

Notices: LGPS Central Limited is committed to disclosing its voting record on a vote-by-vote basis, including where practicable the provision of a rationale for votes cast against management

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
30/04/2025	Hang Lung Group Limited	Annual	Against	3b 3a 6,7	Concerns related to approach to board gender diversityConcerns related to succession planningLack of independence on board Concerns related to attendance at board or committee meetings Issue of equity raises concerns about excessive dilution of existing shareholders
30/04/2025	Hang Lung Properties Limited	Annual	Against	3a 6,7	Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders
30/04/2025	Hong Kong Exchanges and Clearing Limited	Annual	All For	4	Concerns related to approach to board gender diversity. Concerns related to succession planning
08/05/2025	Galaxy Entertainment Group Limited	Annual	Against	2, 2.8, 3	Issue of equity raises concerns about excessive dilution of existing shareholders
08/05/2025	Hang Seng Bank Limited	Annual	Against	2a	Concerns related to inappropriate membership of committees
08/05/2025	Hua Hong Semiconductor Limited	Annual	Against	3, 4, 7 5	Issue of equity raises concerns about excessive dilution of existing shareholders Concerns related to approach to board gender diversity Concerns related to succession planning
09/05/2025	CLP Holdings Limited	Annual	Against	2e	Issue of equity raises concerns about excessive dilution of existing shareholders
09/05/2025	Techtronic Industries Company Limited	Annual	All For	4	Concerns related to succession planning
09/05/2025	The Bank of East Asia, Limited	Annual	Against	3b 3a 4 6	Concerns related to approach to board gender diversity Concerns related to succession planning Lack of independence on board Concerns related to inappropriate membership of committees Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders
13/05/2025	Swire Properties Limited	Annual	Against	1d 4	Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders
13/05/2025	The Wharf (Holdings) Ltd.	Annual	Against	1c 2a	Lack of independence on board Concerns related to inappropriate membership of committees Combined CEO/Chair
14/05/2025	Cathay Pacific Airways Limited	Annual	Against	2c, 2d 5, 6	Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders
15/05/2025	PCCW Limited	Annual	Against	1c 4 3b 3a 3c 3e 5, 7 3d	Concerns related to attendance at board or committee meetings Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board Overboarded/Too many other time commitments Concerns related to Non-audit fees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to attendance at board or committee meetings Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Concerns related to succession planning Concerns related to Non-audit fees Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to Non-audit fees
15/05/2025	Swire Pacific Limited	Annual	Against	4 1c	Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
20/05/2025	China Resources Beer (Holdings) Co. Ltd.	Annual	Against	3, 4 3, 1 6, 7	Concerns related to approach to board gender diversity Concerns related to succession planning Lack of independence on board Overboarded/Too many other time commitments Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders
21/05/2025	IMTR Corporation Limited	Annual	All For	4	Concerns related to approach to board gender diversity Inadequate management of climate-related risks
21/05/2025	Power Assets Holdings Limited	Annual	All For	2c 2d	Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders
22/05/2025	MMG Limited	Annual	Against	5, 6 4	Concerns related to approach to board gender diversity Overboarded/Too many other time commitments Concerns related to succession planning
23/05/2025	AIA Group Limited	Annual	Against	3 4	Concerns related to succession planningOverboarded/Too many other time commitments Concerns related to inappropriate membership of committees
28/05/2025	Champion Real Estate Investment Trust	Annual	Against	3a2	Concerns related to approach to board gender diversity Concerns related to succession planning
