

leeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
4/04/2024 6/04/2024	Hong Kong Exchanges and Clearing Limited Hang Lung Group Limited	Annual Annual	All For Against	3a	Concerns related to approach to board gender diversity
1/04/2024	riang Eurig Group Einnieu	Armuai	Against	3b	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees
				6,7	Issue of equity raises concerns about excessive dilution of existing shareholders
/04/2024 /05/2024	Hang Lung Properties Limited CLP Holdings Limited	:Annual :Annual	Against All For	6,7	Issue of equity raises concerns about excessive dilution of existing shareholders
/05/2024 /05/2024	Swire Properties Limited	Annual	Against	1b	Concerns related to inappropriate membership of committees
			Ť	4	Issue of equity raises concerns about excessive dilution of existing shareholders
/05/2024	Cathay Pacific Airways Limited	Annual	Against	1a	Lack of independence on board
/05/2024 /05/2024	Hang Seng Bank Limited	Annual Annual	Against Against	2	Issue of equity raises concerns about excessive dilution of existing shareholders Concerns related to succession planning
			1 7	5	Issue of equity raises concerns about excessive dilution of existing shareholders
/05/2024	Hua Hong Semiconductor Limited	Annual	Against	8	Concerns related to inappropriate membership of committees
				12.13	Concerns related to inappropriate membership of committees Concerns related to approach to board gender dive Issue of equity raises concerns about excessive dilution of existing shareholders
/05/2024	Swire Pacific Limited	Annual	Against	4	Issue of equity raises concerns about excessive dilution of existing shareholders
05/2024	The Wharf (Holdings) Ltd.	Annual	Against	1a,1b 2b,2d	Lack of independence on board Concerns related to succession planning
		1	1	6,7	Issue of equity raises concerns about excessive dilution of existing shareholders
05/2024 05/2024	Techtronic Industries Company Limited The Bank of East Asia, Limited	Annual Annual	All For Against	3c,3d	Concerns related to approach to board gender diversity
05/2024	The Bank of East Asia, Limited	Annuai	Against	36,3d 4	Insufficient/poor disclosure
				6	Issue of equity raises concerns about excessive dilution of existing shareholders
05/2024	Galaxy Entertainment Group Limited	Annual	Against	4	Concerns related to inappropriate membership of committees
				3 7.2.7.3	Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders
				2	Lack of independence on board Concerns related to inappropriate membership of committees Concerns related
					approach to board gender diversity
05/2024 05/2024	Champion Real Estate Investment Trust China Resources Beer (Holdings) Co. Ltd.	Annual Annual	Against Against	3	Concerns related to succession planning Concerns related to approach to board gender diversityConcerns related to succession planning
03/2024	China Resources Beer (Holdings) Co. Etc.	Alliudi	Against	3.8	Concerns related to succession planning Concerns related to succession planning
				6,7	Issue of equity raises concerns about excessive dilution of existing shareholders
05/2024	China Travel International Investment Hong Kong	Lim Annual	Against	3b,3c 3d	Concerns related to approach to board gender diversity
				6,7	Concerns related to approach to board gender diversityConcerns related to attendance at board or committee meetings
				3a	Issue of equity raises concerns about excessive dilution of existing shareholders
05/2024				3a	Lack of independence on boardConcerns related to attendance at board or committee meetings
J5/2U24	MTR Corporation Limited	Annual	Against	3a	Concerns related to inappropriate membership of committees Concerns related to attendance at board or commitmeetings
5/2024	Power Assets Holdings Limited	Annual	Against	3c	Overboarded/Too many other time commitments
05/2024	MMG Limited	Annual	Against	2c	Concerns related to succession planning
				2b 5,7	Concerns related to succession planning Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders
				9a,9b	Pay is misaligned with EOS remuneration principles
05/2024	AIA Group Limited	Annual	All For		
05/2024	CSPC Pharmaceutical Group Ltd.	Annual	Against	3a1 3a2	Concerns related to inappropriate membership of committees Concerns related to approach to board gender divership of committees Concerns related to approach to board gender divership of committees Concerns related to approach to board gender divership of committees Concerns related to approach to board gender divership of committees Concerns related to approach to board gender divership of committees Concerns related to approach to board gender divership of committees Concerns related to approach to board gender divership of committees Concerns related to approach to board gender divership of committees Concerns related to approach to board gender divership of committees Concerns related to approach to board gender divership of committees concerns related to approach to board gender divership of committees concerns related to approach to board gender divership of committees concerns related to approach to board gender divership of committees concerns related to approach to board gender divership of committees concerns related to approach to board gender divership of committees and the concerns related to approach to
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05/2024	PCCW Limited	Annual	Against	4	Concerns related to Non-audit fees
				3e	Concerns related to Non-audit fees Concerns related to succession planning Concerns related to inappropriate membership of committees
				3a 3d	Concerns related to mapping mate membership of committees
				5,7	Issue of equity raises concerns about excessive dilution of existing shareholders
05/2024	Dah Sing Banking Group Limited	Annual	Against	8,9,10,11 6	Pay is misaligned with EOS remuneration principles Issue of equity raises concerns about excessive dilution of existing shareholders
		Annuai	1 7	7.8	Pay is misaligned with EOS remuneration principles
06/2024	Henderson Land Development Company Limited	Annual	Against	7,8 3.4	Concerns related to approach to board gender diversityConcerns related to succession planningOverboarded/Te
				3.5,3.6	many other time commitments
				5B,5C 3.1,3.2	Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders
					Lack of independence on hoard
06/2024	The Hong Kong and China Gas Company Limited	Annual	Against	3.1	Concerns related to inappropriate membership of committees Concerns related to approach to board gender div
				3.3 5.2,5.3	Lack of independence on board Concerns related to succession planning
				3.2	Issue of equity raises concerns about excessive dilution of existing shareholders
					Lack of independence on board
06/2024	Far East Horizon Limited	Annual	Against	3a	Combined CEO/Chair Concerns related to attendance at board or committee meetings
			1	3c 6,7	Concerns related to attendance at board or committee meetings Issue of equity raises concerns about excessive dilution of existing shareholders
				8	Pay is misaligned with EOS remuneration principles
06/2024	:Hysan Development Co., Ltd.	Annual	:Against	2.3 3.1,3.2,3.4,3.5,7	:Concerns related to succession planning
06/2024 06/2024	Beijing Enterprises Holdings Limited Melco International Development Limited	Annual Annual	Against Against	3.1,3.2,3.4,3.5,7 :2a1	Lack of independence on board Combined CFO/Chair
	,			2a2	Concerns related to approach to board gender diversityConcerns related to succession planning
				5.1,5.2	Issue of equity raises concerns about excessive dilution of existing shareholders
06/2024	China Overseas Land & Investment Ltd.	: :Annual	Against	6,7,8,9,10,11 3d	Pay is misaligned with EOS remuneration principles Concerns related to approach to board gender diversity
			riguniot	7	Insufficient/poor disclosure
04/2024	Mitsui High-tec, Inc.	Annual	Against	1.6,1.7,1.8,2.4	Lack of independence on board
04/2024	Sakieui House I td	Annual	: All For		Lack of independence on board Concerns related to approach to board gender diversity
04/2024 04/2024	Sekisui House, Ltd. Benefit One Inc.	:Annual :Special	:All For		
04/2024	GENDA, Inc.	Annual	Against	1	Concerns related to shareholder rights
			1 1	2.1,2.5	Lack of independence on board
04/2024 05/2024	Benesse Holdings, Inc. SHIMAMURA Co., Ltd.	:Special :Annual	All For Against	2.1	Concerns related to approach to board gender diversity Lack of independence on board
00/2027	S. IIIIAMOTA GO., Etc.	, will use	1	3.3	Lack of independence on board
05/2024	GLP J-REIT	Special	Against	4.2	Concerns related to succession planning
05/2024	Lawson, Inc.	Annual	All For	2.1	:Concerns about overall board structure
/05/2024	Sugi Holdings Co., Ltd.	Annual	Against	1.2 1.2	Concerns about overall board structure Concerns related to approach to board gender diversity

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Meeting Date 21/05/2024	Company Name Takashimaya Co., Ltd.	Meeting Type Annual	Voting Action Against	Agenda Item Numbers 4	Voting Explanation Concerns about overall board structure
			! ~	2.9	:Concerns related to succession planning
23/05/2024 23/05/2024	AEON Mall Co., Ltd. Hisamitsu Pharmaceutical Co., Inc.	Annual Annual	All For Against	3.3	: Concerns about overall board structure
23/03/2024	risariitsu Friairiiaceuticai Co., IIIC.	Ailludi	Ayallist	2.1	Concerns related to approach to board gender diversity Concerns about overall performance
23/05/2024	J. FRONT RETAILING Co., Ltd.	Annual			
23/05/2024 24/05/2024	Toho Co., Ltd. (9602) AFON Financial Service Co. Ltd.	:Annual :Annual	Against	2.1,2.2 2	:Concerns about overall performance :Concerns about overall board structure
24/05/2024	AEON Financial Service Co., Ltd.	Annuai		1.2	Concerns about overall board structure Concerns related to approach to board gender diversity
28/05/2024	ABC-MART, INC.	Annual	Against	31	Concerns related to approach to board gender diversity
				2 3.1	Concerns related to shareholder rights
28/05/2024 28/05/2024	BayCurrent Consulting, Inc. Seven & i Holdings Co., Ltd.	Annual Annual	Against Against	3.1 2.8	Concerns related to approach to board gender diversity Concerns related to succession planning
28/05/2024	Welcia Holdings Co., Ltd.	Annual		2.10	Lack of independence on board
29/05/2024	AEON Co., Ltd.	Annual	Against	1.1,1.2	:Concerns about overall performance
		1		1.5	Lack of independence on board
29/05/2024	Izumi Co., Ltd.	: :Annual	Against	2	Poison pill/anti-takeover measure not in investors interests Insufficient/poor disclosure
29/05/2024	YASKAWA Electric Corp.	Annual	All For		: IIIsuliideiupud usuosule :
30/05/2024	Rorze Corp. Toyota Industries Corp.	Annual	Against	3.1	Concerns related to approach to board gender diversity
11/06/2024	Toyota Industries Corp.	Annual		1.2	Concerns related to approach to board gender diversityConcerns about overall performance
		1		1.3 1.1	Concerns related to succession planning Concerns to protect shareholder value
12/06/2024	Toyota Boshoku Corp.	Annual	Against	1.1 1.2	Concerns related to approach to board gender diversity
		į		1.9	Lack of independence on board
13/06/2024	Descente Ltd.	Annual	All For	1.1,1.2	
13/06/2024	IBIDEN Co., Ltd.	Annual		1.1,1.2 1.5	Concerns about overall performance Lack of independence on board
13/06/2024	MISUMI Group, Inc.	Annual	All For	1.0	:
14/06/2024	Eisai Co., Ltd.	Annual	All For		<u> </u>
14/06/2024	Hankyu Hanshin Holdings Inc.	Annual	Against	2.1	Concerns to protect shareholder value
14/06/2024 14/06/2024	KEYENCE Corp. Shizuoka Financial Group, Inc.	Annual Annual	Against Against	2.2 2.1,2.2	Concerns related to approach to board gender diversity Concerns about overall performance
,00/2024	Sinzaoka i manuar Group, IIIC.	, unition	r sguillat	2.1,2.2 2.6	Lack of independence on board
14/06/2024	Toyoda Gosei Co., Ltd.	Annual	Against	2.2	Concerns about overall board structure
14/06/2024	Zenkoku Hosho Co., Ltd.	Annual	Against	3.2 2.2	Concerns related to approach to board gender diversity
17/06/2024 17/06/2024	Dalichi Sankyo Co., Ltd. JAPAN POST INSURANCE Co., Ltd.	Annual Annual	Against All For	2.2	Concerns related to approach to board gender diversity
17/06/2024	Kyushu Financial Group, Inc.	Annual	Against	1.2	Concerns related to approach to board gender diversityConcerns about overall performanceLack of independence or
	,,			1.1	board
	<u>.</u>		<u> </u>		Lack of independence on board
17/06/2024 18/06/2024	Seven Bank Ltd. Fujitsu General Ltd.	Annual Annual	All For Against		Concerns about overall board structure
10/00/2024	Fujitsu General Ltd.	Annuai	: ⁻	ა 2.1	Concerns about overall board structure Concerns related to approach to board gender diversity
18/06/2024	Japan Airlines Co., Ltd.	Annual	:All For		
18/06/2024	Japan Post Bank Co., Ltd.	Annual	Against Against Against	1.1	Concerns about overall performance
18/06/2024 18/06/2024	Kadokawa Corp. Konica Minolta, Inc.	Annual Annual	Against Against	2.1	Concerns about overall performance Concerns about overall performance
10/00/2024		Ailiuai		1.4	Concerns related to approach to board gender diversity
18/06/2024	LY Corp. NIDEC Corp.	Annual	Against	1.1,1.2	Concerns to protect shareholder value
18/06/2024		Annual	All For		
18/06/2024 18/06/2024	NTT DATA Group Corp. PERSOL Holdings Co., Ltd.	Annual Annual	All For Against	2.6	Lack of independence on board
18/06/2024	Solitz Corp	Annual	Against	3.6	Lack of independence on board
18/06/2024	Sojitz Corp. Tokyo Electron Ltd.	:Annual		1.1	:Concerns about overall performance
18/06/2024	Toyota Motor Corp.	Annual	Against	1.1	Concerns about overall board structure 2- Concerns about overall performance 3- Concerns related to board
		\$		1.2 1.8	gender diversity 4- Lack of independence on board Concerns about overall performance
		-		4	Lack of independence on board
					SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
					transparency
18/06/2024 19/06/2024	Yokogawa Electric Corp. :Aisin Corp.	Annual Annual	:Against :Against	3.1	:Concerns about overall performance :Concerns related to approach to board gender diversityConcerns about overall performance
19/06/2024	Credit Saison Co., Ltd.	Annual		2.2	Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity
				13 2.1	The proposed disclosure would promote accountability and help shareholders make better-informed decisions.
19/06/2024	Fuji Kyuko Co., Ltd.	Annual			Concerns about overall performance Lack of independence on board
		i i		2.3,2.4,2.6,2.7,2.11,2.12,2.13	Lack of independence on board
19/06/2024	Honda Motor Co., Ltd.	:Annual	All For		• • • • • • • • • • • • • • • • • • •
19/06/2024	Iwatani Corp.	Annual	Against	2.1	:Concerns about overall performanceLack of independence on board
				2.3	Concerns related to approach to board gender diversityConcerns about overall performance
19/06/2024	Janan Aviation Electronics Industry I to	Annual	All For	2.8,2.9,2.10	Lack of independence on board
19/06/2024	Japan Aviation Electronics Industry Ltd. Japan Exchange Group, Inc.	:Annual	All For		
19/06/2024		Annual	Against	1.1	:Concerns about overall performance
	Japan Post Holdings Co., Ltd.			2.2	:Concerns related to approach to board gender diversity
19/06/2024	Japan Post Holdings Co., Ltd. Kakaku.com, Inc.	Annual	Against		
19/06/2024 19/06/2024	Kakaku com Inc	Annual	All For	2 2	Concerns related to approach to hoard gender diversity
19/06/2024 19/06/2024 19/06/2024	Kakaku.com, Inc. KDDI Corp. Keihan Holdings Co., Ltd.	Annual Annual	All For Against	2.2 1.1	Concerns related to approach to board gender diversity Concerns about overall performance
19/06/2024 19/06/2024 19/06/2024 19/06/2024	Kakaku com Inc	Annual	All For Against Against	1.1 2.2	Concerns about overall performance Lack of independence on boardConcerns related to inappropriate membership of committees
19/06/2024 19/06/2024 19/06/2024 19/06/2024 19/06/2024	Kakaku.com, Inc. (KDDI Corp. Keihan Holdings Co., Ltd. Kobe Steel, Ltd. Komatsu Ltd.	Annual Annual Annual Annual	All For Against Against Against	1.1	Concerns about overall performance Lack of independence on boardConcerns related to inappropriate membership of committees Lack of independence on board
19/06/2024 19/06/2024 19/06/2024 19/06/2024 19/06/2024 19/06/2024	Kakaku, com, Inc. KDDI Corp. Keihan Holdings Co., Ltd. Kobe Steel, Ltd. Komasu Ltd. LUKL Corp.	Annual Annual Annual Annual Annual	All For Against Against Against Against Against	1.1 2.2 2.5 1.1	Concerns about overall performance Lack of independence on board/concerns related to inappropriate membership of committees Lack of independence on board Concerns about overall performance
19/06/2024 19/06/2024 19/06/2024 19/06/2024 19/06/2024 19/06/2024 19/06/2024	Kakaku.com, Inc. (KDDI Corp. Keihan Holdings Co., Ltd. Kobe Steel, Ltd. Komatsu Ltd.	Annual Annual Annual Annual	All For Against Against Against Against Against Against	1.1 2.2 2.5 1.1 2.1	Concerns about overall performance Lack of independence on board/concerns related to inappropriate membership of committees Lack of independence on board Concerns about overall performance Inadequate management of climate-related risks
19/06/2024 19/06/2024 19/06/2024 19/06/2024 19/06/2024 19/06/2024 19/06/2024	Kaksaku com, Inc. KDDI Corp. Kehan Holdings Co. Ltd. Kooe Steel, td. Komatsu Ltd. LIXIL Corp. Milisui & Co. Ltd. Nigoon Sanso Holdings Corp.	Annual Annual Annual Annual Annual Annual Annual Annual Annual	All For Against Against Against Against Against Against	1.1 2.2 2.5 1.1	Concerns about overall performance Lack of independence on board/concerns related to inappropriate membership of committees Lack of independence on board Concerns about overall performance
19/06/2024 19/06/2024 19/06/2024 19/06/2024 19/06/2024 19/06/2024 19/06/2024 19/06/2024 19/06/2024 19/06/2024	Kakaku com, Inc. KODI Corp. Kehan Holdings Co. Ltd. Kobe Sheel, Ltd. LKN Corp. Mitsui & Co., Ltd. Mitsui & Co., Ltd. Nippon Sarse Holdings Corp. Nippon Sarse Holdings Corp. Nippon Visen KK	Annual Annual Annual Annual Annual Annual Annual Annual	All For . Against .	1.1 2.2 2.5 1.1 2.1	Concerns about overall performance Lack of independence on board(Concerns related to inappropriate membership of committees Lack of independence on board. Concerns about overall performance Inadequate management of climate-related risks Lack of independence on board Concerns about overall beard structure. Lack of independence on board Concerns about overall beard structure. Lack of independence on board
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1906/2024 1906/2024 1906/2024 1906/2024 1906/2024 1906/2024 1906/2024 1906/2024 1906/2024 1906/2024 1906/2024 1906/2024 1906/2024	Kakaku com, Inc. KDDI Corp. Kehan Holdings Co, Ltd. Koob Steet, Ltd. Komatsu Ltd. Katalaku	Annual	All For Against Agains	1.1 22.2 2.5 1.1 1.1 1.1 1.1 2.1 2.1 2.1 2.1 2.1 2.1	Concerns about overall performance Lack of independence on board/Concerns related to inappropriate membership of committees Lack of independence on board Concerns about overall performance Inadequate management of climate-related risks Lack of independence on board Concerns about overall beard structure Lack of independence on board Concerns about overall performance Concerns about overall concerns related to approach to board gender diversity Concerns about overall performance. Concerns related to approach to board gender diversity
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1908/2024 1908/2024 1908/2024 1908/2024 1908/2024 1908/2024 1908/2024 1908/2024 1908/2024 1908/2024 1908/2024 1908/2024 2008/2024 2008/2024	Kataku cem, Inc. KDDI Corp. Kehan Holdings Co, Ltd. Koonatsu Ltd. Komatsu Ltd. Kataku	Annual	All For Against	1.1 2.2 2.5 1.1 2.1 2.1 2.8 3.1,3.2 2.5 1.1 2.3 2.3 1.1 2.3 2.3 1.1 2.3 2.3 1.1	Concerns about overall performance Lack of independence on board/concerns related to inappropriate membership of committees Lack of independence on board. Concerns about overall performance Inadequate management of climate-related risks Lack of independence on board Concerns about overall performance Lack of independence on board Concerns about overall performance Concerns about overall performance Concerns about overall performance Concerns about overall performance Concerns about overall or dimate-related risks Lack of independence on board Concerns related to approach to board gender diversity Inadequate management of climate-related risks Lack of independence on board Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to approach be board gender diversity Concerns related to approach be board gender diversity
1908/2024 1908/2024 1908/2024 1908/2024 1908/2024 1908/2024 1908/2024 1908/2024 1908/2024 1908/2024 1908/2024 1908/2024 1908/2024 1908/2024 2008/2024 2008/2024 2008/2024 2008/2024 2008/2024 2008/2024 2008/2024 2008/2024	Kackaku corn, Inc. KDDI Corp. Keihan Holdings Co. Ltd. Koos Steel, td. Kronatsu Ltd. LIXIL Corp. Milsui & Co., Ltd. Nigoon Sarse holdings Corp. Nigoon Yusen KK. Corp. Subaru Corp. West Japan Railway Co. Yakult Horshis Co., Ltd. Astellas Pharma, Inc. Cosmo Energy Holdings Co., Ltd. Cosmo Energy Holdings Co., Ltd. DENSO Corp.	Annual	All For Against All For Against	1.1 2.2 2.5 1.1.1 2.1 2.8 3.1.2 2.5 1.1 1.1 2.2 2.3 1.1 1.1 2.2 2.3 1.1 1.1 2.2 2.3 1.1 1.1 2.2 2.3 1.1 1.1 2.2 2.3 1.1 1.1 2.2 2.3 1.1 1.1 2.2 2.3 1.1 1.1 2.2 2.3 1.1 1.1 2.2 2.3 1.1 1.1 2.2 2.3 1.1 1.1 1.1 1.1 1.1 1.1 1.1 1.1 1.1 1	Concerns about overall performance Lack of independence on board(Concerns related to inappropriate membership of committees Lack of independence on board Concerns about overall performance Inadequate management of climate-related risks Lack of independence on board Concerns about overall board structure Lack of independence on board Concerns about overall board structure Lack of independence on board Concerns related to approach to board gender diversity Inadequate management of climate-related risks Lack of independence on board Concerns related to approach to board gender diversity Inadequate management of climate-related risks Lack of independence on board Concerns about overall performance Concerns related to approach to board gender diversity Concerns about overall performance Concerns about overall performance Concerns about overall performance
1908/2024 1908/2024 1908/2024 1908/2024 1908/2024 1908/2024 1908/2024 1908/2024 1908/2024 1908/2024 1908/2024 1908/2024 2008/2024 2008/2024 2008/2024 2008/2024 2008/2024 2008/2024 2008/2024 2008/2024 2008/2024 2008/2024	Kackaku com, Inc. Kobi Corp. Kehan Holdings Co, Ltd. Koonatsu Ltd. Kornatsu Ltd. Kornatsu Ltd. LtXIL Corp. Milisui & Co, Ltd. Morent Sarves Holdings Corp. Mysen Tytes MK. NS Solutions Corp. Suberu Corp. West Japan Railway Co. Yakuti Honsha Co, Ltd. Capcon Go, Ltd. Capcon Go, Ltd. Cesne Energy Holdings Co., Ltd. Denka Co, Ltd. Denka Co	Annual	All For Against All For Against	1.1 2.2 2.5 1.1.1 2.1 2.8 3.1.2 2.5 1.1 1.1 2.2 2.3 1.1 1.1 2.2 2.3 1.1 1.1 2.2 2.3 1.1 1.1 2.2 2.3 1.1 1.1 2.2 2.3 1.1 1.1 2.2 2.3 1.1 1.1 2.2 2.3 1.1 1.1 2.2 2.3 1.1 1.1 2.2 2.3 1.1 1.1 2.2 2.3 1.1 1.1 1.1 1.1 1.1 1.1 1.1 1.1 1.1 1	Concerns about overall performance Lack of independence on board/concerns related to inappropriate membership of committees Lack of independence on board. Concerns about overall performance inadequate management of climate-related risks Lack of independence on board Concerns about overall performance Lack of independence on board Concerns about overall performance Concerns about overall performance Concerns about overall performance Lack of independence on board Concerns about overall performance Concerns about overall performance Concerns related to approach to board gender diversity Inadequate management of climate-related risks Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance Concerns related to approach to board gender diversity Concerns about overall performance Concerns related to approach to board gender diversity Concerns about overall performance Concerns related to approach to board gender diversity Concerns about overall performance
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1908/2024 1908/2024 1908/2024 1908/2024 1908/2024 1908/2024 1908/2024 1908/2024 1908/2024 1908/2024 1908/2024 1908/2024 2008/2024 2008/2024 2008/2024 2008/2024 2008/2024 2008/2024 2008/2024 2008/2024 2008/2024 2008/2024	Kackaku com, Inc. Kobi Corp. Kehan Holdings Co, Ltd. Koonatsu Ltd. Kornatsu Ltd. Kornatsu Ltd. LtXIL Corp. Milisui & Co, Ltd. Morent Sarves Holdings Corp. Mysen Tytes MK. NS Solutions Corp. Suberu Corp. West Japan Railway Co. Yakuti Honsha Co, Ltd. Capcon Go, Ltd. Capcon Go, Ltd. Cesne Energy Holdings Co., Ltd. Denka Co, Ltd. Denka Co	Annual	All For Against	1.1 2.2 2.5 1.1 2.1 2.8 3.1.32 2.5 1.1 2.2 2.3 2.1 2.1 2.2 2.2 2.1 1.1 2.2 2.3 3.1 3.1	Concerns about overall performance Lack of independence on board/concerns related to inappropriate membership of committees Lack of independence on board. Concerns about overall performance inadequate management of climate-related risks Lack of independence on board Concerns about overall performance Lack of independence on board Concerns about overall performance Concerns related to approach to board gender diversity Inadequate management of climate-related risks Lack of independence on board Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity.

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Meeting Date 20/06/2024	Company Name Mitsubishi Motors Corp.	Meeting Type Annual		Agenda Item Numbers 3.1	Voting Explanation Inadequate management of climate-related risks from exposure to coal
	инациан инжиз Согр.	Aillida	i *	3.4,3.12	Lack of independence on board
20/06/2024	Nifco, Inc.	Annual	All For		
20/06/2024	Nippon Shokubai Co., Ltd.	Annual	Against	2.1	Concerns about overall performance Lack of independence on board
20/06/2024	Nicoco Telecoco & Telechoco Coco	A	A	2.6	Lack of independence on board Concerns about overall performance
20/06/2024	Nippon Telegraph & Telephone Corp. Nitori Holdings Co., Ltd.	Annual Annual	Against Against	2.2 1.1 2.2	Inadequate management of deforestation risks
20/06/2024	OMRON Corp.	Annual	Against	2.2	Concerns related to approach to board gender diversity
20/06/2024	Ono Pharmaceutical Co., Ltd.	Annual	Against	2.1,2.2	Concerns about overall performance
20/06/2024	Recruit Holdings Co., Ltd.	Annual		2.1	
20/06/2024	Ricoh Co., Ltd.	Annual	Against	2.1	Concerns about overall performance
20/06/2024	SCSK Com	Annual	Against	2.2 2.5,3	Concerns about overall performance Concerns related to approach to board gender diversity Lack of independence on board
20/06/2024	SCSK Corp. Sekisui Chemical Co., Ltd.	Annual	Against	2.1,2.2	Concerns about overall performance
20/06/2024	Shionogi & Co., Ltd.	Annual	All For		:
20/06/2024	SoftBank Corp.	Annual	All For		
20/06/2024	Sumitomo Mitsui Trust Holdings, Inc.	Annual	Against	4.1,4.5	Concerns about overall performance
20/06/2024	TAISEI Corp.	Annual	Against	4.9 4.1	Concerns related to approach to board gender diversity Concerns about overall board structure
20/00/2024	TAIGET GOLD.	Aillidai	Agaillat		Concerns about overall performance
					Concerns about overall performance Lack of independence on board
				3.4,3.5,3.9,3.11	Lack of independence on board
20/06/2024	Teijin Ltd.	Annual		1.1	Concerns about overall performance
21/06/2024	ACOM Co., Ltd.	Annual	Against	2.3	Concerns related to approach to board gender diversity
21/06/2024	ASAHI YUKIZAI Corp.	Annual	Against	2.1,3 3.1,3.2	Lack of independence on board Concerns related to inappropriate membership of committees
21/00/2024	AOATH TORIZALOUP.	Ailida	Agaillat	2.4,2.5	Lack of independence on board
					Lack of independence on board Concerns related to approach to board gender diversity
21/06/2024	Central Japan Railway Co.	Annual	Against	2.1 2.2	Concerns related to approach to board gender diversity
		į		2.10	Lack of independence on board
21/06/2024 21/06/2024	Concordia Financial Group, Ltd.	Annual	Against	1.1 2.1	Concerns related to approach to board gender diversityConcerns about overall performance
21/06/2024	Daicel Corp.	Annual	Against	2.1	Concerns about overall performance
21/06/2024	Daifuku Co., Ltd.	Annual	Against	2.6,2.8 2.1	Lack of independence on board Concerns related to approach to board gender diversity
			:	2.6	Lack of independence on board
21/06/2024	Daiichikosho Co., Ltd.	Annual	All For		
21/06/2024	Daiwa Securities Group, Inc.	Annual	All For		
21/06/2024	Digital Garage, Inc.	Annual	Against	3.2,3.3	Concerns related to succession planning
999999999	: <u></u>		:	2.7 2.4 2.1	Lack of independence on board
21/06/2024	DISCO Corp. Fuyo General Lease Co., Ltd.	Annual	Against	2.4	Concerns related to succession planning
21/06/2024	Fuyo General Lease Co., Ltd.	Annual			Concerns about overall performance
				2.2	Concerns about overall performance Concerns related to approach to board gender diversity Lack of independence on board
21/06/2024	Harmonic Drive Systems, Inc.	Annual	Against	2.6 3.1,3.3	Concerns about overall board structure
					Concerns about overall performanceLack of independence on board
				2.2	Concerns related to approach to board gender diversityConcerns about overall performance
				2.5,2.6,2.7 2.1	Lack of independence on board
21/06/2024	HIROSE ELECTRIC CO., LTD.	Annual	Against		Concerns related to approach to board gender diversity
		-		2.7 2.9	Concerns related to succession planning
21/06/2024	Hitachi Ltd.	Annual		1.8	Lack of independence on board Concerns related to succession planning
21/06/2024 21/06/2024	ITOCHU Corp.	Annual	All For		
21/06/2024	JVCKenwood Corp.	Annual	Against	1.2	Concerns related to approach to board gender diversity
21/06/2024	Kawasaki Kisen Kaisha, Ltd.	Annual	Against	2.1 3.2	Concerns related to approach to board gender diversity
21/06/2024	Kintetsu Group Holdings Co., Ltd.	Annual	Against	3.2	Concerns about overall board structure
					Concerns related to approach to board gender diversity Lack of independence on board
21/06/2024	Kyushu Railway Co.	Annual	All For	2.1,2.8,2.10,2.11,2.12	Lack of independence on board
21/06/2024	Marubeni Corp.	Annual		1.1	Inadequate management of climate-related risks from exposure to coal
21/06/2024	MatsukiyoCocokara & Co.	Annual	Against	2.2	Concerns related to approach to board gender diversity
21/06/2024	Mitsubishi Corp.	Annual	Against	3.7	Lack of independence on board
21/06/2024	Nagase & Co., Ltd.	Annual	Against	3	Concerns about overall board structure
			1	2.1	Concerns about overall performance
21/06/2024	Nankai Electric Railway Co., Ltd.	Annual	Against	2.2 2.1,2.6,2.7,2.9	Concerns about overall performance Concerns related to approach to board gender diversity Lack of independence on board
21/06/2024	NEC Corp.	Annual	Against	1.9,1.10	:Concerns about overall performance
21/06/2024	Nippon Densetsu Kogyo Co., Ltd.	Annual	Against	2.1	Concerns related to approach to board gender diversityLack of independence on board
		1	1	2.4,2.6,3.3	Lack of independence on board
21/06/2024	NIPPON STEEL CORP.	Annual	Against	2.1,2.8,2.9,3.1,3.2	Lack of independence on board
				/ =	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate
	1			3	accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
					management of ESG opportunities and risks
	1				SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
					transparency
21/06/2024	Nitto Denko Corp.	Annual	All For		
21/06/2024	Nomura Real Estate Holdings, Inc.	Annual	All For		<u> </u>
21/06/2024 21/06/2024	Nomura Research Institute Ltd.	Annual	Against	1.1,1.3 3.4	Concerns about overall performance
21/06/2024	Okuma Corp. Paltac Corp.	:Annual :Annual	Against All For	3.1	Concerns related to approach to board gender diversityConcerns about overall performance
	RAKUS Co., Ltd.	Annual		2.5	Lack of independence on board
21/06/2024 21/06/2024	RAKUS Co., Ltd. Sanken Electric Co., Ltd.	Annual	Against	1.1	:Concerns about overall performance
				1.4,1.6	Lack of independence on board
21/06/2024	SCREEN Holdings Co. Ltd.	Annual	:Against :	2.1	:Concerns about overall performance
21/06/2024	Seibu Holdings, Inc.	Annual	Against	2.2	Concerns about overall performance Concerns related to approach to board gender diversity Concerns about overall performance
	Selbu Holdings, Inc.	Annual	Against	2.1 2.2	Concerns about overall performance Concerns related to approach to board conder disconity
21/06/2024	SMS Co., Ltd.	Annual			Concerns about overall performance Concerns related to approach to board gender diversity Concerns related to succession planning
21/06/2024 21/06/2024	SoftBank Group Corp.	Annual	Against .	3.1 2.1	:Concerns related to succession planning :Concerns related to approach to board gender diversity. Concerns about overall performance
		1	: :	2.8	:Lack of independence on board
21/06/2024	Square Enix Holdings Co., Ltd.	Annual	All For		
21/06/2024	Sumitomo Chemical Co., Ltd.	Annual		1.1,1.2	Concerns about overall performance
O4 INCIDIOS *	Sumitomo Corp.		Against	1.9 2.1	Lack of independence on board
21/06/2024	Surritorno Corp.	Annual	Against	2.1	Inadequate management of climate-related risks Inadequate management of climate-related risks from exposure to
21/06/2024	Sundrug Co., Ltd.	Annual	All For		COAL
21/06/2024	Sysmex Corp.	Annual	Against	2.2	Concerns related to approach to board gender diversity
21/06/2024	:TDK Corp.	:Annual	:Against	2.1	:Concerns related to approach to board gender diversity

Meeting Date 21/06/2024					
21/00/2024	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation Lack of independence on board
	The Hachijuni Bank, Ltd.	Annual	Against	4.2	
		1	İ	11	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropria
			1	8,12	accountability or incentivisation
			1	9,10	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes efficient
			1		capital structure
		\$	1	1	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
					transparency
21/06/2024	Tobu Railway Co., Ltd.	Annual	Against	3.3,3.5	Concerns about overall board structure
			1	2.1	Concerns about overall performance
		1	1	2.2	Concerns about overall performance Concerns related to approach to board gender diversity
				2.9	:Lack of independence on board
21/06/2024	Tokyo Seimitsu Co., Ltd.	Annual	All For		
21/06/2024	Tosoh Corp	Annual	Against	1.1,1.6,1.8	Lack of independence on board
21/06/2024	Toyo Seikan Group Holdings Ltd.	Annual	Against	2.1	Concerns about overall performance Concerns related to approach to board gender diversity
		•	1 7	2.8	Lack of independence on board
21/06/2024	Toyota Tsusho Corp.	Annual	Against	2.1	Inadequate management of climate-related risks
21/06/2024	TS TECH CO., LTD.	Annual	Against	2.1 1.1	Concerns about overall performance
21/06/2024	Yamato Holdings Co., Ltd.	Annual	Against	2.2	Concerns about overall board structure
21/00/2024	Tamato Holdings Co., Etd.	Aillida	Agaillat	1.1	Concerns related to approach to board gender diversity
22/06/2024	FANCL Corp.	Annual	All For		Contains related to approach to board gender diversity
22/06/2024	Hikari Tsushin, Inc.	Annual	All For		
23/06/2024	Matsui Securities Co., Ltd.	Annual	Against	2.10	Lack of independence on board
23/00/2024	Maisur Securities Co., Ltd.	Aimuai	Against	2.10	Lack of independence on board Concerns related to approach to board gender diversity
24/06/2024	Bandai Namco Holdings, Inc.	Annual	Against	2.1 2.1	
	Bandai Namco Holdings, Inc.		Against		Concerns about overall performance Concerns related to approach to board gender diversity
24/06/2024	Dai-ichi Life Holdings, Inc.	Annual	Against	3.4,3.5	Concerns related to inappropriate membership of committeesLack of independence on board
24/06/2024	Fujitsu Ltd.	Annual	All For		
24/06/2024	Hitachi Construction Machinery Co., Ltd.	Annual	All For		
24/06/2024	Isetan Mitsukoshi Holdings Ltd.	Annual	All For		· · · · · · · · · · · · · · · · · · ·
24/06/2024	Marui Group Co., Ltd.	Annual	Against	<u>;z.1</u>	Concerns about overall performance
24/06/2024	MS&AD Insurance Group Holdings, Inc.	Annual	Against	2.1	Concerns about overall performanceConcerns to protect shareholder value
24/06/2024	NEC Networks & System Integration Corp.	Annual	All For		:
24/06/2024	Nikon Corp.	Annual	All For		:
24/06/2024	ODIO Dusiness Consultanta Co., Etc.	Annual	Against	2.2	Concerns related to approach to board gender diversity
24/06/2024	Panasonic Holdings Corp.	Annual	All For		
24/06/2024	Sompo Holdings, Inc.	Annual	Against	2.1	Concerns about overall performanceConcerns to protect shareholder value
	-	i i		2.5	Concerns related to attendance at board or committee meetingsConcerns related to succession planning
				2.4	Concerns related to succession planning
24/06/2024	The Japan Steel Works Ltd.	Annual	Against	2.1	Concerns about overall performance
24/06/2024	Tokio Marine Holdings, Inc.	Annual	Against	2.1 2.1,2.2	Concerns about overall performanceConcerns to protect shareholder value
	g-,	:		2.9,2.11	Lack of independence on board
24/06/2024	Tokyo Century Corp.	Annual	Against	3.8	Lack of independence on board
24/06/2024	Yamaha Corp.	Annual	Against	2122	Concerns about overall performance
25/06/2024	Aica Koqyo Co., Ltd.	Annual	All For		
25/06/2024	Ajinomoto Co., Inc.	Annual	All For		
25/06/2024	Anritsu Corp.	Annual	Against	9.4	Concerns related to consequent to bear greater disconsity
25/06/2024	Aozora Bank Ltd.	Annual		1.1	Concerns related to approach to board gender diversity
25/06/2024	AOZOFA BARK LIG.	Annuai	Against		Concerns about overall performance
			All For	1.2	Concerns about overall performanceConcerns related to approach to board diversity
25/06/2024	Asahi Kasei Corp.	Annual	All For		
25/06/2024	Azbil Corp.	Annual	All For		
25/06/2024	Brother Industries, Ltd.	Annual	Against	:1.3	Concerns related to approach to board gender diversity
25/06/2024	CALBEE, Inc.	Annual	Against	2.4	:Concerns related to succession planning
				2.1 3.7	Inadeguate management of deforestation risksConcerns related to approach to board gender diversity
25/06/2024	Daito Trust Construction Co. Ltd.	Annual	Against	3.7	Lack of independence on board
25/06/2024	DOWA HOLDINGS Co., Ltd.	Annual	All For		
25/06/2024	Fuji Electric Co., Ltd.	Annual	Against	1.1	Concerns about overall performance
		1	1 7	1.2	Concerns related to approach to board gender diversityConcerns about overall performance
25/06/2024	Hirogin Holdings, Inc.	Annual	Against	1.1,1.2	
25/06/2024	House Foods Group, Inc.	Annual	Against	1.1,1.2 2.1	Concerns about overall performance.
	· ·	\$	1 T	2.7,3	board
		1	i	5	Lack of independence on board
			1	F	Shareholder proposal promotes efficient capital structure
25/06/2024	Idemitsu Kosan Co., Ltd.	Annual	Against	2	Concerns about overall board structure
LOIGOILOLI	definited resear Go., Etc.	7 111100	, iguillot	1.1	Inadequate management of climate-related risks Inadequate management of climate-related risks from exposure to
		1	1	i'''	
25/06/2024	lida Group Holdings Co., Ltd.	Annual	All For		coal
	INFRONEER Holdings, Inc.	://illiudi			
				0400	Concerns about averall perfermence
	• •	Annual	Against	2.1,2.2	Concerns about overall performance
25/06/2024			Against	2.7	Concerns related to approach to board gender diversity
25/06/2024 25/06/2024	IRISO Electronics Co., Ltd.	: :Annual	Against Against	2.7	Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity
25/06/2024 25/06/2024 25/06/2024	IRISO Electronics Co., Ltd. JAPAN ELECTRONIC MATERIALS CORP.	Annual Annual	Against Against Against		Concerns related to approach to board gender diversity Concerns related to approach to board center diversity Concerns related to approach to board gender diversity
25/06/2024 25/06/2024 25/06/2024 25/06/2024	IRISO Electronics Co., Ltd. JAPAN ELECTRONIC MATERIALS CORP. JFE Holdings. Inc.	Annual Annual Annual Annual	Against Against Against Against	2.7	Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity
25/06/2024 25/06/2024 25/06/2024 25/06/2024 25/06/2024	IRISO Electronics Co., Ltd. JAPAN ELECTRONIC MATERIALS CORP. JFE Holdings, Inc. JMDC, Inc.	Annual Annual Annual Annual	Against Against Against Against Against All For	2.7	Concerns related to approach to board gender diversity.
25/06/2024 25/06/2024 25/06/2024 25/06/2024 25/06/2024 25/06/2024	IRISO Electronics Co., Ltd. JAPAN ELECTRONIC MATERIALS CORP. JFE Holdings, Inc. JMDC, Inc. JTEKT Corp.	:Annual :Annual :Annual :Annual :Annual :Annual	Against Against Against Against Against All For All For	2.7 2.2 1.2 2.1	Concerns related to approach to board gender diversity.
25/06/2024 25/06/2024 25/06/2024 25/06/2024 25/06/2024 25/06/2024 25/06/2024 25/06/2024	IRISO Electronics Co., Ltd. JAPAN ELECTRONIC MATERIAL'S CORP. JFE Holdings, Inc. JMDC, Inc. JTEKT Corp. JustSystems Corp.	Annual Annual Annual Annual Annual Annual	Against Against Against Against Against All For All For Against	2.7 2.2 1.2 2.1	Concerns related to approach to board gender diversity. Concerns related to approach to board gender diversity.
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5.06/2024 5.06/2024 5.06/2024 5.06/2024 5.06/2024 5.06/2024 5.06/2024 5.06/2024 5.06/2024 5.06/2024 5.06/2024 5.06/2024 5.06/2024 5.06/2024 5.06/2024 5.06/2024 5.06/2024 5.06/2024	IRISO Electronics Co., Ltd. JAPAN ELECTRONIC MATERIALS CORP. JFE Holdings, Inc. JMDO, Inc. JMDO, Inc. JMDO, Inc. JMEN Corp. Justifystems Corp. Kajims Corp. KATITAS Co., Ltd. Kikkoman Corp. Krinden Corp. Krinden Corp. Krinden Corp. Misubish Spirits Co., Ltd. Mazda Motor Corp. Misubish Chemical Group Corp.	Annual	Against	2.7 	Concerns related to approach to board gender diversity Concerns related to approach to beard gender diversity Concerns related to approach to beard gender diversity Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns about overall performance Concerns about overall performance Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to succession planning Inadequate management of climate-related risksConcerns about overall performance Lack of independence on board Concerns about overall performanceConcerns related to approach to board gender diversity Concerns about overall performanceConcerns related to approach to board gender diversity Concerns about overall performanceConcerns related to approach to board gender diversity Concerns about overall performanceConcerns related to approach to board gender diversity Concerns about overall performanceConcerns related to approach to board gender diversity Inadequate management of climate-related risks Concerns related to approach to board gender diversity Inadequate management of climate-related risks Concerns related to approach to board gender diversity Concerns about overall performance Concerns related to approach to board gender diversity Concerns about overall performance Concerns related to approach to board gender diversity Concerns about overall performance about overall performance Concerns related to approach to board gender diversity Concerns about overall performance
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25062024 25062024	IRISO Electronics Co., Ltd. JAPAN ELECTRONIC MATERIALS CORP. JFE Holdings, Inc. JMDG, Inc. JMDG, Inc. JMDG, Inc. JMDG, Inc. JMDG, Inc. JMDG, Inc. JMEN Corp. Justifystems Corp. Karlina Corp. KATITAS Co., Ltd. Kikkoman Corp. Kinden Corp. Kinden Corp. Kinden Corp. Kinden Corp. Misubish Steel Tube Ltd. Mazda Motor Corp. Misubish Cemical Group Corp. Misubish Electric Corp. Misubish Electric Corp. Misubish Corp. Misubish Corp. Misubish Corp. Misubish Corp. Misubish Lectric Corp. Misubish Corp. Misubish Lectric Corp. Misubish Corp. Misubish Lectric Lore, Ltd.	Annual	Against Agains	2.7 2.7 2.1 2.1 2.1 2.1 2.1 2.2 1.1 1.5 2.3 2.8 2.2 2.9 2.2 2.9 2.2 2.1 2.1 2.1 1.1 1.5 2.3 2.8 2.2 2.9 2.2 2.1 2.1 2.1 2.2 2.1 2.2 2.1 2.3 2.8 2.9 2.9 2.0 2.1 2.1 2.1 2.1 2.2 2.1 2.1 2.2 2.1 2.2 2.3 2.4 2.9 2.9 2.0 2.1 2.1 2.1 2.1 2.1 2.2 2.1 2.1	Concerns related to approach to board gender diversity. Concerns related to approach to board gender diversity. Concerns about overall performance. Concerns about overall performance Concerns related to approach to board gender diversity. Concerns related to approach to board gender diversity. Concerns related to succession planning. Inadequate management of climate-related risks/Concerns about overall performance Lack of independence on board. Concerns about overall performanceConcerns related to approach to board gender diversity. Concerns about overall performanceConcerns related to approach to board gender diversity. Concerns about overall performanceLack of independence on board Shareholder proposal promotes appropriate accountability or incentivisation. Concerns related to approach to board gender diversity Inadequate management of climate-related risks Concerns related to approach to board gender diversity Inadequate management of climate-related risks Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns about overall performance Concerns related to approach to board gender diversity Concerns about overall performance Concerns about overall performance Concerns related to approach to board gender diversity Concerns about overall performance Concerns about overall performance
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25/06/2024 25/06/2024 25/06/2024 25/06/2024 25/06/2024 25/06/2024 25/06/2024 25/06/2024 25/06/2024 25/06/2024	IRISO Electronics Co., Ltd. JAPAN ELECTRONIC MATERIALS CORP. JFE Holdings, Inc. JMDG, Inc. JMDG, Inc. JMDG, Inc. JMDG, Inc. JMDG, Inc. JMDG, Inc. JMEN Corp. Justifystems Corp. Karlina Corp. KATITAS Co., Ltd. Kikkoman Corp. Kinden Corp. Kinden Corp. Kinden Corp. Kinden Corp. Misubish Steel Tube Ltd. Mazda Motor Corp. Misubish Cemical Group Corp. Misubish Electric Corp. Misubish Electric Corp. Misubish Corp. Misubish Corp. Misubish Corp. Misubish Corp. Misubish Lectric Corp. Misubish Corp. Misubish Lectric Corp. Misubish Corp. Misubish Lectric Lore, Ltd.	Annual	Against Agains	2.7 2.7 2.1 2.1 2.1 2.1 2.1 2.2 1.1 1.5 2.3 2.8 2.2 2.9 2.2 2.9 2.2 2.1 2.1 2.1 1.1 1.5 2.3 2.8 2.2 2.9 2.2 2.1 2.1 2.1 2.2 2.1 2.2 2.1 2.3 2.8 2.9 2.9 2.0 2.1 2.1 2.1 2.1 2.2 2.1 2.1 2.2 2.1 2.2 2.3 2.4 2.9 2.9 2.0 2.1 2.1 2.1 2.1 2.1 2.2 2.1 2.1	Concerns related to approach to board gender diversity Concerns about overall performance Concerns about overall performance Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to succession planning Concerns related to succession planning Concerns related to succession planning Inadequate management of climate-related risksConcerns about overall performance Lack of independence on board Concerns about overall performanceConcerns related to approach to board gender diversity Concerns about overall performanceConcerns related to approach to board gender diversity Concerns about overall performanceLack of independence on board Shareholder proposal promotes appropriate accountability or incentivisation. Concerns related to approach to board gender diversity Inadequate management of climate-related risks Concerns related to approach to board gender diversity Inadequate management of climate-related risks Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns about overall performance Concerns related to approach to board gender diversity Concerns about overall performance Concerns related to approach to board gender diversity Concerns about overall performance Concerns related to approach to board gender diversity Concerns about overall performance Concerns related to approach to board gender diversity

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Meeting Date 25/06/2024	Company Name Nichirei Corp.	Meeting Type Annual	Voting Action Against	Agenda Item Numbers 3.1	Voting Explanation Concerns about overall board structure
25/06/2024	Nihon M&A Center Holdings Inc.	:Annual	:Against	:3.2	:Concerns related to succession planning
25/06/2024	Nissan Motor Co., Ltd.	Annual	Against	2.5 2.11	Concerns related to succession planning Inadeguate management of climate-related risks
25/06/2024	Niterra Co., Ltd.	Annual	All For		induction in a section of children in the section i
25/06/2024	Nomura Holdings, Inc.	Annual	All For		
25/06/2024	Okamura Corp.	Annual	Against	3.1 3.12	Concerns about overall performance Lack of independence on board
25/06/2024	Orient Corp.	Annual	Against	2.1,2.3,2.5,3.2	Lack of independence on board
25/06/2024	ORIX Corp.	Annual	All For	:3 1	
25/06/2024	Penta-Ocean Construction Co., Ltd.	Annual	Against	3.7,3.8,3.10	Concerns about overall performance Lack of independence on board Concerns related to approach to board gender diversity
				,	Lack of independence on board
25/06/2024 25/06/2024	Santen Pharmaceutical Co., Ltd.	Annual	All For		
25/06/2024	SAWAI GROUP HOLDINGS Co., Ltd. SECOM Co., Ltd.	:Annual :Annual	:All For :Against	3.7	Concerns related to succession planning
25/06/2024	Sega Sammy Holdings, Inc.	Annual	Against	1.6	Lack of independence on board
25/06/2024	Calla Faces Com		: All For	4	Pay is misaligned with EOS remuneration principles
25/06/2024 25/06/2024	Seiko Epson Corp. SOHGO SECURITY SERVICES CO., LTD.	Annual Annual	Against	3	Concerns about overall board structure
25/06/2024	Sony Group Corp.	Annual	All For		
25/06/2024	Sumitomo Bakelite Co., Ltd.	Annual	Against	2.5,2.9 2.1	Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity
25/06/2024	Sumitomo Pharma Co., Ltd.	Annual	Against		Concerns related to approach to board gender diversityConcerns about overall performance
25/06/2024	Suzuken Co., Ltd.	Annual	Against	1.1 1.1,1.2	Concerns about overall performance
25/06/2024	SWCC Corp.	Annual	Against	2.1	Concerns about overall performance
25/06/2024 25/06/2024	TIS, Inc. (Japan) Toei Animation Co., Ltd.	Annual Annual	All For Against	2.2	Concerns related to approach to board gender diversity
			1 7	2.2 2.1	Lack of independence on board
25/06/2024	TOHO GAS Co., Ltd.	Annual	Against	2.2 2.1	Concerns about overall performanceConcerns related to approach to board gender diversity
				2.7	Concerns about overall performanceLack of independence on board Concerns related to succession planning
				2.6,2.9	Lack of independence on board
25/06/2024	Toray Industries, Inc.	Annual	Against	2.1 2.2	Concerns about overall performance Concerns about overall performance Concerns related to approach to board gender diversity
				2.8	Concerns related to succession planning
				2.11	Lack of independence on board
25/06/2024	TOTO Ltd.	Annual	Against	1.1 1.2	Concerns about overall performanceLack of independence on board Concerns related to approach to board gender diversityConcerns about overall performance
				1.8,2.1,2.2	Lack of independence on board
25/06/2024	USS Co., Ltd.	Annual	All For	2.4	Lack of independence on board
25/06/2024	Yamato Kogyo Co., Ltd.	Annual	Against	2.4 2.1	Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity
25/06/2024	Yaoko Co., Ltd.	Annual	All For		Lack or independence on board Concerns related to approach to board gender diversity
26/06/2024	Air Water, Inc.	Annual	Against	2.3	Concerns about overall board structure
26/06/2024	Alfrena Haldings Corn	Annual	Aggingt	1.1,1.7	Lack of independence on board
26/06/2024 26/06/2024	Alfresa Holdings Corp. Alps Alpine Co., Ltd.	Annual Annual	Against Against	2.1	Concerns about overall performance Concerns about overall performance
26/06/2024	AS ONE Corp.	Annual	Against	1.1 2.1	Concerns related to approach to board gender diversity
26/06/2024	AZ-COM Maruwa Holdings, Inc.	Annual	Against	2.1 2.11	Concerns about overall performance Lack of independence on board Concerns related to approach to board gender diversity
				2.11	Lack of independence on board
26/06/2024	BIPROGY Inc.	Annual	Against	2.1	Concerns about overall performance
26/06/2024	Chubu Electric Power Co., Inc.			2.8	Lack of independence on board
26/06/2024	Chubu Electric Power Co., Inc.	Annual	Against	16 3.2	As disclosing information on how climate-related risks and opportunities are factored in the selection of outside directors and statutory auditors and the board evaluation would be of value to Chubu Electric shareholders given the
				3.2 3.1	climate risks and other environmental impacts of the company's current strategy.
				3.6	Concerns about overall performance
				10	Concerns about overall performance and Inadequate management of climate-related risks Inadequate management of climate-related risks from exposure to coal
					Lack of independence on board
26/06/2024	Chugin Financial Group, Inc.	Annual			The proposed disclosure would promote accountability and help shareholders make better-informed decisions.
20/00/2024	Chugin Financial Group, Inc.	Annuai	Against	2.5	Concerns about overall performance Lack of independence on board
26/06/2024	Daido Steel Co., Ltd.	Annual	Against	2.2	Concerns about overall performance Concerns related to approach to board gender diversity
				2.1 2.7	Concerns about overall performance Lack of independence on board Lack of independence on board
				3.2.3.3	Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees
26/06/2024	Daio Paper Corp.	Annual	Against	3.2	Concerns about overall board structure
26/06/2024	Electric Power Development Co., Ltd.		Against	2.1 2.2	Concerns about overall performance Concerns related to approach to board gender diversity
26/06/2024	Electric Power Development Co., Ltd.	Annual	Against	3.2	Concerns related to approach to board gender diversity Concerns related to succession planning
		1	1	2.1	Inadequate management of climate-related risks Inadequate management of climate-related risks from exposure to
				2.9,2.10,3.1	coalLack of independence on board
26/06/2024	ENEOS Holdings, Inc.	: :Annual	All For		Lack of independence on board
26/06/2024	ENEOS Holdings, Inc. EXEO Group, Inc.	Annual	All For		
26/06/2024	FP Corp.	Annual	Against	1.2	Concerns related to approach to board gender diversity
26/06/2024	Fuji Media Holdings, Inc.	Annual	Against	1.1,2.2 2.1	Lack of independence on board Concerns related to approach to board gender diversityConcerns about overall performanceLack of independence on
	,			3.2	board
				2.8,2.9,2.10,2.11	Concerns related to inappropriate membership of committeesLack of independence on board
26/06/2024	GOLDWIN INC.	Annual	Against	4	:Lack of independence on board :Poison pill/anti-takeover measure not in investors interests
26/06/2024	Hino Motors, Ltd.	Annual	Against	2.3,3	:Concerns about overall board structure
		1		1.1	Concerns about overall performance Concerns related to approach to board gender diversity
26/06/2024	IHI Corp.	Annual	Against	1.3 2.1.2.2	Lack of independence on board Concerns about overall performance
26/06/2024	Isuzu Motors Ltd.	Annual	Against	:3.2	Concerns related to approach to board gender diversity
26/06/2024	Makan Manatan Halife		All For	3.1	Lack of independence on board
26/06/2024 26/06/2024	Itoham Yonekyu Holdings, Inc. Japan Airport Terminal Co., Ltd.	Annual Annual	:All For :Against	2.1,2.9,2.10,2.11,2.12	Lack of independence on board
26/06/2024	Japan Material Co., Ltd.	Annual	Against	:4	Concerns about overall board structure Concerns related to inappropriate membership of committees
				2.8,2.11	Lack of independence on board
				2.1 3.2	Lack of independence on board Concerns related to approach to board gender diversity Lack of independence on board Concerns related to inappropriate membership of committees
26/06/2024	JEOL Ltd.	Annual	Against	2.1	: Concerns related to approach to board gender diversity
26/06/2024	Kawasaki Heavy Industries Ltd.	:Annual	:Against	2.1,2.2	:Concerns about overall performance :Concerns about overall performance Concerns related to approach to board gender diversity
26/06/2024	Keio Corp.	Annual	Against	2.2 2.1	Concerns about overall performance Concerns related to approach to board gender diversity Concerns about overall performance Lack of independence on board
			:		
		1	1	3.2	Concerns related to succession planning
				3.2 2.6,2.7,2.10,2.11,3.1	Concerns related to succession planning Lack of independence on board
26/06/2024 26/06/2024	KONAMI Group Corp. Krosaki Harima Corp.	Annual Annual	:All For :Against		

eeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
6/06/2024	Kureha Corp.	Annual	Against	1.1	Concerns related to approach to board gender diversity
3/06/2024	Kyudenko Corp.	Annual	Against	2.2,2.3 1.1,1.6	Concerns related to inappropriate membership of committeesLack of independence on board Lack of independence on board
6/06/2024	Kyushu Electric Power Co., Inc.	Annual	Against	:3.2	:Concerns about overall performance
100/2024	rtyddid Llecalc i dwei dd., inc.	Ailiuai	Agaillat	3.1	Concerns about overall performance 2- Inadequate management of climate-related risks from exposure to coa
			1	7	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
			1	1	transparency
					İ
/06/2024	M3, Inc.	Annual	All For		<u>:</u>
/06/2024 /06/2024	Macrica Holdings, Inc.	Annual	Against	14.3	Concerns related to inappropriate membership of committees
/06/2024 /06/2024	:Makita Corp. :Mebuki Financial Group, Inc.	Annual Annual	Against Against	:4.1 :1.1	Concerns related to approach to board gender diversity Concerns about overall performance
06/2024	Menicon Co., Ltd.	Annual	All For		i about overall performance
06/2024	Mitsubishi Materials Corp.	Annual	Against	1.1,1.9	Concerns about overall performance
/06/2024	Mizuho Financial Group, Inc.	Annual	Against	1.1,1.9 1.8	Concern about his independence
				1.9,1.11	Concerns about overall performance Concerns related to approach to board gender diversity
			1	1.1	Disclosing information on how climate-related risks and opportunities are factored in the selection of outside dis
			1	2	and the board evaluation would be of value to Mizuho shareholders given the climate risk and other environme
					impacts of the company's current strategy.
			1	1	Supporting this resolution would direct the company to continue enhancing its disclosure and fossil fuel financi
					policy in line with the investor's expectations
06/2024	Nagoya Railroad Co., Ltd.	Annual	Against	3.4	Concerns about overall board structure
				2.1,2.2	Concerns about overall performance
)6/2024)6/2024	Net One Systems Co., Ltd.	Annual	All For All For		
6/2024	NGK Insulators, Ltd. Nihon Kohden Corp.	-Annual -Annual	All For	· · · · · · · · · · · · · · · · · · ·	
6/2024	Nippon Kayaku Co., Ltd.	Annual	Against	2.1	Concerns related to approach to board gender diversity
		1	1 7	2.4 3.13	Concerns related to succession planning
6/2024	Nipro Corp.	Annual	Against	3.13	Concerns related to succession planning
		8		3.15,3.17	Lack of independence on board
connor.	Minima Observation Communication			3.1	Lack of independence on boardConcerns about overall performance
16/2024 16/2024	Nissan Chemical Corp. Nisshin Seifun Group, Inc.	Annual Annual	All For Against	2.1	Concerns about overall performance Concerns related to approach to board gender diversity
55/2027	raccinii Oonun Group, IIIC.	- Anni Gali	, yanıaı	2.6	Concerns related to succession planning
				2.7	Lack of independence on board
			-	4	Poison pill/anti-takeover measure not in investors interests
06/2024	Nissin Foods Holdings Co., Ltd.	Annual	Against	3	Concerns about overall board structure
				2.4,2.5 4	Lack of independence on board
06/2024	Nittoku Co., Ltd.	Annual	Against		Concerns about overall board structure
06/2024	NOK Corp.	Annual	Agginet	2.2 3.1	Lack of independence on board Concerns related to approach to board gender diversityConcerns about overall performance
06/2024	Olympus Corp.	Annual	Against Against	1.1	Concerns related to succession planning
06/2024	Prestige International Inc.	Annual	All For	· • · · · · · · · · · · · · · · · · · ·	:
06/2024	Relo Group, Inc.	Annual	Against	2.1,2.2	Concerns about overall performance
6/2024	Resona Holdings, Inc.	Annual	Against	2.1	Concerns about overall performance
6/2024	Resorttrust, Inc.	Annual	Against	2.3	Concerns related to approach to board gender diversity
04/2024	KEPPEL DC REIT	Annual	Against	4	Concerns related to inappropriate membership of committees
04/2024	Genting Singapore Limited	Annual	Against	3	Concerns related to approach to board gender diversity
			All For	5(b)	Concerns to protect shareholder value.
/04/2024 /04/2024	Suntec Real Estate Investment Trust United Overseas Bank Ltd. (Singapore)	Annual Annual	All For		
04/2024	CapitaLand Ascott Trust	Annual	Against	3	Issue of equity raises concerns about excessive dilution of existing shareholders
04/2024	Keppel Limited	Annual	All For		4 · · · · · · · · · · · · · · · · · · ·
04/2024	Keppel Limited	Extraordinary Shareholders	All For		
/04/2024	Keppel REIT	Annual	All For	Ī	
04/2024	Wilmar International Limited	Annual	Against	11	Pay is misaligned with EOS remuneration principles
04/2024	Hutchison Port Holdings Trust	Annual	All For		
04/2024	Sembcorp Industries Ltd.	Annual	All For		
04/2024	City Developments Limited	Annual Annual	Against	.4(a)	Concerns related to inappropriate membership of committees
04/2024	UOL Group Limited	Annuai	Against	ο ο	Concerns related to approach to board gender diversity
04/2024	CapitaLand Investment Ltd.	Annual	All For	· · · · · · · · · · · · · · · · · · ·	Issue of equity raises concerns about excessive dilution of existing shareholders
04/2024	Olam Group Limited	Annual	Against	-3	Concerns related to approach to board gender diversity
	'	į.		6	Concerns related to inappropriate membership of committees
4/2024	StarHub Ltd.	Annual	:Against	9	Issue of equity raises concerns about excessive dilution of existing shareholders
14/2024	StarHub Ltd.	Extraordinary Shareholders	All For		:
4/2024	Yangzijiang Shipbuilding (Holdings) Ltd.	Annual	Against	6	Concerns related to Non-audit fees
				1/	Issue of equity raises concerns about excessive dilution of existing shareholders
04/2024	CapitaLand Ascendas REIT	Annual	All For	4,5	Lack of independence on board Concerns related to inappropriate membership of committees
14/2024	Comfortdelgro Corporation Limited	Annual	All For	·	<u>.</u>
14/2024	Seatrium Ltd.	Annual	Against	3	Concerns related to inappropriate membership of committees
4/2024	Singapore Technologies Engineering Ltd.	Annual	Against	5	:Concerns related to attendance at board or committee meetings
04/2024	Venture Corporation Limited	Annual	All For		:
04/2024	CapitaLand Integrated Commercial Trust	Annual	All For		francisco de mario en como contrato en como de como de como de como de como de como como como como como como como com
04/2024	Jardine Cycle & Carriage Limited	Annual	Against	:/A	Issue of equity raises concerns about excessive dilution of existing shareholders
04/2024 05/2024	Oversea-Chinese Banking Corporation Limited BOC Aviation Limited	Annual Annual	Against Against	.8 :3b.3c	Pay is misaligned with EOS remuneration principles :Concerns related to inappropriate membership of committees
35,2027	500 Aviation Emitted	- Allinger	, yanıaı	7	Concerns related to inappropriate membership of committees Concerns to protect shareholder value
		į.	1	8	Issue of equity raises concerns about excessive dilution of existing shareholders
	BOC Aviation Limited	:Extraordinary Shareholders	:All For		
	KEPCO Plant Service & Engineering Co. Ltd.	Special	All For		
4/2024		Special	All For		
4/2024 5/2024	DI E&C Co., Ltd		Against	1.1.1.2	Lack of independence on board
4/2024 5/2024 5/2024	Korea Gas Corp.	Special			: :Concerns related to approach to board gender diversity
4/2024 5/2024 5/2024 6/2024	Korea Gas Corp. HD Hyundai Mipo Co., Ltd.	Special Special	All For	-4 9	
4/2024 5/2024 5/2024 6/2024	Korea Gas Corp.	Special Special Special	All For Against	1.3	Concerns related to approach to board gender diversity Cumulative/slate voting in favour of individual candidates/slates Concerns related to approach to board goods
4/2024 5/2024 5/2024 6/2024 6/2024	Korea Gas Corp. HD Hyundai Mipo Co., Ltd. Kangwon Land, Inc.			1.3 1.1,1.2	Cumulative/slate voting in favour of individual candidates/slates Concerns related to approach to board gende
4/2024 5/2024 5/2024 6/2024 6/2024 6/2024	Korea Gas Corp. HD Hyundai Mipo Co., Ltd. Kangwon Land, Inc. Shinsegae Co., Ltd.	Special Special	Against Against	1.3 1.1,1.2	Cumulative/slate voting in favour of individual candidates/slates Concerns related to approach to board gende diversity
4/2024 5/2024 5/2024 6/2024 6/2024 6/2024 6/2024	Korea Gas Corp. HD Hyundai Mipo Co. Ltd. Kangwon Land, Inc. Shinsegae Co., Ltd. Hannii Pharmaceutical Co., Ltd.	Special Special Special	Against	1.3 1.1,1.2 1	Cumulative/slate voting in favour of individual candidates/slates Concerns related to approach to board gende
04/2024 05/2024 05/2024 05/2024 06/2024 06/2024 06/2024 06/2024 06/2024	Korea Gas Corp. HD Hyunda Mipo Co., Ltd. Kangwon Land, Inc. Shinsegae Co., Ltd. Hannii Pharmaceultaa Co., Ltd. Chipbond Fehnology Corp.	:Special :Special :Special :Annual	:Against :Against :All For :Against	1.3 1.1,1.2 1 1	Cumulative/slate voting in favour of individual candidates/slates Concerns related to approach to board gende diversity
4/2024 5/2024 5/2024 6/2024 6/2024 6/2024 6/2024 4/2024 4/2024	Korea Gas Corp. HD Hyunda Mipo Co, Ltd. Kangwen Land, Inc. Shirisegae Co, Ltd. Hanni Pharmaceutical Co, Ltd. Chipbond Technology Corp. Windood Festnoise Corp.	Special Special Special Annual Annual	Against Against All For Against	1.3 1.1,1.2 1 1	Currulative/slate voling in favour of individual candidates/slates Concerns related to approach to board gende diversity. Concerns related to approach to board gender diversity.
55/2024 55/2024 55/2024 56/2024 66/2024 66/2024 66/2024 66/2024 56/2024 56/2024 56/2024 56/2024	Korea Gas Corp. HD Hyunda Mipo Co, Ltd. Kangwen Land, Inc. Shirisegae Co, Ltd. Hanni Pharmaceutical Co, Ltd. Chipbond Technology Corp. Windood Festnoise Corp.	Special Special Special Annual Annual Annual	Against Against All For Against All For All For All For	3.2	Currulative/slate voting in favour of individual candidates/slates Concerns related to approach to board gende diversity. Concerns related to approach to board gender diversity. Insufficient/poor disclosure
14/2024 15/2024 15/2024 16/2024 16/2024 16/2024 16/2024 16/2024 14/2024 15/2024	Korea Gas Corp. HD Hyunda Mipo Co., Ltd. Kangwon Land, Inc. Shinsegae Co., Ltd. Hannii Pharmaceultaa Co., Ltd. Chipbond Fehnology Corp.	Special Special Special Annual Annual	Against Against All For Against	3.2 3.1,3.2,3.3,3.4,3.5,3.6,3.7,3.8	Cumulative/slate voling in favour of individual candidates/slates Concerns related to approach to board gende diversity. Concerns related to approach to board gender diversity.
14/2024 15/2024 15/2024 16/2024 16/2024 16/2024 16/2024 16/2024 15/2024 15/2024	Korea Gae Corp. HD Phyndaid Migo Co, Ltd. Kangwon Land, Inc. Shinsegae Co, Ltd. Hannii Pharmaceutica Co, Ltd. Chipbond Technology Corp. Winbond Electronics Corp. Global Unichip Corp. TCC Group Holdings CO, LTD.	Special Special Special Annual Annual Annual Annual Annual	:Against :Against :All For :Against :All For :Against -All For :Algainst	3.2	Currulative/slate voting in favour of individual candidates/slates Concerns related to approach to board gende diversity. Concerns related to approach to board gender diversity. Insufficient/poor disclosure
14/2024 15/2024 15/2024 16/2024 16/2024 16/2024 16/2024 15/2024 15/2024 15/2024 15/2024	Korea Gas Corp. HD Hyundal Mipo Co., Ltd. Kangwon Land, Inc. Shinesgae Co., Ltd. Hanni Pharmaceulical Co., Ltd. Chipbond Technology Corp. Winhood Electronics Corp. Global Unichip Corp. TCG Group Holdings Co., LTD. Talwan High Speed Rail Corp.	Special Special Special Annual Annual Annual Annual Annual	Against Against All For Against All For Against All For Against All For Against	3.2 3.1,3.2,3.3,3.4,3.5,3.6,3.7,3.8	Currulative/slate voting in favour of individual candidates/slates Concerns related to approach to board gende diversity. Concerns related to approach to board gender diversity. Insufficient/poor disclosure
34/2024 15/2024 15/2024 16/2024 16/2024 16/2024 16/2024 16/2024 16/2024 15/2024 15/2024 15/2024 15/2024	Korea Gae Corp. HD Hyunda Migo Co, Ltd. Kangwon Land, Inc. Shinsegae Co, Ltd. Hannii Pharmaceutica Co, Ltd. Chipbond Technology Corp. Winbond Electronics Corp. Global Unicipito Corp. TCC Group Holdings CO, LTD. Talwan High Speed Rail Corp. Talabung Comercial Bank Co, Ltd.	Special Special Special Special Annual	Against Against All For Against All For All For All For All For All For All For	3.2 3.1,3.2,3.3,3.4,3.5,3.6,3.7,3.8 3.9,3.10	Currulative/slate voling in favour of individual candidates/slates Concerns related to approach to board gender diversity. Concerns related to approach to board gender diversity. Insufficient/poor disclosure. Lack of independence on boardConcerns related to inappropriate membership of committees.
04/2024 15/2024 15/2024 16/2024 16/2024 16/2024 16/2024 16/2024 14/2024 15/2024	Korea Gas Corp. HD Hyundal Mipo Co., Ltd. Kangwon Land, Inc. Shinesgae Co., Ltd. Hanni Pharmaceulical Co., Ltd. Chipbond Technology Corp. Winhood Electronics Corp. Global Unichip Corp. TCG Group Holdings Co., LTD. Talwan High Speed Rail Corp.	Special Special Special Annual Annual Annual Annual Annual	Against Against All For Against All For Against All For Against All For Against	32 31,323,334,3536,37,38 39,310 38,393,103,11,316,317,3	Cumulative/slate voting in favour of individual candidates/slates Concerns related to approach to board gende detersity. Concerns related to approach to board gender diversity. Insufficient/poor disclosure. Lack of independence on board/Concerns related to inappropriate membership of committees Cumulative/slate voting in favour of individual candidates/slates
14/2024 15/2024 15/2024 16/2024 16/2024 16/2024 16/2024 14/2024 15/2024 15/2024 15/2024 15/2024	Korea Gae Corp. HD Hyunda Migo Co, Ltd. Kangwon Land, Inc. Shinsegae Co, Ltd. Hannii Pharmaceutica Co, Ltd. Chipbond Technology Corp. Winbond Electronics Corp. Global Unicipito Corp. TCC Group Holdings CO, LTD. Talwan High Speed Rail Corp. Talabung Comercial Bank Co, Ltd.	Special Special Special Special Annual	Against Against All For Against All For All For All For All For All For All For	3.2 3.1,3.2,3.3,3.4,3.5,3.6,3.7,3.8 3.9,3.10	Currulative/slate voling in favour of individual candidates/slates Concerns related to approach to board gende diversity. Concerns related to approach to board gender diversity. Insufficient/poor disolosure. Lack of independence on boardConcerns related to inappropriate membership of committees

