about overall performance
				2.9,2.11,2.13	Lack of independence on board
				2.2	Lack of independence on boardConcerns about overall performance
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	Concerns about overall board structure
				2.2	Concerns related to approach to board gender diversity
24/05/2023	Izumi Co., Ltd.	Annual	All For	4	Pay is misaligned with EOS remuneration principles
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	Concerns about candidate's experience/skills
20/00/2020	ooven a molango oo., Ela.	, under	/ iguinot	5.1,5.2,5.3,5.4	Concerns about overall board structure and experience/skills
				2.1,2.2	Concerns about overall performance
				2.3	Concerns about overall performance and his independence
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
26/05/2023	BayCurrent Consulting, Inc.	Annual	All For	2.4	Lack of independence on board
30/05/2023	ABC-MART, INC.	Annual	Against	2.1	Concerns related to approach to board gender diversity
00/00/2020			, iguinor	4	Pay is misaligned with EOS remuneration principles
30/05/2023	Nomura Real Estate Master Fund, Inc.	Special	All For		
30/05/2023	Rorze Corp.	Annual	Against	2.1	Concerns related to approach to board gender diversity
				3	Insufficient/poor disclosure
30/05/2023	Sugi Holdings Co., Ltd.	Annual	All For	-	
09/06/2023	Toyota Industries Corp.	Annual	Against	2 1.2	Concerns about overall board structure Concerns about overall performance
				1.2	Concerns about overall performance
13/06/2023	Toyota Boshoku Corp.	Annual	Against	2.2	Concerns about overall board structure
				1.9	Lack of independence on board
14/06/2023	KEYENCE Corp.	Annual	All For		
14/06/2023	Toyota Motor Corp.	Annual	Against	1.1	Concerns about overall board structure 2- Concerns related to board gender diversity 3- Lack of independence on board
				1.3,1.4,1.5,1.6,1.8,1.9,1.10,2. 2,2.3	Lack of independence on board SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG
			l	4	opportunities and risks
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	<u>†</u>	
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		Source to approach to board goiner directing
16/06/2023	Kyushu Financial Group, Inc.	Annual	Against	1.2	Concerns related to approach to board gender diversity
10/00/2023	Nyuonu rindiludi Oloup, inc.	ran ludi	nyamat	2.5	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Lack of independence on board
			l	1.1,1.5,1.6	Lack of independence on board
16/06/2023	Shizuoka Financial Group, Inc.	Annual	Against	2.1,2.2	Concerns about overall performance
		ļ	l	2.6 2.2	Lack of independence on board
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 Hosho Co., Ltd.	Annual	All For	Agenda item Numbers	
19/06/2023	Bandai Namco Holdings, Inc.	Annual	All For		
19/06/2023	Daiichi Sankvo Co., Ltd.	Annual	All For		
19/06/2023	JAPAN POST INSURANCE Co., Ltd.	Annual	All For	<u> </u>	
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	ļ	
20/06/2023	H.U. Group Holdings, Inc.	Annual	All For	ļ	
20/06/2023	INFRONEER Holdings, Inc.	Annual	Against	1.1,1.2	Concerns about overall performance
20/06/2023	Isetan Mitsukoshi Holdings Ltd.	Annual	All For	1.5	Lack of independence on board
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	Concerns related to approach to board gender diversity
20/00/2023	Keinan Holdings Co., Etd.	Annuai	Ayamsı	3.3	Lack of independence on board
20/06/2023	Konica Minolta, Inc.	Annual	All For	0.0	
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	<u>+</u>	
20/06/2023	Nankai Electric Railway Co., Ltd.	Annual	Against	2.1,2.2,2.6,2.7,2.8	Lack of independence on board
			J	3.3,3.4	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	<u>+</u>	
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	1.0	
21/06/2023	CALBEE, Inc.	Annual	Against	2	Concerns related to shareholder rights
21/06/2023	CALDEE, INC.	Annual	Against	3.1	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	Concerns about overall performance
			5	3.2	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	Concerns about overall board structure
				2.1,2.3,2.4,2.6	Lack of independence on board
21/06/2023	Uermenie Drive Sveteme Inc.	Annual	Againat	2.7	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	Concerns about overall performance Lack of independence on board
				2.1	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	İ	
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	Concerns about overall board structure
				2.1	Concerns related to approach to board gender diversity
				2.12	Lack of independence on board
21/06/2023	KDDI Corp.	Annual	All For	ļ	
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	Inadequate management of climate-related risks
				2.11	Lack of independence on board
21/06/2023	Nippon Shokubai Co., Ltd.	Annual	Against	2.1	Concerns about overall performance Lack of independence on board
21/06/2023	Nippon Yusen KK	Annual	Against	2.5,2.7	Lack of independence on board
2 1100/2023		niiludi	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	Combined CEO/Chair 2- Concerns about overall board structure 3- Concerns related to board gender diversity 4- Concerns related to
	Southann Group Golp.		, guinor	2.9	Concerns related to board gender uversity 4- Concerns related to board gender diversity 4- Concerns related to succession planning
				2.8	Concerns related to potential conflict of interests
				į	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	Concerns related to approach to board gender diversity
	Sumitomo Chemical Co., Ltd. Teijin Ltd.	Annual Annual	Against All For	1.2 1.1,1.7,1.8,1.12	Loncerns related to approach to board gender diversity Lack of independence on board

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
	Aozora Bank Ltd.		All For		
22/06/2023	Astellas Pharma. Inc.	Annual	All For		
	Brother Industries, Ltd.	Annual	l	2.2	Concerns about overall board structure
22/00/2023	Diotrier industries, Etc.	Annuai	Againat	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
			Ŭ	5	Poison pill/anti-takeover measure not in investors' interests
22/06/2023	Denka Co., Ltd.	Annual		2.2	Concerns about overall performance
i				2.1	Concerns about overall performance Lack of independence on board
22/06/2023	East Japan Railway Co.	Annual		2.4,2.5,3.3 4.3	Lack of independence on board Lack of independence on board
22/06/2023	Idemitsu Kosan Co., Ltd.		Against	4.5	
		Annual	Against		Inadequate management of climate-related risks Inadequate management of climate-related risks from exposure to coal
	JTEKT Corp.	Annual	i	1.1	Concerns related to approach to board diversity
22/06/2023	Kadokawa Corp.	Annual	Against	2.1	Concerns about overall performance
22/06/2023	LINTEC Corp.	Annual	Against	2.7 1.1,1.6,1.8	Lack of independence on board Lack of independence on board
	MARUWA CO., LTD.	Annual	j	2.1,3.3	Lack of independence on board
22/06/2023			j	2.1,3.3 1.1	
	Mebuki Financial Group, Inc.	Annual	Against		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 2.1,2.4	EOS manual override. See analyst note. Lack of independence on board
22/06/2023	NEC Corp.	Annual	Against	2.1,2.4	Lack of independence on board
	Nifco, Inc.		All For		
	Nippon Telegraph & Telephone Corp.	Annual	All For		
22/06/2023				1910	
	Nitori Holdings Co., Ltd.	Annual	Against	1.8,1.9	Inadequate management of deforestation risks
	Okuma Corp.	Annual		2.1	Concerns about overall performance Concerns related to approach to board diversity
	OMRON Corp.	Annual	l	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
	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
22/06/2023	Sanrio Co., Ltd.	Annual	Against	2.5 3.3	Lack of independence on board
		!	İ	. <u>.</u>	Concerns about overall board structure Lack of independence on board
	SCSK Corp.	Annual		2.6	
	Sega Sammy Holdings, Inc.	Annual	j	2.6	Lack of independence on board
22/06/2023	Sekisui Chemical Co., Ltd.	Annual	All For		
	Sumitomo Bakelite Co., Ltd.	Annual		2.7	Lack of independence on board
	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		3.3	Concerns related to approach to board gender diversity
i				3.1,3.6	Lack of independence on board
00/00/0000	Also Kama Oa I tel	A	AU 5	4.2	Lack of independence on board. Concerns related to inappropriate membership of committees
	Aica Kogyo Co., Ltd.	Annual	All For	4444454040	
	Air Water, Inc.	Annual	Against	1.1,1.4,1.5,1.6,1.8	Lack of independence on board
	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
23/06/2023	Central Japan Railway Co.	Annual	Against	2.1,2.6,2.7,3.2 3.2	Lack of independence on board Concerns about overall board structure
23/06/2023	Central Japan Raliway Co.	Annuai		2.2	Concerns about overall board structure 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
22/06/2022	Daifulu Ca I M	Annual	Against	2.5,2.7	Lack of independence on board
	Daifuku Co., Ltd.	Annual	Against	2.6	Lack of independence on board
	Daiichikosho Co., Ltd.	Annual	All For		4
	Digital Garage, Inc.	Annual	j	2.1,2.7	Lack of independence on board
	EXEO Group, Inc.	Annual	All For	I	
23/06/2023	Furukawa Electric Co., Ltd.	Annual		2.1	Concerns about overall performance
1				2.2	Concerns about overall performance Concerns related to approach to board gender diversity
23/06/2023		Appuel	Against	2.3	Lack of independence on board Concerns about overall performance
23/00/2023	Fuyo General Lease Co., Ltd.	Annual	Against	2.1,2.2 2.6	Concerns about overall performance 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
20,00/2020		,	, gamor	2.7,2.9	Lack of independence on board gender diversity
23/06/2023	HOYA Corp.	Annual	All For		
	IHI Corp.	Annual	Against	2.2	Concerns related to approach to board gender diversity
	ITOCHU Corp.	Annual	Against	2.7,2.8,2.9	Inadequate management of climate-related risks from exposure to coal
23/06/2023	in early sould		i	,,	
23/06/2023	Itoham Yonekvu Holdings Inc	Δnnual			
23/06/2023	Itoham Yonekyu Holdings, Inc.	Annual	All For	212520	Look of independence on heard
23/06/2023 23/06/2023	Japan Airlines Co., Ltd.	Annual	Against	2.1,2.5,2.9	Lack of independence on board
23/06/2023 23/06/2023 23/06/2023				2.1,2.5,2.9	Lack of independence on board

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
23/06/2023	Kyushu Railway Co.	Annual	Against	2	Concerns related to shareholder rights
			5	3.9	Lack of independence on board
23/06/2023	Marubeni Corp.	Annual	Against	2.1	nadequate management of climate-related risks from exposure to coal
23/06/2023	Maruichi Steel Tube Ltd.	Annual	Against	1.2	Concerns about overall performance
				1.1 1.5,1.6	Concerns about overall performance Lack of independence on board Lack of independence on board
23/06/2023	MatsukivoCocokara & Co.	Annual	All For	1.5,1.0	Lack of independence on board
23/06/2023	Menicon Co., Ltd.	Annual	All For	-	
23/06/2023	Mitsubishi Corp.	Annual	Against	2.7	Lack of independence on board
20/00/2020			, iguinot	5.6	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	Concerns about company's capital misallocation through cross shareholdings
23/06/2023	Musashi Seimitsu Industry Co., Ltd.	Annual	Against	2.5,2.7	Inadequate management of climate-related risks Lack of independence on board
23/06/2023	NEC Networks & System Integration Corp.	Annual	All For	2.0,2.1	
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			Against All For	2.0	
	Nihon M&A Center Holdings Inc.	Annual		0.0	
23/06/2023	Nintendo Co., Ltd.	Annual	Against	2.6 2.1	Lack of independence on board
23/06/2023	Nippon Densetsu Kogyo Co., Ltd.	Annual	Against	3.2	Lack of independence on boardConcerns related to approach to board gender diversity Concerns related to approach to board gender diversity
			3	3.1,3.6	Lack of independence on board
23/06/2023	NIPPON STEEL CORP.	Annual	Against	3.2	Concerns related to approach to board gender diversity; Lack of independence on the board
				3.6,3.8,3.9	Lack of independence on board
23/06/2023	Nitto Denko Corp.	Annual	All For	<u> </u>	
23/06/2023	Nomura Real Estate Holdings, Inc.	Annual	All For	<u> </u>	
23/06/2023	Nomura Research Institute Ltd.	Annual	Against	1.1	Concerns about overall performance
23/06/2023	NSK Ltd.	Annual	Against	2.1	Concerns about overall performance
23/06/2023	Osaka Gas Co., Ltd.	Annual	All For	2.5	Lack of independence on board Concerns related to inappropriate membership of committees
23/06/2023	Paltac Corp.	Annual	All For		
23/06/2023		Annual		0.0.0.0	
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	2.1,2.0	
23/06/2023	SCREEN Holdings Co. Ltd.	Annual	Against	3.1,3.2	Concerns about overall performance
20/00/2020	Concentratings Co. Etc.	/ under	rigamor	3.5	Lack of independence on bard
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	Concerns about company's capital misallocation through cross shareholdings
			-	2.9	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	Sysmex Corp.	Annual	Against	2.2	Concerns related to approach to board gender diversity
				2.7	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	Concerns about overall performance Concerns about overall performance Lack of independence on board
			1		
				24252627	Lack of independence on board
23/06/2023	TIS, Inc. (Japan)	Annual	All For	2.4,2.5,2.6,2.7	Lack of independence on board
		Annual Annual	All For Against	2.4,2.5,2.6,2.7 2.8	
23/06/2023 23/06/2023 23/06/2023	Tobu Railway Co., Ltd.		Against	2.8	Lack of independence on board
23/06/2023 23/06/2023	Tobu Railway Co., Ltd. Tosoh Corp.	Annual Annual	Against Against		
23/06/2023 23/06/2023 23/06/2023	Tobu Railway Co., Ltd. Tosoh Corp. Toyo Seikan Group Holdings Ltd.	Annual Annual Annual	Against Against All For	2.8 1.1,1.4,1.5,1.6,1.7,1.9	Lack of independence on board Lack of independence on board
23/06/2023 23/06/2023 23/06/2023 23/06/2023	Tobu Railway Co., Ltd. Tosoh Corp.	Annual Annual	Against Against	2.8	Lack of independence on board
23/06/2023 23/06/2023 23/06/2023 23/06/2023 23/06/2023	Tobu Railway Co., Ltd. Tosoh Corp. Toyo Seikan Group Holdings Ltd.	Annual Annual Annual	Against Against All For	2.8 1.1,1.4,1.5,1.6,1.7,1.9 2.2	Lack of independence on board Lack of independence on board Lack of independence on board
23/06/2023 23/06/2023 23/06/2023 23/06/2023	Tobu Railway Co., Ltd. Tosoh Corp. Toyo Seikan Group Holdings Ltd. Toyota Tsusho Corp.	Annual Annual Annual Annual	Against Against All For Against	2.8 1.1,1.4,1.5,1.6,1.7,1.9 2.2	Lack of independence on board Lack of independence on board Lack of independence on board
23/06/2023 23/06/2023 23/06/2023 23/06/2023 23/06/2023	Tobu Railway Co., Ltd. Tosoh Corp. Toyo Seikan Group Holdings Ltd. Toyota Tsusho Corp. TS TECH CO., LTD.	Annual Annual Annual Annual Annual	Against Against All For Against All For	2.8 1.1,1.4,1.5,1.6,1.7,1.9 2.2 2.1	Lack of independence on board Lack of independence on board Concerns about overall performance Inadequate management of climate-related risks Concerns about overall performance
23/06/2023 23/06/2023 23/06/2023 23/06/2023 23/06/2023 23/06/2023 23/06/2023	Tobu Railway Co., Ltd. Tosoh Corp. Toyo Seikan Group Holdings Ltd. Toyota Tsusho Corp. TS TECH CO., LTD. West Japan Railway Co.	Annual Annual Annual Annual Annual Annual Annual	Against Against All For Against All For Against	2.8 1.1,1.4,1.5,1.6,1.7,1.9 2.2 2.1 2.3	Lack of independence on board Lack of independence on board Concerns about overall performance Inadequate management of climate-related risks Concerns about overall performance Lack of independence on board
23/06/2023 23/06/2023 23/06/2023 23/06/2023 23/06/2023 23/06/2023 23/06/2023 23/06/2023	Tobu Railway Co., Ltd. Tosoh Corp. Toyo Seikan Group Holdings Ltd. Toyota Tsusho Corp. TS TECH CO., LTD. West Japan Railway Co. Yamaha Corp.	Annual Annual Annual Annual Annual Annual Annual Annual	Against Against All For Against All For Against Against All For	2.8 1.1,1.4,1.5,1.6,1.7,1.9 2.2 2.1 2.3	Lack of independence on board Lack of independence on board Concerns about overall performance Inadequate management of climate-related risks Concerns about overall performance Lack of independence on board
23/06/2023 23/06/2023 23/06/2023 23/06/2023 23/06/2023 23/06/2023 23/06/2023 23/06/2023 23/06/2023 23/06/2023	Tobu Railway Co., Ltd. Tosoh Corp. Toyo Seikan Group Holdings Ltd. Toyota Tsusho Corp. TS TECH CO., LTD. West Japan Railway Co. Yamaha Corp. Yamato Holdings Co., Ltd. Zensho Holdings Co., Ltd.	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against All For Against All For Against Against All For Against	2.8 1.1,1.4,1.5,1.6,1.7,1.9 2.2 2.1 2.3 2.1 3.1 4.1	Lack of independence on board Lack of independence on board Concerns about overall performance Inadeguate management of climate-related risks Concerns about overall performance Lack of independence on board Concerns about overall performance Concerns related to approach to board gender diversity Lack of independence on board
23/06/2023 23/06/2023 23/06/2023 23/06/2023 23/06/2023 23/06/2023 23/06/2023 23/06/2023 23/06/2023 23/06/2023	Tobu Railway Co., Ltd. Tosoh Corp. Toyo Seikan Group Holdings Ltd. Toyota Tsusho Corp. TS TECH CO., LTD. West Japan Railway Co. Yamaha Corp. Yamato Holdings Co., Ltd. Zensho Holdings Co., Ltd. Benesse Holdings, Inc.	Annual Annual Annual Annual Annual Annual Annual Annual	Against Against All For Against All For Against Against All For Against Against	2.8 1.1,1.4,1.5,1.6,1.7,1.9 2.2 2.1 2.3 2.1 3.1	Lack of independence on board Lack of independence on board Concerns about overall performance Inadeguate management of climate-related risks Concerns about overall performance Lack of independence on board Concerns about overall performance Concerns related to approach to board gender diversity
23/06/2023 23/06/2023 23/06/2023 23/06/2023 23/06/2023 23/06/2023 23/06/2023 23/06/2023 23/06/2023 23/06/2023 24/06/2023	Tobu Railway Co., Ltd. Tosoh Corp. Toyo Seikan Group Holdings Ltd. Toyota Tsusho Corp. TS TECH CO., LTD. West Japan Railway Co. Yamaha Corp. Yamato Holdings Co., Ltd. Zensho Holdings Co., Ltd.	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against All For Against All For Against Against All For Against	2.8 1.1,1.4,1.5,1.6,1.7,1.9 2.2 2.1 2.3 2.1 3.1 4.1	Lack of independence on board Lack of independence on board Concerns about overall performance Inadeguate management of climate-related risks Concerns about overall performance Lack of independence on board Concerns about overall performance Concerns related to approach to board gender diversity Lack of independence on board
23/06/2023 23/06/2023 23/06/2023 23/06/2023 23/06/2023 23/06/2023 23/06/2023 23/06/2023 23/06/2023 24/06/2023 24/06/2023	Tobu Railway Co., Ltd. Tosoh Corp. Toyo Seikan Group Holdings Ltd. Toyota Tsusho Corp. TS TECH CO., LTD. West Japan Railway Co. Yamaha Corp. Yamato Holdings Co., Ltd. Zensho Holdings Co., Ltd. Benesse Holdings, Inc.	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against All For Against All For Against Against All For Against Against	2.8 1.1,1.4,1.5,1.6,1.7,1.9 2.2 2.1 2.3 2.1 3.1 4.1	Lack of independence on board Lack of independence on board Concerns about overall performance Inadequate management of climate-related risks Concerns about overall performance Lack of independence on board Concerns about overall performance Concerns related to approach to board gender diversity Lack of independence on board
23/06/2023 23/06/2023 23/06/2023 23/06/2023 23/06/2023 23/06/2023 23/06/2023 23/06/2023 23/06/2023	Tobu Railway Co., Ltd. Tosoh Corp. Toyo Seikan Group Holdings Ltd. Toyota Tsusho Corp. TS TECH CO., LTD. West Japan Railway Co. Yamaba Holdings Co., Ltd. Zensho Holdings Co., Ltd. Benesse Holdings, Inc. FANCL Corp.	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against All For Against All For Against Against All For Against All For Against All For	2.8 1.1,1.4,1.5,1.6,1.7,1.9 2.2 2.1 2.3 2.1 3.1 4.1	Lack of independence on board Lack of independence on board Concerns about overall performance Inadequate management of climate-related risks Concerns about overall performance Lack of independence on board Concerns about overall performance Concerns related to approach to board gender diversity Lack of independence on board