30/05/2025	China Taiping Insurance Holdings Company Limited	Annual	Against	3a7 3a8	Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Concerns related to succession planning Lack of independence on board
30/05/2025	CSPC Pharmaceutical Group Limited	Annual	Against	3b 3a 6	Concerns related to approach to board gender diversity Lack of independence on board Concerns related to approach to board gender diversity Concerns related to succession planning Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders
30/05/2025	Dah Sing Banking Group Limited	Annual	Against	3, 5 3, 1 3, 4 5B, 5C	Concerns related to approach to board gender diversity Concerns related to succession planning Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to succession planning Overboarded/Too many other time commitments Issue of equity raises concerns about excessive dilution of existing shareholders
03/06/2025	China Merchants Port Holdings Company Limited	Annual	Against	3, 1 6, 2, 6, 3	Concerns related to approach to board gender diversity Lack of independence on board Overboarded/Too many other time commitments Issue of equity raises concerns about excessive dilution of existing shareholders
03/06/2025	Henderson Land Development Company Limited	Annual	Against	3, 1, 2, 3, 3 2, 4 2, 1	Concerns related to approach to board gender diversity Concerns related to succession planning Concerns related to inappropriate membership of committees Concerns related to succession planning
04/06/2025	The Hong Kong and China Gas Company Limited	Annual	Against	6 4 5 8, 10	Concerns related to approach to board gender diversity Concerns related to succession planning Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Inadequate management of climate-related risks
05/06/2025	Beijing Enterprises Holdings Limited	Annual	Against	2, 2, 2, 3 2, 1 5	Lack of independence on board Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
05/06/2025	Hysan Development Company Limited	Annual	Against	5 3, 7	Insufficient/poor disclosure Lack of independence on board Concerns related to succession planning
06/06/2025	BYD Electronic (International) Co., Ltd.	Annual	Against	3d 7	Concerns related to approach to board gender diversity Concerns related to succession planning Lack of independence on board Insufficient/poor disclosure
26/06/2025	BQC Hong Kong (Holdings) Limited	Annual	All For	3D, 3E 3A, 3B	Concerns related to approach to board gender diversity Concerns related to attendance at board or committee meetings Concerns related to approach to board gender diversityLack of independence on board
26/06/2025	Sinotruk Hong Kong Ltd.	Annual	Against	1, 1	Lack of independence on board Concerns related to approach to board gender diversity
18/04/2025	Mitsui High-Tec, Inc.	Annual	Against	2, 1	Lack of independence on board
18/04/2025	Mori Trusts REIT Investment Corp.	Special	All For	5	Pay is misaligned with EOS remuneration principles
23/04/2025	Sabai Houses Ltd.	Annual	Against	2, 1	Inadequate management of deforestation risks
24/04/2025	Legend Logistics Fund, Inc.	Special	All For		
25/04/2025	IFU Soft, Inc.	Special	All For		

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
16/05/2025	SHIMAMURA Co., Ltd.	Annual	Against	2.6 2.8 2.1,2.2 3.	Concerns related to succession planning Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Shareholder proposal promotes appropriate accountability or incentivisation
20/05/2025	Nippon Accommodations Fund, Inc.	Special	All For		
20/05/2025	Takashimaya Co., Ltd.	Annual	Against	3 2.9	Concerns about overall board structure Concerns related to succession planning
22/05/2025	AEON Mail Co., Ltd.	Annual	Against	1 2.1	Concerns to protect shareholder value Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance
22/05/2025	Hisamitsu Pharmaceutical Co., Inc.	Annual	Against	2.1	Concerns about overall performance
22/05/2025	Sekisui House Reit, Inc.	Special	All For		
23/05/2025	AEON Financial Service Co., Ltd.	Annual	Against	2.1	Concerns about overall board structure