Meeting Date 24/05/2024	Company Name Yang Ming Marine Transport Corp.	Meeting Type Annual	Voting Action Against	Agenda Item Numbers 3.5,3.6,3.9,3.10	Voting Explanation Lack of independence on board
				3.1	Lack of independence on board Concerns related to approach to board gender diversity
27/05/2024	Lite On Technology Com	Annual	All For	3.2	Lack of independence on board Concerns related to inappropriate membership of committees
27/05/2024	:Lite-On Technology Corp. :MediaTek, Inc.	Annual	Against	4.1	Concerns related to approach to board gender diversity
27/05/2024	Phison Electronics Corp.	Annual	Against	3.1	Lack of independence on board
28/05/2024 29/05/2024	Radiant Opto-Electronics Corp. Elite Material Co., Ltd.	:Annual :Annual	Against All For	3.2,3.3,3.4,3.5,3.6,3.8,3.11	Lack of independence on board
29/05/2024	Nanya Technology Corp.	Annual	All For		
29/05/2024	Qisda Corp.	Annual	All For		
30/05/2024 30/05/2024	Advantech Co., Ltd. Catcher Technology Co., Ltd.	Annual Annual	All For Against	3	
30/05/2024	Cheng Shin Rubber Ind. Co., Ltd.	Annual	All For		
30/05/2024	Chicony Electronics Co., Ltd.	Annual	All For		
30/05/2024 30/05/2024	:Delta Electronics, Inc. :Macronix International Co., Ltd.	Annual Annual	:All For :All For		
30/05/2024	Powertech Technology, Inc.	Annual	All For		
30/05/2024	President Chain Store Corp.	Annual	Against	4.4,4.5,4.6	Lack of independence on board
30/05/2024	Realtek Semiconductor Corp.	Annual	Against	4.1.4.2 3.1	Overboarded/Too many other time commitments Lack of independence on board Combined CEO/Chair
	Realier Gerilconductor Gorp.	Ailliudi	лушнас	3.2,3.3,3.4,3.5,3.6	Lack of independence on board
30/05/2024	Simplo Technology Co., Ltd.	Annual	All For		Overboarded/Too many other time commitments
30/05/2024 30/05/2024	SINBON Electronics Co., Ltd. Taiwan Secom Co., Ltd.	Annual Annual	Against All For	4.9	-Overboarded/Too many other time commitments
30/05/2024	United Microelectronics Corp.	Annual	All For		
30/05/2024	Wistron Corp	Annual	Against	1.1	Concerns related to inappropriate membership of committees
31/05/2024 31/05/2024	Acer, Inc. Chunghwa Telecom Co., Ltd. Chunghwa Telecom Co., Ltd.	Annual Annual	Against All For	3	Concerns to protect shareholder value
31/05/2024	Chunghwa Telecom Co., Ltd.	Annual	All For		
31/05/2024	Compal Electronics, Inc.	Annual	Against	3.11,3.13,3.14	Concerns related to approach to board gender diversity
				3.1,3.3,3.4,3.5,3.8,3.9,3.10	Lack of independence on board
31/05/2024	Feng Tay Enterprises Co., Ltd.	Annual	Against	3.2,3.6 3.15	Lack of independence on board Concerns related to approach to board gender diversity Concerns related to succession planning
	g,			3.2,3.4,3.5,3.6,3.7,3.8,3.9,3	Lack of independence on board
				0	Lack of independence on board Concerns related to approach to board gender diversity
31/05/2024	Foxconn Technology Co., Ltd.	Annual	All For	3.1	
31/05/2024	:HIWIN Technologies Corp.	Annual	All For		
31/05/2024	Hon Hai Precision Industry Co., Ltd.	Annual	All For		
31/05/2024 31/05/2024	Hon Hai Precision Industry Co., Ltd. King Yuan Electronics Co., Ltd.	Annual Annual	All For Against	2 4	Lack of independence on board
31/05/2024	Novatek Microelectronics Corp.	Annual	Against	3.1	Concerns related to inappropriate membership of committees
31/05/2024	Pou Chen Corp. Synnex Technology International Corp.	Annual	All For		Concerns related to attendance at board or committee meetings
31/05/2024	Synnex Technology International Corp.	Annual	Against	6.7 6.3,6.5,6.6	Concerns related to attendance at board or committee meetings Lack of independence on board
				6.1	Lack of independence on board Concerns related to approach to board gender diversity Overboarded/Too many
					other time commitments
31/05/2024 04/06/2024	Tatung Co. Taiwan Semiconductor Manufacturing Co., Ltd.	Annual	Against	3	Concerns related to shareholder rights
04/06/2024	Taiwan Semiconductor Manufacturing Co., Ltd. Taiwan Semiconductor Manufacturing Co., Ltd.	Annual Annual	All For All For		
06/06/2024	Chroma Ate, Inc.	Annual	All For		
07/06/2024	SHOP AC FINANCIAI HOIGHIGS CO., Ltd.	Annual	All For		
07/06/2024 12/06/2024	Yuanta Financial Holding Co. Ltd. Eclat Textile Co., Ltd.	Annual Annual	All For Against	4.1,4.2,4.6,4.8	Lack of independence on board
12/00/2024	Louit Tokalo Go., Eta.	7 111 11 11 11 11 11 11 11 11 11 11 11 1	riguinot	4.7,4.9	Lack of independence on board Concerns related to approach to board gender diversity Concerns related to
				4.10	inappropriate membership of committees
				4.3,4.4	Lack of independence on board Concerns related to inappropriate membership of committees Lack of independence on board Insufficient/poor disclosure
12/06/2024	Gigabyte Technology Co., Ltd.	Annual	Against	6.1	:Combined CEO/Chair
			The state of the s	6.8	Concerns related to approach to board gender diversity
				3	Concerns related to shareholder rights Lack of independence on board
12/06/2024	Inventec Corp.	Annual	All For	0.2,0.3,0.4,0.3,0.0	Lack of independence on board
13/06/2024	Accton Technology Corp.	Annual	Against	4.1	Insufficient/poor disclosure
13/06/2024	ASUSTek Computer, Inc.	Annual	All For		
13/06/2024 14/06/2024	Lotes Co., Ltd. Asia Vital Components Co., Ltd.	Annual Annual	All For All For		
14/06/2024	China Development Financial Holding Corp.	:Annual	:Against	:4	Issue of equity raises concerns about excessive dilution of existing shareholders
14/06/2024	CTBC Financial Holding Co., Ltd.	Annual	Against	. 3	Pay is misaligned with EOS remuneration principles
14/06/2024 14/06/2024	Fubon Financial Holding Co., Ltd. Fubon Financial Holding Co., Ltd.	Annual Annual	All For All For		
14/06/2024	Micro-Star International Co., Ltd.	Annual	Against	3.1 3.11	Combined CEO/Chair
				3.11	Concerns related to approach to board gender diversity
			All For	3.2,3.3,3.4,3.5,3.6,3.8	Lack of independence on board
14/06/2024	Pegatron Corp	:Annual			
14/06/2024 14/06/2024	Pegatron Corp. Quanta Computer, Inc.	:Annual :Annual	All For		
14/06/2024 14/06/2024	Quanta Computer, Inc. Shin Kong Financial Holding Co. Ltd.	:Annual :Annual	:All For :Against	5	Issue of equity raises concerns about excessive dilution of existing shareholders
14/06/2024	:Quanta Computer, Inc.	Annual	:All For	5 5.2,5.4 53	Lack of independence on board
14/06/2024 14/06/2024 14/06/2024	Quanta Computer, Inc. Shin Kong Financial Holding Co. Ltd. Taishin Financial Holdings Co., Ltd.	Annual Annual Annual	:All For :Against	5 52,54 53	issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees
14/06/2024 14/06/2024	Quanta Computer, Inc. Shin Kong Financial Holding Co. Ltd.	:Annual :Annual	All For Against Against	4.2,4.3,4.4,4.5,4.6	Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Lack of independence on board
14/06/2024 14/06/2024 14/06/2024 18/06/2024 18/06/2024	Quanta Computer, Inc. Shin Kong Financial Holding Co. Ltd. Taishin Financial Holding Co., Ltd. Nien Made Enterprise Co., Ltd. Tripod Technology Corp.	Annual Annual Annual Annual Annual	All For Against Against All For Against		Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees
14/06/2024 14/06/2024 14/06/2024 18/06/2024 18/06/2024 19/06/2024	Quanta Computer, Inc. Shin Kong Financial Holding Co. Ltd. Tashin Financial Holdings Co., Ltd. Nien Made Enterprise Co., Ltd. Tripod Technology Corp. Nan Ya Plastics Corp.	Annual Annual Annual Annual Annual Annual	:All For :Against :Against :All For :Against :All For	4.2,4.3,4.4,4.5,4.6 4.1	Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Lack of independence on board Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity
14/06/2024 14/06/2024 14/06/2024 18/06/2024 18/06/2024 19/06/2024 20/06/2024	Quanta Computer, Inc. Shin Kong Financial Holding Co. Ltd. Taishin Financial Holdings Co., Ltd. Nien Made Enterprise Co., Ltd. Tripod Technology Corp. Nan Ya Plastics Corp. YYY, Inc.	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	AM For. Against Against All For Against All For Against All For Against All For Against	42,43,44,45,46 4.1 3.1,32,33,34	Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Lack of independence on board Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Lack of independence on board
14/06/2024 14/06/2024 14/06/2024 18/06/2024 18/06/2024 19/06/2024 20/06/2024 21/06/2024 21/06/2024	Quanta Computer, Inc. Shin Kong Financial Holding Co. Ltd. Taishin Financial Holdings Co., Ltd. Nien Made Enterprise Co., Ltd. Tripod Technology Corp. Nan Ya Plastics Corp. YYY, Inc. Chan tiwa Commercial Bank Ltd. Era Eas Tone Telecommunications Co., Ltd.	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	Al For Against Against Against Against Al For Against Al For Against Against Against Against Against Against Against	42,43,44,45,46 4.1 3.1,32,33,34	Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Lack of independence on board Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Lack of independence on board
14/06/2024 14/06/2024 14/06/2024 18/06/2024 18/06/2024 19/06/2024 20/06/2024	Quanta Computer, Inc. Shin Kong Financial Holding Co. Ltd. Taishin Financial Holdings Co., Ltd. Nien Made Enterprise Co., Ltd. Tripod Technology Corp. Nan Ya Plastics Corp. YYY, Inc.	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	All For Against Against Against Against Against All For Against All For Against All For Against All For Against All For Against Against Against Against Against Against	42,4.3,4.4,4.5,4.6 4.1 31,3.2,3.3,3.4 6.1 4.1,4.3,4.4,4.5,4.6,4.7,4.9,4	Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Lack of independence on board Concerns related to approach to board gender diversity Overboarded/Too many other time commitments 1 Lack of independence on board
14/06/2024 14/06/2024 14/06/2024 18/06/2024 18/06/2024 19/06/2024 20/06/2024 21/06/2024 21/06/2024	Quanta Computer, Inc. Shin Kong Financial Holding Co. Ltd. Taishin Financial Holdings Co., Ltd. Nien Made Enterprise Co., Ltd. Tripod Technology Corp. Nan Ya Plastics Corp. YYY, Inc. Chan tiwa Commercial Bank Ltd. Era Eas Tone Telecommunications Co., Ltd.	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	Al For Against Against Against Against Al For Against Al For Against Against Against Against Against Against Against	42,43,44,45,46 4.1 31,32,33,34 6.1 41,43,444,54,64,74,9,4 104,11 61,63,64,65,66,6,76,8,6	Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Lack of independence on board Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Lack of independence on board
14/06/2024 14/06/2024 14/06/2024 18/06/2024 18/06/2024 19/06/2024 19/06/2024 21/06/2024 21/06/2024 21/06/2024 21/06/2024	Quanta Computer, Inc. Shin Kong Financial Holding Co. Ltd. Taishin Financial Holdings Co., Ltd. Nien Made Enterprise Co., Ltd. Tipod Technology Corp. Nan Ya Plastics Corp. YFY, Inc. Chan, It Wa Commercial Bank Ltd. Far Eas Tone Telecommunications Co., Ltd. First Financial Holding Co., Ltd. Mega Financial Holding Co., Ltd.	Annual Annual	All For Against Against Against Against Against All For Against All For Against All For Against Against Against Against Against Against Against	42,43,44,45,46 4.1 31,32,33,34 6.1 41,43,444,54,64,74,9,4 104,11 61,63,64,65,66,6,76,8,6	Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Lack of independence on board Concerns related to approach to board deversity Overboarded/Too many other time commitments Lack of independence on board Lack of independence on board
14/06/2024 14/06/2024 14/06/2024 18/06/2024 18/06/2024 19/06/2024 20/06/2024 21/06/2024 21/06/2024 21/06/2024 21/06/2024	Quanta Computer, Inc. Shin Kong Financial Holding Co. Ltd. Taishin Financial Holdings Co., Ltd. Nien Made Enterprise Co., Ltd. Tripod Technology Corp. Nan Ya Plastics Corp. YFY, Inc. Chan, thwa Commercial Bank Ltd. Far Eas Tone Telecommunications Co., Ltd. First Financial Holding Co., Ltd.	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	All For Against Against Against Against Against All For Against All For Against All For Against All For Against All For Against Against Against Against Against Against	4243444546 41 31323334 61 414344454647494 0411 616364656667686 (510	Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Overboarded/Too many, other time commitments 1. Lack of independence on board Concerns related to approach to board gender diversity Overboarded/Too many, other time commitments 1. Lack of independence on board Concerns related to approach to board gender diversity
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Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
6/06/2024	Seino Holdings Co., Ltd.	Annual	Against	3.1	Concerns about overall performance Lack of independence on board
6/06/2024	SG Holdings Co., Ltd.	Annual	Against	:3.6,3.7 :1.2	:Lack of independence on board :Concerns related to approach to board gender diversity
6/06/2024	Shikoku Electric Power Co., Inc.	Annual	Against	2.2	Concerns related to approach to board gender diversity
				2.1	Inadequate management of climate-related risks Inadequate management of climate-related risks from exposure t
		1		2.7,2.8	coalLack of independence on board
6/06/2024	Shimadzu Corp.	Annual	All For		Lack of independence on board
5/06/2024 5/06/2024	Shinko Electric Industries Co., Ltd.	Annual	Against	1.2	Concerns related to approach to board gender diversity
6/06/2024	SJM Holdings Limited	Annual	Against	2.1,2.2	Lack of independence on board
		į.	1 1	5	Pay is misaligned with EOS remuneration principles
6/06/2024	Socionext, Inc.	Annual	All For		
6/06/2024	Soracom, Inc.	Annual	Against	11	Concerns to protect shareholder value
		1		3	Lack of independence on board
6/06/2024	Sumitomo Electric Industries Ltd.	Annual	Against	2.1 2.2	Lack of independence on board Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity
0,00,2024	Carmono Elocato macostos Eta.	7 4 11 6 6	riguinot	2.12	Lack of independence on board
6/06/2024	Sumitomo Metal Mining Co. Ltd.	Annual	Against	3 2.2	Concerns about overall board structure
		1		2.2	Concerns related to approach to board gender diversity
				2.1	Inadequate management of climate-related risks
6/06/2024	T&D Holdings, Inc.	Annual	Against	2.1	Concerns about overall performance
6/06/2024	TAKARA STANDARD CO., LTD.	Annual	Against	2.2 3	Concerns about overall performance Concerns related to approach to board gender diversity Concerns about overall board structure
5/06/2024	Takeda Pharmaceutical Co., Ltd.	Annual	Against	2.1	:Concerns about overall performance
				4	Pay is misaligned with EOS remuneration principles
6/06/2024	Terumo Corp.	Annual	Against	4 2.1 2.7 3.1	Concerns related to approach to board gender diversity
			Against	2.7	Lack of independence on board
6/06/2024	The Chiba Bank, Ltd.	Annual	Against	3.1 3.8	Concerns about overall performanceConcerns to protect shareholder value
6/06/2024	The Chugoku Electric Power Co., Inc.	Annual	Against	3.8,4.1	Lack of independence on board Lack of independence on board
7001202 4	Gridgord Electric Fower Co., Ilic.	Alliudi	riganios	3.1	Lack of independence on board. Inadequate management of climate-related risks and risks from exposure to coa
				:	
6/06/2024	The Kansai Electric Power Co., Inc.	Annual	Against	3.1	EOS manual override. See analyst note.
				3.5,3.7	Lack of independence on board
				13	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
6/06/2024	Toda Corp.	Annual	Against	2.1,2.2	transparency Concerns about overall performance
JIUUIZUZ#	rous corp.	Alliudi	\$ 7	5	Concerns about overall performance Shareholder proposal promotes efficient capital structure
6/06/2024	Tohoku Electric Power Co., Inc.	Annual	Against	2.7,2.8,2.9,3.2	Lack of independence on board
			Ĭ	2.1	Lack of independence on board Inadequate management of climate-related risks Inadequate management of climate-
				8	related risks from exposure to coal
					SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropri
6/06/2024	Tokyo Electric Power Co. Holdings, Inc.	Annual	Against	1.1	accountability or incentivisation Lack of independence on board
100/2024	Tokyo Electric Power Co. Holdings, Inc.	Ailliuai	Against	9	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropri
				Ĭ	accountability or incentivisation
/06/2024	Tokyu Fudosan Holdings Corp.	Annual	All For		
3/06/2024	UBE Corp.	Annual	Against	2.2	Concerns related to approach to board gender diversity Lack of independence on boardConcerns related to approach to board gender diversity
6/06/2024	Workman Co., Ltd.	Annual	Against	2.1	Lack of independence on boardConcerns related to approach to board gender diversity
3/06/2024 7/06/2024	ZOZO, Inc. AMADA Co., Ltd.	Annual Annual	All For	2.2	Concerns related to approach to board gender diversity
7/06/2024	AMADA Co., Ltd.	Annuai	Against	2.7	Concerns related to approach to board gender diversity Concerns related to succession planning
		1		2.8	Lack of independence on board
7/06/2024	Amano Corp.	Annual	All For		
7/06/2024	ANA HOLDINGS INC.	Annual	Against	2.2	Concerns about overall performance
				2.9	Concerns related to succession planning
		1		2.4,2.5,2.8	Lack of independence on board
7/06/2024	BOC Hong Kong (Holdings) Limited	Annual	Against	2.1	Lack of independence on boardConcerns about overall performance Concerns related to approach to board gender diversity
7/06/2024	Casio Computer Co., Ltd.	Annual	Against	3b 2.2	Concerns related to approach to board gender diversity
				2.8	The state of the s
7/06/2024	COMSYS Holdings Corp.	Annual	Against	2.2 2.1	Concerns related to approach to board gender diversity
7/06/2024	Dai Nippon Printing Co., Ltd.	Annual	Against	2.1	:Concerns about overall performance Concerns related to approach to board gender diversity
				2.9	Concerns related to succession planning
7/06/2024	DAIKIN INDUSTRIES Ltd.	Annual	All For	3	Shareholder proposal promotes enhanced shareholder rights
7/06/2024	Daiwa House Industry Co., Ltd.	Annual	Against	2.1,2.9,2.12	Lack of independence on board
7/06/2024	Doshisha Co., Ltd.	:Annual	Against	2.2	:Concerns related to approach to board gender diversity
		F		2.8	Lack of independence on board
7/06/2024	FANUC Corp. Far Eastern New Century Corp.	Annual	All For		
7/06/2024	Far Eastern New Century Corp.	Annual	Against	3.1	Concerns related to approach to board gender diversityOverboarded/Too many other time commitmentsLack of
				3.2,3.3,3.4,3.5,3.6,3.7,3.6	8,3.9 independence on board Lack of independence on board
7/06/2024	Fuji Oil Holdings, Inc.	Annual	All For	,3.10	con or mapping the original state of the ori
7/06/2024	FUJIFILM Holdings Corp.	Annual	Against	2.7	Lack of independence on board
'/06/2024	Fujikura Ltd. Fukuoka Financial Group, Inc.	Annual	:Against	2.1 2.1	:Concerns related to approach to board gender diversityLack of independence on board
7/06/2024	Fukuoka Financial Group, Inc.	Annual	Against		:Concerns about overall performance
7/06/2024	00.40			2.2	Concerns about overall performance Concerns related to approach to board gender diversity
100/2024	GS Yuasa Corp.	Annual	Against	2.1,2.2 2.3	:Concerns about overall performance :Concerns related to approach to board gender diversity
7/06/2024	Hakuhodo DY Holdings, Inc.	Annual	Against	2.2	Concerns about overall performance Concerns related to approach to board gender diversity
	· · · go, mo.			2.2 2.1	Concerns about overall performance Lack of independence on board
				2.7	Lack of independence on board
7/06/2024	HASEKO Corp.	Annual	:All For		
7/06/2024	Heiwa Corp.	Annual	Against	2.1	Concerns related to approach to board gender diversity
7/06/2024	HOVA Corp	. Annual	: :All For	2.5,2.6	Concerns related to succession planning
'/06/2024 '/06/2024	HOYA Corp. Internet Initiative Japan, Inc.	:Annual :Annual	:All For Against	2.2	Concerns related to approach to board gender diversity
10012024		Alliudi	Ayallist		Lack of independence on board
//06/2024	lyogin Holdings, Inc.	Annual	Against	2.8 1.1	:Concerns about overall performance
	* * * * * * * * * * * * * * * * * * * *		1	1.2	Concerns about overall performance. Concerns related to approach to board gender diversity
				6	Reduction of Strategic shareholdings (or allegiant or cross shareholdings) would benefit the investors
7/06/2024	JGC Holdings Corp.	Annual	Against	3.5	Concerns about overall board structure
				2.1,2.2	Concerns about overall performance
/06/2024	K'e Holdinge Com	Annual	All For	2.6	Concerns related to succession planning
/06/2024 /06/2024	K's Holdings Corp. Kamigumi Co., Ltd.	:Annual :Annual	:All For :All For		
/06/2024	Kandenko Co., Ltd.	Annual	:Against	3.5	:Concerns about overall board structure
		1	1.7	2.2	Concerns about overall performance
		•		2.1	Concerns about overall performanceLack of independence on board
				2.12	Lack of independence on board
7/06/2024 7/06/2024	Kaneka Corp. Kansai Paint Co., Ltd.	Annual Annual	Against Against	:1.1,1.2 :3.1	:Concerns about overall performance :Concerns about overall performance

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
27/06/2024	Keikyu Corp.	Annual	Against	2.2 2.6,2.7	Concerns about overall performance Lack of independence on board
				2.1	Lack of independence on board Concerns about overall performance
7/06/2024	Keisei Electric Railway Co., Ltd.	Annual	Against	3.1 2.1,2.10,2.13,2.15	Concerns about overall board structure
				2.1,2.10,2.13,2.15 4	Lack of independence on board While the proposal appears to be prescriptive, it gives management enough time for an orderly disposal, and the
					dissident does not demand Keisei sell its entire holding in OLC and the proposal would still leave the company wi
		1			sufficiently large stake in OLC to support large future investment needs. This proposal will remove an accounting
					"overhang" that has long distorted Keisei's performance and valuation, forcing management to be more discipline
					its capital allocation decisions and accountable for the performance of Keisei's operating businesses.
7/06/2024	Koito Manufacturing Co., Ltd.	Annual	Against	3.3	Concerns about overall board structure
				2.1,2.7,2.8	Lack of independence on board
7/06/2024 7/06/2024	Kokusai Electric Corp.	Annual	Against	3	Pay is misaligned with EOS remuneration principles
7/06/2024 7/06/2024	Kurita Water Industries Ltd. Kyoto Financial Group, Inc.	:Annual :Annual	All For Against		Concerns about overall performance
7/06/2024	Meiji Holdings Co., Ltd.	Annual	All For		
7/06/2024	Minebea Mitsumi, Inc.	Annual	All For		
7/06/2024	Mitsubishi Estate Co., Ltd.	Annual	Against	2.1,2.2	Concerns about overall performance
7/06/2024	Mitsubishi Heavy Industries, Ltd.	Annual	Against	2.10 2.2	Concerns related to approach to board gender diversity Concerns about overall performance
110012024	Willoubian Floavy Industries, Etc.	Ailidai	Against	2.1	Concerns about overall performance Lack of independence on board
		1		2.5,2.6,2.7,3	Lack of independence on board
7/06/2024	Mitsubishi Logistics Corp.	Annual	Against	4.1	Concerns about overall board structure
		1		3.2	Concerns about overall performance Concerns related to approach to board gender diversity Concerns about overall performance Lack of independence on board
		1		3.1 3.6,3.7,3.8	Concerns about overall performance Lack of independence on board Lack of independence on board
7/06/2024	Mitsubishi UFJ Financial Group, Inc.	Annual	Against	2.12,2.13	Concerns about overall performance
				3	Disclosing information on how climate-related risks and opportunities are factored in the selection of outside direction
				2.5,2.7	and the board evaluation would be of value to the company's shareholders given the climate risk and other
				4	environmental impacts of the company's current strategy.
					Lack of independence on board Supporting this resolution would direct the company to continue enhancing its disclosure and fossil fuel financing
					Supporting this resolution would direct the company to continue enhancing its disclosure and fossil fuel financing policy in line with the investor's expectations
7/06/2024	Mitsui Fudosan Co., Ltd.	Annual	Against	3.1,3.2	Lack of independence on board
7/06/2024	Mitsui Mining & Smelting Co., Ltd.	Annual	Against	3.1	Inadequate management of climate-related risks
7/06/2024	Miura Co., Ltd.	Annual	Against	2.2	Concerns related to approach to board gender diversity
7/06/2024 7/06/2024	Morinaga & Co., Ltd. Morinaga Milk Industry Co., Ltd.	Annual Annual	Against	2.1	Concerns about overall performance Concerns related to approach to board gender diversity
7/06/2024 7/06/2024	Murata Manufacturing Co., Ltd.	Annual Annual	Against All For		Concerns related to approach to board gender diversity
7/06/2024	Musashi Seimitsu Industry Co., Ltd.	Annual	Against	2.5,2.7	Concerns related to succession planning
7/06/2024	Nintendo Co., Ltd.	Annual	Against	3.2	Concerns related to succession planning
				2.1	Inadequate management of climate-related risks
				2.7	Lack of independence on board
7/06/2024 7/06/2024	Nippon Shinyaku Co., Ltd. Nishi-Nippon Financial Holdings, Inc.	Annual Annual	All For Against	2.2	Concerns about overall performance
1/00/2024	Nish-Nippon Financial Holdings, Inc.	Annual	Against	2.4	Lack of independence on board
		1		2.1	Lack of independence on boardConcerns about overall performance
7/06/2024	Nishi-Nippon Railroad Co., Ltd.	Annual	Against	2.1 2.2	Concerns about overall performance
				2.1	Concerns about overall performance Lack of independence on board
		1		3.1 3.3.3.4	Lack of independence on board
				3.3,3.4	Lack of independence on board Concerns related to inappropriate membership of committees Poison pill/anti-takeover measure not in investors interests
7/06/2024	NOF Corp.	Annual	Against	3.1.3.2	Concerns about overall performance
		[3.5	Lack of independence on board
7/06/2024	NSK Ltd.	Annual	Against	1.1	Concerns about overall performance
				1.6	Concerns related to approach to board gender diversity
7/06/2024	Obayashi Corp.	Annual	Against	1.9 2.1,2.2	Lack of independence on board Concerns about overall performance
7/06/2024	OBIC Co. Ltd.	Annual	Against	2.2	Concerns related to approach to board gender diversity
				2.1,2.5	Lack of independence on board
7/06/2024	Odakyu Electric Railway Co., Ltd.	Annual	Against	3.1,3.5,3.7,3.8,4.2	Lack of independence on board
7/06/2024	Oji Holdings Corp.	Annual	Against	1.9	Concerns related to succession planning
7/06/2024	Oriental Land Co., Ltd.	Annual	Against	3.2,3.3,3.4 6	Concerns about overall board structure Insufficient basis to support a decision
		1		2.2,2.9	Lack of independence on board
7/06/2024	Osaka Gas Co., Ltd.	Annual	All For	:	
7/06/2024	Rakuten Bank Ltd.	Annual	Against	2.1	Concerns related to approach to board gender diversity
7/06/2024		Annual Manager			Concerns related to shareholder rights
//06/2024	Rengo Co., Ltd.	Annual	Against	2.2 1.1	Concerns about overall performancel ack of independence on board
				1.1	Concerns about overall performanceLack of independence on board Concerns related to approach to board gender diversityConcerns about overall performance
				1.7,1.8	Lack of independence on board
7/06/2024	Rinnai Corp.	Annual	Against	3.3	:Concerns about overall board structure
7/06/2024	Rohto Pharmaceutical Co., Ltd.	Annual	All For	4.2	
7/06/2024	Ruentex Industries Ltd.	Annual	Against	4.2 4.3,4.4,4.5,4.6	:Lack of independence on board :Lack of independence on boardConcerns related to approach to board gender diversity
				4.3,4.4,4.5,4.6 4.1	
7/06/2024	Sankyo Co., Ltd.	Annual	Against	:3.1,3.3	Lack of independence on board
			Ī	4.4	Lack of independence on board Concerns related to inappropriate membership of committees
				7	Pay is misaligned with EOS remuneration principles
7/06/2024 7/06/2024	Sanrio Co., Ltd. SBI Holdings, Inc.	:Annual :Annual	:Against	2.1 1.2	Concerns about overall performance
1100/2024	obi noidings, inc.	Annuai	Against	1.2	Concerns about overall performance Concerns about overall performance Concerns related to approach to board gender diversity
				1.9	Concerns about overall performance Concerns related to approach to board gender diversity Concerns related to succession planning
7/06/2024	Sharp Corp.	Annual	Against	1.1	:Concerns about overall performance Concerns related to approach to board gender diversity
				3	Pay is misaligned with EOS remuneration principles
7/06/2024	Shimizu Corp.	Annual	:Against	2.1,2.2	Concerns about overall performance Concerns related to approach to board gender diversity
7/06/2024	Shin-Etsu Chemical Co., Ltd.	Annual	Against	2.2	:Concerns related to approach to board gender diversity :Concerns related to succession planning
//06/2024	SHIP HEALTHCARE HOLDINGS, INC.	Annual	Against	2.5 3	Concerns related to succession planning Concerns about overall board structure
	NE ETTO LE NOEDINGO, INC.		- iguinos	2.4	Concerns related to approach to board gender diversity
				2.1,2.12	Lack of independence on board
7/06/2024	SMC Corp. (Japan)	Annual	Against	3.9	Concerns related to succession planning
7/06/2024	Sotetsu Holdings, Inc.	Annual	:Against	2.1,2.2	:Concerns about overall performance
//06/2024	Stanley Electric Co., Ltd.	Annual	Against	1.1	Concerns about overall performance Concerns related to approach to board gender diversity
//06/2024	Sumitomo Mitsui Financial Group, Inc.	Annual	:Against	1.6 :3.1	Concerns related to succession planning Concerns about overall performance
	, Inc.	- warman	- squarios	4	Disclosing information on how climate-related risks and opportunities are factored in the selection of outside direct
				5	and the board evaluation would be of value to SMBC shareholders given the climate risk and other environmenta
		\$	•	1	impacts of the company's current strategy.
	1	1	1	1	Supporting this resolution would direct the company to continue enhancing its disclosure and fossil fuel financing
					policy in line with the investor's expectations

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
7/06/2024 7/06/2024	Suzuki Motor Corp.	Annual	Against	2.1	Concerns related to approach to board gender diversity. Inadequate management of climate-related risks
7/06/2024	Taiheiyo Cement Corp.	Annual	Against	2.1,2.4,2.5,2.6,2.9	Concerns related to approach to board gender diversity Lack of independence on board
//06/2024	Taikisha Ltd.	Annual	Against	2.1	Concerns about overall performance Concerns related to approach to board gender diversity
		1		2.8	Lack of independence on board
/06/2024	Taiyo Yuden Co., Ltd.	Annual	Against	3.7	Lack of independence on board
/06/2024	Takara Holdings, Inc.	:Annual	All For	5.4	
/06/2024	TBS Holdings, Inc.	Annual	Against	5.4 4.1	Concerns about overall board structure Concerns about overall performance Lack of independence on board
		\$		4.3,4.5,4.6,4.7	Lack of independence on board
				4.2	Lack of independence on board Concerns related to approach to board gender diversity
		į.		6	Shareholder proposal promotes efficient capital structure
7/06/2024	Tokyo Gas Co., Ltd.	Annual	All For		
7/06/2024	Tokyu Corp.	Annual	Against	3.3,3.4	Concerns about overall board structure
7/06/2024	TOPPAN Holdings, Inc.	Annual	Against	2.1,2.6,2.10 1.2	Lack of independence on board Concerns about overall performance
700/2024		Ailidai	Against	11	Lack of independence on boardConcerns about overall performance
7/06/2024	TORIDOLL Holdings Corp. Toyo Suisan Kaisha, Ltd.	-Annual	All For		
//06/2024	Toyo Suisan Kaisha, Ltd.	Annual	Against	2.1	Inadequate management of deforestation risks
		1		9	While the company's ROE and PBR performance is favourable, shareholders should still be able to benefit from
/06/2024	T 9. O-				disclosure as requested by the proponent.
//06/2024 '/06/2024	Tsumura & Co. Uni-President Enterprises Corp.	Annual Annual	Against All For		Concerns related to approach to board gender diversity
/06/2024	Ushio, Inc.	:Annual	Against	2.1	Concerns about overall performance
/06/2024	Yamada Holdings Co., Ltd.	Annual	Against	3.6	Concerns related to succession planning
		1		3.1,3.3,3.4,3.5,4.2	Lack of independence on board
'/06/2024	Yamaguchi Financial Group, Inc.			4.4.4.5	Lack of independence on board Concerns related to inappropriate membership of committees
/06/2024	Yamaguchi Financial Group, Inc.	Annual	Against	1.1 1.6	Concerns about overall performance
//06/2024	Zensho Holdings Co., Ltd.	Annual	Against	1.1	Lack of independence on board Concerns related to approach to board gender diversity
//06/2024	ZEON Corp.	Annual	Against	3.1	Concerns about overall board structure
			, and the second	2.2	Concerns about overall performance
				2.1	Concerns about overall performance Lack of independence on board
				2.7	Concerns related to succession planning
/06/2024	Advantagt Corn	Annual	All For	2.8,2.9	Lack of independence on board
/06/2024 /06/2024	Advantest Corp. eGuarantee, Inc.	Annual Annual	All For		
/06/2024	Makalot Industrial Co., Ltd.	Annual	Against	4	Concerns related to shareholder rights
/04/2024	Scentre Group	Annual	Against	5	Pay is misaligned with EOS remuneration principles
/04/2024	Santos Limited	Annual	Against	2b	Inadequate management of climate-related risks
/04/2024	AMP Limited	Annual	Against	3	Pay is misaligned with EOS remuneration principles
/04/2024	Woodside Energy Group Ltd.	Annual	Against	2a	EOS manual override. See analyst note. Inadequate management of climate-related risks
		1		6	: nadequate management of climate-related risks Pay is misaligned with EOS remuneration principles
/05/2024	Rio Tinto Limited	Annual	Against	3,4 12	EOS manual override. See analyst note.
		[2,3,4 4	Pay is misaligned with EOS remuneration principles
/05/2024	TPG Telecom Limited	Annual	Against		Overboarded/Too many other time commitments
				2,6c	Pay is misaligned with EOS remuneration principles
05/2024	Iluka Resources Limited	Annual	Against	3	Pay is misaligned with EOS remuneration principles
/05/2024	The ODT Corre			1,5	Pay is misaligned with EOS remuneration principles
1/05/2024	The GPT Group Ampol Limited	Annual Annual	All For Against		Pay is misaligned with EOS remuneration principles
0/05/2024	QBE Insurance Group Limited	Annual	All For		
3/05/2024	Atlas Arteria Ltd.	Annual	Against	4,5,6 2,3a,3b,3c,5 7	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
3/05/2024	Alumina Limited	Annual	Against	:2,3a,3b,3c,5	Pay is misaligned with EOS remuneration principles
0/05/2024	Yancoal Australia Ltd.	Annual	Against	7	:Concerns regarding Auditor tenure
		1		2d 2c	Concerns related to approach to board gender diversity
		1		2c 10	Concerns related to inappropriate membership of committeesConcerns related to approach to board gender diversityConcerns regarding Auditor tenure
		1		8	EOS manual override. See analyst note.
		1		T .	Issue of equity raises concerns about excessive dilution of existing shareholders
/06/2024	ADBRI Ltd.	Court	All For		
/06/2024	CSR Limited	Court	All For		
/06/2024	Kiwi Property Group Limited	Annual	Against		Concerns related to attendance at board or committee meetings
/04/2024 /04/2024	Grupo Financiero Inbursa SAB de CV Turkiye Petrol Rafinerileri AS	Extraordinary Shareholders Annual	:Against :Against	1,2,3,4	Insufficient/poor disclosure A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents
104/2024	Turkiye Petroi Kalillellieli A3	Ailiuai	Against	5	shareholders from making an informed voting decision.
		1		8	A vote AGAINST this item is warranted as the company has failed to comply with the board independence
				12	requirement.
				1	A vote AGAINST this item is warranted, as the board does not meet the one third board independence requirement
		1			This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
/04/2024	Almarai Co. Ltd.	Annual	Against		Inadequate management of climate-related risks
107/2024	mineral CO. Etc.	Ailliudi	Ayamsı	16	:nadequate management of climate-related risks :Insufficient/poor disclosure
/04/2024	Salik Co. PJSC	Annual	All For		
/04/2024	Ford Otomotiv Sanayi AS	Annual	Against	10	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents
				8	shareholders from making an informed voting decision.
				12	A vote AGAINST this item is warranted, as the board and the audit committee are insufficiently independent.
W 4 1000 4	CI D	Annual			This item warrants a vote AGAINST due to a lack of disclosure on the resolution. :Concerns about remuneration committee performance
3/04/2024	SLB	Annuai	Against	1.10 1.9	Concerns about remuneration committee performance Concerns related to approach to board gender diversity
				2	High variable pay ratio Total pay targets a range above peer median
/04/2024	Varun Beverages Limited	Annual	All For		
04/2024	ABB India Limited	Special	All For		
04/2024	Arcelik AS	Annual	Against	7,10,12	This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
/04/2024	Enerjisa Enerji AS	Annual	Against	5 7	A vote AGAINST this item is warranted as the company has failed to comply with the board independence requirement.
				14	A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominee
					a timely manner and as the board does not meet the one third board independence requirement.
					This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
04/2024	Alkem Laboratories Ltd.	Special	All For		
04/2024	Bangkok Dusit Medical Services Public Co. Lt	d. Annual	Against	4.1	Concerns about overall performance
				4.6	Concerns related to approach to board gender diversityConcerns about overall performance
04/2024	Carnival Corporation	:Annual	:Against	.7 .12	Insufficient/poor disclosure Concerns about remuneration committee performance
U-1/2027	Samwai Corporation	Ailliuai	гушна	13,14	Total pay targets a range above peer medianHigh CEO to average NEO pay
04/2024	Coca-Cola Icecek AS	Annual	Against	-10,114	A vote AGAINST this proposal is warranted because the board would be able to issue shares up to 2.259 perce
					the issued share capital.
04/2024	Grupo Comercial Chedraui SAB de CV	Annual	Against	7.a	Concerns related to approach to board gender diversity
				7.f,7.k,7.q,7.t	Concerns related to inappropriate membership of committees
	· ·	:		8.9.10	Insufficient/poor disclosure
N4/2024	Krung Thai Bank Dublis Co. 144	:Annual	Against		
04/2024 04/2024	Krung Thai Bank Public Co., Ltd. SCB X Public Company Limited	:Annual :Annual	Against All For	5.3	Concerns related to approach to board gender diversity

09/04/2024	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
	Orbia Advance Corp. SAB de CV	Annual/Special	Against	4.1	Concerns about overall board structure
				4.2a,4.3a 6.2	Concerns related to inappropriate membership of committees Insufficient/poor disclosure
				6.2 4.2e	Overboarded/Too many other time commitments
				5	Pay is misaligned with EOS remuneration principles
/04/2024	Prologis Property Mexico SA de CV	Annual	All For		
/04/2024	China Jushi Co. Ltd.	Annual	Against	10,16	Concerns related to shareholder rights
			Against	11,12,18	Insufficient/poor disclosure
04/2024	FPT Corp.	Annual		6	Insufficient/poor disclosure
/04/2024 /04/2024	Home Product Center Public Company Limited By-health Co., Ltd.	Annual Annual	All For Against		: Concerns related to shareholder rights
104/2024	By-riealul Co., Ltd.	Ailiuai	Against	11.1,11.3,11.4	Insufficient/poor disclosure
				10	Pay is misaligned with EOS remuneration principles
1/04/2024	China CITIC Bank Corporation Limited	Extraordinary Shareholders	All For		
1/04/2024	China CITIC Bank Corporation Limited	Special	All For		:
1/04/2024	Kasikornbank Public Co. Ltd.	Annual	All For		:
1/04/2024	Telefonica Brasil SA	Annual	All For		
1/04/2024 1/04/2024	Telefonica Brasil SA United Spirits Limited	Extraordinary Shareholders Special	All For All For		
5/04/2024	Is Yatirim Menkul Degerler AS	Annual	Against	9	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents
			1	8	shareholders from making an informed voting decision.
			1	14	A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in
		1	i	1	a timely manner. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
6/04/2024	Atacadao SA	Annual	Abstain	5,8,9.1,9.2,9.3,9.4,9.5,9.6,9.7	
5/04/2024	Alacadar OA	Ailliudi	Against	,9.8,9.9,9.10,9.11,9.12,9.13	Insufficient/poor disclosure
			1	7	Lack of independence on boardConcerns related to inappropriate membership of committeesInappropriate bundling
		1	i	6	of election of directors on a single vote
					:
6/04/2024	Atacadao SA	Extraordinary Shareholders	All For		
6/04/2024 6/04/2024	Dogus Otomotiv Servis ve Ticaret AS Grupo Elektra SAB de CV	Annual Annual/Special	Against Against	:0 :5	A vote AGAINST this item is warranted, as the board and the audit committee are insufficiently independent. Inappropriate bundling of election of directors on a single vote Insufficient/poor disclosure
0,0412024		, amuai/opodal	: *	6	Insufficient/poor disclosure
6/04/2024	Magyar Telekom Telecommunications Plc	Annual	Against	5	Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders
				10,11	Pay is misaligned with EOS remuneration principles
6/04/2024	Migros Ticaret AS	Annual	All For		
7/04/2024	AG Anadolu Grubu Holding AS	Annual	Against	8	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents
7/04/2024	Anadolu Efes Biracilik ve Malt Sanayii A.S.	Annual	Against		shareholders from making an informed voting decision.
7/04/2024	Anadolu Etes Biracilik ve Mait Sanayil A.S.	Annual	Against	8	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents
7/04/2024	Banco Santander Chile SA	Annual	All For	•	shareholders from making an informed voting decision.
7/04/2024	BANK POLSKA KASA OPIEKI SA	Annual	Against	16	A vote AGAINST is warranted as the names of the candidates to the supervisory board are not disclosed.
			1	15	A vote AGAINST this item is warranted because the company has failed to disclose the candidates' names.
			1	12	A vote AGAINST this item is warranted because:- Some contractual terms for the company's CEO and other
				1	executives were not disclosed;- The STI plan lacks disclosure on targets, the details of performance metrics, and
					their level of achievement; - Disclosure concerning granted phantom stocks is limited and only contains information
7/04/2024	Raia Drogasil SA	Annual	Against	5	regarding number of granted shares. Insufficient/poor disclosure
7/04/2024	Terrafina	Annual/Special	Against	9	Pay is misaligned with EOS remuneration principles
7/04/2024	Ultrapar Participacoes SA	Annual	All For		
7/04/2024	Ultrapar Participacoes SA	Extraordinary Shareholders	All For		: :
18/04/2024	CCR SA	Annual	Abstain	4,7,8.1,8.2,8.3,8.4,8.5,8.6,8.7	Insufficient/poor disclosure
			Against	,8.8,8.9,8.10,8.11	Inappropriate bundling of election of directors on a single vote Lack of independence on board Concerns related to
			1	5 6,15	approach to board gender diversity Concerns related to inappropriate membership of committees Concerns about overall performance
				10,11	
		1	1	12	Insufficient/poor disclosure Lack of independence on board
					Lack of independence on board
	CCR SA	Extraordinary Shareholders	All For	12	Lack of Independence on board Pay is misaligned with EOS remuneration principles
	CCR SA International Container Terminal Services, Inc.	Extraordinary Shareholders Annual	All For Abstain	4.6,4.7	Lack of independence on board Pay is misallaped with EOS remuneration principles Concerns related to inappropriate membership of committees
				12 4.6,4.7 4.5	Lack of independence on board Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees
				4.6,4.7	Lack of independence on board Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committeesConcerns related to approach to board gender diversit Overboarded/Too many other time commitments
8/04/2024	International Container Terminal Services, Inc.		Abstain	12 4.6,4.7 4.5	Lack of independence on board Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committeesConcerns related to approach to board gender diversit Overboarded/Too many other time commitments
8/04/2024		Annual		12 4.6,4.7 4.5	Lack of independence on board Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committeesConcerns related to approach to board gender diversit
8/04/2024 8/04/2024	International Container Terminal Services, Inc. Koc Holding A.S.	Annual Annual	Abstain Against	4.6.4.7 4.5 4.2 9	Lack of independence on board Pay is misaliagned with EOS remuneration principles Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversit Coverboarded/Too many other time commitments A vote AGAINST is werranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. This liem warrants a vote AGAINST due to a lack of disclosure on the resolution.
18/04/2024 18/04/2024 18/04/2024	International Container Terminal Services, Inc.	Annual	Abstain	12 4.6.4.7 4.5 4.2 9 11	Lack of Independence on board Pay is misaligned with EOS remuneration principles Concerns related to Inappropriate membership of committees Concerns related to Inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversit Overboarded/Too many other time commitments A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. This item warrants a vote AGAINST due to a lack of disclosure on the resolution. A vote AGAINST the proposed remuneration report is warranted because. The company does not disclose the
8/04/2024 8/04/2024	International Container Terminal Services, Inc. Koc Holding A.S.	Annual Annual	Abstain Against	4.6.4.7 4.5 4.2 9	Lack of independence on board Pay is missiligned with EOS remuneration principles Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversit Coverboarded/Too many other time commitments A vote AGAINST is werranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. This litem warrants a vote AGAINST due to a lack of disclosure on the resolution. A vote AGAINST the proposed remuneration report is warranted because—The company does not disclose the
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8/04/2024 8/04/2024 8/04/2024 8/04/2024 8/04/2024 9/04/2024 9/04/2024 9/04/2024	International Container Terminal Services, Inc. Koc Holding A.S. Santander Bank Poteka SA Vibra Energia SA Vibra Energia SA BDO Unibank, Inc. BYO Company Limited BYO Company Limited Contemporary Amperex Technology Co., Ltd.	Annual Annual Annual Annual Annual Extraordinary Shareholders Annual Extraordinary Shareholders Special Annual	Abstain Against Against Abstain Against All For Against All For Against	12 46.47 45 42 9 11 10 18 113 4 11.8 5 6	Lack of independence on board Pay is misaliajned with EOS remuneration principles Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees A vote AGAINST is werranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. This litem warrants a vote AGAINST due to a lack of disclosure on the resolution. A vote AGAINST the proposed remuneration report is warranted because: The company does not disclose the definitive RPIs targets, thresholds, and the corresponding levels of achievement. The company does not disclose the granting criteria for incentive Plan VIII, performance outcome associated with KPIs, and alignment between pay and performance under this program; The company does not explicitly disclose some terms of contract of its executives; We also note that the remuneration report does address the topic of CHF/PLN mortgage provisions the is increasingly presenting a cost to the company and shareholders. A vote AGAINST his resolution is warranted due to the following concerns with the underlying incentive plan: Vesting period may be less than three years: Shares would be offered to the plan participants free of change, while the performance criteria lack measurable targets along with the methods adopted for their assessment. The supervisory board is vested with the power to change the conditions of the program, as well as to grant discretionar horiuses Concerns related to inappropriate membership of committees Insufficient/poor disclosure Concerns related to harpenolate membership of committees Insufficient/poor disclosure
8/04/2024 8/04/2024 8/04/2024 8/04/2024 8/04/2024 8/04/2024 8/04/2024 8/04/2024 8/04/2024 8/04/2024	International Container Terminal Services, Inc. Koc Holding A.S. Santander Bank Polska SA Vibra Energia SA Vibra Energia SA BDO Unibank, Inc. BYD Company Limited BYD Company Limited Contemporary Amperex Technology Co., Ltd. Metalurgica Gerdau SA	Annual Annual Annual Annual Extraordinary Shareholders Annual Extraordinary Shareholders Annual Annual	Against Against Against Against Abstain Against All For Against All For Against All For Against	12 46.47 45 42 9 11 10 18 113 4 11.8 5 6	Lack of independence on board Pay is missilianted with EOS remuneration principles Concerns related to inappropriate membership of committees A vote ACAINST is werranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. This litem warrants a vote ACAINST due to a lack of disclosure on the resolution. A vote ACAINST the proposed remaineration report is warranted because. The company does not disclose the definitive KPIs tagets, thresholds, and the corresponding levels of achievement. The company does not disclose the granting criteria for incentive Plan VIII, performance outcome associated with KPIs, and alignment between pay and performance under this program. The company does not explicitly disclose some terms of contract of its executives: We also note that the remuneration report does address the topic of CHF/PLN mortgage provisions th is increasingly presenting a cost to the company and shareholders. A vote ACAINST mits resolution is warranted due to the following concerns with the underlying incentive plan- Vesting period may be less than three years. Shares would be offered to the plan participants free of charge, while the performance criteria fack measurable tagets along with the methods adopted for their assessment. The supervisory board is vested with the power to change the conditions of the program, as well as to grant discretionar formations. Concerns about overall performance insufficient/poor disclosure Concerns related to inappropriate membership of committees insufficient/poor disclosure Concerns related to shareholder rights Concerns to protect shareholder rights
8/04/2024 8/04/2024 8/04/2024 8/04/2024 8/04/2024 9/04/2024 9/04/2024 9/04/2024 9/04/2024	International Container Terminal Services, Inc. Koc Holdring A.S. Santander Bank Polska SA Wibra Energia SA Wibra Energia SA BDO Unibank, Inc. BYD Company Limited Annual Annual Annual Annual Extraordinary Shareholders Annual Extraordinary Shareholders Special Annual Annual Annual	Abstain Against Apainst Abstain Against All For Ajainst All For Ajainst All For Ajainst All For Ajainst	12 4.6.4.7 4.5 4.2 9 111 11.3 18 15 16 4.1 7 10 9 15.1.15.2.15.3.15.4	Lack of independence on board Pay is missilajned with EOS remuneration principles Concerns related to inappropriate membership of committees A vote ACAINST is werranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. This litem werrants a vote ACAINST due to a lack of disclosure on the resolution. A vote ACAINST the proposed remaneration report is werranted because. The company does not disclose the definitive KPIs tagets, thresholds, and the corresponding levels of achievement. The company does not disclose the granting criteria for incentive Plan VIII, performance outcome associated with KPIs, and alignment between pay and performance under this program: The company does not explicitly disclose some terms of contract of its executives: We also note that the remuneration report does address the topic of CHF/PLN mortgage provisions th is increasingly presenting a cost to the company does not explicitly disclose some terms of contract of its vescutives: We also note that the remuneration report does address the topic of CHF/PLN mortgage provisions the is increasingly presenting a cost to the company and shareholders. A vote ACAINST this resolution is weranted due to the following concerns with the underlying incentive plan- Vesting period may be less than three years, Shares would be offered to the plan participants free of charge, while the performance criteria lack measurable targets along with the methods adopted for their assessment. The supervisory board is vested with the power to change the conditions of the program, as well as to grant discretional concerns about overall performance insufficiently of disclosure Concerns related to inappropriate membership of committees insufficiently of disclosur	
8/04/2024 8/04/2024 8/04/2024 8/04/2024 8/04/2024 9/04/2024 9/04/2024 9/04/2024 9/04/2024	International Container Terminal Services, Inc. Koc Holding A.S. Santander Bank Polska SA Vibra Energia SA Vibra Energia SA BDO Unibank, Inc. BYD Company Limited BYD Company Limited Contemporary Amperex Technology Co., Ltd. Metalurgica Gerdau SA	Annual Annual Annual Annual Extraordinary Shareholders Annual Extraordinary Shareholders Annual Annual	Against Against Against Against Abstain Against All For Against All For Against All For Against All For Against	12 46.47 45 42 9 11 10 18 113 4 11.8 5 6	Lack of independence on board Pay is missilianted with EOS remuneration principles Concerns related to inappropriate membership of committees A vote ACAINST is werranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. This litem warrants a vote ACAINST due to a lack of disclosure on the resolution. A vote ACAINST the proposed remaineration report is warranted because. The company does not disclose the definitive KPIs tagets, thresholds, and the corresponding levels of achievement. The company does not disclose the granting criteria for incentive Plan VIII, performance outcome associated with KPIs, and alignment between pay and performance under this program. The company does not explicitly disclose some terms of contract of its executives: We also note that the remuneration report does address the topic of CHF/PLN mortgage provisions th is increasingly presenting a cost to the company and shareholders. A vote ACAINST mits resolution is warranted due to the following concerns with the underlying incentive plan- Vesting period may be less than three years. Shares would be offered to the plan participants free of charge, while the performance criteria fack measurable tagets along with the methods adopted for their assessment. The supervisory board is vested with the power to change the conditions of the program, as well as to grant discretionar formations. Concerns about overall performance insufficient/poor disclosure Concerns related to inappropriate membership of committees insufficient/poor disclosure Concerns related to shareholder rights Concerns to protect shareholder rights
8/04/2024 8/04/2024 8/04/2024 8/04/2024 8/04/2024 9/04/2024 9/04/2024 9/04/2024 9/04/2024 9/04/2024 9/04/2024	International Container Terminal Services, Inc. Koc Holding A.S. Sentander Bank Poteka SA Vibra Energia SA Vibra Energia SA BDO Unibank, Inc. BYO Company Limited BYO Company Limited Gontemporary Amperex Technology Co., Ltd. Metalurgica Gerdau SA	Annual Annual Annual Annual Extraordinary Shareholders Annual Extraordinary Shareholders Annual Annual Annual Annual Annual Annual	Abstain Against Abstain Apainst All For Ajainst	12 4.6.4.7 4.5 4.2 9 111 11.3 18 15 16 4.1 7 10 9 15.1.15.2.15.3.15.4	Lack of independence on board Pay is missilianted with EOS remuneration principles Concerns related to inappropriate membership of committees A vote ACAINST is werranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. This litem warrants a vote ACAINST due to a lack of disclosure on the resolution. A vote ACAINST the proposed remaineration report is warranted because. The company does not disclose the definitive KPIs tagets, thresholds, and the corresponding levels of achievement. The company does not disclose the granting criteria for incentive Plan VIII, performance outcome associated with KPIs, and alignment between pay and performance under this program. The company does not explicitly disclose some terms of contract of its executives: We also note that the remuneration report does address the topic of CHF/PLN mortgage provisions th is increasingly presenting a cost to the company and shareholders. A vote ACAINST mits resolution is warranted due to the following concerns with the underlying incentive plan- Vesting period may be less than three years. Shares would be offered to the plan participants free of charge, while the performance criteria fack measurable tagets along with the methods adopted for their assessment. The supervisory board is vested with the power to change the conditions of the program, as well as to grant discretionar formations. Concerns about overall performance insufficient/poor disclosure Concerns related to inappropriate membership of committees insufficient/poor disclosure Concerns related to shareholder rights Concerns to protect shareholder rights
8/04/2024 8/04/2024 8/04/2024 8/04/2024 8/04/2024 8/04/2024 9/04/2024 9/04/2024 9/04/2024 9/04/2024 9/04/2024 9/04/2024 9/04/2024 9/04/2024	International Container Terminal Services, Inc. Koc Holdring A.S. Santander Bank Polska SA Wibra Energia SA Wibra Energia SA BDO Unibank, Inc. BYD Company Limited Annual Annual Annual Annual Extraordinary Shareholders Annual Extraordinary Shareholders Special Annual Annual Annual	Against Against Against Against Abstain Against All For Against All For Against All For Against All For Against	12 4.6.4.7 4.5 4.2 9 111 11.3 18 15 16 4.1 7 10 9 15.1.15.2.15.3.15.4	Lack of independence on board Pay is misaliagned with EOS remuneration principles Concerns related to inappropriate membership of committees A vote ACAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. This litem warrants a vote ACAINST due to a lack of disclosure on the resolution. A vote ACAINST the proposed remaineration report is warranted because. The company does not disclose the definitive RPIs tagets, thresholds, and the conseponding levels of achievement. The company does not disclose the granting criteria for incentive Plan VIII, performance outcome associated with KPIs, and alignment between pay and performance under this program. The company does not explicitly disclose some terms of contract of its is increasingly resembling a cost to the company and shareholders. A vote ACAINST mis resolution is warranted due to the following concerns with the underlying incentive plan: Vesting period may be less than three years. Shares would be offered to the plan participants free of charge, while the performance criteria lack measurable targets along with the methods adopted to their assessment. The supervisory board is vested with the power to change the conditions of the program, as well as to grant discretional pointies. Concerns about overall performance insufficient/poor disclosure Concerns related to inappropriate membership of committees insufficient/poor disclosure Concerns related to shareholder rights Concerns related to shareholder rights	
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8/04/2024 8/04/2024 8/04/2024 8/04/2024 8/04/2024 9/04/2024 9/04/2024 9/04/2024 9/04/2024 9/04/2024 9/04/2024 9/04/2024 9/04/2024	International Container Terminal Services, Inc. Koc Holding A.S. Santander Bank Polska SA Vibra Energia SA Vibra Energia SA Wibra Energia SA BDO Unibank, Inc. BYD Company Limited BYD Company Limited Contemporary Amperex Technology Co., Ltd. Metalurgica Gerdau SA Midea Group Co. Ltd. Metalurgica Serdau SA Necenergia SA Necenergia SA	Annual Annual Annual Annual Extraordinary Shareholders Annual Extraordinary Shareholders Special Annual Annual Annual Extraordinary Shareholders Special Extraordinary Shareholders Special Annual Extraordinary Shareholders	Abstain Against Apainst Abstain Against All For Ajainst All For Ajainst All For Ajainst All For Abstain Ajainst	12 4.6.4.7 4.5 4.6.4.7 4.5 4.2 9 111 10 118 11.1.3 4 11.1.8 5 16 4.4.1 7. 10 9 15.1,15.2,15.3,15.4	Lack of independence on board Pay is misaliagned with EOS remuneration principles Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. This litem warrants a vote AGAINST due to a lack of disclosure on the resolution. A vote AGAINST the proposed remuneration report is warranted because. The company does not disclose the A vote AGAINST the proposed remuneration report is warranted because. The company does not disclose the granting criteria for incentive Plan VII, performance outcome associated with KPIs, and alignment between pay and performance under this program. The company does not desicitly discloses some terms of contract of its executives. We also note that the remuneration report does address the topic of CHF/PLN mortgage provisions the is increasingly presenting a cost to the company and shareholders. A vote AGAINST his resolution is warranted due to the following concerns with the underlying incentive plan. Vesting period may be less than three years. Shares would be offered to the plan participants free of charge, while the performance criteria lack measurable targets along with the methods adopted for their assessment. The supervisory board is vested with the power to change the conditions of the program, as well as to grant discretionary bonuses. Concerns related to approach to board gender diversity insufficient/poor disclosure Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committee Insufficient/poor disclosure Concerns related to approach to board gender diversity Concerns related to inappropri
8/04/2024 8/04/2024 8/04/2024 8/04/2024 8/04/2024 9/04/2024 9/04/2024 9/04/2024 9/04/2024 9/04/2024 9/04/2024 9/04/2024 9/04/2024	International Container Terminal Services, Inc. Koc Holding A.S. Santander Bank Polska SA Vibra Energia SA Vibra Energia SA BO Unibank, Inc. BYD Company Limited BYD Company Limited Contemporary Amperex Technology Co., Ltd. Metalurgica Gerdau SA Midea Group Co. Ltd. Metalurgica Serdau SA Necenergia SA Necenergia SA PRIO SA	Annual Annual Annual Annual Extraordinary Shareholders Annual Annual Annual Annual Annual Annual Annual Annual Extraordinary Shareholders Annual Annual Annual Annual	Against Against Against Against All For Against All For Against All For All For Against All For Against All For Against All For Against All For Abstain Against Against Against Against	12 48.47 45 42 9 11 10 18 113 44 11.8 55 6 6 10 10 10 11 10 11 10 11 11 11	Lack of independence on board Pay is misaliagned with EOS remuneration principles Concerns related to inappropriate membership of committees A vote ACAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. This item warrants a vote ACAINST due to a lack of disclosure on the resolution. A vote ACAINST is proposed remuneration report is warranted because. The company does not disclose the definitive KPIs tagets, thresholds, and the corresponding levels of achievement. The company does not disclose the granting criteria for incentive Plan VII, performance outcome associated with KPIs, and alignment between pay and performance under this program. The company does not disclose the structure of the company does not disclose the increasingly presenting a cost to the company does not explicitly disclose some terms or contract of its axecutives. We also note that the remuneration report does address the topic of CHF/PLN mortgage provisions the is increasingly presenting a cost to the company and shareholders. A vote ACAINST his resolution is warranted due to the following concerns with the underlying incentive plan: Vesting period may be less than three years. Shares would be offered to the plan participants free of charge, while the performance criteria lack measurable targets along with the methods adopted for their assessment. The supervisory board is vested with the power to change the conditions of the program, as well as to grant discretionary provises. Concerns related to happroach to board gender diversity insufficient/poor disclosure Concerns related to shareholder value insufficient/poor disclosure Concerns related to approach to board gender diversity Concerns related to inappropriate me
8/04/2024 8/04/2024 8/04/2024	International Container Terminal Services, Inc. Koc Holding A.S. Santander Bank Polska SA Vibra Energia SA Vibra Energia SA Wibra Energia SA BDO Unibank, Inc. BYD Company Limited BYD Company Limited Contemporary Amperex Technology Co., Ltd. Metalurgica Gerdau SA Midea Group Co. Ltd. Metalurgica Serdau SA Necenergia SA Necenergia SA	Annual Annual Annual Annual Extraordinary Shareholders Annual Extraordinary Shareholders Special Annual Annual Annual Extraordinary Shareholders Special Extraordinary Shareholders Special Annual Extraordinary Shareholders	Abstain Against Apainst Abstain Against All For Ajainst All For Ajainst All For Ajainst All For Abstain Ajainst	12 48.47 45 42 9 11 10 18 113 44 11.8 55 6 6 10 10 10 11 10 11 10 11 11 11	Lack of independence on board Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. This litem warrants a vote AGAINST due to a lack of disclosure on the resolution. A vote AGAINST the proposed remuneration report is warranted because: The company does not disclose the granting criteria for incentive Plan VIII, performance outcome associated with KPIs, and alignment between pay and performance under this program. The company does not disclose the granting criteria for incentive Plan VIII, performance outcome associated with KPIs, and alignment between pay and performance under this program. The company does not desicitly discloses owner terms of contract of its executives. We also note that the remuneration report does address the topic of CHF/PLN mortgage provisions tha is increasingly presenting a cost to the company and shareholders. A vote AGAINST his resolution is warranted due to the following concerns with the underlying incentive plan. Vesting period may be less than three years. Shares would be offered to the plan participants free of charge, while the performance criteria lack measurable targets along with the methods adopted for their assessment. The supervisory board is vested with the power to change the conditions of the program, as well as to grant discretionary bonuses. Concerns related to approach to board gender diversity insufficient/poor disclosure Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committee insufficient/poor disclosure Concerns related to hareholder value insufficient/poor disclosu