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
26/06/2023	Dai-ichi Life Holdings, Inc.	Annual	All For	Agenda item Numbers	
26/06/2023	Fujitsu Ltd.	Annual	Against	2	Concerns about overall board structure
26/06/2023	Hitachi Construction Machinery Co., Ltd.	Annual	All For	²	
26/06/2023	MS&AD Insurance Group Holdings, Inc.		!	2.1,2.3	
		Annual	Against		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 Lack of independence on board
			!	1.10	
26/06/2023	Recruit Holdings Co., Ltd.	Annual	All For		
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
				2.2 2.10,2.12,2.14	Concerns about overall performance Concerns related to approach to board gender diversity Lack of independence on board
26/06/2023	Tokyo Century Corp.	Annual	Against	2.1	Lack of independence of board Inadequate management of climate-related risks from exposure to coal
27/06/2023	Advantest Corp.	Annual	All For		
27/06/2023	Ajinomoto Co., Inc.	Annual	All For		
27/06/2023	Alfresa Holdings Corp.	Annual	Against	1.1 1.8	Concerns about overall performance Lack of independence on board Concerns to protect shareholder value Lack of independence on board
27/06/2023	ANA HOLDINGS INC.	Annual	Against	2.1	Lack of independence of board Concerns about overall board structure
21/00/2020		/ undar	/ iguinor	1.3	Concerns about overall performance
				1.1	Concerns about overall performanceLack of independence on board
				1.6,1.8	Lack of independence on board
27/06/2023	Asahi Kasei Corp.	Annual	All For		
27/06/2023	AZ-COM Maruwa Holdings, Inc.	Annual	Against	3	Concerns about overall board structure
				2.1	Concerns about overall performance Lack of independence on board Concerns related to approach to board gender diversity
				2.8	Lack of independence on board
27/06/2023	Azbil Corp.	Annual	All For	_ <u>_</u>	
27/06/2023	Daido Steel Co., Ltd.	Annual	Against	2.2	Concerns about overall performance Concerns related to approach to board gender diversity
				2.1	Inadequate management of climate-related risks Concerns about overall performance Lack of independence on board
27/06/2023	Daito Trust Construction Co. Ltd.	Annual	Againat	2.6,2.7,2.8 3.1	Lack of independence on board Concerns related to approach to board gender diversity
		Annual	Against		
27/06/2023	DOWA HOLDINGS Co., Ltd.	Annual	Against	2.2	Concerns about overall board structure
27/06/2023	Fuji Electric Co., Ltd.	Annual	Against	1.1,1.2	Concerns about overall performance
27/06/2023	Hino Motors, Ltd.	Annual	Against	1.1	Concerns about overall performance Concerns to protect shareholder value
27/06/2023	Lingein Heldinge Ine	Appual	Againat	1.3 1.2	Lack of independence on board
21/00/2023	Hirogin Holdings, Inc.	Annual	Against	1.2	Concerns about overall performance Concerns about overall performance Lack of independence on board
				2	Concerns about overall performance cack of independence of board
27/06/2023	House Foods Group, Inc.	Annual	Against	2.1	Concerns about overall performance; Concerns related to approach to board gender diversity
			5	2.7,3.1,3.3	EOS manual override. See analyst note.
				4	Shareholder proposal promotes efficient capital structure
27/06/2023	lida Group Holdings Co., Ltd.	Annual	Against	2.1	Concerns related to approach to board gender diversity
27/06/2023	IRISO Electronics Co., Ltd.	Annual	All For		
27/06/2023	JFE Holdings, Inc.	Annual	All For	1	
27/06/2023	JustSystems Corp.	Annual	Against	3.2,3.3	Lack of independence on board
27/06/2023	KATITAS Co., Ltd.	Annual	Against	1.1,1.5	Lack of independence on board
27/06/2023	Kikkoman Corp.	Annual	Against	2.3	Concerns related to approach to board gender diversity
21/00/2020		, un dear	, gamer	2.8,2.9	Lack of independence on board
				2.2	Lack of independence on board Inadequate management of deforestation risks
27/06/2023	Kinden Corp.	Annual	Against	2.1,2.2	Concerns about overall performance
				2.11	Lack of independence on board
27/06/2023	Kintetsu Group Holdings Co., Ltd.	Annual	Against	3.1,3.6,3.8,3.10,3.11,3.12	Lack of independence on board
07/06/0000	Kuraha Cara	Annual	Againat	3.9	Lack of independence on board Concerns related to approach to board gender diversity.
27/06/2023	Kureha Corp.	Annual	Against	2.1,2.2	Concerns about overall board structure
27/06/2023	Kyocera Corp.	Annual	Against	3.1	Concerns about overall performance
27/06/2023	Marui Group Co., Ltd.	Annual	Against	3.2 3.3	Concerns about overall performance Concerns related to approach to board gender diversity Lack of independence on board
27/06/2023	Mardi Gloup Co., Ed. Mazda Motor Corp.	Annual	Against	2.1	Inadeguate management of climate-related risks
2110012023		Annuar	Ayamsı	3.2	Lack of independence on board
27/06/2023	Medipal Holdings Corp.	Annual	Against	1.1	Eact of independence of loadu Concerns about overall performance Lack of independence on board
			5	1.8,1.11,1.12	Lack of independence on board
27/06/2023	Mitsubishi Chemical Group Corp.	Annual	Against	1.5	Concern about gender diversity of the board
27/06/2023	Mitsubishi Gas Chemical Co., Inc.	Annual	Against	2.2,2.4	Concerns about overall board structure
			~	1.1,1.7,1.8,1.10	Lack of independence on board
27/06/2023	Mitsubishi HC Capital Inc.	Annual	Against	1.8	Lack of independence on board
27/06/2023	Mitsui Chemicals, Inc.	Annual	All For		
27/06/2023	NH Foods Ltd.	Annual	All For	******	
27/06/2023	Nichirei Corp.	Annual	All For		
		Annual	All For	-+	1
27/06/2023	Nissan Motor Co., Ltd.				
27/06/2023 27/06/2023	Niterra Co., Ltd.	Annual	All For	2.5	Lack of independence on board
27/06/2023				2.5	Lack of independence on board

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
27/06/2023	Okamura Corp.	Annual	Against	2.1	Concerns about overall performance
				2.8,2.12	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	Concern about independence of the board
				2.2	Concerns related to approach to board diversity
				2.6 3.3	Lack of independence due to tenure lack of independence due to tenure
27/06/2023	Seiko Epson Corp.	Annual	All For	1	
27/06/2023	Sharp Corp.	Annual	Against	1.1	Concerns related to approach to board gender diversity
				4	Pay is misaligned with EOS remuneration principles
27/06/2023	Shinko Electric Industries Co., Ltd.	Annual	All For		
27/06/2023	SOHGO 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	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 2.2	Concerns related to approach to board gender diversity Concerns about overall performance
21100/2020	11 10 21 00 p.		, iguinor	2.3,2.4,2.6,2.7,2.8,2.10,2.12	
				2.1	Lack of independence on board Concerns about overall performance
27/06/2023	Torumo Corp	Annual	Againat	3.2	Concerns related to approach to board gender diversity
21/00/2023	Terumo Corp.	Annual	Against	3.8	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	Concerns about overall board structure
				2.2	Concerns related to approach to board gender diversity
27/06/2023	TOTO Ltd.	Annual	Against	2.1,2.6,2.8,2.12 1.2	Lack of independence on board Concerns related to approach to board gender diversity
21100/2023	TOTO Eld.	Annual	Against	1.1	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	A vote FOR this shareholder proposal is recommended because: * The requested disclosure would help shareholders understand how
				3.2 3.1	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
				5	A vide AGAINST this director nonline is warrance because. There are compliance concerns (i.e., anegatoris over the anitudis violations and unauthorized access of customer information) about the utility, for which the nonline should be held responsible.
				3.7	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	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
				2.1 2.2	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
				4	part to tet zero ond emissions by 2000, which is departs national target. The proposed contents do not appear to be undury 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		nie request does not appear overry prescriptive, and snarenoiders should benefit itom the proposed disclosures.
28/06/2023	FP Corp.	Annual	Against	1.2	Concerns related to approach to board gender diversity
		i	Ŭ	1.1	Lack of independence on board
28/06/2023	Fuji Media Holdings, Inc.	Annual	Against	2	The passage of this proposal will authorize the company to hold virtual only meetings permanently, without further need to consult
				3.8,3.9 3.11	shareholders, even after the current health crisis is resolved, and the proposed language fails to specify situations under which virtual meetings will be held.
				4.2,4.3,5	Concern about board independence
				3.1,3.2	Concern about independence
			l		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	Concerns about overall board structure
			-	2.1	Concerns related to approach to board gender diversity
28/06/2023	GOLDWIN INC.	Annual	Against	2.2	Concerns about overall board structure

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
28/06/2023	Internet Initiative Japan, Inc.	Annual	Against	2.2	Concerns related to approach to board gender diversity
			-	2.1,2.10	Lack of independence on board
28/06/2023	Isuzu Motors Ltd.	Annual	Against	2.2	Concerns about overall performance
				2.1 3.2,3.5	Concerns about overall performance Lack of independence on board
28/06/2023	Japan Airport Terminal Co., Ltd.	Annual	Against		Lack of independence on board Concerns related to inappropriate membership of committees 2 Lack of independence on board
20/00/2020	dapan virport reminar oo., Ed.	, undar	riganist	5	Poison plantaceover measure not in investors interests
28/06/2023	Japan Material Co., Ltd.	Annual	Against	2.10	Lack of independence on board
28/06/2023	JEOL Ltd.	Annual	All For	2.1	Lack of independence on board Concerns related to approach to board gender diversity
28/06/2023					
28/06/2023	Kajima Corp.	Annual	Against	2.1 2.2	Concerns about overall performance Concerns about overall performance Concerns related to approach to board gender diversity
28/06/2023	Kawasaki Heavy Industries Ltd.	Annual	Against	2.1,2.2	Concerns about overall performance
28/06/2023	KONAMI Group Corp.	Annual	All For		
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
				4.4,4.5,4.7,4.8	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.
				4.1	Lack of board independence
				4.2	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. Concerns about overall performance
					There are compliance concerns (i.e., allegations over the antitrust violations and inappropriate sensitive information handling), for which the
28/06/2023	M3, Inc.	Annual	Against	1.8	inominee should be held responsible. Concerns about overall performance Lack of independence on board
28/06/2023	Ma, ma. Makita Corp.	Annual	Against	2.2	Concerns related to approach to board gender diversity
28/06/2023	Nagoya Railroad Co., Ltd.	Annual	Against	2.1,2.2	Concerns about overall performance
28/06/2023	NHK Spring Co., Ltd.	Annual		2.1	
28/06/2023			Against		Concerns about overall performance Concerns related to approach to board gender diversity
28/06/2023	Nihon Kohden Corp.	Annual	Against	2.1	
28/06/2023	Nippon Kayaku Co., Ltd.	Annual	Against	3.1	Concerns about overall performance Lack of independence on board
28/06/2023	Nipro Corp.	Annual	Against	3.5 3.3	Concerns about overall board structure
28/06/2023	Nissan Chemical Corp.	Annual	All For		
28/06/2023	Nisshin Seifun Group, Inc.	Annual	Against	2.1	Concerns about overall performance Concerns related to approach to board gender diversity
20/00/2020	ribbini contra croup, no.	, unicell	, iguinior	2.5,2.6	Lack of independence on board
28/06/2023	Nissin Foods Holdings Co., Ltd.	Annual	Against	4.1,5	Concerns about overall board structure
				3.1	Concerns about overall performance
28/06/2023	Nittoku Co., Ltd.	Annual	Against	3.4,3.5 2.1	Lack of independence on board Concerns related to approach to board gender diversity
28/06/2023	NOK Corp.	Annual	Against	2.1	Concerns about overall performance
20/00/2023	NOK COIP.	Annuai	Against	2.2	Concerns about overall performance Concerns about overall performance Concerns related to approach to board gender diversity
28/06/2023	Obayashi Corp.	Annual	Against	3.1,3.2	Concerns about overall performance
			, i i i i i i i i i i i i i i i i i i i	3.7	Lack of independence on board
				5	Shareholder proposal promotes appropriate accountability or incentivisation
28/06/2023	Rohto Pharmaceutical Co., Ltd.	Annual	All For		
28/06/2023	Seino Holdings Co., Ltd.	Annual	Against	2.1,2.8	Lack of independence on board
28/06/2023	Shikoku Electric Power Co., Inc.	Annual	Against	1.1	Concern about overall performance Lack of independence on board Inadequate management of climate-related
				1.2 1.4,1.8,2.2,2.3	Concerns about overall performance Lack of independence on board
28/06/2023	Shimadzu Corp.	Annual	All For	1.4,1.0,2.2,2.5	Lack of independence of board
28/06/2023	Sumitazza corp. 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 Concerns about overall performance
28/06/2023	Takeda Pharmaceutical Co., Ltd.	Annual	All For		
28/06/2023	The Chiba Bank, Ltd.	Annual	Against	2.2	Concerns about overall performance
			-	2.1	Concerns about overall performance Lack of independence on board
				2.5,2.6	Lack of independence on board
28/06/2023	The Chugoku Electric Power Co., Inc.	Annual	Against	2.1	Inadequate management of climate-related risksInadequate management of climate-related risks from exposure to coal heads of the mentagement of climate-related risksInadequate management of climate-related risks from exposure to coal
28/06/2023	The Kansai Electric Power Co., Inc.	Annual	Against	2.7	Lack of independence on board Concerns to protect shareholder value
20/00/2020		, undar	/ iganioc	2.1	Inadequate management of climate-related risks, including exposure to coal
				2.2,2.7	Lack of independence on board
				9	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or
				28	incentivisation
				11,21	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
	TOHO GAS Co., Ltd.	Annual	Against	3.3	SH: For shareholder resolution, adainst management recommendation / Shareholder proposal promotes transparency Concerns about overall board structure
28/06/2023					
28/06/2023	TOHO GAS CO., LIU.	, unicell	Ū.	2.2	Concerns about overall performance
28/06/2023	TONO GAS CO., ER.		0	2.2 2.1	Concerns about overall performance Concerns about overall performance Lack of independence on board

Monting Data		Mooting Ture	Voting Action	Agonda Itom Number	Voting Explanation
Meeting Date 28/06/2023	Company Name Tohoku Electric Power Co., Inc.	Meeting Type Annual	Voting Action Against	Agenda Item Numbers	Voting Explanation Inadequate management of climate-related risks Inadequate management of climate-related risks from exposure to coalLack of independence
2010012023	TOTORA Electric Fower CO., IIIC.	milludi	nyamat	1.7,1.9,1.10	inadequate management or climate-related risks inadequate management or climate-related risks from exposure to coalLack or independence on board
			1	9	Lack of independence on board
				1	Shareholder proposal promotes appropriate accountability or incentivisation
28/06/2023	Tokyo Electric Power Co. Holdings, Inc.	Annual	Against	1.1	The board after this meeting will not be majority independent and this outside director nominee lacks independence. Inadequate management
			-	9	of climate-related risks from exposure to coal.
				2	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	Concerns about overall performance
00/00/0000	7070 km	A	A	1.6	Lack of independence on board
28/06/2023	ZOZO, Inc.	Annual	Against	4.2	Lack of independence on board
29/06/2023	Amano Corp.	Annual	Against	3.1	Lack of independence on board
29/06/2023	Casio Computer Co., Ltd.	Annual	All For	3.8	
29/06/2023	COMSYS Holdings Corp.	Annual	All For		
29/06/2023	Dai Nippon Printing Co., Ltd.	Annual	Against	3.3	Concerns about overall board structure
				2.1	Concerns about overall performance
29/06/2023	DAIKIN INDUSTRIES Ltd.	Annual	Against	2.2 3.2	Concerns about overall performance Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity
29/00/2023		milludi	nyamat	3.2	Loncerns related to approach to board gender diversity
				3.4	Lack of independence on board
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				0.4,0.0	Law of independence of Dodru
	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	Insufficient/poor disclosure
				3.1,3.4,4.1	Lack of independence on board
00/00/0000	Enlandez Einen siel Orenne Jac	A	Ameliant	4.4,4.5	Lack of independence on board Concerns related to inappropriate membership of committees
29/06/2023	Fukuoka Financial Group, Inc.	Annual	Against	2.1 2.2	Concerns about overall performance
29/06/2023	GS Yuasa Corp.	Annual	Against	2.2	Concerns about overall performance Concerns related to approach to board gender diversity Concerns about overall performance
29/06/2023					
29/06/2023	Hakuhodo DY Holdings, Inc.	Annual	Against	2.2 2.1	Concerns about overall performance Concerns to protect shareholder value Concerns about overall performance Concerns to protect shareholder value Lack of independence on board
				2.8	Lack of independence on board
29/06/2023	HASEKO Corp.	Annual	All For		
29/06/2023	Heiwa Corp.	Annual	All For		
29/06/2023		Annual		9	It is aligned with the shareholder's interact.
29/00/2023	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.
29/06/2023	JGC Holdings Corp.	Annual	Against	2.5	Lock of independence on board
29/06/2023	JMDC, Inc.		Against All For		
		Annual	!		
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	Concerns about overall performance
				3.1	Concerns about overall performance Lack of independence on board
				3.6,3.8,3.9	Lack of independence on board
29/06/2023	Kapaka Carp	Appuel	Agoinet	0	Performance-related pay/awards for non-executives
	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
29/06/2023	Keikuu Corp	Appual	Against	2.7	Lack of independence on board
29/00/2023	Keikyu Corp.	Annual	Against	2.2	Concerns about overall performance Lack of independence on board
				2.1	Lack of independence on board Concerns about overall performance
29/06/2023	Keio Corp.	Annual	Against	2.2	Concerns about overall performance. Concerns related to approach to board gender diversity
	- F		5	2.7,2.11	Lack of independence on board
				2.1	Lack of independence on board Concerns about overall performance
29/06/2023	Keisei Electric Railway Co., Ltd.	Annual	Against	3	Concerns about overall board structure
				2.1,2.12	Lack of independence on board
29/06/2023	Koito Manufacturing Co., Ltd.	Annual	Against	3.2	Concerns about overall board structure
00/00/0007				2.1,2.6,2.7,2.8	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	Concerns about overall performance
			~	1.1	Lack of independence on board
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	Concerns about overall board structure
			5	2.2	Concerns about overall performance Concerns related to approach to board gender diversity
				2.1	Concerns about overall performance Lack of independence on board
				2.7,2.8,2.9,2.11	Lack of independence on board

Marshine Data	Common Norma	-Mar Turn	Mating Asting		Vating Fundamentary
Meeting Date				Agenda Item Numbers	Voting Explanation
29/06/2023	Mitsubishi UFJ Financial Group, Inc. Annu	uai	Against	3 2.12	Ask of shareholder proposal is in line with investor's expectation
				2.12	Concern about cross shareholding practice
				2.5	Concern about cross shareholding practice Concern about his independence
29/06/2023	Mitsui Fudosan Co., Ltd. Annu	ual	All For	2.0	
29/06/2023	Mitsui Mining & Smelting Co., Ltd. Annu			5	Shareholder proposal promotes efficient capital structure
23/00/2023	Militadi Milling & Simelang Co., Etd.	uai	Agamat	7	Shareholder proposal promotes management attention to capital policy
29/06/2023	Miura Co., Ltd. Annu	ual	Against	2.1	Concerns related to approach to board gender diversity
29/06/2023	Morinaga & Co., Ltd. Annu		Against	3.2	Concerns about overall board structure
29/00/2023	Morinaga & Co., Eld. Annu	uai	Ayamsı	2.1,2.9	Lack of independence on board
18/04/2023	CapitaLand Ascott Trust Annu	ual	All For	2.1,2.9	
19/04/2023	CapitaLand Integrated Commercial Trust Annu		All For		
19/04/2023			All For		
19/04/2023	Genting Singapore Limited Annu	ual	Against	4	Concerns related to approach to board gender diversity
				5(b)	Pay is misaligned with EOS remuneration principles
19/04/2023	KEPPEL DC REIT Annu			3	Concerns about overall board structure
20/04/2023	Sembcorp Industries Ltd. Annu	ual	Against	4	Concerns related to approach to board gender diversity
				3	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. Annu		Against	5	Concerns related to approach to board gender diversity
20/04/2023	Suntec Real Estate Investment Trust Annu	ual	All For		
20/04/2023	Wilmar International Limited Annu	ual	Against	6	Concerns related to approach to board gender diversity
				11	Pay is misaligned with EOS remuneration principles
21/04/2023	Keppel Corporation Limited Annu	ual	Against	3	Concerns related to approach to board diversity
				4	<u> </u>
21/04/2023	Keppel REIT Annu	ual	Against	4	Concerns related to approach to board gender diversity
21/04/2023	StarHub Ltd. Annu	ual	Against	2	Concerns related to inappropriate membership of committees
				7	Issue of equity raises concerns about excessive dilution of existing shareholders
21/04/2023	StarHub Ltd. Extra	aordinary Shareholders	All For		
21/04/2023	United Overseas Bank Ltd. (Singapore) Annu	ual	All For		
25/04/2023	CapitaLand Investment Ltd. Annu	ual	Against	6	Concerns related to inappropriate membership of committees
25/04/2023	Hutchison Port Holdings Trust Annu		All For		+
25/04/2023				4,6	Concerns related to concern to be and a coder diversity
				4,0	Concerns related to approach to board gender diversity
25/04/2023	Oversea-Chinese Banking Corporation Limited Annu		Against	8	Pay is misaligned with EOS remuneration principles
26/04/2023	City Developments Limited Annu	ual	All For		
26/04/2023	Seatrium Ltd. Annu	ual	Against	3	Concerns related to approach to board gender diversity
				5	Concerns related to inappropriate membership of committees
27/04/2023	Venture Corporation Limited Annu	ual	All For		
28/04/2023	CapitaLand Ascendas REIT Annu	ual	All For		
28/04/2023	Comfortdelgro Corporation Limited Annu	ual	All For		
28/04/2023	Jardine Cycle & Carriage Limited Annu			7a	Issue of equity raises concerns about excessive dilution of existing shareholders
20/04/2020		uui		4a	Overboarded/Too many other time commitments
28/04/2023	UOL Group Limited Annu	ual		4	Concerns related to approach to board gender diversity
				10	Issue of equity raises concerns about excessive dilution of existing shareholders
				9	Pay is misaligned with EOS remuneration principles
30/05/2023	BOC Aviation Limited Annu	ual	Against	3a	Concerns related to inappropriate membership of committees
			-	3d	Concerns related to succession planning
				7	Concerns to protect shareholder value
				8	Issue of equity raises concerns about excessive dilution of existing shareholders Concerns to protect shareholder value
09/05/2023	S-Oil Corp. Spec	cial	All For		
15/05/2023	NH Investment & Securities Co., Ltd. Spec	cial	All For		
23/05/2023	Hanwha Ocean Co., Ltd. Spec	cial	Against	1	Issue of equity raises concerns about excessive dilution of existing shareholders Poison pill/anti-takeover measure not in investors interests
				2.4	Overboarded/Too many other time commitments
				5	Pay is misaligned with EOS remuneration principles
12/06/2023	Korea Gas Corp. Spec	cial	Against	1	Concerns related to inappropriate membership of committees
16/06/2023	Pan Ocean Co., Ltd. Spec	cial	All For		
26/06/2023	Korea Electric Power Corp. Spec		All For		
24/05/2023	Nanya Technology Corp. Annu		All For		+
26/05/2023				 	4
	Win Semiconductors Corp. Annu		All For		ļ
31/05/2023	Elite Material Co., Ltd. Annu	ual	All For	l	
31/05/2023	MediaTek, Inc. Annu		All For		
06/06/2023	Taiwan Semiconductor Manufacturing Co., Ltd. Annu	ual	All For		
06/06/2023	Taiwan Semiconductor Manufacturing Co., Ltd. Annu		All For		
15/06/2023	Accton Technology Corp. Annu		Against	4	Concerns related to shareholder rights
27/06/2023	ASE Technology Holding Co., Ltd. Annu		All For	<u> </u>	4
29/06/2023	Morinaga Milk Industry Co., Ltd. Annu			2.2	Concerns related to approach to board gender diversity
29/06/2023	Murata Manufacturing Co. Ltd. Annu		All For		
29/06/2023	Nikon Corp. Annu	ual	All For		
29/06/2023	Nippon Shinyaku Co., Ltd. Annu		All For		
29/06/2023	Nishi-Nippon Railroad Co., Ltd. Annu			3.2	Concerns about overall performance
2010012020	Alliu Alliu	uui		3.1	Concerns about overall performance Concerns about overall performance Lack of independence on board
				3.5	Lack of independence on board
	l			1 ~.~	