26/05/2025	TSURUHA Holdings, Inc.	Annual	Against	1.1,1.2 1.1 3.4,5	Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns about overall performance Concerns to protect shareholder value
27/05/2025	ABC-MART, INC.	Annual	Against	3.3	Lack of independence on board
27/05/2025	BayCurrent, Inc.	Annual	Against	1.1,1.2	Concerns related to approach to board gender diversity
27/05/2025	Sewep & I Holdings Co., Ltd.	Annual	Against	2.1	Concerns related to succession planning
27/05/2025	Sugi Holdings Co., Ltd.	Annual	Against	4.1 EOS manual override	Concerns related to approach to board gender diversity
27/05/2025	Welcia Holdings Co., Ltd.	Annual	Against	1.1,1.2 1.4	Concerns related to approach to board gender diversity Concerns related to succession planning
28/05/2025	AEON Co., Ltd.	Annual	Against	3.1 1.2	Concerns related to approach to board gender diversity Concerns about overall performance
28/05/2025	Izumio Co., Ltd.	Annual	All For	1.1 1.5	Concerns about overall performance Inadequate management of deforestation risks Lack of independence on board
28/05/2025	Nomura Real Estate Master Fund, Inc.	Special	All For		
28/05/2025	YASKAWA Electric Corp.	Annual	Against	1.1,1.2	Concerns about overall performance
29/05/2025	J. FRONT RETAILING Co., Ltd.	Annual	All For		
29/05/2025	Rorze Corp.	Annual	Against	3.2	Concerns about overall board structure
29/05/2025	Toho Co., Ltd.	Annual	Against	2.1 2.1,2.2	Concerns related to approach to board gender diversity Concerns about overall performance
10/06/2025	Toyota Industries Corp.	Annual	Against	1.1 1.2 1.4 5.6 4	Concerns about overall performance Concerns about overall performance 2- Concerns related to board gender diversity Concerns related to succession planning SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes efficient capital structure
11/06/2025	Toyota Boshoku Corp.	Annual	Against	1.1,1.2 1.9	Concerns related to approach to board gender diversity Lack of independence on board
12/06/2025	Toyota Motor Corp.	Annual	All For		
13/06/2025	DENSO Corp.	Annual	Against	1.1,1.2	Concerns related to approach to board gender diversity Concerns about overall performance
13/06/2025	KEYENCE Corp.	Annual	Against	2.2	Concerns related to approach to board gender diversity
16/06/2025	NTT DATA Group Corp.	Annual	All For		
17/06/2025	Asian Sasei	Annual	Against	1.1	Concerns related to approach to board gender diversity Concerns about overall performance
17/06/2025	Hankyu Hanshin Holdings, Inc.	Annual	All For		
17/06/2025	Konica Minolta, Inc.	Annual	Against	1.1	Concerns about overall performance
17/06/2025	Tokyo Electron Ltd.	Annual	Against	1.1	Concerns about overall performance
18/06/2025	ASAHI YUKIZAI Corp.	Annual	Against	3.2 2.1	Concerns related to inappropriate membership of committees Lack of independence on board
18/06/2025	Eisai Co., Ltd.	Annual	Against	2.1 2.6	Concerns about overall performance Concerns related to approach to board gender diversity
18/06/2025	Iwatani Corp.	Annual	Against	3.8,3.9 3.1,3.3	Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance
18/06/2025	JAPAN POST INSURANCE Co., Ltd.	Annual	Against	1.1 1.1,1.2	Concerns about overall performance Concerns about overall performance
18/06/2025	KDDI Corp.	Annual	Against	2.1,3.2	Concerns about overall performance
18/06/2025	Keihan Holdings Co., Ltd.	Annual	Against	2.1,2.2 3.2	Concerns related to approach to board gender diversity Concerns about overall performance Lack of independence on board
18/06/2025	Mitsui & Co., Ltd.	Annual	Against	2.1,2.2 2.8 5 4	Concerns about overall performance Lack of independence on board 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
18/06/2025	Nagase & Co., Ltd.	Annual	Against	2.1,2.2	Concerns related to approach to board gender diversity Concerns about overall performance
18/06/2025	Nankai Electric Railway Co., Ltd.	Annual	Against	5.3,5.4 4.6,4.9	Concerns related to inappropriate membership of committees Lack of independence on board Lack of independence on board
18/06/2025	Nippon Sanso Holdings Corp.	Annual	Against	1.1,4.2	Lack of independence on board Concerns about overall performance