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
22/04/2024	Emaar Properties PJSC	Annual	Abstain	10.2,10.3,10.5,10.6,10.7,10.8	Insufficient/poor disclosureConcerns related to Non-audit fees
			Against	,10.10,10.11,10.12,10.13,10.	
				15,10.16 9	
23/04/2024	Alinma Bank	Annual	Against	-9	: Pay is misaligned with EOS remuneration principles
23/04/2024	Bank of the Philippine Islands	Annual	Against	4.1,4.2,4.7,4.11	Concerns related to inappropriate membership of committees
		1		6	Insufficient/poor disclosure
23/04/2024	Falabella SA		All For	4.13	Overboarded/Too many other time commitments
23/04/2024	Halabella SA Hypera SA	Annual Annual	All For		
23/04/2024	Hypera SA	Extraordinary Shareholders	All For	i	
23/04/2024	Itau Unibanco Holding SA	Annual	Abstain	[1	EOS manual override. See analyst note.
			Against	2	
23/04/2024 23/04/2024	MONETA Money Bank, a.s. TOTVS SA	Annual Annual	All For Abstain	: -5	: Insufficient/poor disclosure
23/04/2024	TOTVS SA	Annuai	Against	10	insulicien/poor disclosure
23/04/2024	WEG SA	Annual	Abstain	-12	:Cumulative/slate voting in favour of individual candidates/slates
		1		5	EOS manual override. See analyst note.
		1			Insufficient/poor disclosureConcerns related to board gender diversity 2- Lack of independence on board
		1	Against	10.6,10.7 7	Executive salary increases without robust justification Lack of independence on board
		1			Insufficient/poor disclosure
				3	
		į		8,13,14	
23/04/2024	WEG SA	Extraordinary Shareholders	All For	:	
24/04/2024 24/04/2024	Banco del Bajio SA Bumrungrad Hospital Public Company Limited	Annual Annual	Against Against	6.1a,6.1c,6.1q,6.1i,6.1k 10	Concerns related to inappropriate membership of committees Insufficient/poor disclosure
24/04/2024	Burnrungrad Hospital Public Company Limited	Annuai	Against		Lack of independence on board
		1			Lack of independence on board Concerns related to inappropriate membership of committees
24/04/2024	Charoen Pokphand Foods Public Co. Ltd.	Annual	Against	5.4 5.4	Concerns related to approach to board gender diversity
24/04/2024	Empresas Copec SA	Annual	Against	b	Insufficient/poor disclosure Inappropriate bundling of election of directors on a single vote
24/04/2024	Empresas Copec SA	Extraordinary Shareholders	All For	1	
24/04/2024 24/04/2024	Komercni banka as Metropolitan Bank & Trust Company	Annual Annual	Against Against	14 3.12	Pay is misaligned with EOS remuneration principles Concerns related to approach to board gender diversity
		Culludi	nydiilat	3.6	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees
24/04/2024	Osotspa Public Co. Ltd.	Annual	All For	17/7	
25/04/2024	B3 SA-Brasil, Bolsa, Balcao	Annual	Against	6	Insufficient/poor disclosure
25/04/2024	B3 SA-Brasil, Bolsa, Balcao	Extraordinary Shareholders	All For		
25/04/2024	Becle, S.A.B. de C.V.	Annual	Against	5	Inappropriate bundling of election of directors on a single vote Concerns related to approach to board gender
25/04/2024	Becle, S.A.B. de C.V.	Extraordinary Shareholders	All For		diversity
25/04/2024	Caixa Seguridade Participacoes SA	Annual	All For	<u> </u>	• • • • • • • • • • • • • • • • • • •
25/04/2024 25/04/2024	Caixa Seguridade Participacoes SA	Extraordinary Shareholders	Against	1.2	Lack of independence on board
	Central Retail Corp. Public Co. Ltd.	Annual	Against	10	Insufficient/poor disclosure
25/04/2024	Chemical Works of Gedeon Richter Plc	Annual	Against	9,10,11,12.4,12.6,18.3	Pay is misaligned with EOS remuneration principles
25/04/2024	Cimsa Cimento Sanayi ve Ticaret AS	Annual	Against	8 7	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.
		1		14	A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in
					a timely manner.
			: do		This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
25/04/2024	Embraer SA	Annual	Against	4	Insufficient/poor disclosure
25/04/2024 25/04/2024	Embraer SA Empresas CMPC SA	Annual/Special Annual	All For	i a	Insufficient/noor declarate
25/04/2024	Empresas CMPC SA Fuyao Glass Industry Group Co., Ltd.	Annual	Against Against	12,13	Insufficient/poor disclosure Insufficient/poor disclosure
25/04/2024	Fuyao Glass Industry Group Co., Ltd.	Annual	Against	12,13	:Insufficient/poor disclosure
25/04/2024	Grupo Aeroportuario del Pacifico SAB de CV	Annual	Against	12	Concerns related to inappropriate membership of committees
				8.g,11	Lack of independence on board
25/04/2024	Crupo Agronostugio del Desifere CAD de Cu	: :Eutropedinger Charachalder	All For	8.a,8.c	Lack of independence on boardConcerns related to inappropriate membership of committees
25/04/2024 25/04/2024	Grupo Aeroportuario del Pacifico SAB de CV Malayan Banking Berhad	Extraordinary Shareholders Annual	All For All For	İ	<u> </u>
25/04/2024	Mavi Giyim Sanayi ve Ticaret AS	Annual	Against	14	A vote AGAINST the prolongation of the authorized capital is warranted because the proposed ceiling allows the
		Į.			company to increase the share capital without preemptive rights by more than 20 percent.
25/04/2024	MOL Hungarian Oil & Gas Plc	Annual	Against	13,14,15	Concerns related to inappropriate membership of committees
		1		9,10,11,12	Issue of equity raises concerns about excessive dilution of existing shareholders
				18,19 16,17	Pay is misaligned with EOS remuneration principles Proposed term in policy exceeds appropriate limit
25/04/2024	Petroleo Brasileiro SA	Annual	Abstain	:16,17	:Proposed term in policy exceeds appropriate limit :Cumulative/slate voting in favour of individual candidates/slates
	Diamond on			8.1,8.2,8.3,8.4,8.5,8.6,8.7,8.8	Cumulative/slate voting in favour of individual candidates/slatesConcerns about candidate's experience/skills
			Against	10,11,14	Concerns about overall board structure 2- Cumulative/slate voting in favour of individual candidates/slates
		1			Insufficient disclosure
					Insufficient/poor disclosure
				5,8.9,8.10,16,18	
25/04/2024	Petroleo Brasileiro SA	Annual	Against	1.2,3.1	
25/04/2024	Petroleo Brasileiro SA	Annual/Special	Abstain	12.1,12.2,12.3,12.4,12.5,12.6	Cumulative/slate voting in favour of individual candidates/slates
			Against	,12.7,12.8,22	Concerns about candidate's experience/skills
				12.9,12.10,20	Concerns about candidate's experience/skills 2- Concerns about overall board structure 3- Concerns related to
					board gender diversity 4- Inappropriate bundling of election of directors on a single vote
					:EOS manual override. See analyst note. :Insufficient/poor disclosure
				7.23.24	mountaine poor additional to
25/04/2024	Petroleo Brasileiro SA	Extraordinary Shareholders	:All For		
25/04/2024	Qualitas Controladora SAB de CV	Annual/Special	Against	6	Concerns related to inappropriate membership of committeesConcerns related to approach to board gender diversity
				8	Insufficient/poor disclosure
25/04/2024	Saudi Telecom Co.	Δnnual	Δnainst	i	Insufficient/poor disclosure
25/04/2024	Sociedad Quimica y Minera de Chile SA	:Annual :Annual	:Against :Abstain	:8.B	: insunicient/poor discosure : Cumulative/slate voting in favour of individual candidates/slates
25/04/2024	Suzano SA	Annual	Abstain	17.1,17.2	:Cumulative/slate voting in favour of individual candidates/slates
				5,8,9.1,9.2,9.3,9.4,9.5,9.6,9.7	Insufficient/poor disclosureInsufficient/poor disclosure
			Against		Lack of independence on board
					Lack of independence on board; Concerns related to inappropriate membership of committees
		1		7 12	
				13	
	Suzano SA	Extraordinary Shareholders	Against	<u> </u>	Pay is misaligned with EOS remuneration principles
25/04/2024	and the second s			:2	Pay is misaligned with EOS remuneration principles; Insufficient disclosure
	. ; 				=
26/04/2024	Banco do Brasil SA	Annual	All For		
26/04/2024 26/04/2024	Banco do Brasil SA	Extraordinary Shareholders	All For		Inspersion bundling of algorithm of dispotent and principles to the different section of dispotent and principles to the different section of dispotent and principles to the different section of dispotent and principles to the different section of dispotent and principles to the different section of dispotent and principles to the dispotent section of
26/04/2024	Banco do Brasil SA Banco do Brasil SA Cencosud SA	Annual Extraordinary Shareholders Annual	All For All For Against		Inappropriate bundling of election of directors on a single vote Insufficient/poor disclosure Inadequate management of deforestation risks
26/04/2024 26/04/2024	Banco do Brasil SA	Annual Extraordinary Shareholders Annual	All For		of deforestation risks
26/04/2024 26/04/2024	Banco do Brasil SA	Annual Extraordinary Shareholders Annual Annual	All For	1	Inappropriate bundling of election of directors on a single vote Insufficient/poor disclosure Inadequate management of deforestation risks Insufficient/poor disclosure Concerns about overall performance

2604/2024 F 2604/2024 C 2604/2024 F	Grums ASA de CV. Hektas Ticaret TAS JBS SA JBS SA Natura & Co Holding SA Natura & Co Holding SA	Extraordinary Shareholders Annual Annual Extraordinary Shareholders Annual	Against Al For Against Abstain Against Against		Voling Explanation Ack of Independence on boardConcerns related to approach to board gender diversityConcerns related to imaging out the properties membership of committees imaging out the properties of committees in additionable related to imaging out the properties of committees in additionable related related fields. A vote ACAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an information did not the proposed board fees, which prevents in the warrants a vote ACAINST due to a lack of disclose use on the resolution. Concerns about overall board structure 2- Concerns about overall performance insufficient action taken on low say-on-pay results 2- Insufficient disclosure.
2604/2024 C 2604/2024 S 2604/2024 C 2604/2	Grums SAB de CV Grums SAB de CV Grums SAB de CV Heista Tracet TAS UBS SA Natura & Co Holding SA Natura & Co Holding SA Natura & Co Holding SA OTP Bank Nyrt	Annual Extraordinary Shareholders Annual Annual Extraordinary Shareholders Annual	Against All For Against Abstain Against Against	555c 9 13 4 6 5 5 7 2.5	inappropriate membership of committees Lack of independence on board/concerns related to inappropriate membership of committees Inadequate management of climate-related risks A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. This item warrants a vote AGAINST due to a lack of disclosure on the resolution. Concerns about overall board structure 2- Concerns about overall performance
28004/2024 28004	Grums ASA de CV. Hektas Ticaret TAS JBS SA JBS SA Natura & Co Holding SA Natura & Co Holding SA	Extraordinary Shareholders Annual Annual Extraordinary Shareholders Annual	All For Against Abstain Against Against	9 13 4 6 5 7 7 2.25	Inadequate management of climate-related risks A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. This item warrants a vote AGAINST due to a lack of disclosure on the resolution. Concerns about overall board structure 2- Concerns about overall performance
2604/2024 J 2604/2024 J 2604/2024 J 2604/2024 N 2604/2024 N 2604/2024 N 2604/2024 S	Hektas Ticaret TAS JBS SA JBS SA Natura &Co Holding SA Natura &Co Holding SA OTP Bank Nyrt	Annual Extraordinary Shareholders Annual	Against Abstain Against Against	4 6 5 7 2.5	shareholders from making an informed voting decision. This item warrants a vote AGAINST due to a lack of disclosure on the resolution. Concerns about overall board structure 2- Concerns about overall performance
26/04/2024 J 26/04/2024 N 26/04/2024 N 26/04/2024 N 26/04/2024 C 26/04/2024 F 26/04/2024 S 26/04/2024 S 26/04/2024 S 26/04/2024 S 26/04/2024 V 26/04/2024 V 26/04/2024 V 26/04/2024 C	UBS SA Natura &Co Holding SA Natura &Co Holding SA OTP Bank Nyrt	Extraordinary Shareholders Annual	Against Against		Concerns about overall board structure 2- Concerns about overall performance
6604/2024 N 6604/2024 N 6604/2024 C 6604/2024 C 6604/2024 S 6604/2024 S 6604/2024 S 6604/2024 S 6604/2024 C 6604/2024 C 6604/2024 C 6904/2024 C	Natura &Co Holding SA Natura &Co Holding SA OTP Bank Nyt	Annual			
1604/2024	Natura &Co Holding SA OTP Bank Nyrt				Concerns about candidate's experience/skills
26/04/2024 P 26/04/2024 P	Natura &Co Holding SA OTP Bank Nyrt			8,9 7 4,7,8.1,8.2,8.3,8.4,8.5,8.6,8.7	Concerns about candidate's experience/skills 2- Concerns related to minority shareholder interest Concerns about overall board structure Insufficient/boor disclosure
26/04/2024 C 26/04/2024 F 26/04/2024 S	OTP Bank Nyrt		Against		Insufficient/poor disclosure
26004/2024 S 26004/2024 S 26004/2024 S 26004/2024 S 26004/2024 V 26004/2024 V 27004/2024 T 29004/2024 A 29004/2024 S 29004/2024 S				10 8.1.8.2	Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misalinned with FOS remuneration principles
26/04/2024 S 26/04/2024 S 26/04/2024 S 26/04/2024 S 26/04/2024 S 26/04/2024 V 26/04/2024 V 26/04/2024 S 26/04/2024 S 26/04/2024 S 26/04/2024 S 26/04/2024 S 26/04/2024 S 26/04/2024 S 26/04/2024 S 26/04/2024 S 26/04/2024 S	Promotora y Operadora de Infraestructura SA	Annual	Against	2a1	Pay is misaligned with EOS remuneration principles. Concerns about overall board structure 2- Concerns related to board gender diversity 3- Lack of independence on board. Insufficient/poor disclosure.
2804/2024 S 280/4/2024 S 280/4/2024 S 280/4/2024 S 280/4/2024 V 280/4/2024 V 280/4/2024 S 280/4/2024 S 280/4/2024 S 280/4/2024 S 280/4/2024 S 280/4/2024 S 280/4/2024 S 280/4/2024 S 280/4/2024 S 280/4/2024 S 280/4/2024 S 280/4/2024 S 280/4/2024 S 280/4/2024 S 280/4/2024 S 280/4/2024 S	Sendas Distribuidora SA	Annual	Against	3	Pay is misaligned with EOS remuneration principles
28004/2024 S 28004/2024 V 28004/2024 V 27004/2024 T 29004/2024 A 29004/2024 A 29004/2024 S 29004/2024 S 29004/2024 S 29004/2024 S 29004/2024 S 29004/2024 A 29004/2024 A 29004/2024 A 29004/2024 A	Sendas Distribuidora SA	Extraordinary Shareholders	Against	2	Pay is misaligned with EOS remuneration principles
28/04/2024 V 26/04/2024 V 27/04/2024 V 27/04/2024 T 29/04/2024 A 29/04/2024 C 29/04/2024 C 29/04/2024 C 29/04/2024 C 29/04/2024 C 29/04/2024 E 29/04/2024 F 30/04/2024 A 30/04/2024 A 30/04/2024 A 30/04/2024 A 30/04/2024 A	STC International Holdings Company Limited	Annual		3 12,13 14	Concerns related to inappropriate membership of committees insufficient/poor disclosure Pay is misslagned with EOS remuneration principles
28004/2024 V 27/04/2024 V 29/04/2024 A 29/04/2024 A 29/04/2024 E 29/04/2024 E 29/04/2024 E 29/04/2024 E 29/04/2024 A 29/04/2024 A 29/04/2024 A 29/04/2024 A 29/04/2024 A 29/04/2024 A 29/04/2024 A 29/04/2024 A 29/04/2024 A 29/04/2024 A 29/04/2024 A 29/04/2024 A 20/04/2024 A 20/04	Vale SA	Annual	Against	3.1,3.2,3.3,3.4	
27004/2024 1 29/04/2024 A 29/04/2024 C 29/04/2024 C 29/04/2024 C 29/04/2024 C 29/04/2024 E 29/04/2024 E 29/04/2024 E 29/04/2024 A 29/04/2024 A 30/04/2024 A 30/04	Vale SA Vale SA		Against All For	J. 1,J.Z,3.3,3.4	
29/04/2024 A 29/04/2024 C 29/04/2024 C 29/04/2024 C 29/04/2024 C 29/04/2024 F 29/04/2024 F 29/04/2024 A 30/04/2024 A	Tata Steel Limited	Special	All For		
2904/2024 C 2904/2024 C 2904/2024 E 2904/2024 E 2904/2024 F 2904/2024 F 3004/2024 F 3004/2024 A			ŭ	4.b1,4.b2,4.b4 1.1,1.2,1.3,1.4,1.5,6 2.b1,2.b2,2.b4,2.b5,2.b6,2.b7, 2.b9,2.b12,2.b13,2.b14	Concerns related to inappropriate membership of committees insufficiently or disclosure Lack of independence on board
2904/2024 C 2904/2024 C 2904/2024 E 2904/2024 E 2904/2024 F 2904/2024 F 2904/2024 F 3004/2024 A	China Construction Bank Corporation	Extraordinary Shareholders	All For		• • • • • • • • • • • • • • • • • • •
2904/2024 E 2904/2024 F 2904/2024 F 2904/2024 F 2904/2024 F 3004/2024 A	CIMB Group Holdings Berhad	Annual	All For		
9,04/2024 ; 9,04/2	Companhia Energetica de Minas Gerais SA Embassy Office Parks REIT		Against All For	1,3	
9/04/2024 F 0/04/2024 A	Grupo Financiero Banorte SAB de CV	Annual	All For Against	7 14	A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner.
30/04/2024 A	Industrias Penoles SAB de CV	Annual	Against	2 4.5	This item warrants a vote AGAINST due to a lack of disclosure on the resolution. Concerns to protect shareholder value Insufficient/poor disclosurelnappropriate bundling of election of directors on a single vote
30/04/2024 A	PICC Property and Casualty Company Limited Allos SA	Extraordinary Shareholders Annual	All For Abstain		Insufficient/poor disclosure
	AIIUS SA		Against	,7.8,7.9	Insufficient/poor disclosure Lack of independence on board/Concerns related to inappropriate membership of committeesInappropriate bundling of election of directors on a single vote
	Allos SA Ambev SA	Annual	Against Abstain Against	1 3 5	Pay is misaligned with EOS remuneration principles Cumulativesister outing in favour of individual candidates/slates Insufficient/poor disclosure
30/04/2024 A	Ambev SA	Extraordinary Shareholders	All For	T	
30/04/2024 A	Auren Energia SA	Annual	Abstain Against	5,7,8.1,8.2,8.3,8.4,8.5,8.6,8.7 ,8.8 6.1,6.2,6.3,6.5,6.6,6.7,10	insufficient/poor disclosure Lack of independence on board
30/04/2024 A	Auren Energia SA	Extraordinary Shareholders	All For		
30/04/2024 B	BB Seguridade Participacoes SA	Annual	Against	2,3.1,3.2,3.3,3.4,3.5 4.3 1.2 7 1.1,1.4,1.5	insufficient/poor disclosure Concerns related to approach to board gender diversity Insufficient/or disclosure Lack of independence on board
30/04/2024 C 30/04/2024 E	CATRION Catering Holding Co. Enel Americas SA	Annual Annual	Against Against	36,39,41 3	Insufficient justification for related party transaction Concerns related to approach to board gender diversityLack of independence on board
		1		3 13	Insufficient/poor disclosure
30/04/2024 G	Grupo de Moda Soma SA		Abstain Against	3,6,7.1,7.2,7.3,7.4,7.5,7.6,7.7 ,7.8 5	Insufficient/poor disclosure Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
	·	: 	Against	7 5	Insufficient/poor disclosure Inappropriate bundling of election of directors on a single vote Insufficient/poor disclosure Inappropriate bundling of election of directors on a single vote
30/04/2024 G 30/04/2024 G	Grupo Financiero Inbursa SAB de CV Grupo Mexico S.A.B. de C.V.		Against Against	1,2,3 8 7	Insufficient/poor disclosure Insufficient/poor disclosure Insufficient/poor disclosure Insufficient/poor disclosure Concerns related to approach to board gender diversity Inappropriate bundling of election
	Itausa SA		Against	2	of directors on a single vote
	Tata Motors Limited The Saudi Investment Bank		All For	40.14	Day is misslinged with EOC componenties principles
30/04/2024 T 30/04/2024 V		:Annual :Annual	Against Against	10,11 1.e	Pay is misaligned with EOS remuneration principles: Insufficient/poor disclosure
)1/05/2024 E	Elm Co. (Saudi Arabia)	Annual	All Ear		
1/05/2024 L	Lancashire Holdings Ltd.	:Annual	Against	2	Pay is misaligned with EOS remuneration principles Insufficient/poor disclosure
01/05/2024 S	Saudi National Bank		Against	,21.7,21.8,21.9,21.10,21.11,2 1.12,21.13,21.14,21.15,21.16 ,21.17,21.18,21.19,21.20,21. 21,21.22,21.23 ,22	Concerns related to inappropriate membership of committees: Pay is misaligned with EOS remuneration principles
02/05/2024 C	Gubre Fabrikalari TAS	Annual	Against	7 9 5 8	A vote AGAINST Item 4 is warranted due to the auditor's recurring qualified opinion on the financial statements and the fact that the board has never addressed the issue and has not provided any rationale either. A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST is warranted because the name of the proposed auditor is not disclosed. A vote AGAINST this item is warranted due to the auditor's recurring concerns regarding the company's financial statements.

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Meeting Date 02/05/2024	Company Name TURKCELL lletisim Hizmetleri AS	Meeting Type Annual	Voting Action Against	Agenda Item Numbers	Voting Explanation A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents
02/00/2024	TOTATOLLE IIOLOITTILLIIOLOITTIO	, amada	riguinot	8	shareholders from making an informed voting decision.
					A vote AGAINST is warranted in the absence of adequate information on this item.
2/05/2024	Ulker Biskuvi Sanayi AS	Annual	Against	7 10	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents
		1	1	10	shareholders from making an informed voting decision. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
3/05/2024	HDFC Bank Ltd.	Special	All For		This light warrants a vote ACAINOT due to a lack of dissipating of the resolution.
3/05/2024	PT Telkom Indonesia (Persero) Tbk	Annual	Against	5	:Insufficient/poor disclosure
/05/2024	Dabur India Limited	Special	All For		
/05/2024	Tata Consumer Products Limited	Special	All For		
7/05/2024 7/05/2024	Aurobindo Pharma Limited Plus500 Ltd.	Special Annual	All For Against		Concerns about remuneration committee performanceFailure to provide DEI disclosures in line with UK listing ru
1703/2024	i idadoo Etd.	Ailiudi	Against	9	Pay is misaligned with EOS remuneration principles
		1	1	-	7,
7/05/2024	Savola Group	Annual	:All For		:
7/05/2024	Wharf Real Estate Investment Company Limited	Annual	Against	6,7 9,11	Issue of equity raises concerns about excessive dilution of existing shareholders
7/05/2024	Yantai Jereh Oilfield Services Group Co. Ltd.	Annual	Against	9,11 13,14,15,16,17,18	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
3/05/2024	ANTA Sports Products Limited	Annual	Against	6,9,11	Lack of independence on board
3/05/2024	Asian Paints Limited	Special	All For		
3/05/2024	ASMPT Limited	Annual	Against	:8	Concerns related to succession planning
3/05/2024	DFI Retail Group Holdings Ltd.	Annual	Against	5	Concerns regarding Auditor tenure
		1		1	Lack of independent representation at board committees Concerns related to inappropriate membership of committees Insufficient/poor disclosure
3/05/2024	Hongkong Land Holdings Ltd.	Annual	Against	:6	Insufficient/poor disclosure
				li .	Lack of independent representation at board committeesConcerns related to inappropriate membership of
		į			committeesInsufficient/poor disclosureConcerns about remuneration committee performance
/05/2024	Jardine Matheson Holdings Ltd.	Annual	Against	6	Concerns about overall board structure
				3	Inadequate management of climate-related risks
/05/2024	Public Bank Berhad	Annual	All For		Insufficient/poor disclosure
/05/2024	Vodafone Idea Limited	Extraordinary Shareholders	All For		
/05/2024	Arch Capital Group Ltd.	Annual	Against	1a	Concerns about overall board structure
/05/2024	China Medical System Holdings Ltd.	Annual	Against	5,7	Concerns about overall board structure Issue of equity raises concerns about excessive dilution of existing shareholders
/05/2024	Guaranty Trust Holding Co. Plc	Annual	Against	3	Inappropriate bundling of election of directors on a single vote
				6	Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholdersConcerns to protect shareholders.
					value
/05/2024	Hiscox Ltd.	Annual	Against	7,8,9,11,12,13,15	Failure to provide DEI disclosures in line with UK listing rules
				2 2a	Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Concerns related to approach to board gender
/05/2024	WH Group Limited	Annual	Against	2a	
		1		7,8	diversity Inadequate management of deforestation risks Lack of independence on board Issue of equity raises concerns about excessive dilution of existing shareholders
/05/2024	Axis Bank Limited	Special	All For		issue of equity raises concerns about excessive unusur of existing strateflowers
/05/2024	Hutchmed (China) Limited	Annual	Against	2A	Concerns related to inappropriate membership of committees
				2E	Lack of independence on board
/05/2024	RHB Bank Berhad Sun Pharmaceutical Industries Limited	Annual	All For		
/05/2024 /05/2024	TVS Motor Company Limited	Special Special	All For Against	3.4	Pay is misaligned with EOS remuneration principles
0/05/2024	Weichai Power Co., Ltd.	Annual	Against	11,12	Concerns related to shareholder rights
			1	6	Insufficient/poor disclosure
				16c 16b,16e,16f,16g	Lack of independence and gender diversity on board. Concerns related to inappropriate membership of committed Lack of independence on board
		Ī			
)/05/2024	Weichai Power Co., Ltd.	Special	:Against	1,2	Concerns related to shareholder rights
1/05/2024	ABB India Limited	Annual	Against	3	Concerns related to inappropriate membership of committees
/05/2024	MLP Saglik Hizmetleri AS	Annual	Against	10	A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nomined a timely manner.
3/05/2024	RenaissanceRe Holdings Ltd.	Annual	Against	1a	Concerns related to approach to board gender diversityConcerns related to board ethnic and/or racial
	ű		ľ	2	diversityConcerns related to approach to board diversityConcerns about overall board structureConcerns about
		1			remuneration committee performance
/05/2024					Low shareholding requirement
/05/2024	Tekfen Holding AS	Annual	Against	<u>'</u>	A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominee
/05/2024	Budweiser Brewing Company APAC Limited	Annual	Against	3b,3d	a timely manner. Concerns related to inappropriate membership of committees
			1	6,7	Issue of equity raises concerns about excessive dilution of existing shareholders
/05/2024	China MeiDong Auto Holdings Ltd.	Annual	Against	2.1a	Concerns related to inappropriate membership of committeesConcerns related to approach to board gender dive
				4,6	Issue of equity raises concerns about excessive dilution of existing shareholders
/05/2024	Huabao International Holdings Limited	Annual	Againet	3b	Concerns related to succession planning
103/2024	riuando international moldings Limited	Annual	Against	3b 5A,5C	Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders — dilution issue
05/2024	Huabao International Holdings I imited	Special	Against	1.2.3.4.5	
05/2024	Huabao International Holdings Limited ICICI Bank Limited	Special Special	Against All For	1,2,3,4,5	Pay is misaligned with EOS remuneration principles
/05/2024 /05/2024	ICICI Bank Limited Tencent Holdings Limited	Special Annual	All For Against	5	Pay is misaligned with EOS remuneration principles
/05/2024 /05/2024	ICICI Bank Limited	Special	All For	5 11	Pay is insistlored with EOS retruiperation cririciples. Issue of capital raises concerns about excessive dilution of existing shareholders A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents
/05/2024 /05/2024 /05/2024 /05/2024 /05/2024	ICICI Bank Limited Tencent Holdings Limited	Special Annual	All For Against	5 11 10	Pay is misaligned with EOS remuneration principles. Issue of capital raises concerns about excessive dilution of existing shareholders. A vote AGAINST is warranted as the company did not discises the proposed board fees, which prevents shareholders from making an informed voting decision.
/05/2024 /05/2024	ICICI Bank Limited Tencent Holdings Limited	Special Annual	All For Against	5 11	Pay is insistinged with EOS retruiperation principles. Issue of capital raises concerns about excessive dilution of existing shareholders A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST this term is warranted, as the company has not disclosed all the names of the director nominee
/05/2024 /05/2024 /05/2024	ICICI Bank Limited Tencent Holdings Limited	Special Annual Annual	All For Against	5 11 10	Pay is misaligned with EOS remuneration principles. Issue of capital raises concerns about excessive dilution of existing shareholders. A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominer at timely manner.
/05/2024 /05/2024 /05/2024 /05/2024	[CiCl Bank Limited Tencent Holdings Limited Emisk Konut Gayrimenkul Yatirim Ortakligi AS [Cimited Report	Special Annual	All For Against Against All For	5 11 10	Pay is insistinged with EOS retruiperation principles. Issue of capital raises concerns about excessive dilution of existing shareholders A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST this term is warranted, as the company has not disclosed all the names of the director nominee
/05/2024 /05/2024 /05/2024 /05/2024 /05/2024	GICI Bank Limited Tencent Holdings Limited Emisk Konut Geyrimenkul Yattim Ortakligi AS Everest Group, Ltd. Bank of Beijin Co., Ltd.	Special Annual Annual Annual Annual Annual	All For Against Against All For Against	5 11 10	Pay is misaligned with EOS remuneration principles. Issue of capital raises concerns about excessive dilution of existing shareholders. A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominer at timely manner.
(05/2024 (05/2024 (05/2024 (05/2024 (05/2024 (05/2024 (05/2024	ICICI Bank Limited Tencent Holdings Limited Emlak Konut Gayrimenkul Yatirim Ortakligi AS Everest Group, Ltd. Bank of Beiling Co., Ltd. Bank of Beiling Co., Ltd. BANK POLSKA KASA OPIEKI SA	Special Annual Annual Annual Annual Annual Annual Annual	All For Against Against All For Against All For	5 11 10	Pay is misaligned with EOS remuneration principles. Issue of capital raises concerns about excessive dilution of existing shareholders. A vice AGAINST is warmated as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominer at timely manner. This item warrants a vote AGAINST due to a lack of disclosure on the resolution. Insufficient/poor disclosure.
05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024	ICICI Bank Limited Tencent Holdings Limited Emlak Konut Gayrimenkul Yatirim Ortakligi AS Everest Group, Ltd. Bank of Beiling Co., Ltd. Bank of Beiling Co., Ltd. BANK POLSKA KASA OPIEKI SA	Special Annual Annual Annual Annual Annual Annual Annual Annual Annual Special	All For Against Against All For Against All For Against	5 11 10	Pay is misaligned with EOS remuneration principles. Issue of capital raises concerns about excessive dilution of existing shareholders A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominer at timely manner. This item warrants a vote AGAINST due to a lack of disclosure on the resolution. Insufficient/poor, disclosure. Pay is misaligned with EOS remuneration principles.
05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024	GICI Bank Limited Tencent Holdings Limited Emisk Konut Geyrimenkul Yattim Ortakligi AS Everest Group, Ltd. Bank of Beijin Co., Ltd.	Special Annual Annual Annual Annual Annual Annual Annual	All For Against Against All For Against All For	5 11 10	Pay is misaligned with EOS remuneration principles. Issue of capital raises concerns about excessive dilution of existing shareholders. A vice AGAINST is warmated as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominer at timely manner. This item warrants a vote AGAINST due to a lack of disclosure on the resolution. Insufficient/poor disclosure.
05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024	IGCICI Bank Limited Tencent Holdings Limited Emlak Konut Gayrimenkul Yatirim Ortakligi AS Everest Group, Ltd. Bank of Beiling Co., Ltd. Bank of Beiling Co., Ltd. Sank pC Lixio Ak ASA OPIEKI SA Cipla Limited Kingdee International Software Group Co., Ltd. FT Kaibe Farma Tix	Special Annual Annual Annual Annual Annual Annual Annual Special Annual Annual Extraordinary Shareholders	All For Against	5 11 10	Pay is misaligned with EOS remuneration principles. Issue of capital raises concerns about excessive dilution of existing shareholders. A vola AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vola AGAINST his item is warranted, as the company has not disclosed all the names of the director nominer a timely manner. This term warrants a vote AGAINST due to a lack of disclosure on the resolution. Insufficient/poor disclosure. Pay is misaligned with EOS remuneration principles. Concerns related to inappropriate membership of committees
05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024	IGICI Bank Limited Tencent Holdings Limited Emisk Konut Gayrimenkul Yaltirim Ortakligi AS Everest Group, Litt. Bank of Beiling Co., Litt. BANK POLISKA KASA OPIEKI SA COpta Limited Kingdee International Software Group Co., Ltd. PT Kalbe Farma Tix PT Surber Affaira Triging TbK	Special Annual Extraordinary Shareholders	All For Against Against Against Against Against Against All For Against Against Against Against Against All For All For All For All For All For	5 11 10	Pay is misaligned with EOS remuneration principles. Issue of capital raises concerns about excessive dilution of existing shareholders. A vola AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vola AGAINST his item is warranted, as the company has not disclosed all the names of the director nominer a timely manner. This term warrants a vote AGAINST due to a lack of disclosure on the resolution. Insufficient/poor disclosure. Pay is misaligned with EOS remuneration principles. Concerns related to inappropriate membership of committees
05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024	IGCICI Bank Limited Tencent Holdings Limited Emlak Konut Gayrimenkul Yatirim Ortakligi AS Everest Group, Ltd. Bank of Beiling Co., Ltd. Bank of Beiling Co., Ltd. Bank of Beiling Co., Ltd. Glak Limited Kingdee International Software Group Co., Ltd. ET Kalbe Farma Tibk FT Sumber Alfaria Trijaya Tibk Shenzhen Transson Holding Co., Ltd.	Special Annual Annual Annual Annual Annual Annual Annual Special Annual	All For Against Against All For Assainst All For Assainst All For Assainst Assainst Assainst Assainst Assainst Assainst Assainst Assainst Assainst All For All For All For	5 11 10	Pay is insistliged with EOS retrouperation principles. Issue of capital raises concerns about excessive dilution of existing shareholders. A vole AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vole AGAINST this item is warranted, as the company has not disclosed all the names of the director nomine a timely manner. This item warrants a vote AGAINST due to a lack of disclosure on the resolution. Insufficient/boor disclosure. Pay is missilipred with EOS renuneration principles. Concerns related to inappropriate membership of committees.
05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024	ICICI Bank Limited Tencent Holdings Limited Emlak Konut Gayrimenkul Yatirim Ortakligi AS Everesi Group, Litt. Bank of Beiling Co., Litt. Bank of Beiling Co., Litt. Bank of Beiling Co., Litt. Cipita Limited Control Surbare Group Co., Litt. Ti Kalbe Farma INA. France Farma INA. France Farma INA. Shemzhen Transson Holding Co., Litt. Shemzhen Transson Holding Co., Litt. Shemzhen Transson Holding Co., Litt. Sok Manketer Ticard AS	Special Annual	All For Against Against Against Against Against Against Against Against All For Against Agains	5 11 10	Pay is misaligned with EOS retruineration principles. Issue of capital raises concerns about excessive dilution of existing shareholders A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST this tem is warranted, as the company has not disclosed all the names of the director nominer at timely manner. This item warrants a vote AGAINST due to a lack of disclosure on the resolution. Insufficient/poor, disclosure. Pay is misaligned with EOS remuneration principles. Concerns related to inappropriate membership of committees Insufficient/poor, disclosure. A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents
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05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024	IGCICI Bank Limited Tencent Holdings Limited Emlak Konut Gayrimenkul Yatirim Ortakligi AS Everest Group, Ltd. Bank of Beiling Co., Ltd. Bank of Beiling Co., Ltd. Bank of Beiling Co., Ltd. Glak Limited Kingdee International Software Group Co., Ltd. ET Kalbe Farma Tibk FT Sumber Alfaria Trijaya Tibk Shenzhen Transson Holding Co., Ltd.	Special Annual Annual Annual Annual Annual Annual Annual Special Annual	All For Against Against All For Assainst All For Assainst All For Assainst Assainst Assainst Assainst Assainst Assainst Assainst Assainst Assainst All For All For All For	5. 11 10 13 4. 4. 2 28 3	Pay is insistligened with EGS retruiperation principles. Issue of capital raises concerns about excessive dilution of existing shareholders. A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nomine at timely manner. This item warrants a vote AGAINST due to a lack of disclosure on the resolution. Insufficient/poor disclosure. Pay is misaligned with EGS renumeration principles. Concerns related to inappropriate membership of committees. Insufficient/poor disclosure. A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. Concerns related to succession planning
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05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024	IGCI Bank Limited Tencent Holdings Limited Emlak Konut Gayrimenkul Yaltirim Ortakligi AS Emerica Konut Gayrimenkul Yaltirim Ortakligi AS Emerica Group, Ltd. Bank of Beilma Co., Ltd. Bank of Beilma Co., Ltd. Bank of Beilma Co., Ltd. Bank POLSKA KASA OPIEKI SA COpia Limites Kingdee International Software Group Co., Ltd. PT Kabbe Farma Tix PT Kabbe Farma Tix PT Sumber Affair Trilaya Tbk Shenzhen Transsion Holding Co., Ltd. Sok Marketer Ticaret AS Embraer SA Hengan International Group Co., Ltd. Nestle India Ltd. PPB Group Berhad	Special Annual	All For Against	5. 11 10 13 13 2. 2. 2. 2. 2. 2. 3. 7. 7. 10, 12 4.5, 6. 2. 4.6, 6. 2. 4.6, 6. 2. 4.6, 6. 2. 4.6, 6. 2. 4.6, 6. 4. 4. 4. 4. 4. 4. 4. 4. 4. 4	Pay is misalioned with EOS retruiner alton principles. Issue of capital raises concerns about excessive dilution of existing shareholders A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST this lems warranted, as the company has not disclosed all the names of the director nomine at timely manner. This item warrants a vote AGAINST due to a lack of disclosure on the resolution. Insufficient/poor, disclosure. Pay is misaligned with EOS retruineration principles. Concerns related to inappropriate membership of committees Insufficient/poor, disclosure. A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board Concerns related to succession planning Parformance-clated previous of for non-executives.
05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024	IGCIC Bank Limited Tencent Holdings Limited Emlak Konut Gayrimenkul Yaltirim Ortakligi AS Emlak Konut Gayrimenkul Yaltirim Ortakligi AS Emerik Group, Ltd. Bank of Belling Co., Ltd. Bank of Belling Co., Ltd. Bank POLSKA KASA OPIEKI SA COpta Limites Kingdee International Software Group Co., Ltd. PT Kabbe Farma Tix PT Sumber Affairs Trilaya Tbk Shenzhen Transsion Holding Co., Ltd. Sok Marketer Ticaret AS Embraer SA Hengan International Group Co., Ltd. Nestle India Ltd.	Special Annual Special Annual Annual Special Annual Annual Special Annual Special Special	All For Against	5	Pay is misalioned with EOS remuneration principles. Issue of capital raises concerns about excessive dilution of existing shareholders A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST this tem is warranted, as the company has not disclosed all the names of the director nomined at timely manner. This item warrants a vote AGAINST due to a lack of disclosure on the resolution. Insufficient/poor, disclosure. Pay is misaligned with EOS remuneration principles. Concerns related to inappropriate membership of committees Insufficient/poor, disclosure. A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board Concerns related to succession planning Performance-related previous for non-executives. Concerns related to succession planning Concerns related to supproach to board gender diversity Concerns related to succession planning Concerns related to supproach to board gender diversity Concerns related to succession planning
05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024 05/2024	IGCI Bank Limited Tencent Holdings Limited Emlak Konut Gayrimenkul Yaltirim Ortakligi AS Emerica Konut Gayrimenkul Yaltirim Ortakligi AS Emerica Group, Ltd. Bank of Beilma Co., Ltd. Bank of Beilma Co., Ltd. Bank of Beilma Co., Ltd. Bank POLSKA KASA OPIEKI SA COpia Limites Kingdee International Software Group Co., Ltd. PT Kabbe Farma Tix PT Kabbe Farma Tix PT Sumber Affair Trilaya Tbk Shenzhen Transsion Holding Co., Ltd. Sok Marketer Ticaret AS Embraer SA Hengan International Group Co., Ltd. Nestle India Ltd. PPB Group Berhad	Special Annual	All For Against	5	Pay is insaligned with EOS retruiperation principles. Issue of capital raises concerns about excessive dilution of existing shareholders A vole AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vole AGAINST this item is warranted, as the company has not disclosed all the names of the director nominer a timely manner. This item warrants a vole AGAINST due to a lack of disclosure on the resolution. Insufficient/poor disclosure. Pay is missingned with EOS retruiperation principles. Concerns related to inappropriate membership of committees insufficient/poor disclosure. A vole AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board Concerns to protect shareholder value Concerns to protect shareholder value Performance-related paylaverds for non-executives. Concerns related to succession planning Performance-related paylaverds for non-executives. Concerns related to appropriate membership of committees Concerns related to appropriate membership of committees Concerns related to succession planning Concerns related to succession planning
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	Company Name	Meeting Type	Voting Action	Agonda Itom Numbore	Voting Explanation
Meeting Date 17/05/2024	Shenzhen YUTO Packaging Technology Co., Ltd.	Annual	All For	Agenda item Numbers	
20/05/2024 20/05/2024	:China Tower Corporation Limited :Chinasoft International Limited	:Annual :Annual	Against Against	.6 .2.3	:Issue of equity raises concerns about excessive dilution of existing shareholders :Concerns related to approach to board gender diversity
			Ĭ	5	Issue of equity raises concerns about excessive dilution of existing shareholders
20/05/2024	Hua Xia Bank Co., Ltd.	Annual		2.1 5	Lack of independence on board Insufficient/poor disclosure
20/05/2024	Inner Mongolia Yili Industrial Group Co., Ltd.	:Annual	Against	:10,11,16	Insufficient/poor disclosure
20/05/2024	Jiangsu King's Luck Brewery Joint-stock Co., Ltd.	Annual		12 6	Concerns related to approach to board gender diversity Concerns related to shareholder rights
20/05/2024	Kerry Properties Limited	Annual	Against	3a	Concerns related to approach to board gender diversity
				3c 6A,6C	Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders
20/05/2024	NARI Technology Co., Ltd.	Annual	All For		
21/05/2024	Agricultural Bank of China Limited AutoStore Holdings Ltd.	Annual Annual	Against Against	i1	Inadequate management of climate-related risks from exposure to coal A vote AGAINST this item is warranted due to a lack of disclosure regarding the performance conditions and
					outcome levels under the short-term bonus plan and lack of disclosure of long-term incentive performance criteria.
21/05/2024	Liberty Global Ltd.	Annual	Against	1.3,1.4	: Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns
			1	1	about overall board structureConcerns related to shareholder value
21/05/2024	Nongfu Spring Co., Ltd.	Annual		3,14 13	Concerns related to shareholder rights Issue of equity raises concerns about excessive dilution of existing shareholders
			Against	1	Lack of independence on board
21/05/2024 21/05/2024	Nongfu Spring Co., Ltd. PT Charoen Pokphand Indonesia Tbk	Special Annual	Against All For	1	Concerns related to shareholder rights
21/05/2024	PT Indosat Tbk	Annual	Against	15	Insufficient/poor disclosure
22/05/2024 22/05/2024	Chailease Holding Co., Ltd. CK Infrastructure Holdings Limited	Annual Annual	All For Against	3.4	: Concerns related to succession planning
22,00,2024	Ort minds dotal o Florango Emilios	7 4 11 10 11	1	3.3	Concerns related to succession planning Overboarded/Too many other time commitments
				3.5 3.2	Inadequate management of climate-related risks Lack of independence on board
			1	3.1	Lack of independence on board Inadequate management of climate-related risks
22/05/2024	Kerry Logistics Network Limited	Annual	Against	6 10A	Concerns related to inappropriate membership of committees
				10C	Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders
22/05/2024	Orient Overseas (International) Limited	Annual		3d	Concerns related to approach to board gender diversityOverboarded/Too many other time commitments
23/05/2024	AAC Technologies Holdings Inc.	Annual	Against	6a,6c 3a	Issue of equity raises concerns about excessive dilution of existing shareholders Concerns related to approach to board gender diversity
				5	Insufficient/poor disclosure
23/05/2024	China Yangtze Power Co., Ltd.	Annual	Against	1	Issue of equity raises concerns about excessive dilution of existing shareholders Inadequate management of climate-related risks
22050004	OV Asset Helder Classed		AUF	8,9	Insufficient/poor disclosure
23/05/2024 23/05/2024	CK Asset Holdings Limited CK Hutchison Holdings Limited	Annual Annual	All For Against	3a	EOS manual override. See analyst note.
23/05/2024		į.		3c,3d	Lack of independence on board
23/05/2024	Kingsoft Corporation Limited	Annual	Against	8	Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles
23/05/2024	Zhongii Innolight Co., Ltd. C&D International Investment Group Limited	Annual	Against	11	Concerns to protect shareholder value Concerns related to approach to board gender diversity Concerns related to succession planning
24/05/2024	C&D International Investment Group Limited	Annual		5,6 3	Concerns related to approach to board gender diversity Concerns related to succession planning Concerns related to inappropriate membership of committees
				9,11	Issue of equity raises concerns about excessive dilution of existing shareholders
24/05/2024	MTN Group Ltd.	Annual	All For	12	Lack of independence on board
24/05/2024	Turk Hava Yollari AO	Annual	Against	7	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents
				8 10	shareholders from making an informed voting decision. A vote AGAINST is warranted because the name of the proposed auditor is not disclosed.
			1	1	This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
24/05/2024	Yue Yuen Industrial (Holdings) Limited	Annual		5A 5C	Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders
27/05/2024	Alarko Holding AS	Annual	Against	11	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents
				17 8	shareholders from making an informed voting decision. A vote AGAINST is warranted because the name of the proposed auditor is not disclosed.
					This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
28/05/2024 28/05/2024	China Oilfield Services Limited China Oilfield Services Limited	Annual Special	Against All For	8,11	Issue of equity raises concerns about excessive dilution of existing shareholders
28/05/2024	Chongqing Rural Commercial Bank Co., Ltd.	Annual	All For	i	
28/05/2024 28/05/2024	Nahdi Medical Co. Shandong Weigao Group Medical Polymer Company	:Annual	All For Against	7	Concerns related to inappropriate membership of committeesConcerns related to approach to board gender diversit
20/03/2024	Shandong Welgao Gloup Wedical Polymer Company	Ailliudi		9	Lack of independence on board
28/05/2024	Superous Douge Supply Co. 1 td	Annual	Aggingt	8,12.1	Concerns related to shareholder rights
	Sungrow Power Supply Co., Ltd.	Annual		12.2,12.3,12.4,12.5,12.6	:Concerns related to snareholder rights :Insufficient/poor disclosure
29/05/2024 29/05/2024	CGN Power Co., Ltd.	Annual Special	Against	11	Issue of equity raises concerns about excessive dilution of existing shareholders
29/05/2024	CGN Power Co., Ltd. COSCO SHIPPING Holdings Co., Ltd.	Annual	All For Against	9	:Concerns related to shareholder rights
	COSCO SHIPPING Holdings Co., Ltd.	Annual	Against	9 10	Concerns related to shareholder rights Lack of independence on board
29/05/2024 29/05/2024 29/05/2024	COSCO SHIPPING Holdings Co., Ltd. COSCO SHIPPING Holdings Co., Ltd.		Against	9 10 7	Lack of independence on board Concerns to protect shareholder value
29/05/2024 29/05/2024	COSCO SHIPPING Holdings Co., Ltd. COSCO SHIPPING Holdings Co., Ltd. Focus Media Information Technology Co., Ltd.	Annual Special Annual	Against All For Against	7 8,11,12,13	Lack of independence on board Concerns to protect shareholder value insufficient/poor disclosure
29/05/2024	COSCO SHIPPING Holdings Co., Ltd. COSCO SHIPPING Holdings Co., Ltd.	Annual Special	Against All For Against Against	7 8,11,12,13 10	Lack of independence on board Concerns to protect shareholder value insufficient/poor disclosure Concerns to protect shareholder value
29/05/2024 29/05/2024 29/05/2024 29/05/2024	COSCO SHIPPING Holdings Co., Ltd. COSCO SHIPPING Holdings Co., Ltd. Focus Media Information Technology Co., Ltd. Kweichow Moutai Co., Ltd. Exact Could have Govern	Annual Special Annual Annual Annual	Against .All For .Against .Against .Against .Against	7 8,11,12,13	Lack of independence on board Concerns to protect shareholder value insufficient/poor disclosure Concerns to protect shareholder value insufficient/poor disclosure
29/05/2024 29/05/2024 29/05/2024	COSCO SHIPPING Holdings Co., Ltd. COSCO SHIPPING Holdings Co., Ltd. Focus Media Information Technology Co., Ltd. Kweichow Moutal Co., Ltd.	Annual Special Annual	Against ¡All For ¡Against ¡Against ¡Against	7 8,11,12,13 10 11	Lack of independence on board Concerns to protect shareholder value insufficient/poor disclosure Concerns to protect shareholder value insufficient/poor disclosure Concerns to protect shareholder value insufficient/poor disclosure Concerns related to succession planning, Concerns related to approach to board diversity. A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents
29/05/2024 29/05/2024 29/05/2024 29/05/2024	COSCO SHIPPING Holdings Co., Ltd. COSCO SHIPPING Holdings Co., Ltd. Focus Media Information Technology Co., Ltd. Kweichow Moutai Co., Ltd. Exact Could have Govern	Annual Special Annual Annual Annual	Against -All For -Against -Against -Against -Against -Against	7 8,11,12,13 10 11 1a 8	Lack of independence on board Concerns to protect shareholder value insufficient/poor disclosure Concerns to protect shareholder value insufficient/poor disclosure Concerns to protect shareholder value insufficient/poor disclosure Concerns related to succession planning Concerns related to approach to board diversity. A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST is warranted because the name of the proposed auditor is not disclosed.
29/05/2024 29/05/2024 29/05/2024 29/05/2024	COSCO SHIPPING Holdings Co., Ltd. COSCO SHIPPING Holdings Co., Ltd. Focus Media Information Technology Co., Ltd. Kweichow Moutal Co., Ltd. Royal Caribbean Group. Vestel Elektronik Sanayi ve Ticaret AS	Annual Special Annual Annual Annual	Against -All For -Against -Against -Against -Against -Against	7 8,11,12,13 10 11 11 18 8	Lack of independence on board Concerns to protect shareholder value insufficient/poor disclosure Concerns to protect shareholder value insufficient/poor disclosure Concerns to protect shareholder value insufficient peor disclosure Concerns related to approach to board diversity A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.
29/05/2024 29/05/2024 29/05/2024 29/05/2024 29/05/2024 29/05/2024	COSCO SHIPPING Holdings Co., Ltd. COSCO SHIPPING Holdings Co., Ltd. Focus Media Information Technology Co., Ltd. Kweichow Moutal Co., Ltd. Royal Caribbean Group. Vestel Elektronik Sanayi ve Ticaret AS Wijoro Limited	Annual Special Annual Annual Annual Annual Special Special	Against All ForAgainst -Against -Against -Against -Against -Against	7 8,11,12,13 10 11 11 18 8	Lack of independence on board Concerns to protect shareholder value insufficient/poor disclosure Concerns to protect shareholder value insufficient/poor disclosure Concerns to protect shareholder value insufficient/poor disclosure Concerns related to succession planning Concerns related to approach to board diversity A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST is warranted because the name of the proposed auditor is not disclosed.
29/05/2024 29/05/2024 29/05/2024 29/05/2024 29/05/2024 29/05/2024 29/05/2024	COSCO SHIPPING Holdings Co., Ltd. COSCO SHIPPING Holdings Co., Ltd. Focus Media Information Technology Co., Ltd. Kweichow Moutal Co., Ltd. Royal Caribbean Group Vestel Elektronik Sanayi ve Ticaret AS Wipro Limited Akriac International Group	Annual Special Annual Annual Annual Special Special	Against All For . Against Against Against Against Against Against Against Against Against	7 8,11,12,13 10 11 11 18 8	Lack of independence on board Concerns to protect shareholder value insufficient/poor disclosure Concerns to protect shareholder value insufficient/poor disclosure Concerns related to approach to board diversity A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST is warranted because the name of the proposed auditor is not disclosed. A vote AGAINST is item is warranted, as the board does not meet the one third board independence requirement.
29/05/2024 29/05/2024 29/05/2024 29/05/2024 29/05/2024 29/05/2024	COSCO SHIPPING Holdings Co., Ltd. COSCO SHIPPING Holdings Co., Ltd. Focus Media Information Technology Co., Ltd. Kweichow Moutal Co., Ltd. Royal Caribbean Group. Vestel Elektronik Sanayi ve Ticaret AS Wijoro Limited	Annual Special Annual Annual Annual Annual Special Special	Against All ForAgainst -Against -Against -Against -Against -Against	7 8,11,12,13 10 11 11 18 8	Lack of independence on board Concerns to protect shareholder value insufficientpod disclosure Concerns to protect shareholder value insufficientpod disclosure Concerns to protect shareholder value insufficientpod disclosure Concerns related to succession planning, Concerns related to approach to board diversity, A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents ishareholders from making an informed voting decision. A vote AGAINST is warranted excause the name of the proposed auditor is not disclosed. A vote AGAINST is warranted excause the name of the proposed auditor is not disclosed. Insufficient basis to support a decision. A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents
29/05/2024 29/05/2024 29/05/2024 29/05/2024 29/05/2024 29/05/2024 29/05/2024 30/05/2024 30/05/2024	COSCO SHIPPING Holdings Co., Ltd. COSCO SHIPPING Holdings Co., Ltd. COSCO SHIPPING Holdings Co., Ltd. Kweichow Moutal Co., Ltd. Royal Caribbean Group. Vestel Elektronik Sanayi ve Ticaret AS Wijoro Limited. Airtac International Group Alchip Technologies Ltd.	Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against All ForAgainst -Against 7 8,11,12,13 10 11 11 18 8	Lack of independence on board Concerns to protect shareholder value insufficient/poor disclosure Concerns to protect shareholder value insufficient/poor disclosure Concerns to protect shareholder value insufficient/poor disclosure Concerns related to succession planning Concerns related to approach to board diversity A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST is warranted because the name of the proposed auditor is not disclosed. A vote AGAINST this item is warranted, as the board does not meet the one third board independence requirement. Insufficient basis to support a decision A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.	
29/05/2024 29/05/2024 29/05/2024 29/05/2024 29/05/2024 29/05/2024 29/05/2024 30/05/2024 30/05/2024	COSCO SHIPPING Holdings Co., Ltd. COSCO SHIPPING Holdings Co., Ltd. COSCO SHIPPING Holdings Co., Ltd. Kweichow Moutal Co., Ltd. Royal Caribbean Group. Vestel Elektronik Sanayi ve Ticaret AS Wijoro Limited. Airtac International Group Alchip Technologies Ltd.	Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against All ForAgainst -Against 7 8,11,12,13 10 11 11 18 8	Lack of Independence on board Concerns to protect shareholder value Insufficient/poor disclosure Concerns to protect shareholder value Insufficient/poor disclosure Concerns related to accession planning. Concerns related to approach to board diversity. A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST is the streamanted, as the board does not meet the one third board independence requirement. Insufficient basis to support a decision A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST is warranted due to the lack of disclosure. Concerns related to approach to board gender diversity	
29/05/2024 29/05/2024 29/05/2024 29/05/2024 29/05/2024 29/05/2024 29/05/2024 30/05/2024 30/05/2024 30/05/2024	COSCO SHIPPING Holdings Co., Ltd. COSCO SHIPPING Holdings Co., Ltd. Focus Meda Information Technology Co., Ltd. Kweichow Moutal Co., Ltd. Kweichow Moutal Co., Ltd. Kweichow Moutal Co., Ltd. Kweichow Moutal Co., Ltd. Kweichow Moutal Co., Ltd. Kweichow Moutal Co., Ltd. Kweichow Moutal Co., Ltd. Kweichow Moutal Co., Ltd. Wijero Limited Airtie International Group Alchin Technologies Ltd. Astor Enerji AS Axiata Group Berhad	Annual Special Annual Annual Annual Annual Special Annual Annual Annual Annual	Against All For . Against Against Against Against Against Against Against Against All For Against Against	7 8,11,12,13 10 11 11 18 8	Lack of independence on board Concerns to protect shareholder value insufficientpor disclosure Concerns to protect shareholder value insufficientpor disclosure Concerns related to succession planning, Concerns related to approach to board diversity, A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST bis is warranted secause the name of the proposed auditor is not disclosed. A vote AGAINST bis is warranted secause the name of the proposed auditor is not disclosed. A vote AGAINST bis is warranted as the board does not meet the one third board independence requirement. Insufficient basis to support a decision. A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST is warranted use to the lack of disclosure. Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees
2905/2024 2905/2024 2905/2024 2905/2024 2905/2024 2905/2024 2905/2024 3005/2024 3005/2024 3005/2024	COSCO SHIPPING Holdings Co., Ltd. COSCO SHIPPING Holdings Co., Ltd. Focus Media Information Technology Co., Ltd. Kweichow Moutal Co., Ltd. Royal Carlibbean Group Vestel Elektronik Sanayi ve Ticaret AS Wipro Limited Airtac International Group Alchip Technologies, Ltd. Astor Enerij AS	Annual Special Annual Annual Annual Annual Special Annual Annual Annual Annual	Against Against Against Against Against Against Against Against Against Against Against Against Against Against All For All For Against	7 8,11,12,13 10 11 11 18 8	Lack of Independence on board Concerns to protect shareholder value insufficient/poor disclosure Concerns to protect shareholder value insufficient/poor disclosure Concerns related to accession planning Concerns related to approach to board diversity. A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST is warranted because the name of the proposed auditor is not disclosed. A vote AGAINST is warranted as the board does not meet the one third board independence requirement. Insufficient basis to support a decision A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST is warranted due to the lack of disclosure. Concerns related to approach to board gender diversity
29/05/2024 29/05/2024 29/05/2024 29/05/2024 29/05/2024 29/05/2024 30/05/2024 30/05/2024 30/05/2024 30/05/2024 30/05/2024	COSCO SHIPPING Holdings Co., Ltd. COSCO SHIPPING Holdings Co., Ltd. COSCO SHIPPING Holdings Co., Ltd. Kweichow Moutal Co., Ltd. Royal Caribbean Group. Vestel Elektronik Sanayi ve Ticaret AS Wipro Limited Airtac International Group. Alchip Teschnodise Ltd. Astor Enerji AS Aviata Group Berhad BizLink Holding, Inc.	Annual Special Annual Annual Annual Special Annual Annual Annual Special Annual Annual Annual Annual	Against All ForAgainst -Against	7 8,11,12,13 10 11 11,18 8 11,17 7 2 2 19 8 10 13 15 15 16 17 17 18 18 18 19 19 19 19 19 19 19 19 19 19 19 19 19	Lack of Independence on board Concerns to protect shareholder value Insufficient/Doc disclosure Concerns to protect shareholder value Insufficient/Doc disclosure Concerns to protect shareholder value Insufficient/Doc disclosure Concerns related to accession clerning Concerns related to approach to board diversity. A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST is warranted because the name of the proposed auditor is not disclosed. A vote AGAINST is warranted as the board does not meet the one third board independence requirement. Insufficient basis to support a decision A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST is warranted due to the lack of disclosure. Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to proceach to board gender diversity Lack of independence on board.
29/05/2024 29/05/2024 29/05/2024 29/05/2024 29/05/2024 29/05/2024 29/05/2024 30/05/2024 30/05/2024 30/05/2024	COSCO SHIPPING Holdings Co., Ltd. COSCO SHIPPING Holdings Co., Ltd. Focus Meda Information Technology Co., Ltd. Kweichow Moutal Co., Ltd. Kweichow Moutal Co., Ltd. Kweichow Moutal Co., Ltd. Kweichow Moutal Co., Ltd. Kweichow Moutal Co., Ltd. Kweichow Moutal Co., Ltd. Kweichow Moutal Co., Ltd. Kweichow Moutal Co., Ltd. Wijero Limited Airtie International Group Alchin Technologies Ltd. Astor Enerji AS Axiata Group Berhad	Annual Special Annual Annual Annual Annual Special Annual Annual Annual Annual	Against Against Against Against Against Against Against Against Against Against Against Against Against Against Against Against Against	7 8,11,12,13	Lack of independence on board Concerns to protect shareholder value insufficientpor disclosure Concerns to protect shareholder value insufficientpor disclosure Concerns related to succession planning, Concerns related to approach to board diversity, A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST is warranted aceause the name of the proposed auditor is not disclosed. A vote AGAINST this time is warranted, as the board does not meet the one third board independence requirement. Insufficient basis to support a decision. A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST is warranted use to the lack of disclosure. Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Concerns to protect shareholder value Lack of independence on board Concerns related to succession planning
29/05/2024 29/05/2024 29/05/2024 29/05/2024 29/05/2024 29/05/2024 30/05/2024 30/05/2024 30/05/2024 30/05/2024 30/05/2024	COSCO SHIPPING Holdings Co., Ltd. COSCO SHIPPING Holdings Co., Ltd. COSCO SHIPPING Holdings Co., Ltd. Kweichow Moutal Co., Ltd. Royal Caribbean Group. Vestel Elektronik Sanayi ve Ticaret AS Wipro Limited Airtac International Group. Alchip Teschnodise Ltd. Astor Enerji AS Aviata Group Berhad BizLink Holding, Inc.	Annual Special Annual Annual Annual Special Annual Annual Annual Special Annual Annual Annual Annual	Against All ForAgainst -Against	7 8,11,12,13 10 11 11,18 8 11,17 7 2 2 19 8 10 13 15 15 16 17 17 18 18 18 19 19 19 19 19 19 19 19 19 19 19 19 19	Lack of Independence on board Concerns to protect shareholder value Insufficient/Doc disclosure Concerns to protect shareholder value Insufficient/Doc disclosure Concerns to protect shareholder value Insufficient/Doc disclosure Concerns related to accession clerning Concerns related to approach to board diversity. A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST is warranted because the name of the proposed auditor is not disclosed. A vote AGAINST is warranted as the board does not meet the one third board independence requirement. Insufficient basis to support a decision A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST is warranted due to the lack of disclosure. Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to proceach to board gender diversity Lack of independence on board.