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
00/00/0000	Descritteret las	Annual	All Far	1.7,1.8	Lack of independence on board
29/06/2023 29/06/2023	Resorttrust, Inc. Rinnai Corp.	Annual Annual	All For All For		
29/06/2023				0.0.0.4	
29/06/2023	Sankyo Co., Ltd.	Annual	Against	3.3,3.4 2.2	Concerns about overall board structure 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
				4	Concern about short exercise period
29/06/2023	SHIP HEALTHCARE HOLDINGS, INC.	Annual	Against	3 2.4	Concerns about overall board structure
				2.1,2.8,2.12	Concerns related to approach to board gender diversity Lack of independence on board
29/06/2023	SMC Corp. (Japan)	Annual	All For	2.1,2.0,2.12	
29/06/2023	Sotetsu 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 2.9	Concern about cross shareholding practice and overall performance Concern about his independence
				2.9	Concern about overall performance and management
29/06/2023	Sumitomo Realty & Development Co., Ltd.	Annual	Against	3.4	Concerns about overall board structure
			0	2.2	Concerns about overall performance
				2.1	Concerns about overall performanceLack of independence on board
29/06/2023	Telbaive Coment Com	Annual	Againat	2.8	Lack of independence on board
29/06/2023	Taiheiyo Cement Corp.	Annual	Against	4 2.1,2.6,2.8	Concerns about overall board structure Lack of independence on board
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 2.1	Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall board structure
29/06/2023	Taivo 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
20/00/2020	r be r leidinge, mei	, unida	, igainer	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 2.5,2.6,2.9	Concerns about overall performance Lack of independence on board 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
29/06/2023	Tokyo Gas Co., Ltd.	Annual	All For	6	Shareholder proposal promotes efficient capital structure
29/06/2023	Tokyu Corp.	Annual	Against	2.2	Concerns to protect shareholder value
20/00/2020		, a maar	riganist	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
29/06/2023	TOSHIBA Corp.	Annual	Against	3.5,3.6,3.7 1.6	Lack of independence on board 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	Westerner Or. 14d	Appual	Against	211	Lack of independence on board
29/06/2023	Yamada Holdings Co., Ltd.	Annual	Against	2.4,4	Lack of independence on board Concerns about overall board structure
29/06/2023	Yamada Holdings Co., Ltd. Yamato Kogyo Co., Ltd.	Annual Annual	Against	3.1	Concerns about overall board structure Concerns about overall board structure
23/00/2023	ramaio Nogyo Co., Liu.	Annuar	Againsi	3.1 2.1,2.8	Concerns about overall board structure Lack of independence on board
29/06/2023	ZEON Corp.	Annual	Against	3.2,3.3	Concerns about overall board structure
			Ŭ	2.2	Concerns about overall performance
				2.1	Concerns about overall performance Lack of independence on board
30/06/2023	Popofit Opo Inc	Appuol	Agoinet	2.8,2.9	Lack of independence on board Concerns about overall performance
30/00/2023	Benefit One Inc.	Annual	Against	1.1,1.2 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
		i		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	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG
				2b	opportunities and risks
13/04/2023	OZ Minerals Limited	Court	All For	+	Inadequate management of climate-related risks
28/04/2023	Woodside Energy Group Ltd.	Annual	Against	2a,2b	Inadequate management of climate-related risks
20/04/2020	roodside Energy Group Etd.	/ under	riganist	3,4	Pay is misligned with EOS remuneration principles
				6b	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG
0.1/05/0000					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	Concerns about overall board structure Concerns regarding Auditor tenure
				3	Overboarded/Too many other time commitments
				2,6b	Pay is misaligned with EOS remuneration principles
10/05/2023	Iluka Resources Limited	Annual	Against	2,3,4,5	Pay is misaligned with EOS remuneration principles
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	Concerns about reducing shareholder rights
				8a,2,5a,5b	Concerns regarding Auditor tenure
31/05/2023	Yancoal Australia Ltd.	Annual	Against	2,3,4,5 5	Pay is misaligned with EOS remuneration principles Concerns regarding Auditor tenure
000/2020	ranoon / donalid Etd.	,	, iganior	2a	Concerns related to inappropriate membership of committeesConcerns related to approach to board gender diversity
				6,8	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	Concerns to protect shareholder value
04/04/2023	Aksa Akrilik Kimya Sanayii AS	Annual	Aggingt	6,7	Insufficient/poor disclosure Insufficient/poor disclosure
05/04/2023	Schlumberger N.V.	Annual	Against 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		0	Insufficient/poor disclosure
00/04/2023	FFT Colp.	Annuai	Against	8	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	Insufficient/poor disclosure
				10	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	
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	Concerns related to Inappropriate membership of committees
				2.2d	Overboarded/Too many other time commitments
14/04/2023	America Movil SAB de CV	Extraordinary Shareholders	All For	4.2b	Overboarded/Too many other time commitments Concerns related to inappropriate membership of committees
14/04/2023	China Jushi Co. Ltd.	Annual		0	Concerns related to shareholder rights
14/04/2023	China Jushi Co. Liu.	Annual	Against	9 10,11	Unsufficient/boor 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	Insufficient/poor disclosure
	-			7	Insufficient/poor disclosure Inappropriate bundling of election of directors on a single vote
19/04/2023	Gubre Fabrikalari TAS	Annual	Against	4,5	Concerns to protect shareholder value
19/04/2023	Raia Drogasil SA	Annual	Abstain	7,9,10 11	Insufficient/poor disclosure Cumulative/slate voting in favour of individual candidates/slates
15/04/2025		Annuai	Abstain	4,7,8.1,8.2,8.3,8.4,8.5,8.6,8.7	
			Against	,8.8,8.9,8.10,8.11	Inappropriate bundling of election of directors on a single vote
				13	Insufficient/poor disclosure
				5	
19/04/2023	Raia Drogasil SA	Extraordinary Shareholders	All For	6,12	
19/04/2023	Santander Bank Polska SA	Annual	Against	10,14	Pay is misaligned with EOS remuneration principles
20/04/2023	Komercni banka as	Annual	Against	11	Pay is misaligned with EOS remuneration principles
20/04/2023	Kotak Mahindra Bank Limited	Special	All For	1	
21/04/2023	Carnival Corporation	Annual	Against	11	Concerns about remuneration committee performance
21/07/2020	Canada Corporation		, guinor	8	Concerns related to approach to board diversity
			1	12	High CEO to average NEO payExcessive CEO payOptions/PSUs vest in less than 36 months
			<u> </u>	14,15	Pay is misaligned with EOS remuneration principles
21/04/2023	Grupo Financiero Banorte SAB de CV	Annual	All For		L
21/04/2023	NagaCorp Ltd.	Annual	Against	4	Concerns related to approach to board gender diversity Concerns related to succession planning
			1	7A,7C 3.2	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	Concerns related to inappropriate membership of committees
				11	Insufficient/poor disclosure
		1	i	12	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 remur 26/04/2023 Suzano SA Annual Abstain 6.1.6.2 Cumulative/slate voting in favour of Against 26/04/2023 Suzano SA Extraordinary Shareholders All For Image: Comparison of Comparison	out excessive dilution of existing shareholders neration 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 Insufficient/poor disclosure 25/04/2023 Aselsan Elektronik Sanayi ve Ticaret AS Annual Against 7,8,9,13,15 Insufficient/poor disclosure 26/04/2023 Lancashire Holdings Ltd. Annual Against 2,3 Pay is misaligned with EOS remur 26/04/2023 Suzano SA Annual Abstain 6,1.6.2 Cumulative/slate voting in favour o Apainst 26/04/2023 Suzano SA Annual Abstain 6,1.6.2 Cumulative/slate voting in favour o Apainst 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, Balcao Annual Against 5,11 Insufficient/poor disclosure 27/04/2023 B3 SA-Brasil, Bolsa, Balcao Annual Against 5,11 Insufficient/poor disclosure 27/04/2023 Mavi Giylim Sanayi ve Ticaret AS	out excessive dilution of existing shareholders neration principles
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12,13,14 Concerns related to succession pla 9 Issue of equity raises concerns abo	oard gender diversity Concerns related to succession planning
9 Issue of equity raises concerns ab	
	out excessive dilution of existing shareholders
15,16,18 Pay is misaligned with EOS remur	neration 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 Insufficient/poor disclosure	
Against 1.7 Lack of independence on board	
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 All For	
28/04/2023 Geely Automobile Holdings Limited Extraordinary Shareholders Against 2 Pay is misaligned with EOS remur	neration principles
1,3 Pay is misaligned with EOS remur	
28/04/2023 Grupo Mexico S.A.B. de C.V. Annual Against 8 Insufficient/poor disclosure	
7. Insufficient/boor disclosure_Inappr	ropriate 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 Insufficient/poor disclosure	
Against ,8.8,8.9 Insufficient/poor disclosure	
6 Lack of independence on boarding	appropriate bundling of election of directors on a single vote
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28/04/2023 Hypera SA Extraordinary Shareholders All For	
28/04/2023 OTP Bank Nyrt Annual Against 7.1 Concerns related to approach to be	
8.2 Concerns related to inappropriate i	
	out excessive dilution of existing shareholders
02/05/2023 Aksa Energi Uretim AS Annual All For 5 Pay is misaligned with EOS remur	neration principies
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02/05/2023 Plus500 Ltd. Annual Against A Lack of independent representation 3 Pay is misaligned with EOS remur	n at board committees Concerns related to below-board gender diversity
22 ray is misaigned with COS remui	neration principles
02/05/2023 Reliance Industries Ltd. Court All For	
04/05/2023 DFI Retail Group Holdings Ltd. Annual Against 5 Concerns regarding Auditor tenure	
Concerns to protect shareholder va 4 membership of committees Insuffi	alue Lack of independent representation at board committees Concerns related to inappropriate
* Internet sing of communes instant Overboarded/Too many other time	
	n at board committeesConcerns related to inappropriate membership of committeesInsufficient/poor
04/05/2023 Jardine Matheson Holdings Ltd. Annual Against 3 Concerns about overall board struc	cture
	membership of committeesInadequate management of climate-related risksConcerns 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 Combined CEO/Chair	
3b,3d Concerns related to inappropriate	
	out excessive dilution of existing shareholders Insufficient/poor disclosure
	neration principles Concerns to protect shareholder value
09/05/2023 ASMPT Limited Annual All For	
	mittee performanceConcerns related to approach to board gender diversityConcerns related to approach to
2 board diversityConcerns about over	erali doard structure
09/05/2023 Wharf Real Estate Investment Co. Ltd. Annual Against 2f Concerns related to approach to be	oard gender diversity
	out excessive dilution of existing shareholdersInsufficient/poor disclosure
3,0 instate of equily raises contentina and 7 Pay is misaligned with EOS remut	
10/05/2023 ANTA Sports Products Limited Annual Against 3,11,13,14,15,16,17 Pay is misaligned with EOS remur-	
	oard gender diversity Overboarded/Too many other time commitments
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	out excessive dilution of existing shareholders Insufficient/poor disclosure
	ppropriate accountability or incentivisation
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11/05/2023 Hiscox Ltd. Annual Against 5 Failure to provide DEI disclosures	
11/05/2023 Hiscox Ltd. Annual Against 5 Failure to provide DEI disclosures 11 Lack of independent representation	n at board committees
11/05/2023 Hiscox Ltd. Annual Against 5 Failure to provide DEI disclosures	n at board committees

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	21	Concerns related to approach to board gender diversity
				2A	Concerns related to inappropriate membership of committees
40/05/0000				2E	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		1
15/05/2023	Huabao International Holdings Limited	Annual	Against	5A,5C	Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure
				3a	Lack of independence on board
15/05/2023	Yantai Jereh Oilfield Services Group Co. Ltd.	Annual	Against	3b	Lack of independence on board Overboarded/Too many other time commitments
			Against	8	Concerns related to shareholder rights
16/05/2023	BIM Birlesik Magazalar AS	Annual	Against	/	Inappropriate bundling of election of directors on a single vote
17/05/2023	CK Infrastructure Holdings Limited	Annual	Against	3.1	Concerns related to inappropriate membership of committees Inadequate management of climate-related risks
				3.4	Concerns related to succession planning
				3.3 3.2	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	3.2	Lack of independence on obtain Overboarded too many other time communents
17/05/2023					
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
11/00/2020	Tonoon Holdingo Etd.	Exclusionariany endreneration	, iguinor	10, 10, 10, 2, 0, 10, 10, 10, 0, 0, 0,	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	Concerns related to inappropriate membership of committees Combined CEO/ChairOverboarded/Too many other time commitments
				3.4	Overboarded/Too many other time commitments
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
				7.2,7.3,14,15	Lack of independence on board
18/05/2023	LONGi Green Energy Technology Co., Ltd.	Annual	All For		
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	Concerns related to approach to board gender diversity
			-	3c	Concerns related to approach to board gender diversity Concerns related to succession planning
				6a,6c	Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure
19/05/2023	Sands China Ltd.	Annual	Against	2a	Combined CEO/Chair Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity
				5,6	Issue of equity raises concerns about excessive dilution of existing shareholders
00/05/0000			<u> </u>		
22/05/2023	Huaxin Cement Co., Ltd.	Annual	Against	/	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	Concerns related to approach to board gender diversity
				7A,7C	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 Tigermed Consulting Co., Ltd.	Annual	Against	14.03	Lack of independence on board
23/05/2023	Use other: Tissers of Ose suffice Ose Ltd.	Annual	Americant	11	Pay is misaligned with EOS remuneration principles
23/05/2023	Hangzhou Tigermed Consulting Co., Ltd.	Annual	Against	12 14.03	Issue of equity raises concerns about excessive dilution of existing shareholders
				14.03	Lack of independence on board Pay is misaligned with EOS remuneration principles
23/05/2023	Hangzhou Tigermed Consulting Co., Ltd.	Special	All For		
23/05/2023	Hangzhou Tigermed Consulting Co., Ltd.	Special	All For		
24/05/2023	Chailease Holding Co., Ltd.	Annual		7.1	
24/05/2025	Challease Holding Co., Ltd.	Annuai	Against	7.5,7.7,7.9	Concerns over long tenure Lack of independence on board
25/05/2023	Geely Automobile Holdings Limited	Annual	Against	6	Lack of independence on board
20/00/2020	Cooly ratemosile Holdings Einned	, under	riganist		Lack of independence on board
25/05/2023	MGM China Holdings Limited	Annual	Against	5,7 2A2	Concerns related to inappropriate membership of committees
	, v		Ŭ	4,6	Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure
				2B	Lack of independence on board
25/05/2023	Wynn Macau Ltd.	Annual	Against	2c,2d	Concerns related to succession planning
				6,7	Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure
				8a,8b,8c,8d,9a,9b,9c,9d	Pay is misaligned with EOS remuneration principles
25/05/2023	Yue Yuen Industrial (Holdings) Limited	Annual	Against	6	Concerns related to shareholder rights
				5A,5C 3.1,3.2	Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
26/05/2023	Ecous Madia Information Tashnalagu Ca. 1 td	Annual	Agoingt	10	Concerns related to shareholder rights
20/05/2023	Focus Media Information Technology Co., Ltd.	Annuai	Against	7	Concerns to protect shareholder value
			1	, 8,11,12,13,14,15,16,17	Concerns to protect states house value
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.	·		10	Insufficient/poor disclosure
29/05/2023	0 0 0, .	Annual	Against	i	
29/05/2023	Alarko Holding AS	Annual	Against	15 12,20	Inappropriate bundling of election of directors on a single vote Insufficient/poor disclosure
			AU	14,40	
29/05/2023	Shenzhen Inovance Technology Co. Ltd	iAnnual			
29/05/2023	Shenzhen Inovance Technology Co., Ltd.	Annual	All For	7.0	
29/05/2023 30/05/2023 30/05/2023	Shenzhen Inovance Technology Co., Ltd. PT Telkom Indonesia (Persero) Tbk Super Hi International Holding Ltd.	Annual Annual Annual	Against Against	7,9 7,9	Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders

Mastine Data	Common Norse	Manatine Trues	Mating Asting	A	Verine Fundamentary
	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
31/05/2023	Kerry Properties Limited	Annual	Against	3a 3c	Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversityCombined CEO/Chair Concerns related to succession planning
ł				6A,6C	Issue of equity raises concerns about excessive dilution of existing shareholdersInsufficient/poor disclosure
ł				0,1,00	
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
			Against	3	Insufficient/poor disclosure
01/06/2023	Royal Caribbean Group	Annual	All For		
01/06/2023	Shangri-La Asia Limited	Annual	Against	2A	Concerns related to inappropriate membership of committees
0.1/00/0000				5A,5C	Issue of equity raises concerns about excessive dilution of existing shareholders
01/06/2023	United Energy Group Limited	Annual	Against	2 3,4	Concerns related to inappropriate membership of committees Concerns related to succession planning
į				5,4 7a,7c	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 missigned with EOS remuneration principles
	Absa Group Ltd.	Annual	Against	4.3	Concerns related to inappropriate membership of committees
	Absa Group Ltd.	Special	All For		
	Grupo Financiero Banorte SAB de CV	Ordinary Shareholders	All For		
02/06/2023	Haitong International Securities Group Limited	Annual	Against	5,7	Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure
02/00/2023	Haitong International Securities Group Linned	Annual	Agamsi	2b	Lack of independence on board
02/06/2023	Xinyi Glass Holdings Ltd.	Annual	Against	3A1	Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity
			5	3A4	Concerns related to succession planning
ł				5B,5C	Issue of equity raises concerns about excessive dilution of existing shareholders
				3A2	Lack of independence on board
	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	Concerns related to inappropriate membership of committees
ŗ				6,7	Issue of equity raises concerns about excessive dilution of existing shareholders
06/06/2023	Sok Marketler Ticaret AS	Annual	Againat	3.1,3.2	Lack of independence on board
			Against	1	Insufficient/poor disclosure
06/06/2023	WH Group Ltd. (HK)	Annual	Against	2b,2c	Concerns related to approach to board gender diversity Insufficient and poor disclosure
į				8	Issue of equity raises concerns about excessive dilution of existing shareholders
ł				2a	Lack of independence on board and inadecute management of deforestation risks
07/06/2023	China Resources Land Limited	Annual	Against	3.1	Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity
į				3.4,3.5	Concerns related to succession planning
				6,7	Issue of equity raises concerns about excessive dilution of existing shareholders
	ESR Group Ltd.	Annual	All For		
	Petkim Petrokimya Holding AS	Annual	Against	9,12	Insufficient/poor disclosure
07/06/2023	Powszechny Zaklad Ubezpieczen SA	Annual	Against	19,20,21	Insufficient/poor disclosure
08/06/2023	BVD. Company Limited	Appual	Againat	23,24 3	Pay is misaligned with EOS remuneration principles
00/00/2023	BYD Company Limited	Annual	Against	3 7,11	Inadequate management of climate-related risks Insufficient/poor disclosure
ł				9.10	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		
	Kweichow Moutai Co., Ltd.	Annual	Against	12.3	Concerns related to approach to board gender diversity
	Ulker Biskuvi Sanayi AS	Annual	Against	7,10	Insufficient/poor disclosure
	NetEase, Inc.	Annual	Against	1e	Concerns about candidate's experience/skills 2- Concerns related to succession planning
10/00/2020	Notedoo, mo.	, and a	riganist	1c,1d	Concerns related to succession planning
1				4	Concerns with director compensation
15/06/2023	Parade Technologies, Ltd.	Annual	All For		
16/06/2023	First Pacific Company Limited	Annual	Against	4.3	Inadequate management of climate-related risks from exposure to coal
i			1	4.2	Overboarded/Too many other time commitments
40/00/0000	Ohen shei Distellai Nava Franzes Tarka da 200 kida	On a sist	AU 5	4.1	Overboarded/Too many other time commitments. Inadequate management of climate-related risks from exposure to coal
	Shanghai Putailai New Energy Technology Co., Ltd.	Special	All For		
19/06/2023	Zhongsheng Group Holdings Ltd.	Annual	Against	6	Concerns related to approach to board gender diversityConcerns related to succession planning
ł			1	3 10,11	Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders
ł			1	4	Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
20/06/2023	Cazoo Group Ltd	Annual	Against	4 1.2	Concerns related to approach to board diversityConcerns about overall board structure
	Nexteer Automotive Group Limited	Annual	Against	3a2,3a4	Concerns related to approach to board gender diversity
				3a3	Concerns related to inappropriate membership of committees
i			1	5A,5C	Issue of equity raises concerns about excessive dilution of existing shareholders
				<u>3a1</u>	Lack of independence on board
21/06/2023	FIT Hon Teng Limited	Annual	Against	2A1	Combined CEO/Chair Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity
ł				4A,4C	Issue of equity raises concerns about excessive dilution of existing shareholders
21/06/2023	JD.com, Inc.	Annual	All For		
	JD.com, Inc. KGHM Polska Miedz SA	Annual		10	Paulis micellaned with EOS commercials principle.
			Against	12	Pay is misaligned with EOS remuneration principles
04/00/0000	Larsen & Toubro Limited	Special	All For		
				18	Pay is misaligned with EOS remuneration principles
21/06/2023	Polski Koncern Naftowy ORLEN SA	Annual	Against	.i	
21/06/2023	Polski Koncern Naftowy ORLEN SA Powszechna Kasa Oszczednosci Bank Polski SA	Annual Annual	Against	17,18	Insufficient/poor disclosure
21/06/2023 21/06/2023	Powszechna Kasa Oszczednosci Bank Polski SA	Annual	Against	.i	
21/06/2023 21/06/2023 22/06/2023			-	17,18	Insufficient/poor disclosure