18/06/2025	Nippon Yusen K.K.	Annual	Against	3	Concerns about overall board structure
18/06/2025	Sanjaya & Co., Ltd.	Annual	Against	2.5,4	Lack of independence on board
18/06/2025	Schütz Corp.	Annual	All For		
18/06/2025	Takasago Thermal Engineering Co., Ltd.	Annual	Against	1.1,1.2	Concerns about overall performance
18/06/2025	West Japan Railway Co.	Annual	Against	2.1	Concerns related to approach to board gender diversity Concerns about overall performance
19/06/2025	Astellas Pharma, Inc.	Annual	All For		
19/06/2025	Honda Motor Co., Ltd.	Annual	All For		
19/06/2025	Kakaku.com, Inc.	Annual	Against	3.1,3.2	Concerns related to approach to board gender diversity
19/06/2025	Kobe Steel, Ltd.	Annual	Against	1.1	Concerns about overall performance
19/06/2025	Koei Tecmo Holdings Co., Ltd.	Annual	Against	3.6,3.7	Concerns related to succession planning
19/06/2025	Komatsu Ltd.	Annual	Against	2.5	Lack of independence on board
19/06/2025	LIJIL Corp.	Annual	Against	1.1	Concerns about overall performance
19/06/2025	LYC Corp.	Annual	All For		
19/06/2025	Mitsumi Group, Inc.	Annual	All For		
19/06/2025	Mitsubishi Motors Corp.	Annual	Against	2.5	Concerns related to approach to board gender diversity
19/06/2025	Nippon Shokubai Co., Ltd.	Annual	Against	2.4,2.11 2.5,2.6	Lack of independence on board Lack of independence on board
19/06/2025	Nippon Telegraph & Telephone Corp.	Annual	Against	2.1 3.1,3.2	Lack of independence on board Concerns about overall performance Concerns about overall performance
19/06/2025	Ono Pharmaceutical Co., Ltd.	Annual	Against	10.11 2.1,2.2	Shareholder proposal promotes enhanced shareholder rights Concerns related to approach to board gender diversity Concerns about overall performance
19/06/2025	Toyoda Gosei Co., Ltd.	Annual	All For		
19/06/2025	Yokogawa Electric Corp.	Annual	Against	2.1,2.2	Concerns about overall performance
20/06/2025	ACOM Co., Ltd.	Annual	Against	2.7 3.2 2.1,2.3	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 approach to board gender diversity
20/06/2025	Aurionpro Co., Inc.	Annual	All For		
20/06/2025	Carnegie Co., Ltd.	Annual	All For		
20/06/2025	Conseco Financial Group, Ltd.	Annual	Against	2.1	Concerns about overall performance
20/06/2025	Daiichi Corp.	Annual	Against	3.1,3.2 3.6,3.11	Concerns related to approach to board gender diversity Concerns about overall performance Lack of independence on board

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20/06/2025	Daiwa Securities Group, Inc.	Annual	Against	1.1,1.2	Concerns about overall performance
20/06/2025	Denka Co., Ltd.	Annual	Against	2.2	Concerns about overall performance
				3.2	Concerns related to succession planning
				2.1	Inadequate management of climate-related risks Concerns about overall performance
				3.3	Lack of independence on board
20/06/2025	East Japan Railway Co.	Annual	Against	2.1,2.2	Concerns about overall performance
				3.3	Lack of independence on board
20/06/2025	Gunma Bank, Ltd.	Annual	Against	2.7	Lack of independence on board
				2.1	Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance
20/06/2025	Harmonic Drive Systems, Inc.	Annual	Against	2.6,2.7	Lack of independence on board
				2.1,2.2	Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance
20/06/2025	IBIDEN Co., Ltd.	Annual	Against	1.1,1.2	Concerns about overall performance
				2.5	Concerns related to inappropriate membership of committees
				1.7	Lack of independence on board
20/06/2025	ITCCHU Corp.	Annual	All For		
20/06/2025	Iwano Exchange Group, Inc.	Annual	Against	1.2	Concerns about overall performance
20/06/2025	Kawasaki Kisen Kaisha, Ltd.	Annual	All For		
20/06/2025	Kintetsu Group Holdings Co., Ltd.	Annual	Against	2.8,2.9,2.12	Lack of independence on board
				2.1,2.2	Lack of independence on board Concerns related to approach to board gender diversity
20/06/2025	Kyushu Financial Group, Inc.	Annual	Against	1.1,1.2	Concerns about overall performance
				2.4	Concerns related to inappropriate membership of committees Lack of independence on board
20/06/2025	Kyushu Railway Co.	Annual	Against	2.1,2.2	Concerns about overall performance