Mastina Data	Common Name	Martine Tons	Madina Antina	Agenda Item Numbers	Making Footbacking
Meeting Date 30/05/2024	Company Name Kardemir Karabuk Demir Celik Sanayi ve Ticaret AS	Meeting Type Annual	Voting Action Against	7	Voting Explanation A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents
				6	shareholders from making an informed voting decision. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
0/05/2024	KunLun Energy Company Limited	Annual	Against	6,8	Issue of equity raises concerns about excessive dilution of existing shareholders
0/05/2024	Ping An Insurance (Group) Company of China, Ltd.	Annual	Against	7.07,10,11	Insufficient/poor disclosure
0/05/2024 0/05/2024	PT Perusahaan Gas Negara Tbk Shangri-La Asia Limited	Annual Annual	Against Against	6.7 3A	Insufficient/poor disclosure Concerns related to succession planning
			Against	6A,6C	Issue of equity raises concerns about excessive dilution of existing shareholders
0/05/2024	Wynn Macau Limited	Annual	Against	3c 7,8	Concerns related to succession planningOverboarded/Too many other time commitments Issue of equity raises concerns about excessive dilution of existing shareholders
0/05/2024	Zhen Ding Technology Holding Ltd.	Annual	All For		
	ESR Group Limited GCL Technology Holdings Limited	Annual Annual	All For Against	ļ,	: Concerns related to approach to board gender diversity Concerns related to succession planning
31/03/2024	GCE reciniology Holdings Elimited	Armuai	Against	7A,7C	Issue of equity raises concerns about excessive dilution of existing shareholders
31/05/2024	MGM China Holdings Limited			7D	Pay is misaligned with EOS remuneration principles
31/05/2024	MGM China Holdings Limited	Annual	Against	3A2,3A3 3A4	Concerns related to inappropriate membership of committees Concerns related to succession planning
				5,7	Issue of equity raises concerns about excessive dilution of existing shareholders
1/05/2024	Minth Group Limited	Annual	Against	3A1	Lack of independence on boardConcerns related to inappropriate membership of committees Concerns related to succession planning
			riguillot	11,13	Issue of equity raises concerns about excessive dilution of existing shareholders
1/05/2024 1/05/2024	Nedbank Group Ltd.	Annual Annual	All For		Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments
	Tata Consultancy Services Limited	Annual	Against	3	
1/05/2024	Xinyi Glass Holdings Ltd.	Annual	Against	3A3	Concerns related to succession planning
				5B,5C	Issue of equity raises concerns about excessive dilution of existing shareholders
1/05/2024	Xinyi Solar Holdings Limited	Annual	Against	3A1 3A3	Lack of independence on board Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees
	· · · · · · · · · · · · · · · · · · ·		-	3A4,3A5	Concerns related to succession planning
				6,7 3A2	Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
				3A2 8	Pay is misaligned with EOS remuneration principles
	Universal Robina Corp.	<u>.</u>			Insufficient/poor disclosure
3/06/2024	Universal Robina Corp.	Annual	Against	6 31,32,3.6	Insufficient/poor disclosure Overboarded/Too many other time commitments
14/06/2024	Absa Group Ltd.	Annual	Against	5.4	Concerns related to inappropriate membership of committees
	Atacadao SA	Extraordinary Shareholders	All For	1	
	DLF Limited Aksa Enerji Uretim AS	Special Annual	Against All For	2	Pay is misaligned with EOS remuneration principles Lack of independence on board
5/06/2024	Haidilao International Holding Ltd.	Annual	Against	3.a1	Concerns related to inappropriate membership of committees
				5A,5C 3.a2	Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
05/06/2024	PetroChina Company Limited	Annual	Against	6	: Insufficient/poor disclosure
1	Sino Biopharmaceutical Limited	<u> </u>		1	Inadequate management of climate-related risks
05/06/2024	Sino Biopharmaceutical Limited	Annual	Against	4,5 8A,8C	Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders
				3	Lack of independence on board Concerns related to inappropriate membership of committees
05/06/2024 05/06/2024	Terrafina	Extraordinary Shareholders	Against	1.1,1.2,2	8
J5/U6/2U24	Turk Telekomunikasyon AS	Annual	Against	7,8	A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner
06/06/2024	BYD Company Limited	Annual	Against	9,10,11	a timely manner. Issue of equity raises concerns about excessive dilution of existing shareholders
06/06/2024 06/06/2024	China Pacific Insurance (Group) Co., Ltd. Jiangxi Copper Company Limited	Annual Annual	All For Against	0.4	Concerns related to inappropriate membership of committees
		Allitual	:	9.3,9.4,9.5	
6/06/2024	Turkiye Halk Bankasi AS	Annual	Against	7	A vote AGAINST is warranted as the company did not disclose the proposed fees, which prevents shareholders from
				6 5 3	making an informed voting decision. A vote AGAINST this item is warranted considering the company s failure to disclose the name of the director and
				3	internal auditor candidates till the time this analysis was finalized.
					A vote AGAINST this item is warranted due to the repeated concerns raised by the external auditor on the company's
					financial statements and the lack of responsiveness by the board on these concerns. A vote AGANST Item 3 is warranted due to the external auditor's qualified opinion on the company's financial
		: : :			statements
6/06/2024	Turkiye Vakiflar Bankasi TAO	Annual	Against	9	A vote AGAINST Item 3 is warranted due to the external auditor's qualified opinion on the company's financial statements.
				8	A vote AGAINST is warranted as the company did not disclose the proposed fees, which prevents shareholders from
				4	making an informed voting decision.
				7	A vote AGAINST this item is warranted considering the company's failure to disclose the names of the internal
					auditor candidates. A vote AGAINST this item is warranted due to the repeated concerns raised by the external auditor on the company's
					financial statements and the lack of responsiveness by the board on these concerns.
					A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner.
6/06/2024	United Energy Group Limited	Annual	Against	6a,6c	; a limely manner; issue of equity raises concerns about excessive dilution of existing shareholders issue of equity raises concerns about excessive dilution of existing shareholders
6/06/2024	Xiaomi Corporation	Annual	Against	8,9	Issue of equity raises concerns about excessive dilution of existing shareholders
				3	Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to
				10,11	approach to board gender diversity
17/06/2024	China Resources Land Limited	: Annual	Against	3.5	Pay is misaligned with EOS remuneration principles
1110012024	Orima resoulces Land Limited	Alliuai	riganiet	3.4	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees
				6,7	Issue of equity raises concerns about excessive dilution of existing shareholders
7/06/2024	China Resources Mixc Lifestyle Services Limited	Annual	Against	3.1 3.1	Lack of independence on board Concerns related to inappropriate membership of committeesConcerns related to approach to board gender diversity
	Crimia 1 1000 Groces ININO Energie Gervices Ellinea		- ngum rut	6,7	Issue of equity raises concerns about excessive dilution of existing shareholders
				3.3,3.4	Lack of independence on board
7/06/2024	Dogan Sirketler Grubu Holding AS	: :Annual	Against	: -8	: A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents
	Sogai, Sirketici Graba Florally Ao	, amada	riguillat	9	shareholders from making an informed voting decision.
				12	A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in
				15	a timely manner. This item warrants a vote AGAINST because the company did not provide specific information on the resolution.
					This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
		1			THE NAME OF THE POPULATION OF THE POPULATION OF THE POPULATION OF THE POPULATION.

07/06/2024	Company Name	Meeting Type	Voting Action	Agenda Item Number	rs Voting Explanation
	KGHM Polska Miedz SA	Annual	Against	11g 14	A vote AGAINST the proposed remuneration report is warranted because:- The proposed remuneration report doe not address the significant (12 percent) increase in fixed remuneration of Marek Pietrzak;- The retrospective
					disclosure of target values for of each KPI for 2022 and 2023 performance years, and the realized values are not
		1			disclosed, which limits the shareholders' ability to comprehend the alignment between pay and performance;
		-			Significant portion of variable remuneration is based on individual KPIs lacking clear definition. The company doe
				1	not maintain any long-term variable remuneration, while the variable remuneration with the performance criteria
		1			established over a few years may benefit the company by creating long-term incentives for executives.
		1	i i	1	A vote AGAINST this item is warranted because although the proposed amendments introduce ESG-related matt
		1		1	into the policy, the ESG criteria are very broadly defined. In addition, the document does not address major conce
					with the current remuneration policy:- Significant portion of performance indicators used in variable remuneration
			1		setting lacks clear and measurable definition;- The proposed remuneration policy grants to the supervisory board
			1	1	power to pick and choose the indicators from the proposed pool, without providing any additional safeguards or
		1			guidelines;- The company does not disclose weights of performance indicators as well as corresponding floor and
		1		1	cap values;- The company declares that the proposed remuneration policy is designed to facilitate the achievement
					of company's long-term interests, but it does not provide a long-term incentive plan.
7/06/2024	Sinotrans Limited	Annual	Against	17.1	Concerns related to inappropriate membership of committees
				4	Concerns related to shareholder rights Issue of equity raises concerns about excessive dilution of existing shareholders
7/06/2024	Sinotrans Limited	Special	All For		issue or equity raises concerns about excessive diduor or existing a raise locates
7/06/2024	Tingyi (Cayman Islands) Holding Corp.	Annual	Against	4 5 8 10	l ack of independence on board
3/06/2024	Jindal Steel & Power Limited	Special	All For		
0/06/2024	Bharat Petroleum Corporation Limited	Special	All For		
0/06/2024	Standard Bank Group Ltd.	Annual	All For		
1/06/2024	Terrafina	Extraordinary Shareholde	ers Against	1,2,3	Insufficient/poor disclosure
1/06/2024	Terrafina	Ordinary Shareholders	Against	1,2.1,2.2,2.3,3	Insufficient basis to support a decision
2/06/2024	Aegon Ltd.	Annual	All For		
2/06/2024	China Mengniu Dairy Company Limited	Annual	Against	3c	Concerns related to approach to board gender diversity
		1	1	3d	Concerns related to inappropriate membership of committees
				-6	Insufficient/poor disclosure
2/06/2024	Haitong Securities Co., Ltd.	Annual	Against	12	:Lack of independence on board
2/06/2024	Shenzhen Mindray Bio-Medical Electronics C	Co., Ltd. Special	All For	:	
2/06/2024	Super Hi International Holding Ltd.	Annual	Against	2.a1	Concerns related to inappropriate membership of committees
				4A,4C	Issue of equity raises concerns about excessive dilution of existing shareholders
2/06/2024	Trent Limited	Annual	Against	6	Concerns related to inappropriate membership of committees
				7	Pay is misaligned with EOS remuneration principles
2/06/2024	WuXi AppTec Co., Ltd.	Annual	Against	12,13	Concerns to protect shareholder value
		į	1.7	17	Issue of equity raises concerns about excessive dilution of existing shareholders
2/06/2024	WuXi AppTec Co., Ltd.	Special	All For		
3/06/2024	Mizrahi Tefahot Bank Ltd.	Special	All For		
3/06/2024	Petkim Petrokimya Holding AS	Annual	Against	8	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents
		1	1 7	11	shareholders from making an informed voting decision.
		1	1	1	This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
3/06/2024	Sinopharm Group Co., Ltd.	Annual	Against	8	Concerns related to shareholder rights
		1	1	9	Issue of equity raises concerns about excessive dilution of existing shareholders
3/06/2024	Sinopharm Group Co., Ltd.	Special	All For		
3/06/2024	Tata Consumer Products Limited	Annual	All For		
4/06/2024	Aselsan Elektronik Sanayi ve Ticaret AS	Annual	Against	8	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents
		1	1	9	shareholders from making an informed voting decision.
		1	1	7	A vote AGAINST is warranted because the name of the proposed auditor is not disclosed.
			\$	12,13	A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees
				\$	a timely manner.
		1			This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
4/06/2024	CD Projekt SA	Annual	Against	24	A vote AGAINST is warranted because:- Some contractual terms of company's executives were not fully describe
		1	1 7	22	by the company;- The company does not disclose necessary performance criteria and their parameters for variable
		1		1	remuneration; The supervisory board is vested with extensive discretionary power to determine the remuneration
			\$	\$	parameters and the remuneration policy foresees the authorization to the supervisory board to set forth specific
		1	1	1	elements of the remuneration policy;- The policy lacks disclosure regarding the additional monetary premium, while
			1	<u> </u>	the supervisory board has the discretionary power to determine the parameters of such compensation.
		1	1	1	A vote AGAINST is warranted because:- The STIP allows for retesting. Such compensation practice risks paying
			1	1	failure;- The disclosure on the STI performance metric is limited. As such, shareholders are not in position to asse
		1			the alignment between pay and performance and the appropriateness of the variable payout.
			1	1	
4/06/2024	First Pacific Company Limited				
4/00/2024		Annual	Against	4.1	Concerns related to inappropriate membership of committees
		1	1	4.2	Concerns related to succession planning
	Meituan	Annual Annual	Against Against	4.1 4.2 2	Concerns related to succession planning Combined CEO/Chair
4/06/2024	Meituan	Annual	Against	4.1 4.2 2 3	Concerns related to succession planning Combined CEO/Chair
4/06/2024 5/06/2024	Meituan Britannia Industries Limited	Annual Special	Against All For	4.1 4.2 2 3	Concerns related to succession planning :Combined CEO/Chair :Concerns related to inappropriate membership of committees
4/06/2024 5/06/2024 5/06/2024	Meituan Britannia Industries Limited Titan Company Limited	:Annual :Special :Special	Against All For Against	4.1 4.2 2 3	Concerns related to succession planning Combined CEO/Chair Concerns related to nappropriate membership of committees Concerns related to approach to board gender diversity
4/06/2024 5/06/2024 5/06/2024	Meituan Britannia Industries Limited	Annual Special	Against All For	4.1 4.2 2 3 3 2 5A,5C	Concerns related to succession planning Combined CEO/Chair Combined CEO/Chair Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity
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Security Control Contr	Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Evolunation
Section 1. Section 1.	20/06/2024	Haier Smart Home Co., Ltd.	Special	All For	Agenda item Mumbers	Tourig Explanation
Section Comment of the comment of th		Huatai Securities Co., Ltd.		Against	9	:Concerns related to Non-audit fees
Service Service Service (1999) 1999 1999	20/06/2024	PT Unilever Indonesia Tbk	:Annual	All For		·
Second State Seco					1,2,3	Lack of independence on board Inadequate management of climate-related risks
Section 1997 - The Programmer Comment Control	20/06/2024	ZhongAn Online P&C Insurance Co., Ltd.	Annual	:All For		·
Services of the fire frequency based of the party of the services of the servi	21/06/2024	Autohome Inc.	Annual	Against	1	
Householder in the second state of the second	21/06/2024	FIT Hon Teng Limited	Annual	Against	2A3	
Services of the control of the contr	04/00/0004	Manager Halland Lands	i Name	İ	4A,4C	Issue of equity raises concerns about excessive dilution of existing shareholders
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Fig. 1. Part A replacement of the Committed Co					28,29	
Marcian Charles Regulation Control (Cs.), LEA April 15.1.5.5 Control Regulation C	24/06/2024	CEZ as	Annual			
Second content of the proportion rendered to proportion rendered to proportion on board general content of the proportion of the proport	24/06/2024	Hisense Home Appliances Group Co., Ltd.	Annual	Against	15.1,15.3	Concerns related to approach to board gender diversity
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Security Security						
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Concentration before Continued to Continue Services (Continued to Continued Services (Continued Services				1	6,7	Issue of equity raises concerns about excessive dilution of existing shareholders
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Company's supervisory based may revene reference the selection of process. In common manage practice. In common special practice. In common special practice. In common special practice. In company's executives. The value of prequisites granted to the company's CEO, David Obstitution of the flast of pay of the company's executives. The value of prequisites granted to the company's CEO, David Obstitution of the flast of pay of the company's executives. The value of prequisites granted to the company's CEO, David Obstitution of the management tourn's The information regarding fulfillment of galax conditions and non-handed in the company's executives with substitutionist. The company seems of the CEO pay ratio are not decided to the company's executives with substitutionist. The company seems of the company's pay of the CEO pay ratio are not decided to the company's executives with substitutionist. The company seems of the company's pay of the company's executives with substitutionist. The company seems of the company's pay of the pay of the pay of the pay of the pay of the pay of the p						The company does not disclose well-defined performance metrics and their weights for the STI plan; - The
Agent February Investments and the precision of the support of the						company's remuneration policy includes a derogation clause which is of general nature; - The members of company's supervisory board may receive retirement benefits. However, we note that non-executive participation in
## Special Communication Co., 1st. Part						retirement benefits schemes is a common market practice.
Septiment by Commission of the amounts by College and Product of the conceased by the service of the control by College and Production of the product of the control of t						A vote AGAINST this item is warranted because: - The report does not explain significant (+ 12 percent) increases in the fixed pay of the company's executives: - The value of percentiles granted to the company's CEO. Daniel Obaitak
Part						significantly exceeds the amounts typically offered as benefits to CEOs in Poland. In addition, the report does not
Components of \$11 is insufficient. The company does not present any defails regarding contractual agreements the company of executives with unbicidients. The company of executive with not the CEO pay in the not disclose the CEO pay and any of the CEO pay in the notice of the CEO pay and any of the CEO pay and pay and pay and pay and pay and pay and pay and pay and						
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Secretary Secr						the company's executives with subsidiaries; - The average employee pay and the CEO pay ratio are not disclosed; -
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Society Chana Minshering Banking Corp., Ltd. Annual Against 16.01 Concerns related to approach to board gender diversity	25/06/2024 26/06/2024	Vietnam Enterprise Investments Ltd Bank of Communications Co. Ltd	:Annual :Annual		4	Concerns about overall board structure
26/06/2024 Dino Polska SA Annual Against 16.1 Avoke AGAINST ten 16.1 is warranted as Maciej Polanowski is the deputy chairman of the supervisory board, when the general development on board as Maciej Polanowski is the deputy chairman of the supervisory board, when the general development of board is below the recommended thresholds are members of the supervisory board and the polar development of the board is below the recommended thresholds are marked because. The company does not disclose some necessaries and the STI ray, be qualified to the STI ray, be qualified as a final polar of the polar development of the members of the state of the STI ray, be qualified as a final polar of the polar of the STI ray, be qualified as a final polar of the polar of the STI ray, be qualified as a final polar of the polar of the STI ray, be qualified as a final polar of the polar of the STI ray, be qualified as a final polar of the polar of the STI ray, be qualified as a final polar of the polar of the STI ray, be qualified as a final polar of the polar of the STI ray, be qualified as a final polar of the polar of the STI ray, be qualified as a final polar of the polar of the STI ray, be qualified as a final polar of the polar of the STI ray, be qualified as a final polar of the polar of the STI ray, be qualified as a final polar of the polar of the STI ray, be qualified as a final polar of the polar of the STI ray, be qualified as a final polar of the state of the state of the considered of the state of the state of the considered of the considered of the state of the state of the considered of the state of the state of the considered of the state of the state of the considered of the state of the considered of the state of the state of the considered of the state of the considered of the state of the considered of the state of the considered of the state of the considered of the state of the considered of the state of the considered of the state of the state of the state of the state of the state of the state of the state o			: : :		6	Lack of independence on board
2506/2024 Dino Polska SA Annual Against 16.1 Avoide AGAINST time 16.1 is warranted as Maciej Polanowski is the deputy charman of the supervisory board, while the gender diversity of the board is below the recommended threshold. Avoide the gender diversity of the board is below the recommended threshold. Avoide AGAINST is marriand because: The company does not disclose some necessary performance metrics of 17.1,17.2,17.3,17.4,17.5,17.5 the annual borus. The policy lacks disclosure regarding the quarterly borus, while the supervisory board has the discoverage power to inflain the time by the policy is a delined or effective open and based of the STI may be equal to discoverage power to inflain the time by the policy is to adity-defined. As a clark-time of effective open and based on the STI may be equal to discoverage power to inflain the time by the policy is broadly-defined. As one of the supervisory board in the supervisory board in the policy is broadly-defined. As one of the supervisory board in the supervisory board in the policy is broadly-defined. As one of the supervisory board in the policy is broadly-defined. As one of the supervisory board individually for each in a position to sasses the aigmment before one management board. The renumeration report does in supervisory board individually for each in a position to sasses the aigmment before the management board members. The company does not disclosure on variable renumeration of the supervisory board individually for each in a position to sasses the aigmment beginned because the discretional popular and justification for differentiated individually apply and justification for differentiated individually apply and proportion to the supervisory board individually for each internmental proportion and proportion of the supervisory board individually apply and proportion of the supervisory board individually apply and proportion of the supervisory board individually apply and proportion of the supervisory board individually apply and proportion o	26/06/2024	China Minsheng Banking Corp., Ltd.	Annual	Against		
Pino Polska SA					14.10	Lack of independence on board
13	26/06/2024	Dino Polska SA	Annual	Against		A vote AGAINST Item 16.1 is warranted as Maciej Polanowski is the deputy chairman of the supervisory board,
17.1.17.2.17.3.17.4.17.5.17.6 (the annual bonus. The policy lacks disclosure regarding the quarterly bonus, while the supervisory board has the discretionary power to initiate this type of compensation annually. The maximum value of the ST I'm ybe equal to percent of the consolidated net profit. Such a metric lacks a defined or effective cap and allows the executives remuneration beloans as the business grows, with no cap. Variable component of remuneration is not the subj. In malus or clawback agreements. The derogation clause in the policy is broadly-defined. A vota AGAINST is warranted because. The remuneration report lacks discosure on variable remuneration. As such, shareholders are not in a position to assess the alignment between pay and performance and the appropriateness of the variable payout. The variable component determine by the supervisory board individually for each member of the management board. The remuneration report does respectately disclose the discretional power by dear distribution of differentiated individual growth or the management board members. The company does not disclose the average employee pay as required by the SRD II. Votes AGAINST these items are warranted because the company did not disclose the proposed remuneration. Well-see inc. ### AFF 97 ### AFF						while the gender diversity of the board is below the recommended threshold. A vote AGAINST is warranted because: The company does not disclose some necessary performance metrics for
percent of the consolidated net profit. Such a metric tacks a defined or effective cap and allows the executives' and allows the business grows, with no cap's variable component of remuneration in to the subji to malus or clawback agreements. The derogation clause in the policy is broadly-defined. A vote AGAINST is warranted because. The remuneration pay and performance and the appropriate payout. The variable component determining the properties of the variable component determining the payor of the variable payor of the variable component determining the payor of the variable component determining the payor of the variable component determining the payor of the variable component determining the payor of the variable component determining the payor of the variable component determining the payor of the variable component determining the payor of the variable component determining the payor of the variable component determining						the annual bonus;- The policy lacks disclosure regarding the quarterly bonus, while the supervisory board has the
Femuneration to balloon as the business grows, with no cap Variable component of remuneration is not the subji to malus or clawback agreements. The decogation clause in the policy is broadly-defined. A vote AGAINST is warranted because. The remuneration report lacks disclosure on variable appropriateness of the variable payout. The variable appropriateness of the variable payout. The variable appropriateness of the variable payout. The variable payout and justification for differentiated individually process of members. The company does not disclose the discretional payout and justification for differentiated individually payout for the management board members. The company does not disclose the verse employee pays are required by the supervisory board members. The company does not disclose the verse employee pays are required by the SRD II. Votes AGAINST these items are warranted because the company did not disclose the proposed remuneration. 26,06,2024 Infosys Limited Annual Against 1b,1d Lack of independence on board Against 1b,1d Lack of independence on board Against 1b,1d,1e Lack of independence on board Concerns about candidate's experience/skills 26,06,2024 Tongcheng Travel Holdings Ltd. Annual Against 1b,1d,1e Lack of independence on board Concerns about candidate's experience/skills 26,06,2024 Tongcheng Travel Holdings Ltd. Annual Against 1b,1d,1e Lack of independence on board Concerns about excessive dilution of existing shareholders 6 Pays is missalgned with EOS remuneration principles 1 Installation of the proposed remander of concerns related to approach to board gender diversity 1 Installation of the proposed forms of the proposed distribution of existing shareholders 1 Installation of concerns related to approach to board gender diversity 1 Installation of the proposed forms of the proposed forms of the subject of the proposed forms of the proposed forms of the proposed forms of the proposed forms of the proposed forms of the proposed forms of the proposed forms of the proposed forms of the pr						conscretionary power to initiate this type of compensation annually; The maximum value of the STI may be equal to 1 bercent of the consolidated net profit. Such a metric lacks a defined or effective can and allows the executives.
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such, shareholders are not in a position to assess the alignment between pay and performance and the appropriateness of the variable payout. The variable component determine by the supervisory board individually for each member of the management board. The remuneration report does separately disclose the discretional payout. The variable component determine board members. The company does not disclose the average employee pay as required by the SRD II. Votes AGAINST these items are warranted because the company did not disclose the proposed remuneration. 26,066,2024 Infloyed Limited Annual Against Ib.1d Lack of independence on board control of interest and annual a						
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26.06/2024 Infest Limited Annual All For Infest Limited Annual All For Infest Limited Annual All For Infest Limited Annual All For Infest Limited Annual All For Infest Limited Annual All For Infest Limited Annual All For Infest Limited Annual All For Infest Limited Annual All For Infest Limited Infest Lim						board members;- The company does not disclose the average employee pay as required by the SRD II.
26/06/2024 Inflosys Limited Annual Annua						Votes AGAINST these items are warranted because the company did not disclose the proposed remuneration.
26/06/2024 Inflosys Limited Annual Annua						
26/06/2024 Inflosys Limited Annual Annua	26/06/2024	Informe Limited	: : Annual	All For		
2606/2024 NetEase, Inc. Annual Against 1b, 1d Lack of independence on board Lord independence to the Lord Independence to the Lord Independence to the Lord Independence to the Lord Independence to the Lord Independence to the Lord Independence to the Lord Independence to the Lord Independen	26/06/2024	Infosys Limited	:Annual	All For		
26/06/2024 NetEase, Inc. Annual Against 11,14,1e Lack of Independence on board 26/06/2024 Torgichery Travel Holdings Ltd. Annual Against 2a3 Concerns related to approach to board gender diversity 5A,5C Issue of equity raises concerns about excessive dilution of existing shareholders 6 Pay is misaligned with EOS remuneration principles 27/06/2024 ShiM Birlesik Magazalar AS Annual All For 27/06/2024 China Construction Bank Corporation Annual Against 1 Inadequate management of climate-related risks 27/06/2024 China Everbright Bank Company Limited Annual All For 27/06/2024 Dar All Arkan Real Estate Development Co. Annual Against 13 Concerns related to shareholder rights 27/06/2024 Dar All Arkan Real Estate Development Co. Annual Against 13 Concerns related to shareholder rights 27/06/2024 Entact State Development Co. Annual Against 20 Insufficient/coor decidesure 27/06/2024 NagaCorp Ltd. Annual Against 2 Concerns related to pagnoach to board gender diversity Concerns related to succession planning 3 Concerns related to approach to board gender diversity Concerns related to succession planning	26/06/2024	NetEase, Inc.	Annual	:Against		
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27/06/2024 SIM Bifresik Magazziar AS Annual Al For		Tongcheng Travel Holdings Ltd.	Annual	Against	2a3	:Concerns related to approach to board gender diversity
27/08/2024 SIM Birlesik Magazalar AS Annual AI For						
27/06/2024 China Construction Bank Corporation Annual Against 1 Inadequate management of climate-related risks 1 27/06/2024 China Evertight Bank Company Limited Annual All For	27/06/2024	BIM Birlesik Magazalar AS		All For		
27/06/2024 Dar Al Arkan Real Estate Development Co. Annual Against 13 Concerns related to shareholder rights 27/06/2024 Embassy Office Parks REIT Annual Against 29 Insufficient/poor decideave 27/06/2024 Bished Co. Annual Against 2 Concerns related to approach to board gender diversity 3 Concerns related to approach to board gender diversity 3 Concerns related to approach to board gender diversity 3 Concerns related to approach to board gender diversity	27/06/2024	China Construction Bank Corporation	Annual	Against	1	Inadequate management of climate-related risks
27/06/2024 Embassy Office Parks REIT Annual All For 27/06/2024 Ethad Efisalat Co. Annual Against 20 Insufficient/coor disclosure 27/06/2024 NagaCorp Ltd. Annual Against 2 Concerns related to approach to board gender diversity 3 Concerns related to approach to board gender diversity Concerns related to approach to board gender diver	27/06/2024	Dar Al Arkan Real Estate Development Co.	Annual	Against	13	Concerns related to shareholder rights
27/06/2024 NagaCorp Ltd. Annual Against 2 Concerns related to approach to board gender diversity 3 Concerns related to approach to board gender diversity Concerns related to succession planning	27/06/2024	Embassy Office Parks REIT	Annual	All For	00	
3 Concerns related to approach to board gender diversity Concerns related to succession planning	27/06/2024	NagaCorp Ltd.	Annual	Against	2	Concerns related to approach to board gender diversity
: : : : : : : : : : : : : : : : : : :					_	Concerns related to approach to board gender diversity Concerns related to succession planning
		i	ž		bA,bC	issue or equity raises concerns about excessive dilution of existing shareholders

27/06/2024	Company Name Qifu Technology, Inc.	Meeting Type Annual	Voting Action All For	Agenda item Numbers	Voting Explanation
3/06/2024	Bank of China Limited	Annual	Against	9	Lack of independence on board Inadequate management of climate-related risks Inadequate management of deforestation risks
/06/2024	China Railway Group Limited	Annual	Against	11,14	:Insufficient/poor disclosure
06/2024	Gree Electric Appliances, Inc. of Zhuhai	Annual	Against	:11	Insufficient/poor disclosure
06/2024	Industrial and Commercial Bank of China Limited	Annual	Against	7	Inadequate management of climate-related risks and Inadequate management of deforestation risks
06/2024	New China Life Insurance Company Ltd.	Annual	Against	:11,13	Concerns related to shareholder rights
06/2024	Oberoi Realty Limited PICC Property and Casualty Company Limited	Annual	Against	4,9	Lack of independence on board
06/2024		Annual	All For	20	
/06/2024	Powszechna Kasa Oszczedności Bank Polski SA	Annual	Against	18	A vote AGAINST is warranted because the company has failed to indicate the name of the candidate proposed for election under Item 19.
				10	A vote AGAINST is warranted because:- The company does not disclose the exhaustive list of the performance
			1	19	metrics and weights;- The amount of fixed remuneration, the detailed performance conditions with the weights, the
		1	i		individual ration of the fixed to variable compensation, malus and clawbacks parameters are determined by the
			1	•	supervisory board at their discretion;- Some contractual terms of company's executives, such as base salary, ma
		1			and clawback parameters, compensation as per non-compete agreement were not fully described by the compan
			1	1	The new policy established the right of the supervisory board members to participate in employee capital plan, wh provides retirement benefits. However, we note that non-executive participation in the employees capital plan is a
					common market practice.
			1	1	A vote AGAINST is warranted because:- The report does not explain significant (+12 percent) increases in fixed
		1			of some executives;- The report lacks disclosure on the STI targets, the minimum and maximum thresholds, and
			1	1	level of achievement of each of the targets, as well as the corresponding payout and awards. As such, sharehold
		-	-		are not in position to assess the alignment between pay and performance and the appropriateness of the variable
		1			payout;- The supervisory board is vested with the excessive discretionary power to establish specific objectives f
			1	1	individual members of the management board; The terms of exit payments were not fully described for two direct Mieczyslaw Krol and Maks Kraczkowski.
		-	-		A vote AGAINST this item is warranted because the company has failed to disclose the nominee's name.
3/06/2024	PT Indofood Sukses Makmur Tbk	Annual	All For		A VICE ACAINO I and term to warranted because the company has raised to discusse the normines a raino.
/06/2024	Shanghai Pudong Development Bank Co., Ltd.	Annual	Against	3.8	Insufficient/poor disclosure
/06/2024	Srf Limited	Annual	Against	2	Inadequate management of climate-related risks
/06/2024	Tencent Music Entertainment Group	Annual	All For	-	
3/06/2024	The People's Insurance Company (Group) of China	⊥i Annual	Against	6	Concerns related to approach to board gender diversity
				5,8	Concerns related to inappropriate membership of committees
			<u> </u>	3,4	Lack of independence on board
8/06/2024	Weichai Power Co., Ltd.	Extraordinary Shareholders	All For	4A,4C	
0/06/2024	Akeso, Inc.	Annual	Against	4A,4C 2A1,2A2,2A3	Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
			1	5A,5B,5C,5D	Pay is misaligned with EOS remuneration principles
2/04/2024	Naturgy Energy Group SA	Annual	Against	3	Insufficient evidence of alignment to 1.5 degrees
			1	6	Pay is misaligned with EOS remuneration principles
3/04/2024	Nokia Oyj Telefonaktiebolaget LM Ericsson	Annual	All For		
3/04/2024	Telefonaktiebolaget LM Ericsson	Annual	Against	11.2	Concerns related to attendance at board or committee meetings
				11.4	Over-boarded/Too many other time commitments
1/04/2024	EDP Renovaveis SA			10,16.1,16.2,16.3	Pay is misaligned with EOS remuneration principles
1/04/2024	EDP Renovavels SA	Annual	Against	8.H 9	Concerns related to approach to board gender diversity Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles
1/04/2024	PSP Swiss Property AG	Annual	Against	12.1,12.2	Insufficient/non-disclosure
4/04/2024	Raiffeisen Bank International AG	Annual	Against	7	Insufficient/poor disclosure A vote AGAINST the non-independent nominee, Martin Schaller, is warranted because of the failure to establish
			1	11	sufficiently independent. A vote AGAINST Martin Schaller is further warranted as a signal of concern to the boar
			1	4	because the board is insufficiently gender diverse. In addition, a vote AGAINST Martin Schaller is also warranted
		1	1	1	his board term length exceeds four years, which falls short of market practice.
				1	A vote AGAINST the proposed authorization is warranted because:- The issuance request would allow for a capit
		1	1	1	increase without preemptive rights for up to 50 percent of the issued share capital.
					A vote AGAINST this resolution is warranted because:- The policy does not provide any information regarding the
					quantum level of base salaries nor is a total remuneration cap disclosed Disclosure in terms of the variable
4/04/2024	UPM-Kymmene Oyj	Annual	Against	10	remuneration is limited and overall below market practice. A vote AGAINST this item is warranted as the level of transparency for the company's variable pay plans is not
170-172-02-1	or in rymmono oy,	, and a	, igumot		aligned with current market expectations.
9/04/2024	Banco de Sabadell SA	Annual	Against	10	Pay is misaligned with EOS remuneration principles
9/04/2024	Clariant AG	Annual	Against	4.1.b,4.2	Concerns related to approach to board gender diversity
				4.1.i	Concerns related to attendance at board or committee meetings
	: : (: 		6.1,6.2	Insufficient/poor disclosure
9/04/2024	Indutrade AB	Annual	Against	15	Concerns regarding Auditor tenure
			1	14.1g	Lack of independence on board
				14.1c,14.1f,14.2 14.1e	Lack of independence on board Concerns related to inappropriate membership of committees
		1			Lack of independence on heard Concerns related to incorrection membership of committees Concerns respecting
					Lack of independence on board Concerns related to inappropriate membership of committees Concerns regardin
				17	Auditor tenure
J/04/2024	Vestas Wind Systems A/S	Annual	Against		Auditor tenure Pay is misaligned with EOS remuneration principles
9/04/2024	Vestas Wind Systems A/S VINCI SA	Annual Annual/Special	Against Against	17	Audior fenure Pay & misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
9/04/2024 9/04/2024	VINCLSA Airbus SE	:Annual/Special :Annual	Against Against	17	Audior tenure Pay is misaligned with EOS remuneration principles. Pay is misaligned with EOS remuneration principles. Pay is misaligned with EOS remuneration principles. Pay is misaligned with EOS remuneration principles. Insufficient disclosure 2. Low shareholding regionement
9/04/2024 0/04/2024 0/04/2024	VINCI SA Airbus SE Deutsche Telekom AG	:Annual/Special :Annual :Annual	Against Against Against	17	Auditor fenure Pay s, missilanced with EOS remuneration principles. Pay is missilanced with EOS remuneration principles. Pay is missilanced with EOS remuneration principles. Pay is missilanced with EOS remuneration principles. Insufficient disclosure. 2: Low shareholding requirement. Concerns related to inappropriate membership of committees.
9/04/2024 0/04/2024 0/04/2024 0/04/2024	VINCI SA Airbus SE Deutsche Telekom AG EDP-Energias de Portugal SA	Annual/Special Annual Annual Annual	Against Against Against Against	17	Audior fenure Pay is missilipned with EOS remuneration principles. Pay is missilipned with EOS remuneration principles. Pay is missilipned with EOS remuneration principles. Pay is missilipned with EOS remuneration principles. Insulticient disclosure 2 Low hatenokiding requirement. Concerns related to inappropriate memberation of committees. Pay is missilipned with EOS remuneration principles.
9/04/2024 0/04/2024 0/04/2024 0/04/2024 0/04/2024	VINCI SA Airbus SE Deutsche Telekom AG EDP-Energias de Portugal SA Koninklijke Ahold Delhaize NV	Annual/Special Annual Annual Annual Annual	Against Against Against Against Against Against	48.1 8 8 4 4 7 5.2	Auditor fenure Pay s. missilanced with EOS remuneration principles. Pay is missilanced with EOS remuneration principles. Pay is missilanced with EOS remuneration principles. Pay is missilanced with EOS remuneration principles. Insufficient disclosure 2-1 Low shareholding requirement. Concerns related to insuppropriate memberation of committees. Pay is missilanced with EOS remuneration principles. Proposed term in policy exceeds appropriate limit.
9/04/2024 0/04/2024 0/04/2024 0/04/2024 0/04/2024	VINCI SA Airbus SE Deutsche Telekom AG EDP-Energias de Portugal SA	Annual/Special Annual Annual Annual	Against Against Against Against	17 4,8.1 8 8 8 14 7, 5.2	Audior fenure Pay is missilipned with EOS remuneration principles. Pay is missilipned with EOS remuneration principles. Pay is missilipned with EOS ensureration principles. Pay is missilipned with EOS ensureration principles. Insufficient disclosure 2: Low shareholding requirement. Concerns related to inappropriate membership of committee. Pay is missilipned with EOS remuneration principles. Proposed term in policy exceeds appropriate limit. Overboarded TO omany other time commitments Lack of independence on board
9/04/2024 0/04/2024 0/04/2024 0/04/2024 0/04/2024 0/04/2024	VINCI SA Alfbus SE Deutsche Telekon AG EDP-Energies de Pontigel SA Koninklijke Andol Delhaize NV LE Lundbergforetagen AB	Annual/Special Annual Annual Annual Annual Annual	Against Against Against Against Against Against Against Against Against	17 4,8.1 8 8 8 14 7, 5.2	Auditor fenure Pay s, missilanced with EOS remuneration principles. Pay is missilanced with EOS remuneration principles. Pay is missilanced with EOS remuneration principles. Pay is missilanced with EOS remuneration principles. Insufficient disclosure 2: Low shareholding requirement. Concerns related to insuppropriate memberation of committees. Pay is missilanced with EOS remuneration principles. Proposed term in policy exceeds appropriate limit. Overboarded/Too many other time commitmentsLack of independence on board Pay is missilanced with EOS remuneration principles.
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104/2024 104/2024 104/2024 104/2024 104/2024 104/2024 104/2024 104/2024 104/2024 104/2024 104/2024 104/2024 104/2024	VINCI SA Arbus SE Deutsche Telekom AG EDP-Energise de Portugal SA Koninklijke Anold Deihaze NV LE Lundbergforetagen AB ROCKWOOL A/S Tela Co. AB Zurch Insurense Group AG Adecco Group AG Avanza Bank Holding AB Davide Campari-Milano NV Emmi AG	Arnual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against Against Against Against Against Against Astain Against Astain Against Against Against Against Against	17 4,8,1 8 8 8 4 7 7 7 12 12 14 14 7 7 7 7 7 12,6 12,6 12,1 12,6 13 14,4,15,2 14,4,15,2 14,4,15,2 14,4,15,2 14,4,15,2 14,4,15,2 14,3,15,1 19 2b,6,7,9 51,15,2,1 8 51,15,2,1 8 12,11 12,11 12,11 12,11 13,11 14,11 15,1 16,1 17 18 18 18 18 18 18 18 18 18 18 18 18 18	Auditor fenure Pay is misaligned with EOS remuneration principles. Pay is misaligned with EOS remuneration principles. Pay is misaligned with EOS remuneration principles. Pay is misaligned with EOS remuneration principles. Insufficient disclosure 2-1 Low shareholding requirement. Concerns related to inappropriate membership of committees. Pay is misaligned with EOS remuneration principles. Pay is misaligned with EOS remuneration principles. Pay is misaligned with EOS remuneration principles. Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles. Pay is misaligned with EOS remuneration principles. Pay is misaligned with EOS remuneration principles. Concerns related to inappropriate membership of committees Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles. Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Insufficient/poor disclosure Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Insufficient/poor disclosure Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concern
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9/04/2024 1/04/2024 1/04/2024 1/04/2024 1/04/2024 1/04/2024 1/04/2024 1/04/2024 1/04/2024 1/04/2024 1/04/2024	VINCI SA Arbus SE Deutsche Telekom AG EDP-Energise de Portugal SA Koninklijke Anold Deihaze NV LE Lundbergforetagen AB ROCKWOOL A/S Tela Co. AB Zurch Insurense Group AG Adecco Group AG Avanza Bank Holding AB Davide Campari-Milano NV Emmi AG	Arnual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against Against Against Against Against Against Astain Against Astain Against Against Against Against Against	17 4,8,1 8 8 8 4 7 7 7 12 12 14 14 7 7 7 7 7 12,6 12,6 12,1 12,6 13 14,4,15,2 14,4,15,2 14,4,15,2 14,4,15,2 14,4,15,2 14,4,15,2 14,3,15,1 19 2b,6,7,9 51,15,2,1 8 51,15,2,1 8 12,11 12,11 12,11 12,11 13,11 14,11 15,1 16,1 17 18 18 18 18 18 18 18 18 18 18 18 18 18	Auditor fenure Pay is misaligned with EOS remuneration principles. Pay is misaligned with EOS remuneration principles. Pay is misaligned with EOS remuneration principles. Pay is misaligned with EOS remuneration principles. Insufficient disclosure 2-1 Low shareholding requirement. Concerns related to inappropriate membership of committees. Pay is misaligned with EOS remuneration principles. Pay is misaligned with EOS remuneration principles. Pay is misaligned with EOS remuneration principles. Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles. Pay is misaligned with EOS remuneration principles. Pay is misaligned with EOS remuneration principles. Concerns related to inappropriate membership of committees Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles. Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Insufficient/poor disclosure Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Insufficient/poor disclosure Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concern
1004/2024 1004/2024 1004/2024 1004/2024 1004/2024 1004/2024 1004/2024 1004/2024 1004/2024 1004/2024 1004/2024 1004/2024	VINCI SA Arbus SE Deutsche Telekom AG EDP-Energise de Portugal SA Koninklijke Anold Deihaze NV LE Lundbergforetagen AB ROCKWOOL A/S Tela Co. AB Zurch Insurense Group AG Adecco Group AG Avanza Bank Holding AB Davide Campari-Milano NV Emmi AG	Arnual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against Against Against Against Against Against Astain Against Astain Against Against Against Against Against	17 4,8,1 8 8 8 8 14 7 52 12 14 17,5 7,5 7,2 4,9,b 12,6 5,1,4,5,2 7 12,1 14,4,15,2 14,4,15,2 14,4,15,2 14,4,15,2 14,4,15,2 14,4,15,2 14,3,15,1 19 25,6,7,9 5,1,1,5,2,1 8 10 25,6,7,9 5,1,1,5,2,1 8 11,1,1,1,2,1 12,1,2,1 12,1,2,1 12,1,2,1 12,1,2,1 12,1,2,1 12,1,2,1 12,1,2,1 12,1,2,1 12,1,2,1 12,1,2,1 12,1,2,1 12,1,2,1 12,1 12,1,2,	Auditor fenure Pay is missiligned with EOS remuneration principles. Pay is missiligned with EOS remuneration principles. Pay is missiligned with EOS remuneration principles. Pay is missiligned with EOS remuneration principles. Insufficient disclosure 2: Low shareholding requirement. Concerns related to inappropriate membership of committees. Pay is missiligned with EOS remuneration principles. Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Insufficient/poor disclosure Pay is missiligned with EOS remuneration principles. Concerns related to inappropriate membership of committees Insufficient/poor disclosure Pay is missiligned with EOS remuneration principles. Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders Pay is missiligned with EOS remuneration principles Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders Pay is missiligned with EOS remuneration principles Concerns related to inappropriate membership of committees Insufficient/poor disclosure Overboarded/To omany other time commitments Pay is missiligned with EOS remuneration principles Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to inappropriate membership of committees

1/04/2024	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
	Saab AB	Annual	Against	11.i,11.k 11.f	Lack of independence on board Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments
				11.j,11.l	Overboarded/Too many other time commitments Concerns related to approach to board gender diversity
				13,14.a,14.b,14.c	Pay is misaligned with EOS remuneration principles
	Telefonica SA	Annual	All For		A L ACADICT #1: 2 1 1 1 1 1 1 1
2/04/2024	Elisa Oyj	Annual	Against	10 11	A vote AGAINST this item is warranted because the company has not disclosed ex-post the outcome or achievem levels of the individual metrics under the STIP or LTIP. As such, it is difficult to assess the stringency of the variab
				i''	remuneration plans.
					A vote AGAINST this item is warranted because:- The STIP has no clearly defined cap;- The commitment-
		i i			enhancing share-based plan is vaguely defined and uncapped (analogous to an uncapped discretionary mandate);
		1		1	Termination benefits are not clearly limited;- The policy permits one-year performance periods for the LTIP "under special grounds";- The policy permits time-based equity grants which may vest after one year.
2/04/2024	Straumann Holding AG	Annual	Against	6.3,7.2	Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments
	•		, and the second	10	Insufficient/poor disclosure
		į.		1.2	Pay is misaligned with EOS remuneration principles
2/04/2024	Swiss Re AG	Annual	Against		houfficient/poor disclosure
	UniCredit SpA	:Annual/Special	All For		Insufficient/poor disclosure
6/04/2024	Holmen AB	Annual	Against	16	:Insufficient/poor disclosure
				14	Lack of independence on board Concerns related to inappropriate membership of committees Overboarded/Too
CID 4 IDOO 4	CA-UE- NO				many other time commitments Inadequate management of climate-related risks
	Stellantis NV Covestro AG	Annual Annual	Against Against	2.d 4	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
7/04/2024	Covivio SA	Annual/Special	Against	8,9,11,12	Pay is misaligned with EOS remuneration principles
7/04/2024	Ferrari NV	Annual	Against	3.a	Inadequate management of climate-related risks
		\$		3.d,3.j	Overboarded/Too many other time commitments
				3.e	Overboarded/Too many other time commitments Concerns related to attendance at board or committee meetings
7/04/2024	Geberit AG	Annual	Against	5.1.1,5.1.3,7,8.1,9	Pay is misaligned with EOS remuneration principles
7/04/2024	Georg Fischer AG	Annual	Against	1.2,4.8,10	Pay is misaligned with EOS remuneration principles
7/04/2024	Royal KPN NV	Annual	Against	-4	Pay is misaligned with EOS remuneration principles
7/04/2024	Spotify Technology SA	Annual	Against	4a,4b	Concerns to protect shareholder value
8/04/2024	Aena S.M.E. SA	Annual	Againet	6 a	Pay is misaligned with EOS remuneration principles
	Banca Mediolanum SpA	Annual	Against Against	5.1,5.2,5.3.2,5.4,6.1.2,6.2	Insufficient evidence of alignment to 1.5 degrees Pay is misaligned with EOS remuneration principles
				2.3	-,
8/04/2024	Banco BPM SpA	Annual	All For	1	
8/04/2024	Beiersdorf AG	Annual	Against	7.3,7.5,7.6	Concerns related to inappropriate membership of committees
8/04/2024	Chocoladefabriken Lindt & Spruengli AG	Annual	Against	6 7.1.5,7.4	Pay is misaligned with EOS remuneration principles Concerns regarding Auditor tenure
5/04/2024	Chocoladelabriken Eindt & Oprderigii AO	Aillidai	Against	10	Insufficient/poor disclosure
				7.1.3,7.2.2	Lack of independence on board
				7.1.1	Lack of independence on board Concerns related to approach to board gender diversity
				7.1.4	Lack of independence on board Concerns related to inappropriate membership of committees
		Î	1	7.1.2 2,9	Lack of independence on board Concerns related to inappropriate membership of committees Inadequate management of climate-related risks
		1		2,9	Pay is misaligned with EOS remuneration principles
8/04/2024	Husqvarna AB	Annual	Against	11a.1,11a.3,11a.5,11a.6,11b	
		1			
8/04/2024	Jeronimo Martins SGPS SA	Annual	All For		
8/04/2024	LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	Against	5 4,7,8,10,11,12,14,15,18	Lack of independence on board Pay is misaligned with EOS remuneration principles
8/04/2024	Nestle SA	Annual	Against	1.2	Pay is misaligned with EOS remuneration principles
0/0-1/2024	110000 071	i i i i i i i i i i i i i i i i i i i	riguinot	1.3	insufficient transparency on the nutritional values of the global portfolio
8/04/2024	Orkla ASA	Annual	Against	5.1	A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan in which it is
				3	reasonable to believe that warrants may be exercised below market price at grant. Additionally, the authorization is
		\$		1	deemed excessive. A vote AGAINST this item is warranted because the proposed remuneration report is below par in relation to mark.
					standards, particularly with regards to the downward adjustment mechanism to the exercise price under the warran
		1			plan as well some of the assessment criteria in the short-term bonus plan.
8/04/2024	Prysmian SpA	Annual	Against	10	Pay is misaligned with EOS remuneration principles
8/04/2024	Siemens Healthineers AG	Annual	Against	9.10	Lack of independence on board
				9.9 9.1	Lack of independence on boardConcerns related to inappropriate membership of committees Lack of independence on boardConcerns related to inappropriate membership of committeesProposed term in poli
		\$		9.3,9.7	exceeds appropriate limit
				6	Lack of independence on boardProposed term in policy exceeds appropriate limit
		8		9.5,9.6,9.8	Pay is misaligned with EOS remuneration principles
	<u></u>			13	Proposed term in policy exceeds appropriate limit
3/04/2024	Tecan Group AG	Annual	Against		Insufficient/poor disclosure Pay is misaligned with FOS remuneration principles
9/04/2024	Sweco AB	Annual	Against	12.1 12	Pay is misaligned with EOS remuneration principles Lack of independence on boardConcerns related to inappropriate membership of committeesOverboarded/Too ma
			- sgumos		
9/04/2024				14	other time commitments
				<u>:</u>	Pay is misaligned with EOS remuneration principles
	BKW AG	Annual	Against	5.1.6	Pay is misaligned with EOS remuneration principles EOS manual override. See analyst note.
	BKW AG	Annual	Against	<u>:</u>	Pay is misaligned with EOS remuneration principles EOS manual overtide. See analyst note. Inadequate management of climate-related risks
2/04/2024				5.1.6 5.2 6	Pay is misaligned with EOS remuneration principles EOS manual override. See analyst note. Inadequate management of climate-related risks Insufficient/poor disclosure
2/04/2024 2/04/2024	BKW AG Flughafen Zuerich AG Getinge AB	Annual Annual Annual	Against Against Against Against	5.1.6	Pay is misaligned with EOS remuneration principles EOS manual override. See analyst note. Inadequate management of climate-related risks Insufficient/poor disclosure Insufficient/poor disclosure
2/04/2024	Flughafen Zuerich AG	:Annual	:Against	5.1.6 5.2 6 10.1,10.2,10.3	Pay is misaligned with EOS remuneration principles EOS manual override. See analyst note. Inadequate management of climate-related risks Insufficient/poor disclosure Insufficient/poor disclosure
2/04/2024 2/04/2024	Flughafen Zuerich AG	:Annual	:Against	5.1.6 5.2 6 10.1,10.2,10.3 15.b,15.e,15.1 15.c,15.d	Pay is misaligned with EOS remuneration principles EOS manual override. See analyst note. Inadequate management of climate-related risks Insufficient/poor disclosure Insufficient/poor disclosure Concerns related to inappropriate membership of committeest.ack of independence on board/Overboarded/Too me other time commitments Lack of independence on board/Ooncerns related to inappropriate membership of committees
2/04/2024 2/04/2024	Flughafen Zuerich AG	:Annual	:Against	5.1.6 5.2 6 10.1,10.2,10.3 15.b,15.e,15.i 15.c,15.d	Pay is misaligned with EOS remuneration principles EOS manual override. See analyst note. Inadequate management of climate-related risks insufficient/boor disclosure. Insufficient/boor disclosure. Concerns related to inappropriate membership of committees Lack of independence on boardOverboardedToo manother time commitments Lack of independence on boardOverboardedToo many other time commitments Lack of independence on boardOverboardedToo many other time commitments
2/04/2024 2/04/2024	Flughafen Zuerich AG	:Annual	:Against	5.1.6 5.2 6 10.1,10.2,10.3 15.b,15.e,15.1 15.c,15.d	Pay is misaligned with EOS remuneration principles EOS manual override. See analyst note. Inadequate management of climate-related risks Insufficient/poor disclosure. Concerns related to inappropriate membership of committeesLack of independence on board/Overboarded/Too ms other time commitments Lack of independence on board/Concerns related to inappropriate membership of committees Lack of independence on board/Concerns related to inappropriate membership of committees Lack of independence on board/Concerns related to inappropriate membership of committees
2/04/2024 2/04/2024 2/04/2024	Flughter Zuerich AG Getlinge AB	:Annual	Against Against	5.1.6 5.2 6 10.1,102.10.3 1.5b,15.e,15.1 15.e,15.5 15.a 15.g	Pay is misaligned with EOS remuneration principles EOS manual override. See analyst note. Inadequate management of climate-related risks insufficient/boor disclosure. Insufficient/boor disclosure. Concerns related to inappropriate membership of committees Lack of independence on boardOverboardedToo manother time commitments Lack of independence on boardOverboardedToo many other time commitments Lack of independence on boardOverboardedToo many other time commitments
2/04/2024 2/04/2024 2/04/2024	Flughafen Zuerich AG	:Annual :Annual	:Against	5.16 5.2 6 10.1,10.2,10.3 15.0,15.6,15.1 15.6,15.1 15.6 15.6 15.6 17.2,76.8.1,84,85.8.6,88	Pay is misaligned with EOS remuneration principles EOS manual override. See analyst note. Inadequate management of climate-related risks Insufficient/poor disclosure. Insufficient/poor disclosure. Concerns related to inappropriate membership of committees Lack of independence on boardOverboarded/Too may other time commitments Lack of independence on boardConcerns related to inappropriate membership of committees Lack of independence on boardOverboarded/Too many other time commitments Concerns related to inappropriate membership of committees Unexpected of one many other time commitments Lack of independence on board Overboarded/Too many other time commitments Lack of independence on board Overboarded/Too many other time commitments Lack of independence on board Overboarded/Too many other time commitments Lack of independence on boardConcerns related to inappropriate membership of committees
2/04/2024 2/04/2024 2/04/2024	Flughter Zuerich AG Getlinge AB	:Annual :Annual	Against Against	5.1.6 5.2 6 10.1,10.2,10.3 15.b,15.e,15.1 15.c,15.d 15.a 15.g	Pay is misaligned with EOS remuneration principles EOS manual override. See analyst note. Inadequate management of climate-related risks Insufficient/poor disclosure. Concerns related to inappropriate membership of committees Lack of independence on board/Overboarded/Too ms other time commitments Lack of independence on board/Concerns related to inappropriate membership of committees Lack of independence on board/Concerns related to inappropriate membership of committees Lack of independence on board/Concerns related to inappropriate membership of committees Lack of independence on board concerns related to inappropriate membership of committees Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board/Concerns related to inappropriate membership of committees
2/04/2024 2/04/2024 2/04/2024	Flughter Zuerich AG Getlinge AB	:Annual :Annual	Against Against	51.6 52 6 (0.1.10.2.10.3 150.156.151 15.6 15.6 72.7.5,6.1,8.4,8.5,8.6,8.8 7.4 7.1,8.2	Pay is misaligned with EOS remuneration principles EOS manual override. See analyst note inadequate management of climate-related risks insufficient/poor disclosure Concerns related to inappropriate membership of committees Lack of independence on boardOverboarded/Too may other time commitments Lack of independence on boardConcerns related to inappropriate membership of committees Lack of independence on boardOverboarded/Too many other time commitments Concerns related to inappropriate membership of committees Lack of independence on board Overboarded/Too many other time commitments Lack of independence on board Overboarded/Too many other time commitments Lack of independence on boardConcerns related to inappropriate membership of committees Lack of independence on boardConcerns related to inappropriate membership of committees Lack of independence on boardConcerns related to inappropriate membership of committees Lack of independence on boardConcerns related to inappropriate membership of committees Lack of independence on boardConcerns related to inappropriate membership of committees Lack of independence on boardConcerns related to inappropriate membership of committees Lack of independence on boardConcerns related to inappropriate membership of committees Lack of independence on boardConcerns related to inappropriate membership of committees Lack of independence on boardConcerns related to inappropriate membership of committees Lack of independence on boardConcerns related to inappropriate membership of committees Lack of independence on boardConcerns related to inappropriate membership of committees Lack of independence on boardConcerns related to inappropriate membership of committees Lack of independence on boardConcerns related to inappropriate membership of committees Lack of independence on boardConcerns related to inappropriate membership of committees Lack of independence on boardConcerns related to inappropriate membership of committees Lack of independence on boardConcerns
2/04/2024 2/04/2024 2/04/2024	Flughter Zuerich AG Getlinge AB	:Annual :Annual	Against Against	5.1.6 5.2 6 10.1,10.2,10.3 15.b,15.e,15.1 15.c,15.d 15.a 15.g	Pay is misaligned with EOS remuneration principles EOS manual override. See analyst note. Inadequate management of dimate-related risks Insufficient/goor disclosure. Concerns related to inappropriate membership of committees Lack of independence on board/Overboarded/Too ms other time commitments Lack of independence on board/Concerns related to inappropriate membership of committees Lack of independence on board/Concerns related to inappropriate membership of committees Lack of independence on board/Concerns related to inappropriate membership of committees Lack of independence on board/Concerns related to inappropriate membership of committees Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board/Concerns related to inappropriate membership of committees Lack of independence on board/Concerns related to inappropriate membership of committees Coverboarded/To many other time commitments
204/2024 204/2024 204/2024 204/2024	Flughafen Zuerich AG Getinge AB Henkel AG & Co. KGaA	Annual Annual Annual	Against Against Against :Against	51.6 52 6 (0.1.10.2.10.3 150.156.151 15.6 15.6 72.7.5,6.1,8.4,8.5,8.6,8.8 7.4 7.1,8.2	Pay is misaligned with EOS remuneration principles EOS manual override. See analyst note inadequate management of climate-related risks insufficient/poor disclosure Concerns related to inappropriate membership of committees. Lack of independence on board/Overboarded/Too mother time commitments Lack of independence on board/Concerns related to inappropriate membership of committees Lack of independence on board/Overboarded/Too many other time commitments Lack of independence on board/Overboarded/Too many other time commitments Concerns related to inappropriate membership of committees Lack of independence on board/Overboarded/Too many other time commitments Lack of independence on board/Overboarded/Too many other time commitments Lack of independence on board/Concerns related to inappropriate membership of committees Lack of independence on board/Concerns related to inappropriate membership of committees Lack of independence on board/Concerns related to inappropriate membership of committees Lack of independence on board/Concerns related to inappropriate membership of committees Lack of independence on board/Concerns related to inappropriate membership of committees Lack of independence on board/Concerns related to inappropriate membership of committees Lack of independence on board/Concerns related to inappropriate membership of committees Lack of independence on board/Concerns related to inappropriate membership of committees Lack of independence on board/Concerns related to inappropriate membership of committees Lack of independence on board/Concerns related to inappropriate membership of committees Lack of independence on board/Concerns related to inappropriate membership of committees Lack of independence on board/Concerns related to inappropriate membership of committees Lack of independence on board/Concerns related to inappropriate membership of committees Lack of independence on board/Concerns related to inappropriate membership of committees Lack of independence on board/Concern
204/2024 204/2024 204/2024 204/2024 204/2024 204/2024	Flughafen Zuerich AG Gefinge AB Henkel AG & Co. KGaA	:Annual :Annual	Against Against Against Against Against	5.1.6 5.2 6, 10.1,10.2,10.3, 15.b,15.e,15.1 15.c,15.d 15.a 15.g 7.4,76.8.1,84,85,86,88 7.4,74,82 8.7	Pay is misaligned with EOS remuneration principles EOS manual override. See analyst note. Inadequate management of climate-related risks Insufficient/loop discleaves Insufficient/loop discleaves Concorns related to inappropriate membership of committees Lack of independence on boardOverboarded/Too mother time commitments Lack of independence on boardConcems related to inappropriate membership of committees Lack of independence on boardOverboarded/Too many other time commitments Coverboarded/Too many other time commitments Lack of independence on boardConcems related to inappropriate membership of committees Lack of independence on boardConcems related to inappropriate membership of committees Lack of independence on boardConcems related to inappropriate membership of committees Lack of independence on boardConcems related to inappropriate membership of committees Lack of independence on boardConcems related to inappropriate membership of committees Lack of independence on boardConcems related to inappropriate membership of committees Lack of independence on boardConcems related to inappropriate membership of committees Lack of independence on boardConcems related to inappropriate membership of committees Lack of independence on boardConcems related to inappropriate membership of committees Lack of independence on boardConcems related to inappropriate membership of committees Lack of independence on boardConcems related to inappropriate membership of committees Lack of independence on boardConcems related to inappropriate membership of committees Lack of independence on boardConcems related to inappropriate membership of committees Lack of independence on boardConcems related to inappropriate membership of committees Lack of independence on boardConcems related to inappropriate membership of committees Lack of independence on boardConcems related to inappropriate membership of committees Lack of independence on boardConcems related to inappropriate membership of committees Lack of independence on boardConcems re
204/2024 204/2024 204/2024 204/2024 204/2024 204/2024	Flughafen Zuerich AG Getinge AB Henkel AG & Co. KGaA	Annual Annual Annual Annual	Against Against Against Against Against	5.1.6 5.2 6. (0.1.10.2.10.3 15.1.15.e.15.1 15.0.15.4 15.0.15.4 15.0.15.4 17.2.7.6.8.1,8.4.8.5.8.6.88 7.2.7.6.8.1,8.4.8.5.8.6.88 7.4.7.1.8.2 8.7 9	Pay is misaligned with EOS remuneration principles EOS manual override. See analyst note. Inadequate management of climate-related risks Insufficient/loop discleaves Insufficient/loop discleaves Concorns related to inappropriate membership of committees Lack of independence on boardOverboarded/Too mother time commitments Lack of independence on boardConcems related to inappropriate membership of committees Lack of independence on boardOverboarded/Too many other time commitments Coverboarded/Too many other time commitments Lack of independence on boardConcems related to inappropriate membership of committees Lack of independence on boardConcems related to inappropriate membership of committees Lack of independence on boardConcems related to inappropriate membership of committees Lack of independence on boardConcems related to inappropriate membership of committees Lack of independence on boardConcems related to inappropriate membership of committees Lack of independence on boardConcems related to inappropriate membership of committees Lack of independence on boardConcems related to inappropriate membership of committees Lack of independence on boardConcems related to inappropriate membership of committees Lack of independence on boardConcems related to inappropriate membership of committees Lack of independence on boardConcems related to inappropriate membership of committees Lack of independence on boardConcems related to inappropriate membership of committees Lack of independence on boardConcems related to inappropriate membership of committees Lack of independence on boardConcems related to inappropriate membership of committees Lack of independence on boardConcems related to inappropriate membership of committees Lack of independence on boardConcems related to inappropriate membership of committees Lack of independence on boardConcems related to inappropriate membership of committees Lack of independence on boardConcems related to inappropriate membership of committees Lack of independence on boardConcems re
204/2024 204/2024 204/2024 204/2024 204/2024 204/2024 204/2024	Flughafen Zuerich AG Getlinge AB Henkel AG & Co. KGaA ING Groep NV. Recorded SPA Assicurazion Generali SpA	Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against Against All For Alagainst Against Against Against	51.6 52 6. 10.1.10.2.10.3 15.0.156.151 15.0.156.151 15.0.156	Pay is misaligned with EOS remuneration principles EOS manual override. See analyst note Inadequate management of climate-related risks Insufficient/poor disclosure Insufficient/poor disclosure Concerns related to inappropriate membership of committees. Lack of independence on boardOverboarded/Too mother time commitments Lack of independence on boardConcerns related to inappropriate membership of committees Lack of independence on boardCoverboarded/Too many other time commitments Coverboarded/Too many other time commitments Lack of independence on boardCoverboarded/Too many other time commitments Lack of independence on boardCoverboarded/Too many other time commitments Lack of independence on boardCoverboarded/Too many other time commitments Lack of independence on boardCoverboarded/Too many other time commitments Lack of independence on boardCoverboarded/Too many other time commitments Lack of independence on boardCoverboarded/Too many other time commitments Davis of independence on boardCoverboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles. Pay is misaligned with EOS remuneration principles.
2/04/2024 2/04/2024 2/04/2024 2/04/2024 2/04/2024 2/04/2024 2/04/2024	Flughafen Zuerich AG Gefinge AB Henkel AG & Co. KGaA ING Groep NV. Recordali SpA.	Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against Against All For Against Against	5.1.6 5.2 6 10.1,10.2,10.3 15.b,15.e,15.1 15.c,15.d 15.a 15.a 17.2,78.6.1,84.8,5.8,6,88 7,74 7,1,8.2 8,7 9 9 2,2,2,5 4,45.5 12.a,12.e,12.g	Pay is misaligned with EOS remuneration principles EOS manual override. See analyst note. Inadequate management of climate-related risks Insufficient/goor disclosure. Concerns related to inappropriate membership of committees Lack of independence on board/Overboarded/Too ms other time commitments Lack of independence on board/Concerns related to inappropriate membership of committees Lack of independence on board/Concerns related to inappropriate membership of committees Lack of independence on board/Concerns related to inappropriate membership of committees Lack of independence on board concerns related to inappropriate membership of committees Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board to inappropriate membership of committees Lack of independence on board Lack of independence on board Lack of independence on board to inappropriate membership of committees Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board
2/04/2024 2/04/2024 2/04/2024 2/04/2024 2/04/2024 2/04/2024 2/04/2024	Flughafen Zuerich AG Getlinge AB Henkel AG & Co. KGaA ING Groep NV. Recorded SPA Assicurazion Generali SpA	Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against Against All For Alagainst Against Against Against	5.1.6 5.2 6	Pay is misaligned with EOS remuneration principles EOS manual override. See analyst note. Inadequate management of climate-related risks Insufficient/poor, disclosure. Insufficient/poor,
2/04/2024 2/04/2024 2/04/2024 2/04/2024 2/04/2024 2/04/2024 2/04/2024	Flughafen Zuerich AG Getlinge AB Henkel AG & Co. KGaA ING Groep NV. Recorded SPA Assicurazion Generali SpA	Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against Against All For Alagainst Against Against Against	5.1.6 5.2 6. 10.1,10.2,10.3. 15.b,15.e,15.1 15.c,15.d 15.a 15.g 7.2,78.8.1,84.8.5.8.6,88 7.4 7.1,8.2 8.7 9. 2.a,2.b 4a,5a 12.a,12.e,12.e 12.a,12.e,12.e 12.a,12.e,12.e 14.1	Pay is misaligned with EOS remuneration principles EOS manual override. See analyst note. Inadequate management of climate-related risks Insufficient/goor disclosure. Concerns related to inappropriate membership of committees Lack of independence on board/Overboarded/Too ms other time commitments Lack of independence on board/Concerns related to inappropriate membership of committees Lack of independence on board/Overboarded/Too many other time commitments/Concerns related to happropriate membership of committees Lack of independence on board/Overboarded/Too many other time commitments/Concerns related to inappropriate membership of committees Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Diverboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Lack of independence on board
204/2024 204/2024 204/2024 204/2024 204/2024 204/2024 204/2024 304/2024 304/2024 304/2024	Flughafen Zuerich AG Getinge AB Henkel AG & Co. KGaA ING Groep NV Recordati SpA Assicurazioni Generali SpA AXS SA, Beijer Ref AB	Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against All For Against Against Against Against	5.1.6 5.2 6. 10.1,10.2,10.3. 15.b,15.e,15.1 15.c,15.d 15.a 16.a	Pay is misaligned with EOS remuneration principles EOS manual override. See analyst note. Inadequate management of climate-related risks Insufficient/poor, disclosure. Insufficient/poor,
2/04/2024 2/04/2024 2/04/2024 2/04/2024 2/04/2024 2/04/2024 2/04/2024 3/04/2024 3/04/2024 3/04/2024 3/04/2024	Flughafen Zuerich AG Getinge AB Henkel AG & Co. KGaA ING Groep NV. Recordali SpA Asseurazioni Generali SpA AXA SA. Beijer Ref AB Boliden AB Brunello Gucinelli SpA	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against Against Against Against Against Against Against	5.1.6 5.2 6. 10,1,10,2,10.3 15.1,15.2,15.1 15.1,15.2,15.1 15.2 15.2 15.3 15.	Pay is misaligned with EOS remuneration principles EOS manual override. See analyst inde. Inadequate management of climate-related risks Insufficient/poor, disclosure. Insufficient/poor, disclosure. Insufficient/poor, disclosure. Insufficient/poor, disclosure. Insufficient/poor, disclosure. Insufficient/poor, disclosure. Insufficient/poor, disclosure. Insufficient/poor, disclosure. Insufficient/poor, disclosure. Insufficient/poor, disclosure. Insufficient/poor, disclosure. Insufficient/poor, disclosure. Insufficient/poor, disclosure. Insufficient/poor disclosure. Insuff
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2/04/2024 2/04/2024 2/04/2024 2/04/2024 2/04/2024 2/04/2024 3/04/2024 3/04/2024 3/04/2024 3/04/2024 3/04/2024 3/04/2024 3/04/2024	Flughafen Zuerich AG Getinge AB Henkel AG & Co. KGaA ING Groep NV. Recordali SpA Asseurazioni Generali SpA AXA SA. Beijer Ref AB Boliden AB Brunello Gucinelli SpA	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against Against Against Against Against Against Against	5.1.6 5.2 6. 10,1,10,2,10.3 15.1,15.2,15.1 15.1,15.2,15.1 15.2 15.2 15.3 15.	Pay is misaligned with EOS remuneration principles EOS manual override. See analyst inde. Inadequate management of climate-related risks Insufficient/poor, disclosure. Insufficient/poor, disclosure. Insufficient/poor, disclosure. Insufficient/poor, disclosure. Insufficient/poor, disclosure. Insufficient/poor, disclosure. Insufficient/poor, disclosure. Insufficient/poor, disclosure. Insufficient/poor, disclosure. Insufficient/poor, disclosure. Insufficient/poor, disclosure. Insufficient/poor, disclosure. Insufficient/poor, disclosure. Insufficient/poor, disclosure. Insufficient/poor disclosure. Insuf