23/06/2023 Vietnam Enterprise Investments Ltd Annual All For 26/06/2023 CEZ as Annual Against 2.1.2.2.3 Inadequate management of climate-related risks from exposure to coal 26/06/2023 China Jushi Co. Ltd. Special All For Pay is misaligned with EOS remuneration principles 26/06/2023 Dino Poiska 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 Ededoration principles 26/06/2023 Haier Smart Home Co., Ltd. Special All For Ededoration principles 26/06/2023 Haier Smart Home Co., Ltd. Special All For Ededoration principles 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 Extraordinary Shareholders	Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
Distriction Control Part Part Control Consequence of a strange of					Agenda item Numbers	
GAMAGE Control and Columber Mail Columber of Columbic Support (Columbic Support (C					212223	Inadequate management of climate-related risks from exposure to coal
Name Name Number	20/00/2020		, uniden	, igainot		
Status Status<		China Jushi Co. Ltd.	Special	All For		
BANDOCO Interface	26/06/2023	Dino Polska SA	Annual	Against	12	Pay is misaligned with EOS remuneration principles
State Name Page 1.5.2 Data Data <thdata< th=""> Data Data <t< td=""><td>26/06/2023</td><td>Haier Smart Home Co., Ltd.</td><td>Annual</td><td>Against</td><td>9</td><td>Concerns to protect shareholder value</td></t<></thdata<>	26/06/2023	Haier Smart Home Co., Ltd.	Annual	Against	9	Concerns to protect shareholder value
SR000000 Disk	26/06/2023	Haier Smart Home Co., Ltd.	Special	All For		
District Math Annu	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
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Josof Markel Control Mark Mark<	26/06/2023	Kanzhun Limited	Annual	Against	4	Concerns related to approach to board gender diversityConcerns about overall board structureConcerns to protect shareholder valueLack of
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20100000000000000000000000000000000000	00/00/0000			A.U. =		Issue of equity raises concerns about excessive dilution of existing shareholders
Process Process <t< td=""><td></td><td></td><td></td><td> </td><td></td><td></td></t<>						
NUCCESS2 Number del bank Co., Lis. 200000000 Fuel balagior (Cajnia) Nr. Anna Anna <t< td=""><td>27/06/2023</td><td>China Merchants Bank Co., Ltd.</td><td>Annuai</td><td>Against</td><td>0</td><td></td></t<>	27/06/2023	China Merchants Bank Co., Ltd.	Annuai	Against	0	
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Second Second	27/06/2023	Wuxi Biologics (Cayman) Inc.	Annual	Against		
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Appendix Appendix						
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05/04/2023 Tella Co. AB Annual All For 05/04/2023 UBS Group AG Annual Against 3 06/04/2023 Zurich Insurance Group AG Annual Against 1.2,7 06/04/2023 Zurich Insurance Group AG Annual Against 1.2,7			1	J		
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	05/04/2023	UBS Group AG	Annual	Against	3	Insufficient basis to support a decision
	00/04/0000	Zurich Insurance Occurs AO	Annual	Ameliant		Pay is misaligned with EOS remuneration principles
10/04/2023 Mytulineos SA Extraordinary Shareholders All For			<u> </u>		1.2,/	ray is misaigned with EOS remuneration principles
	10/04/2023	Mytilineos SA	Extraordinary Shareholders	All For	i	i

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	Concerns regarding Auditor tenure
			-	5.1.5,5.1.6	Concerns related to inappropriate membership of committees
				6	Insufficient/poor disclosure
12/04/2023	EDP-Energias de Portugal SA	Annual	Against	1.2	Pay is misaligned with EOS remuneration principles
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	5.5	
12/04/2023	Royal KPN NV	Annual	All For		
12/04/2023	Swiss Re AG	Annual		0	
12/04/2023	UPM-Kymmene Oyj	Annual	Against Against	19	Insufficient/poor disclosure Concerns about reducing shareholder rights
12/04/2023	OPM-Kynimene Oyj	Annuai	Against	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	Issue of equity raises concerns about excessive dilution of existing shareholders
			5	2.b,5	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	Concerns related to inappropriate membership of committees
				9	Insufficient/poor disclosure
13/04/2023	Fortum Oyj	Annual	All For	4.4	Pay is misaligned with EOS remuneration principles
13/04/2023	Julius Baer Gruppe AG	Annual	Against	10	Insufficient/poor disclosure
13/04/2023	Orkla ASA	Annual	Against	3.2,9	
13/04/2023	Stellantis NV	Annual			Pay is misaligned with EOS remuneration principles
13/04/2023	Teleperformance SA	Annual Annual/Special	Against	2.c,2.d,2g,5 10	Pay is misaligned with EOS remuneration principles
			Against		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	Concerns to protect shareholder value
				3.g 3.a,3.d,3.j	Inadequate management of climate-related risks Overboarded/Too many other time commitments
17/04/2023	Industrivarden AB	Annual	Against	12.f,12.g	Lack of independence on board
			5	12.a	Lack of independence on board Concerns related to inappropriate membership of committees Overboarded/Too many other time
				12.b	commitments
				12.e	Lack of independence on board Concerns related to inappropriate membership of committees
				12.i 16	Lack of independence on board Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments
				10	Overboarded/Too many other time commitments
					Pay is misaligned with EOS remuneration principles
18/04/2023	Banca Mediolanum SpA	Annual	Against	A	Insufficient/poor disclosure
18/04/2023	Inferente da una Milanda en Italian e Or A	Annual (On entire)	A main at	2.1,2.2,2.3,4	Pay is misaligned with EQS remuneration principles
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	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
				2	
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	s Against	3	Concerns to protect shareholder value
19/04/2023	Airbus SE	Annual	Against	4.1	Insufficient consideration of climate change in audit and accounts
				4.6	Pay is misaligned with EOS remuneration principles
19/04/2023	Bachem Holding AG	Annual	Against	6.1,6.2,6.3	Concerns related to inappropriate membership of committees
				10 5.1,5.2,5.3,5.4,5.5	Insufficient/poor disclosure Lack of independence on board
				5.1,5.2,5.3,5.4,5.5 4.2	Pay is misaligned with EOS remuneration principles
19/04/2023	Covestro AG	Annual	Against	5,6	Pay is misaligned with EOS remuneration principles
19/04/2023	Eiffage SA	Annual/Special	Against	5	Concerns regarding Auditor tenure
	С. С. С. С. С. С. С. С. С. С. С. С. С. С			8,10	Pay is misaligned with EOS remuneration principles
19/04/2023	Geberit AG	Annual	Against	5.1.3,7	Concerns regarding Auditor tenure
			1	5.1.1	Concerns related to approach to board gender diversity
				11 8.1	Insufficient/poor disclosure
19/04/2023	Georg Fischer AG	Annual	Against	11	Pay is misaligned with EOS remuneration principles Insufficient/poor disclosure
			- Junior	1.2	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	Pay is misaligned with EOS remuneration principles
				5,A	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	Concerns about remuneration committee performance
				7.1 3.1,3.2	Pay is misaligned with EOS remuneration principles
			!	10.1,0.2	

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	Concerns regarding Auditor tenure
2010-112020	onocolddolabriteri Einar a opraengir reo		riganist	6.2.2	Concerns related to approach to board gender diversity
				8.1	Concerns related to shareholder rights
				9	Insufficient/poor disclosure
				6.1.2,6.1.3	Lack of independence on board
				6.1.1	Lack of independence on boardConcerns related to approach to board gender diversityInadequate management of climate-related risks
				6.1.4	Lack of independence on boardConcerns related to inappropriate membership of committees
				2	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 planningConcerns related to approach to below-board gender diversity
20/04/2023	Heineken Holding NV	Annual	Against	6.c	Concerns to protect shareholder value
			-	7.c	Lack of independence on board
				7.a,7.b	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	Concerns to protect shareholder value
20/04/2020		, and a openal	riganist	5	Insufficient justification for related party transaction
				13	Lack of independence on board
				16	Lack of independence on board Concerns related to approach to below-board gender diversity
				15	Lack of independence on board Concerns related to inappropriate membership of committees
				7,8,9,11,28 6,21,25	Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests
				22,24	Poison pill/anti-takeover measure not in investors interests issue of equity raises concerns about excessive dilution of existing shareholders
				22,27	
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 Moet Hennessy Louis Vuitton SE	Annual/Special	Against		Pay is misaligned with EOS remuneration principles
				8,23,24,25,26,28	
20/04/2023	Nestle SA	Annual	Against	1.2	Pay is misaligned with EOS remuneration principles
20/04/2023	Nordic Semiconductor ASA	Annual	Against	8d	Insufficient/poor disclosure Overboarded/Too many other time commitments
20/04/2023		Aindai	Луаны	10a	Pay is misaligned with EOS remuneration pictoles
20/04/2023	Reply SpA	Annual	Against	A	Insufficient/poor disclosure
				2	Issue of equity raises concerns about excessive dilution of existing shareholders
				4a,4b	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	Concerns regarding Auditor tenure
				12 14	Lack of independence on board Overboarded/Too many other time commitments Concerns regarding Auditor tenure Pay is misaligned with EOS remuneration principles
20/04/2023	Telecom Italia SpA	Annual	Against	5	Pay is misaigned with EOS remuneration principles
			5	2.1,2.2,3.3.2,A	Pay is misaligned with EOS remuneration principles
21/04/2023	Aker ASA	Annual	Against	15	Insufficient/poor disclosure
				10	Lack of independence on board
				9	Lack of independence on boardConcerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
21/04/2023	Akzo Nobel NV	Annual	Against	5 6.b	Concerns to protect shareholder value
2 110 112020		,	riguinot	5.b	Inadequate management of climate-related risks
21/04/2023	Amplifon SpA	Annual	Against	6	Issue of equity raises concerns about excessive dilution of existing shareholders
				3,4.1,4.2	Pay is misaligned with EOS remuneration principles
21/04/2023	De'Longhi SpA	Annual/Special	Against	3	Insufficient/poor disclosure
21/04/2023	Icade SA	Annual/Special	Against	5	Lack of independence on board
			J	6,8	lack of independence on board
21/04/2023	L'Oreal SA	Annual/Special	Against	8	Pay is misaligned with EOS remuneration principles
21/04/2023	Recordati SpA	Annual	Anninat	7,12	Pay is misaligned with EOS remuneration principles
21/04/2023	Recordati SpA	Annual	Against	2a.2,2b,2c	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
				3a,3b,4	
24/04/2023	Flughafen Zuerich AG	Annual	Against	9.2	Concerns related to shareholder rights
			-	10	Insufficient/poor disclosure
01/01/0000		Annual	Americant	8.1.4,8.1.5,8.3.4	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	0,3	1. ay to misangles, white COS termining adding principles
24/04/2023	Vivendi SE	Annual/Special	Against	21	Concerns related to approach to below-board gender diversity Overboarded/Too many other time commitments
24/04/2020	thend of	/ undar opeoid	riganist	26	Concerns to protect shareholder value
				22	Overboarded/Too many other time commitments
				6,10,13,14,15,16,17,18,19,20	Pay is misaligned with EOS remuneration principles
25/04/2022	Alfa Laval AD	Annual	All F ax		
25/04/2023	Alfa Laval AB	Annual	All For	40 - 40 - 40 - 40 - 40 -	
25/04/2023	Beijer Ref AB	Annual	Against	12.a,12.c,12.e,12.g,12.h	Lack of independence on board
25/04/2023	Boliden AB	Annual	Against	22.b2	Pay is misaligned with EOS remuneration principles 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,	
2010-12020	Site Bank / G/Y	/ unreal		12,13,14	
25/04/2023	DNB Bank ASA	Annual	All For		
	i				4

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
25/04/2023	VERBUND AG	Annual	Against	9.1,9.2,9.3,9.4	inadequate management of climate-related risks
			-	6,8	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	Concerns related to inappropriate membership of committees Lack of independence on board
				B.8.f,B.8.h,B.8.i B.9	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 remuteration principles 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
20/04/2020	7650 7659 765	, under	/ iguinor	17	Pay is misaligned with EOS remonances or manages of the analysis and the community of the time community of ti
26/04/2023	Assicurazioni Generali SpA	Annual	Against	3a.2	Insufficient/poor disclosure
				A	Pay is misaligned with EOS remuneration principle
				4a,4b	
26/04/2023	BE Semiconductor Industries NV	Annual	Against	5b	Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles
26/04/2023	Eaton Corporation plc	Annual	Against	0 1g	Pay is insaligned win ECS remuleration principles. Concerns about remuneration committee performance
20/04/2020		, under	/ iguinor	19 1h,2	Concerns regarding Auditor tenure
				3	High CEO to average NEO payOptions/PSUs vest in less than 36 months
26/04/2023	ENGIE SA	Annual/Special	Against	В	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
26/04/2023	Eurazeo SE	Annual/Crasial	Ancient	6	transparency Concerns related to succession planning Concerns related to approach to below-board gender diversity
26/04/2023	Eurazeo SE	Annual/Special	Against	0	concerns related to succession planning Concerns related to approach to below-board gender diversity
				4 8,14,15,16,17,18,19	Pay is misalined with EQS remueration principles
26/04/2023	Getinge AB	Annual	Against	15.c,15.e	Lack of independence on boardConcerns related to inappropriate membership of committees
			5	15.b	Lack of independence on boardConcerns related to inappropriate membership of committeesOverboarded/Too many other time commitments
				15.a,15.f	Lack of independence on boardOverboarded/Too many other time commitments
				15.j	Lack of independence on boardOverboarded/Too many other time commitmentsConcerns related to inappropriate membership of committees
26/04/2023	Hochtief AG	Annual	Against	5	Insufficient/poor disclosure
20/04/2023	HOCILIEI AG	Annuai	Against	7	Issue of equity raises concerns about excessive dilution of existing shareholders
				4	Lack of independence on board 2- Lack of independent representation at board committees
				6,11	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	ndependent Chairman
26/04/2023	Royal Vopak NV	Annual	All For		
26/04/2023	RTL Group SA	Annual	Against	6.1,6.2	Concerns related to approach to board gender diversity Lack of independence on board
			-	4.1	Pay is misaligned with EOS remuneration principles
26/04/2023	Warehouses De Pauw SA	Annual	Against	8	Concerns related to approach to board gender diversity
27/04/2023		Annual	A main at	7	Pay is misaligned with EOS remuneration principles
27/04/2023	Atlas Copco AB	Annual	Against	10.a1,10.a7 10.a6,10.c	Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments
				12.a.12.b	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	Concerns regarding Auditor tenure
	,5		5	4	Insufficient justification for related party transaction
				21	Issue of equity raises concerns about excessive dilution of existing shareholders
				7,10,11,27	Pay is misaligned with EOS remuneration principles
				15,17,23,30	Poison pill/anti-takeover measure not in investors interests
				19,20,22,24,25	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 Pic	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				10	
27/04/2023	Eurofins Scientific SE FinecoBank SpA	Annual	Against	10	Pay is misaligned with EOS remuneration principles Insufficient/boor disclosure
21/04/2023	плесовалк эра	Annual/Special	Against	9,10	
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	<u> </u>			1-	
21/04/2023	Hera SpA	Annual	Against	6.3,8.3 7,9,A	Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders
				7,9,A 5	
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		3,4a	Lack of independence on board
21/04/2023	i iaua opa	Аппиа/эресіа	Against	3,4a 5,6	Pay is misaligned with EQS remuneration principles
27/04/2023	Royal Unibrew A/S	Annual	Abstain	8.d	Cverboarded/Too many other time commitments/insufficient disclosure 2- Low shareholding requirement
		······	Against	7.2	
27/04/2023	Sandvik Aktiebolag	Annual	Against	14.6	Concerns related to inappropriate membership of committees
		i		14.4	Inadequate management of climate-related risks
		1		18	Pay is misaligned with EOS remuneration principles
27/04/2023	Tomra Systems ASA	Annual	Against	12	Overboarded/Too many other time commitments

Meeting Date		eeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
27/04/2023	Trelleborg AB Ann	nual	Against	13.a,13.c,13.h,15,16	Pay is misaligned with EOS remuneration principles
27/04/2023	UCB SA Ann	nual/Special	Against	5	Pay is misaligned with EOS remuneration principles
27/04/2023	Umicore Ann	nual/Special	Against	A.7.1	Inadequate management of climate-related risks
				A.2	Pay is misaligned with EOS remuneration principles
27/04/2023	UnipolSai Assicurazioni SpA Anr	nual/Special	Against	A	Insufficient/poor disclosure
27/04/2023	Veolia Environnement SA Anr	nual/Special	All For	3	Issue of equity raises concerns about excessive dilution of existing shareholders
28/04/2023				7.3,8,9.3,10	Connection and below the Name and the form
28/04/2023	A2A SpA Anr	inuai	Against	7.3,8,9.3,10	Concerns related to Non-audit fees Insufficient/poor disclosure
				Δ	
28/04/2023	Baloise Holding AG Anr	nual	Against	5.1.a	Concerns related to approach to board gender diversity
	ů			7.1,7.2	Insufficient/poor disclosure
				1.2	Pay is misaligned with EOS remuneration principles
28/04/2023	Bayer AG Anr	nual	Against	5	Insufficient action taken on low say-on-pay results
28/04/2023	BBGI Global Infrastructure S.A. Anr	nual	All For	9	Insufficient/poor disclosure
28/04/2023				A	in a difinization on dia denuan
28/04/2023	DiaSorin SpA	nual	Against	A 2.1,3,4	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
28/04/2023	Endesa SA Anr	nual	All For	2.1,0,4	r ay is misaigned with LOG remoteration principles
28/04/2023				6	Insufficient/poor disclosure
20/0 //2020			Juganior	7.8	Pay is misaligned with EOS remuneration principles
28/04/2023	Helvetia Holding AG Ann	nual	Against	4.1	Concerns related to approach to board gender diversity
				9	Insufficient/poor disclosure
00/04/00000	there dealer O.A		A	1.2	Pay is misaligned with EOS remuneration principles
28/04/2023				13	Pay is misaligned with EOS remuneration principles
28/04/2023	Interpump Group SpA Ann	nual/Special	Against	8.2,11.1	Combined CEO/Chair
				9 A	Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders
				13	Pay is misaligned with EOS remuneration principles
				4,5	
28/04/2023	Intesa Sanpaolo SpA Anr	nual	Against	A	Excessive CEO pay 2- Low shareholding requirement
			-	2b	
28/04/2023	Kingspan Group Plc Anr	nual	All For		L
28/04/2023	Lifco AB Ann	nual		15.d,15.e,15.h	Lack of independence on board
				15.a	Lack of independence on board Concerns related to approach to board gender diversity
28/04/2023	Merck KGaA Ann	nual		15.b 6	Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
28/04/2023			Against All For	0	
28/04/2023					
28/04/2023			All For		
28/04/2023	Swiss Life Holding AG Ann	nual		5.7,7 5.1	Concerns regarding Auditor tenure Concerns related to approach to board gender diversity
				5.6,5.8	Concerns related to inappropriate membership of committees
				9	Insufficient/poor disclosure
02/05/2023	ArcelorMittal SA Ann	nual	Against	1,11	Concerns regarding audit quality 2- Inadequate management of climate-related risks
				VIII	Non-independent Chairman 2- Overboarded/Too many other time commitments
02/05/2023		traordinary Shareholders			L
02/05/2023	argenx SE Anr	nual	Against	3	Pay is misaligned with EOS remuneration principles
02/05/2023	Hexagon AB Ann	nual	Against	12.1,12.4,12.8	Lack of independence on board
00/05/0000				12.3,12.5	Lack of independence on board Concerns related to inappropriate membership of committees
03/05/2023				6	Pay is misaligned with EOS remuneration principles
03/05/2023				5	Lack of independence on board
03/05/2023	Hannover Rueck SE Ann	nual	Against	4	Lack of independence on board
03/05/2023	Investor AB Anr	nual	Anninet	б 14.К	Pay is misaligned with EOS remuneration principles Lack of independence on board
03/05/2023	Investor AB Ani	inuai		14.A,14.D,14.I,15	Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees
				14.G,14.H	Lack of independence on board concerns related to inappropriate membership of committees Overboarded/Too many other time
				14.J	commitments
				9	Lack of independence on board Overboarded/Too many other time commitments
00/05/005-			A		Pay is misaligned with EOS remuneration principles
03/05/2023			All For		
03/05/2023				8,9	Pay is misaligned with EOS remuneration principles
03/05/2023		nual	Against	17	Concerns to protect shareholder value
03/05/2023	OCI NV Anr	nual	Against	3,5,11,12	Pay is misaligned with EOS remuneration principles
03/05/2023	Temenos AG Anr	nual	Against	5.2.1	Concerns related to approach to board gender diversity Overboarded/Too many other time commitments
00/05/005-				9	Insufficient/poor disclosure
03/05/2023	Tenaris SA Anr	nual		6	Lack of independence on board Combined CEO/Chair Concerns related to approach to board gender diversity Inappropriate bundling of
				8	election of directors on a single vote Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles
		nual	Against	4.4	Pay is misaidled with EOS remuneration principes Concerns about remuneration committee performance
04/05/2023	ACS Actividades de Construccion y Servicios SA			4.8	Concerns abolt related to inappropriate membership of committees
04/05/2023	ACS Actividades de Construccion y Servicios SA Ann				
04/05/2023	ACS Actividades de Construccion y Servicios SA Ant			9	Concerns to protect shareholder value
04/05/2023	AIB Group pic Ann		All For	9 5.1	Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles
	AIB Group plc An		All For Against	9	Concerns to protect shareholder value