20/06/2025	Marubeni Corp.	Annual	Against	1.1,1.2	Concerns about overall performance
20/06/2025	MARUWA CO., LTD.	Annual	All For		
20/06/2025	Matsukivo Cocomara & Co.	Annual	All For		
20/06/2025	Mitsubishi Corp.	Annual	Against	2.7	Lack of independence on board
				6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
				5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
20/06/2025	NEC Corp.	Annual	Against	1.9	Concerns about overall performance
				1.10	Concerns about overall performance
20/06/2025	NIDEC Corp.	Annual	All For		
20/06/2025	Nippon Densetsu Kogyo Co., Ltd.	Annual	Against	2.5	Lack of independence on board
				2.1	Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance
20/06/2025	Nitto Denko Corp.	Annual	All For		
20/06/2025	Nomura Research Institute Ltd.	Annual	Against	2.1,2.3	Concerns about overall performance
20/06/2025	NS Solutions Corp.	Annual	Against	2.1	Concerns related to approach to board gender diversity
				1	Concerns related to shareholder rights
20/06/2025	Paltac Corp.	Annual	Against	1.1,1.2	Concerns about overall performance
20/06/2025	RAKUS Co., Ltd.	Annual	Against	3.1	Concerns related to approach to board gender diversity
				3.4	Concerns related to succession planning
				3.5	Lack of independence on board
20/06/2025	SCREEN Holdings Co. Ltd.	Annual	Against	2.1,2.2	Concerns related to approach to board gender diversity Concerns about overall performance
20/06/2025	Seisui Chemical Co., Ltd.	Annual	All For		
20/06/2025	Shizuoka Financial Group, Inc.	Annual	Against	2.1,2.2	Concerns about overall performance
				2.6	Lack of independence on board
20/06/2025	Sumitomo Chemical Co., Ltd.	Annual	Against	2.1,2.2	Concerns related to approach to board gender diversity Concerns about overall performance
				3.3	Concerns related to succession planning
20/06/2025	Sumitomo Corp.	Annual	Against	10	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
				9	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
20/06/2025	Sumitomo Mitsui Trust Group, Inc.	Annual	All For		
20/06/2025	Sundrug Co., Ltd.	Annual	All For		
20/06/2025	TIOL Corp.	Annual	Against	2.1	Concerns related to approach to board gender diversity
20/06/2025	The Hachijuni Bank, Ltd.	Annual	Against	2.1,2.2,2.3,2.4,2.5,2.6	Concerns about overall performance 2- Concerns related to minority shareholder interest 3- Concerns to protect shareholder value
				7	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes efficient capital structure
				3,4,5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
20/06/2025	Toyo Seikan Group Holdings Ltd.	Annual	Against	2.1,2.3	Concerns related to approach to board gender diversity Concerns about overall performance
				2.8	Lack of independence on board
20/06/2025	Toyota Tsusho Corp.	Annual	Against	2.3	Concerns about overall performance
				2.1	Inadequate management of climate-related risks Concerns about overall performance
20/06/2025	TS TECH CO., LTD.	Annual	Against	1.1	Concerns about overall performance
20/06/2025	Yamaha Corp.	Annual	Against	2.1,2.2	Concerns about overall performance
20/06/2025	Yamato Holdings Co., Ltd.	Annual	Against	1.1,1.2	Concerns related to approach to board gender diversity
20/06/2025	ZACHOS Corp.	Annual	All For		
20/06/2025	Zankaku Heisei Co., Ltd.	Annual	Against	2.1,2.2	Concerns related to approach to board gender diversity
23/06/2025	Bandai Namco Holdings, Inc.	Annual	Against	3.1,3.2	Concerns about overall performance
23/06/2025	Dai-ichi Life Holdings, Inc.	Annual	All For		
23/06/2025	Daichi Sankyo Co., Ltd.	Annual	Against	2.1,2.2	Concerns about overall performance
23/06/2025	Fujitsu Ltd.	Annual	All For		
23/06/2025	Hitachi Construction Machinery Co., Ltd.	Annual	All For		
23/06/2025	IMS&AD Insurance Group Holdings, Inc.	Annual	Against	3.1,3.3	Concerns about overall performance
23/06/2025	OBC Business Consultants Co., Ltd.	Annual	Against	2.2	Concerns related to approach to board gender diversity
				2.5	Concerns related to succession planning
23/06/2025	Panasonic Holdings Corp.	Annual	All For		
23/06/2025	Seven Bank Ltd.	Annual	All For		