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
23/04/2024	Telecom Italia SpA	Annual/Special	Against	4.2,4.3 4.1.b 2.1	EOS manual override. See analyst note. Pay is misaligned with EOS remuneration principles
23/04/2024	UnipolSai Assicurazioni SpA	Annual/Special	Against	2a,2b 4	Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles
24/04/2024	A2A SpA	: Annual		3a,3b 3	:Pay is misaligned with EOS remuneration principles
24/04/2024	ABN AMRO Bank NV	Annual	All For	:	
24/04/2024	Amplifon SpA	Annual	Against	3.1.2,3.2	Pay is misaligned with EOS remuneration principles
24/04/2024	Anheuser-Busch inBev SA/NV	Annual	Against	4.1,4.2 A.7.b,A.7.c,A.7.d,A.7.g,A.7.h A.7.e,A.7.f A.9	Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Pays in satisfigured with EOS remuneration principles
24/04/2024	ASML Holding NV	: Annual	Against	: 3a	Pay is misaligned with EOS remuneration principles
24/04/2024	Assa Abloy AB	Annual	Against	12 16	Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Concerns related to attendance at board or committee meetings
24/04/2024	Atlas Copco AB	Annual		10.a2,10.a4,10.a6,10.a7,10.c 12.a,12.b,12.c	Pay is, misaligned with EOS remuneration, principles. Lack of independence on board/Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
24/04/2024	Bachem Holding AG	Annual		6.1,6.2,6.3 9 5.3,5.4 5.1,5.2,5.5	Concerns related to inappropriate membership of committees insufficient/poor disclosure Lack of independence on board Lack of independence on board
				1.2	Pay is misaligned with EOS remuneration principles
24/04/2024 24/04/2024	DiaSorin SpA Eaton Corporation plc	Annual Annual	Against Against	2.1,2.2 1f	Pay is misaligned with EOS remuneration principles Concerns about remuneration committee performance
24/04/2024	Eaton Corporation pic	Amuai		1g,2 3	Concerns regarding Auditor tenure High variable pay ratioOptions/PSUs vest in less than 36 monthsExcessive CEO payHigh CEO to average NEO pay
24/04/2024	Eiffage SA	Annual/Special	Against	9,11	Pay is misaligned with EOS remuneration principles
24/04/2024	Endesa SA	Annual	Against	15,16	Pay is misaligned with EOS remuneration principles
24/04/2024 24/04/2024	FinecoBank SpA Intesa Sanpaolo SpA	Annual/Special Annual/Special	All For Against	2h	Pay is misaligned with EOS remuneration principles
24/04/2024	Lifco AB	Annual	1	2b 15.c,15.d,15.g 15.a,15.j 15.b	Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Overboarded/Too inany other time commitments
24/04/2024	Moncler SpA	Annual	Against	9.4	Overboarded/Too many other time commitments
24/04/2024	Prada SpA	Annual Annual		2.4 12.2 4vii,4viii 4ii	Pay is misaligned with EOS remuneration principles Comunistive siles orbing in favour of individual candidates/slates Concerns about remuneration committee performance Concerns about remuneration committee performance Concerns about remuneration committee performance Concerns related to inappropriate membership of committees
24/04/2024		Annual		411 4iv 10	Concerns related to shareholder rights Concerns related to shareholder rights
	Royal Vopak NV	1			:Concerns related to shareholder rights Proposed term in policy exceeds appropriate limit
24/04/2024	RTL Group SA	Annual	1	8 7.1,7.3.a,7.3.b,7.3.i 7.3.h 7.3.d,7.3.e,7.3.f	Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees
			1	7.2.b 4.1,5	Lack of Independence on board Concerns related to inappropriate membership of committees Lack of Independence on board Overboarded/Too many other time commitments Pay is missaligned with EOS memberation principles
24/04/2024	SSAB AB	Annual	All For	1	
24/04/2024 24/04/2024	Trelleborg AB UBS Group AG	Annual Annual		13a,13c,13h,15,16 3	Pay is misaligned with EOS remuneration principles Inadequate management of climate-related risks
		Ailiuai	\$ T	2,11	Pay is misaligned with EOS remuneration principles
24/04/2024 25/04/2024	Warehouses De Pauw SA	:Annual/Special	All For		
25/04/2024 25/04/2024	Akzo Nobel NV Alfa Laval AB	Annual Annual	All For Against	13.2	Concerns related to approach to board gender diversity
		:		13.8,13.9 7.1	Concerns related to attendance at board or committee meetings
25/04/2024	Banque Cantonale Vaudoise	Annual		7.1 11	Concerns related to shareholder rights Insufficient/poor disclosure
25/04/2024 25/04/2024	BASF SE	Annual	Against	6.2,8	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
25/04/2024 25/04/2024	BASE SE BE Semiconductor Industries NV Bouygues SA	Annual Annual/Special	Against Against	5.b,6 4 8,11,12,13,21	Pay is misaligned with EOS remuneration principles insufficient justification for related party transaction Pay is misaligned with EOS remuneration principles
			: 	18.22	Poison pill/anti-takeover measure not in investors interests
25/04/2024 25/04/2024	Cellnex Telecom SA CRH Plc	Annual Annual	Against All For	10	Pay is misaligned with EOS remuneration principles
25/04/2024	Danone SA	Annual/Special	All For		
25/04/2024 25/04/2024	Eurofins Scientific SE Gecina SA	Annual/Special Annual/Special	Against	9,10,11,12,2 12	Pay is misaligned with EOS remuneration principles Insufficient basis to support a decision
			<u> </u>	8,11,25	Pay is misaligned with EOS remuneration principles
25/04/2024 25/04/2024	Greek Organisation of Football Prognostics SA Heineken Holding NV	Annual Annual	All For Against	9	Lack of independence on board
25/04/2024	Heineken NV	Annual	Against	6b 7	Inadequate management of climate-related risks
25/04/2024	Hochtief AG	Annual Annual/Special	1	6,8	Concerns related to inappropriate membership of committeesLack of independence on board Pay is misaligned with EOS remuneration principles
25/04/2024 25/04/2024	Kering SA La Francaise des Jeux SA	:Annual/Special :Annual/Special		11 6,7	Insufficient/poor disclosure Lack of independence on board
25/04/2024	Metso Corp.	Annual	Against	10	A vote AGAINST this item is warranted due to the following: Lack of disclosure regarding performance criteria in the LTIP:- Lack of disclosure regarding the prior of of awards under the LTIP:- The presence of an uncapped discretionary mandate; and-Lack of disclosure regarding potential termination benefits.
25/04/2024	Muenchener Rueckversicherungs-Gesellschaft AG	Annual	Against	7.1 6	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
25/04/2024	OCI NV	Extraordinary Shareholders	:All For		
25/04/2024 25/04/2024	Sampo Oyi Tomra Systems ASA	Annual Annual	All For Against	8 10	A vote AGAINST this item is warranted because. The company uses EPS as the only performance metric for both STI and LTI, both cash based plans. The company awarded a discretionary bonus, thus providing 60 percent STI payout despite not reaching threshold levels for the regular bonus framework. The board has adjusted the EPS
					metric for the LTIP. The company's reported EPS for the relevant period did not reach the stated requirement for maximum payout, thus making it difficult to assess what is actually being measured. A vote AGAINST this proposal is warranted for the following reasons:- Less than half of the members on the remuneration committee are considered independent The Chairman Johan Hjertonsson is considered overboarded
25/04/2024	UCB SA	: :Annual/Special	Against	5.6	Since he holds three chairmanships in addition to his position as CEO of Investment AB Latour.
25/04/2024 25/04/2024	:UCB SA	Extraordinary Shareholders	:All For	· · · · · · · · · · · · · · · · · · ·	Pay is misaligned with EOS remuneration principles
	Umicore SA	Annual/Special	Against	A.7.1	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees
25/04/2024				A.2	Pay is misaligned with EOS remuneration principles
	Veolia Environnement SA A.P. Moller-Maersk A/S	:Annual/Special :Extraordinary Shareholders		A.2	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles.

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
26/04/2024	Bayer AG	Annual	Against	6	We are unable to support the proposed pay for the incumbent year due to following concerns: - EBITDA margin an
			1	5	sales growth targets of the divisions being lowered in comparison with previous years (STI). This allowed some
				10	awards being paid out LTI payout due to dividend equivalent. We note that targets for the vested LTI tranche wer
					not achieved; however, executives received a dividend equivalent of EUR 9.20 (which was based on the sum of the
					dividends paid on each conditionally allocated virtual share during the four-year period). Given that performance
		1		1	metrics were not achieved, and thus, the allocated virtual shares were not earned, concerns are raised whether this
				1	payout was appropriate because the dividend should accrue to the PSUs that vest. If there is no vesting, that
					dividend also should not vest. Nevertheless, we do acknowledge that this is the first time that the dividend has paid out, while the LTI has not, and that this problematic policy has now also been addressed (i.e. removed) via the
			1	1	
					company's new remuneration policy Sarena Lin's perks are higher than its counterparts and perceived being excessive when compared to peers.
				1	We are unable to support the resolution for the concerns highlighted belowShort-term approach to variable pay
				1	opportunity. We are concerned about the level of STI maximum opportunity remain dissimilar from the LTI maximum
				İ	opportunityLack of disclosure - Disclosure of the threshold metrics remain inexistentCash-based STI.
				1	Equally, -Below peer median vesting. Partial vesting is possible for up to 25 percent underperformance versus the
			1	1	index, this would result shareholders incentivising executives for failure. Nevertheless, we understand that plan is
				1	line with SRD II and local corporate governance practices, and we note that variable compensation is subject to
				1	explicit caps, long-term awards are subject to a four-year vesting period, there are non-financial targets under the
				1	variable compensation component, and malus/clawback provisions as well as stock ownership guidelines are in
				1	place.
					Insufficient/poor disclosure
6/04/2024	Continental AG	Annual	Against	9.1,9.4	Lack of independence on board
				9.5,9.10	Lack of independence on boardConcerns related to inappropriate membership of committees
				6,7	Pay is misaligned with EOS remuneration principles
6/04/2024	Evolution AB	Annual	Against	9,14,15	Pay is misaligned with EOS remuneration principles
6/04/2024	Interpump Group SpA	Annual	Against	4	Pay is misaligned with EOS remuneration principles
6/04/2024 6/04/2024	Kingspan Group Plc Merck KGaA	Annual Annual	All For		Inadequate management of climate-related risks
0/04/2024	Merck KGaA	Annuai	Against	4	
				8.2	Lack of independent representation at board committees
6/04/2024	Randstad NV	Extraordinary Shareholders	All For		Pay is misaligned with EOS remuneration principles
6/04/2024 6/04/2024	Randstad NV Schibsted ASA	Extraordinary Shareholders Annual	All For Against	7	A vote AGAINST this item is warranted because the granted equity-based awards have performance and vesting
J10-112027	SUMPLIES AND	Aillia	, igailor	.	periods less than three years.
6/04/2024	Smurfit Kappa Group Plc	Annual	All For		
9/04/2024	DNB Bank ASA	Annual	All For		
9/04/2024	Hexagon AB	Annual	Against	12.1,12.4,12.5,12.10	Concerns related to inappropriate membership of committees
9/04/2024	Sandvik Aktiebolag	Annual	-Against	14.6	Concerns related to inappropriate membership of committees
	T T			14.4,15	Inadequate management of climate-related risks
		į	:	17,18,19	Pay is misaligned with EOS remuneration principles
9/04/2024	Vivendi SE	Annual/Special	-Against	5,6,9,10,11,12,13,15	Pay is misaligned with EOS remuneration principles
0/04/2024	Air Liquide SA	:Annual/Special	All For		
0/04/2024	Aker BP ASA	Annual	Against	6,11,12	A vote AGAINST this proposal to repurchase company shares is warranted because the authorizations may be use
				1	under the circumstances mentioned in Section 6-17 of the Securities Trading Act, which enables a company to use
					capital to thwart takeovers.
0/04/2024	Amplifon SpA	Extraordinary Shareholders	Against	1,2,4	Concerns related to shareholder rights
				3 VII	Issue of equity raises concerns about excessive dilution of existing shareholders
0/04/2024	ArcelorMittal SA	Annual	Against	VII	Concerns about human rights; EOS manual override. See analyst note.
0/04/2024	PROLCiobal Infrastructure C *	Amount	All For	V	Pay is misaligned with EOS remuneration principles; EOS manual override. See analyst note.
0/04/2024 0/04/2024	BBGI Global Infrastructure S.A. Commerzbank AG	Annual Annual	All For		Pay is misaligned with EOS remuneration principles
0/04/2024	ENGIE SA		Against	4.1,0	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
0/04/2024	EssilorLuxottica SA	Annual/Special Annual/Special	Against Against	16	Pay is misalighed with EOS remuneration principles Pay is misaligned with EOS remuneration principles
0/04/2024	GEA Group AG	Annual	Against	5,6,7,9,10,19,33 5	Lack of independent representation at board committees
10/04/2024	GEA GIOUP AG	Ailliudi	Against		Pay is misaligned with EOS remuneration principles
0/04/2024	Hera SpA	:Annual/Special	Against	.3 .5,6	Insufficient/poor disclosure
0/04/2024	neia opin	Ailital/Opecial	- Against	3	Pay is misaligned with EOS remuneration principles
0/04/2024	Hermes International SCA	Annual/Special	Against		Insufficient justification for related party transaction
				13,14,15	Lack of independence on board
				7,8,9,11,19	Pay is misaligned with EOS remuneration principles
				6	Poison pill/anti-takeover measure not in investors interests
0/04/2024	Knorr-Bremse AG	Annual	Against	6,7	Pay is misaligned with EOS remuneration principles
0/04/2024	Nexi SpA	Annual/Special	Against	2a,2b	Pay is misaligned with EOS remuneration principles
0/04/2024	Novonesis A/S	:Annual	Against	4	Pay is misaligned with EOS remuneration principles
0/04/2024	Public Power Corp. SA	Extraordinary Shareholders	Against	1.1	A vote AGAINST the election of the male candidate Glavanis (Item 1.1) is warranted because the resulting board is
				2	not sufficiently diverse.
			1		A vote AGAINST this proposal is warranted because:- Specific targets and individual award levels, to assess the
				1	fairness of the awards under the proposed plan, are not disclosed Under the proposed plan, not all the ESG
		1		1	indicative metrics appear to be challenging The terms of the proposed plan could allow discretion A share-
			1	1	matching plan (1:1) is introduced, which does not include any additional performance conditions. It is noted that the
		1		1	proposed plan is more long-term oriented compared to the existing stock award plan. Both plans allow discretion and
			1		do not disclose targets. However, the current plan indicates the CEO award, does not entail any share-matching
0/04/2024	Paval SA	Annual/Sessiel	All For		plan, and concerns a smaller pool of shares.
0/04/2024 0/04/2024	Rexel SA Sandoz Group AG	Annual/Special Annual			Insufficient/poor disclosure
0/04/2024 0/04/2024	Sandoz Group AG Sanofi	Annual Annual/Special	Against Against	12,15,20	:Insumcient/poor disclosure :Pay is misaligned with EOS remuneration principles
0/04/2024	Tenaris SA	Annual/Special	Against Against	12,15,20	Pray is misaligned with EOS remuneration principles Inappropriate bundling of election of directors on a single vote Concerns related to approach to board gender
0,07/2027	rundle on	Annual/Opeual	, vyamat	8,9	inappropriate bundling of election of directors on a single vote Concerns related to approach to board genoer idiversity Combined CEO/Chair Concerns about overall board structure Inadequate management of climate-related
				0,0	risks
					Pay is misaligned with EOS remuneration principles
0/04/2024	Tenaris SA	Annual/Special	Against	:6	Inappropriate bundling of election of directors on a single vote Concerns related to approach to board gender
			J	8,9	diversity Combined CEO/Chair Concerns about overall board structure Inadequate management of climate-related
			•		risks
					Pay is misaligned with EOS remuneration principles
0/04/2024	:Unibail-Rodamco-Westfield SE	:Annual/Special	:Against	6,7,8,11,16,17	:Pay is misaligned with EOS remuneration principles
0/04/2024	VERBUND AG	Annual	Against	7.2,7.3	Votes AGAINST the non-independent nominees, Eva Eberhartinger and Ingrid Hengster, are warranted because of
					the failure to establish a sufficiently independent board.
1/05/2024	Flutter Entertainment Plc	Annual	:Against	:3	:Pay is misaligned with EOS remuneration principles
1/05/2024	Glanbia Plc	Annual	Against	:6	Pay is misaligned with EOS remuneration principles
2/05/2024	AIB Group plc	:Annual	:All For		
2/05/2024	AIB Group plc	Special	All For	0-040-01	FALL COMMENSATION OF THE PROPERTY OF THE PROPE
2/05/2024	Grafton Group Plc	Annual	Against	3c,3d,3e,3f	Failure to provide DEI disclosures in line with UK listing rules
0.05.0004	Groupe Bruxelles Lambert SA		Against	6	Pay is misaligned with EOS remuneration principles
2/05/2024	Groupe Bruxelles Lambert SA	Annual	Against	3	Concerns to protect shareholder value
2/05/2024	Croups Provelles I c	: :Eutropedic Ob b -l-'	· All For		Pay is misaligned with EOS remuneration principles
2/05/2024 2/05/2024	:Groupe Bruxelles Lambert SA :KBC Group NV	Extraordinary Shareholders Annual	:All For Against	12.3,12.4,12.5	Lack of independence on board
2103/2024	NDC Group NV	Annuai	Against		Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to
			•	12.2 7	Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity
			1	′	
		Annual	All For		Pay is misaligned with EOS remuneration principles
2/05/2024		miliudi			Failure to provide DEI disclosures in line with UK listing rules
2/05/2024	Kerry Group Plc RHI Magnesita NV	:Annual	Against	:7a	
2/05/2024 2/05/2024	RHI Magnesita NV	Annual	Against	7a 9,10	Pay is misaligned with EOS remuneration principles
2/05/2024 2/05/2024 3/05/2024	RHI Magnesita NV CNH Industrial NV	Annual Annual	Against Against	7a 9,10 2.a	: Paul is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles

		Transition of the second	See a c		Sugar and a sugar
Meeting Date 03/05/2024	Company Name Deutsche Post AG	Meeting Type Annual	Voting Action Against	Agenda Item Numbers	Voting Explanation Inadequate management of climate-related risks
00/00/2024	Double 1 con 10	7 4 11 4 4 4	, iguinot	3 4	Lack of independent representation at board committees
				.7	Pay is misaligned with EOS remuneration principles
03/05/2024	Fastighets AB Balder	Annual	Against	11.c,11.d 11.a	Lack of independence on boardConcerns related to inappropriate membership of committees Lack of independence on boardConcerns related to inappropriate membership of committeesConcerns related to
				11.0	
03/05/2024	H&M Hennes & Mauritz AB	Annual	Against	18	approach to board gender diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
				12.2,12.6,14	management of ESG opportunities and risks
03/05/2024	Klepierre SA	Appuni/Propini	: Against	7	Pay is misaligned with EOS remuneration principles: Overboarded/Too many other time commitments
03/05/2024	RWE AG	:Annual/Special :Annual	Against Against	7	:Pay is misaligned with EOS remuneration principles
06/05/2024	Ariston Holding NV	Annual	Against	7b	Overboarded/Too many other time commitments
00000000	Deutsche Wohnen SE			2b,6	Pay is misaligned with EOS remuneration principles
06/05/2024		Annual	Against	8.1,8.3 7	Lack of independence on boardConcerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
06/05/2024	Hannover Rueck SE	Annual	Against	7.1,7.4	Concerns related to inappropriate membership of committees
				6	Pay is misaligned with EOS remuneration principles
06/05/2024	Italgas SpA	Annual/Special	-Against	3.1.3.2	Pay is misaligned with EOS remuneration principles
07/05/2024 07/05/2024	argenx SE Castellum AB	: Annual : Annual	Against All For	3,10	Pay is misaligned with EOS remuneration principles
07/05/2024	Deutsche Lufthansa AG	Annual	Against	6.4	Lack of independent representation at board committees
07/05/0004	DSM-Firmenich AG		Against	5	Pay is misaligned with EOS remuneration principles
07/05/2024	DSM-Firmenich AG	Annual	Against	8	Insufficient/poor disclosure
07/05/2024	Edenred SE	Annual/Special	All For	10.0	Pay is misaligned with EOS remuneration principles
07/05/2024	Eurazeo SE	Annual/Special	Against	9	Overboarded/Too many other time commitments
	<u></u>	:Annual/Special		11,12,14,15,16,17,18,19,20	Pay is misaligned with EOS remuneration principles
07/05/2024	Getlink SE	Annual/Special	Against	15,18	Pay is misaligned with EOS remuneration principles
07/05/2024	Investor AB	Annual	Against	14.D 14.J,14.M	Concerns related to attendance at board or committee meetings Lack of independence on board
					Lack of independence on boardConcerns related to inappropriate membership of committees
				14.1	Lack of independence on boardOverboarded/Too many other time commitments
				9,17	Pay is misaligned with EOS remuneration principles
07/05/2024	JCDecaux SE	Annual/Special	Against	12,14,17	Pay is misaligned with EOS remuneration principles
	JODECHUX OL	Ailital/Opecial	Agaillat	20	Poison pill/anti-takeover measure not in investors interests
07/05/2024	Kongsberg Gruppen ASA	Annual	Against	9	A vote AGAINST this item is warranted because the LTIP is based on a one-year performance period.
07/05/2024	Koninklijke Philips NV	Annual	Against	2.e	Pay is misaligned with EOS remuneration principles
07/05/2024	Norsk Hydro ASA	Annual	All For	4.a	Proposed term in policy exceeds appropriate limit
07/05/2024	Pentair plc	Annual	Against	1d	Concerns about remuneration committee performance
			1	2	Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
07/05/2024 07/05/2024	SNAM SpA Talanx AG	Annual	All For	4.1	: Lack of independence on boardConcerns related to inappropriate membership of committees
07/05/2024	Talanx AG	Annual	Against	6	Pay is misaligned with EOS remuneration principles
07/05/2024	Telenor ASA	Annual	Against	15.2	A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with an insufficient
				11	performance and backward-looking performance criteria.
				9	A vote AGAINST this item because the LTIP is below par in relation to market standards, particularly with reference
				15.1	to the insufficient performance period and use of backward-looking performance criteria. A vote AGAINST this proposal is warranted as the proposed fees can be considered excessive as the total
					remuneration (i.e., per meeting fees based on the number of meetings in recent years) significantly exceeds market
		Į.			practice
07/05/2024	Temenos AG	Annual	Against	6.2.5,9	Concerns regarding Auditor tenure
		-		5.4 10	Concerns related to shareholder rights Insufficient/poor disclosure
				1.3	Pay is misaligned with EOS remuneration principles
07/05/2024	Var Energi ASA	Annual	Against	11.c	A vote AGAINST candidate Ove Gusevik (Item 11.c) is warranted due to their non-independent status on the board
				12	and the audit committee with an insufficient level of overall independence. Investors holding class B shares:
				6	: A vote AGAINST candidates Claudia Almadori, Guido Brusco, Francesco Gattei, and Francesca Rinaldi (Item 12) is warranted due to their non-independent status on a board with an insufficient level of overall independence and
			1	5 9	because Francesco Gattei is a non-independent director on the audit committee with insufficient level of
				8	independence.
					A vote AGAINST this Item is warranted because the repurchase could in theory be used to prevent takeovers.
			1		A vote AGAINST this issuance authorization is warranted because it may be used to thwart takeovers.
			1		:A vote AGAINST this item is warranted because:- The performance period of LTIP is less than three years The use of discretionary mandates.
					A vote AGAINST this item is warranted because:- The remuneration policy allows for uncapped discretionary
					bonuses The performance period of the LTIP is shorter than three years.
08/05/2024	Alcon AG	Annual	Against	10	: Insufficient/poor disclosure
00/03/2024	Alcoll AG	Aimuai	Against	5.1	Pay is misaligned with EOS remuneration principles
08/05/2024	Allianz SE	Annual	Against	±4.1	Concerns related to inappropriate membership of committees
08/05/2024				6	Pay is misaligned with EOS remuneration principles
08/05/2024 08/05/2024	Arcadis NV FUCHS SE	Annual Annual	All For Against		Inadequate management of climate-related risks
	FUCHS SE	Ailliuai	1 7	7.8	Pay is misaligned with EOS remuneration principles
08/05/2024	Holcim Ltd.	Annual	Against	1.2,6	Pay is misaligned with EOS remuneration principles
08/05/2024	Kuehne + Nagel International AG	Annual	Against	4.1.3,4.4.2	Concerns related to inappropriate membership of committees
				4.1.2,4.4.1 4.1.6,4.6	:Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity :Concerns to protect shareholder value
				4.1.b,4.b 7.2	Insufficient basis to support a decision
				10	Insufficient/poor disclosure
			1	6	Pay is misaligned with EOS remuneration principles
08/05/2024	Lonza Group AG	Annual	Against	: :44	: Insufficient/poor disclosure
08/05/2024 08/05/2024	Lonza Group AG Mercedes-Benz Group AG	:Annual :Annual	-Against -Against	; 1.1 :7	:insufficient/poor disclosure :Pay is misaligned with EOS remuneration principles
08/05/2024	MERLIN Properties SOCIMI SA	:Annual	:All For	· · · · · · · · · · · · · · · · · · ·	\$
08/05/2024	MTU Aero Engines AG	Annual	Against	4	Concerns related to inappropriate membership of committees
08/05/2024	Rational AG	Annual	Against	:8.9 :4	Pay is misaligned with EOS remuneration principles EOS manual override. See analyst note.
			•	5,8.2,8.4,8.5	Pay is misaligned with EOS remuneration principles
08/05/2024	Sagax AB	Annual	Against	14	Double voting rights
				10.1,10.2,10.6	Lack of independence on board
				10.4,10.7 10.5	Lack of independence on board Concerns related to inappropriate membership of committee Concerns related to approach to board gender diversity
				12,13	approach to board gender diversity Lack of independence on board Concerns related to inappropriate membership of committee Overboarded/Too many
				i	other time commitments
				13	Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committeesOverboarded/Too many other time
08/05/2024	Securitas AB	Annual	Against		commitments Concerns related to attendance at hoard or commitments related to attendance at hoard or commitments.
08/05/2024	Securitas AB	Annual	Against	10	Connerns related to inappropriate membersing to committees/overboarded/100 many other time commitments/Concerns related to attendance at board or committee meetings Pay is misaligned with EOS remuneration principles

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
08/05/2024	The Swatch Group AG	Annual	Against	8	Concerns regarding Auditor tenure
		1		5.1,5.8,6.1	Concerns related to inappropriate membership of committees Concerns regarding Auditor tenure Lack of independence on board Concerns related to approach to board gender diversity
		1	1	,6.4,6.5,6.6,6.7	Concerns related to inappropriate membership of committees Lack of independence on board
		1	1	9	Concerns related to shareholder rights
		1		10	Insufficient/poor disclosure
		1	1	4.3,4.4	Pay is misaligned with EOS remuneration principles
3/05/2024	The Swatch Group AG	Annual	Against	:8	:Concerns regarding Auditor tenure
0,00,2024	The emails croup no	7 4 11 4 4		5.1,5.8,6.1	Concerns related to inappropriate membership of committees Concerns regarding Auditor tenure Lack of
		1	1	5.2.5.3.5.4.5.5.5.6.5.7.6.2.6.3	independence on board Concerns related to approach to board gender diversity
		1	1	,6.4,6.5,6.6,6.7	Concerns related to inappropriate membership of committees Lack of independence on board
		1	1	9	Concerns related to shareholder rights
		1	1	10	Insufficient/poor disclosure
				4.3.4.4	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
	Vonovia SE	Annual	Against	:6,7	:Pay is misaligned with EOS remuneration principles
8/05/2024	Wacker Chemie AG	Annual	Against	3	Inadequate management of climate-related risks
		1	1	4	Lack of independence on board Concerns related to inappropriate membership of committees
	Wolters Kluwer NV			6	Pay is misaligned with EOS remuneration principles
8/05/2024		Annual	All For	ļ _.	<u></u>
9/05/2024	ACS, Actividades de Construccion y Servicios SA	Annual	Against	4.1	Concerns related to below-board gender diversity 2- Inadequate management of climate-related risks
9/05/2024	Buzzi SpA		÷	5,6,7,10	Pay is misaligned with EOS remuneration principles
9/05/2024	BUZZI SPA	Annual/Special	Against	1	Concerns related to shareholder rights Double voting rights
			1	4.1,4.2	Pay is misaligned with EOS remuneration principles
9/05/2024	Repsol SA	Annual	Against	10	Insufficient evidence of alignment to 1.5 degrees
0/05/2024	Galp Energia SGPS SA	Annual	All For	4 in	-
0/05/2024	TERNA Rete Elettrica Nazionale SpA	Annual	Against	3,4,5.1,5.2	Pay is misaligned with EOS remuneration principles
3/05/2024	ASM International NV	Annual	Against	6a	Concerns related to succession planning
4/05/2024	Ayvens SA	Annual/Special	Against	6	Concerns related to succession planning
	BNP Paribas SA	Annual/Special	Against	14,18	Pay is misaligned with EOS remuneration principles
4/05/2024	CTS Eventim AG & Co. KGaA	Annual	Against	5	Concerns related to inappropriate membership of committees
	:	1	:	8,9	Pay is misaligned with EOS remuneration principles
4/05/2024	Deutsche Boerse AG	Annual	Against	8.2,8.5	Lack of independent representation at board committees
				10	Pay is misaligned with EOS remuneration principles
4/05/2024	Epiroc AB	Annual	Against	12.a,12.b	Pay is misaligned with EOS remuneration principles
4/05/2024	Equinor ASA	Annual	Against	15	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
	:			: !	management of ESG opportunities and risks
4/05/2024	IMCD NV	Annual	Against	2.c 11	Pay is misaligned with EOS remuneration principles
4/05/2024	Investment AB Latour	Annual	Against		Lack of independence on boardConcerns related to inappropriate membership of committees
4/05/2024	Lotus Bakeries NV	- Annual	Against	14,15,18 8,9	Pay is misaligned with EOS remuneration principles Lack of independence on board
4/05/2024	Lotus bakeries NV	Annual	Against	5	Pay is misaligned with EOS remuneration principles
14/05/2024	Neoen SA	Annual/Special	Against	:0	Inadequate management of climate-related risks
14/03/2024	Nebell SA	Ariitual/Special	Against	6	Lack of independence on board
		1		14	Pay is misaligned with EOS remuneration principles
				17,22	Poison pill/anti-takeover measure not in investors interests
		1	1	18,19,21	Poison pill/anti-takeover measure not in investors interests Issue of equity raises concerns about excessive dilution
		1	1	,,-	of existing shareholders
14/05/2024	NEPI Rockcastle NV	Annual/Special	All For		
14/05/2024	Rheinmetall AG	Annual	Against	4	Concerns related to inappropriate membership of committees
				7,8	Pay is misaligned with EOS remuneration principles
14/05/2024	Signify NV Swedish Orphan Biovitrum AB	Annual	Against	2,10.a 19	Pay is misaligned with EOS remuneration principles
14/05/2024	Swedish Orphan Biovitrum AB	Annual			Issue of equity raises concerns about excessive dilution of existing shareholders
		1		15.f,15.g	Lack of independence on board
		1	1	15.c,15.e	Lack of independence on board Concerns related to inappropriate membership of committees
	: (16,17,18.A1,18.B1,18.C	Pay is misaligned with EOS remuneration principles
14/05/2024	VAT Group AG	Annual	Against	7.1,8	Pay is misaligned with EOS remuneration principles
15/05/2024	ageas SA/NV	Annual/Special	Against	3.1,3.2	Pay is misaligned with EOS remuneration principles
15/05/2024	Arkema SA Avolta AG	Annual/Special Annual	All For	6.2.d	<u> </u>
5/05/2024	AVOITA AG	Annuai			Concerns related to inappropriate membership of committees
		1	1	11 1.3	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
5/05/2024	Bayerische Motoren Werke AG	Annual	:Against	6.1,6.2,7	:Pay is misaligned with EOS remuneration principles
5/05/2024	Bunge Global SA		Againet	.0.1,0.2,7	: ray is misangried with EOS remoneration principles : insufficient/poor disclosure
5/05/2024	Daimler Truck Holding AG	Annual Annual	Against Against	A 4.1	Lack of independent representation at board committees
3/03/2024	Daillier Huck Holding AG	Aillidai		6	Pay is misaligned with EOS remuneration principles
5/05/2024	Eni SpA	Annual/Special	Against	-4	Low shareholding requirement 2- Pay is misaligned with EOS remuneration principles
5/05/2024	Euronext NV	Annual	:Against	1	
5/05/2024	,				Pay is misaligned with EOS remuneration principles
	SAP SE	Annual	:Against	.s.c .6	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
				3.6 6 7.2,7.3	Pay is misaligned with EOS remuneration principles
15/05/2024	Swiss Life Holding AG			.5.6 7.2,7.3 5.1,5.6,5.7,5.9,7,10	Pay is misaligned with EOS remuneration principles
5/05/2024		Annual	Against	9.5 6 7.2.7.3 5.1.5.6.5.7.5.9.7.10 4	Pay is misaligned with EOS remuneration principles Lack of independent representation at board committees Insufficient/poor disclosure Lack of independent representation at board committees
5/05/2024 5/05/2024	Swiss Life Holding AG Symrise AG	Annual Annual Annual	Against Against Against	5.1,5.6,5.7,5.9,7,10 4 6	Pay is misaligned with EOS remuneration principles Lack of independent representation at board committees Insufficient/poor disclosure Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles
5/05/2024 5/05/2024 5/05/2024	Swiss Life Holding AG Symrise AG Tele2 AB	Annual Annual Annual Annual	Against Against Against Against Against	3.6 6 7.2.7.3 5.1.5.6.5.7.5.9.7.10 4 6 18	Pay is misaligned with EOS remuneration principles Lack of independent representation at board committees Insufficient/poor disclosure Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
5/05/2024 5/05/2024 5/05/2024	Swiss Life Holding AG Symrise AG	Annual Annual Annual	Against Against Against	5.1,5.6,5.7,5.9,7,10 :4 :6 :18	Pay is misaligned with EOS renunceration principles Jack of independent representation at board committees Insufficient/poor declosure Lack of independent representation at board committees Lack of independent representation at board committees Pay is misaligned with EOS renunceration principles Pay is misaligned with EOS renunceration principles Concerns related to succession planning
5/05/2024 5/05/2024 5/05/2024	Swiss Life Holding AG Symrise AG Tele2 AB	Annual Annual Annual Annual	Against Against Against Against Against	5.1,5.6,5.7,5.9,7,10 4 6 18 6 10	Pay is misaligned with EOS remuneration principles
5/05/2024 5/05/2024 5/05/2024 5/05/2024	Swiss Life Holding AG Symrise AG Tele2 AB Thales SA	Annual Annual Annual Annual Annual Annual	Against Against Against Against Against	5.1.5.6.5.7.5.9.7.10 4 6 18 6 10 13,14,15,16,17,18	Pay is misaligned with EOS renumeration principles Lack of independent representation at board committees insufficient/poor disclosure Lack of independent representation at board committees Lack of independent representation at board committees Pay is misaligned with EOS renumeration principles Pay is misaligned with EOS renumeration principles Concerns related to succession planning Pay is misaligned with EOS renumeration principles Florison pillian1-lackover measure not in investors interests
5/05/2024 5/05/2024 5/05/2024 5/05/2024 6/05/2024	Swiss Life Holding AG Symise AG Traic2 AB Thales SA adidas AG	Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against Against Against Against	5.1,5.6,5.7,5.9,7,10 4 6 18 6 10	Pay is misaligned with EOS remuneration principles
5/05/2024 5/05/2024 5/05/2024 5/05/2024 6/05/2024 6/05/2024	Swiss Life Holding AG Symrise AG Telez AB Thales SA adidas AG Adyen NV	Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against Against Against Against Against Against	5.1.5.6.5.7.5.9.7.10 4 6 18 6 10 13,14,15,16,17,18	Pay is misaligned with EOS renuneration principles Lack of independent representation at board committees insufficient/poor decideure Lack of independent representation at board committees Lack of independent representation at board committees Pay is misaligned with EOS renuneration principles Pay is misaligned with EOS renuneration principles Concerns related to succession planning Pay is misaligned with EOS renuneration principles Florison pillian1-lackover measure not in investors interests
15/05/2024 15/05/2024 15/05/2024 15/05/2024 15/05/2024 16/05/2024 16/05/2024	Swiss Life Holding AG Symites AG Tele2 AB Thates SA addias AG Adyen NV Cappernin SE	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against Against Against Against Against Against Against	5.15.65.7.5.9.7.10 4.6 18.6 6.10 10.13,14,15,16,17,18 5.6 7.	Pay is misaligned with EOS remuneration principles Lack of independent representation at board committees Insufficient/poor disclosure Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Concerns related to succession planning Pays is misaligned with EOS remuneration principles Concerns related to succession planning Pays is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests Pays is misaligned with EOS remuneration principles Concerns related to succession planning
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5/05/2024 5/05/2024 5/05/2024 5/05/2024 6/05/2024 6/05/2024 6/05/2024 6/05/2024	Swiss Life Holding AG Symrise AG Telez AB Theles SA Siddles AG Adyen NV Sappenini SE Chulb Limited	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against Against Against Against Against Against Against Against All For Against	5,156,57,58,7,10 6 18 5 10 13,14,15,16,17,18 5,6 7 15 11,5,13,12,3,13,16,A	Pay is misaligned with EOS remuneration principles [Lack of independent representation at board committees Insufficient/boor disclosure [Lack of independent representation at board committees [Pay is misaligned with EOS remuneration principles [Pay is misaligned with EOS remuneration principles [Pay is misaligned with EOS remuneration principles [Pay is misaligned with EOS remuneration principles [Pay is misaligned with EOS remuneration principles [Pay is misaligned with EOS remuneration principles [Poson pillamit-lakeover measure not in investors interests [Pay is misaligned with EOS remuneration principles [Poson pillamit-lakeover measure not in investors interests [Pay is misaligned with EOS remuneration principles [Poson pillamit observed in succession planning [SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks [Total pay largels a range above peer mediantExcessive CEO pay
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5/05/2024 5/05/2024 5/05/2024 5/05/2024 5/05/2024 5/05/2024 5/05/2024 5/05/2024 5/05/2024 5/05/2024	Swiss Life Holding AG Symrise AG Telez AB Thales SA adidas AG Adyen NV Cappernin SE Chubb Limited Dassault Aviation SA Deutsche Bank AG E ON SE	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against Against Against Against Against Against Against Against Against Against Against Against	5.15.6.5.7.5.9.7.10 6.10 10.13.14.15.16.17.18 5.6.7 7.7 15.5.13.12.3.13.16.A	Pay is misaligned with EOS remuneration principles Lack of independent representation at board committees Insufficient/poor disclosure Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles. Pay is misaligned with EOS remuneration principles. Pay is misaligned with EOS remuneration principles Posion pillionit takeover measure or of in investors interests. Pay is misaligned with EOS remuneration principles Posion pillionit takeover measure or of in investors interests. Pay is misaligned with EOS remuneration principles Concerns related to succession planning SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. Total pay targets a range above peer mediant-xcossive CEO pay Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
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5.05/2024 5.05/2024 5.05/2024 5.05/2024 5.05/2024 5.05/2024 6.05/2024	Swiss Life Holding AG Symrise AG Telez AB Thales SA Thales SA Siddes AG Adyen NV Capperinn SE Chubb Limited Dassault Aviation SA Deutsche Bank AG E ON SE Freeman Medical Care AG Holding AB Holding	Annual Annual	Against Against Against Against Against Against Against Against Against Against Alfor Against	5.1.5.6.5.7.5.9.7.10 4.6 6.18 6.10 13.14.15.16.17.18 5.6 5.1 5.1.5.13.12.3.13.16.A 5.6.6.9 14.9 6.8.9 15.1 15.17 15.17 15.17 15.17 15.17 15.17 15.17 15.17	Pay is misaligned with EOS remuneration principles Insufficient/boor disclosure Lack of independent representation at board committees Insufficient/boor disclosure Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Concerns related to succession planning Pay is misaligned with EOS remuneration principles Poison pillant-takeover measure not in investors interests Pay is misaligned with EOS remuneration principles Concerns related to succession planning SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better imanagement of ESG opportunities and risks Total pay transfer a range above per mediant-xcessive CEO pay Pay is misaligned with EOS remuneration principles Poison pillant-takeover measure not in investors interests Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Lack of independence on board Concerns about overall board structure Pay is misaligned with EOS remuneration principles Lack of independence on board Concerns related to inappropriate membership of committeesCoerboarded/Too many other time commitmentsLack of independence on board Lack of independence on board Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committeesCoerboarded/Too many other time commitmentsLack of independence on board Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
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\$105/2024 \$105/2024	Swiss Life Holding AG Symise AG Theles AG Theles AG Theles AG Adven NV Cappenini SE Chubb Limited Diassault Aviation SA Dentsche Bank AG E ON SE Forsenius Medical Care AG Heidelfren Materials AG InPost SA NIBE Industrier AB Remault SA Universal Music Group NV Wendel SE Compagnie Generale des Etablissements Michelin Fresenius SE & Co. KSaA	Annual Annual	Against Against	5.15.6.5.7.5.9.7.10 4 6 18 6 19 10 13.14.15.16.17.18 5.6.6.7 7. 7. 15 5.11.5.13.12.3.13.16.A 5.6.8.9 14. 6 6 6 6 6 7 13.11.5.7 9.5.9.9 8.9.9.9 8.9.9.9 8.9.9.9 8.9.9.9 8.9.9.9 8.9.9.9 8.9.9.9 8.9.9.9 8.9.9.9 8.9.9.9	Pay is misaligned with EOS remuneration principles Insufficient/poor disclosure Lack of independent representation at board committees Insufficient/poor disclosure Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Concerns related to succession planning Pay is misaligned with EOS remuneration principles Poison pilliant-takeover measure not in investors interests Pays is misaligned with EOS remuneration principles Concerns related to succession planning SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of EGS opportunities and risks Total pay largets a range above peer mediantExcessive CEO pay Pays is misaligned with EOS remuneration principles Pays is misaligned with EOS remuneration principles Pays is misaligned with EOS remuneration principles Pays is misaligned with EOS remuneration principles Pays is misaligned with EOS remuneration principles Pays is misaligned with EOS remuneration principles Pays is misaligned with EOS remuneration principles Pays is misaligned with EOS remuneration principles Pays is misaligned with EOS remuneration principles Pays is misaligned with EOS remuneration principles Pays is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committeesOverboarded/Too many other time commitmentsLack of independence on board Concerns related to inappropriate membership of committeesOverboarded/Too many other time commitmentsLack of independence on board Pays is misaligned with EOS remuneration principles Pays is misaligned with EOS remuneration principles Pays is misaligned with EOS remuneration principles Pays is misaligned with EOS remuneration principles Pays is misaligned with EOS remuneration principles Pays is misaligned with EOS remuneration principles Pays is misaligned with EOS remuneration principles Pays is misaligned with EOS remuneration principles
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Meeting Date 21/05/2024	Company Name Aeroports de Paris ADP	Meeting Type Annual/Special	Voting Action Against	Agenda Item Numbers 16	Voting Explanation Concerns related to succession planning
21700/2024	raiopoito de l'allo ribi	, annual opcora		20,21,22,23	Insufficient basis to support a decision
				7	Insufficient justification for related party transaction
				19 18	Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees
				8,26,27,28,29,32,33	Poison pill/anti-takeover measure not in investors interests
21/05/2024	Coca-Cola HBC AG	Annual	Against	5.1.6	Concerns about overall board structure
				5.1.1	Failure to provide DEI disclosures in line with UK listing rules
21/05/2024	Elia Group SA/NV	Annual	Against	9	Pay is misaligned with EOS remuneration principles Inadequate management of climate-related risks
21/05/2024	Elia Group SA/NV	Extraordinary Shareholders	All For	·	industrial management of clinials related risks
22/05/2024	Beijer Ref AB	Extraordinary Shareholders	All For		
22/05/2024	Bollore SE	Annual/Special	Against	4 10,11,13	Insufficient justification for related party transaction
				10,11,13	Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests
22/05/2024	Credit Agricole SA	Annual/Special		8,9,10,12,13	Lack of independence on boardConcerns related to inappropriate membership of committees
22/05/2024	Dassault Systemes SA	Annual/Special	Against	12	Concerns related to succession planning
				11,17,18,19,20,21,22	Concerns to protect shareholder value
22/05/2024	Erste Group Bank AG	Annual	All For	6,8,10	Pay is misaligned with EOS remuneration principles
22/05/2024	Jumbo SA	Annual	All For		
22/05/2024	Orange SA Partners Group Holding AG	Annual/Special	Against	11,13,17	Pay is misaligned with EOS remuneration principles
22/05/2024	Partners Group Holding AG	Annual	Against	7.1.1,7.4 7.1.2	Concerns regarding Auditor tenure
				7.1.2 8	Concerns related to attendance at board or committee meetings Insufficient/poor disclosure
				5	Pay is misaligned with EOS remuneration principles
22/05/2024	PUMA SE	Annual	Against	4	Concerns related to inappropriate membership of committeesLack of independence on board
0010510004	i Carriel Carriel CA		AU F	6	Pay is misaligned with EOS remuneration principles
22/05/2024 22/05/2024	Societe Generale SA STMicroelectronics NV	Annual/Special Annual	All For Against	19	Inadequate management of climate-related risks
	O TIME OFFICE OFFICE 14 V	, umuai		20	Overboarded/Too many other time commitments
			:	16	Pay is misaligned with EOS remuneration principles
22/05/2024	Willis Towers Watson Public Limited Company	Annual	Against	1h,3	High variable pay ratioHigh CEO to average NEO pay
23/05/2024 23/05/2024	Aalberts NV Bank of Ireland Group Plc	Annual Annual	All For All For		
23/05/2024	bioMerieux SA	Annual Annual/Special	Against	5	Concerns related to inappropriate membership of committees
			*	8	Insufficient basis to support a decision
				3	Insufficient/poor disclosure
				12,13,14,16,17,18,22	Pay is misaligned with EOS remuneration principles
23/05/2024	Brenntag SE	Annual	Against	3	ndependent chair Inadequate management of climate-related risks
20/03/2024	Distillag of	Ailida	Agaillac	8	Insufficient/poor disclosure
				6	Pay is misaligned with EOS remuneration principles
23/05/2024	Elis SA	Annual/Special	All For		
23/05/2024 23/05/2024	Enel SpA	Annual	All For		David and the COO
23/05/2024	LEG Immobilien SE Nemetschek SE	Annual Annual	Against Against	6 8	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
23/05/2024	Safran SA	Annual	Against	5	Inadequate management of climate-related risks
		1	į -	14	Pay is misaligned with EOS remuneration principles
23/05/2024	Schneider Electric SE SEB SA	Annual/Special	All For		
23/05/2024	SEB SA	Annual/Special	Against	5 4,7	Concerns about overall board structure Lack of independence on board
				6	Lack of independence on boardConcerns related to inappropriate membership of committeesConcerns about overall
				9,10,12	board structure
				14	Pay is misaligned with EOS remuneration principles
23/05/2024	Syensqo NV	Annual	All For		Poison pill/anti-takeover measure not in investors interests
23/05/2024	Teleperformance SE	Annual/Special	Against	7,11,12	Pay is misaligned with EOS remuneration principles
23/05/2024	Valeo SE	Annual/Special	All For		
24/05/2024	Amundi SA	Annual	Against	24 5	Inadequate management of climate-related risks
24/05/2024	Carrefour SA	Annual/Special	Against	5 16	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
24/05/2024	Helvetia Holding AG	Annual	Against	8	Insufficient/poor disclosure
				1.2	Pay is misaligned with EOS remuneration principles
24/05/2024	LANXESS AG	Annual	Against	4	Lack of independent representation at board committees
24/05/2024	Leonardo SpA	Annual/Special	Against	5 3.1,4,5	Pay is misaligned with EOS remuneration principles :Concerns related to shareholder rights
24/03/2024	Leonardo SpA	Ariilua/opeciai		3.1,4,5 1g	Pay is misaligned with EOS remuneration principles
			i	7	*
24/05/2024	LyondellBasell Industries N.V.	Annual	All For		
24/05/2024 24/05/2024	NN Group NV	Annual		9.A 7	Pay is misaligned with EOS remuneration principles
Z4/U3/ZUZ4	TotalEnergies SE	Annual/Special		7 12,13,14	Concerns about reducing shareholder rights Voting related to alignment with 1.5 degrees scenario
27/05/2024	Ackermans & van Haaren NV	Annual	Against	6.1,6.2,8	Pay is misaligned with EOS remuneration principles
	EQT AB	Annual	Against	14.e	Overboarded/Too many other time commitments
28/05/2024	EXOR NV	Appual	Against	13.a,17	Pay is misaligned with EOS remuneration principles
20/03/2024	EAUR INV	Annual		4.a 4.b	Inadequate management of climate-related risks Inadequate management of climate-related risks Concerns related to shareholder rights
			1	2.c,3.b,3.c	Pay is misaligned with EOS remuneration principles
28/05/2024	Fraport AG Frankfurt Airport Services Worldwide	Annual	Against	4.1	Lack of independence on boardConcerns related to inappropriate membership of committees
				6,7	Pay is misaligned with EOS remuneration principles
28/05/2024	Ipsen SA	Annual/Special		6 7	Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to
				7 11,16	
		1			
			Ē		succession planning Pay is misaligned with EOS remuneration principles
28/05/2024	OMV AG	Annual	All For		Pay is misaligned with EOS remuneration principles
28/05/2024	:Pirelli & C. SpA	:Annual	All For Against	2.1.2,2.2,2.3,4.1,4.2,5	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
28/05/2024 28/05/2024	Pirelli & C. SpA Solvay SA	:Annual :Annual	All For Against Against	212222341425 79	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
28/05/2024 28/05/2024 28/05/2024	:Pirelli & C. SpA	:Annual :Annual :Annual	All For Against Against Against Against	2.1.2.2.2.2.3.4.1.4.2.5 7.9 13	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles SH: For shareholder proposal gromotes better
28/05/2024 28/05/2024 28/05/2024 29/05/2024	Pirelli & C. SpA Solvay SA Yara International ASA ASR Nederland NV	Annual Annual Annual Annual	All For Against Against Against All For	2.1.2.2.2.2.3.4.1.4.2.5 7.9 13	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
28/05/2024 28/05/2024 28/05/2024 29/05/2024 29/05/2024	Pirelli & C. SpA Solvay SA Yara International ASA ASR Nederland NV B&M European Value Retail SA	Annual Annual Annual Annual Annual Ordinary Shareholders	All For Against Against Against All For All For	2.1.2.2.2.3.4.1.4.2.5 7.9 13	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
28/05/2024 28/05/2024 28/05/2024 29/05/2024	Pirelli & C. SpA Solvay SA Yara International ASA ASR Nederland NV	Annual Annual Annual Annual	All For Against Against Against All For	2,12,22,2,3,4,1,4,2,5 7,9 13	Pay is misallaned with EOS remuneration principles Pay is misallaned with EOS remuneration principles Pay is misallaned with EOS remuneration principles Pay is misallaned with EOS remuneration principles SH. For shareholder resolution, against management recommendation / Shareholder proposal promotes better imanagement of ESG opportunities and risks Lack of independence on boardConcerns related to inappropriate membership of committees
28/05/2024 28/05/2024 28/05/2024 29/05/2024 29/05/2024 29/05/2024 29/05/2024	Pirelli & C. SpA Sohay SA Yara International ASA ASR Nederland NV. B&M European Value Retail SA KION GROUP AG	Annual Annual Annual Annual Annual Ordinary Shareholders Annual	All For Against Against Against All For All For Against	212222341425 7.9 13 4 4 67	Pay is misalloned with EOS remuneration principles Pay is misalloned with EOS remuneration principles Pay is misalloned with EOS remuneration principles Pay is misalloned with EOS remuneration principles SHF for shareholder resolution, against management recommendation / Shareholder proposal promotes better imanagement of ESG opportunities and risks Lack of independence on boardConcerns related to inappropriate membership of committees Pay is misalloned with EOS remuneration principles
28/05/2024 28/05/2024 28/05/2024 29/05/2024 29/05/2024 29/05/2024 29/05/2024	Pirelli & C. SpA Solvay SA Yara International ASA ASR Nederland NV B&M European Value Retail SA	Annual Annual Annual Annual Annual Ordinary Shareholders	All For Against Against Against All For All For	212222341425 7.9 13 4 6,7	Pay is misalloned with EOS remuneration principles Pay is misalloned with EOS remuneration principles Pay is misalloned with EOS remuneration principles Pay is misalloned with EOS remuneration principles SHF for shareholder resolution, against management recommendation / Shareholder proposal promotes better imanagement of ESG opportunities and risks Lack of independence on boardConcerns related to inappropriate membership of committees Pay is misalloned with EOS remuneration principles
28/05/2024 28/05/2024 28/05/2024 29/05/2024 29/05/2024 29/05/2024 29/05/2024 29/05/2024	Pirelli & C. SpA. Solvay SA. Yara International ASA ASR Nederland NY B&N European Value Retail SA KION GROUP AG Legrand SA NXP Semiconductors N.V.	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	All For Against Against Against All For All For Against All For Against	212222341425 729 13 4 6,7 31	Pay is misalloned with EOS remuneration principles. Pay is misalloned with EOS remuneration principles. Pay is misalloned with EOS remuneration principles. Pay is misalloned with EOS remuneration principles. Pay is misalloned with EOS remuneration principles. Pay to misalloned with EOS remuneration principles. Pay to misalloned with EOS remuneration principles. Pay to misalloned with EOS remuneration principles. Pay to misalloned with EOS remuneration principles. Pay is misalloned
28/05/2024 28/05/2024 28/05/2024 29/05/2024 29/05/2024 29/05/2024 29/05/2024 29/05/2024 29/05/2024 29/05/2024	Pirelli & C. SpA Sohay SA Vara International ASA ASR Nederland NV B&M European Value Retail SA KION GROUP AG Legrand SA NXP Semiconductors N.V. OCLINV	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	All For Against Against Against All For All For Against All For Against	21222234.1425 7.9 13 4 4 6.7 3 10	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Lack of independence on boardConcerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles Concerns about remuneration committee performance intitit variable, pay ratiotristin ECD to average NEQ pay.
28/05/2024 28/05/2024 28/05/2024 29/05/2024 29/05/2024 29/05/2024 29/05/2024 29/05/2024 29/05/2024	Pirelli & C. SpA. Sohay SA. Yara International ASA ASIR Nederland NV. ASIR Nederland NV. BAM European Value Retail SA. KION GROUP AG. Legrand SA. NXP Semiconductors N.V.	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	All For Against Against Against All For All For Against All For Against All For Against	2.1,2,2,2,2,3,4.1,4.2,5 7,9 13 13 4 6,7 31 10 51 51 51 51 51 51 51 51 51 51	Pay is misaligned with EOS renumeration principles. Pay is misaligned with EOS renumeration principles. Pay is misaligned with EOS renumeration principles. SH. For shareholder resolution, against management recommendation / Shareholder proposal promotes better immingement of ESG opportunities and risks. Lack of independence on boardConcerns related to inappropriate membership of committees. Pay is misaligned with EOS renumeration principles. Concerns about renumeration committee performance. Highly available, pay ratio-fright ECG to a version NEC pay. Combined CEO/Chair Concerns related to succession planning.
28/05/2024 28/05/2024 28/05/2024 29/05/2024 29/05/2024 29/05/2024 29/05/2024 29/05/2024 29/05/2024 29/05/2024	Pirelli & C. SpA Schray SA Yara International ASA ASR Nederland NV. B&M European Value Retail SA KION GROUP AG Legrand SA NXP Semiconductors N.V. OCI NV Publicis Groupe SA	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	All For Against Against Against All For All For Against All For Against All For Against	2,1,2,2,2,3,4,1,4,2,5 ,7,2,3,3,4,4,4,4,4,1,4,1,5,4,6,4,7,4,7,2,2,4,1,4,1,4,1,5,4,1,4,4,7,4,7,4,7,4,7,4,7,4,7,4,7,4,1,4,1	Pay is misaligned with EOS remuneration principles. Pay is misaligned with EOS remuneration principles. Pay is misaligned with EOS remuneration principles. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better imanagement of ESS opportunities and risks. Lack of independence on boardConcerns related to inappropriate membership of committees. Pays is misaligned with EOS remuneration principles. Concerns about remuneration committee performance. Hight variable, pay ratiof-light, CEO to average NEO pay. Combined CEO/Chair Concerns related to succession planning. Pays is misaligned with EOS remuneration principles.
28/05/2024 28/05/2024 28/05/2024 29/05/2024 29/05/2024 29/05/2024 29/05/2024 29/05/2024 29/05/2024 29/05/2024	Pirelli & C. SpA Schray SA Sara International ASA ASR Nederland NV B&M European Value Retail SA KION GROUP AG Legrand SA NAP Semiconductors N.V. COC NV Publicia Groups SA	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	All For Against Against Against Against Against Against Against All For Against All For Against All For Against All For Against All For Against All For Against All For Against All For Against All For Against All For Against	2.1.2.2.2.3.4.1.4.2.5 7.9 13 4 6.7 31 81 81,3.24.41 4.1.4.1.54.16.4.17.4.22 5.1	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better immanagement of ESG opportunities and risks Lack of independence on boardConcerns related to inappropriate membership of committees Pays is misaligned with EOS remuneration principles Concerns about remuneration committee performance Hight variable pay ratio-flight, CEO to average NEO pay. Combined CEO/Chair Concerns related to succession planning Pays is misaligned with EOS remuneration principles Concerns to protect shareholder value Lack of independence on board.
2805/2024 2805/2024 2805/2024 2905/2024 2905/2024 2905/2024 2905/2024 2905/2024 2905/2024 2905/2024	Pirelli & C. SpA Schray SA Yara International ASA ASR Nederland NV. B&M European Value Retail SA KION GROUP AG Legrand SA NXP Semiconductors N.V. OCI NV Publicis Groupe SA	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	All For Against Against Against Against Against Against Against All For Against All For Against All For Against All For Against All For Against All For Against All For Against All For Against All For Against All For Against	21,22,22,3,4,14,2,5 7,9 13 4 6,7 31 10 81,3,24,41 4,14,154,164,17,4,22 5,1 5,2,5,3 8,9	Pay is misaligned with EOS remuneration principles. Pay is misaligned with EOS remuneration principles. Pay is misaligned with EOS remuneration principles. Pay is misaligned with EOS remuneration principles. Pay is misaligned with EOS remuneration principles. Pay is misaligned with EOS remuneration principles. Lack of independence on boardConcerns related to inappropriate membership of committees. Pay is misaligned with EOS remuneration principles. Concerns about remuneration committee performance. Highly variable pay ratio-High ECS Dis average NEQ pay. Combined CEO/Chair Concerns related to succession planning. Pay is misaligned with EOS remuneration principles. Concerns to protect shareholder value.