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
04/05/2023	Ariston Holding NV	Annual	Against	7	Concerns to protect shareholder value
				2.b	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 Overboarde/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	Insufficient/poor disclosure
			-	2.1,2.2	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	Overboarded/Too many other time commitments
04/05/2023		Appuel	Againat	16	Pay is misaligned with EQS remuneration principles
04/05/2023	SNAM SpA	Annual	Against	Δ	Inadequate management of climate-related risks Insufficient/poor disclosure
				4,5.1,5.2	Pay is misaligned with EOS remuneration principles
04/05/2023	Sofina SA	Annual	Against	6	Issue of equity raises concerns about excessive dilution of existing shareholders
				2.2	Pay is misaligned with EOS remuneration principles
04/05/2023	Sofina SA	Extraordinary Shareholders			
04/05/2023	Talanx AG	Annual	Against	7.3	Concerns related to inappropriate membership of committeesLack of independent representation at board committeesConcerns related to
				7.8 7.1,7.2,7.6	board gender diversityConcerns related to succession planning Concerns related to succession planning
				7.4	Lack of independence on bard
				6	Lack of independent representation at board committees
					Pay is misaligned with EOS remuneration principles
04/05/2023	Var Energi ASA	Annual	Against	9,10	Pay is misaligned with EOS remuneration principles
05/05/2023	Alcon AG	Annual	Against	5.6 10	Poison pill/anti-takeover measure not in investors interests Insufficient/poor disclosure
03/03/2023	AICOT AG	Annuar	Againsi	5.7	Instancent/poor discussione Overboardpoor discussione
				4.1	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	4.1.4,4.4.2	Concerns related to inappropriate membership of committees
			-	4.1.2,4.4.1	Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity
				8	Insufficient/poor disclosure
09/05/2023	Pentair plc	Annual	Against	6,7.2,7.3 1c	Pay is misaligned with EOS remuneration principles Concerns about remuneration committee performance
09/05/2023	Fernali pic	Annuar	Agamsi	2	High Ceo to average NEO payOptions/PSUs yest 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	Concerns to protect shareholder value
			-	10.3,10.4,10.6	Lack of independence on board
				10.1,10.7	Lack of independence on boardConcerns related to inappropriate membership of committeesConcerns related to approach to board gender
				10.5 12	diversity Local of independence on board Company related to incompanying membership of any mittee Outstanded (Top membership of the second diversity)
				12	Lack of independence on boardConcerns related to inappropriate membership of committeesOverboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
					n ay is misaigned with E.O. 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	o 15.c,15.e	Concerns related to inappropriate membership of committees Lack of independence on board
			J	18	Issue of equity raises concerns about excessive dilution of existing shareholders
				15.b,15.g	Lack of independence on board
				16,17,A2,17,B2,17,C	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	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
				A 12.1,12.2	ray is misangneu white COS 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
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Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
10/05/2023	Equinor ASA	Annual	Against	6	Insufficient consideration of climate change in audit and accounts
			-	9	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG
		<u> </u>			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	14,17	Concerns related to shareholder rights
10/03/2023	Neden DA	Annual/opecial	Agamat	11	Lack of independence on board
				10,16	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	_	L
10/05/2023	Rational AG	Annual	Against	4	Concerns related to approach to board gender diversityConcerns related to approach to below-board gender diversity
10/05/2023	Pumariae A.C.	Annual	Againat	5	Pay is misaligned with EOS remuneration principles Lack of independence on board 2- Lack of independent representation at board committees
10/05/2025	Symrise AG	Annual	Against	4	Pay is misaligned with EOS remuneration principles
10/05/2023	Telenor ASA	Annual	Against	15.2	Pay is misaligned with EOS removeration principles
				10,15.1	
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	Pay is misaligned with EOS remuneration principles
				,5.7,6.1,6.2,6.3,6.4,6.5,6.6,8,	
				9	
10/05/2023	The Swatch Group AG	Annual	Against		Pay is misaligned with EOS remuneration principles
				,5.7,6.1,6.2,6.3,6.4,6.5,6.6,8,	
10/05/2023	Volkswagen AG	Annual	Against	89	Concerns about reducing shareholder rights
10/00/2020	YOING WAYOU AG	/ win lucal	, iganior	4,2,4,3,4,4,4,6,4,7,4,8,4,9,4,1	Concerns about reducing shareholder rights Concerns related to board gender diversity
				0,4.11,4.12,4.13,4.14,4.15,4.	Concerns related to board gender diversity Concerns to protect shareholder value
		1		17,4.18,4.22,4.23,4.25	Concerns related to board gender diversity Unsufficient consideration of climate change in audit and accounts
				4.1,4.16,4.19,4.20,4.21,4.24	Concerns related to minority shareholder interest
				4.5	Inadequate management of climate-related risks
				10	Lack of independence on board
					Pay is misaligned with EOS remuneration principles
				,3.9,3.10,3.11,3.12,3.13 5.1,5.2,5.3	
		1		11,12	
				11,12	
10/05/2023	Wolters Kluwer NV	Annual	Against	6.b	Concerns to protect shareholder value
		<u> </u>		2.c	Pay is misaligned with EOS remuneration principles
11/05/2023	adidas AG	Annual	All For		L
11/05/2023	Adyen NV	Annual	Against	13,14	Concerns to protect shareholder value
11/05/2023	Arkema SA	Annual/Special	Against	6	Inadequate management of climate-related risks
11/05/2023	Deveringha Materica Works AQ	Annual	A main st	12 5	Pay is misaligned with EOS remuneration principles
	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	Lack of independence on board Concerns related to approach to board gender diversity Concerns related to inappropriate membership of
				11c,11d,11e	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	Concerns to protect shareholder value
11/00/2020		, amaa, op oola	riganior	30	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	Lack of independent representation at board committees
	Ť		~	9	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	Concerns related to inappropriate membership of committees
	· · · · · · · · · · · · · · · · · · ·		J	3,7.b	Pay is misaligned with EOS remuneration principles
12/05/2023	Allegro.eu SA	Annual	Against	18	Concerns related to approach to board gender diversity
	-	<u> </u>	-	6	Pay is misaligned with EOS remuneration principles
12/05/2023	Allegro.eu SA	Extraordinary Shareholders		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	Inadequate management of climate-related risks
				1	Insufficient/poor disclosure
		1		A	Pay is misaligned with EOS remuneration principles
12/05/2023	Compagnia Conorala das Etabliasamente Mishelin SCA	Appual/Special	All For	6.1	
	Compagnie Generale des Etablissements Michelin SCA	Annual/Special	All For		
12/05/2023	Erste Group Bank AG	Annual	Against	9	Concerns to protect shareholder value
		1		4	Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles
12/05/2023	HelloFresh SE	Annual	Against	6.1	Pay is misaligned with EOS remuneration principles Concerns related to approach to below-board gender diversity
			, guinor	8	Concerns related to approach to below-board gender diversity
		1	1	7	Pay is misaligned with EOS remuneration principles
12/05/2023	Lotus Bakeries NV	Annual/Special	Against	5	Pay is misaligned with EOS remuneration principles
	Lotus Bakeries NV	Annual/Special	Against	11	Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests
	Lotus Bakeries NV	Annual/Special	Against		Pay is misaligned with EOS remuneration principles

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
15/05/2023		Annual	Against	7,10b	Concerns to protect shareholder value
15/05/2023		Annual	Against	6.1.1,6.5	Concerns regarding Auditor tenure
				4.5	Concerns related to shareholder rights
				7	Insufficient/poor disclosure
				5.3	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	Insufficient basis to support a decision
			-	15	Lack of independence on board
				9	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	Concerns related to approach to board gender diversityLack of independence on board
				12	Lack of independence on board
				11	Lack of independence on boardConcerns related to inappropriate membership of committees
				5,6,8,9	Pay is misaligned with EOS remuneration principles
				15	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	Insufficient disclosure 2- Low shareholding requirement 3- No shares granted in LTIP
				5	Pay is misaligned with EOS remuneration principles
				12,13,14,15	Proposed term in policy exceeds appropriate limit
				11	Proposed term in policy exceeds appropriate limit Inadequate management of climate-related risks
16/05/2023		Annual	Against	6	Pay is misaligned with EOS remuneration principles
16/05/2023	JCDecaux SE	Annual/Special	Against	7	Concerns related to approach to below-board gender diversity
				12,17,28,29	Pay is misaligned with EOS remuneration principles
				19,26	Poison pill/anti-takeover measure not in investors interests
				21,22,23,24,25	Poison pill/anti-takeover measure not in investors interestsIssue of equity raises concerns about excessive dilution of existing shareholders
4.0/05/0000			<u> </u>	4.2	
16/05/2023		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	Concerns related to approach to board gender diversity
				11	Insufficient/poor disclosure
				10.1	Pay is misaligned with EOS remuneration principles
17/05/2023	Accor SA	Annual/Special	Against	14	Insufficient/poor disclosure
				9,10	Pay is misaligned with EOS remuneration principles
17/05/2023	ageas SA/NV	Annual/Special	Against	16,27 3	Poison pill/anti-takeover measure not in investors interests Pay is misaligned with EOS remuneration principles
	5			;	
17/05/2023	Chubb Limited	Annual	Against	6	Combined CEO/Chair
				5.13,7.3	Concerns about remuneration committee performance
				12 14,15	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
				14,15	opportunities and risks
17/05/2023	Coca-Cola HBC AG	Annual	Against	4.1.3	Concerns about remuneration committee performance
11/00/2020		unda	riganior	12	Insufficient/poor disclosure
				4.1.9	Overboarded/Too many other time commitments
				7,8,9	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		Annual		6	Pay is misaligned with EOS remuneration principles
17/05/2023					
17/05/2023	EssilorLuxottica SA	Annual/Special	Against	12 8,9,11	Pay is misaligned with EOS remuneration principles
17/05/2023	Euronext NV	Annual	Against	8,9,11 7.b	Pay is misaligned with EOS remuneration principles Concerns to protect shareholder value
17/05/2023		Annual	Against	6,7	Pay is misaligned with EOS remuneration principles
17/05/2023	InPost SA	Annual	Against	11	Concerns related to approach to board gender diversity
17/05/2022	het Est Takesway som NV	Annual	Anninat	8,9	Pay is misaligned with EOS remuneration principles Insufficient/poor disclosure
17/05/2023	Just Eat Takeaway.com NV	Annual	Against	4b,9a,9b	Concerns to protect shareholder value
17/05/2023	KION GROUP AG	Appual	Against	2b,3	Pavis misaligned with EOS remuneration principles. Bavis misaligned with EOS remuneration principles.
		Annual	j	6	Pay is misaligned with EOS remuneration principles
17/05/2023		Annual	Against	5,7	Pay is misaligned with EOS remuneration principles
17/05/2023		Annual	Against	18	Concerns about reducing shareholder rights
17/05/2023	SEB SA	Annual/Special	Against	4	Concerns related to succession planning
				5,7,8	Lack of independence on board
				6	Lack of independence on boardConcerns related to inappropriate membership of committees
				10,11	Pay is misaligned with EOS remuneration principles
				15	Poison pill/anti-takeover measure not in investors interests
17/05/2023	ç	Annual		6,7	Pay is misaligned with EOS remuneration principles
17/05/2023	United Internet AG	Annual	Against	9	Issue of equity raises concerns about excessive dilution of existing shareholders
			L	6.7	Pay is misaligned with EQS remuneration principles
17/05/2023		Annual		6	Pay is misaligned with EOS remuneration principles
17/05/2023	Wacker Chemie AG	Annual	Against	7.1,7.2	Concerns related to succession planning
				7.3,7.4,7.5,7.8	Concerns related to succession planningLack of independence on board
				7.6	Concerns related to succession planningLack of independence on boardLack of independent representation at board committeesConcerns
				7.7	related to inappropriate membership of committees
				9,10	Concerns related to succession planningLack of independent representation at board committees
			1	1	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	LvondellBasell 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
22/00/2020		, uniden	, iguinor	7	Pay is misaligned with EOS remuneration principles
22/05/2023	ALD SA	Extraordinary Shareholders	Against	6,7	Concerns to protect shareholder value
23/05/2023	Bank of Ireland Group Plc	Annual	All For		
23/05/2023	bioMerieux SA	Annual/Special	Against	7	Concerns related to inappropriate membership of committees
		· · · · · · · · · · · · · · · · · · ·		3	Insufficient/poor disclosure
				25	Issue of equity raises concerns about excessive dilution of existing shareholders
				26	Pay is misaligned with EOS remuneration principles
				18,21,23	Poison pill/anti-takeover measure not in investors interests
				19,20,22	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		6.3,6.9,6.10	
23/05/2023	Fraport AG Frankruit Airport Services worldwide	Annuai	Against	6.5,6.6	Concerns related to succession planning Concerns related to succession planningLack of independence on board
				6.2	Concerns related to succession planningLack of independence on board
				6.1,6.4	Concerns related to succession planningLack of independence on boardConcerns related to inappropriate membership of committeesLack of
				6.7,6.8	independent representation at board committees
				5	Lack of independence on boardConcerns related to inappropriate membership of committees
					Pay is misaligned with EOS remuneration principles
00/05/0000	Lanu Octori Orau ADA	Annual	A	0 - 0 - 0 -	
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	Concerns related to inappropriate membership of committees
				6	Concerns related to succession planning
23/05/2023	Sixt SE	Annual	Againat	4.1	Pay is misaligned with EOS remuneration principles Concerns related to below-board gender diversity
23/03/2023	SIXI SE	Aimuai	Against	6.7	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	Concerns related to succession planning
2 1/00/2020	120 011	, indus op ooldi	riganior	25	Issue of equity raises concerns about excessive dilution of existing shareholders
				14	Pay is misaligned with EOS remuneration principles
24/05/2023	Bollore SE	Annual/Special	Against	4	Insufficient justification for related party transaction
				5	Lack of independence on board
				7,8,10	Pay is misaligned with EOS remuneration principles
				6,11,13	Poison pill/anti-takeover measure not in investors interests
				14	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	Concerns about remuneration committee performance
24/03/2023	NAF Semiconductors N.V.	Annuai	Against	9	High CED 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		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	Concerns related to inappropriate membership of committees
				7.2	Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
25/05/2023	Aalberts NV	Annual	All For		ray is misanghed with 203 rendmeration principles
25/05/2023	Aegon NV	Annual	Against	2.2	Pay is misaligned with EOS remuneration principles
25/05/2023	Bechtle AG	Annual		7.3,7.4,7.5,7.6	Concerns related to succession planning
25/05/2023	Becilie AG	Aillidai	Against	7.7,7.8	Concerns related to succession planning Concerns related to succession planningConcerns related to approach to board gender diversity
				7.2	Concerns related to succession planningConcerns related to inapproach to benefit in diversity
				7.1	Concerns related to succession planningCack of independent representation at board committees
				6	Pay is misaligned with EOS remuneration principles
25/05/2023	D'leteren Group	Annual/Special	Against	5.5	Concerns related to inappropriate membership of committees Proposed term in policy exceeds appropriate limit
				2.a,2.b,2.c	Issue of equity raises concerns about excessive dilution of existing shareholders
				3	Pay is misaligned with EOS remuneration principles
				1.a,1.b	Poison pill/anti-takeover measure not in investors interests
25/05/2023	Elis SA	Annual/Special	Against	5.4 17,18,19	Proposed term in policy exceeds appropriate limit Pay is misaligned with EOS remuneration principles
25/05/2023					
20/05/2023	JDE Peet's NV	Annual	Against	5.b 6	Concerns related to inappropriate membership of committees Insufficient/poor disclosure
				6 2.b	Pay is misaligned with EOS remuneration principles
		Annual/Special	All For	<u> </u>	
25/05/2023	Safran SA	, annada, opoolai			
25/05/2023	Safran SA Sapofi	Annual/Special	All For	1	
25/05/2023	Sanofi	Annual/Special	All For	15	
		Annual/Special Annual/Special	All For Against	15	Concerns about overall board structure Concerns about remueration committee performanceConcerne related to approach to below board gender diversity
25/05/2023	Sanofi			21	Concerns about remuneration committee performanceConcerns related to approach to below-board gender diversity
25/05/2023	Sanofi				

Meeting Date 26/05/2023	Company Name TotalEnergies SE	Meeting Type Annual/Special	Voting Action Against	Agenda Item Numbers	Voting Explanation Concerns related to inappropriate membership of committees
					Concerns related to inappropriate membership of committees
20/05/2022				14	Inadequate management of climate-related risks
20/05/2022				13	Pay is misaligned with EOS remuneration principles
20/05/2022				A	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG
20/05/2022				12	opportunities and risks
	FOT ND				Pay is misaligned with EOS remuneration principles
30/05/2023	EQT AB	Annual	Against	20	Concerns to protect shareholder value
				14.d,14.f 14.a,14.h	Lack of independence on board Concerns related to inappropriate membership of committees
				14.a, 14.n 14.g	Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity
				13.a,13.b,22.a,22.b,22.c,22.d	
				.23.a	Pay is misajoned 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
51/05/2025	Commerzbank AG	Annuai	Against	7.4.7.5	Lack of independent representation at board committees
31/05/2023	Evonik Industries AG	Annual	Against	8	Concerns related to shareholder rights
			5	6.2,6.4,6.5,6.6,6.7,6.8,6.10	Concerns related to succession planning
				6.1	Concerns related to succession planning Concerns related to inappropriate membership of committees Lack of independent representation al
				6.9	board committees
				6.3	Concerns related to succession planning Lack of independent representation at board committees
				7	Overboarded/Too many other time commitments Concerns related to succession planning
04/05/0000	EVOD NIV	Annual	AU 5		Pay is misaligned with EOS remuneration principles
31/05/2023	EXOR NV		All For		
31/05/2023	Ipsen SA	Annual/Special	Against	22	Issue of equity raises concerns about excessive dilution of existing shareholders
				6,7,8 24	Lack of independence on board
31/05/2023	Legrand SA	Annual/Special	All For	24	Pay is misaligned with EOS remuneration principles
31/05/2023	OMV AG	Annual	Against	3.2	Concerns about overall performance Concerns about overall performance 2- Lack of independent representation at board committees
				4 7,8.1	Pay is misaligned with EOS remuneration principles
31/05/2023	Publicis Groupe SA	Annual/Special	Against	7	Fray is misangned win ECS remuteration principles
51100/2020		, and opeoid	/ igainist	10	Pay is missiligned with EOS remuneration principles
31/05/2023	Royal KPN NV	Extraordinary Shareholders	All For	1	
01/06/2023	Corporacion Acciona Energias Renovables SA	Annual	Against	2.4	Concerns related to inappropriate membership of committees
51100/2020	Corporation resident Energiae Renoration ent	, under	, iguinor	3,4	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	Concerns related to approach to board diversity
51100/2020		, uniden	, iguinor	1	Inadequate management of climate-related risks
				3	Pay is misaligned with EOS remuneration principles
01/06/2023	Samsonite International S.A.	Annual	Against	3.3	Concern about her independence due to tenure
				3.2	Concern about is independence
01/06/2023	Samsonite International S.A.	Extraordinary Shareholders	All For		
01/06/2023	Trane Technologies Plc	Annual	Against	1d	Concerns about remuneration committee performance
				1k,4	Concerns regarding Auditor tenure
	TRATON OF			3	High CEO to average NEO payOptions/PSUs vest in less than 36 months
01/06/2023	TRATON SE	Annual	Against	9	Issue of equity raises concerns about excessive dilution of existing shareholders
				4	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			0.A.Z	Inadequate management of climate-related risks
			Against	0	
07/06/2023	Gerresheimer AG		Against	6	Pay is misaligned with EOS remuneration principles
07/06/2023	Hellenic Telecommunications Organization SA	Annual	Against	6	Insufficient/poor disclosure
07/00/0000	Mater Oll (Usular) Ordisth Definance OA	Annual	A	7,8	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	9,12,13	Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committeesLack of independence on board
110012020		Ainuai	, iganioi	6.2,6.3	Lack of independence on board
				6.1,6.4	Lack of independence on load
					control of material and a source committee control related to material and material and a source control and committee control and commit
08/06/2023	Allegion Plc	Annual	Against	1b	Concerns about remuneration committee performance
	-			2	High CEO to average NEO payExcessive CEO payOptions/PSUs vest in less than 36 months
08/06/2023	Azelis Group NV	Annual	Against	9	Concerns related to approach to board gender diversity
				5	Pay is misaligned with EOS remuneration principles
08/06/2023	Compagnie de Saint-Gobain SA		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		Against	8	Concerns regarding Auditor tenure
J. J. J. ULULU		, and openal	, gamor	13.14.16.17.30	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	Concerns related to inappropriate membership of committees
12/00/2020	conova morality AG	Airiuai	nguillot	9	Insufficient/poor disclosure
				1.2	Pav is misalianed with EOS remuneration principles
12/06/2023	Yara International ASA	Annual	Against	7	Overboarded/Too many other time commitments
	Delivery Hero SE	Annual	Against	9,10,12,13	Issue of equity raises concerns about excessive dilution of existing shareholders
14/06/2023				5,19	Pay is missinged with EOS removeration 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	Concerns about remuneration committee performance
			-	8.7	Lack of independence on board
				8.1	Lack of independence on board Concerns related to inappropriate membership of committees
14/06/2023	International Consolidated Airlines Group SA	Annual	All For	9,10	Pay is misaligned with EOS remuneration principles
14/06/2023				2.b,7	Device micedimend with ECC commendation or inciden
15/06/2023	Terna Energy SA Befesa SA	Annual	Against	7,8	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
15/06/2023	Brenntag SE		Against		
			Against	11	Concerns related to shareholder rights
15/06/2023	Deutsche Wohnen SE	Annual	Against	7.2 9	Concerns related to inappropriate membership of committeesLack of independence on board Concerns related to shareholder rights
				5	Insufficient/poor disclosure
				7.3	Lack of independence on board
				6	Pay is misaligned with EOS remuneration principles
				18	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
15/06/2023	DWS Group GmbH & Co. KGaA		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	Insufficient/poor disclosure
15/06/2023	Wendel SE	Annual/Special	Against	8	Pay is misaligned with EOS remuneration principles Concerns regarding Auditor tenureConcerns related to approach to below-board gender diversity
13/00/2023	Wender OL	Annual/opecial	Agamat	4	Insufficient justification for related party transaction
				9	Lack of independence on board
				12,13,14,16,17,21	Pay is misaligned with EOS remuneration principles
16/06/2023	Aon Plc	Annual	Against	1.1	Concerns related to succession planning
16/06/2023	Evolution AB	Extraordinary Shareholders	All For		
19/06/2023	Acciona SA	Annual	Against	3.1,3.2	Issue of equity raises concerns about excessive dilution of existing shareholders
20/06/2023	American IT Onum OA	Annual	AU 5	4	Pay is misaligned with EOS remuneration principles
	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	6,7	Pay is misaligned with EUS remuneration principles
21/06/2023	LAMDA Development SA	Annual	Against	12	Concerns related to approach to board gender diversity
21/00/2023	Lawba Development SA	Annual	Agamat	4,5,6,11	Pay is misligned 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	Insufficient/poor disclosure
				6	Pay is misaligned with EOS remuneration principles
27/06/2023	Piraeus Financial Holdings SA	Annual	Against	8	Inappropriate bundling of election of directors on a single vote Concerns related to approach to board gender diversity
				12	Pay is misaligned with EOS remuneration principles
27/06/2023	Schroder International Selection Fund Global Smaller Companies		All For		
27/06/2023	Unibail-Rodamco-Westfield NV	Annual	Against	8,9	Concerns to protect shareholder value
28/06/2023	Aroundtown SA	Annual	Against	11	Pay is misaligned with EOS remuneration principles Concerns related to approach to board gender diversity
20/00/2023		Annual	Agamat	15	Pay is misaligned with EQS remuneration principles
28/06/2023	Aroundtown SA	Extraordinary Shareholders	Against	4	Concerns related to shareholder rights
				1	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	Concerns to protect shareholder value
00/00/0000	Dublis Davies Over 04	Annual	A main at	4.1,4.2,5	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	Concerns related to approach to board gender diversity
				9,10	Issue of equity raises concerns about excessive dilution of existing shareholders Issue of equity raises concerns about excessive dilution of existing shareholders Concerns to protect shareholder value
03/04/2023	Broadcom Inc.	Annual	Against	1i	Concerns about remuneration committee performance 2 Overboarded/Too many other time commitments
			~	3,4	Pay is misaligned with EOS remuneration principles
03/04/2023	The Walt Disney Company	Annual	Against	1h	Concerns about remuneration committee performance
				3	Pay is misaligned with EOS remuneration principles
04/04/2023	Canadian Imperial Bank of Commerce	Appual	Againet	5	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
04/04/2023		Annual	Against	0	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management or 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		Against	B,C,D,G,H	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG
30/07/2020		,uui opoolai	, guinor	2, 3, 0, 0, 1	opportunities and risks
12/04/2023	Lennar Corporation	Annual	Against	1g	Concerns about remuneration committee performance
				1j	Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns to protect shareholder
			l	2	value
				5	Pay is misaligned with EOS remuneration principles
12/04/2023	Synopsys, Inc.	Annual	Against	1h	Shareholder proposal promotes enhanced shareholder rights Concerns about remuneration committee performance
12,07/2020	cynopolo, mo.	, a model	, ganor	4	Pay is malaigned with EOS remuneration principales.
				6	Systeholder 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	Concerns about remuneration committee performance
				1f	Inadequate management of deforestation risks
				2	Pay is misaligned with EOS remuneration principles
13/04/2023	Dow, Inc.	Annual	Against	1d,3	Concerns regarding Auditor tenure
				5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG
10/01/0000					opportunities and risks
18/04/2023	Bank of Montreal	Annual	Against	A	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG
				С	opportunities and risks
40/04/0000	Fifth Third Denser	Annual	Ameliant		Shareholder proposal promotes enhanced shareholder rights
18/04/2023	Fifth Third Bancorp	Annual	Against	1I 1i	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
				3	Pay is misaligned with EOS removeration principles
				3	Pay is misaigned with EOS remuneration principles
18/04/2023	IQVIA Holdings, Inc.	Annual	Against	2	Concerns about reducing shareholder rights
10/04/2023	IQVIA Holdings, Inc.	Annuar	Against	2	Excessive CEO pay 2- High variable pay ratio 3- Options vest in less than 36 months
				4	SH: For shareholder resolution, against maagement 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	Concerns related to approach to board gender diversity
				1.7,2	Pay is misaligned with EOS remuneration principles
18/04/2023	Moodys Corporation	Annual	All For		
18/04/2023	Public Service Enterprise Group Incorporated	Annual	All For		
18/04/2023		Annual	Against	1e	Concerns about remuneration committee performance
16/04/2023	The Boeing Company	Annuai	Against	5	Concerns about remainer autor commutee performance
				1g	Concerns regarding audit quality
				2	Pay is misaligned with EOS remuneration principles
				7,8,9	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG
				1,0,0	opportunities and risks
18/04/2023	U.S. Bancorp	Annual	All For		
18/04/2023	Whirlpool Corporation	Annual	Against	1c	Concerns about remuneration committee performance
10/04/2023		Annual	Agamat	2	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	Concerns related to succession planningConcerns about overall board structureConcerns related to approach to board diversityConcerns
10/04/2020	Committee Bandshares, me.	7411001	rigamor	3	about refunction committee performance
				°	No hedging policyOptions/PSUs vest in less than 36 monthsExcessive severance
19/04/2023	HCA Healthcare, Inc.	Annual	Against	1d	Concerns about remuneration committee performance
				4	Pay is misaligned with EOS remuneration principles
				6	Shareholder proposal promotes appropriate accountability or incentivisation
				5	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	Concerns about remuneration committee performance
				1c,4	Concerns regarding Auditor tenure Pay is misaligned with EOS remuneration principles
20/04/2023	Adobe, Inc.	Annual	Against	1a	Concerns about remuneration comittee performance
20/04/2023	Adobe, Inc.	Annual	Agamat	14	Excessive CEO pay
				1 6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG
				°	opportunities and resolution, against management recommendation or anonotal proposal promotes better management of Eco
20/04/2023	AGNC Investment Corp.	Annual	All For		
20/04/2023	Carrier Global Corp.	Annual	Against	10	Concerns about remuneration committee performance
20/04/2023	Carrier Global Corp.	Annuar	Against	1g	Pay is misaligned with EOS removeration principles
				2	Pay is insangued with EOS remainer autor principles Shareholder proposal promotes appropriate accountability or incentivisation
20/04/2023	Celanese Corporation	Annual	All For		Charenoider proposal promotes appropriate accountability or incentivisation
20/04/2023	Fairfax Financial Holdings Limited	Annual		1.1	Concerns related to approach to board gender diversity Concerns related to shareholder value
			Against		
20/04/2023	Humana Inc.	Annual	Against	1e	Concerns about remuneration committee performance
				1c	Concerns related to below-board gender diversity 2- Concerns related to board gender diversity
00/04/00000	Kinghanta Olarth Oannanatia		Americant	13	Pay is misaligned with EOS remuneration principles
20/04/2023	Kimberly-Clark Corporation	Annual	Against	1.10,2	Concerns regarding Auditor tenure
20/04/2022	DDC Industries Inc.	Appu-1	Anninct	3	Options vest in less than 36 months
20/04/2023	PPG Industries, Inc.	Annual	Against	1.1	Concerns about remuneration committee performance
				1.2	Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns about overall board structure
				2	Pay is misaligned with EOS remuneration principles
				0	Shareholder proposal promotes appropriate accountability or incentivisation
		i	Against	162	Pay is misaligned with EQS remuneration principles
20/04/2023	The AES Corporation			1.6,2	Pay is misaligned with EUS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG
20/04/2023	The AES Corporation	Annual	!	0.0	
20/04/2023 20/04/2023	The AES Corporation The Toronto-Dominion Bank	Annual Annual	Against	6,9	
20/04/2023	The Toronto-Dominion Bank	Annual	Against		opportunities and risks
	<u>.</u>		!	1g	opportunities and risks Concerns about remuneration committee performance
20/04/2023	The Toronto-Dominion Bank	Annual	Against	1g 1b	opportunities and risks Concerns about remuneration committee performance Concerns related to approach to board gender diversity Inadequate management of climate-related risks Inadequate management of climate-
20/04/2023	The Toronto-Dominion Bank	Annual	Against	1g 1b 3	opportunities and risks 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
20/04/2023	The Toronto-Dominion Bank	Annual	Against	1g 1b	opportunities and risks 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
20/04/2023	The Toronto-Dominion Bank	Annual	Against	1g 1b 3	opportunities and risks 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
20/04/2023 21/04/2023	The Toronto-Dominion Bank CenterPoint Energy, Inc.	Annual Annual	Against Against	1g 1b 3 5	opportunities and risks 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.
20/04/2023	The Toronto-Dominion Bank	Annual	Against	1g 1b 3	opportunities and risks 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