23/06/2025	Sompo Holdings, Inc.	Annual	Against	2.1	Concerns about overall performance
				2.6,2.8	Concerns related to approach to board gender diversity
				2.5	Concerns related to board gender diversity 2- Concerns related to succession planning
				2.4	Concerns related to board gender diversity 2- Concerns related to succession planning
				8	Shareholder proposal promotes appropriate accountability or incentivisation
23/06/2025	The Japan Steel Works Ltd.	Annual	Against	2.1	Concerns about overall performance Inadequate management of climate-related risks
23/06/2025	Tokio Marine Holdings, Inc.	Annual	Against	2.1,2.8,2.10	Lack of independence on board
23/06/2025	Tokyo Century Corp.	Annual	Against	3.1,3.2	Concerns related to approach to board gender diversity Concerns about overall performance
23/06/2025	Tokyo Seimitsu Co., Ltd.	Annual	All For		
24/06/2025	Aica Kogyo Co., Ltd.	Annual	Against	2.1,2.2	Concerns about overall performance
24/06/2025	Aozora Bank Ltd.	Annual	Against	1.1,1.2	Concerns related to approach to board gender diversity Concerns about overall performance
				1.6	Lack of independence on board
24/06/2025	Dexerials Corp.	Annual	Against	2.1	Concerns related to approach to board gender diversity
24/06/2025	DISCO Corp.	Annual	All For		
24/06/2025	Fuyo General Lease Co., Ltd.	Annual	Against	3.3	Concerns about overall board structure
				2.1,2.2	Concerns related to approach to board gender diversity Concerns about overall performance
24/06/2025	Hirogin Holdings, Inc.	Annual	Against	1.1,1.2	Concerns related to approach to board gender diversity Concerns about overall performance
				3	Insufficient basis to support a decision

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24/06/2025	HIROSE ELECTRIC CO., LTD.	Annual	Against	3.1,3.2 4.2 3.9	Concerns related to approach to board gender diversity Concerns related to succession planning Lack of independence on board
24/06/2025	INFRAONEER Holdings, Inc.	Annual	Against	1.1	Concerns about overall performance
24/06/2025	Itehan Mitsubishi Holdings Ltd.	Annual	Against	2.1	Concerns about overall performance
24/06/2025	Itehan Airlines Co., Ltd.	Annual	Against	3.1,3.2	Concerns about overall performance
24/06/2025	Itehan Post Bank Co., Ltd.	Annual	Against	1.1	Concerns about overall performance
24/06/2025	Kikkoman Corp.	Annual	Against	2.3 2.2 2.7 2.8	Concerns related to approach to board gender diversity Concerns about overall performance Concerns related to approach to board gender diversity Concerns about overall performance Inadequate management of deforestation risks Concerns related to succession planning Lack of independence on board
24/06/2025	Kotobuki Spirits Co., Ltd.	Annual	Against	2.5	Concerns related to succession planning
24/06/2025	Krosaki Harima Corp.	Annual	Against	2.1	Concerns related to approach to board gender diversity Concerns about overall performance
24/06/2025	Maruichi Steel Tube Ltd.	Annual	Against	2 1.1,1.2 1.5,1.6	Concerns about overall board structure Concerns about overall performance Lack of independence on board
24/06/2025	Mebuki Financial Group, Inc.	Annual	Against	1.1	Concerns related to approach to board gender diversity Concerns about overall performance
24/06/2025	Mitsubishi Electric Corp.	Annual	Against	2.1	Concerns about overall performance
24/06/2025	Mitsui Chemicals, Inc.	Annual	Against	2.1,2.2	Concerns related to approach to board gender diversity Concerns about overall performance
24/06/2025	Mitsui O.S.K. Lines, Ltd.	Annual	Against	2.1,2.2	Concerns about overall performance
24/06/2025	Mizuho Financial Group, Inc.	Annual	Against	1.6 1.9,1.11 1.1 2.3	Concern about his independence on the board Concerns about overall performance Concerns related to approach to board gender diversity Insufficient consideration of climate change in audit and accounts
24/06/2025	Nifco, Inc.	Annual	All For		
24/06/2025	NIPPON STEEL CORP.	Annual	Against	2.1,2.2 2.8,2.9 6	EOS manual override Lack of independence on board SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
24/06/2025	Nissan Motor Co., Ltd.	Annual	Against	2.4 3	Concerns related to succession planning SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