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Meeting Date 30/05/2024	Company Name D'leteren Group	Meeting Type Annual	Voting Action Against	Agenda Item Numbers	Voting Explanation Concerns related to succession planningConcerns related to inappropriate membership of committeesProposed terr
30/05/2024	Dieteren Group	Annuai	Against	3	concerns related to succession planning concerns related to mappropriate membership of committees proposed terr in policy exceeds appropriate limit
				Ĭ	Pay is misaligned with EOS remuneration principles
30/05/2024	D'leteren Group	Extraordinary Shareholders	Against	1.2,1.3,2,3	Issue of equity raises concerns about excessive dilution of existing shareholders
30/05/2024	JDE Peet's NV	Annual	Against	5.b	:Concerns related to succession planning
				2.c	High variable pay ratio 2- Pay is misaligned with EOS remuneration principles
	: 		: 99 <u>9 – </u>	6.a,6.b	Pay is misaligned with EOS remuneration principles
30/05/2024	Mowi ASA	Annual	All For	6,7,8	: Pay is misaligned with EOS remuneration principles
31/05/2024	Accor SA	Annual/Special			Pay is misaligned with EOS remuneration principles
31/05/2024	Poste Italiane SpA	Annual/Special	Against	11,13 1.2,1.5	Poison pill/anti-takeover measure not in investors interests Concerns related to shareholder rights
03/06/2024	Kinnevik AB	Annual	All For	1.511.7	Concerns related to share indicer rights
	Redeia Corporacion SA	Annual	Against	10.3	:Pay is misaligned with EOS remuneration principles
	Evonik Industries AG	Annual	Against	6	Pay is misaligned with EOS remuneration principles
04/06/2024	Metlen Energy & Metals SA	Annual	Against	3	:A vote AGAINST this item is warranted because:- The salary of executive Chrisafis increased by 115 percent and
		1	1	9	the supporting rationale is not considered sufficiently compelling. There is insufficient disclosure about the
		-	1	8	calculation of LTI awards, which in the end exceed opportunity initially provided. The LTI award to the CEO is
		1			considered high for the Greek market. A vote AGAINST this item is warranted due to a lack of disclosure.
		1	1		A vote AGAINST this item is warranted due to a tack of disclosure. A vote AGAINST this item is warranted due to concerns raised about the implementation of the restricted stock plan
					(see Item 3), while ex-ante vesting schedule for the relative TSR component is not disclosed and it seems that the
		1	1		plan provisions keep giving discretion to the board to set terms of the plan.
05/06/2024	Amadeus IT Group SA	Annual	Against	3,8	Pay is misaligned with EOS remuneration principles
05/06/2024	Gerresheimer AG	Annual	Against	4	Concerns related to inappropriate membership of committees
		į.	1	6	Pay is misaligned with EOS remuneration principles
	Scout24 SE	Annual	Against	6	Pay is misaligned with EOS remuneration principles
06/06/2024	Allegion Plc	Annual	All For		
06/06/2024	Compagnie de Saint-Gobain SA	Annual/Special	Against	5	Combined CEO/Chair
06/06/2024	Corporacion Acciona Energias Renovables SA	Annual	Against	3	-Combined CEO/Chair -Pay is misaligned with EOS remuneration principles
06/06/2024	DWS Group GmbH & Co. KGaA SalMar ASA	Annual Annual	Against	6 9	:Pay is misaligned with EOS remuneration principles
06/06/2024	Janva ASA	Annual		9 10	A vote AGAINST this item is warranted because the proposed remuneration report is below par in relation to market standards, particularly with regards to the insufficient STIP disclosure, and poor ex-post disclosure of vested LTIP
		1			awards.
		.	!		A vote AGAINST this resolution is warranted because:- Vesting/performance period for awards is less than three
		1			years:- A third of the awards do not have any performance criteria attached.
06/06/2024	Samsonite International S.A.	Annual	All For		
06/06/2024	Samsonite International S.A.	Extraordinary Shareholders	All For		
06/06/2024	Trane Technologies Plc	Annual	Against	1a,11,2,3	No clawback policyOptions/PSUs vest in less than 36 monthsExcessive CEO payHigh CEO to average NEO pay
			: 		
07/06/2024	Garmin Ltd.	Annual	All For		
11/06/2024	Bechtle AG	Annual	Against	4	Concerns related to inappropriate membership of committees
		1	1	9	Lack of independence on board
11/06/2024	Rubis SCA	Annual	All For	6,7	Pay is misaligned with EOS remuneration principles
	Sonova Holding AG	Annual	Against	4.1.8	Concerns related to inappropriate membership of committees
11/00/2024	John Varioung AG	Ailiua		6	Insufficient/poor disclosure
		1		1.3	Pay is misaligned with EOS remuneration principles
12/06/2024	Gaztransport & Technigaz SA	Annual/Special	All For		
12/06/2024	Sixt SE	Annual	Against	4.1	Concerns related to below-board gender diversity
		1	1	6,9,11,13	Pay is misaligned with EOS remuneration principles
12/06/2024 12/06/2024	TE Connectivity Ltd.	Special			
12/06/2024	Unibail-Rodamco-Westfield NV	Annual	Against	1,2 8.b	Pay is misaligned with EOS remuneration principles
13/06/2024	Azelis Group NV	Annual	Against	8.b	:Concerns related to succession planning
40.000.0004			All For	5	Pay is misaligned with EOS remuneration principles
	Azelis Group NV	Extraordinary Shareholders	:All For Against		
13/06/2024	Grifols SA Smurfit Kappa Group Plc	Annual Court	All For	10.11	Pay is misaligned with EOS remuneration principles
13/06/2024	Smurfit Kappa Group Plc	Special	All For		
13/06/2024	TRATON SE	Annual	Against	9.2,9.5,9.7,9.9,9.10	Concerns related to succession planning
				9.1,9.4,9.6,9.8	Lack of independence on boardConcerns related to inappropriate membership of committeesConcerns related to
		1	1	9.3	succession planning
		1	1	7,8	Lack of independence on boardConcerns related to succession planning
					Pay is misaligned with EOS remuneration principles
	Worldline SA	Annual/Special	Against	16,17,33	Pay is misaligned with EOS remuneration principles
19/06/2024	Acciona SA	Annual	Against	3 4.2	Pay is misaligned with EOS remuneration principles
19/06/2024	Delivery Hero SE	Annual	Against		Concerns related to inappropriate membership of committees
19/06/2024	Motor Oil (Hellas) Corinth Refineries SA	: :Annual	: :Against	6	Pay is misaligned with EOS remuneration principles A vote AGAINST this item is warranted because there is not concrete information about the setting process of the
19/00/2024	Motor Oil (Helias) Corintin Relineries SA	Annuai	Against	12	award level, while the bonus to the CEO is considered excessive for the Greek market.
				3	A vote AGAINST this item is warranted due to:- Problematic STI and share-based (one-off) payments;- Problematic
				-	share distribution and stock option plans; The total remuneration of the CEO, which is considered significantly high
		1	1		for the Greek market;- The problematic payment to company classified NEDs, one of them sitting on the
					remuneration committee. It is further noted that the dissent level at the 2023 AGM was high, and no explanation was
					provided by the company to address this issue.
					A vote AGAINST this resolution is warranted because the proposed board is insufficiently independent and diverse
			<u>.</u>		(20 percent vs 30 percent required). Moreover, executive Stoufi sits on the remuneration committee.
	: (Annual/Special	:Against	13,30	Pay is misaligned with EOS remuneration principles
	Alstom SA				
20/06/2024	Befesa SA	Annual	All For	i	
20/06/2024			Against	8	Concerns related to approach to board gender diversity
20/06/2024	Befesa SA	Annual	Against	8 6 12.17	Insufficient/poor disclosure
20/06/2024 20/06/2024	Befesa SA Bureau Veritas SA	Annual Annual	Against	8 6 13.17 7	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
20/06/2024 20/06/2024	Befesa SA	Annual	Against	-	 Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles A vote AGAINST this item is warranted because the company provided high share-based awards to executives that
20/06/2024 20/06/2024	Befesa SA Bureau Veritas SA	Annual Annual	Against	-	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
20/06/2024 20/06/2024 20/06/2024	Befess SA Bureau Veritas SA Terna Energy SA	Annual Annual	Against Against	-	Insufficient/poor disclosers Pay is misslapped with EOS remuneration principles. A vote AGAINST this item is warranted because the company provided high share-based awards to executives that vested in less than three years, and performance conditions were not disclosed. It is further noted that one executive
20/06/2024 20/06/2024 20/06/2024	Befess SA Bureau Veritas SA Terna Energy SA -Aon Pic	Annual Annual Annual Annual	Against Against All For	-	Insufficient/poor disclosers Pay is misslapped with EOS remuneration principles. A vote AGAINST this item is warranted because the company provided high share-based awards to executives that vested in less than three years, and performance conditions were not disclosed. It is further noted that one executive
20/06/2024 20/06/2024 20/06/2024 21/06/2024 21/06/2024 21/06/2024	Befess SA Bureau Verifas SA Terna Energy SA Aon Pic Elia Group SANV	Annual Annual Annual Annual Annual Annual	Against Against All For All For	-	Insufficient/poor disclosure from the CDS remuneration principles. Pay is misslapped with EOS remuneration principles. A vote AGAINST this item is warranted because the company provided high share-based awards to executives that vested in less than three years, and performance conditions were not disclosed it is further noted that one executive vested in less than three years, and performance conditions were not disclosed it is further noted that one executive vested in less than three years, and performance conditions were not disclosed it is further noted that one executive vested in less than three years.
20/06/2024 20/06/2024 20/06/2024 21/06/2024 21/06/2024 21/06/2024	Befess SA Sureau Veritas SA Terns Energy SA Aon Pic Elia Group SANV L'Ucoclane International S A.	Annual Annual Annual Annual Annual Extraordinary Shareholders Extraordinary Shareholders	Against Against All For All For All For	-	Insufficient/poor disclosure from the CDS remuneration principles. Pay is misslapped with EOS remuneration principles. A vote AGAINST this item is warranted because the company provided high share-based awards to executives that vested in less than three years, and performance conditions were not disclosed it is further noted that one executive vested in less than three years, and performance conditions were not disclosed it is further noted that one executive vested in less than three years, and performance conditions were not disclosed it is further noted that one executive vested in less than three years.
20/06/2024 20/06/2024 20/06/2024 21/06/2024 21/06/2024 21/06/2024 21/06/2024	Befess SA Bureau Verifas SA Terna Energy SA Aon Pic Elia Group SANV L'Occinae International S.A. GJIAGEN NV	Annual Annual Annual Annual Extraordinary Shareholders Extraordinary Shareholders	Against Against All For All For All For All For All Against	-	Insufficient/poor disclosure from the CDS remuneration principles. Pay is misslapped with EOS remuneration principles. A vote AGAINST this item is warranted because the company provided high share-based awards to executives that vested in less than three years, and performance conditions were not disclosed it is further noted that one executive vested in less than three years, and performance conditions were not disclosed it is further noted that one executive vested in less than three years, and performance conditions were not disclosed it is further noted that one executive vested in less than the years.
20/06/2024 20/06/2024 20/06/2024 21/06/2024 21/06/2024 21/06/2024 21/06/2024 25/06/2024	Befess SA Sureau Veritas SA Tema Energy SA Aon Pic Elia Group SANV L'Occiane International S.A. GIAGEN NV International Consolidated Arlines Group SA	Annual Annual Annual Annual Extraordinary Shareholders Extraordinary Shareholders Annual	Against All For All For All For All For All For All For	-	Insufficient/poor discloser in the Control of the C
2006/2024 2006/2024 2006/2024 2106/2024 2106/2024 2106/2024 2106/2024 2506/2024 2506/2024	Befess SA Bureau Verifas SA Terna Energy SA Aon Pic Elia Group SANV L'Occinae International S.A. Q(IAGEN NV) International Consolidated Airlines Group SA Alagop.eu SA	Annual Annual Annual Annual Extractionary Shareholders Extractionary Shareholders Annual Annual	Against Against All For All For All For All For All For Against All For Against All For Against	-	Insufficient/poor disclosers Pay is misaligned with EOS remuneration principles. A vote AGAINST this item is warranted because the company provided high share-based awards to executives that vested in less than three years, and performance conditions were not disclosed it is further noted that one executive idoes not participate in a performance-based scheme to align his interest with shareholders' interest. Concerns related to inappropriate membership of committees. Pay is misaligned with EOS remuneration principles
2006/2024 2006/2024 2006/2024 2106/2024 2106/2024 2106/2024 2106/2024 2506/2024 2506/2024	Befess SA Sureau Veritas SA Tema Energy SA Aon Pic Elia Group SANV L'Occiane International S.A. GIAGEN NV International Consolidated Arlines Group SA	Annual Annual Annual Annual Extraordinary Shareholders Extraordinary Shareholders Annual	Against All For All For All For All For All For All For	-	Insufficient/poor discloser in the Cost remuneration principles. A vote AGAINST this item is warranted because the company provided high share-based awards to executives that A vote AGAINST this item is warranted because the company provided high share-based awards to executive to the conditions were not disclosed. It is further noted that one executive does not participate in a performance-based scheme to align his interest with shareholders' interest. Concerns related to inappropriate membership of committees. Pay is misaligned with EOS remuneration principles Issue of equity raises concerns about excessive dilution of existing shareholders
2006/2024 2006/2024 2006/2024 21/06/2024 21/06/2024 21/06/2024 21/06/2024 25/06/2024 26/06/2024 26/06/2024	Befess SA Bureau Verifae SA Terna Energy SA Aon Ple. Elia Group SANV L'Occlane International S A OJAGEN NV International Consolidated Affines Group SA Aegurous SA Aroundrom SA	Arrusi Arrusi Arrusi Arrusi Arrusi Extraction Shareholders Extraction Shareholders Arrusi Arrusi Arrusi Arrusi Arrusi Arrusi	Against Against All For All For All For All For All For Against All For Against Against Against	-	Insufficient/poor discloser Pay is misaligned with EOS remuneration principles. A vote AGAINST this item is warranted because the company provided high share-based awards to executives that revested in less than three years, and performance conditions were not disclosed. It is further noted that one executive does not participate in a performance-based scheme to align his interest with shareholders' interest. Concerns related to inappropriate membership of committees. Pay is misaligned with EOS remuneration principles. Issue of equity raises concerns about excessive dilution of existing shareholders. Pay is misaligned with EOS remuneration principles.
2006/2024 2006/2024 2006/2024 21/06/2024 21/06/2024 21/06/2024 21/06/2024 25/06/2024 26/06/2024 26/06/2024	Befess SA Bureau Verifas SA Terna Energy SA Aon Pic Elia Group SANV L'Occinae International S.A. Q(IAGEN NV) International Consolidated Airlines Group SA Alagop.eu SA	Annual Annual Annual Annual Extractionary Shareholders Extractionary Shareholders Annual Annual	Against Against All For All For All For All For All For Against All For Against All For Against	-	Insufficient/poor discharge Pay is misaligned with EOS remuneration principles A vote AGAINST this item is warranted because the company provided high share-based awards to executives that vested in less than three years, and performance conditions were not disclosed. It is further noted that one executive idoes not participate in a performance-based scheme to align his interest with shareholders' interest. Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles A vote AGAINST this liter is warnated because. The STI performance metrics and targets are not disclosed—
2006/2024 2006/2024 2006/2024 21/06/2024 21/06/2024 21/06/2024 21/06/2024 25/06/2024 26/06/2024 26/06/2024	Befess SA Bureau Verifae SA Terna Energy SA Aon Ple. Elia Group SANV L'Occlane International S A OJAGEN NV International Consolidated Affines Group SA Aegurous SA Aroundrom SA	Arrusi Arrusi Arrusi Arrusi Arrusi Extraction Shareholders Extraction Shareholders Arrusi Arrusi Arrusi Arrusi Arrusi Arrusi	Against Against All For All For All For All For All For Against All For Against Against Against	-	Insufficient/poor disclored with EOS remuneration principles. A vote AGAINST this item is warranted because the company provided high share-based awards to executives that revested in less than three years, and performance conditions were not disclosed. It is further noted that one executive idoes not participate in a performance-based scheme to align his interest with shareholders' interest. Concerns related to inappropriate membership of committees. Pay is misaligned with EOS remuneration principles Issue of equity raises concerns about excessive dilution of existing shareholders. A vote AGAINST this item is warranted because. The STI performance metrics and targets are not disclosed. A vote AGAINST this item is warranted because.
2006/2024 2006/2024 2006/2024 21/06/2024 21/06/2024 21/06/2024 21/06/2024 25/06/2024 26/06/2024 26/06/2024	Befess SA Bureau Verifae SA Terna Energy SA Aon Ple. Elia Group SANV L'Occlane International S A OJAGEN NV International Consolidated Affines Group SA Aegurous SA Aroundrom SA	Arrusi Arrusi Arrusi Arrusi Arrusi Extraction Shareholders Extraction Shareholders Arrusi Arrusi Arrusi Arrusi Arrusi Arrusi	Against Against All For All For All For All For All For Against All For Against Against Against	-	Insufficient/poor discharge Pay is misaligned with EOS remuneration principles A vote AGAINST this item is warranted because the company provided high share-based awards to executives that vested in less than three years, and performance conditions were not disclosed. It is further noted that one executive idoes not participate in a performance-based scheme to align his interest with shareholders' interest. Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles A vote AGAINST this liter is warnated because. The STI performance metrics and targets are not disclosed—

	Company Name	Monting Type	Voting Action	Agondo Itom Numbers	Voting Evaluation
27/06/2024	Company Name HELLENIQ ENERGY Holdings SA	Meeting Type Annual	Voting Action Against	Agenda Item Numbers	Voting Explanation A vote AGAINST the election of the nominations committee chair Aivazis (Item 14.4) is warranted because women
			1	11	represent less than 30 percent of the shareholder-elected directors.
		1		5 10	A vote AGAINST this item is warranted because specific metrics are not disclosed. The plan also provides vague terms about CEO authority to fix plan's terms; individual award opportunity; and the annual vesting of awards to
				12	selected beneficiaries.
				13	A vote AGAINST this item is warranted because: - Due to company-claimed "confidentiality and competition
					reasons", STI specific targets and metrics are not disclosed Discretionary contributions and awards were made Undisclosed pension contributions took place under the "Top Executives Pension Plan".
					A vote AGAINST this item is warranted because: - The proposed amendments do not materially improve the
					company remuneration practices The board introduces provisions about equity-based awards and profit-sharing to
					NEDs The company keeps on withholding information on termination arrangements The derogation policy remains problematic. It is further noted that NEDs remuneration increases without specific rationale, while variable
					remuneration caps are not disclosed under the policy which is not common in this market.
					A vote AGAINST this item is warranted, because the payments in equity to NEDs is not in line with best practices,
					while the award to be made is not negligible. A vote AGAINST this item is warranted, because the underlying equity-remuneration plans to be financed are
					considered problematic.
27/06/2024	LAMDA Development SA	Annual	Against	5	A vote AGAINST this item is warranted because:- STI caps are not disclosed, and the STI award can be further
				4	inflated by 20 percent. The equity-based remuneration plans have already been submitted for separate general meeting approval, and it has been highlighted that they can lead to high dilution levels. Termination arrangements
		1			are not disclosed The derogation policy is problematic The proposed amendments do not improve the
		1			remuneration policy.
					A vote AGAINST this item is warranted because: The company does not elaborate on the setting process of an one- off award (representing 95 percent of the CEO's salary). Specific targets have not been disclosed with regards to the
		1			STI, while the payment is further inflated by 20 percent, and no caps apply.
27/06/2024	Public Power Corp. SA	Annual	Against	4	A vote AGAINST this item is warranted because:- Targets and achievement levels for the STI payout (which lags
		i		7	one year) are not disclosed;- Benefits in kind and pension contributions are not disclosed;- The company implements a stock award plan with performance and vesting periods of less than two years, where targets are not disclosed
					while the CEO received the maximum opportunity for the 2nd cycle; and the value of the awards made are not
		1			disclosed either.
27/06/2024	Schroder International Selection Fund Global Sm	aller Annual	All For		This item warrants a vote AGAINST due to a lack of disclosure.
27/06/2024	Telekom Austria AG	Annual Annual	Against	6.1,6.2	Votes AGAINST the non-independent nominees, Hans-Peter Hagen and Peter Kollmann, are warranted because of
					the failure to establish a sufficiently independent board and audit committee.
28/06/2024	Hellenic Telecommunications Organization SA	Annual	Against	8 7	A vote AGAINST this item is warranted because- The award levels under both the STI and LTI have increased for
				7 6	the incoming CEO, without a compelling rationale; There is not disclosure on the termination agreements with the incoming CEO; and In deviation of SRD II reporting guidelines, the company has not addressed last year's
				11.1	significant dissent on the shareholder vote on the remuneration policy Moreover, concerns remain with the
				11.3,11.4,11.5,11.6,11.10	company maintaining provisions about uncapped discretionary awards and the absence of disclosure on maximum
					award levels under the Game Changer Incentive. A vote AGAINST this item is warranted because:- The game changer plan is uncapped and not sufficient information
					about the performance conditions is provided. The company does not seem to address the concerns reflected by the
					significant dissent on the 2022 remuneration report, particularly in light of the company's shareholder structure. This
		1			was also highlighted about the 2022 and 2021 remuneration reports.It is further noted that the company does not
					implement any purely long-term oriented plan; disclosure for certain remuneration schemes lags one-year; performance targets are not disclosed; the CEO received 92.6 percent of the maximum STI opportunity while a target
					weighting 10 percent was not achieved.
					A vote AGAINST this item is warranted due to a lack of sufficient information in order to assess the fairness of these
		i i			awards. Combined CEO/Chair
		i			Lack of independence on board
28/06/2024	Piraeus Financial Holdings SA	Annual	Against	11	A vote AGAINST this item is warranted because the new policy introduces a LTIP where performance is measured
				9	annually, while the policy still retains special bonuses that seem to be of discretionary nature, and in terms of the STI
					the board may still apply a positive or negative discretionary adjustment to the total bonus pool. It shall be highlighted though the positive evolution of the derogation clause.
					A vote AGAINST this item is warranted because:- The company implemented a one-off variable payment scheme in
					2023, which, based on the company's remuneration policy, has been considered of discretionary nature - targets do
					not seem sufficiently challenging too. The company provided a one-off payment under the pension scheme where the respective amount was not disclosed (at the same time the total benefits that include the pension payments, are
					considered high for the Greek market) The chairman's fixed remuneration by the bank subsidiary increased by 18
					percent and the company did not provide a supporting rationale. The company established in 2023 a LTI with annual
					performance periods, and where the board has the discretion to inflate the payments.
02/04/2024	Juniper Networks, Inc.	Special	All For	4	•
03/04/2024	FirstService Corporation	Annual	Against	1C	Concerns about remuneration committee performance
			Against	3	Pay is misaligned with EOS remuneration principles
03/04/2024	The Walt Disney Company	Proxy Contest	Against	3	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
			No Action Taken	1.1,1.2,1.1,1.2,1.3,1.4,1.5,1.6	
				,1.7,1.8,1.9,1.10,2,3,4,5,6,7,8	B.
				,9,10,1a,1b,1c,2,3,4,5,6,7,8,9)
04/04/2024	Canadian Imperial Bank of Commerce	Annual	Against	7	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
0-1/0-1/202-1	Cartalar Importal Bark of Commorce		, iguirot		management of ESG opportunities and risks
09/04/2024	The Bank of New York Mellon Corporation	Annual	Against	4	Shareholder proposal promotes transparency
09/04/2024	The Bank of Nova Scotia	Annual	Against	6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
03/04/2024					management of ESG opportunities and risks
		Annual	:All For		
10/04/2024 10/04/2024	Hewlett Packard Enterprise Company Lennar Corporation	Annual Annual	All For Against	1f	Concerns about remuneration committee performance
10/04/2024	Hewlett Packard Enterprise Company			1f 1j	Concerns related to approach to board gender diversityConcerns related to shareholder value
10/04/2024	Hewlett Packard Enterprise Company			2	Concerns related to approach to board gender diversityConcerns related to shareholder value High variable pay ratioExcessive CEO payHigh CEO to average NEO pay
10/04/2024	Hewlett Packard Enterprise Company				Concerns related to approach to board gender diversityConcerns related to shareholder value
10/04/2024	Hewlett Packard Enterprise Company			2 7	Concerns related to approach to board gender diversityConcerns related to shareholder value High variable pay ratioExcessive CEO payHigh CEO to average NEO pay 5H: For shareholder resolution, against management recommendation / Shareholder proposal promotes better imanagement of ESG opportunities and risks Shareholder procosal promotes better management of SEE opportunities and risks
10/04/2024 10/04/2024	Hewlett Packard Enterprise Company Lennar Corporation	Annual	Against	2 7 6	Concerns related to approach to board gender diversityConcerns related to shareholder value High variable pay ratloExcessive CEC payHigh CCEO to average NEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes better management of SEE opportunities and risks Shareholder proposal promotes transparency
10/04/2024 10/04/2024 10/04/2024	Hewlett Packard Enterprise Company Lennar Corporation Symposys, Inc.		Against Against	2 7 6 5 11,5	Concerns related to approach to board gender diversityConcerns related to shareholder value High variable pay ratioExcessive CEO payHigh CEO to average NEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better immanagement of ESG opportunities and risks Shareholder proposal promotes better management of SEE opportunities and risks Shareholder proposal promotes transparency.
10/04/2024 10/04/2024	Hewlett Packard Enterprise Company Lennar Corporation	:Annual :Annual	Against	2 7 6	Concerns related to approach to board gender diversityConcerns related to shareholder value High variable pay ratioExcessive CEO payHigh CEO to average NEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESO opportunities and risks Shareholder proposal promotes better management of SEE opportunities and risks Shareholder proposal promotes transparency. Shareholder proposal promotes spappropriate accountability or incentivisation Concerns regarding Auditor tenure.
10/04/2024 10/04/2024 10/04/2024 10/04/2024 11/04/2024	Hewlett Packard Enterprise Company Lemar Corporation Symopsys. Inc. Dow Inc.	:Annual :Annual :Annual	Against Against Against	2 7 6 6 5 11.5 14.3	Concerns related to approach to board gender diversityConcerns related to shareholder value High variable pay ratioExcessive CEC payHigh CCEO to average NEO pay SH- For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of SEE opportunities and risks Shareholder proposal promotes better management of SEE opportunities and risks Shareholder proposal promotes strangagement of SEE opportunities and risks Shareholder proposal promotes strangagement of SEE opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation. Concerns regarding Auditor terms of the strangagement recommendation / Shareholder proposal promotes better management of SEE opportunities and risks SEE opportunities and
10/04/2024 10/04/2024 10/04/2024 10/04/2024 11/04/2024	Hewlett Packard Enterprise Company Lennar Corporation Synopsys. Inc. Dow Inc. Fairfax Financial Hotdings Limited	Annual Annual Annual Annual	Against Against Against Against Against	2 7 6 5 11,5 11,5 16,3 15	Concerns related to approach to board gender diversityConcerns related to shareholder value High variable pay ratioExcessive CEO payHigh CEO to average NEO pay SH- For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of SEG opportunities and risks Shareholder proposal promotes better management of SEE opportunities and risks Shareholder proposal promotes transparency. Shareholder proposal promotes transparency. Shareholder proposal promotes transparency. Concerns regarding Auditor tenure SH- For shareholder proposal promotes transparency. SH- For shareholder proposal promotes transparency. Concerns regarding Auditor tenure Test For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. Concerns related to approach to board gender diversity Concerns related to shareholder value
10/04/2024 10/04/2024 10/04/2024 10/04/2024 11/04/2024	Hewlett Packard Enterprise Company Lemar Corporation Symopsys. Inc. Dow Inc.	:Annual :Annual :Annual	Against Against Against	:2 7 6 5 11.5 11.5 10.3 5 5 11.12 6 17	Concerns related to approach to board gender diversityConcerns related to shareholder value High variable pay ratioExcessive CEO payHigh CEO to average NEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of SEE opportunities and risks Shareholder proposal promotes better management of SEE opportunities and risks Shareholder proposal promotes transparency Shareholder proposal promotes transparency Shareholder proposal promotes appropriate accountability or incentivisation Concerns regarding Auditor termule SH: For shareholder proposal promotes the same proposal promotes the same proposal promotes the same proposal promotes better management of SEG opportunities and risks Concerns related to approach to board gender diversity Concerns related to shareholder value ECOS manual overrides. See analysts note.
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1004/2024 10/04/2024 10/04/2024 10/04/2024 11/04/2024 11/04/2024	Hewlett Packard Enterprise Company Lennar Corporation Synopsys. Inc. Dow Inc. Fairfax Financial Holdings Limited Royal Bank of Canada	Annual Annual Annual Annual Annual	Against Against Against Against Against Against	:2 7 6 5 11.5 11.5 10.3 5 5 11.12 6 17	Concerns related to approach to board gender diversityConcerns related to shareholder value High variable pay ratioExcessive CEC payHigh CEC to average NEC pay High CEC pay High CEC pay High Variable pay ratioExcessive CEC pay High CEC to average NEC pay SH- For shareholder proposal promotes better management of CEG copportunities and risks Shareholder proposal promotes tenting reversity Shareholder proposal promotes tenting reversity Shareholder proposal promotes tenting reversity Shareholder proposal promotes appropriate accountability or incentivisation Concerns regarding Auditor tenure Shareholder proposal promotes standard proposal promotes standard proposal promotes standard proposal promotes better imanagement of ESG opportunities and risks Concerns related to approach to board gender diversity Concerns related to shareholder value ECS manual override. See analyst note.
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1004/2024 10/04/2024 10/04/2024 11/04/2024 11/04/2024 11/04/2024	Hewlett Packard Enterprise Company Lennar Corporation Synopsys. Inc. Dow Inc. Fairfax Financial Holdings Limited Royal Bank of Canada	Annual Annual Annual Annual Annual	Against Against Against Against Against Against	:2 7 6 5 11.5 11.5 10.3 5 5 11.12 6 17	Concerns related to approach to board gender diversityConcerns related to shareholder value High variable pay ratioExcessive CEC payHigh CEC to average NEC pay High CEC pay High CEC pay High Variable pay ratioExcessive CEC pay High CEC to average NEC pay SH- For shareholder proposal promotes better management of CEG copportunities and risks Shareholder proposal promotes tenting reversity Shareholder proposal promotes tenting reversity Shareholder proposal promotes tenting reversity Shareholder proposal promotes appropriate accountability or incentivisation Concerns regarding Auditor tenure Shareholder proposal promotes standard proposal promotes standard proposal promotes standard proposal promotes better imanagement of ESG opportunities and risks Concerns related to approach to board gender diversity Concerns related to shareholder value ECS manual override. See analyst note.
1004/2024 1004/2024 1004/2024 1004/2024 1104/2024 1104/2024 1104/2024 1604/2024	Hewlett Packard Enterprise Company Lennar Corporation Synopsys. Inc. Dow Inc. Fairfax Financial Holdings Limited Royal Bank of Canada Bank of Montreal Fifth Third Sancorp	Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against Against Against Against	:2 7 6 5 11.5 11.5 10.3 5 5 11.12 6 17	Concerns related to approach to board gender diversityConcerns related to shareholder value High variable pay ratioExcessive CEO payHigh CEO to average NEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of SEE opportunities and risks Shareholder proposal promotes better management of SEE opportunities and risks Shareholder proposal promotes transparency Shareholder proposal promotes transparency Shareholder proposal promotes appropriate accountability or incentivisation Concerns regarding Auditor tenure SH: For shareholder proposal promotes the same state of the
1004/2024 1004/2024 1004/2024 1104/2024 1104/2024 1104/2024 1604/2024 1604/2024	Hewlett Packard Enterprise Company Lennar Corporation Synogeys, Inc. Dow Inc. Fairfax Financial Holdings Limited Royal Bank of Canada Bank of Montreal Fifth Third Bancorp IQVIA Holdings, Inc.	Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against Against Against Against Against Against	:2 7 6 5 11.5 11.5 10.3 5 5 11.12 6 17	Concerns related to approach to board gender diversityConcerns related to shareholder value High variable pay ratioExcessive CEO payling CEO to average NEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of SEE opportunities and risks Shareholder proposal promotes transparency Shareholder proposal promotes transparency Shareholder proposal promotes transparency Shareholder proposal promotes appropriate accountability or incentivisation. Concerns regarding Auditor tenure SH: For shareholder proposal promotes than an agement recommendation / Shareholder proposal promotes better management of SEG opportunities and risks Concerns related to approach to board gender diversity Concerns related to shareholder value ECOS manual override. See analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. Pay is misaligned with EOS remuneration principles. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better imanagement of ESG opportunities and risks. Pay is misaligned with EOS remuneration principles. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better imanagement of ESG opportunities and risks. Concerns about remuneration committee performance Options/PSUs west in less than 36 months High CEO to average NEO pay.
1004/2024 1004/2024 1004/2024 1004/2024 1104/2024 1104/2024 1104/2024 1604/2024	Hewlett Packard Enterprise Company Lennar Corporation Synopsys. Inc. Dow Inc. Fairfax Financial Holdings Limited Royal Bank of Canada Bank of Montreal Fifth Third Sancorp	Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against Against Against Against	:2 7 6 5 11.5 11.5 10.3 5 5 11.12 6 17	Concerns related to approach to board gender diversityConcerns related to shareholder value High variable pay ratioExcessive CEO payHigh CEO to average NEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of SEE opportunities and risks Shareholder proposal promotes stetter management of SEE opportunities and risks Shareholder proposal promotes transparency Shareholder proposal promotes stransparency Shareholder proposal promotes appropriate accountability or incentivisation Concerns regarding Auditor tenure SH: For shareholder proposal promotes the stransparency Shareholder proposal promotes better management of SEG opportunities and risks Concerns related to approach to board gender diversity Concerns related to shareholder value SCS manual override. See analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of SEG opportunities and risks Pay is misaligned with EOS renumeration principles. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better imanagement of ESG opportunities and risks.

16/04/2024	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
	Moodys Corporation	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate
6/04/2024	Northern Trust Corporation	Annual	All For		accountability or incentivisation
5/04/2024 5/04/2024	Public Service Enterprise Group Incorporated	Annual	Against	154	Concerns recarding Auditor tenure
6/04/2024	U.S. Bancorp	Annual	All For	1.0,4	Concerns regarding Auditor tenure
6/04/2024	Whirlpool Corporation	Annual	Against	1c	Concerns about remuneration committee performance
0/04/2024	TTIMPOO COIPOIDION	7 1111001	riguinot	1h,3	Concerns regarding Auditor tenure
				1a	Concerns related to approach to board gender diversity
				2	High variable pay ratioOptions/PSUs vest in less than 36 monthsExcessive CEO payHigh CEO to average NEO pa
7/04/2024	Adobe Inc.	Annual	Against		SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
17/04/2024	Adobe IIIc.	Ailidai	Against	5	management of ESG opportunities and risks
			1	10	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
				1	management of ESG opportunities and risks; EOS manual override. See analyst note.
17/04/2024	EQT Corporation	:Annual	:All For	:	
17/04/2024	Huntington Bancshares Incorporated	Annual	Against	1.4,2	Excessive perquisitesExcessive severance
17/04/2024	Regions Financial Corporation	Annual	All For	1	
17/04/2024	The Sherwin-Williams Company	Annual	Against	1a	Concerns about remuneration committee performance
		1	1	1c,3	Concerns regarding Auditor tenure
			1	2	Excessive CEO pay 2- High variable pay ratio 3- Options vest in less than 36 months
			1	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced
18/04/2024	Carrier Global Corporation	Annual	Against	1g	shareholder rights Concerns about remuneration committee performance
10/04/2024	Carrier Global Corporation	Ailiudi	Agaillat	2	High variable pay ratioExcessive CEO pay
				4	Shareholder proposal promotes transparency
18/04/2024	CF Industries Holdings, Inc.	Annual	Against	1g	Support for the re-election of the director is not warranted due to the company's approach to climate change. There is
	**		1	1e,2	no evidence that the company undertakes climate scenario planning and disclosure of internal carbon price. In
			1	1	addition, the company is not a respondent to CDP Climate Change.
		i i	1	1	Low shareholding requirementExcessive severanceHigh CEO to average NEO pay
18/04/2024	Humana Inc.	Annual	Against	1e	Concerns about remuneration committee performance
		1	1	1h	Concerns related to approach to board gender diversityConcerns related to approach to board diversity
		1		3	High variable pay ratioOptions/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
				-6	Shareholder proposal promotes enhanced shareholder rights
18/04/2024	Owens Corning	Annual	All For	<u> </u>	
18/04/2024	PPG Industries, Inc.	Annual	Against		Concerns about overall board structure
18/04/2024	Silicon Laboratories Inc.	Annual	All For		EOS manual override. See analyst note.
18/04/2024	The Toronto-Dominion Bank	Annual/Special	Against	1	EOS manual override. See analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
				10	
19/04/2024	L3Harris Technologies, Inc.	Annual	Against	1h	management of ESG opportunities and risks Concerns about remuneration committee performance
13/04/2024	Est lains reciliologics, inc.	Alliludi	Against	1a,4	Concerns regarding Auditor tenure
				1c	Concerns related to approach to board gender diversityConcerns related to succession planning
			1	2	High variable pay ratioOptions/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
			-	6	Shareholder proposal promotes transparency
19/04/2024	National Bank of Canada	Annual/Special	Against	7.2	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
			1	1	management of ESG opportunities and risks
22/04/2024	Broadcom Inc.	Annual	Against	1i	Concerns about remuneration committee performance
		:		3	Excessive CEO payHigh CEO to average NEO pay
22/04/2024	HP Inc.	Annual	All For		
23/04/2024	American Electric Power Company, Inc.	Annual	All For		
23/04/2024	Bio-Rad Laboratories, Inc.	Annual	Against	.1.2	Concerns related to shareholder value
23/04/2024	Charter Communications, Inc.	Annual	Against	1b	Concerns about remuneration committee performance
				1d	Overboarded/Too many other time commitments
			1	2 5.6	Pay is misaligned with EOS remuneration principles
		1	1	5,0	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
23/04/2024	Churchill Downs Incorporated	Annual	Against	1.1.2	transparency. Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns
20/04/2024	Ondronia Domio modiporatos		, riguinor		about overall board structure
23/04/2024	MSCI Inc.	Annual	Against	:1i	Concerns related to approach to board gender diversity
23/04/2024	Revvity, Inc.	:Annual	Against	1a	Concerns about remuneration committee performance
			‡ **	3	Low shareholding requirementOptions/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
		:			
				:4	Shareholder proposal promotes enhanced shareholder rights
23/04/2024	Rollins, Inc.	Annual	Against	1.2	Shareholder proposal promotes enhanced shareholder rights Concerns related to approach to board gender diversityConcerns about overall board structure
23/04/2024 23/04/2024	Rollins, Inc. Truist Financial Corporation	Annual Annual	Against Against	1.2 4	Concerns related to approach to board gender diversityConcerns about overall board structure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
23/04/2024	Truist Financial Corporation	Annual	Against	12 4	Concerns related to approach to board gender diversityConcerns about overall board structure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency.
23/04/2024 23/04/2024	Truist Financial Corporation West Pharmaceutical Services, Inc.	Annual Annual	Against Against	14 1.2 4 19	Concerns related to approach to board gender diversityConcerns about overall board structure. 5H: For shareholder resolution, organist management recommendation / Shareholder proposal promotes transparency. Concerns related to approach to board diversityConcerns related to approach to board gender diversity
23/04/2024	Truist Financial Corporation	Annual	Against	12 12 4 19 10	Concerns related to approach to board gender diversity Concerns about overall board structure. SHF for shareholder resolution, against management recommendation / Shareholder proposal promotes transparency. Concerns related to approach to board diversity Concerns related to approach to board gender diversity. Concerns about remuneration committee performance.
23/04/2024 23/04/2024	Truist Financial Corporation West Pharmaceutical Services, Inc.	Annual Annual	Against Against	1d	Concerns related to approach to board gender diversityConcerns about overall board structure SHF for shareholder resolution, against management recommendation / Shareholder proposal promotes transparency Concerns related to approach to board diversityConcerns related to approach to board gender diversity Concerns about remuneration committee performance Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity inadequate management of deforestation risks
23/04/2024 23/04/2024	Truist Financial Corporation West Pharmaceutical Services, Inc.	Annual Annual	Against Against		Concerns related to approach to board gender diversity. Concerns about overall board structure. SHF for shareholder resolution, against management recommendation / Shareholder proposal promotes transparency. Concerns related to approach to board diversity. Concerns related to approach to board gender diversity. Concerns about remuneration committee performance.
23/04/2024 23/04/2024 24/04/2024	Truist Financial Corporation West Pharmaceutical Services, Inc. Ameriprise Financial, Inc.	Annual Annual Annual	Against Against Against	1d 3	Concerns related to approach to board gender diversityConcerns about overall board structure SHF for sharholder resolution, against management recommendation / Sharcholder proposal promotes transparency Concerns related to approach to board diversityConcerns related to approach to board gender diversity Concerns about remuneration committee performance Concerns about remuneration committee performance Concerns related to approach to board gender diversity adequate management of deforestation risks Irigh variable pay ratioOptionsiPSUs west in less than 36 monthsExcessive CEO payHigh CEO to average NEO pa
23/04/2024 23/04/2024 24/04/2024 24/04/2024	Truist Financial Corporation West Pharmaceutical Services, Inc. Ameriprise Financial, Inc. Ball Corporation	Annual Annual Annual Annual	Against Against Against Against	1d 3 1g	Concerns related to approach to board gender diversityConcerns about overall board structure SH: For shareholder resolution, against management recommendation /Shareholder proposal promotes transparency Concerns related to approach to board diversityConcerns related to approach to board pender diversity Concerns related by approach to board gender diversityinadequate management of deforestation risks inflight variable pay ratioOptionsPSUs vest in less than 36 monthsExcessive CEO payHigh CEO to average NEO pa Concerns about overall board structure
23/04/2024 23/04/2024 24/04/2024	Truist Financial Corporation West Pharmaceutical Services, Inc. Ameriprise Financial, Inc.	Annual Annual Annual	Against Against Against	1d 3	Concerns related to approach to board gender diversityConcerns about overall board structure SHF for sharholder resolution, against management recommendation / Shareholder proposal promotes transparency. Concerns related to approach to board diversityConcerns related to approach to board gender diversity Concerns about remuneration committee performance Concerns about remuneration committee performance Concerns related to approach to board gender diversity inadequate management of deforestation risks High variable pay ratio-Options/PSUs vest in less than 36 monthsExcessive CEO payHigh CEO to average NEO pay Concerns about overall board structure SHF for shareholder proposal promotes better
23/04/2024 23/04/2024 24/04/2024 24/04/2024	Truist Financial Corporation West Pharmaceutical Services, Inc. Ameriprise Financial, Inc. Ball Corporation	Annual Annual Annual Annual	Against Against Against Against	1d 3 1g :6,7	Concerns related to approach to board gender diversityConcerns about overall board structure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency Concerns related to approach to board diversityConcerns related to approach to board pender diversity Concerns related to approach to board gender diversityInadequate management of deforestation risks Infigh variable partialciptionsPSUs vest in less than 36 monthsExcessive CEO pay-High CEO to average NEO pay Concerns about overall board structure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESC opportunities and risks
23/04/2024 23/04/2024 24/04/2024 24/04/2024	Truist Financial Corporation West Pharmaceutical Services, Inc. Ameriprise Financial, Inc. Ball Corporation	Annual Annual Annual Annual	Against Against Against Against	1d 3 1g :6,7	Concerns related to approach to board gender diversityConcerns about overall board structure SHF for sharholder resolution, against management recommendation / Shareholder proposal promotes transparency. Concerns related to approach to board diversityConcerns related to approach to board gender diversity Concerns about remuneration committee performance Concerns about remuneration committee performance Concerns related to approach to board gender diversity inadequate management of deforestation risks High variable pay ratio-Options/PSUs vest in less than 36 monthsExcessive CEO payHigh CEO to average NEO pay Concerns about overall board structure SHF for shareholder proposal promotes better
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2304/2024 2304/2024 2404/2024 2404/2024 2404/2024 2404/2024 2404/2024 2404/2024 2404/2024 2404/2024 2404/2024 2404/2024	Truist Financial Corporation West Pharmaceutical Services. Inc. Ameriprise Financial, Inc. Ball Corporation Bank of America Corporation BodyWarner Inc. Canadian Pacific Kansas City Limited Marathon Petroleum Corporation Newmont Corporation Teledyne Technologies Incorporated Textron Inc. The Cigna Group	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against Against Against Against Against Against Against Against Against Against Against	1d	Concerns related to approach to board gender diversity Concerns about overall board structure SHF For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency Concerns related to approach to board diversity/Concerns related to approach to board gender diversity Concerns about remuneration committee performance Concerns about remuneration committee performance Concerns about overall board structure SHF For shareholder proposal promotes shareholder proposal promotes better smanagement of ESG opportunities and risks SHF For shareholder proposal promotes better smanagement of ESG opportunities and risks SHF or shareholder proposal promotes appropriate accountability or incentivisation Field variable pay ratio-Diversity of the structure SHF For shareholder resolution, against management recommendation / Shareholder proposal promotes better smanagement of ESG opportunities and risks SHF or shareholder resolution, against management recommendation / Shareholder proposal promotes better smanagement of ESG opportunities and risks SHF or shareholder resolution, against management recommendation / Shareholder proposal promotes better smanagement of ESG opportunities and risks SHF or shareholder resolution, against management recommendation / Shareholder proposal promotes better smanagement of ESG opportunities and risks SHF or shareholder resolution, against management recommendation / Shareholder proposal promotes better smanagement of ESG opportunities and risks SHF or shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights inadequate management of climate-related risks Concerns related to succession planning-Oncerns related to approach to board gender diversity-Concerns about overall board you average NEO or were proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance Low shareholding requirementHigh variable pay ratio-Options/PSUs vest in less than 36 mon
2304/2024 2304/2024 2404/2024 2404/2024 2404/2024 2404/2024 2404/2024 2404/2024 2404/2024 2404/2024 2404/2024 2404/2024	Truist Financial Corporation West Pharmaceutical Services. Inc. Ameriprise Financial, Inc. Ball Corporation Bank of America Corporation BodyWarner Inc. Canadian Pacific Kansas City Limited Marathon Petroleum Corporation Newmont Corporation Teledyne Technologies Incorporated Textron Inc. The Cigna Group	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against Against Against Against Against Against Against Against Against Against Against	1d 13 19 19 19 19 19 19 19	Concerns related to approach to board gender diversityConcerns about overall board structure SHF for shareholder resolution, against management recommendation / Shareholder proposal promotes transparency. Concerns related to approach to board diversityConcerns related to approach to board gender diversity Concerns about remuneration committee performance Concerns about remuneration committee performance Concerns about overall board structure SHF for shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SHF for shareholder resolution, no management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SHF for shareholder resolution, no management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SHF for shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SHF for shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Pay is misslagned with EOS remuneration principles Concerns about remuneration committee performance Excessive CEC pay 2- High variable pay ratio 3- Pay is missligned with EOS remuneration principles SHF or shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights management of climate-related risks Concerns about remuneration committee performance Concerns about remuneration committee performance Concerns about remuneration committee performance Concerns about remuneration committee performance Concerns about remuneration committee performance Concerns about remuneration committee performance Concerns about remuneration committee performance Concerns about remuneration committee performance Concerns about remuneration committee performance Concerns about remuneration committee performance Concerns about
23/04/2024 23/04/2024 24/04/2024 24/04/2024 24/04/2024 24/04/2024 24/04/2024 24/04/2024 24/04/2024 24/04/2024 24/04/2024 24/04/2024	Truist Financial Corporation West Pharmaceutical Services. Inc. Ameriprise Financial, Inc. Ball Corporation Bank of America Corporation BodyWarner Inc. Canadian Pacific Kansas City Limited Marathon Petroleum Corporation Newmont Corporation Teledyne Technologies Incorporated Textron Inc. The Cigna Group	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against Against Against Against Against Against Against Against Against Against Against	1d	Concerns related to approach to board gender diversityConcerns about overall board structure SHF For shareholder resolution, against management recommendation /Shareholder proposal promotes transparency Concerns related to approach to board diversityConcerns related to approach to board gender diversity Concerns about remuneration committee performance Concerns about remuneration committee performance Concerns about overall board structure SHF For shareholder proposal promotes shareholder proposal promotes better management of ESG opportunities and risks SHF For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SHF For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Field variable pay related to the structure of the structure
23/04/2024 23/04/2024 24/04/2024 24/04/2024 24/04/2024 24/04/2024 24/04/2024 24/04/2024 24/04/2024 24/04/2024 24/04/2024	Truist Financial Corporation West Pharmaceutical Services, Inc. Ameriprise Financial, Inc. Bail Corporation Bank of America Corporation Bank of America Corporation Bargiff America Corporation Bargiff America Corporation Bargiff America Corporation Description Petroleum Corporation Marathon Petroleum Corporation Newmont Corporation Teledyne Technologies Incorporated Textron Inc. The Cigna Group The Goldman Sachs Group, Inc.	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against Against Against Against Against Against Against Against Against Against Against Against Against Against	1d 19 19 19 19 19 19 19	Concerns related to approach to board gender diversity Concerns about overall board structure SHF for shareholder resolution, against management recommendation / Shareholder proposal promotes transparency. Concerns related to approach to board diversity/Concerns related to approach to board gender diversity Concerns about remuneration committee performance Concerns about remuneration committee performance Concerns about overall board structure SHF for shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SHF for shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation High variable part valido/Excessive CEO pay ECS manual override. See analyst note. SHF for shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SHF for shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Pay is missingled with EOS remuneration principles Concerns about remuneration committee performance Excessive CEO pay 2- High variable pay ratio 3- Pay is missingled with EOS remuneration principles SHF for shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights Inadequate management of climate-related, risks Concerns about remuneration committee performance Low shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance Low shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance Low shareholder proposal promotes better management of SEE opportunities and risks Shareholder proposal promotes better management of SEE opportunities and risks Shareholder proposal promotes better management of SEE opportunities and risks Shareholde
23/04/2024 23/04/2024 24/04/2024 24/04/2024 24/04/2024 24/04/2024 24/04/2024 24/04/2024 24/04/2024 24/04/2024 24/04/2024 24/04/2024	Truist Financial Corporation West Pharmaceutical Services. Inc. Ameriprise Financial, Inc. Ball Corporation Bank of America Corporation BodyWarner Inc. Canadian Pacific Kansas City Limited Marathon Petroleum Corporation Newmont Corporation Teledyne Technologies Incorporated Textron Inc. The Cigna Group	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against Against Against Against Against Against Against Against Against Against Against	1d 19 19 19 19 19 19 19	Concerns related to approach to board gender diversityConcerns about overall board structure SHF For shareholder resolution, against management recommendation /Shareholder proposal promotes transparency Concerns related to approach to board diversityConcerns related to approach to board gender diversity Concerns about remuneration committee performance Concerns about remuneration committee performance Concerns about overall board structure SHF For shareholder proposal promotes shareholder proposal promotes better management of ESG opportunities and risks SHF For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SHF For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Field variable pay related to the structure of the structure

Mosting Date	Company Name	Mosting Type	Voting Action	Agenda Item Numbers	Voting Explanation
Meeting Date 24/04/2024	Company Name West Fraser Timber Co. Ltd.	Meeting Type Annual	Voting Action Against	2.7	Concerns about remuneration committee performance
			1	4	Pay is misaligned with EOS remuneration principles
25/04/2024	AGCO Corporation	Annual	All For		
25/04/2024 25/04/2024	Avery Dennison Corporation Citizens Financial Group, Inc.	:Annual :Annual	All For		
25/04/2024	Domino's Pizza, Inc.	Annual	Against	1.4,3,4	Shareholder proposal promotes enhanced shareholder rights
25/04/2024	Edison International	Annual	Against	1c	Concerns about remuneration committee performance
				1i	Inadequate management of climate-related risks
25/04/2024	Fastenal Company	Annual	Against	3 :5	Options/PSUs vest in less than 36 monthsExcessive CEO payHigh CEO to average NEO pay Shareholder proposal promotes enhanced shareholder rights
25/04/2024	Global Payments Inc.	Annual	Against	1d,2,4	Shareholder proposal promotes transparency
25/04/2024	Globe Life Inc.	Annual	:All For	i i	
25/04/2024	HCA Healthcare, Inc.	Annual	Against	3 7 6	Options vesting in under 36 months Excessive CEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
				6	management of ESG opportunities and risks
				1d	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
		1			transparency
25/04/2024	Healthpeak Properties, Inc.	Annual	Against	1h	Concerns about remuneration committee performance Concerns about remuneration committee performance
23/04/2024	rrealitipeak Properties, Inc.	Ailiuai	Against	1b	Concerns about remainer autor committee performance
				2	High variable pay ratioOptions/PSUs vest in less than 36 months
25/04/2024	Intuitive Surgical, Inc.	Annual	Against	6	Shareholder proposal promotes better management of SEE opportunities and risks
25/04/2024 25/04/2024	J.B. Hunt Transport Services, Inc.	Annual	All For	10 4f 0 0	High variable pay ratioOptions/PSUs vest in less than 36 monthsExcessive CEO pay
25/04/2024	Johnson & Johnson NRG Energy, Inc.	Annual Annual	Against Against	1c,1f,2,3 1a	Concerns about remuneration committee performance
			-	2	Excessive severance
				1e	Inadequate management of climate-related risks Inadequate management of climate-related risks from exposure to
0510410004	Diameter.				coal
25/04/2024 25/04/2024	Pfizer Inc. Snap-on Incorporated	Annual Annual	Against Against	1.1	Shareholder proposal promotes appropriate accountability or incentivisation Concerns related to approach to board gender diversityConcerns related to approach to board diversity
			1	3	Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
25/04/2024	Teck Resources Limited	Annual	Against	1.2	Concerns about remuneration committee performance
			1	1.9	Concerns related to shareholder value Pay is misaligned with EOS remuneration principles
25/04/2024	Texas Instruments Incorporated	Annual	Against	3 6	Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
	modernomo mod poratou	. umaa	. sgumos	1e,3,5	management of ESG opportunities and risks
					Shareholder proposal promotes appropriate accountability or incentivisation
25/04/2024	TFI International Inc.	Annual/Special	Against	1.10	Concerns about remuneration committee performance
				1.7	Concerns related to approach to board diversityConcerns related to succession planning Pay is misaligned with EOS remuneration principles
25/04/2024	The AES Corporation	Annual	Against	1.7,2	High CEO to average NEO payHigh variable pay ratioExcessive CEO pay
26/04/2024	Abbott Laboratories	Annual	Against	1.11,3	High variable pay ratioOptions/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
26/04/2024	Agnico Eagle Mines Limited	Annual/Special	All For		SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
26/04/2024	Canadian National Railway Company	Annual	Against	1.2,5	management of ESG opportunities and risks
		1		1.2,0	Pay is misaligned with EOS remuneration principles
26/04/2024	CenterPoint Energy, Inc.	Annual	Against	1g	Concerns about remuneration committee performance
				1i,2	Concerns regarding Auditor tenure
				1a	Concerns related to board gender diversity 2- Inadequate management of climate-related risks Excessive CEO pay 2- Low shareholding requirement
				3 4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
		į			management of ESG opportunities and risks
26/04/2024	Corteva, Inc.	Annual	Against	1a	Concerns about remuneration committee performance
				1d	Concerns related to approach to board diversity Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
26/04/2024	Dayforce, Inc.	Annual	Against	2 1a	Concerns about remuneration committee performance
20/04/2024	Dayloroo, mo.	7 4 11 6 6	, iguillot	2	High variable pay ratioNo hedging policyOptions/PSUs vest in less than 36 months
26/04/2024	Diamondback Energy, Inc.	Special	All For		Shareholder proposal promotes better management of SEE opportunities and risks
26/04/2024 26/04/2024	Kellanova Leidos Holdings, Inc.	Annual Annual	:Against :Against	1c,2,3,5,6,7	Shareholder proposal promotes better management of SEE opportunities and risks
20/04/2024	1	Aillidai	Against	4	Concerns related to approach to board gender diversity Shareholder proposal promotes appropriate accountability or incentivisation
26/04/2024	Stanley Black & Decker, Inc.	Annual	Against	4	Concerns regarding Auditor tenure
				2	High variable pay ratioOptions/PSUs vest in less than 36 months
29/04/2024	Genuine Parts Company	Annual	Against	1.7 1.5	Concerns about remuneration committee performance Concerns related to approach to board gender diversity
		1		2	Low shareholding requirement
29/04/2024	Paycom Software, Inc.	Annual	Against	1.3	Concerns related to approach to board gender diversityConcerns about overall board structureConcerns to protect
			1		shareholder value
29/04/2024 30/04/2024	TopBuild Corp.	Annual	All For	1.3	Concerns with remuneration committee performance
30/04/2024	Barrick Gold Corporation	Annual	Against	3	Concerns with remuneration committee performance Excessive CEO pay 2- Pay is in top quartile and not aligned with performance
30/04/2024	Citigroup Inc.	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation
30/04/2024	Citigroup Inc. Constellation Energy Corporation	Annual	Against	1.2	Concerns related to approach to board gender diversityConcerns about overall board structureInadequate
30/04/2024	Equity LifeStyle Properties Tee	Annual	All For		management of climate-related risks
30/04/2024 30/04/2024	Equity LifeStyle Properties, Inc. Exelon Corporation	:Annual :Annual	All For Against	5	Shareholder proposal promotes appropriate accountability or incentivisation
30/04/2024	FMC Corporation	Annual	Against	1b,2	:Concerns regarding Auditor tenure
30/04/2024	Imperial Oil Limited	Annual	Against	1G	Concerns related to below-board gender diversity 2- Concerns related to board ethnic and/or racial diversity 3-
				3	Concerns related to board gender diversity
					SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of FSG opportunities and risks
30/04/2024	International Business Machines Corporation	Annual	:Against	4,7,8	management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
					management of ESG opportunities and risks Annual vote provides for greater shareholder oversight
30/04/2024	PACCAR Inc	Annual	Against	.5 .1.5	
				1.5 1.11	Concerns about remuneration committee performance Concerns related to board gender diversity 2- Inadequate management of climate-related risks
				3	Low shareholding requirement 2- PSUs vest in less than 36 months 3- Total pay targets a range above peer
				6	median 4- High CEO to average NEO pay
					SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
30/04/2024	The Williams Companies, Inc.	Annual	All For		transparency
30/04/2024	VICI Properties Inc.	:Annual	:All For		
30/04/2024	Wells Fargo & Company	Annual	Against	1k	Concerns about human rights
				6,7,8	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
				10,11,12	management of ESG opportunities and risks
					SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
01/05/2024	Cenovus Energy Inc.	Annual	:Against	2.13	transparency Concerns about remuneration committee performance
	~		*	2.8	Inadequate management of climate-related risks
	1	1		2.10	Lack of independent representation at board committeesConcerns related to approach to board diversity
				2.12	Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
01/05/2024	Coterra Energy Inc.	Annual	Against	1.5	Concerns about remuneration committee performance
				3 1.8	High variable pay ratioExcessive severanceHigh CEO to average NEO pay Inadequate management of climate-related risks
1/05/2024	Eversource Energy	Annual	Against	1.1	:Combined CEO/Chair
				1.9	Concerns about remuneration committee performance
				2	Excessive CEO pay High CEO to average NEO pay Shareholder proposal promotes enhanced shareholder rights
01/05/2024	Federal Realty Investment Trust	Annual	Against	4	Insufficient/poor disclosure
01/05/2024	First Citizens BancShares, Inc.	Annual	Against	1.13	Concerns about reducing shareholder rights 2- Concerns about remuneration committee performance 3- Concern
				2	related to board ethnic and/or racial diversity 4- Concerns related to board gender diversity
01/05/2024	Franco-Nevada Corporation	Annual/Special	Against	1.5	Pay is misaligned with EOS remuneration principles: Concerns related to board ethnic and/or racial diversityConcerns related to approach to board diversity
01/05/2024	General Dynamics Corporation	Annual	Against	1]	Concerns about remuneration committee performance
				1c	Concerns related to approach to board gender diversity
01/05/2024	Huntington Ingalls Industries, Inc.	Annual	Against	:3 1.5	Excessive perquisitesHigh variable pay ratioOptions/PSUs vest in less than 36 months Concerns about remuneration committee performance
01/03/2024	nuntrington ingalis industries, inc.	Ailluai	Against	2	Low shareholding requirement
				5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
01/05/2024	International Flavors & Fragrances Inc.				management of ESG opportunities and risks
11/05/2024	MGM Resorts International	Annual Annual	Against Against	:0 :1i	Shareholder proposal promotes better management of SEE opportunities and risks Concerns related to approach to board diversity
1/05/2024	Molina Healthcare, Inc.	Annual	Against	1g	Concerns about remuneration committee performance
				1e	Concerns related to approach to board gender diversityConcerns related to approach to board diversity
11/05/2024	PepsiCo, Inc.	Annual	Against	1c	Low shareholding requirementHigh variable pay ratioExcessive CEO payHigh CEO to average NEO pay -Concerns about remuneration committee performance
11/03/2024	repsico, inc.	Ailliuai	Against	3	Excessive CEO pay High CEO to average NEO pay High variable pay ratio Excessive perquisites
				10	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate
				9	accountability or incentivisation
					SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. EOS manual override. See analyst note.
1/05/2024	Pool Corporation	Annual	Against	1h	Concerns related to approach to board gender diversity
1/05/2024	Regency Centers Corporation	Annual	Against	1e	Concerns about remuneration committee performance
4 10 5 10 00 4	COR Clabelles		i augus	2	Low shareholding requirementHigh CEO to average NEO pay
1/05/2024 1/05/2024	S&P Global Inc. The Coca-Cola Company	Annual Annual	All For Against	1.7	Concerns about remuneration committee performance
.,55/2024	Soca-Goia Gornpally	Ailliuai	лушны	1.14,5	Concerns about remuneration committee performance
				2	Excessive CEO pay High variable pay ratio Options/PSUs vest in less than 36 months
1/05/2024	Vistra Corp.	Annual	Against	1.2	Inadequate management of climate-related risks from exposure to coal
2/05/2024	AltaGas Ltd.	Annual	Against	2.9	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
2/05/2024	BCE Inc.	Annual	All For		
2/05/2024	Boston Scientific Corporation	Annual	Against	į1i	Concerns about remuneration committee performance
2/05/2024	Cadence Design Systems, Inc.	Annual	Against	2	High variable pay ratioOptions/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
2/05/2024	Cadence Design Systems, Inc.	Annual	Against	1.1	Concerns about remuneration committee performance Concerns to protect shareholder value
				5	Low shareholding requirement
)2/05/2024	Canadian Natural Resources Limited	Annual/Special	Against	1.9	Concerns about remuneration committee performance, Concerns related to succession planning
				1.2,1.5,1.6	Concerns related to succession planning
2/05/2024	Capital One Financial Corporation	Annual	Against	4 1h	Pay is misaligned with EOS remuneration principles Concerns about remuneration committee performance
2700/2024	Capital Cito i mariotal Corporation	, and	rigunior	2	Excessive CEO pay
				5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
02/05/2024	Charles Barbara		AU F		transparency
02/05/2024	Church & Dwight Co., Inc. Corning Incorporated	Annual Annual	All For Against		Combined CEO/Chair 2.Concerns related to succession planning 3. Concerns related to approach to board
2,00,2024	Corning mostperated		riganior	1i,3	gender diversity
					Concerns regarding Auditor tenure Concerns about remuneration committee performance
2/05/2024	DTE Energy Company	Annual	Against	1.2 1.10	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity
				1.9	Inadequate management of climate-related risks
		1	•	3	Low shareholding requirement
				4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
2/05/2024	Eastman Chemical Company	Annual	Against	1.9	management of ESG opportunities and risks Concerns about remuneration committee performance
2/03/2024	Easthair Chemical Company	Aillidai	Against	3	Low shareholding requirementOptions/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
2/05/2024	Ecolab Inc.	Annual	Against	2	High variable pay ratio 2- Options vest in less than 36 months
				4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropria
2/05/2024	Equifax Inc.	Annual	All For		accountability or incentivisation
2/05/2024	Fortis Inc.	:Annual/Special	Against	1.7	Concerns about remuneration committee performance
				1.2	Inadequate management of climate-related risks
02/05/2024	Great-West Lifeco Inc.				Pay is misaligned with EOS remuneration principles Lack of independent representation at board committeesConcerns related to approach to board diversityConcerns
2/03/2024	Great-West Elleco Inc.	Annual	Against	1.14	Lack of independent representation at board committeesConcerns related to approach to board diversityConcerns related to succession planningConcerns related to shareholder value
2/05/2024	Kimberly-Clark Corporation	Annual	Against	1.11,2	Concerns requiring Auditor fenure :Concerns about remuneration committee performance
	Loblaw Companies Limited	Annual	Against	1.5	Concerns about remuneration committee performance
	Lobiaw Companies Limited				
2/05/2024	Lobiaw Companies Limited			3	Inappropriate use of one-time awards 2- Pay is in top quartile and not aligned with performance
12/05/2024	Louiaw Companies Limited			3 4	Inappropriate use of one-time awards 2- Pay is in top quartile and not aligned with performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced the state of the state
	Lockheed Martin Corporation	Annual	Against	3 4 5	Inappropriate use of one-time awards 2- Pay is in top quartile and not aligned with performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced the state of the state
12/05/2024 12/05/2024		Annual	Against	3 4 5 4	Inappropriate use of one-time awards 2- Pay is in top quartile and not aligned with performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
		Annual	Against	3 4 5 4 6	Inappropriate use of one-time awards 2- Pay is in top quartile and not aligned with performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights 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 SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
		:Annual	Against	3 4 :5 4 :6	Inappropriate use of one-time awards 2- Pay is in top quartile and not aligned with performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights 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
2/05/2024	Lockheed Martin Corporation	Annual	-Against	3 4 5 4 6	Inappropriate use of one-time awards 2- Pay is in top quartile and not aligned with performance SH-For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights. 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 stransparency. SH-For shareholder resolution, pomanagement recommendation / Shareholder proposal promotes appropriate accountability or incentivisation.
2/05/2024	Lockheed Martin Corporation Occidental Petroleum Corporation	-Annual	:Against	3 4 5 4 6	Inappropriate use of one-time awards 2- Pay is in top quartile and not aligned with performance SH-For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights. 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 stransparency. SH-For shareholder resolution, pomanagement recommendation / Shareholder proposal promotes appropriate accountability or incentivisation.
2/05/2024 2/05/2024	Lockheed Martin Corporation			3 4 5 5 4 6 6 4 8	Inappropriate use of one-lime awards 2- Pay is in top quartile and not aligned with performance SH-For shareholdier resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights. 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/ SH-For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation. Shareholder proposal promotes transparency/ SH-For shareholder proposal promotes transparency.
2/05/2024	Lockheed Martin Corporation Occidental Petroleum Corporation	-Annual	:Against	3 4 5 4 6 6 6 7 5	Inappropriate use of one-time awards 2- Pay is in top quartile and not aligned with performance SH-For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights. 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 stransparency SH-For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes transparency SH-For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes better management of SFE opportunities and risks
2/05/2024 2/05/2024 2/05/2024 2/05/2024	Lockheed Martin Corporation Occidental Petroleum Corporation RTX Corporation	:Annual :Annual	Against Against	3 4 5 4 6 6 6 7 7	Inappropriate use of one-time awards 2- Pay is in top quartile and not aligned with performance SH-For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights. 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 stransparency. SH-For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation. Shareholder proposal promotes transparency. SH-For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks.
2/05/2024	Lockheed Martin Corporation Occidental Petroleum Corporation	-Annual	:Against	3 4 5 4 6 6 7 5	Inappropriate use of one-lime awards 2- Pay is in top quartile and not aligned with performance SH- For shareholder proposal promotes enhanced is hareholder proposal promotes enhanced is hareholder fights. SH- For shareholder resolution, against management recommendation / Shareholder proposal promotes better immanagement of ESG opportunities and risks. SH- For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency. SH- For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation. Shareholder proposal promotes transparency. SH- For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. Shareholder proposal promotes better management of SEE opportunities and risks. Shareholder proposal promotes better management of SEE opportunities and risks. Shareholder proposal promotes better management of SEE opportunities and risks.
2/05/2024 2/05/2024 2/05/2024 2/05/2024	Lockheed Martin Corporation Occidental Petroleum Corporation RTX Corporation	:Annual :Annual	Against Against	3 4 5 6 6 7 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	Inappropriate use of one-time awards 2- Pay is in top quartile and not aligned with performance SH- For shareholder resolution, against management recommendation / Shareholder proposal promotes enhance ishareholder rights 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 SH- For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes transparency SH- For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes better management of SEG opportunities and risks Shareholder proposal promotes transparency SH- For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes transparency SH- For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
205/2024 2.05/2024 2.05/2024 2.05/2024 2.05/2024	Lockheed Martin Corporation Occidental Petroleum Corporation RTX Corporation The Kraft Heinz Company	Annual Annual Annual	Against Against Against	3 4 5 4 6 6 6 7 7 5	Inappropriate use of one-time awards 2- Pay is in top quartile and not aligned with performance SH- For shareholder proposal promotes enhance ishareholder proposal promotes enhance ishareholder fights. SH- For shareholder resolution, against management recommendation / Shareholder proposal promotes better imanagement of ESG opportunities and risks. SH- For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency. SH- For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation. Shareholder proposal promotes transparency. SH- For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. Shareholder proposal promotes better management of SEE opportunities and risks. Shareholder proposal promotes better management of SEE opportunities and risks. Shareholder proposal promotes better management of SEE opportunities and risks. Shareholder proposal promotes better management of SEE opportunities and risks.
2/05/2024 2/05/2024 2/05/2024 2/05/2024	Lockheed Martin Corporation Occidental Petroleum Corporation RTX Corporation	:Annual :Annual	Against Against	3 4 4 6 6 6 7 5 4 5 5 1.3 1.1	Inappropriate use of one-time awards 2- Pay is in top quartile and not aligned with performance SH- For shareholder proposal promotes enhance ishareholder praction, against management recommendation / Shareholder proposal promotes enhance ishareholder fights. SH- For shareholder resolution, against management recommendation / Shareholder proposal promotes better imanagement of ESG opportunities and risks. SH- For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency. SH- For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation. Shareholder proposal promotes transparency. SH- For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. Shareholder proposal promotes better management of SEE opportunities and risks. Shareholder proposal promotes transparency. SH- For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of SEG opportunities and risks. Shareholder proposal promotes transparency. SH- For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of SEG opportunities and risks. Shareholder proposal promotes transparency.
2/05/2024 2/05/2024 2/05/2024 2/05/2024 2/05/2024	Lockheed Martin Corporation Occidental Petroleum Corporation RTX Corporation The Kraft Heinz Company Toromont Industries Ltd.	Annual Annual Annual Annual	:Against :Against :Against :Against	4 6 6 7 5 4 5 5 4 5 5 1 3	Inappropriate use of one-time awards 2- Pay is in top quartile and not aligned with performance SH- For shareholder proposal promotes enhance ishareholder praction, against management recommendation / Shareholder proposal promotes enhance ishareholder fights. SH- For shareholder resolution, against management recommendation / Shareholder proposal promotes better imanagement of ESG opportunities and risks. SH- For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency. SH- For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability of incentivisation. Shareholder proposal promotes transparency. SH- For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. Shareholder proposal promotes better management of SEE opportunities and risks. Shareholder proposal promotes transparency. SH- For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of SEG opportunities and risks. Shareholder proposal promotes transparency. SH- For shareholder resolution, against management of SEE opportunities and risks. Shareholder proposal promotes transparency. SH- For shareholder resolution, against management of SEE opportunities and risks. Shareholder proposal promotes better management of SEE opportunities and risks. Shareholder proposal promotes better management of SEE opportunities and risks. Concerns about remuneration committee performance. Concerns related to board ethnic and/or racial diversityConcerns related to approach to board diversity. Pay is misagened with EOS remuneration principles.
2/05/2024 2/05/2024 2/05/2024 2/05/2024 2/05/2024 2/05/2024	Lockfreed Martin Corporation Occidental Petroleum Corporation RTX Corporation The Kraft Heinz Company Toromont Industries Ltd.	Annual Annual Annual Annual/Special	Against Against Against Against Against	4 4 6 6 7 5 5 13 1.1 3 1.1 3 1.1	Inappropriate use of one-time awards 2- Pay is in top quartile and not aligned with performance SH- For shareholder proposal promotes enhance ishareholder proposal promotes enhance ishareholder fights. SH- For shareholder resolution, against management recommendation / Shareholder proposal promotes better imanagement of ESG opportunities and risks. SH- For shareholder resolution, against management recommendation / Shareholder proposal promotes itransparency. SH- For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation. Shareholder proposal promotes transparency. SH- For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. Shareholder proposal promotes better management of SEE opportunities and risks. Shareholder proposal promotes better management of SEE opportunities and risks. Shareholder proposal promotes better management of SEE opportunities and risks. Shareholder proposal promotes better management of SEE opportunities and risks. Shareholder proposal promotes better management of SEE opportunities and risks. Shareholder proposal promotes better management of SEE opportunities and risks. Concerns about remuneration committee performance. Concerns about remuneration committee performance. Concerns related to board definition and or scalid diversity Concerns related to board definition and or scalid diversity. Pay is missaligned with EOS remuneration principles.
2/05/2024 2/05/2024 2/05/2024 2/05/2024 2/05/2024 2/05/2024	Lockheed Martin Corporation Occidental Petroleum Corporation RTX Corporation The Kraft Heinz Company Toromont Industries Ltd.	Annual Annual Annual Annual	:Against :Against :Against :Against	4 6 6 7 5 4 5 5 1.3 1.1 1.1 1.1 1.1 1.1 1.1 1.1 1.1 1.1	Inappropriate use of one-time awards 2- Pay is in top quartile and not aligned with performance SH- For shareholder proposal promotes enhanced shareholder proposal promotes enhanced ishareholder fights. SH- For shareholder resolution, against management recommendation / Shareholder proposal promotes better imanagement of ESG opportunities and risks. SH- For shareholder resolution, against management recommendation / Shareholder proposal promotes better imanagement of ESG opportunities and risks. SH- For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability of incentivisation. Shareholder proposal promotes transparency. SH- For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. Shareholder proposal promotes better management of SEE opportunities and risks. Shareholder proposal promotes better management of SEE opportunities and risks. Shareholder proposal promotes better management of SEE opportunities and risks. Shareholder proposal promotes better management of SEE opportunities and risks. Shareholder proposal promotes better management of SEE opportunities and risks. Shareholder proposal promotes transparency. SH- For shareholder resolution, against management of SEE opportunities and risks. Shareholder proposal promotes better management of SEE opportunities and risks. Shareholder proposal promotes better management of SEE opportunities and risks. Shareholder proposal promotes better management of SEE opportunities and risks. Shareholder proposal promotes better management of SEE opportunities and risks. Shareholder proposal promotes better management of SEE opportunities and risks. Shareholder proposal promotes better management of SEE opportunities and risks. Shareholder proposal promotes better management of SEE opportunities and risks. Shareholder proposal promotes better management of SEE opportunities and risks. Shareholder proposal prom
2/05/2024 2/05/2024 2/05/2024 2/05/2024	Lockfreed Martin Corporation Occidental Petroleum Corporation RTX Corporation The Kraft Heinz Company Toromont Industries Ltd.	Annual Annual Annual Annual/Special	Against Against Against Against Against	4 4 6 6 7 5 5 13 1.1 3 1.1 3 1.1	Inappropriate use of one-time awards 2- Pay is in top quartile and not aligned with performance SH- For shareholder proposal promotes enhanced shareholder proposal promotes enhanced is hareholder fights. SH- For shareholder resolution, against management recommendation / Shareholder proposal promotes better immanagement of ESG opportunities and risks. SH- For shareholder resolution, against management recommendation / Shareholder proposal promotes it transparency. SH- For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation. Shareholder proposal promotes transparency. SH- For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. Shareholder proposal promotes better management of SEE opportunities and risks. Shareholder proposal promotes better management of SEE opportunities and risks. Shareholder proposal promotes the shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. Shareholder proposal promotes the shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. Concerns the shareholder resolution and risks. Concerns related to board deriver and idversity/Concerns related to approach to board diversity. Concerns related to board expend diversity/Concerns related to proposal promotes better management proposal promotes to be and proposal promotes better proposal promotes better proposal promotes better proposal promotes better proposal promotes better proposal promotes better proposal promotes better proposal promotes better proposal promotes better proposal promotes better proposal promotes better proposal promotes better proposal promotes better proposal promotes better proposal promotes better proposal promotes better proposal promotes better proposal promotes better prop
2/05/2024 2/05/2024 2/05/2024 2/05/2024 2/05/2024 2/05/2024	Lockfreed Martin Corporation Occidental Petroleum Corporation RTX Corporation The Kraft Heinz Company Toromont Industries Ltd.	Annual Annual Annual Annual/Special	Against Against Against Against Against	4 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6	Inappropriate use of one-time awards 2- Pay is in top quartile and not aligned with performance SH- For shareholder proposal promotes enhanced shareholder proposal promotes enhanced ishareholder fights. SH- For shareholder resolution, against management recommendation / Shareholder proposal promotes better imanagement of ESG opportunities and risks. SH- For shareholder resolution, against management recommendation / Shareholder proposal promotes better imanagement of ESG opportunities and risks. SH- For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability of incentivisation. Shareholder proposal promotes transparency. SH- For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. Shareholder proposal promotes better management of SEE opportunities and risks. Shareholder proposal promotes better management of SEE opportunities and risks. Shareholder proposal promotes better management of SEE opportunities and risks. Shareholder proposal promotes better management of SEE opportunities and risks. Shareholder proposal promotes transparency. SH- For shareholder resolution, against management of SEE opportunities and risks. Shareholder proposal promotes better management of SEE opportunities and risks. Shareholder proposal promotes better management of SEE opportunities and risks. Shareholder proposal promotes better management of SEE opportunities and risks. Shareholder proposal promotes better management of SEE opportunities and risks. Shareholder proposal promotes better management of SEE opportunities and risks. Shareholder proposal promotes better management of SEE opportunities and risks. Shareholder proposal promotes better management of SEE opportunities and risks. Shareholder proposal promotes better management of SEE opportunities and risks. Shareholder proposal promotes better management of SEE opportunities and risks. Shareholder proposal prom