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numb	ers Voting Explanation
21/04/2023	L3Harris Technologies, Inc.	Annual	Against	1g	Concerns about remuneration committee performance
				1j	Concerns related to succession planning
				2	Options vest in less than 36 months
21/04/2023	National Bank of Canada	Annual	Against	5	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
21/04/2023		Annuai	Against	4	opportunities and risks
21/04/2023	Stanley Black & Decker, Inc.	Annual	All For		opportunities and risks
22/04/2023	Fastenal Company	Annual	Against	1e	Concerns about remuneration committee performance
22/04/2020		, under	riganist	3	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	6	Shareholder proposal promotes appropriate accountability or incentivisationSH: For shareholder resolution, against management
25/04/2023	Dank of America Corporation	Annual	Against	8,9	recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
		ł	5	1g,2,11	Shareholder proposal promotes appropriate accountability or incentivisation
25/04/2023	Bio-Rad Laboratories, Inc.	Annual	Against	4	Annual vote provides for greater shareholder oversight
				1.1	Concerns to protect shareholder value
				5	Shareholder proposal promotes transparency
25/04/2023	Canadian National Railway Company	Annual	Against	1B	Concerns about remuneration committee performance
25/04/2023	Charter Communications, Inc.	Annual	Against	3	Pay is misaligned with EOS remuneration principles Annual vote provides for greater shareholder oversight
25/04/2023	charter communications, inc.	Annual	Against	3 1a	Concerns about remuneration committee performance
				1e	Concerns related to board gender diversity
				2	Excessive CEO pay 2- Excessive severance 3- High variable pay ratio 4- Low shareholding requirement 5- Total pay targets a range above
				1d	peer median
				5	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	Concerns related to approach to board diversityConcerns related to approach to board gender diversityConcerns about overall board structure Pav is misaligned with EOS remuneration principles
				3	Pay is misaligned with EOS remuneration principles
25/04/2023	Citigroup Inc.	Annual	Against	6,7	Shareholder proposal promotes appropriate accountability or incentivisation
20/0 1/2020	ongroup mo.	, under	riganiot	8	Shareholder proposal promotes better management of SE 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		SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG
23/04/2023	International Business Machines Corporation	Annuai	Against	0 1f,5	opport of site index resolution, against management recommendation / shareholder proposal prohotes better management of ESG opportunities and risks
				11,0	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	Annual vote provides for greater shareholder oversight
23/04/2023		Annual	Againat	1.11	Concerns related to approach to board general oversity
				6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG
				5	opportunities and risks
					Shareholder proposal promotes appropriate accountability or incentivisation
25/04/2023	Revvity, Inc.	Annual	Against	1a	Concerns about remuneration committee performance
05/04/0000				3	Pay is misaligned with EOS remuneration principles
25/04/2023	Rollins, Inc.	Annual	Against	3 1.4	Annual vote provides for greater shareholder oversight
				1.4	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
				2	No hedging policy Low shareholding requirement
25/04/2023	The Coca-Cola Company	Annual	Abstain	8	Shareholder proposal promotes appropriate accountability or incentivisationConcerns about remuneration committee performance
			Against	1.7	Concerns regarding Auditor tenure
				1.13,4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
				7	Shareholder proposal promotes appropriate accountability or incentivisation
05/04/0000				2,5	
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
25/04/2023	Walls Farra & Company	Annual	Againat	67940	incentivisation
20/04/2023	Wells Fargo & Company	Annual	Against	6,7,8,10 5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
				11	opportunities and insis 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	Concerns about remuneration committee performance
			Ŭ	1d	Concerns related to approach to board gender diversity Inadequate management of deforestation risks
				2	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	Concerns about remuneration committee performance
				2	High variable pay ratio Excessive CEO pay
				7	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG
				6	opportunities and risks
		<u>.</u>	1		Shareholder proposal promotes appropriate accountability or incentivisation

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numb	ers Voting Explanation
26/04/2023	Cenovus Energy Inc.	Annual	Against	2.13	Concerns about remuneration committee performance
	55			2.4	Inadequate management of climate-related risks Concerns related to approach to board diversity
				2.2,2.12	Overboarded/Too many other time commitments
				3	Pay is misaligned with EOS remuneration principles
26/04/2023	Marathon Petroleum Corporation	Annual	Against	9,10	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG
				1.1,7,8	opportunities and risks
26/04/2023	Newmont Corporation	Annual	All For		Shareholder proposal promotes enhanced shareholder rights
26/04/2023				4.0	
26/04/2023	Teck Resources Limited	Annual/Special	Against	1.3 1.12	Concerns about remuneration committee performance
				3,4,5	Concerns related to shareholder value Concerns to protect shareholder value
				7	Concerns to protect statements while Pay is misaligned with EOS remuneration principles.
26/04/2023	Teledyne Technologies Incorporated	Annual	Against	1.2	Concerns about remuneration committee performance
	·····			1.1	Concerns related to approach to board gender diversityConcerns about overall board structureConcerns related to succession planning
				3	Low shareholding requirement
26/04/2023	Textron Inc.	Annual	Against	1h	Concerns about remuneration committee performance
				2	High CEO to average NEO payLow shareholding requirementHigh variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36
00/04/0000					months
26/04/2023	The Cigna Group	Annual	Against	1g	Concerns about remuneration committee performance
				2 7	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
				6	opportunities and risks
		l		0	opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation
26/04/2023	The Goldman Sachs Group, Inc.	Annual	Abstain	6	Shareholder proposal promotes appropriate accountability or incentivisation
			Against	4	Concerns regarding Auditor tenure
			5	10,11,12	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG
				5	opportunities and risks
				8	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	Concerns about remuneration committee performance
				2	Pay is misaligned with EOS remuneration principles
27/04/2023	Church & Dwight Co., Inc.	Annual	Against	1d	Concerns about remuneration committee performance
				2	High CEO to average NEO pay No shares granted in LTIP
				6	Shareholder proposal promotes appropriate accountability or incentivisation
27/04/2023	Citizens Financial Group, Inc.	Annual	All For		
27/04/2023	Corning Incorporated	Annual	Against	11	Concerns about remuneration committee performance
				1m	Concerns related to succession planning Concerns related to approach to board gender diversity
07/04/0000	E dia an Internetion al		Ameliant	2	High CEO to average NEO pay Excessive severance
27/04/2023	Edison International	Annual	Against	1c 4	Concerns about remuneration committee performance High CEO to average NEO pay Options/PSUs vest in less than 36 months
		l		4 1i	Ingle CEO to average NEO pay optionar ous vest in less train so montris
27/04/2023	FMC Corporation	Annual	All For		indectuate management of climate-related risks
27/04/2023	Global Payments Inc.	Annual	Against	1c	Concerns about remuneration committee performance
21/04/2023	Giobari aymenta inc.	Annual	Againa	10 1f	Concerns related to approach to bard gender diversity
				2	High CEO to average NEO pay High variable pay ratio Options/PSUs vest in less than 36 months
				5	Shareholder proposal promotes appropriate accountability or incentivisation
27/04/2023	Globe Life Inc.	Annual	Against	1.6	Concerns about remuneration committee performance
				3	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	Concerns regarding Auditor tenure
				6,7,8	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
07/0 //0055					Iransparency
27/04/2023	Lockheed Martin Corporation	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or
				6,7	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	opportunities and risks Inadequate management of climate-related risks Inadequate management of climate-related risks from exposure to coal
27/04/2023	Pfizer Inc.	Annual		1.12	nacequate management of contract reaction management of contract reaction on exposite to coar- interception and the second management of contract reaction of the second sec
21/04/2023		Annual	Against	1.12	Concerns about remuneration committee performance Concerns regarding Auditor tenure
				8,9	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
				6	Shareholder proposal promotes appropriate account ability 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
			J		planning
27/04/2023	Texas Instruments Incorporated	Annual	Against	1j	Concerns about remuneration committee performance
				4	High variable pay ratioOptions/PSUs vest in less than 36 months
				7	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG
		i	1	6	opportunities and risks
				1	
27/04/2023	VICI Properties Inc.	Annual	All For		Shareholder proposal promotes appropriate accountability or incentivisation

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
28/04/2023	Abbott Laboratories	Annual	Against	1.11	Concerns about remuneration committee performance
				3	High variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36 months
				8	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or
				6	Incentivisation
				7	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	Concerns about overall board structure
			-	1.1	Concerns about remuneration committee performance
				2	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	Concerns related to approach to board gender diversity
			Ŭ	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG
				6	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	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
			5	1d,2,7,8,12	Shareholder proposal promotes transparency
01/05/2023	Genuine Parts Company	Annual	Against	1.7	Concerns about remuneration committee performance
			Ŭ	1.5	Concerns related to approach to board diversity
				2	Low shareholding requirement
01/05/2023	Paycom Software, Inc.	Annual	Against	1.2	Concerns about remuneration committee performance
		l		1.1	Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns to protect shareholder
		l		6	valueConcerns about overall board structure
				į	Shareholder proposal promotes enhanced shareholder rights
02/05/2023	Albemarle Corporation	Annual	Against	1j	Concerns about remuneration committee performance
				2	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	Concerns about remuneration committee performance
				3	High variable pay ratio Excessive CEO pay
				5	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		1.4	Concerns about remuneration committee performance
02/05/2025	Expeditors international of washington, inc.	Annuai	Against		
				1.8 2	Concerns related to approach to board diversity Low shareholding requirement
				5	Com shareholding requirement Shareholder proposal promotes appropriate accountability or incentivisation
				5	Shareholder proposal promotes appropriate accountationity of internavisation
02/05/2023	Franco-Nevada Corporation	Annual/Special	Against	1.4	Concerns related to board ethnic and/or racial diversity/Concerns related to approach to board diversity
02/05/2023	Huntington Ingalls Industries, Inc.			4	
		Annual	Against		Shareholder proposal promotes transparency
02/05/2023	Imperial Oil Limited	Annual	Against	1A	Combined CEO/Chair 2- Concerns related to board ethnic and/or racial diversity 3- Concerns related to board gender diversity 4- Lack of
		l		3,4	independent representation at board committees
					SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG
00/05/0000					opportunities and risks
02/05/2023	MGM Resorts International	Annual	All For		
02/05/2023	NVR, Inc.	Annual	Against	1.10	Concerns about remuneration committee performance
				3	High variable pay ratio No shares granted in LTIP Excessive CEO pay
02/05/2023	Omnicom Group, Inc.	Annual	Against	1.7	Concerns about remuneration committee performance
				1.3	Concerns related to succession planning
				2	Low shareholding requirement
00/05/0000				5	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	Concerns about remuneration committee performance
				2	High variable pay ratio Excessive CEO pay
				8	Inadequate management of climate-related risks
				7	Shareholder proposal promotes appropriate accountability or incentivisation
02/05/2023	TC Energy Corporation	Annual	Against	1.9	Concerns about overall performance
				1.12	Concerns about remuneration committee performance
				3	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	Concerns about remuneration committee performance
			5	1.10	Concerns related to approach to board diversity Concerns related to approach to board gender diversity
				3	Low shareholding requirement
03/05/2023	CF Industries Holdings, Inc.	Annual	Against	6	
03/05/2023	Enbridge Inc.	Annual	Against	1.11	Concerns about remuneration committee performance
03/03/2023	Librage inc.	Annual	Ayamst	3	Pay is misaligned with EOS remuneration principles
				6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG
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03/05/2023		·····		1	
03/05/2023 03/05/2023	Federal Realty Investment Trust	Annual	Against	1.2	Concerns about remuneration committee performance High CEO to average NEO payExcessive CEO pay

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Control Manufactor Marcal April Particular				0	3	High variable pay ratio Options/PSUs vest in less than 36 months
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Image: second					1c	Inadequate management of climate-related risks from exposure to coal
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5 Options/PSUs vest in less than 36 months					5	Shareholder proposal promotes appropriate accountability or incentivisation
	04/05/2023	Ecolab Inc.	Annual	Against		
7 Shareholder proposal promotes appropriate accountability or incentivisation					5	
		l	l		7	Shareholder proposal promotes appropriate accountability or incentivisation

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numb	ers 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	Concerns about remuneration committee performance
04/03/2023		A III UUU	Againat	1.2 3	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	Concerns about remuneration committee performance
0 1100/2020	i rologio, mo.	, un cici	, iguinor	1j	Concerns related to approach to board diversityConcerns related to approach to board gender diversityConcerns related to succession
				2	planning High variable pay ratioExcessive CEO pay
04/05/2023	Simon Property Group, Inc.	Annual	Against	1D	Concerns about remuneration committee performance
				1C 2	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
04/05/2023	TELUS Corporation	Annual	Against	1.7	High CEO to average NEO pay High variable pay ratio Excessive CEO pay Concerns about remuneration committee performance
			-	3	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	Concerns related to shareholder value
			Ŭ	6,7,8	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG
				11	opportunities and risks
				5	Shareholder proposal promotes better management of SEE opportunities and risks
04/05/2023	United Rentals. Inc.	Annual	Against	1j	Shareholder proposal promotes enhanced shareholder rights Concerns about remuneration committee performance
04/03/2023	United Rentals, inc.	Aindai	Againat	'j 1a	Concerns related to approach to board gender diversity Concerns to protect shareholder value
				5	Concerns to protect shareholder value
				3	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	Concerns about overall board structure
				1.1	Concerns about remuneration committee performance
05/05/2023	AbbVie Inc.	Annual	Against	6	Low shareholding requirement A vote on transparency on corporate contributions 2- SH: For shareholder resolution, against management recommendation / Shareholder
03/03/2023	Abbyle Inc.	Aindai	Againat	8	proposal promotes transparency
				1.1,1.3,3,5,7	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG
					opportunities and risks
05/05/0000	0.005				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	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to board ethnic and/or racial diversityConcerns related to approach t
				3	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	Concerns about remuneration committee performance
				2	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	Concerns about remuneration committee performance
00/00/2020		, under	riganist	1.8	Inadequate management of climate-related risks
05/05/2023	Teleflex Incorporated	Annual	Against	3	Pay is misaligned with EOS remuneration principles High CEO to average NEO pay Low shareholding requirement Options/PSUs vest in less than 36 months Excessive severance
03/03/2023		Annuar	Against	7	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	Annual vote provides for greater shareholder oversight
	,			1.7,1.10	Concerns related to approach to board gender diversity 2- Concerns related to shareholder value 3- Inadequate management of climate-
				1.6	related risks 4- Concerns about remuneration committee performance
				1.8,1.14,1.15	Concerns related to approach to board gender diversity; Concerns related to shareholder value; Inadequate management of climate-related
				1.9	risks; Concerns about remuneration committee performance
				4,5,6,7	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
					shi 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	Concerns about remuneration committee performance
				1.4 3	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	Concerns related to approach to board gender diversity
			Ŭ	5	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	Low shareholding requirement
09/05/2023	3M Company	Annual	All For	5	Shareholder proposal promotes enhanced shareholder rights
09/05/2023	Arthur J. Gallagher & Co.	Annual	Against	1a	Concerns about remuneration committee performance
				1f	Concerns related to approach to board gender diversityConcerns related to approach to board diversity
			1	11	Concerns related to approach to board gender diversity concerns related to approach to board diversity

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	Concerns about remuneration committee performance
	······, ····			1.4	Concerns related to approach to board gender diversityConcerns related to approach to board diversity
				2	High CEO to average NEO payHigh variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36 months
				5	Shareholder proposal promotes better management of SEE opportunities and risks
09/05/2023	Cummins Inc.	Annual	Against	18	Inadequate management of climate-related risks 2- SH: For shareholder resolution, against management recommendation / Shareholder
				17	proposal promotes better management of ESG opportunities and risks
09/05/2023	Danaher Corporation	Annual	Against	1c	Shareholder proposal promotes appropriate accountability or incentivisation Concerns related to succession planning
09/03/2023		Aimdai	Against	1c 1k	Concerns to protect shareholder value
				5	Shareholder proposal promotes appropriate accountability or incentivisation
				6	Shareholder proposal promotes better management of SEE 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 diversityConcerns 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 payHigh variable pay ratioOptions/PSUs vest in less than 36 months
09/05/2023	LKQ Corporation	Annual	All For	,_	
09/05/2023				1E	Concernence interface day any second diversity Concernence related to concerne the board and any diversity Concernence related to any second
09/05/2023	Loews Corporation	Annual	Against	1E	Concerns related to approach to board diversityConcerns related to approach to board gender diversityConcerns 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	Insufficient evidence of alignment to 1.5 degrees
09/03/2023	Suncor Energy Inc.	Aimdai	Against	1.0	nisuncent evidence of anglinent to i.o 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	Concerns about remuneration committee performance
			Ŭ	1d	Concerns related to approach to board gender diversity
				2	Low shareholding requirement
09/05/2023	Valero Energy Corporation	Annual	Against	6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or
				5	incentivisation
					SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG
09/05/2023	Marta Managarat Inc.	A	A main at		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	Concerns about remuneration committee performance
03/03/2023	wyndhain noteis o rresons, mo.	Annuar	Agamat	1c	Concerns related to approach to board gender diversityConcerns related to approach to board diversity
				2	No clawback policyLow 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	Concerns about remuneration committee performance
			, i i i i i i i i i i i i i i i i i i i	2	High CEO to average NEO payLow shareholding requirementHigh variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36
				1g	months
				4	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
10/05/2023	Centene Corporation	Annual	Against	6	opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or
10/03/2023		Arindar	Against	0	on, no snarehouse resolution, against management recommendation / snarehouse promotes appropriate accountability of 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	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG
10/00/2020	Liovanoo ribalai, ino.	, a matai	gamor	5	opportunities and risks
				-	Shareholder proposal promotes appropriate accountability or incentivisation
10/05/2023	Great-West Lifeco Inc.	Annual/Special	Against	2.7	Concerns related to attendance at board or committee meetings
				2.14	Lack of independent representation at board committeesConcerns related to succession planningConcerns related to shareholder
					valueConcerns related to approach to board diversity
10/05/2023	Juniper Networks, Inc.	Annual	Against	1a	Concerns about remuneration committee performance
40/05/0000	Mandan Mannan, Jap	Annual	A main at	3	High variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36 months
10/05/2023	Kinder Morgan, Inc.	Annual	Against	1.4,1.5,1.7	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	Inadequate management of climate-related risks
10/00/2020	r miips oo	Annual	Ayamst	5	Inadequate management or 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	Concerns about remuneration committee performance
	,			3	High variable pay ratioExcessive CEO payTotal pay targets a range above peer median
				6	Shareholder proposal promotes enhanced shareholder rights
10/05/2023	Stryker Corporation	Annual	Against	1d	Concerns about remuneration committee performance
				3	High CEO to average NEO payLow shareholding requirementHigh variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36
				5	months
44/05/0000	Alemai Tasha Jasian Jas	Annual	AU 5		Shareholder proposal promotes transparency
11/05/2023	Akamai Technologies, Inc.	Annual	All For		
11/05/2023	Ameren Corporation	Annual	Against	1c	Concerns related to approach to board gender diversityInadequate management of climate-related risks from exposure to coal
				5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG
11/05/2023	Assurant, Inc.	Annual	All For		opportunities and risks
	1			1.5	Concernent exclusion in a second to be and a secold a discrete Concernent and the discrete second at the second seco
11/05/2023	Autoliv, Inc.	Annual	Against	1.5	Concerns related to approach to board gender diversityConcerns related to approach to board diversity
11/05/2023	Avantor, Inc.	Annual	Against	1g	Concerns about remuneration committee performance
11/05/2023	Consider The Comparation United	Appust	Arcinot	3	High CEO to average NEO pay Options/PSUs vest in less than 36 months Excessive severance Lack of independent representation at board committeesConcerns related to shareholder value
	Canadian Tire Corporation, Limited	Annual	Against	1.1	Lack or independent representation at board committees concerns related to shareholder value