Meeting Date 02/05/2024	Company Name Wynn Resorts, Limited	Meeting Type Annual	Voting Action Against	Agenda Item Numbers 1.1	Voting Explanation Concerns about overall board structureConcerns about remuneration committee performance
		į.	1 7	3	Low shareholding requirement SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
03/05/2024	AbbVie Inc.	Annual	Against	8 1a,3,6,7	:SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks :Shareholder proposal promotes transparency
03/05/2024 03/05/2024	CMS Energy Corporation Dover Corporation	Annual Annual	All For Against		Concerns about remuneration committee performance
03/05/2024			1	3	Low shareholding requirementHigh variable pay ratioHigh CEO to average NEO pay
03/05/2024	Entergy Corporation Illinois Tool Works Inc.	Annual Annual	All For Against	1h	Concerns about remuneration committee performance
				1I 2	Concerns related to approach to board gender diversity High variable pay ratioOptions/PSUs vest in less than 36 monthsExcessive CEO payHigh CEO to average NEO pay
				5	Shareholder proposal promotes appropriate accountability or incentivisation
03/05/2024	Teleflex Incorporated	Annual	Against	1d	Concerns about overall board structure
				1e 2	Concerns about remuneration committee performance Low shareholding requirementOptions/PSUs vest in less than 36 monthsExcessive severanceHigh CEO to average
				4	NEO pay
04/05/2024	Berkshire Hathaway Inc.	Annual	Against	1.5	Shareholder proposal promotes appropriate accountability or incentivisation 1. Concerns related to approach to board gender diversity 2. Concerns related to shareholder value 3. Concerns
				1.6 1.11	about remuneration committee performance 4. EOS manual override. See analyst note. 1. Concerns related to approach to board gender diversity 2. Concerns related to shareholder value 3. Concerns
				1.9	about remuneration committee performance 4. EOS manual override. See analyst note.
				1.8 2,3,4	Concerns related to approach to board gender diversity 2. Concerns related to shareholder value 3. EOS manual override. See analyst note. 3. Concerns about remuneration committee performance
				5	Concerns related to approach to board gender diversity. 2. Concerns related to shareholder value. 3. Concerns about remuneration committee performance
					Inadequate management of climate-related risks. EOS manual override. See analyst note.
					SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
					SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
04/05/2024	Cincinnati Financial Corporation	Annual	Against	1.7	management of ESG opportunities and risks. EOS manual override. See analyst note. Concerns about remuneration committee performance
				1.4 2	Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns related to succession planning
					Low shareholding requirement Concerns about remuneration committee performance
06/05/2024	Aflac Incorporated	Annual	Against	11 1j	Concerns about remuneration committee performance Concerns related to shareholder value
06/05/2024	American Express Company	Annual	Against	2 1b	High variable pay ratioExcessive CEO pay Concerns about remuneration committee performance
00/03/2024	American Express Company	Ailida	лушнас	3	Excessive CEO pay High variable pay ratio
				5 6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
					SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
06/05/2024	Eli Lilly and Company	Annual	Against	8	management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
				1b,2,6,7,9	management of ESG opportunities and risks
06/05/2024	IDEXX Laboratories, Inc.	Annual	Against	1b	Shareholder proposal promotes transparency Concerns about overall board structure
				4	SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
06/05/2024	Moderna, Inc.	Annual	Against	1a	Concerns about overall board structureConcerns to protect shareholder value
				1b 2	Concerns about remuneration committee performance Excessive perquisitesHigh variable pay ratioTotal pay targets a range above peer medianOptions/PSUs vest in less
06/05/2024	PulteGroup, Inc.	Annual	Against	1j	than 36 monthsExcessive CEO payHigh CEO to average NEO pay Concerns about remuneration committee performance
				3	High variable pay ratio Concerns related to shareholder value
06/05/2024	The Hershey Company	Annual	Against	1.10 4,5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
06/05/2024	Uhar Tachnologiae Inc	Annual	Against		management of ESG opportunities and risks
07/05/2024	Uber Technologies, Inc. Albemarle Corporation	Annual	Against		High variable pay ratioOptions/PSUs vest in less than 36 monthsExcessive CEO pay Concerns about remuneration committee performance
07/05/2024	Ally Financial Inc.	Annual	All For	2	Excessive CEO payHigh CEO to average NEO pay
07/05/2024	AMETEK, Inc.	Annual	Against	10	Concerns about overall board structure
07/05/2024	Arrow Electronics, Inc.	Annual	Against	1b,3 1.1	Concerns regarding Auditor tenure Concerns related to approach to board diversity Concerns related to board ethnic and/or racial diversity
07/05/2024	Arthur J. Gallagher & Co.	Annual	Against	1a 3	:Concerns about remuneration committee performance
07/05/2024	Baxter International Inc.	Annual	Against	1f	Low shareholding requirement Concerns about remuneration committee performance
				2 6	Options/PSUs vest in less than 36 monthsHigh variable pay ratio Shareholder proposal promotes appropriate accountability or incentivisation
07/05/2024 07/05/2024	Bristol-Myers Squibb Company	Annual Annual	Against	5,6	Shareholder proposal promotes appropriate accountability or incentivisation
07/05/2024	Danaher Corporation Dominion Energy, Inc.	Annual	Against Against	5,6 1c,1j,4,5 5	Shareholder proposal promotes better management of SEE opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate
07/05/2024	Edwards Lifesciences Corporation	Annual	Against	1.4	accountability or incentivisation Concerns about remuneration committee performanceConcerns related to approach to board diversity
				2	High variable pay ratioOptions/PSUs vest in less than 36 months
07/05/2024 07/05/2024	Evergy, Inc. Expeditors International of Washington, Inc.	:Annual :Annual	All For Against	1.8	Concerns related to approach to board diversity
				6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
				5	Shareholder proposal promotes better management of SEE opportunities and risks
07/05/2024	Finning International Inc.	Annual	Against	1.5 3	:Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
07/05/2024	Fortune Brands Innovations, Inc.	Annual	Against	1b	:Concerns about overall board structure 2- Concerns about remuneration committee performance 3- Concerns
07/05/2024	GE Aerospace	Annual	Against	4	related to board ethnic and/or racial diversity 4- Concerns related to board gender diversity Shareholder proposal promotes appropriate accountability or incentivisation
07/05/2024	George Weston Limited	Annual	Against	1.4	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
07/05/2024	Hubbell Incorporated	Annual	Against	1.4	Concerns about remuneration committee performance
07/05/2024	IDEX Corporation	Annual	Against	2 1a	Low shareholding requirement Concerns about overall board structure
07700/2024	DEA Corporation	7 1111001	, iguinot	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
07/05/2024	Intel Corporation	Annual	All For		management of ESG opportunities and risks
07/05/2024 07/05/2024	Kimco Realty Corporation	Annual	Against	1f	Concerns related to approach to board gender diversity
07/05/2024	LKQ Corporation NVR, Inc.	Annual Annual	All For Against	1e	EOS manual override. See analyst note.
07/05/2024	Omnicom Group, Inc.	Annual	Against	4,5 1.7	Shareholder proposal promotes transparency Concerns about remuneration committee performance
/	onit Group, inc.	- minate	- Junior	1.7 1.3	Concerns related to succession planning
		1	\$	2	:Low shareholding requirement

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
07/05/2024	Suncor Energy Inc.	Annual		1.4	Concerns about remuneration committee performance
				5 1.7	EOS manual override. See analyst note. Inadequate management of climate-related risks
				3	Pay is misaligned with EOS remuneration principles
07/05/2024	T. Rowe Price Group, Inc.	Annual	All For	· · · · · · · · · · · · · · · · · · ·	
07/05/2024	Trex Company, Inc.	Annual		1.4	Concerns about overall board structureConcerns about remuneration committee performance
08/05/2024	Advantage Budan La			2	Low shareholding requirement
08/05/2024 08/05/2024	Advanced Micro Devices, Inc. Brown & Brown, Inc.	Annual Annual		1b,3,4 1.12	Shareholder proposal promotes appropriate accountability or incentivisation Concerns related to approach to board gender diversityConcerns related to approach to board diversity
08/05/2024	Charles River Laboratories International, Inc.	Annual		1.10	Concerns about remuneration committee performance
				2	Options/PSUs vest in less than 36 monthsExcessive CEO payHigh CEO to average NEO pay
08/05/2024	CSX Corporation	: Annual	Against	-4 -1d	Shareholder proposal promotes better management of SEE opportunities and risks :Concerns about remuneration committee performance
00/03/2024	C3A Corporation	Armidai		1h	Inadequate management of climate-related risks from exposure to coalConcerns related to approach to board
				3	diversity
				: 	:Options/PSUs vest in less than 36 monthsHigh variable pay ratio
08/05/2024	Enbridge Inc.	Annual		1.12 1.4	Concerns about remuneration committee performance EOS manual override. See analyst note.
				3	Pay is misaligned with EOS remuneration principles
					SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
			:	:	management of ESG opportunities and risks, EOS manual override. See analyst note.
08/05/2024 08/05/2024	First Solar, Inc. Glead Sciences, Inc.	Annual Annual	Against Against	5	Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes appropriate accountability or incentivisation
08/05/2024	Intact Financial Corporation	Annual		1.10	:Concerns about remuneration committee performance
				4	Pay is misaligned with EOS remuneration principles
08/05/2024	Kinder Morgan, Inc.	Annual		1.13	Inadequate management of climate-related risks
				5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
08/05/2024	Kinross Gold Corporation	Annual	Against	1.3	Concerns about remuneration committee performance
		-		4	Pay is misaligned with EOS remuneration principles
08/05/2024	Nutrien Ltd.	Annual	All For		
08/05/2024 08/05/2024	Packaging Corporation of America	Annual	Against	1.9	Concerns related to approach to board gender diversityConcerns related to approach to board diversity
08/05/2024 08/05/2024	Philip Morris International Inc. Simon Property Group, Inc.	Annual Annual	All For Against	1A	Concerns related to succession planningConcerns related to shareholder valueConcerns related to approach to
	reports Group, and		-gamos		board gender diversityConcerns related to approach to board diversity
09/05/2024	Ameren Corporation	Annual	Against	1f	Inadequate management of climate-related risks from exposure to coal
09/05/2024 09/05/2024	Avantor, Inc. C.H. Robinson Worldwide, Inc.	Annual	Against	1i 1f	Concerns related to approach to board gender diversity
09/05/2024	C.H. Robinson Worldwide, Inc.	Annual	Against	11	Concerns about remuneration committee performance Excessive perquisitesExcessive CEO payHigh CEO to average NEO pay
09/05/2024	Canadian Tire Corporation, Limited	Annual	Against	1.1	Lack of independent representation at board committeesConcerns related to shareholder value
09/05/2024	CME Group Inc.	Annual	Against	1d	Concerns about remuneration committee performance
				1k	Concerns related to succession planningConcerns related to approach to board gender diversityConcerns related to
				3	shareholder valueConcerns related to approach to board diversity
09/05/2024	Discover Financial Services	Annual	Against	17	Low shareholding requirementExcessive CEO payHigh CEO to average NEO pay Concerns about overall board structure
09/05/2024	Duke Energy Corporation	Annual	Against	1k	Concerns about overall board structure :Concerns about remuneration committee performance
				3	High variable pay ratio High CEO to average NEO pay
09/05/2024	First Quantum Minerals Ltd.	Annual	Against	2.5	Concerns related to board ethnic and/or racial diversityConcerns related to approach to board diversity
09/05/2024	Ford Motor Company	Annual		1h 7	Concerns related to board gender diversity 2- Concerns to protect shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
				5	management of ESG opportunities and risks. EOS manual override. See analyst note.
					Shareholder proposal promotes enhanced shareholder rights
09/05/2024	iA Financial Corporation Inc.	Annual	Against	2	Concerns regarding Auditor tenure
				1.10 3	Concerns regarding Auditor tenure Concerns about remuneration committee performance
				6.7	Low shareholding requirement SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
		i		5	management of ESG opportunities and risks
					SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced
00.000.0004					shareholder rights
09/05/2024 09/05/2024	KeyCorp Las Vegas Sands Corp.	Annual Annual	Against Against	4	Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance
00/00/2024	cas regas canas corp.	, and a		3	Insufficient action taken on low say-on-pay resultsLow shareholding requirement
				1.6	Lack of independence on boardConcerns related to approach to board gender diversityConcerns related to approach
					to board diversityCombined CEO/Chair
09/05/2024	LPL Financial Holdings Inc.	Annual	Against	11	Concerns about remuneration committee performance High variable pay ratioHigh CEO to average NEO pay
09/05/2024	Magna International Inc.	Annual	Against	:1I	Concerns about remuneration committee performance
	T T	1	· ·	3	Pay is in top quartile and not aligned with performance Pay is misaligned with EOS remuneration principles
09/05/2024	Manulife Financial Corp.	Annual	Against	1.1	Concerns about remuneration committee performance
		•	1	1.2,2	Concerns regarding Auditor tenure
09/05/2024	Mettler-Toledo International Inc.	Annual	Against	.3 -1.6	Pay is misaligned with EOS remuneration principles :Concerns related to approach to board diversityConcerns about remuneration committee performance
		1	1.7	3	The state of the s
09/05/2024	Norfolk Southern Corporation	Proxy Contest		1t	Concerns about candidate's experience/skills
				3	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
				1a,1b,1i,1j,1m	management of ESG opportunities and risks
			No Action Taken	1a,1b,1c,1d,1e,1f,1g,1h,1i,1j,	
				1k,1l,1m,2,3,4,5	
09/05/2024	Nucor Corporation	Annual	Against	1.4	:Concerns related to board ethnic and/or racial diversity 2- Concerns related to board gender diversity
09/05/2024	Power Corporation of Canada	Annual		1.3	Lack of independent representation at board committeesConcerns related to succession planningConcerns related to
				4,8 7	board ethnic and/or racial diversityConcerns related to approach to board diversityConcerns related to shareholder value
					SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
					management of ESG opportunities and risks
					SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
	Delegation Inc.	Annual	Against	141096	management of ESG opportunities and risks. EOS manual override. See analyst note.
00/05/2024		Annual	Against Against	1d,1e,2,6 1a	Shareholder proposal promotes enhanced shareholder rights :Concerns about remuneration committee performance
	Prologis, Inc.		, Agamar	1g,2	Concerns about remuneration committee performance Concerns regarding Auditor tenure
	Sempra	Annual	1	1.7	Concerns related to approach to board gender diversity
		Annual	1	1f	
		Annual		3	Excessive CEO pay 2- Low shareholding requirement
		Annual		3 1e	Excessive CEO pay 2- Low shareholding requirement Inadequate management of climate-related risks
09/05/2024	Sempra			3 1e 5	Excessive CEO pay 2-Low shareholding requirement Inadequate management of climate-related risks Shareholder proposal promotes better management of SEE opportunities and risks
09/05/2024		Annual Annual		3 1e	Excessive CEO pay 2- Low shareholding requirement Inadequate management of climate-related risks
09/05/2024 09/05/2024 09/05/2024	Sempra Stantec Inc. Steel Dynamics, Inc.	Annual Annual	Against -Against	3 1e 5	Excessive CEO pay 2-Low shareholding requirement Inadequate management of climate related risks Shareholder proposal promotes better management of SEE opportunities and risks Concerns about remuneration committee performance Pays in misaligned with EOS remuneration principles Shareholder proposal promotes appropriate accountability or incentivisation
09/05/2024 09/05/2024 09/05/2024	Sempra	:Annual	Against Against Against	3 1e 5 1.8 3 5 5	Excessive CEO pay 2-Low shareholding requirement Inadequate management of cliental-related risks Shareholder proposal promotes better management of SEE opportunities and risks Concerns about remuneration committee performance Pays is missaligned with EOS remuneration principles Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance
	Sempra Stantec Inc. Steel Dynamics, Inc.	Annual Annual	Against Against Against	3 1e 5 1.8 3 5 5 1c	Excessive CEO pay 2-Low shareholding requirement Inadequate management of climate related risks Shareholder proposal promotes better management of SEE opportunities and risks (Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles Shareholder proposal principles appropriate accountability or incentivisation Concerns about remuneration committee performance Low shareholding requirement/Opions/PSUs vest in less than 36 months/Excessive CEO pay
09/05/2024 09/05/2024 09/05/2024 09/05/2024	Sempra Stantec Inc. Steel Dynamics, Inc. Stryker Corporation	Annual Annual Annual	Against :Against :Against	3 1e 5 1.8 3 5 5 1c	Excessive CEO pay 2-Low shareholding requirement Inadequate management of climate-related risks Shareholder proposal promotes better management of SEE opportunities and risks Concerns about renuneration committee performance Payls insistinged with EOS remuneration principles Shareholder proposal promotes appropriate accountability or incentivisation Concerns about renuneration committee performance Low shareholding requirementOptions/PSUs vest in less than 36 monthsExcessive CEO pay Shareholding requirementOptions/PSUs vest in less than 36 monthsExcessive CEO pay Shareholder proposal promotes transparency
09/05/2024 09/05/2024 09/05/2024 09/05/2024	Sempra Stantec Inc. Steel Dynamics, Inc.	Annual Annual	Against Against Against	3 1e 5 1.8 3 5 5 1c	Excessive CEO pay 2-Low shareholding requirement Inadequate management of climate related risks Shareholder proposal promotes better management of SEE opportunities and risks Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles Shareholder proposal promotes appropriste accountability or incentivisation. Concerns about remuneration committee performance Low shareholding requirement/Opions/PSUs vest in less than 36 monthsExcessive CEO pay
09/05/2024 09/05/2024 09/05/2024	Sempra Stantec Inc. Steel Dynamics, Inc. Stryker Corporation Sun Life Financial Inc.	Annual Annual Annual Annual	Against Against Against Against Against	3 1e 5 1.8 3 5 5 1c 3 4 4	Excessive CEO pay 2-Low shareholding requirement Inadequate management of climate related risks Shareholder proposal promotes better management of SEE opportunities and risks Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance Low shareholding requirement/Opions/PSUs vest in less than 36 monthsExcessive CEO pay Shareholder proposal promotes transparency Inadequate management of deforestation risks.

Mosting Date	Company Name	Monting Type	Voting Action	Agenda Item Numbers	Voting Evalenation
Meeting Date 09/05/2024	Company Name Tractor Supply Company	Meeting Type Annual	Voting Action Against	1.8,3	Voting Explanation Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
09/05/2024	Tyler Technologies, Inc.	Annual	Against	1.1 5	Concerns related to approach to board gender diversityConcerns related to approach to board diversity Shareholder proposal promotes enhanced shareholder rights
09/05/2024	Union Pacific Corporation	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
09/05/2024	United Rentals, Inc.	Annual	Against	1	management of ESG opportunities and risks Concerns about remuneration committee performance
	1		Against	3 10	Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
09/05/2024	Verizon Communications Inc.	Annual	Against		SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
				5,6,7	management of ESG opportunities and risks Shareholder proposal promotes transparency
09/05/2024	WEC Energy Group, Inc.	Annual	Against	:5	proposal strengthens shareholder rights Concerns related to approach to board gender diversityConcerns about overall board structureLack of independence
09/05/2024	Westlake Corporation	Annual	Against	1.4 3	Concerns related to approach to board gender diversityConcerns about overall board structureLack of independence on board
					SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
09/05/2024	Zebra Technologies Corporation	Annual	Against	1b	management of ESG opportunities and risks Concerns about overall board structure
00/00/2024	Lossa roomoogico corporation	741144	riguillot	1a	Concerns about remuneration committee performance
10/05/2024	Akamai Technologies, Inc.	Annual	Against	:2 :1.3	Low shareholding requirement Concerns about remuneration committee performance
10/03/2024	Akamai reciniologica, inc.	Ailliudi	Against	5	Concerns to protect shareholder value
				2	Pay is misaligned with EOS remuneration principles
10/05/2024	ARC Resources Ltd.	Annual	Against	1.3	Shareholder proposal promotes enhanced shareholder rights Concerns about remuneration committee performance
				1.8	Concerns related to board ethnic and/or racial diversityConcerns related to approach to board diversity
10/05/2024	Autoliv, Inc.	Annual	Against	1.5	Excessive CEO payLow shareholding requirement Concerns related to approach to board gender diversityConcerns related to approach to board diversity
10/05/2024	Axon Enterprise, Inc.	Annual	Against	1G	Concerns about remuneration committee performance
10/05/2024	Colgate-Palmolive Company	Annual	Against	2,3,4 1a	Pay is misaligned with EOS remuneration principles Concerns about remuneration committee performance
	Company		gumos	4	Shareholder proposal promotes appropriate accountability or incentivisation
				3	Total pay targets a range above peer medianOptions/PSUs vest in less than 36 monthsHigh variable pay ratioHigh
10/05/2024	Lundin Mining Corporation	Annual/Special	Against	1F	CEO to average NEO pay Concerns related to approach to board diversity
10/05/2024	Marriott International, Inc.	Annual	Against	1g	Concerns about remuneration committee performance
		1		3	Excessive perquisitesOptions/PSUs vest in less than 36 monthsExcessive CEO payHigh variable pay ratioHigh CEO to average NEO pay
		1		5	Shareholder proposal promotes appropriate accountability or incentivisation
10/05/2024	Masco Corporation	Annual	Against	1a	Shareholder proposal promotes better management of SEE opportunities and risks Concerns about remuneration committee performance
10/03/2024	masco corporation	Ailida	Against	1b	Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns
				2	about overall board structure
				5	Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay Shareholder proposal promotes enhanced shareholder rights
10/05/2024	Morningstar, Inc.	Annual	Against	1f	Concerns about remuneration committee performance
				1d 2	Concerns to protect shareholder value High variable pay ratioHigh CEO to average NEO pay
				1h	Lack of independent representation at board committeesConcerns related to succession planning
10/05/2024	MSA Safety, Inc.	Annual	Against	1.2 1.3	Concerns about overall board structureConcerns related to approach to board diversity Concerns about remuneration committee performance
				4	Excessive CEO payHigh CEO to average NEO pay
10/05/2024	Pembina Pipeline Corporation	Annual	Against	1.8	:Concerns about remuneration committee performance
				1.3 3	Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles
10/05/2024 10/05/2024	The Progressive Corporation Vulcan Materials Company	Annual Annual	All For Against		Concerns about overall board structure
10/05/2024	vuican iviateriais Company	Annuai	Against	1c 1a	Concerns about remuneration committee performance
				2	High variable pay ratioOptions/PSUs vest in less than 36 months
10/05/2024 10/05/2024	Western Digital Corporation Weyerhaeuser Company	Special Annual	All For All For		
10/05/2024	Wheaton Precious Metals Corp.	Annual/Special	Against	a4	Concerns about remuneration committee performance
10/05/2024	Zimmer Biomet Holdings, Inc.	Annual	All For	C	Excessive CEO payLow shareholding requirement
13/05/2024	Baker Hughes Company	Annual	Against	1.6	Concerns related to approach to board gender diversityConcerns related to approach to board diversity
13/05/2024	Celanese Corporation	Annual	Against	1i 1a	Combined CEO/Chair Concerns about remuneration committee performance
		i .	İ	3	Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
13/05/2024	Constellation Software Inc.	Annual	Against	1.6	Concerns related to board ethnic and/or racial diversity Concerns related to approach to board diversity
13/05/2024 13/05/2024	International Paper Company NiSource Inc.	:Annual :Annual	:Against :Against	15 :1e	Shareholder proposal promotes appropriate accountability or incentivisation Inadequate management of climate-related risks
14/05/2024	3M Company	Annual	Against	1d	Concerns about remuneration committee performance
14/05/2024	Alexandria Real Estate Equities, Inc.	Annual	:Against	3 :1c	High variable pay ratio 2- Options vest in less than 36 months Concerns related to approach to board diversityConcerns related to shareholder rights
14/05/2024					
	Centene Corporation	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
14/05/2024	Centene Corporation	Annual	Against	4 1i	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
14/05/2024 14/05/2024	Centene Corporation ConocoPhillips Cummins Inc.	:Annual :Annual :Annual	Against Against Against	14 	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better imanagement of ESG poportunities and risks Concerns related to approach to board gender diversity inadequate management of climate-related risks. EOS manual override. See analyst note.
14/05/2024 14/05/2024	Centene Corporation ConocoPhillips	Annual Annual	Against Against	4 1) 7 14,15	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. Concerns related to approach to board gender diversity. Inadequate management of climate-related risks. EOS manual override. See analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate
14/05/2024 14/05/2024 14/05/2024	Centene Corporation ConocoPhillips :Cummins Inc.	Annual Annual Annual	Against Against Against	4 1]. 7 14,15	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better imanagement of ESG poportunities and risks Concerns related to approach to board gender diversity inadequate management of climate-related risks. EOS manual override. See analyst note.
14/05/2024 14/05/2024 14/05/2024	ConcooPhilips Commins Inc. Essex Property Trust, Inc. Honeywell International Inc.	Annual Annual Annual Annual Annual Annual	Against Against Against Algainst All For Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better imanagement of ESG opportunities and risks Concerns related to approach to board gender diversity Inadequate management of climate-related risks. ESG manual override. See analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation. Shareholder proposal promotes appropriate accountability or incentivisation.
14/05/2024 14/05/2024 14/05/2024 14/05/2024	Centene Corporation Concorphilips Cummins Inc. Essex Property Trust, Inc. Honeywell International Inc. Keyera Corp.	Annual Annual Annual Annual Annual Annual Annual	Against ¡Against ¡Against ¡All For ¡Against ¡Against ¡Against ¡Against	4 14	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better imanagement of ESG opportunities and risks. Concerns related to approach to board gender diversity. Shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incernitisation. Shareholder proposal promotes appropriate accountability or incentivisation.
14/05/2024 14/05/2024 14/05/2024	ConcooPhilips Commins Inc. Essex Property Trust, Inc. Honeywell International Inc.	Annual Annual Annual Annual Annual Annual	Against Against Against Algainst All For Against	4 1d 1g 2	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better imanagement of ESG opportunities and risks. Concerns related to approach to board gender diversity. Inadequate management of dimether evided risks. ESG manual override. See analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation. Shareholder proposal promotes appropriate accountability or incentivisation. Inadequate management of climate-related risks. Concerns about remuneration committee performance Options/FSUs vest in less than 36 monthshigh CSC to average NEO pay
14/05/2024 14/05/2024 14/05/2024 14/05/2024	Centene Corporation Concorphilips Cummins Inc. Essex Property Trust, Inc. Honeywell International Inc. Keyera Corp.	Annual Annual Annual Annual Annual Annual Annual	Against ¡Against ¡Against ¡All For ¡Against ¡Against ¡Against ¡Against	4 1d 1g	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better imanagement of ESG poportunities and risks Concerns related to approach to board gender diversity Inadequate management of climate-related risks. ESG manual override. See analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation. Shareholder proposal promotes appropriate accountability or incentivisation ilnadequate management of climate-related risks.
14/05/2024 14/05/2024 14/05/2024 14/05/2024	Centene Corporation Concorphilips Cummins Inc. Essex Property Trust, Inc. Honeywell International Inc. Keyera Corp.	Annual Annual Annual Annual Annual Annual Annual	Against ¡Against ¡Against ¡All For ¡Against ¡Against ¡Against ¡Against	4 1d 1g 2 6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better imanagement of ESG opportunities and risks Concerns related to approach to board gender diversity. Inadequate management of climate-related risks. CSG manual override. See analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation. Shareholder proposal promotes appropriate accountability or incentivisation. Inadequate management of climate-related risks. Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay SH: For shareholder proposal promotes appropriate accountability or incentivisation. Inadequate management of climate-related risks. SH: For shareholder proposal promotes better management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks.
14/05/2024 14/05/2024 14/05/2024 14/05/2024	Centene Corporation Concorphilips Cummins Inc. Essex Property Trust, Inc. Honeywell International Inc. Keyera Corp.	Annual Annual Annual Annual Annual Annual Annual	Against ¡Against ¡Against ¡All For ¡Against ¡Against ¡Against ¡Against	4 11d 11g 2 6 5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. Concerns related to approach to board gender diversity. Inadequate management of climate-related risks: CSG manual override. See analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation. Shareholder proposal promotes appropriate accountability or incentivisation. Anadequate management of climate-related risks: Concerns about renuneration committee performance. Concerns about renuneration committee performance. Concerns about renuneration committee performance. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. ECS manual override - see analyst note
14/05/2024 14/05/2024 14/05/2024 14/05/2024 14/05/2024	Centene Corporation Concorphilips Cummins Inc. Essex Property Trust, Inc. Honeywell International Inc. Keyera Corp.	Annual Annual Annual Annual Annual Annual Annual	Against ¡Against ¡Against ¡All For ¡Against ¡Against ¡Against	4 11d 11g 2 6 5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better imanagement of ESG opportunities and risks Concerns related to approach to board gender diversity. Concerns related to approach to board gender diversity. Inadequate management of climate-related risks. CSG manual override. See analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation. Shareholder proposal promotes appropriate accountability or incentivisation. Inadequate management of climate-related risks. Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks.
14/05/2024 14/05/2024 14/05/2024 14/05/2024	Centene Corporation Concorphilips Cummins Inc. Essex Property Trust, Inc. Honeywell International Inc. Keyera Corp.	Annual Annual Annual Annual Annual Annual Annual	Against ¡Against ¡Against ¡All For ¡Against ¡Against ¡Against	4 11d 11g 2 2 6 5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better imanagement of ESG opportunities and risks Concerns related to approach to board gender diversity. Inadequate management of climate-related risks. CSG manual override. See analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation. Shareholder proposal promotes appropriate accountability or incentivisation. Inadequate management of climate-related risks. Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay SH: For shareholder proposal promotes appropriate accountability or incentivisation. Shareholder proposal promotes appropriate accountability or incentivisation. Shareholder proposal promotes appropriate accountability or incentivisation. Shareholder proposal promotes better management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. ESH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. EOS manual override - see analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights, EOS, manual override - see analyst note.
14/05/2024 14/05/2024 14/05/2024 14/05/2024 14/05/2024	Centene Corporation Concoophillips Curmins Inc. Essex Property Trust, Inc. Honeywell International Inc. Keyera Corp. Labcorp Holdings Inc.	Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against Ali For Against Ali For Against Against Against	4 11d 11g 2 2 6 5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Concerns related to approach to board gender diversity, Inadequate management of climate-related risks. ESG manual override. See analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation. Shareholder proposal promotes appropriate accountability or incentivisation invadequate management of climate-related risks. Concerns about remuneration committee performance options/PSUs visit iness than 56 monthel-ligh CEO to average NEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. ESC manual override - see analyst note SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. ESC manual override - see analyst note SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights, ESC manual override - see analyst note
14/05/2024 14/05/2024 14/05/2024 14/05/2024 14/05/2024 14/05/2024 14/05/2024	Centene Corporation ConcooPhillips Cummins Inc. Essex Property Trust, Inc. Honeywell International Inc. Keyera Corp. Labcorp Holdings Inc. Loews Corporation Motorcia Solutions, Inc.	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against All For Against Against Against Against Against	4 11d 11g 2 2 6 5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Concerns related to approach to board gender diversity. Inadequate management of climate-related risks. ESG manual override. See analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation. Shareholder proposal primotes appropriate accountability or incentivisation. Inadequate management of climate-related risks. ESG manual override. See analyst note. Shareholder proposal promotes appropriate accountability or incentivisation. Inadequate in management of climate-related risks. Concerns about remuneration committee performance options/SPUs vest in less than 36 monthat-ligh CEO to average NEO pay. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. ESC manual override - see analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. ESC manual override - see analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder (risk)ts. ESG manual override - see analyst note. Concerns related to approach to board gender diversity Concerns related to approach to board diversityConcerns related to succession planning. Support was withdrawn due to human rights concerns and no constructive engagement to the company.
14/05/2024 14/05/2024 14/05/2024 14/05/2024 14/05/2024 14/05/2024 14/05/2024	Centere Corporation ConcooPhillips Cummins Inc. Essex Property Trust, Inc. Honeywell International Inc. Keyera Corp. Laboorp Holdings Inc. Loews Corporation Motorola Solutions, Inc. Prudential Financial, Inc.	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against Against Against Against Against Against Against Against	10 19 2 2 5 5 4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better imanagement of ESG opportunities and risks Concerns related to approach to board gender diversity. Concerns related to approach to board gender diversity. Inadequate management of climate-related risks. CSS manual override. See analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation. Shareholder proposal promotes appropriate accountability or incentivisation. Inadequate management of climate-related risks. Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. EOS manual override - see analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights, EOS, manual override. SH: For shareholder proposal promotes enhanced shareholder rights, EOS, manual override. See analyst note. SH: For shareholder proposal promotes enhanced shareholder rights, EOS, manual override. SH: For shareholder proposal promotes enhanced shareholder rights, EOS, manual override. SH: For shareholder proposal promotes enhanced shareholder rights, EOS, manual override. SH: For shareholder proposal promotes appropriate accountability or incentifysalon.
14/05/2024 14/05/2024 14/05/2024 14/05/2024 14/05/2024 14/05/2024 14/05/2024	Centere Corporation ConcooPhillips Cummins Inc. Essex Property Trust, Inc. Honeywell International Inc. Keyera Corp. Labcorp Holdings Inc. Loess Corporation Motorola Solutions, Inc. Skyworks Solutions, Inc. Skyworks Solutions, Inc.	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against Against Against Against Against Against Against Against Against Against	10 10 10 10 10 10 10 10 10 10	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Concerns related to approach to board gender diversity. Concerns related to approach to board gender diversity. Inadequate management of climate-related risks. CSS manual override. See analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation. Shareholder proposal promotes appropriate accountability or incentivisation inadequate management of climate-related risks. Concerns about remuneration committee performance options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. EOS manual override - see analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights, EOS, manual override see analyst note concerns related to succession planning. SUSPORT SHE SHE SHE SHE SHE SHE SHE SHE SHE SHE
14/05/2024 14/05/2024 14/05/2024 14/05/2024 14/05/2024 14/05/2024 14/05/2024	Centere Corporation ConcooPhillips Cummins Inc. Essex Property Trust, Inc. Honeywell International Inc. Keyera Corp. Laboorp Holdings Inc. Loews Corporation Motorola Solutions, Inc. Prudential Financial, Inc.	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against Against Against Against Against Against Against Against	4. 1d. 1g. 2 6 5 4 4 1D. 1a. 1a. 1h.3. 4. 11	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Concerns related to approach to board gender diversity, Inadequate management of climate-related risks. ISG manual override. See analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation. Shareholder resolution against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation. Inadequate propriate appropriate accountability or incentivisation. Inadequate propriate provides appropriate accountability or incentivisation. Inadequate propriate provides appropriate accountability or incentivisation. Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. ESC manual override - see analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder proposal promotes better management of ESG opportunities and risks. ESC manual override - see analyst note. Concerns related to approach to board gender diversity/Concerns related to approach to board deventive see analyst note. Concerns related to approach to board gender diversity/Concerns related to approach to board deventive see analyst note. SH: For shareholder proposal promotes appropriate accountability or incentivisation / Shareholder proposal promotes better management of ESG opportunities and risks. Concerns about the resolution against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks.
14/05/2024 14/05/2024 14/05/2024 14/05/2024 14/05/2024 14/05/2024 14/05/2024 14/05/2024 14/05/2024 14/05/2024	Centene Corporation Concoophillips Curmins Inc. Essex Property Trust, Inc. Honeywell International Inc. Myeres Cerp Laboorp Holdings Inc. Loews Corporation Motoroia Solutions, Inc. Prudential Financial, Inc. Skyworks Solutions, Inc. Sun Communities, Inc.	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against Against Against Against Against Against Against Against Against Against	10 10 10 10 10 10 10 10 10 10	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better imanagement of ESG opportunities and risks Concerns related to approach to board gender diversity. Concerns related to approach to board gender diversity. Inadequate management of climate-related risks. CSS manual override. See analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation. Shareholder proposal promotes appropriate accountability or incentivisation. Inadequate management of climate-related risks. Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. EOS manual override - see analyst note shiften of the control
14/05/2024 14/05/2024 14/05/2024 14/05/2024 14/05/2024 14/05/2024 14/05/2024 14/05/2024 14/05/2024 14/05/2024	Centene Corporation ConcooPhillips Cummins Inc. Essex Property Trust, Inc. Honeywell International Inc. Keyera Corp. Labcorp Holdings Inc. Loews Corporation Motorola Solutions, Inc. Prudential Financial, Inc. Skyworks Solutions, Inc. Sun Communities, Inc. The Alistate Corporation	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against Against Against Against Against Against Against Against Against Against Against Against Against Against	4. 1d. 1g. 2 6 5 4 4 1D. 1a. 1a. 1h.3. 4. 11	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Concerns related to approach to board gender diversity, Inadequate management of climate-related risks. ISG manual override. See analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation. Shareholder resolution against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation. Inadequate propriate appropriate accountability or incentivisation. Inadequate propriate provides appropriate accountability or incentivisation. Inadequate propriate provides appropriate accountability or incentivisation. Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. ESC manual override - see analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder proposal promotes better management of ESG opportunities and risks. ESC manual override - see analyst note. Concerns related to approach to board gender diversity/Concerns related to approach to board deventive see analyst note. Concerns related to approach to board gender diversity/Concerns related to approach to board deventive see analyst note. SH: For shareholder proposal promotes appropriate accountability or incentivisation / Shareholder proposal promotes better management of ESG opportunities and risks. Concerns about the resolution against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks.
14/05/2024 14/05/2024 14/05/2024 14/05/2024 14/05/2024 14/05/2024 14/05/2024 14/05/2024 14/05/2024 14/05/2024	Centere Corporation ConcooPhillips Cummins Inc. Essex Property Trust, Inc. Honeywell International Inc. Keyera Corp. Labourp Holdings Inc. Loews Corporation Motorola Solutions, Inc. Prudential Financial, Inc. Styworks Solutions, Inc. Sun Communities, Inc. The Alistate Corporation Ventas, Inc.	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against Against Against Against Against Against Against Against Against Against Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks a common state of the common state of t
14/05/2024 14/05/2024 14/05/2024 14/05/2024 14/05/2024 14/05/2024 14/05/2024 14/05/2024 14/05/2024 14/05/2024	Centene Corporation ConcooPhillips Cummins Inc. Essex Property Trust, Inc. Honeywell International Inc. Keyera Corp. Labcorp Holdings Inc. Loews Corporation Motorola Solutions, Inc. Prudential Financial, Inc. Skyworks Solutions, Inc. Sun Communities, Inc. The Alistate Corporation	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against Against Against Against Against Against Against Against Against Against Against Against Against Against	4. 1d. 1g. 2 6 5 4 4 1D. 1a. 1a. 1h.3. 4.	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better immanagement of ESG opportunities and risks Concerns related to approach to board gender diversity (Inadequate management of climate-related risks, ESG manual override. See analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation. Shareholder proposal promotes appropriate accountability or incentivisation (Inadequate management of climate-related risks. Concerns about remuneration committee performance Options/PSUs vest in less than 36 montherligh CEO to average NEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. EOS manual override - see analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights, EOS manual override - see analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights, EOS manual override - see analyst note. SUSPICIONED RESOLUTION OF SHAREHOLD

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Meeting Date 15/05/2024	Company Name American International Group, Inc.	Meeting Type Annual	Voting Action Against	Agenda item Numbers 1e	Voting Explanation Concerns about remuneration committee performance
				1b	Inadequate management of deforestation risks
					Insufficient action taken on low say-on-pay results Shareholder proposal promotes appropriate accountability or incentivisation
15/05/2024	American Water Works Company, Inc.	Annual	All For		<u>.</u>
15/05/2024	Annaly Capital Management, Inc.	Annual	Against	11 2	Concerns about remuneration committee performance Total pay targets a range above peer medianExcessive CEO pay
15/05/2024	BlackRock, Inc. Element Fleet Management Corp.	Annual	Against	6	Shareholder proposal promotes appropriate accountability or incentivisation
15/05/2024	Element Fleet Management Corp.	Annual	Against	1.5 3	Concerns about remuneration committee performance Excessive CEO payLow shareholding requirement
15/05/2024	Elevance Health, Inc.	Annual	Against	1.1,3	:Concerns regarding Auditor tenure :Concerns related to approach to board gender diversityConcerns about remuneration committee
15/05/2024	Enphase Energy, Inc.	Annual			Concerns related to approach to board gender diversityConcerns about remuneration committee performanceConcerns about overall board structure
			:	_	Options/PSUs vest in less than 36 monthsExcessive CEO pay
15/05/2024 15/05/2024	Fiserv, Inc. Halliburton Company	Annual Annual	All For Against	4I	Concerns related to approach to board gender diversity
15/05/2024	Hess Corporation	Annual	Against	1f	Concerns about remuneration committee performance
				1e 2	Concerns related to approach to board gender diversity Options/PSUs vest in less than 36 monthsExcessive severanceExcessive CEO pay
15/05/2024	Hilton Worldwide Holdings Inc.	Annual	Against	1g	Concerns about remuneration committee performance
					Excessive perquisitesOptions/PSUs vest in less than 36 monthsExcessive CEO payHigh variable pay ratioHigh
15/05/2024	Host Hotels & Resorts, Inc.	Annual	Against		CEO to average NEO pay Concerns about remuneration committee performance
15/05/2024	Invitation Homes, Inc.	Annual	All For		High variable pay ratioHigh CEO to average NEO pay
15/05/2024	Molson Coors Beverage Company	Annual	Against		Lack of independent representation at board committeesConcerns related to shareholder valueConcerns about
				2	remuneration committee performance
15/05/2024	Northrop Grumman Corporation	Annual		1b	Low shareholding requirement Concerns about remuneration committee performance
					Excessive CEO payHigh CEO to average NEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
				7	management of ESG opportunities and risks
15/05/2024	Old Dominion Freight Line, Inc.	Appropri	Against	1.8	Shareholder proposal promotes appropriate accountability or incentivisation Concerns related to approach to board gender diversity Concerns related to approach to board diversity
15/05/2024	Old Dominion Freight Line, Inc.	Annual			SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
15/05/2024	Phillips 66	Annual	Against		management of ESG opportunities and risks " Concerns related to board ethnic and/or racial diversity 2- Inadequate management of climate-related risks
15/05/2024	Prillips 00	Annuai			SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
45050004	(man a man a man a man a man a man a man a man a man a man a man a man a man a man a man a man a man a man a m		All For		management of ESG opportunities and risks
15/05/2024 15/05/2024	PPL Corporation Reliance, Inc.	Annual Annual	Against	1h	Inadequate management of climate-related risks
15/05/2024	Robert Half Inc.	Annual	All For		Concerns about remuneration committee performance
15/05/2024	Southwest Airlines Co.	Annual	Against	1b 1c	Concerns about remuneration committee performance Concerns related to approach to board gender diversity
				2	Low shareholding requirementHigh variable pay ratio
15/05/2024	State Street Corporation	Annual	All For	5	Shareholder proposal promotes appropriate accountability or incentivisation
15/05/2024	State Street Corporation The Hartford Financial Services Group, Inc.	Annual	Against	1i	Concerns about remuneration committee performance
15/05/2024	The Travelers Companies, Inc.	Annual	Against	3 1d	Options/PSUs vest in less than 36 monthsHigh variable pay ratioHigh CEO to average NEO pay Concerns about remuneration committee performance 2- Concerns related to board gender diversity
10/00/2024	The Travelois Companies, Inc.	741100		3	Excessive CEO pay
					SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
				6	Shareholder proposal promotes appropriate accountability or incentivisation
15/05/2024	Universal Health Services. Inc.	Annual	Against		Shareholder proposal promotes better management of SEE opportunities and risks Pay is misaligned with EOS remuneration principles
	, and the second	<u> </u>	: -	4	Shareholder proposal promotes appropriate accountability or incentivisation
15/05/2024 15/05/2024	Valero Energy Corporation Verisk Analytics, Inc.	Annual Annual	All For Against	4	
	Vertex Pharmaceuticals Incorporated	Annual	Against	1.8	Concerns about remuneration committee performance
					PSUs vest in less than 36 months Excessive CEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
				4	management of ESG opportunities and risks
					SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
15/05/2024	ZoomInfo Technologies Inc.	Annual	Against	1.2	Concerns related to approach to board gender diversityConcerns related to board ethnic and/or racial
					diversityConcerns related to approach to board diversityConcerns about overall board structureConcerns to protect shareholder valueCombined CEO/Chair
16/05/2024	Alnylam Pharmaceuticals, Inc.	Annual		1d	Concerns about overall board structure
				1b 2	Concerns about remuneration committee performance Low shareholding requirement
16/05/2024	Altria Group, Inc.	Annual	Against	1b,2	Concerns regarding Auditor tenure
					SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
16/05/2024	Amphenol Corporation	Annual	Against	1.5	Imanagement of ESG opportunities and risks Concerns about remuneration committee performance
					Lack of independent representation at board committees
					Low shareholding requirement Shareholder proposal promotes appropriate accountability or incentivisation
16/05/2024	AT&T Inc. AvalonBay Communities, Inc.	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
16/05/2024	AvaionBay Communities, Inc.	Annual			Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity
				2	Options/PSUs vest in less than 36 monthsHigh variable pay ratio
16/05/2024	Cboe Global Markets, Inc.	Annual			Concerns to protect shareholder value Shareholder proposal promotes appropriate accountability or incentivisation
16/05/2024	CVS Health Corporation	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
16/05/2024	Illumina, Inc.	Annual	Against	1D	management of ESG opportunities and risks Concerns related to approach to board diversity
16/05/2024	Lear Corporation	Annual	Against	1g	Concerns about remuneration committee performance
16/05/2024	Marsh & McLennan Companies, Inc.	Annual	Against	3 -1i	Excessive CEO payHigh variable pay ratio :Concerns about remuneration committee performance
	maron a mocornian companies, inc.		r sgudl lOL	2	Options/PSUs vest in less than 36 monthsExcessive CEO pay
		:Annual	All For Against		:SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate
16/05/2024	Martin Marietta Materials, Inc.	*Appual		*	эп. гот энагелюцег resolution, against management recommendation / Snarenoider proposal promotes appropriate
16/05/2024 16/05/2024	Martin Marietta Materials, Inc. O'Reilly Automotive, Inc.	Annual	Against		accountability or incentivisation
16/05/2024		Annual	Against	1j	accountability or incentivisation Concerns about remuneration committee performance
16/05/2024 16/05/2024 16/05/2024	O'Reilly Automotive, Inc. ON Semiconductor Corporation	Annual	Against	1j 2 1f	Concerns about remuneration committee performance High variable pay ratioHigh CEO to average NEO pay
16/05/2024 16/05/2024 16/05/2024 16/05/2024	O'Reilly Automotive, Inc. ON Semiconductor Corporation Otis Worldwide Corporation	Annual Annual Annual	Against Against	1j 2 2 1f 2	Concerns about remuneration committee performance High variable pay ratioHigh CEO to average NEO pay Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh variable pay ratio
16/05/2024 16/05/2024 16/05/2024 16/05/2024 16/05/2024	O'Reilly Automotive, Inc. ON Semiconductor Corporation Oits Worldwide Corporation PGSE Corporation	Annual Annual Annual Annual	Against Against All For	1j 2 2 1f 2	Concerns about remuneration committee performance High variable pay ratioHigh CEO to average NEO pay Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh variable pay ratio
16/05/2024 16/05/2024 16/05/2024 16/05/2024 16/05/2024	O'Reilly Automotive, Inc. ON Semiconductor Corporation Otis Worldwide Corporation	Annual Annual Annual	Against Against All For Against	2 1f 2 1.7	Concerns about remuneration committee performance High variable pay railothigh CEC on the exerge NEO pay, Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthshligh variable pay railo Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthshligh CEC to average NEO pay
16/05/2024 16/05/2024 16/05/2024 16/05/2024 16/05/2024	O'Reilly Automotive, Inc. ON Semiconductor Corporation Oits Worldwide Corporation PGSE Corporation	Annual Annual Annual Annual	Against Against All For Against	2 1f 2 1.7 2 5	Concerns about remuneration committee performance High variable pay ratioHigh CEO as average NEC pay Concerns about remuneration committee performance Options/PSUs vist in less than 38 monthsHigh variable pay ratio

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Itom Numbers	Voting Explanation
16/05/2024	Company Name Targa Resources Corp.	Annual	Against	Agenda Item Numbers 1.3	Concerns about overall board structure
				1.3 1.2	Inadeguate management of climate-related risks EOS manual override. See analyst notes. SH: For shareholder resolution, against management recommendation /
16/05/2024	The Home Depot, Inc.	Annual	Against	8 5	EOS manual override. See analyst notes. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
				1c,1g,3,9	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
					transparency
16/05/2024	Westinghouse Air Brake Technologies Corporation	Annual	Against	: :1a	Shareholder proposal promotes appropriate accountability or incentivisation Concerns about overall board structure
16/05/2024	Xylem Inc.	Annual	All For		- Contonia auditivorali boli di sauditire
16/05/2024	Yum! Brands, Inc. Alliant Energy Corporation	Annual	:Against	1d,3,4	Shareholder proposal promotes better management of SEE opportunities and risks
17/05/2024	Alliant Energy Corporation	Annual	Against	1f 2	Concerns about overall board structure 2. Inadequate management of climate-related risks Excessive CEO pay 2. High CEO to average NEO pay 3. Total pay targets a range above peer median.
				1d	Concerns about remuneration committee performance
17/05/2024	Intercontinental Exchange, Inc.	Annual	Against	1e	Concerns about remuneration committee performance
				2 4	Excessive CEO pay 2- Inappropriate use of one-time awards 3- Options vest in less than 36 months
				4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate
17/05/2024	Power Integrations, Inc.	Annual	Against	1.1	accountability or incentivisation Concerns about remuneration committee performance
				2	Low shareholding requirementOptions/PSUs vest in less than 36 monthsExcessive CEO pay
7/05/2024	The Boeing Company	Annual	Against	4 1a	Shareholder proposal promotes enhanced shareholder rights Concerns about human rights 2- EOS manual override. See analyst note.
1103/2024	The Boeing Company	Ailliudi	Agaillot	1g,3	Concerns regarding Auditor tenure
				2	Excessive perquisitesExcessive CEO payHigh variable pay ratio
				5,6,8	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
				1e	Concerns about remuneration committee performance
7/05/2024	Waste Connections, Inc.	Annual	Against	1b 1c,2	Inadequate management of climate-related risks
0/05/2024	Consolidated Edison, Inc.	Annual	Against		Concerns regarding Auditor tenure
1/05/2024	BioMarin Pharmaceutical Inc.	Annual	Against	1g 1.1	Inadequate management of climate-related risks Concerns about remuneration committee performance
			: T	3	Options/PSUs vest in less than 36 monthsExcessive CEO pay
1/05/2024	CDW Corporation	Annual	Against	1h	Concerns about remuneration committee performance
1/05/2024	Coursera, Inc.	Annual	Against	13	Options/PSUs vest in less than 36 monthsHigh variable pay ratio Concerns to protect shareholder valueConcerns about overall board structure
1/05/2024	GE Healthcare Technologies, Inc.	Annual	Against	11.3	Concerns to protect shareholder value-concerns about overall board structure
	, , , , , , , , , , , , , , , , , , ,		1	2	Options/PSUs vest in less than 36 months Excessive severance Excessive CEO payHigh variable pay ratio
1/05/2024	Henry Schein, Inc.	Annual	Against	.1g	Concerns related to succession planning
1/05/2024	JPMorgan Chase & Co.	Annual	Against	1a,2 9	Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
				5,7,10	management of ESG opportunities and risks
					Shareholder proposal promotes better management of SEE opportunities and risks
1/05/2024	Mid-America Apartment Communities, Inc.	Annual	Against	1b 1i	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity
				2	Low shareholding requirementOptions/PSUs vest in less than 36 months
1/05/2024	Principal Financial Group, Inc.	Annual	Against	1.1	Concerns about overall board structureInadequate management of deforestation risks
1/05/2024 2/05/2024	Veralto Corp.	Annual	All For	1.6	
2/05/2024	Align Technology, Inc.	Annual	Against	1.b 3	Concerns about remuneration committee performance No clawback policyExcessive CEO payHigh variable pay ratioHigh CEO to average NEO pay
				4	Shareholder proposal promotes enhanced shareholder rights
2/05/2024	Amazon.com, Inc.	Annual	Against	6,7,8,11,12,13,16,17	We believe this would help the company to address this salient risk for the company.
2/05/2024	American Tower Corporation	Annual	Against	14	Shareholder proposal promotes better management of SEE opportunities and risks Shareholder proposal promotes better management of SEE opportunities and risks
2/05/2024	ANSYS, Inc.	Special	All For		Sharifuda proposa pronotos betto management o OLE opportunitos ano isas
2/05/2024	Burlington Stores, Inc.	Annual	Against	1b	Concerns about overall board structureConcerns about remuneration committee performance
2/05/2024			<u> </u>	3	Options/PSUs vest in less than 36 monthsExcessive CEO payHigh variable pay ratio
2/05/2024	BXP, Inc.	Annual	Against	1e 1g	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity
				2	Excessive CEO payHigh variable pay ratio
2/05/2024	CBRE Group, Inc.	Annual	Against	1b	Concerns about remuneration committee performance
				1f 3	Concerns related to approach to board gender diversity Options/PSUs vest in less than 36 monthsHigh variable pay ratio
2/05/2024	Crown Castle Inc.	Proxy Contest	No Action Taken	1a,1b,1c,1d,1a,1b,1c,1d,1e,	1f;
				,1g,1h,2,3,4	
2/05/2024 2/05/2024	DENTSPLY SIRONA Inc. DexCom. Inc.	Annual	All For Abstain		We obstained on the charakelder proposal requesting for an unadjusted pay any report. We believe it is a good
2/05/2024	DexCom, Inc.	Annuai	Against	4 5	We abstained on the shareholder proposal requesting for an unadjusted pay gap report. We believe it is a good principle, but we also recognise that the company has progressed on this issue and released the adjusted pay gap
					data. We have been engaging with the company on this topic and will continue to do so encourage further
					transparency.
2/05/2024	EOG Resources, Inc.	Annual	Against	4.	Shareholder proposal promotes transparency Inadequate management of climate-related risks
2/05/2024	Equitable Holdings, Inc.	Annual	Against Against	1g	:Concerns about remuneration committee performance
			, and the second	3	Excessive CEO payHigh variable pay ratio
2/05/2024	Eight Engray Corp.	Annual	Against	1c	Inadequate management of deforestation risks Inadequate management of climate-related risks from exposure to
2/03/2024	FirstEnergy Corp.	Armual	Against	1.5 4	Inadequate management of climate-related risks/nadequate management of climate-related risks from exposure to coal
					SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
		<u> </u>	<u>.</u>		:management of ESG opportunities and risks
2/05/2024 2/05/2024	Howmet Aerospace Inc. Insulet Corporation	:Annual :Annual	Against Against	:1b :1.3	Concerns related to approach to board diversity Concerns about overall board structureConcerns about remuneration committee performance
210312024	maurot Corporation	Annual .	-nyamat	2	Low shareholding requirementOptions/PSUs vest in less than 36 monthsHigh variable pay ratioHigh CEO to average
					NEO nav
2/05/2024 2/05/2024	Marathon Oil Corporation Markel Group Inc.	:Annual	Against	1c,1e,3	Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
2103/2024	market Group Inc.	Armual	Against	1k 5	Concerns related to approach to board gender diversityConcerns related to approach to board diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
					management of ESG opportunities and risks
2/05/2024	McDonald's Corporation	Annual	Against	1j	Concerns about human rights 2- EOS manual override. See analyst note.
				1c 7	Concerns about remuneration committee performance EOS manual override. See analyst note. 2- SH: For shareholder resolution, against management recommendation
				2	Shareholder proposal promotes better management of ESG opportunities and risks
				2 6,8	High variable pay ratio 2- Options vest in less than 36 months 3- Use of share options misaligned with EOS policy
					4- Concerns about remuneration committee performance
		1			:SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
				1	management of ESC enpertualities and risks
2/05/2024	Mondelez International, Inc	Annual	Against	7.8	management of ESG opportunities and risks Shareholder proposal does not promote better management of ESG opportunities and risk
	Mondelez International, Inc.	Annual	Against	7,8 6	management of ESG opportunities and risks Shareholder proposal does not promote better management of ESG opportunities and risk Shareholder proposal promotes appropriate accountability or incentivisation
2/05/2024	Northland Power Inc.	Annual	All For	.6	management of ESG opportunities and risks Shareholder proposal does not promote better management of ESG opportunities and risk Shareholder proposal promotes appropriate accountability or incentivisation
2/05/2024 2/05/2024	Northland Power Inc. ONEOK, Inc.	Annual Annual	All For Against	11,14,15,16,18,19	management of ESC opportunities and risks. Shareholder proposal does not promote better management of ESC opportunities and risk Shareholder proposal promotes appropriate accountability or incentivisation Inadequate management of climate-related risks.
2/05/2024 2/05/2024 2/05/2024	Northland Power Inc. ONEOK, Inc. PayPal Holdings, Inc.	: Annual :Annual :Annual	:All For :Against :Against	6 1.1.1.4.1.5.1.6.1.8.1.9 1e.1g.2.3	management of ESC opportunities and risks Shareholder proposal does not promote better management of ESC opportunities and risk Shareholder proposal promotes appropriate accountability or incentivisation Inadequate management of climate-related risks. Pay is missilined with EOS emuneration principles
22/05/2024 22/05/2024 22/05/2024 22/05/2024	Northland Power Inc. ONEOK, Inc.	Annual Annual	All For Against	6 1.1,1.4,1.5,1.6,1.8,1.9 1.e,1.g,2.3 1.5,3 1.5	management of ESG opportunities and risks Shareholder proposal does not promote better management of ESG opportunities and risk Shareholder proposal promotes appropriate accountability or incentivisation Inadequate management of climate-related risks, Pay is missigned with EOS emuneration principles Concerns regarding Auditor tenure Concerns regarding Auditor tenure Concerns regarding Auditor tenure
22/05/2024 22/05/2024 22/05/2024 22/05/2024 22/05/2024 22/05/2024 22/05/2024	Northland Power Inc. ONEOK. Inc. PayPal Holdings. Inc. Pinnacle West Capital Corporation	Annual Annual Annual Annual Annual	:All For :Against :Against :Against :Against	.6 .1.1.1.4.1.5.1.6.1.8.1.9 .1e.1g.2.3 .1.5.3	management of ESC opportunities and risks Shareholder proposal does not promote better management of ESC opportunities and risk Shareholder proposal promotes appropriate accountability or incentivisation Inadequate management of climate-related risks. Pay is missilined with EOS emuneration principles

Meeting Date 22/05/2024	Company Name Sirius XM Holdings Inc.	Meeting Type Annual	Voting Action Against	Agenda Item Numbers 1.8	Voting Explanation Lack of independent representation at board committeesConcerns related to approach to board diversity
		Ailliudi	1	:1.5	
22/05/2024	The Southern Company	Annual	Against	1h 6	Overboarded/Too many other time commitments Inadequate management of climate-related risks from exposure to coal SULFER posphelder sequential time accommend to propose and the proposed propo
				0	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
22/05/2024	Thermo Fisher Scientific Inc.	Annual	Against	2	Options/PSUs vest in less than 36 monthsHigh variable pay ratio
22/05/2024 22/05/2024	United Airlines Holdings, Inc. Watts Water Technologies, Inc.	:Annual :Annual	:Against :Against	1h 1.8	Concerns related to approach to board diversityConcerns related to shareholder value Concerns related to shareholder value
22/05/2024	Xcel Energy Inc.	Annual	Against	2	Excessive severanceExcessive CEO payHigh CEO to average NEO pay
22/05/2024	Zoetis Inc. APA CORPORATION	Annual	Against	11,11,2	Options/PSUs vest in less than 36 monthsHigh variable pay ratioHigh CEO to average NEO pay
23/05/2024 23/05/2024	Archer-Daniels-Midland Company	:Annual :Annual	Against Against	:1a.3	Inadequate management of climate-related risks Concerns regarding Auditor tenure
			:	4	Shareholder proposal promotes appropriate accountability or incentivisation
23/05/2024	Cheniere Energy, Inc.	Annual	Against	4 1i 2	Concerns about remuneration committee performance Excessive severanceExcessive CEO payHigh variable pay ratioHigh CEO to average NEO pay
				1a	Inadequate management of climate-related risks
23/05/2024	Equinix, Inc.	Annual	Against	1h	Concerns about remuneration committee performance
23/05/2024	Extra Space Storage Inc.	Annual	All For	2	Options/PSUs vest in less than 36 monthsHigh variable pay ratio
23/05/2024	Morgan Stanley	Annual	Against	1k,3	EOS manual override. See analyst note.
				7 6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
				0	Shareholder proposal promotes transparency
23/05/2024	NextEra Energy, Inc.	Annual	Against	3	Options/PSUs vest in less than 36 months Excessive severance
				4,5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
23/05/2024	Pinterest, Inc.	Annual	Against	1a	Concerns related to approach to board gender diversityConcerns about overall board structureConcerns related to
2010510004			1.7		shareholder value
23/05/2024 23/05/2024	Republic Services, Inc. SBA Communications Corporation	Annual Annual	All For Against	1.4	Concerns about overall board structure
23/05/2024	ServiceNow, Inc. The Charles Schwab Corporation	Annual	Against	1b,2,4	Shareholder proposal promotes enhanced shareholder rights
23/05/2024	The Charles Schwab Corporation	Annual	Against	1.2	Concerns about overall board structure Concerns related to shareholder value Inadequate management of
				3 6	deforestation risks Concerns about remuneration committee performance Concerns related to succession planning Excessive CEO pay 2- Low shareholding requirement 3- Options vest in less than 36 months
				1	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
					management of ESG opportunities and risks
23/05/2024	The Interpublic Group of Companies, Inc.	Annual	Against	1.10	Concerns about remuneration committee performance
				3	High variable pay ratioHigh CEO to average NEO pay
23/05/2024	UDR, Inc.	Annual	Against	.1f	Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance
20/00/2024	551, III.	7 4 11 10 10	riguinot	1d	Concerns related to succession planning
23/05/2024				2	Low shareholding requirementOptions/PSUs vest in less than 36 monthsExcessive CEO pay
23/05/2024 23/05/2024	VeriSign, Inc. Voya Financial, Inc.	Annual Annual	Against All For	1.4	Concerns related to approach to board gender diversityConcerns related to approach to board diversity
23/05/2024	Waters Corporation	Annual	Against	1.8	Concerns about remuneration committee performance
				1.1	Concerns related to approach to board gender diversity
23/05/2024	Welltower Inc.	Annual	All For	3	Low shareholding requirement
23/05/2024	Yum China Holdings, Inc.	Annual	All For		
24/05/2024 24/05/2024	Quanta Services, Inc.	Annual	All For	1.9	
24/05/2024	Southern Copper Corporation	Annual	Against	1.3	Concerns related to below-board gender diversity 2- Lack of independent representation at board committees Inadequate management of climate-related risks
28/05/2024	Gildan Activewear Inc.	Proxy Contest	Against	1.3 3	Pay is misaligned with EOS remuneration principles
			No Action Taken	1,2.1,2.2,2.3,2.4,2.5,2.6,2.7,	2
28/05/2024	Hess Corporation	Special	Abstain	8.3.4	Concerns to protect shareholder value
			Against	2	Pay is misaligned with EOS remuneration principles
28/05/2024 28/05/2024	Merck & Co., Inc. The Trade Desk, Inc.	:Annual Annual	All For Against	3	Annual vote provides for greater shareholder oversight
20/00/2024	The Hade Best, inc.	7 4 11 4 4 4	- iguirot	1.2	Concerns about overall board structureConcerns related to shareholder valueConcerns about remuneration
29/05/2024	Catalent, Inc.	Oi-l	i i		committee performance
29/05/2024 29/05/2024	:Catalent, Inc. :Chevron Corporation	Special Annual	All For Against	3	Options/PSUs vest in less than 36 months
				5,7	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
				6	management of ESG opportunities and risks
29/05/2024	DocuSign, Inc.	Annual	Against	.1b	Shareholder proposal promotes better management of SEE opportunities and risks Concerns about overall board structureConcerns to protect shareholder valueConcerns about remuneration
	Ť,			3	committee performance
				4	Options/PSUs vest in less than 36 monthsHigh variable pay ratio
29/05/2024	Dollar General Corporation	Annual	Against	1d	Shareholder proposal promotes better management of SEE opportunities and risks Concerns about remuneration committee performance
29/05/2024		1		2	No shares granted in LTIPHigh CEO to average NEO pay
29/05/2024	Exxon Mobil Corporation	Annual	Against	1.1 2	Support is not warranted due to the board responsiveness towards the independent shareholders which filed a resolution which was later withdrawn. We do not believe the company's capital has not been prudently spent on a
				1.2,1.3,1.5,1.6,1.7,1.12	matter supporting the long-term interests of the company.
				5,6 3	The resolution is not supported due to the tenure of the auditor. The auditor has been served the company since
				3	1939. See Item 1.1
					Shareholders would benefit from additional information on how the company is managing risks related to a potential
					reduction in demand for virgin plastics.
					The plan lacks of the required rigour for determining payout and it does not carry forward-looking performance vesting criteria, neverthless we notice that awards maintain long time-vesting periods.
29/05/2024	Meta Platforms, Inc.	Annual	Against	1.1	Concerns about human rights 2- Concerns to protect shareholder value 3- Pay is misaligned with EOS
				1.2	remuneration principles Concerns about human rights 2- Concerns to protect shareholder value 3- Pay is misaligned with EOS
				1.6 9	concerns about numan rights 2- Concerns to protect snareholder value 3- Pay is misaligned with EOS remuneration principles 4-EOS manuel override
				6,8,10,11,14	Lack of independence on board
				13 5.7	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivization
				5,7 4 3	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
				3	management of ESG opportunities and risks
					SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks EOS manuel override
					SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced
					shareholder rights
					ay is misaligned with EOS remuneration principles oncerns to protect shareholder value
29/05/2024	SEI Investments Company	Annual	Against	1a	oncerns to protect shareholder value Concerns related to succession planningConcerns related to approach to board gender diversityConcerns related to
					approach to board diversityConcerns about overall board structure
00050004					
29/05/2024	SS&C Technologies Holdings, Inc.	Annual	Against	1a 2	Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns about overall board structureConcerns about remuneration committee performance

2905/2024 Th 3005/2024 Re 3005/2024 Re 3105/2024 Re 3105/2024 Re 3105/2024 Lo 0306/2024 Lo 0306/2024 Ur 0306/2024 Zill 04/06/2024 An	rompany Name he Carlyle Group Inc. on Mountain Incorporated ceatly Income Corporation sobiox Corp. moen Inc. PAM Systems, Inc.	Meeting Type Annual Annual Annual Annual		Agenda Item Numbers 1.3 4 6 5	Voting Explanation Concerns about overall board structureConcerns about remuneration committee performance Pay is missaligned with EOS remuneration principles Shareholder proposal promotes appropriate accountability or incentivisation
30/05/2024 Iro 30/05/2024 Re 30/05/2024 Re 30/05/2024 Arc 31/05/2024 Arc 31/05/2024 Lo 03/06/2024 Uri 03/06/2024 Zill 04/06/2024 Arc	on Mountain Incorporated ceally Income Corporation tobiox Corp. moen Inc. PAM Systems, Inc.	-Annual Annual		4	Pay is misaligned with EOS remuneration principles Shareholder proposal promotes appropriate accountability or incentivisation
3005/2024 Re 3005/2024 Rc 3005/2024 Rc 31/05/2024 An 31/05/2024 EF 31/05/2024 Lc 03/06/2024 Un 03/06/2024 Zill 04/06/2024 An	iceally Income Corporation cobiox Corp. mgen Inc. PAM Systems, Inc.	Annual		6	Shareholder proposal promotes appropriate accountability or incentivisation
3005/2024 Re 3005/2024 Rc 3005/2024 Rc 31/05/2024 An 31/05/2024 EF 31/05/2024 Lc 03/06/2024 Un 03/06/2024 Zill 04/06/2024 An	iceally Income Corporation cobiox Corp. mgen Inc. PAM Systems, Inc.	Annual	Δnainst		
3005/2024 Re 3005/2024 Rc 3005/2024 Rc 31/05/2024 An 31/05/2024 EF 31/05/2024 Lc 03/06/2024 Un 03/06/2024 Zill 04/06/2024 An	iceally Income Corporation cobiox Corp. mgen Inc. PAM Systems, Inc.	Annual		4L	Total pay targets a range above peer medianExcessive CEO payHigh CEO to average NEO pay :Concerns about remuneration committee performance
30/05/2024 Rc 31/05/2024 An 31/05/2024 EF 31/05/2024 Lc 03/05/2024 Ur 03/05/2024 Wr 03/05/2024 Zili 04/06/2024 An	oblox Corp. Ingen Inc. PAM Systems, Inc.		Against	1h 1f	Concerns about remuneration committee performance Concerns about remuneration committee performance
31/05/2024 An 31/05/2024 EF 31/05/2024 Lo 03/06/2024 Ur 03/06/2024 W/ 03/06/2024 ZIII 04/06/2024 An	mgen Inc. PAM Systems, Inc.			3	Low shareholding requirementExcessive CEO payHigh variable pay ratioHigh CEO to average NEO pay
31/05/2024 EF 31/05/2024 Lo 03/06/2024 Ur 03/06/2024 Wr 03/06/2024 Zill 04/06/2024 Ar 04/06/2024 Bo	PAM Systems, Inc.	Annual	Against	1.1	Concerns related to approach to board gender diversityConcerns about overall board structureConcerns related to
31/05/2024 EF 31/05/2024 Lo 03/06/2024 Ur 03/06/2024 Wr 03/06/2024 Zill 04/06/2024 Ar 04/06/2024 Bo	PAM Systems, Inc.	: Annual	All For		shareholder value
03/06/2024 Ur. 03/06/2024 W. 03/06/2024 Zill 04/06/2024 An 04/06/2024 Bo		Annual	Against	4	Concerns about overall board structure
03/06/2024 Ur. 03/06/2024 W. 03/06/2024 Zill 04/06/2024 An 04/06/2024 Bo	owes Companies, Inc.	: 		1d	
03/06/2024 W: 03/06/2024 Zill 04/06/2024 An 04/06/2024 Bo		Annual		1.9 2	:Concerns about remuneration committee performance :Options/PSUs vest in less than 36 monthsHigh variable pay ratio
03/06/2024 W: 03/06/2024 Zill 04/06/2024 An 04/06/2024 Bo	InitedHealth Group Incorporated		All For	ā	
04/06/2024 Ari 04/06/2024 Bo	Varner Bros. Discovery, Inc.	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
04/06/2024 Ari 04/06/2024 Bo				1.3,3,4,6	management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation
04/06/2024 Bo	illow Group, Inc.	Annual		1.3	Concerns about overall board structureConcerns related to shareholder valueConcerns related to approach to board
04/06/2024 Bo				3	diversityConcerns about remuneration committee performance
04/06/2024 Bo	res Management Corporation	Annual	Against	1g	Low shareholding requirement Concerns about remuneration committee performance
04/06/2024 Bo 04/06/2024 Bu	aco managonom corporation	, and	/ iguirot	1j	Lack of independent representation at board committeesConcerns related to approach to board gender
04/06/2024 Bc 04/06/2024 Bu		: 		· · · · · · · · · · · · · · · · · · ·	diversityConcerns related to approach to board diversityConcerns related to shareholder value
04/00/2024	looking Holdings Inc. uilders FirstSource, Inc.	Annual Annual	Against Against	4 11	Shareholder proposal promotes appropriate accountability or incentivisation Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns
		Aillidai	T.		about overall board structureInadequate management of climate-related risks
04/06/2024 Clo	Cloudflare, Inc.	Annual		1.1	Concerns related to board ethnic and/or racial diversityConcerns about overall board structureConcerns related to
				3	shareholder valueConcerns about remuneration committee performance
04/06/2024 Co	ognizant Technology Solutions Corporation	Annual	Against	1g	Excessive perquisitesNo hedging policyExcessive CEO payHigh variable pay ratio Concerns about remuneration committee performance
04/00/2024	ognizani rosmoogy osiatorio osiporatori			1a	Concerns related to approach to board gender diversity
				2	High variable pay ratioHigh CEO to average NEO pay
04/06/2024 Fo	ortive Corporation	Annual	Against	1g 2	Concerns about remuneration committee performance Low shareholding requirementTotal pay targets a range above peer medianExcessive CEO payHigh variable pay
				2	ratio
04/06/2024 Ge	General Motors Company	Annual	Against	3	Pay is in top quartile and not aligned with performance
				4,6,7	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
04/06/2024 Ju	uniper Networks, Inc.	Annual	Against	1a	management of ESG opportunities and risks Concerns about remuneration committee performance
			9	3	No clawback policyOptions/PSUs vest in less than 36 months
04/06/2024 Lu	ucid Group, Inc.	Annual		1.3	Concerns about remuneration committee performance
				1.1 4	Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles
04/06/2024 Ric	tioCan Real Estate Investment Trust	Annual	Against	1.7	Concerns about remuneration committee performance
				1.10	Concerns related to approach to board diversity
04/06/2024 Sh	hopify Inc.	Annual/Special	Against	3 1C	Excessive CEO payLow shareholding requirement Concerns about remuneration committee performance
04/00/2024 311	порну п.с.	Armuai/Speciai	Against		Concerns related to shareholder value
				5	Insufficient action taken on low say-on-pay results 2- Low shareholding requirement
04/06/2024 TC	0 F 0	: Carrier and the second	A	3.4	Pay is misaligned with EOS remuneration principles
U4/U0/2U24 IC	C Energy Corporation	Annual/Special	Against	6	Excessive CEO pay 2- Low shareholding requirement Shareholder proposal promotes better management of SEE opportunities and risks
04/06/2024 Th	he TJX Companies, Inc.	Annual	Against	1c,3,4	Shareholder proposal promotes better management of SEE opportunities and risks
05/06/2024 Air	irbnb, Inc.	Annual		1.3	Concerns related to approach to board gender diversityConcerns about overall board structureConcerns related to
				1.2 4	shareholder value Concerns related to attendance at board or committee meetings
				5	Concerns to protect shareholder value
		I 6:			Shareholder proposal promotes transparency
05/06/2024 An	merican Airlines Group Inc.	Annual		1.8 1.7	Concerns about remuneration committee performance Concerns related to approach to board gender diversity
				3	A CONTRACTOR OF THE CONTRACTOR
05/06/2024 Bri	right Horizons Family Solutions, Inc.	Annual	Against	1c	:Low snareholding requirement :Concerns about overall board structureConcerns related to succession planning
05/06/2024 Da	Jatadog, Inc.	Annual		1b 1a	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns about overall board structure Concerns related to
				2	shareholder value
		: : :			Low shareholding requirement
05/06/2024 De 05/06/2024 Du	levon Energy Corporation. JuPont de Nemours. Inc.	:Annual :Annual	Against Against	1.5 2	t.ow snareholding requirement Concerns related to approach to board diversity I. Excessive CEO pay 2. High variable pay ratio 3. High CEO to average NEO pay
00/00/2024	rui on us Nemours, me.	Ailidai	Agaillot	1i	Concerns about remuneration committee performance
05/06/2024 Fid	idelity National Information Services, Inc.	Annual		1g	Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns
				2	about remuneration committee performance
05/06/2024 Hy	lydro One Limited	:Annual	Against	1B	Options/PSUs vest in less than 36 monthsExcessive CEO payHigh variable pay ratio Inadequate management of climate-related risks
	farketAxess Holdings Inc.	Annual	Against	1e	:Concerns about remuneration committee performance
				3	Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
05/06/2024 Me	fercadoLibre, Inc.	Annual	Against	6 1.1,2	Shareholder proposal promotes appropriate accountability or incentivisation Low shareholding requirement
05/06/2024 Me	alantir Technologies, Inc.			1.4	:Concerns related to approach to board gender diversityConcerns related to shareholder valueConcerns about
		į			remuneration committee performance
05/06/2024 So 05/06/2024 Th	olarEdge Technologies, Inc. homson Reuters Corporation	:Annual :Annual	Against Against	1c	:Concerns about overall board structure :Lack of independent representation at board committeesConcerns related to approach to board diversity
05/06/2024 To	ourmaline Oil Corp.		All For		
05/06/2024 Un	Inity Software Inc.			1.3	Concerns about overall board structureConcerns to protect shareholder valueConcerns related to approach to board
05/06/2024 Wa	Valmart Inc.	Annual	Against	1d	:diversity :Concerns about remuneration committee performance
00/00/2024 VV	rannar dis.	rundd		1a 1e	Concerns related to approach to board gender diversity Concerns related to approach to board diversity
				2	Excessive CEO pay 2- PSUs vest in less than 36 months
				4,5,6,7,9	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
06/06/2024 Ch	hipotle Mexican Grill, Inc.	: Annual	Against	1.4	:management of ESG opportunities and risks :Concerns about remuneration committee performance
	,,			2	Options/PSUs vest in less than 36 months Excessive CEO pay High variable pay ratio
				6,7,8,9	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
06/06/2024 Co	corpay, Inc.	: :Annual	Against	1h	:management of ESG opportunities and risks :Concerns related to approach to board gender diversityConcerns related to approach to board diversity
55,50,202 4 G0	non-proof, in No.	, umulai	rigual lat	4	Shareholder proposal promotes appropriate accountability or incentivisation
06/06/2024 Co	oStar Group, Inc.	Annual		1a	Concerns about remuneration committee performance
				3	Excessive CEO pay 2- High variable pay ratio 3- Options vest in less than 36 months 4- Total pay targets a range
06/06/2024 Da	laVita Inc.	: Annual	All For		above peer median
	liamondback Energy, Inc.	:Annual	Against	1.7	Inadequate management of climate-related risks
	Sartner, Inc.	Annual	Against	1f	Concerns about remuneration committee performance
06/06/2024 Ga				1g	:Concerns related to succession planning :Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
06/06/2024	GoDaddy Inc.	Annual	Against	1d 1c	Concerns about overall board structure Concerns about remuneration committee performance
				2	Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
06/06/2024	lululemon athletica inc.	Annual	Against	1d 3	Concerns about overall board structure Concerns about remuneration committee performance Low shareholding requirement Total pay targets a range above peer median Options/PSUs vest in less than 36
					months Excessive CEO payHigh variable pay ratio
06/06/2024	Netflix, Inc.	Annual	Against	1d 3	Concerns related to succession planning Excessive CEO pay
				4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
				8	management of ESG opportunities and risks: Shareholder proposal promotes appropriate accountability or incentivisation
06/06/2024	Restaurant Brands International Inc.	Annual	Against	10	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
				11 5,6,7	management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation
				0,0,1	Shareholder proposal promotes better management of SEE opportunities and risks
06/06/2024 06/06/2024	The Mosaic Company Twilio Inc.	Annual Annual	All For Against	1.1	Concerns about overall board structureConcerns to protect shareholder value
07/06/2024	Alphabet Inc.	Annual	Against	8	vote FOR this resolution is warranted, as shareholders would benefit from increased disclosure to evaluate the
				13 14	company's lobbying efforts.
				12	A vote FOR this proposal is warranted because an independent human rights assessment on the impacts would help shareholders better evaluate the company's management of risks related to the human rights impacts of its targeted
				1g,1i,1j 9	advertising policies and practices. A vote FOR this proposal is warranted, as additional disclosure on how the company measures and tracks metrics
				9	related to child safety on the company's platforms would give shareholders more information on how well the
					company is managing related risks.
					A vote FOR this proposal is warranted, as shareholders would benefit from greater transparency on mis/disinformation related to generative AI in order to assess how the company is managing associated risks.
					See item 1d
					vote FOR this proposal is warranted as it would convey to the board nonaffiliated shareholders' preference for a capital structure in which the levels of economic ownership and voting power are aligned.
07/06/2024	ANSYS, Inc.	Annual	Against	1C	Concerns about overall board structureConcerns about remuneration committee performance
				3	Low shareholding requirementOptions/PSUs vest in less than 36 monthsExcessive CEO payHigh CEO to average NEO pay
				*	Shareholder proposal promotes appropriate accountability or incentivisation
07/06/2024 07/06/2024	Arista Networks, Inc. Brookfield Asset Management I td	Annual Annual	Against	11	Concerns to protect shareholder valueConcerns about overall board structure Concerns related to shareholder valueConcerns about remuneration committee performance
	Brooklieid Asset Management Ltd.	Annuai	Against	3	No hedging policyLow shareholding requirement
07/06/2024	Brookfield Corporation	Annual/Special	Against	1.5,1.7,4	Pay is misaligned with EOS remuneration principles
07/06/2024	Digital Realty Trust, Inc.	Annual	Against	1b 3	Concerns about remuneration committee performance No clawback policyExcessive severanceHigh variable pay ratio
10/06/2024	Canadian Apartment Properties Real Estate Inve	stmer Annual	Against	1.8	Concerns about remuneration committee performance
10/06/2024	Comcast Corporation	Annual	Against	3	Excessive CEO payLow shareholding requirementHigh CEO to average NEO pay Options/PSUs vest in less than 36 months
10/00/2024	Corneast Corporation	Ailliual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
				1.5	management of ESG opportunities and risks
10/06/2024	Keurig Dr Pepper Inc.	Annual	Against	4	Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
	Liberty Broadband Corporation				management of ESG opportunities and risks Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns
10/06/2024	Liberty Broadband Corporation	Annual	Against	1.1 4	Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns related to board ethnic and/or racial diversityConcerns about overall board structureConcerns related to shareholder
					valueConcerns about remuneration committee performance
					Low shareholding requirementNo hedging policyNo shares granted in LTIPOptions/PSUs vest in less than 36 monthsExcessive severanceExcessive CEO payHigh variable pay ratioHigh CEO to average NEO pay
10/06/2024	Liberty Media Corporation	Annual	Against	4	Annual vote provides for greater shareholder oversight
				1.3	Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns
				3	about overall board structureConcerns related to shareholder valueConcerns about remuneration committee performance
					Excessive perquisitesLow shareholding requirementNo hedging policyNo clawback policyOptions/PSUs vest in less
11/06/2024	10X Genomics, Inc.	Annual	Against	1	than 36 monthsExcessive CEO payHigh variable pay ratioHigh CEO to average NEO pay Concerns related to approach to board gender diversityConcerns about overall board structureConcerns related to
			Ĭ	3	shareholder valueConcerns about remuneration committee performance
				4	Concerns related to shareholder rights No hedging policyOptions/PSUs vest in less than 36 months
11/06/2024	Caesars Entertainment, Inc.	Annual	Against	1f	Concerns about remuneration committee performance
				1d 4	Concerns related to approach to board diversity Pay is misaligned with EOS remuneration principles
			į	5	Shareholder proposal promotes better management of SEE opportunities and risks
11/06/2024 11/06/2024	Freeport-McMoRan, Inc. HubSpot, Inc.	:Annual :Annual	All For Against	1a,1c,3	No clawback policyOptions/PSUs vest in less than 36 monthsExcessive CEO payHigh CEO to average NEO pay
		Ailliadi		18,10,0	
11/06/2024	Nasdaq, Inc.	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
11/06/2024	Synchrony Financial	Annual	Against	3	Concerns about remuneration committee performance Excessive CEO payHigh CEO to average NEO pay
11/06/2024	Ulta Beauty, Inc.	Annual	Against	1e	Concerns about overall board structure
				1b 3	Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh variable pay ratioHigh CEO to average NEO pay.
12/06/2024	Best Buy Co., Inc.	Annual	All For		Concerns regarding Auditor tenure
12/06/2024	Caterpillar, Inc.	Annual	Against	1.1,2 4	Concerns regarding Auditor tenure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate
				5	accountability or incentivisation
					SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
12/06/2024	Dollarama Inc.	Annual	Against	1D	transparency Concerns related to succession planning
.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		Annual Control		1E,3	Excessive CEO payLow shareholding requirementHigh CEO to average NEO pay
12/06/2024 12/06/2024	Duolingo, Inc. Fidelity National Financial, Inc.	Annual Annual	Against Against	1.2	Concerns about overall board structureConcerns related to shareholder valueCombined CEO/Chair Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns
			Ĭ	2	about overall board structureConcerns about remuneration committee performance
				3	Concerns related to shareholder rights No hedging policyNo clawback policyOptions/PSUs vest in less than 36 months
12/06/2024	Grand Canyon Education, Inc.	:Annual	All For		:
12/06/2024	Incyte Corporation	Annual	Against	1.2	Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh variable pay ratio
12/06/2024	Remitly Global, Inc.	Annual	Against	1.1	Concerns about overall board structureConcerns to protect shareholder valueConcerns related to approach to board
12/06/2024	Roper Technologies, Inc.	1			diversity 1. Excessive CEO pay 2. High variable pay ratio 3. High CEO to average NEO pay
12/06/2024	rcoper l'echnologies, inc.	Annual	Against	4	Excessive CEO pay 2. High variable pay ratio 3. High CEO to average NEO pay SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes enhanced
					shareholder rights
12/06/2024	T-Mobile US, Inc.	Annual	Against	1.13	Lack of independence on boardLack of independent representation at board committeesConcerns related to approach to board gender diversity
12/06/2024	Target Corporation	Annual	Against	11	Concerns about remuneration committee performance
				11,2 3	Concerns regarding Auditor tenure Low shareholding requirement
		3	: :		con anaronoung requirefficit
		3	1	5,6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks

Meeting Date 12/06/2024	Company Name Veeva Systems Inc.	Meeting Type Annual	Voting Action Against	Agenda Item Numbers	Voting Explanation Lack of independent representation at board committees
		į.		. ii	:Overboarded/Too many other time commitments
12/06/2024	W. R. Berkley Corporation	Annual	Against	1d 1e	:Concerns about remuneration committee performance :Concerns related to succession planningConcerns about overall board structure
				2	No hedging policyExcessive CEO pay
3/06/2024	AbCellera Biologics Inc.	Annual	Against	1.2	Concerns related to approach to board gender diversity Concerns about overall board structure Concerns to protect
3/06/2024	Coupang, Inc.	Annual	Against	1g	shareholder value: Concerns related to approach to board gender diversityConcerns related to shareholder value:
3/06/2024	Etsy, Inc.	Annual	Against	1c	Concerns about overall board structureConcerns to protect shareholder valueConcerns about remuneration
				2	committee performance Low shareholding requirementNo clawback policyExcessive CEO payHigh variable pay ratio
					Pay is misaligned with EOS remuneration principles
3/06/2024 3/06/2024	Exact Sciences Corporation Generac Holdings Inc.	Annual Annual	Against Against	1c,3 1.2	Excessive severanceHigh variable pay ratioHigh CEO to average NEO pay :Concerns about remuneration committee performance
3/00/2024	General Holdings Inc.	Ailliudi	Against	1.1	Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns
				3	about overall board structure Options/PSUs vest in less than 36 months High CEO to average NEO pay
				4	Pay is misaligned with EOS remuneration principles
3/06/2024	Ingersoll Rand Inc.	Annual	All For		
3/06/2024	Live Nation Entertainment, Inc.	Annual	Against	1.4 1.8	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity
				3	Insufficient action taken on low say-on-pay resultsLow shareholding requirement
3/06/2024	Monolithic Power Systems, Inc.	: Annual	Against	1.7 1.1	Overboarded/Too many other time commitments Concerns related to succession planningConcerns related to approach to board gender diversityConcerns about
0/00/2024	mononano i onoi oyotomo, mo	7 0 11 0 0 1	, iguinot	3	overall board structureConcerns about remuneration committee performance
				4	Low shareholding requirementTotal pay targets a range above peer medianNo hedging policyNo clawback policyExcessive CEO pay
					Shareholder proposal promotes appropriate accountability or incentivisation
3/06/2024	Monster Beverage Corporation	Annual	Against	1.10	Concerns related to succession planningConcerns related to approach to hoard diversity
3/06/2024	Tesla, Inc.	Annual	Against	2 4	Support is not warranted due the size of one executive's pay package for 2023 which is deemed outsized, time-be stock option award upon his promotion, the magnitude and design for which are not adequately explained. The gr
				1a	does not require the achievement of pre-set performance criteria in order to vest and the value is considered to be
				8 7	excessive.
				6	Support is not warranted due to corporate governance failings which led to the approval of this plan Support is not warranted due to the concerning company's practices around share pledging.
				9	Support is warranted because this type of disclosure is beneficial to shareholders.
					Support is warranted because this would enhance shareholder rights. Support is warranted because this would improve the board accountability.
					Support is warranted because this would improve the current ESG performance at the company
3/06/2024	The Descartes Systems Group Inc.	Annual	Against	1.2	Concerns about remuneration committee performance High variable pay ratioExcessive CEO pay
3/06/2024	W. P. Carey Inc.	Annual	All For		Tigit validate pay lautexcessive ded pay
3/06/2024 3/06/2024	WestRock Company Zoom Video Communications, Inc.	Special Annual	All For	1.3	Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns
3/06/2024	Zoom video Communications, Inc.	Annuai	Against	3	about overall board structureConcerns related to shareholder valueConcerns about remuneration committee
					performance
4/06/2024	Coinbase Global, Inc.	Annual	Against	17	Insufficient action taken on low say-on-pay resultsLow shareholding requirement Concerns about remuneration committee performance
4/00/2024	Combase Clobal, Inc.	Aillidai	Agaillat	1.6	Lack of independent representation at board committeesConcerns related to approach to board gender
					diversityConcerns related to approach to board diversityConcerns related to shareholder value
4/06/2024 4/06/2024	Fortinet, Inc. Joby Aviation, Inc.	Annual Annual	All For Against	1b	Concerns about remuneration committee performanceConcerns to protect shareholder value
		į		3	No clawback policyOptions/PSUs vest in less than 36 months
4/06/2024	Regeneron Pharmaceuticals, Inc.	Annual	Against	1c 4	Concerns about overall board structureConcerns related to shareholder valueConcerns related to succession planning
		į		*	Shareholder proposal promotes enhanced shareholder rights
18/06/2024 18/06/2024	Block, Inc. CrowdStrike Holdings, Inc.	Annual Annual	Against	1.1 1.2,1.3,3	Concerns about overall board structureConcerns to protect shareholder value
0/00/2024	CrowdStrike Holdings, Inc.	Annuai	Against	1.2, 1.3,3	Excessive perquisitesNo clawback policyOptions/PSUs vest in less than 36 monthsExcessive CEO payHigh variable pay ratio
8/06/2024	Mastercard Incorporated	Annual	Against	1c,2,4	Shareholder proposal promotes transparency
8/06/2024 8/06/2024	MetLife, Inc. Rivian Automotive, Inc.	Annual Annual	Against Against	5 1a	Shareholder proposal promotes appropriate accountability or incentivisation Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns
				3	related to board ethnic and/or racial diversityConcerns about overall board structureConcerns related to sharehold
					valueInadequate management of climate-related risks Concerns about remuneration committee performance Low shareholding requirement
8/06/2024	Workday, Inc.	Annual	Against	1c	Concerns about remuneration committee performance
				3 1a,4	Pay is misaligned with EOS remuneration principles: Concerns to protect shareholder value
0/06/2024	B2Gold Corp.	Annual/Special	Against	1.5	Concerns about remuneration committee performance
0.000.0004	Diagon Inc	Annual	All For	4	Excessive CEO payLow shareholding requirement
0/06/2024 0/06/2024	Biogen Inc. Delta Air Lines, Inc.	:Annual :Annual	:All For :Against	1e,1j,2,5	Shareholder proposal promotes better management of SEE opportunities and risks
0/06/2024	Dollar Tree, Inc.	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
0/06/2024 0/06/2024	DoorDash, Inc. eBay Inc.	:Annual :Annual	:Against :Against	:1a :1a	Concerns about overall board structureConcerns to protect shareholder value Concerns about remuneration committee performance
		1	: "	3	Total pay targets a range above peer medianExcessive CEO payHigh variable pay ratio
0/06/2024	Equity Residential	Annual	Against	1.3	Concerns about remuneration committee performance
20/06/2024	Marvell Technology, Inc.	Annual	Against	ili	No clawback policyOptions/PSUs vest in less than 36 monthsExcessive CEO pay Concerns about remuneration committee performance
			-	1c	Concerns related to approach to board gender diversityConcerns related to approach to board diversity
0/06/2024	Okta, Inc.	Annual	Against	:2	No hedging policyNo clawback policyExcessive CEO payHigh CEO to average NEO pay Concerns about overall board structureConcerns to protect shareholder valueConcerns about remuneration
	- ,			3	committee performance
0/06/2024	UiPath, Inc.	Annual	Against	1h	No clawback policyExcessive CEO payHigh variable pay ratio
.0/00/2024	On dui, iiio.	Ailludi	муаны	1n 1f	Concerns about remuneration committee performance Concerns related to shareholder value
				2	No clawback policyExcessive CEO payHigh CEO to average NEO pay
1/06/2024 4/06/2024	Match Group, Inc. Apollo Global Management, Inc.	:Annual :Annual	Against Against	.1c .1.1	:Concerns about overall board structure :Concerns about remuneration committee performance
		1		1.10	Concerns related to approach to board diversity
5/06/2024	BlackBerry Limited	Annual/Special	Against	1.2	Concerns related to approach to board gender diversityConcerns related to board ethnic and/or racial
				4	diversityConcerns related to approach to board diversityConcerns about remuneration committee performance Low shareholding requirement
5/06/2024	CarMax, Inc.	Annual	Against	1b	Low shareholding requirement Concerns about remuneration committee performance
				1e 3	Concerns related to approach to board gender diversityConcerns related to approach to board diversityInadequate management of climate-related risks
				3	management of climate-related risks Low shareholding requirement
5/06/2024	Expedia Group, Inc.	Annual	Against	1g	Concerns related to shareholder value
	Manager DR Inc.	Annual	Against	:1i :1 1	Overboarded/Too many other time commitments Concerns about overall board structureConcerns to protect shareholder value
5/06/2024					- Consortio about overall poetra attracture Contontia to protect Stratetiolaet Value
5/06/2024 6/06/2024	MongoDB, Inc. NVIDIA Corporation	Annual	Against	4	SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes enhanced shareholder rights

27/06/2024	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
	Salesforce, Inc.	Annual	Against	1)	Concerns about remuneration committee performance
		1		5 6	Excessive perquisitesLow shareholding requirementOptions/PSUs vest in less than 36 monthsExcessive CEO
		1		ь	payHigh variable pay ratio Shareholder proposal promotes appropriate accountability or incentivisation
7/06/2024	The Kroger Co.	Annual	Against	1g	Concerns about remuneration committee performance
700/2024	The ranger co.	7 4 11 6 6 1	, igainot	1d,3	Concerns regarding Auditor tenure
				2	Low shareholding requirementNo clawback policyOptions/PSUs vest in less than 36 months
		1		6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
					management of ESG opportunities and risks
4/04/2024	Rio Tinto Plc	Annual	Against	12	EOS manual override. See analyst note.
4/04/2024	Scottish American Investment Co. PLC	Annual	All For	2,3,4	Pay is misaligned with EOS remuneration principles
5/04/2024	Carnival Plc	Annual	Against	12	Concerns about remuneration committee performance
	Callina i io	, a mada	riguinot	13.14	Total pay targets a range above peer medianHigh CEO to average NEO pay
0/04/2024	Wincanton Plc	:Court	:All For		:
0/04/2024	Wincanton Plc	Special	All For		
1/04/2024	AstraZeneca PLC	Annual	Against	6,7,8	Pay is misaligned with EOS remuneration principles: Failure to provide DEI disclosures in line with UK listing rules
7/04/2024	Hunting Plc	Annual	Against	8	Failure to provide DEI disclosures in line with UK listing rules
3/04/2024	SEGRO PLC	Annual	All For	2,4	Pay is misaligned with EOS remuneration principles
9/04/2024	Murray International Trust PLC	Annual	All For		
2/04/2024	Accepted Dic	Special	All For		
/04/2024	Travis Perkins Plc	Annual	Against	12	Failure to provide DEI disclosures in line with UK listing rules
		į		3	Pay is misaligned with EOS remuneration principles
3/04/2024	Herald Investment Trust PLC	Annual	Against	4,5,6	Failure to provide DEI disclosures in line with UK listing rules
/04/2024	NatWest Group Plc	Annual	All For		
/04/2024	Taylor Wimpey Plc	Annual	Against	18	Pay is misaligned with EOS remuneration principles
/04/2024	abrdn Plc	Annual	Against	6A	Failure to provide DEI disclosures in line with UK listing rules
/04/2024	Allianz Technology Trust PLC		All For	5	Pay is misaligned with EOS remuneration principles
/04/2024 /04/2024		Annual Annual	All For		
1/04/2024	Aptiv Plc Breedon Group Plc	Annual	All For		***************************************
1/04/2024	British American Tobacco plc	Annual	Against	5	Concerns related to below-board gender diversity
		1		2	Pay is misaligned with EOS remuneration principles
/04/2024	Bunzi Pic	Annual	All For		
/04/2024	Croda International Plc	Annual	All For		
/04/2024	Entain Plc	Annual	Against	13	Overboarded/Too many other time commitments
				2	Pay is misaligned with EOS remuneration principles
I/04/2024 I/04/2024	Greencoat UK Wind PLC	:Annual :Annual	All For		Failure to provide DEI disclosures in line with UK listing rules
1/04/2024	Primary Health Properties Plc	Annuai	Against	9	Lack of independent representation at board committees
		1	1	2	Pay is misaligned with EOS remuneration principles
/04/2024	Serco Group Plc	Annual	Against	5d	Lack of independent representation at board committees
/04/2024	Admiral Group Plc	Annual	Against	2,3	Pay is misaligned with EOS remuneration principles
/04/2024	Alliance Trust PLC	Annual	All For		• · · · · · · · · · · · · · · · · · · ·
/04/2024	Beazley Pic	Annual	Against	2	Pay is misaligned with EOS remuneration principles
/04/2024	BP Plc Drax Group Plc	Annual	Abstain	2	Pay is misaligned with EOS remuneration principles
5/04/2024	Drax Group Pic	Annual	All For		
5/04/2024	Hammerson Pic	Annual	Against	9	Failure to provide DEI disclosures in line with UK listing rules
5/04/2024	Helios Towers Plc	. Appual	Against		Pay is misaligned with EOS remuneration principles
5/04/2024	Hikma Pharmaceuticals Plc	Annual Annual	Against Against	:22	Overboarded/Too many other time commitments Concerns to protect shareholder value
3/04/2024	Tilkina i Harmacoudcais i ic	Aillidai	Against	8	Lack of independent representation at board committees
				16	Pay is misaligned with EOS remuneration principles
5/04/2024	London Stock Exchange Group plc	Annual	Against	4	Pay is misaligned with EOS remuneration principles
5/04/2024	Persimmon Plc	Annual	All For		
/04/2024	RELX Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
	Schroders Plc	Annual	All For		Failure to provide DEI disclosures in line with UK listing rules
/04/2024				3	Failure to provide DEI disclosures in line with UK listing rules
6/04/2024	Smithson Investment Trust Plc	Annual	Against		
i/04/2024 i/04/2024	Smithson Investment Trust Plc SThree Plc	Annual	Against	3	Pay is misaligned with EOS remuneration principles
5/04/2024 5/04/2024 5/04/2024	Smithson Investment Trust Plc SThree Plc The Weir Group Plc	Annual Annual	Against All For	3	
5/04/2024 5/04/2024 5/04/2024 5/04/2024	Smithson Investment Trust Pic SThree Pic The Weir Group Pic Bellevue Healthcare Trust pic	Annual Annual Annual	Against All For All For	3	Pay is misaligned with EOS remuneration principles.
5/04/2024 5/04/2024 5/04/2024 5/04/2024	Smithson Investment Trust Plc SThree Plc The Weir Group Plc	Annual Annual	Against All For	7 23.10	Pay is misaligned with EOS remuneration principles. Lack of independence on board Lack of independent representation at board committees Concerns about overall.
5/04/2024 5/04/2024 5/04/2024 5/04/2024	Smithson Investment Trust Pic SThree Pic The Weir Group Pic Bellevue Healthcare Trust pic	Annual Annual Annual	Against All For All For	3 7 2,3,10	Pay is misaligned with EOS remuneration principles Lack of independence on board Lack of independent representation at board committees Concerns about overall board structureFailure to provide DEI disclosures in line with UK listing rules Concerns to protect shareholder val
/04/2024 /04/2024 /04/2024 /04/2024 /04/2024 /04/2024	Smithson Investment Trust Pic STIree Pic The Wer Group Pic Bellevue Healthcare Trust pic ME Group International Pic	Annual Annual Annual	Against All For All For	7 2,3,10	Pay is misaligned with EOS remuneration principles. Lack of independence on board Lack of independent representation at board committees Concerns about overall.
/04/2024 /04/2024 /04/2024 /04/2024 /04/2024 /04/2024	Smithson Investment Trust Pic STIree Pic The Wer Group Pic Bellevue Healthcare Trust pic ME Group International Pic	Annual Annual Annual	Against All For All For Against	7 2,3,10	Pay is misaligned with EOS remuneration principles. Lack of independence on boardLack of independent representation at board committees Concerns about overall board structureFailure to provide DEI disclosures in line with UK listing rules Concerns to protect shareholder va Pay is misaligned with EOS remuneration principles Concerns about remuneration committee performance
04/2024 04/2024 04/2024 04/2024 04/2024 04/2024	Smithson Investment Trust Pic SThree Pic. The Weir Group Pic. Deleviour Healthcare Trust pic ME Group International Pic Pearson Pic	Annual Annual Annual Annual	Against All For All For	6	Pay is misaligned with EOS remuneration principles. Lack of independence on boardLack of independent representation at board committees Concerns about overall board structureFailure to provide DEI disclosures in line with UK listing rules Concerns to protect shareholder va Pay is misaligned with EOS remuneration principles Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
/04/2024 /04/2024 /04/2024 /04/2024 /04/2024 /04/2024 /04/2024	Smithson Investment Trust Pic SThree Pic The Weir Group Pic Belevius Heathcare Trust pic ME Group International Pic Pearson Pic Senior Pic Senior Pic	Annual Annual Annual Annual Annual Annual	Against All For All For Against Against Against	6 13 2,3	Pay is resaligned with EOS remuneration principles. Lack of independence on boardLack of independent representation at board committees Concerns about overall board structureFailure to provide DEI disclosures in line with UK listing rulesConcerns to protect shareholder va Pay is misaligned with EOS remuneration principles Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles. Pay is misaligned with EOS remuneration principles.
/04/2024 /04/2024 /04/2024 /04/2024 /04/2024 /04/2024 /04/2024	Smithson Investment Trust Pic SThree Pic. The Weir Group Pic. Deleviour Healthcare Trust pic ME Group International Pic Pearson Pic	Annual Annual Annual Annual Annual	Against All For All For Against Against	6 13 2,3	Pay is misaligned with EOS remuneration principles Lack of independence on board, ack of independent representation at board committees Concerns about overall board structureFailure to provide DEI disclosures in line with UK listing rules Concerns to protect shareholder va Pay is misaligned with EOS remuneration principles Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pailure to provide DEI disclosures in line with UK listing rules
5/04/2024 5/04/2024 5/04/2024 5/04/2024 5/04/2024 5/04/2024 5/04/2024 5/04/2024 5/04/2024 5/04/2024 5/04/2024 5/04/2024	Smithson Investment Trust Pic SThree Pic The Weir Group Pic Belevus Heathrare Trust pic ME Group International Pic Pearson Pic Senior Pic Ceado Group Pic	Annual Annual Annual Annual Annual Annual Annual	Against Al For Al For Against Against Against Against Against Against	6 13 2,3	Pay is misaligned with EOS remuneration principles. Lack of independence on boardLack of independent representation at board committeesConcerns about overall board structureFailure to provide DEI disclosures in line with UK listing rulesConcerns to protect shareholder val Pay is misaligned with EOS remuneration principles Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Failure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles Failure to provide DEI disclosures in line with UK listing rules
1004/2024 1004/2024 1004/2024 1004/2024 1004/2024 1004/2024 1004/2024 1004/2024 1004/2024 1004/2024	Smithson Investment Trust Pic. SThree Pic. SThree Pic. Belevue Healthcare Trust pic. ME Group International Pic. ME Group International Pic. Pearson Pic. Senior Pic. Cocado Group Pic. Anglo American Pic.	Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against Against Against Against Against Against Against	6 13 2,3	Pay is misaligned with EOS remuneration principles Lack of independence on board lack of independent representation at board committee/Concerns about overall board structureFailure to provide DEI disclosures in line with UK listing rulesConcerns to protect shareholder va Pay is misaligned with EOS remuneration principles Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles. Pay is misaligned with EOS remuneration principles Failure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Failure to provide DEI disclosures in line with UK listing rules
1004/2024 1004/2024 1004/2024 1004/2024 1004/2024 1004/2024 1004/2024 1004/2024 1004/2024 1004/2024	Smithson Investment Trust Pic SThree Pic The Weir Group Pic Belevus Heathrare Trust pic ME Group International Pic Pearson Pic Senior Pic Ceado Group Pic	Annual Annual Annual Annual Annual Annual Annual	Against Al For Al For Against Against Against Against Against Against	6 13 2,3	Pay is misaligned with EOS remuneration principles Lack of independence on boardLack of independent representation at board committees Concerns about overall board structureFailure to provide DEI disclosures in line with UK listing rules Concerns to protect shareholder va Pay is misaligned with EOS remuneration principles Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Failure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles Failure to provide DEI disclosures in line with UK listing rules Failure to provide DEI disclosures in line with UK listing rules Failure to provide DEI disclosures in line with UK listing rules Coverboarded/from early ofter time commitments
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ng Date /2024	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
	InterContinental Hotels Group Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
/2024	Mondi Plc	:Annual	:All For		
/2024	Allfunds Group Plc	Annual	Against	.4	Pay is misaligned with EOS remuneration principles
/2024	Just Group Plc	Annual	All For		
/2024 /2024	Temple Bar Investment Trust PLC Antofagasta Plc	Annual Annual	All For		Concerns related to attendance at board or committee manning
2024	Antoragasta Pic	Annual	Against	8	Concerns related to attendance at board or committee meetings Lack of independent representation at board committees Concerns related to below-board gender diversity
		•	-	2	Pay is misaligned with EOS remuneration principles
2024	Aston Martin Lagonda Global Holdings Plc	Annual	Against	3	Failure to provide DEI disclosures in line with UK listing rules
2021	7 Old Find an Edgorda Global Florango Flo	, and a	, tguillot	15	Overboarded/Too many other time commitments
		1	1	2	Pay is misaligned with EOS remuneration principles
024	Direct Line Insurance Group Plc	Annual	Against	8	Failure to provide DEI disclosures in line with UK listing rules
2024	Fidelity European Trust PLC	Annual	Against	3	Failure to provide DEI disclosures in line with UK listing rules
2024	GSK Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
2024	Haleon Plc	Annual	Against	4	Failure to provide DEI disclosures in line with UK listing rules
		1		12	Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
/2024	Pershing Square Holdings Ltd	Appuel	Agoinet		
/2024	Rentokil Initial Plc	Annual Annual	Against All For		Overboarded/Too many other time commitments
/2024	WPP Plc	Annual	Against	:3	Pay is misaligned with EOS remuneration principles
2024	Ascential Plc	Annual	All For	· · · · · · · · · · · · · · · · · · ·	3.5
2024	BAE Systems Plc	Annual	All For		
2024	Balfour Beatty Pic	Annual	Against	4	Overboarded/Too many other time commitments
2024	Barclays PLC	Annual	All For		
2024	BlackRock World Mining Trust PLC	Annual	All For	1	
2024	Clarkson Pic	Annual	Against	9	Concerns about remuneration committee performance
				4	Concerns related to below-board gender diversity
	: 			2	Pay is misaligned with EOS remuneration principles
/2024	Harbour Energy Plc	Annual	Against	13	Inadequate management of climate-related risks
				2	Pay is misaligned with EOS remuneration principles
2024	IMI Pic	Annual	Against	-6	Failure to provide DEI disclosures in line with UK listing rules
2024 2024	Inchcape Pic Indivior PLC	Annual	Against Against		Pay is misaligned with EOS remuneration principles Failure to provide DEI disclosures in line with UK listing rules
2024	IIIUNUI FEG	Annual	Ayanist	12	
		1	1	12	Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles
2024	John Wood Group Plc	Annual	Against	.	Pay is misaitined with EUS remuneration principles Concerns about overall board structure
		:	gumnus	2	Pay is misaligned with EOS remuneration principles
2024	Jupiter Fund Management Plc	Annual	Against	23	Pay is misaligned with EOS remuneration principles
2024	Man Group Pic (Jersey)	Annual	All For		1.00
2024	Morgan Advanced Materials Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
2024	OSB Group Pic	Annual	All For		
/2024	Rathbones Group Plc	Annual	All For	1	
/2024	Spire Healthcare Group Plc	Annual	Against	2,3	Pay is misaligned with EOS remuneration principles
2024	Derwent London Plc	Annual	All For		
/2024	Diversified Energy Co. Plc	Annual	Against	13	Pay is misaligned with EOS remuneration principles
	: (: 		19	Pay is misaligned with EOS remuneration principles
/2024	Rightmove Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
2024	Standard Chartered Plc	Annual	All For		
/2024	Standard Chartered Plc	Special	All For		
/2024	Computacenter Plc	Annual	Against	.4a	Failure to provide DEI disclosures in line with UK listing rules
/2024 /2024	Phoenix Group Holdings Plc TI Fluid Systems Plc	Annual Annual	All For Against	··• <u>i</u>	Failure to provide DEI disclosures in line with UK listing rules
12024	11 Fluid Systems Fic	Allitual	Against	10	Lack of independent representation at board committees
		1	•	2,3	Pay is misaligned with EOS remuneration principles
2024	Barratt Developments Pic	Special	All For		
2024	Bridgepoint Group Plc	Annual	Against	10	Concerns about overall board structure
		1		6	Failure to provide DEI disclosures in line with UK listing rules
024	Greggs Pic	Annual	Against	12,13	Pay is misaligned with EOS remuneration principles
024	JPMorgan American Investment Trust PLC	Annual	All For		
024	Keller Group Plc	Annual	Against	11	Concerns related to approach to below-board gender diversity
		i	1.7	2,3	Pay is misaligned with EOS remuneration principles
024	Marshalls Pic	Annual	Against	13	Pay is misaligned with EOS remuneration principles
024	Redrow Pic	Court	All For		
024	Redrow Pic	Special	All For		
024	Savills Plc	Annual	Against	4	Concerns related to below-board gender diversityLack of independent representation at board committees
				:2	Pay is misaligned with EOS remuneration principles
2024	Spirax Group Plc	:Annual	All For		
024	St. James's Place Plc	Annual	Against	9	Failure to provide DEI disclosures in line with UK listing rules
024	The Barrelland Leaves and Committee			;ə	Pay is misaligned with EOS remuneration principles
	The Renewables Infrastructure Group Limited	Annual	All For		
24	TP ICAP Group Pic	Annual	All For		Day is missligged with EOC components principles
)24	Vesuvius Plc Zigup Plc	Annual	Against All For		Fay is misaniqued with EOS remuneration principles
024 024	Convatec Group Plc	:Special :Annual	All For All For	1	
		Annual			
)24)24	HgCapital Trust PLC	:Annual :Annual	All For Against	·4	Failure to provide DEI disclosures in line with UK listing rules
J24	IDELUCIA FIL		ngalist	2	Pailure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles
24	Lloyds Banking Group Plc	Annual	All For	1	t up to modifying that COO forming that principles
)24	:Merchants Trust PLC	:Annual	:All For		
)24	Next Pic	Annual	Against	2	Pay is misaligned with EOS remuneration principles
024	The UNITE Group Pic	:Annual	All For	1	
024	Triple Point Social Housing REIT PLC	:Annual	:All For	:	
24	Tyman Plc	Annual	Against	.7	Failure to provide DEI disclosures in line with UK listing rules
		i		3,4	Pay is misaligned with EOS remuneration principles
)24	Vistry Group Plc	Annual	Against	3	Combined CEO/Chair
				:10	Concerns related to minority shareholder interest
024	Hilton Food Group Plc	Annual	Against All For	:3	Failure to provide DEI disclosures in line with UK listing rules
2024	Impax Environmental Markets PLC	Annual	All For		
2024	Capita Pic	:Annual	:Against	:2	Pay is misaligned with EOS remuneration principles
2024	Centamin Plc	:Annual	Against	:3	Pay is misaligned with EOS remuneration principles
024 024		Annual	All For		Lack of independent representation at board committees
2024 2024 2024	Dowlais Group Plc				
2024 2024 2024		Annual	Against	9	
2024 2024 2024	Dowlais Group Plc	Annual	Against	9 5,7	Overboarded/Too many other time commitments
2024 2024 2024 2024 2024	Dowlais Group Plc	Annual	Against	4	Overboarded/Too many other time commitments Overboarded/Too many other time commitmentsConcerns related to below-board gender diversity
2024 2024 2024	Dowlais Group Plc	Annual Annual	:Against :Against	9 5,7 4 3	Overboarded/Too many other time commitments

eeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
024	Shell Plc	Annual	Abstain	23	Whilst we recognise the merits of the requisitionists' proposal, we believe the company partially has met the request
			Against	2	of the resolution. In addition, we believe the resolution does not tackle the most serious aspect of Shell's net zero
			1	22	strategy, i.e. the opacity of Shell's net zero commitment and processes between 2030 and 2030. Finally, the
		1	1	1	resolution has been filed as an advisory resolution and as a special resolution. This provision is not technically
		1	1		possible in the UK, i.e. special resolutions are solely filed as binding resolutions. Shall the resolution pass, it is not
		1	1		possible to ascertain the potential litigation to which the company can be exposed to if deemed not compliant with the
		1	1	1	demands of the resolution in the required timeframe.
		1	1		We are voting against the remuneration report, due to the disconnect between the award above target of the Energi
		1	1		Transition in the LTIP and net zero expectation, this also includes the inclusion of growth of liquefied natural gas
		1	1	•	volumes as a new indicator under the future Energy Transition Strategy component of the awards.
		1	1		Whilst we welcome the introduction of Scope 3 targets for oil-based products, we are concerned about the opacity of
		1	1		the energy transition plan especially the long-term company's net zero commitment for 2030-2050, the inadequate
		1	1	•	level of capex allocated to alternative fuels, the overreliance on LGP growth as a transition fuel and the departure
		1	1		from the previous commitment in restraining from new oil and gas projects
5/2024	TBC Bank Group Plc	Annual	:Against	:6	Failure to provide DEI disclosures in line with UK listing rules
5/2024	Trustpilot Group Plc	Annual	Against	.2	Pay is misaligned with EOS remuneration principles
5/2024	4imprint Group Plc	Annual	Against	:9	Failure to provide DEI disclosures in line with UK listing rules
5/2024	Coats Group Plc	Annual	All For		
5/2024	Coats Group Pic Coca-Cola Europacific Partners pic	Annual	Against	46	Concerns related to inappropriate membership of committees
		f		23	Concerns to protect shareholder value
		1	1	2	Pay is misaligned with EOS remuneration principles
5/2024	Empiric Student Property PLC	Annual	All For		
/2024	M&G Pic	Annual	Against	2	Pay is misaligned with EOS remuneration principles
5/2024	Playtech Plc	Annual	Against	.6	Failure to provide DEI disclosures in line with UK listing rules
	-,	[-	2,3	Pay is misaligned with EOS remuneration principles
/2024	Spirent Communications Plc	Court	All For		4
5/2024	Spirent Communications Plc	Special	All For		
5/2024	Virgin Money UK Plc	Court	All For		
5/2024	Virgin Money UK Plc	Special	All For		
15/2024	Energean Pic	Annual	Against		Failure to provide DEI disclosures in line with UK listing rules
J-027	Enorgodi i io	Alliudi	гуштаг	23	Pay is misaligned with EOS remuneration principles
5/2024	Essentra Pic	Annual	All For	4.9	, ay is missing red With EOS remuneration principles
5/2024	Essentra Pic Ferrexpo Pic	Annual	-All For -Against		Concerns to protect shareholder value
JIZUZ4	генехро Ріс	Annuai	Against	9	
		•	1	0	Failure to provide DEI disclosures in line with UK listing rulesConcerns to protect shareholder value
5/2024	Hill & Smith Plc	Annual	Against	<u>i</u> Z	Pay is misaligned with EOS remuneration principles
#ZUZ4	THE & SMILL PIC	Annual	Against	9	Failure to provide DEI disclosures in line with UK listing rulesConcerns related to approach to below-board gender
				2	diversity Pay in mindlened with EOS remuneration principles
5/2024	Later DIO		AUF		Pay is misaligned with EOS remuneration principles
	Indivior PLC	Special	All For		
5/2024	Legal & General Group Pic	Annual	All For		
5/2024	Petershill Partners PLC	Annual	Against		Failure to provide DEI disclosures in line with UK listing rules
5/2024	Prudential Plc	Annual	Against		Pay is misaligned with EOS remuneration principles
5/2024	Quilter Plc Rolls-Royce Holdings Plc	Annual	All For		Pay is misaligned with EOS remuneration principles
5/2024	Rolls-Royce Holdings Pic	Annual	Against	2	Pay is misaligned with EOS remuneration principles
5/2024	Shaftesbury Capital Plc	Annual	Against		Failure to provide DEI disclosures in line with UK listing rules
5/2024	Spectris Plc	Annual	All For		
5/2024	Intertek Group Pic	Annual	Against	6	Failure to provide DEI disclosures in line with UK listing rulesConcerns related to below-board gender diversity
5/2024	Diversified Energy Co. Plc	Special	All For		
5/2024	Genuit Group Plc	Annual	Against	2,3	Pay is misaligned with EOS remuneration principles
5/2024	Glencore Pic	Annual	Abstain	12	Voting related to alignment with 1.5 degrees scenariolnadequate management of climate-related risks from exposur
	: 		Against	3.7	to coal
5/2024	The Mercantile Investment Trust PLC	Annual	All For		
5/2024	Bodycote Pic	Annual	Against	3,13	Pay is misaligned with EOS remuneration principles
5/2024	Endeavour Mining Plc	Annual	Against	8	Concerns related to approach to board gender diversity
		i	i i	13	Pay is misaligned with EOS remuneration principles
5/2024	Ferguson Plc	Special	Against	2.D	Concerns related to shareholder rights
				2.G	Poison pill/anti-takeover measure not in investors interests
/2024	:WNS (Holdings) Limited	Extraordinary Shareholde			
/2024	A.G. BARR Plc	Annual	Against	4	Failure to provide DEI disclosures in line with UK listing rules
				7	Lack of independent representation at board committees
6/2024	PageGroup Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
3/2024	International Public Partnerships Limited	Annual	All For		
5/2024	BH Macro Limited	Annual	:All For		
/2024	Centrica Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
/2024	PureTech Health Plc	Special	All For		
/2024	Royalty Pharma Plc	Annual	Against	1g	:Concerns related to approach to board gender diversity
6/2024	Mobico Group Plc	Annual	Against	2,3	Pay is misaligned with EOS remuneration principles
6/2024	Foresight Solar Fund Limited	Annual	:Against	:7	:Concerns related to attendance at board or committee meetings
	1		1.7	5	Failure to provide DEI disclosures in line with UK listing rules
6/2024	:IP Group Pic	Annual	:Against	7	Overboarded/Too many other time commitments
5/2024	NB Private Equity Partners Limited	Annual	Against	:3	Failure to provide DEI disclosures in line with UK listing rules
3/2024	Hochschild Mining Plc	Annual	Against	16	Concerns to protect shareholder value
		•	1	6	Failure to provide DEI disclosures in line with UK listing rules Concerns related to approach to below-board gender
				2,3	diversity Overboarded/Too many other time commitments
		1			Pay is misaligned with EOS remuneration principles
3/2024	:PureTech Health Plc	Annual	:Against	:8	:Concerns about remuneration committee performance
			1 T	7	Failure to provide DEI disclosures in line with UK listing rules
		1	1	10	Overboarded/Too many other time commitments
		1		2,3,4	Pay is misaligned with EOS remuneration principles
/2024	Tesco Plc	Annual	All For		
2024	Bank of Georgia Group Plc	Annual	Against	14	:Concerns related to Non-audit fees
2024	Darktrace Plc	:Court	:All For	Ē	
2024	Darktrace Pic	Special	All For	 	
2024	Whitbread Plc	Annual	Against	:7	Failure to provide DEI disclosures in line with UK listing rules
		:		2	Pay is misaligned with EOS remuneration principles
2024	Octopus Renewables Infrastructure Trust Pic	Annual	All For		:
2024	Ralanced Commercial Property Trust Ltd	:Annual	:All For		
2024	BlackRock Smaller Companies Trust PLC	Annual	All For		
5/2024 5/2024	Kingfisher plc		All For		
3/2024 S/2024	: RINGTISNET DIC : PANTHEON INFRASTRUCTURE PLC	Annual	All For		
6/2024	Informa Dia	Annual	All For	·····•	Concerns about querall board atrusture
6/2024	Informa Pic	Annual	Against	0	Concerns about overall board structure
				12,13	Pay is misaligned with EOS remuneration principles
6/2024	Abrdn European Logistics Income PLC	Annual	All For		Called A could be seen as the
6/2024	Network International Holdings Plc	Annual	Against	:3	Failure to provide DEI disclosures in line with UK listing rules
6/2024	:ICG Enterprise Trust plc	Annual	:All For		Pay is misaligned with EOS remuneration principles
6/2024	3i Group PLC	Annual	Against	:2	:Pay is misaligned with EOS remuneration principles
		Annual	Against	:5	Failure to provide DEI disclosures in line with UK listing rules
6/2024	Trainline Plc				
/2024		1		2,3	:Pay is misaligned with EOS remuneration principles
	WNS (Holdings) Limited Sirius Real Estate Limited	Annual Annual	Against Against	2,3 5	Pay is misaligned with EOS remuneration principles Concerns about overall board structure Concerns about overall board structure