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Num	bers Voting Explanation
11/05/2023	Cboe Global Markets, Inc.	Annual	Against	1c	Concerns about remuneration committee performance
			-	1i	Concerns related to approach to board gender diversity
				2	Low shareholding requirement
1/05/2023	Cheniere Energy, Inc.	Annual	Against	1i	Concerns about remuneration committee performance
			-	2	High CEO to average NEO payNo clawback policyHigh variable pay ratioExcessive CEO payExcessive severance
1/05/2023	Discover Financial Services	Annual	All For		
1/05/2023	Edwards Lifesciences Corporation	Annual	Against	1.8	Concerns about remuneration committee performance
			5	2	High variable pay ratioOptions/PSUs yest in less than 36 months
				6	Shareholder proposal promotes appropriate accountability or incentivisation
1/05/2023	Ford Motor Company	Annual	Against	1h	Concerns to protect shareholder value
		l	5	5	Pay is misaligned with EOS remuneration principles
				6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
11/05/2023	Intact Financial Corporation	Annual/Special	Against	1.10	Concerns about remuneration committee performance
			-	4	Pay is misaligned with EOS remuneration principles
11/05/2023	Intel Corporation	Annual	Against	4	Pay is misaligned with EOS remuneration principles
1/05/2023	KeyCorp	Annual	Against	6	Shareholder proposal promotes appropriate accountability or incentivisation
1/05/2023	Laboratory Corporation of America Holdings	Annual		6,7	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or
11/05/2025	Laboratory Corporation of America Holdings	Annual	Against	6,7	on. Foi statenoide resolution, against management recommendation / shareholder proposal promotes appropriate accountability of Incentivisation
				5	
1/05/2023	Lee Veree Sende Cern	Annual	Anninat	1.4	Shareholder proposal promotes appropriate accountability or incentivisation
1/05/2025	Las Vegas Sands Corp.	Annual	Against	1.4	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
				1.6	
				5	Lack of independence on boardConcerns related to approach to board gender diversityConcerns related to approach to board diversityCombined CEO/Chair
				5	
11/05/2023	Magna International Inc.	Annual	Angingt		SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
11/05/2023	Magna International Inc.	Annual	Against	1J	Concerns about remuneration committee performance
14/05/0000	Manulifa Einen diel Oam	Arrest	Ameliant	3	Pay is misaligned with EOS remuneration principles
11/05/2023	Manulife Financial Corp.	Annual	Against	1.1	Concerns about remuneration committee performance
				1.2,2	Concerns regarding Auditor tenure Pay is misaligned with EOS remuneration principles
11/05/2023	Martin Marietta Materials, Inc.	Annual	Angingt	3	
11/05/2025	Marun Manetta Materiais, Inc.	Annual	Against	1.4	Concerns about remuneration committee performance
		l		3	High CEO to average NEO pay Excessive CEO pay
				5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG
4/05/0000	Maaaa Oam antian	Annual	A main at		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	Concerns about remuneration committee performance
				1b	Concerns related to approach to board gender diversityConcerns related to approach to board diversity
				3	Low shareholding requirementHigh variable pay ratioOptions/PSUs vest in less than 36 monthsExcessive severance
				5	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	Concerns about remuneration committee performance
4.4/05/0000				3	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	Annual vote provides for greater shareholder oversight
			-	1a.3	Concerns related to board gender diversity 2- Lack of independence on board Concerns about overall board structure
				1a.2	Concerns related to board gender diversity 2- Lack of independence on board Concerns about overall board structure
				4	Concerns to protect shareholder value
				1a.4	Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall board structure
				7,8	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	Concerns about overall board structure
		7 4 H GG	, igun 101	1d	Concerns about remuneration committee performance
				2	Low shareholding requirement
12/05/2023	ANSYS, Inc.	Annual	Against	3	Exw sitementaling requirement Excessive CEO pay, High variable pay ratio, High CEO to average NEO pay
12/00/2020	/	Annudi	nyambi	3 1a	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	Concerns about remuneration committee performance
			1	3	High variable pay ratio Excessive CEO pay Options/PSUs vest in less than 36 months
0.05.005				7	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	Concerns about remuneration committee performance
				1f,2	Concerns regarding Auditor tenure
			l	3	Options vest in less than 36 months 2- Pay is in top quartile and not aligned with performance
				8	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		
2/05/2023	The Western Union Company			16	Concerns related to approach to board agader diversity Concerns mining to approach to board diversity.
		Annual	Against	1b	Concerns related to approach to board gender diversityConcerns related to approach to board diversity
2/05/2023	Vulcan Materials Company	Annual	Against	1d	Concerns about overall board structureConcerns about remuneration committee performance
				2	High CEO to average NEO payOptions/PSUs vest in less than 36 months
12/05/2023	Weyerhaeuser Company	Annual	All For		
		Annual/Special	Against	a5	Concerns about remuneration committee performance
12/05/2023	Wheaton Precious Metals Corp.	/ unidal/opcolai			
12/05/2023	Wheaton Precious Metals Corp.	, indu/opeoidi	, iguinot	a8	Concerns related to board ethnic and/or racial diversity

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
12/05/2023	Zimmer Biomet Holdings, Inc.	Annual	Against	1f	Concerns about remuneration committee performance
15/05/2023	Consolidated Edison, Inc.	Annual	Against	3	Low shareholding requirement Concerns regarding Auditor tenure
15/05/2025	Consolidated Edison, inc.	Annual	Against	1.8	Under a regraning Adulto terrate 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	1.0	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG
10/03/2023	Conocorninips	Annuar	Against	7,8	on portunities 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	Concerns about remuneration committee performance
				1d 2	Concerns to protect shareholder value Excessive CEO pay
				9,11,12	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG
				5	opportunities and risks
10/05/0000					Shareholder proposal promotes appropriate accountability or incentivisation
16/05/2023	Mid-America Apartment Communities, Inc.	Annual	Against	1f 1j	Concerns about remuneration committee performance Concerns related to approach to board diversity
				2	Low shareholding requirementOptions/PSUs vest in less than 36 months
16/05/2023	Motorola Solutions, Inc.	Annual	Against	1h	Concerns about remuneration committee performance
				3	High CEO to average NEO payHigh variable pay ratio
				1b 1c	Lack of independent representation at board committeesConcerns related to approach to board gender diversityConcerns related to approach to board diversity
				10	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
16/05/2023	Principal Financial Group, Inc.	Annual	Against	1.3	shareholder value Concerns about overall board structureInadequate management of deforestation risks
10/00/2020	i molpar i manotar Group, mo.	, under	riguinor	1.1,1.5	Inadequate management of deforestation risks
16/05/2023	Sun Communities, Inc.	Annual	Against	1f	Concerns about remuneration committee performance
				1c	Concerns related to approach to board diversityConcerns related to succession planning
16/05/2023	Tesla, Inc.	Annual	Against	3	Low shareholding requirement Annual vote provides for greater shareholder oversight
10/00/2020	1050, 110.	, under	riguinor	1.3	Concerns about overall board structure
				1.2	Concerns about overall board structure 2- Concerns related to below-board gender diversity 3- Concerns to protect shareholder value
16/05/2023	The Userbay Company	Annual	Against	1.11	
10/05/2023	The Hershey Company	Annuai	Against	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	Concerns about remuneration committee performance
17/05/0000				3	High CEO to average NEO payNo clawback policy
17/05/2023	Annaly Capital Management, Inc.	Annual	Against	1j 2	Concerns about remuneration committee performance High CEO to average NEO payHigh variable pay ratioExcessive CEO pay
				6	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	Concerns about overall board structure
				1b	Concerns about remuneration committee performance Low shareholding requirement
17/05/2023	CBRE Group, Inc.	Annual	Against	1b	Concerns about remuneration committee performance
11/00/2020		, unider	, iguinor	1f	Concerns related to approach to board gender diversity
				3	High CEO to average NEO payLow shareholding requirementHigh variable pay ratioOptions/PSUs vest in less than 36 months
17/05/2023	Crown Castle Inc.	Annual	All For	5	Shareholder proposal promotes appropriate accountability or incentivisation
17/05/2023	Enphase Energy, Inc.	Annual	Against	1.3	Concerns about remuneration committee performance
17/03/2023	Enphase Energy, Inc.	Annuar	Against	1.2	Concerns related to approach to board general diversityConcerns related to approach to board diversityConcerns about overall board structure
				2	High variable pay ratio Excessive 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
				1.0	Concerns related to approach to board gender diversity
17/05/2023	Halliburton Company	Annual	Against	1g	Concerns about remuneration committee performance
				1e	Concerns related to approach to board gender diversity
17/05/2023	Hess Corporation	Annual	All For	3	High variable pay ratioExcessive CEO pay
17/05/2023	Howmet Aerospace Inc.	Annual	Against	1b	Concerns related to approach to board diversity
11/03/2023	nowniel Aelospace IIIc.	Annual	Ayamst	5	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	Concerns about remuneration committee performance
17/05/0005				3	High variable pay ratioExcessive CEO pay
17/05/2023	Markel Group Inc.	Annual	Against	11	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

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
17/05/2023	Mondelez International, Inc.	Annual	Abstain	5	Concerns about proponent's intent
			Against	1h	Concerns about remuneration committee performance
				2	High variable pay ratio Excessive CEO pay Options/PSUs vest in less than 36 months
				1	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	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG
			°	7	opportunities and risks
					Shareholder proposal promotes appropriate accountability or incentivisation
17/05/2023	Old Dominion Freight Line, Inc.	Annual	Against	1.11	Concerns about remuneration committee performance
				1.8	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	Concerns regarding Auditor tenure
11/00/2020		, unider	, iguinot	1.5	Inadequate management of climate-related risks Inadequate management of climate-related risks from exposure to coal
				6	Shareholder proposal promotes appropriate accountability or incentivisation
17/05/2023	PPL Corporation	Annual	Against	1i	Inadequate management of climate-related risks from exposure to coal
17/05/2023	Quest Disgressies Incomercial	Annual	Againat	5	Shareholder proposal promotes appropriate accountability or incentivisation
17/05/2023	Quest Diagnostics Incorporated	Annual	Against	1.4 2	Concerns about remuneration committee performance High variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36 months
				6	ngin variable pay natiocacessine Octo payopuration oce actinities than to monthe SH: For shareholder resolution, against management of ecommendation / Shareholder proposal promotes better management of ESG
				Ē	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	Concerns related to approach to board gender diversityConcerns related to approach to board diversity
				5	Shareholder proposal promotes appropriate accountability or incentivisation
17/05/2023	SS&C Technologies Holdings, Inc.	Annual	Against	1c	Concerns about remuneration committee performance
				1b	Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns about overall board structure
				2	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	Annual vote provides for greater shareholder oversight
17/03/2023	oniversal riealui Services, inc.	Annuar	Against	2	Low shareholding requirement
17/05/2023	Verisk Analytics, Inc.	Annual	All For		
17/05/2023	Vertex Pharmaceuticals Incorporated	Annual	Against	1.8	Concerns about remuneration committee performance
				3	High variable pay ratio Excessive CEO pay Options/PSUs vest in less than 36 month
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	Concerns about remuneration committee performance
				3	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
18/05/2023	Advanced Micro Devices, Inc.	Annual	Against	1b,4	structureCombined CEO/ChairConcerns to protect shareholder value 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	10,4	Concerns about overall board structureConcerns about remuneration committee performance
10/03/2023	Anyian i namaceucais, inc.	Ainuai	Against	2	Low shareholding requirement
18/05/2023	Altria Group, Inc.	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG
			-	6	opportunities and risks
					Shareholder proposal promotes appropriate accountability or incentivisation
18/05/2023	Amphenol Corporation	Annual	Against	1.5	Concerns about remuneration committee performance
				3	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	Concerns about remuneration committee performance
10/00/2020		, under	, igainot	2	High variable pay ratioOptions/PSUs vest in less than 36 months
18/05/2023	CVS Health Corporation	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG
				6	opportunities and risks
				8	Shareholder proposal promotes appropriate accountability or incentivisation
18/05/2023	DexCom, Inc.	Annual	Against	1.5	Shareholder proposal promotes better management of SEE opportunities and risks Concerns about remuneration committee performance
10/03/2023	Dexcom, inc.	Annuar	Against	3	Low shareholding requirement 2- Options yeas in less than 36 months
				5	Shareholder proposal promotes better management of SEE opportunities and risks
18/05/2023	Elanco Animal Health Incorporated	Annual	Against	1b	Concerns related to approach to board gender diversityConcerns about overall board structureConcerns to protect shareholder valueConcerns
				3	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	Concerns about remuneration committee performance
18/05/2023	Hilton Worldwide Holdings. Inc.	Annual	Against	19	Low shareholding requirementOptions/PSUs vest in less than 36 months Concerns about remuneration committee performance
10/03/2023	Third Wondwide Holdings, Inc.	Ainuai	Against	1g 3	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	Concerns about remuneration committee performance
				3	High CEO to average NEO payHigh variable pay ratio
		Annual	All For		
18/05/2023	Lear Corporation			40	Concerns about remuneration committee performance
18/05/2023 18/05/2023	Marsh & McLennan Companies, Inc.	Annual	Against	1j	
18/05/2023	Marsh & McLennan Companies, Inc.		-	2	Excessive CEO pay 2- High variable pay ratio 3- PSUs vest in less than 36 months 4- High CEO to average NEO pay
		Annual Annual	Against	2 1f	Excessive CEO pay 2- High variable pay ratio 3- PSUs vest in less than 36 months 4- High CEO to average NEO pay Concerns about remuneration committee performance
18/05/2023	Marsh & McLennan Companies, Inc.		-	2	Excessive CEO pay 2- High variable pay ratio 3- PSUs vest in less than 36 months 4- High CEO to average NEO pay

INVEXUE OF Selection Constraints Virual April Interaction Constraints and approximate approxima	Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Number	rs Voting Explanation
Subset Subset<					11	
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Image: Constraint of the second of	18/05/2023	Otis Worldwide Corp.	Annual	Against	1d	
Distriction Point Privat Aprim Privat Priv				5	2	High CEO to average NEO payHigh variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36 months
Name: Ansat Alter	18/05/2023	PG&E Corporation	Annual	Against		Concerns about remuneration committee performance
NAXXXXXX Print of the second print of the seco	40/05/0000	O salad Aiz O are costing	Annual	AU 5	2	Pay is misaligned with EOS remuneration principles
THEODERST And Contract Schlad Copuration Annual Approx In Annual Copuration Annual Copuration THEODERST Annual Copuration Annual Copuration Annual Copuration Annual Copuration Annual Copuration THEODERST Annual Copuration Ann						
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Local Section Particle Parites Parites Particle	18/05/2023	The Charles Schwab Corporation	Annual	Against	1b	
Induction Induction <t< td=""><td></td><td></td><td></td><td></td><td>3</td><td></td></t<>					3	
Head Agence 7 Market Sector Secto					5	
Hand Matter Dependence Prival Pagente F Construction pain function	18/05/2023	The Home Depot, Inc.	Annual	Against	5	
Image: Image:	10/05/2022	Union Desifie Comercition	Annual	Againat	7	
Indexact/2 Variable Rest/Up Truet Annual Against 1.9 Induit CSD Rest/Up Angle Rest indicides rest indicides	18/05/2023	Union Pacific Corporation	Annuai	Against	10.2	
11850/2013 Variab Roy Trait Anial Againt 1.9 Concerns and or munication controlling performance 11850/2013 Xiem Inc. Anial Againt 11 Concerns and or munication controlling performance 11850/2013 Xiem Inc. Anial Againt 11 Concerns and or munication controlling performance 11850/2013 Xiem Inc. Anial Againt 11 Concerns and or munication controlling performance 11850/2013 Xiem Inc. Anial Againt 11 Concerns and or munication controlling performance 11850/2013 Xiem Inc. Anial Againt 11 Concerns and or munication controlling performance 11850/2013 Xiem Inc. Anial Againt 11 Concerns and anial ania ania					1a,5	
Land 12 Concerns statuted succession planning 11992229 Years Dec. Par. Mail Years Dec. Years Dec. Par. Mail Years Dec.	18/05/2023	Vornado Realty Trust	Annual	Against	1.9	
1955/2003 Sylem Dr. Ansale Again B The Concernation constraints performance 1955/2003 Vinit Branch, Ive. Anteal Again B 5.5 Sole Direct Sole Sole Sole Sole Sole Sole Sole Sole		,				
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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	High CEO to average NEO payOptions/PSUs vest in less than 36 months Concerns about human rights
24/03/2023		Annual	Against	1g	Concerns about remuneration committee performance
				3	Insufficient action taken on low say-on-pay results 2- Insufficient disclosure
				6,7,8,10,11,12,13,16,18,21,2 2,23	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	2,23	opportunities and risks
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	Concerns about remuneration committee performance
				2	Excessive CEO pay 2- High variable pay ratio
				6	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		opportunities and nars
24/05/2023	DuPont de Nemours, Inc.	Annual	Against	2	High CEO to average NEO pay High variable pay ratio Excessive CEO pay
				4	Shareholder proposal promotes appropriate accountability or incentivisation
24/05/2023 24/05/2023	EOG Resources, Inc. Equitable Holdings, Inc.	Annual	Against	1a	Inadequate management of climate-related risks
24/05/2023	Equitable Holdings, Inc. Extra Space Storage Inc.	Annual Annual	Against	1c 1.3	Inadequate management of deforestation risks Concerns about remuneration committee performance
24/05/2025	Extra Space Storage Inc.	Annuai	Against	3	High CEO to average NEO payLow shareholding requirementHigh variable pay ratio
24/05/2023	Fidelity National Information Services, Inc.	Annual	Against	1i	Concerns about remuneration committee performance
04/05/0000	FirstFirstown O and	Arrowsk	Amelant	2	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
24/05/2023	The Oceathern Ocean and	Arrowsk	A main at	41-	opportunities and risks
24/05/2023	The Southern Company	Annual	Against	1h 2	Concerns about remuneration committee performance High CEO to average NEO payHigh variable pay ratioExcessive CEO pay
				1c	Inadequate management of cilimate-related risks Inadequate management of climate-related risks from exposure to coal
				7	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG
24/05/2023	The Travelers Companies, Inc.	Annual	Against	6,9	opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG
24/03/2023	The travelers companies, inc.	Annual	Against	1g,4,8	on trol manender resolution, against management recommendation, onarenoider proposal promotes better management of EGO
				-	Shareholder proposal promotes appropriate accountability or incentivisation
24/05/2023	Thermo Fisher Scientific Inc.	Annual	Against	2	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	1k 1h	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity Concerns related to shareholder value
	onited / timileo riolanigo, inc.	, unider	, iganiot		
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	Concerns about remuneration committee performance High variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36 months
				6	Shareholder proposal promotes better management of SEE opportunities and risks
25/05/2023	Equinix, Inc.	Annual	Against	1a	Concerns about remuneration committee performance
25/05/2023	IDEX Corporation	Annual	Agoinet	2 1b	Low shareholding requirementHigh variable pay ratioOptions/PSUs vest in less than 36 months Concerns about overall board structure
20/00/2020		Annual	Against	5	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	1.1,1.2,1.10,1.11 1A,1B,1C,1D,1E,1F,1G,1H,1	The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship
			No Action Taken	I,1J,1K,1L,2,3,4,5	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
				1,10,111,12,2,0,1,0	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	Concerns about remuneration committee performance
20/00/2020			Juliot	1.1	Concerns related to succession planning
				3	Low shareholding requirement
				5	Pay is misaligned with EOS remuneration principles Shareholder proposal promotes appropriate accountability or incentivisation
25/05/2023	McDonald's Corporation	Annual	Against	1h	Concerns about remuneration committee performance
			ů.	2	High variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36 months
				6,11	Shareholder proposal promotes better management of SEE opportunities and risks
				9,10 5	Shareholder proposal promotes transparency hareholder proposal promotes better management of SEE opportunities and risks
25/05/2023	Mohawk Industries, Inc.	Annual	Against	1.1	Concerns related to approach to board diversityConcerns related to succession planning Concerns related to approach to board gender
				5	diversity Concerns about overall board structure
25/05/2023	Pinterest, Inc.	Annual	Against	1b	Shareholder proposal promotes appropriate accountability or incentivisation Concerns about overall board structure Concerns related to shareholder value
0		,	, gamer	1c	Concerns about remuneration committee performance
				2	High CEO to average NEO payHigh variable pay ratioExcessive CEO payTotal pay targets a range above peer medianOptions/PSUs vest in
				4	less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG
					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	11	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 25/05/2023	SBA Communications Corporation The Interpublic Group of Companies, Inc.	Annual	Against	1.1	Concerns about overall board structure

Meeting Date 25/05/2023	Company Name				Matine Fundamation
2010012020	The Mosaic Company	Meeting Type Annual	Voting Action Against	Agenda Item Numbers	Voting Explanation Concerns related to approach to board gender diversity
	The Mosaic Company	Annuar	Against	7	Shi For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG
				6	oportunities 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	Concerns related to approach to board gender diversityConcerns related to approach to board diversity
05/05/0000	Mara Sinan dal Inc	Annual	Amelant	5	Shareholder proposal promotes appropriate accountability or incentivisation
25/05/2023	Voya Financial, Inc.	Annual	Against	1a	Concerns about remuneration committee performance High variable pay ratioExcessive CEO pay
25/05/2023	Yum China Holdings, Inc.	Annual	Against	1e	Indin variable pay radocxessive CCD pay Concerns about remuneration committee performance
	· 2·····2· · · · · · · · · · · · ·			3	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	Concerns related to attendance at board or committee meetings
				1.1	Lack of independent representation at board committeesConcerns related to approach to board gender diversityInadequate management of
00/05/0000	Occurry las	Orestal	Ameland		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
31/05/2023	Chevron Corporation	Annual	Against	3	diversity Options/PSUs vest in less than 36 months
01100/2020		, u i reich	, iguinor	6,7,9,10,11	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG
				12	opportunities and risks
					Shareholder proposal promotes appropriate accountability or incentivisation
31/05/2023	DocuSign, Inc.	Annual	Against	1.2	Concerns related to approach to board gender diversityConcerns about remuneration committee performanceConcerns about overall board
				3	structureConcerns to protect shareholder value High CEO to average NEO payNo clawback policyHigh variable pay ratioExcessive CEO pay
31/05/2023	Dollar General Corporation	Annual	Against	1d	Concerns about remuneration committee performance
01100/2020	Boliai Conoral Corporation	, u matai	, iguinor	2	High CEO to average NEO payHigh variable pay ratioOptions/PSUs vest in less than 36 months
				5,7	Shareholder proposal promotes better management of SEE opportunities and risks
31/05/2023	Expedia Group, Inc.	Annual	Against	1d	Concerns about remuneration committee performance
				1g	Concerns related to shareholder value
				1i 4	Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
31/05/2023	Exxon Mobil Corporation	Annual	Against	1.3	Fay is insaid red win EOS remuted on pincipes
01100/2020		, under	gamor	1.7	Concerns related to board ethnic and/or racial diversity 2- Concerns related to board gender diversity
				1.2	Inadequate management of climate-related risks
				3	Pay is misaligned with EOS remuneration principles
				8,9,10,11,12,13,14,15,16	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG
31/05/2023	Meta Platforms, Inc.	Annual	Against	1.2	opportunities and risks Concerns about remuneration committee performance 2- Concerns to protect shareholder value
31/03/2023	Meta Flationns, no.	Annuar	Against	1.1	Concerns about remaineration committee performance 2- Concerns to protect shareholder value
				1.5	Lack of independence on board
				13	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or
				5,6,7,8,10,11	incentivisation
				4	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	Concerns about overall board structure
	-		-	1b	Concerns about remuneration committee performance
				2	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	Concerns about remuneration committee performance
01100/2020	Wallart no.	, undu	riganist	1e	Concerns related to approach to board diversity Concerns related to approach to board gender diversity
				3	High variable pay ratio Excessive CEO pay
				7,12	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	Concerns about remuneration committee performance
				1.2	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	Concerns about overall board structure
2			, iguinor	1g	Concerns related to succession planning
		l		2	High CEO to average NEO payHigh variable pay ratioOptions/PSUs vest in less than 36 months
01/06/2023	Netflix, Inc.	Annual	Against	1c	Concerns related to approach to board gender diversity Concerns related to approach to board racial/ethnic diversity
				3	Low shareholding requirement Excessive CEO pay
				7,8 5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
				5 1a	opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation
					Concerns about remuneration committee performance
01/06/2023	ServiceNow, Inc.	Annual	Against	2	Excessive CEO pay
01/06/2023	Sirius XM Holdings, Inc.	Annual	Against	3	Annual vote provides for greater shareholder oversight
	-		-	1.8	Lack of independent representation at board committeesConcerns related to approach to board diversity
			AU 5	1.5	Overboarded/Too many other time commitments
		Annual	All For	1	
01/06/2023	SolarEdge Technologies, Inc.			··- ! -·	
01/06/2023	SolarEdge Technologies, Inc.	Annual	All For		
				1.2	Concerns about remuneration committee performance
01/06/2023	SolarEdge Technologies, Inc.	Annual	All For	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 pavHigh variable pay ratio

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
01/06/2023	UDR, Inc.	Annual	Against	1f	Concerns about remuneration committee performance
				1d	Concerns related to succession planning
				2	Low shareholding requirementOptions/PSUs vest in less than 36 months
01/06/2023	Ulta Beauty, Inc.	Annual	Against	1d	Concerns about overall board structure
				1a	Concerns about remuneration committee performance
				7	High variable pay ratioOptions/PSUs vest in less than 36 months
02/06/2023	Alphabet Inc.	Annual	Against	5	Annual vote provides for greater shareholder oversight
				1g,1i	Concerns about overall performance
				1k	Concerns about remuneration committee performance
				4	Excessive CEO pay
				3 8,10,11,12,13,15	Pay is misaligned with EQS remuneration principles
				0, 10, 11, 12, 13, 15 18	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
				6	Opportainings and risks Shareholder proposal promotes enhanced shareholder rights
				6	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		1K	Inadequate management of climate-related risks
			Against		
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	Concerns about remuneration committee performance
				2	High CEO to average NEO payLow shareholding requirementHigh variable pay ratioExcessive CEO payTotal pay targets a range above peer
		1		I ⁻	ingli o co la average NEO paytow shareholding requirementingri variable pay ratio EXcessive OEO pay fotal pay targets a range above peer imedian
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	1.1,2 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 acid diversity Concerns related to approach to board diversity Concerns related to approach to approach to board diversity Concerns related to approach
06/06/2023	Liberty Media Corporation	Appual	Agoingt	1 2	and/or racial diversity.Concerns about overall board structure.Concerns related to shareholder value
00/00/2023	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
				1.1	structureConcerns related to shareholder value
06/06/2023	MasterBrand, Inc.	Annual	All For		structure concerns related to snareholder value
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	Concerns about remuneration committee performance
			5	1.1	Lack of independent representation at board committeesConcerns about overall board structureConcerns related to approach to board
				1.3	diversityConcerns related to shareholder value
					Overboarded/Too many other time commitments
07/06/2023	Comcast Corporation	Annual	Against	1.4	Concerns about remuneration committee performance
				3,5	Pay is misaligned with EOS remuneration principles
				7,8,9,10	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	Concerns related to approach to board diversityInadequate management of climate-related risks
07/00/0000				7	Shareholder proposal promotes appropriate accountability or incentivisation
07/06/2023	Dollarama Inc.	Annual	Against	1E	Concerns about remuneration committee performance
				3	Excessive severance 2- Low shareholding requirement
		ł		5,6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG
07/00/0000	Q - D - d + t + t	A	A main at		opportunities and risks
07/06/2023	GoDaddy Inc.	Annual	Against	1a	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	lululomentethleties ins	Annual	Agoinet	10.10.2	
	lululemontathletica inc.		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	Concerns about overall board structureConcerns related to approach to board diversityConcerns to protect shareholder value
				1.3	Concerns about remuneration committee performance
		l	1	3	Insufficient action taken on low say-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	No hedging policy High variable pay ratio Total pay targets a range above peer median Options/PSUs vest in less than 36 months
				5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG
				ľ	on r or shareholde resolution, agains management recommendation / onareholder proposal promotes bater management or ESO opportunities and risks
08/06/2023	Datadog, Inc.	Annual	Against	1b	Concerns about resumeration committee performance
				1c	Concerns related to approach to board gender diversityConcerns about overall board structureConcerns related to shareholder value
		I		2	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
				16	
08/06/2023	Exact Sciences Corporation	Annual	Against	1b	Concerns about overall board structureConcerns about remuneration committee performance
09/06/2022	Calasfaraa laa	Annu-1	Amainst	3	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	Concerns about remuneration committee performance
		1		4	Low shareholding requirementHigh variable pay ratioExcessive CEO payExcessive perquisitesTotal pay targets a range above peer
00/00/0000	Des side id Assest Management (1997)	Annua 1/0	Ameliant	4.0	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	Concerns related to shareholder value
		i	1	7	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	Concerns about remuneration committee performance
				1i	Concerns related to approach to board gender diversityConcerns related to approach to board diversity
				5	Shareholder proposal promotes appropriate accountability or incentivisation
09/06/2023	Live Nation Entertainment, Inc.	Annual	Against	3 1.4	Annual vote provides for greater shareholder oversight
				1.4	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity
				2	Low shareholding requirement
				1.7	Overboarded/Too many other time commitments
09/06/2023	Regeneron Pharmaceuticals, Inc.	Annual	Against	1a	Concerns related to succession planningConcerns related to approach to board gender diversityConcerns about overall board
				5	structureConcerns related to shareholder value
		l		I	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	Concerns about overall board structure Concerns related to approach to board gender diversityConcerns to protect shareholder value
				4	Shareholder proposal promotes better management of SEE opportunities and risks
13/06/2023	Caesars Entertainment, Inc.	Annual	Against	1.5	Concerns about remuneration committee performance
				1.4	Concerns related to approach to board diversityConcerns related to approach to board gender diversityConcerns related to board ethnic
				2 5,6	and/or racial diversity Excessive CEO pay
				5,6	SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes better management of ESG opportunitie
					Sh. For shareholder resolution, no management recommendation / shareholder proposal promotes better management of ESG opportunitie and risks
13/06/2023	Dollar Tree. Inc.	Annual	Against	1b	Concerns about remuneration committee performance
10/00/2020	Boliai moo, mo.	, un den	, gamer	1e	Concerns related to succession planning
				2	Inappropriate use of one-time awards
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	Concerns about overall board structureConcerns related to shareholder value
			5	1.2	Concerns about remuneration committee performance
				3	No clawback policyHigh variable pay ratioExcessive CEO pay
14/06/2023	Arista Networks, Inc.	Annual	Against	1.3	Concerns to protect shareholder valueConcerns about remuneration committee performanceConcerns about overall board structure
				2	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	Concerns regarding Auditor tenure
				6	For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
				8	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG
				7	opportunities and risks
4.4/00/0000	Etas las	Annual	Amelant		SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
14/06/2023	Etsy, Inc.	Annual	Against	1c 2	Concerns about overall board structureConcerns about remuneration committee performance
				5	No clawback policyHigh variable pay ratio
				5	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	Concerns about resummeration committee performance
11/00/2020	, labity flatonal finanolal, inc.	, un recen	, gamer	1.4	Concerns related to approach to board gender diversity Concerns about overall board structureConcerns related to approach to board
				2	diversity
					No hedging policyOptions/PSUs vest in less than 36 months
14/06/2023	Incyte Corporation	Annual	Against	1.2	Concerns about remuneration committee performance
				2	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	Concerns about remuneration committee performance
				1.7	Lack of independent representation at board committeesConcerns related to approach to board diversity
				3	Pay is misaligned with EOS remuneration principles
14/06/2023	W. R. Berkley Corporation	Annual	Against	1d	Concerns related to succession planningConcerns related to approach to board gender diversityConcerns related to approach to board
				2	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	Concerns about remuneration committee performance
	Sandular Faono Nanous Oly Limited	, unitidai	/ iguinat	2	Pay is misaligned with EOS remuneration principles
15/06/2023	Coupang, Inc.	Annual	Against	1g	Concerns related to approach to board gender diversityConcerns related to shareholder valueConcerns related to shareholder rights
			J	1b	Concerns related to attendance at board or committee meetings
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
	conside notaingo ino.	/ 11/00	, iguniat		concerns related to approach to board gender diversity concerns related to approach to board diversity concerns about overall board structure
15/06/2023	Ingersoll Rand Inc.	Annual	Against	1c	Concerns about remuneration committee performance
	Ĭ		J	1b	Concerns related to approach to board gender diversity
				3	Excessive CEO pay 2- Low shareholding requirement
15/06/2023	Monolithic Power Systems, Inc.	Annual	Against	1.1	Concerns related to succession planningConcerns related to approach to board gender diversityConcerns about remuneration committee
				3	performance
				1	No hedging policyLow shareholding requirementHigh variable pay ratioExcessive CEO payTotal pay targets a range above peer median
15/00/0000					
15/06/2023	UiPath, Inc.	Annual	Against	1g	Concerns about remuneration committee performance
		•		1e 2	Concerns related to approach to board gender diversityConcerns related to shareholder valueConcerns related to shareholder rights
15/06/2023	W. B. Corovino	Aprusi	Agoinct		Low shareholding requirement
	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	Concerns about remuneration committee performance
				1.3	Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns about overall board
				3	structureConcerns to protect shareholder value

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
16/06/2023	Fortinet, Inc.	Annual	Against	1.7	Concerns about remuneration committee performance
			5	1.4	Concerns related to approach to board gender diversity
				3	Low shareholding requirement
16/06/2023	Marvell Technology, Inc.	Annual	Against	1e	Concerns about remuneration committee performance
				1c	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 board Lack of independent representation at board committeesConcerns related to approach to board gender
10/00/2020		, under	, iguinor		
20/06/2023	Dell Technologies Inc.	Annual	Against	3	Executive salary increases without robust justification 2- Inappropriate use of one-time awards 3- Insufficient disclosure 4- Low shareholding
				1.3,1.8,5	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	Concerns about remuneration committee performance
21/06/2023	Activision Blizzard, Inc.	Annual	Against	1g	High variable pay ratioOptions/PSUs vest in less than 36 months Concerns related to succession planningConcerns related to approach to board diversity
21/00/2023	Activision blizzard, inc.	Annuai	Againat	5	Shareholder proposal promotes appropriate accountability or incentivisation
				6	Shareholder proposal promotes better management of SEE opportunities and risks
21/06/2023	Autodesk, Inc.	Annual	Against	1f	Concerns about remuneration committee performance
				3	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	Concerns about remuneration committee performance
				3	High variable pay ratioTotal pay targets a range above peer median
				5	Pay is misaligned with EOS remuneration principles Shareholder proposal promotes appropriate accountability or incentivisation
21/06/2023	Nasdag, Inc.	Annual	Against	/ 1c	Concerns about remuneration committee performance
21/00/2020	Habaad, no.	, uniden	, iguinor	2	High CEO to average NEO payHigh variable pay ratioExcessive CEO pay
				5	Shareholder proposal promotes appropriate accountability or incentivisation
21/06/2023	Rivian Automotive, Inc.	Annual	Against	1a	Concerns about overall board structure Concerns to protect shareholder value
04/00/0000	Ordunda la c	Ammunal	American	4	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	Concerns about overall board structureConcerns about remuneration committee performance
22/06/2023	Monster Beverage Corporation	Annual	Against	1.10	No clawback policyHigh variable pay ratio Concerns related to succession planningConcerns about remuneration committee performanceConcerns related to approach to board
22/00/2023	Nonster Beverage Corporation	Annuar	Against	3	diversity
				5	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	Concerns about remuneration committee performance
				1d,4	Concerns regarding Auditor tenure
				2	Low shareholding requirementHigh variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36 months
				7	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG
				8	opportunities and risks Shareholder proposal promotes better management of SEE opportunities and risks
22/06/2023	Workday, Inc.	Annual	Against	1d	Concerns related to approach to board gender diversity Concerns about overall board structure Concerns related to shareholder
	······································			3	valueConcerns about remuneration committee performance
				<u> </u>	High CEO to average NEO payHigh variable pay ratioExcessive CEO pay
26/06/2023	Biogen Inc.	Annual	Against	1d	Concerns about remuneration committee performance
				3	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
26/06/2023	Masima Comercian	Dravas Content	Againat		performance
20/00/2023	Masimo Corporation	Proxy Contest	Against No Action Taken	o 1a,1b,2,3,4,5,6,7	Concerns to protect shareholder value
27/06/2023	CarMax, Inc.	Annual	Against	1b	Concerns about remuneration committee performance
			5	1e	Concerns related to approach to board gender diversityConcerns related to approach to board diversity
				3	Low shareholding requirement
27/06/2023	Mastercard Incorporated	Annual	Against	8	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG
27/06/2023	Manage DD Jac	Arrest	A main at	1.0	opportunities and risks
27/06/2023	MongoDB, Inc.	Annual	Against	1.2 1.1	Concerns about overall board structureConcerns related to approach to board gender diversityConcerns to protect shareholder value Concerns about remuneration committee performance
				2	High variable pay ratio options/PSUs vest in less than 36 months
27/06/2023	Plug Power Inc.	Annual	Against	1a	Concerns about overall board structure Concerns to protect shareholder value Concerns about audit committee performance
27/06/2023	Shopify Inc.	Annual	Against	1C	Concerns about remuneration committee performance
				1B	Concerns related to board ethnic and/or racial diversity Concerns related to shareholder valueConcerns related to approach to board diversity
				3	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
	SThree Plc	Annual	Against	4	Pay is misaligned with EOS remuneration principles
19/04/2023					n ay is missingned with EOO formuloidation principles
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Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
20/04/2023	SEGRO PLC	Annual	All For		
21/04/2023	Carnival Plc	Annual	Against	11	Concerns about remuneration committee performance
			5	8	Concerns related to approach to board diversity
				12	High CEO to average NEO payExcessive CEO payOptions/PSUs vest in less than 36 months
				14.15	Pay is misaligned with EOS remuneration principles
21/04/2023	Murray International Trust PLC	Annual	All For	<u> </u>	<u> </u>
21/04/2023	Senior Plc	Annual	All For		
25/04/2023	Beazley Plc	Annual	Against	22,23	Concerns to protect shareholder value
				2,3	Pay is misaligned with EOS remuneration principles
25/04/2023	Entain Plc	Annual	Against	6	Failure to provide DEI disclosures in line with UK listing rules
25/04/2023	NatWest Group Plc	Annual	All For	2,3,15	Pay is misaligned with EOS remuneration principles
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	1	
26/04/2023	Bunzi Pic	Annual	Against	14	Pay is misaligned with EOS remuneration principles
26/04/2023	Croda International PIc	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	Fund manager or client vote
				25	Inadequate management of climate-related risks
				2,3	Pay is misaligned with EOS remuneration principles
27/04/2023	CLS Holdings Plc	Annual	Against	6	Lack of independent representation at board committees
07/04/0000	F&C Investment Trust PLC			3	Pay is misaligned with EOS remuneration principles
27/04/2023		Annual	Against	5	Concerns related to board ethnic and/or racial diversity
27/04/2023	Helios Towers Plc	Annual	Against	11	Overboarded/Too many other time commitments
27/04/2023	lbstock Plc	Appus	All For	2	Pay is misaligned with EOS remuneration principles
		Annual			
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	<u> </u>	1
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	Lack of independent representation at board committees
				19	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 Pic	Annual	Against	5	Lack of independent representation at board committees
28/04/2023	TechnipFMC plc	Annual		10	Concerns about remuneration committee performance
20/04/2023		Annuai	Against	1e 2	High CEO to average NEO pay Excessive CEO pay
				3	Pay is misaligned with EOS remuneration principles
02/05/2023	Diversified Energy Co. Plc	Annual	Against	11	Concerns about remuneration committee performance
				8 14	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
				9	Lack of independent representation at board committees
02/05/2023	Ocado Group Plc	Annual	Against	6	Concerns about overall board structure
			5	10	Concerns related to approach to board gender diversityFailure to provide DEI disclosures in line with UK listing rules
				2	Pay is misaligned with EOS remuneration principles
03/05/2023	Apax Global Alpha Ltd	Annual	All For	1	
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	Concerns related to Non-audit fees
				8	Overboarded/Too may 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	Pay is misaligned with EOS remuneration principles
JU, JU, 2020			, guinor	29	Concerns to protect shareholder value
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03/05/2023	THIAN DIG DON TREFF I ICT UTIO		All For	1	1
03/05/2023		Annual			
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03/05/2023 03/05/2023 04/05/2023	Unilever Plc Aviva Plc	Annual	All For		
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03/05/2023 03/05/2023 04/05/2023	Unilever Plc Aviva Plc	Annual	All For	2,21 1f	Pay is misaligned with EOS remuneration principles Concerns related to approach to board gender diversityConcerns related to approach to board diversity Concerns to protect shareholder value

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Meeting Date	Company Nama	Mosting Tune	Voting Action	Agondo Itom Number	Victing Evidenation
Meeting Date 08/06/2023	Company Name Melrose Industries Plc	Meeting Type Annual	Voting Action Against	Agenda Item Numbers	Voting Explanation Pay is misaligned with EOS remuneration principles
09/06/2023	Hochschild Mining Plc	Annual	Against	6	Overboarded/Too many other time commitmentsConcerns related to below-board gender diversity
00/00/2020		, under	ganot	2	Pay is misaligned with EQS removeration principles
12/06/2023	Abrdn European Logistics Income PLC	Annual	All For		
13/06/2023	Centrica Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
13/06/2023	PureTech Health Plc	Annual	Against	6	Overboarded/Too many other time commitments
4.4/00/0000	Free sight O day Fund Limited	Arrest	AU 5	2	Pay is misaligned with EOS remuneration principles
14/06/2023	Foresight Solar Fund Limited	Annual	All For		
14/06/2023	Liberty Global Plc	Annual	Against	2	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns about overall board
				9	concerns reliated to approach to board genere investigeoricents reliated to approach to board diversity concerns to board diversity concerns to accurate a board diversity con
				5	Issue of equity raises concerns about excessive dilution of existing shareholders
				3,4,13	Low shareholding requirement
15/06/2023	Informa Plc	Annual	Againat	13	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
15/06/2023	IP Group Plc	Annual	Against All For	15	
15/06/2023	NB Private Equity Partners Limited	Annual	All For		
15/06/2023	Shaftesbury Capital Plc	Annual	All For		
16/06/2023	Octopus Renewables Infrastructure Trust Plc		All For		
16/06/2023	Tesco Plc	Annual Annual	All For		
20/06/2023			All For		
20/06/2023	BlackRock Smaller Companies Trust PLC UK Commercial Property REIT Ltd	Annual	All For All For		
22/06/2023	Royalty Pharma Pic	Annual Annual		1d	Concerns related to approach to board approach with
2210012023	Noyany i Hallila Fic	run ludi	Against	1d 1i	Concerns related to approach to board gender diversity Concerns to protect shareholder value
22/06/2023	Whitbread Plc	Annual	All For	1	
23/06/2023	Oxford Biomedica Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
23/06/2023	Rathbones Group Plc	Special	All For		
27/06/2023	ICG Enterprise Trust plc	Annual	All For		
27/06/2023	JD Sports Fashion Plc	Annual	All For		
27/06/2023	Kingfisher plc	Annual	All For		
27/06/2023	Scottish Mortgage Investment Trust PLC	Annual	All For		
29/06/2023	3i Group PLC	Annual	Against	10	Concerns related to below-board gender diversity
			°	2,3	Pay is misaligned with EOS remuneration principles
29/06/2023	Morgan Advanced Materials Plc	Annual	All For		
29/06/2023	Trainline Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
30/06/2023	Domino's Pizza Group Plc	Special	Against	1,2	Pay is misaligned with EOS remuneration principles
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