24/06/2025	Nomura Holdings, Inc.	Annual	Against	1.1,1.2	Concerns about overall performance
24/06/2025	Okuma Corp. (Japan)	Annual	Against	3.1,3.2	Concerns about overall board structure
24/06/2025	OMRON Corp.	Annual	Against	2.1 2	Concerns about overall performance Concerns related to shareholder rights
24/06/2025	Osaka Gas Co., Ltd.	Annual	Against	3.1,3.2 1.1,1.2	EOS manual override Concerns about overall performance
24/06/2025	PERSOL Holdings Co., Ltd.	Annual	All For		
24/06/2025	Prestige International Inc.	Annual	All For		
24/06/2025	Ricoh Co., Ltd.	Annual	Against	2.1,2.2	Concerns related to approach to board gender diversity Concerns about overall performance
24/06/2025	Santen Pharmaceutical Co., Ltd.	Annual	All For		
24/06/2025	SBI Sumishin Net Bank, Ltd.	Annual	Against	3.1 2.9	Concerns about overall board structure Lack of independence on board
24/06/2025	SCSK Corp.	Annual	Against	2.1,2.2 2.5	Lack of independence on board Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Lack of independence on board
24/06/2025	Sega Sammy Holdings, Inc.	Annual	Against	1.6	Lack of independence on board
24/06/2025	Seibu Holdings, Inc.	Annual	Against	2.1,2.2 2.9	Concerns related to approach to board gender diversity Concerns about overall performance Concerns related to succession planning
24/06/2025	Sony Group Corp.	Annual	All For		
24/06/2025	Sumitomo Bakelite Co., Ltd.	Annual	Against	2.1,2.2 2.7	Concerns related to approach to board gender diversity Concerns about overall performance Concerns related to succession planning
24/06/2025	TAISEI Corp.	Annual	Against	2.1,2.2	Concerns related to approach to board gender diversity Concerns about overall performance
24/06/2025	Terumo Corp.	Annual	Against	2.6 2.8	Lack of independence on board
24/06/2025	TIS, Inc. (Japan)	Annual	Against	2.4,2.6,2.9 2.2	Lack of independence on board Lack of independence on board Concerns about overall performance
24/06/2025	Tobu Railway Co., Ltd.	Annual	Against	2.1 2.1,2.2 2.9	Lack of independence on board Concerns about overall performance Concerns related to approach to board gender diversity Concerns about overall performance Lack of independence on board
24/06/2025	Toei Animation Co., Ltd.	Annual	All For		
24/06/2025	TOTO Ltd.	Annual	Against	1.7 1.1,1.2	Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance
24/06/2025	USS Co., Ltd.	Annual	All For		
24/06/2025	Yaeko Co., Ltd.	Annual	All For		
25/06/2025	Alfresa Holdings Corp.	Annual	Against	2.1	Concerns about overall performance
25/06/2025	Alps Alpine Co., Ltd.	Annual	All For		
25/06/2025	Asahi Kasei Corp.	Annual	Against	1.1,1.2	Concerns about overall performance
25/06/2025	Azbil Corp.	Annual	Against	2.1	Concerns about overall performance
25/06/2025	BIPROGY Inc.	Annual	Against	3.1,3.2 2.1 2.8	Concerns about overall board structure Concerns about overall performance Lack of independence on board
25/06/2025	Brother Industries, Ltd.	Annual	Against	1.1,1.2	Concerns related to approach to board gender diversity
25/06/2025	CALBEE, Inc.	Annual	Against	2.1	Inadequate management of deforestation risks
25/06/2025	Central Japan Railway Co.	Annual	Against	3.1 2.1,2.2 2.9	Concerns about overall board structure Concerns related to approach to board gender diversity Lack of independence on board
25/06/2025	Chubu Steel Plate Co., Ltd.	Annual	Against	2.1 2.7,2.8	Concerns about overall performance Lack of independence on board
25/06/2025	Credit Saison Co., Ltd.	Annual	Against	2.2	Concerns about overall board structure 2- Concerns related to board gender diversity
25/06/2025	Daido Steel Co., Ltd.	Annual	Against	2.1 2.7,3 2.1,2.2	Concerns about overall board structure 2- Concerns related to board gender diversity Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance
25/06/2025	DOWA HOLDINGS Co., Ltd.	Annual	Against	1.1 1.6	Concerns about overall performance Concerns related to succession planning
25/06/2025	EXEQ Group, Inc.	Annual	Against	2.1,2.2	Concerns related to approach to board gender diversity Concerns about overall performance
25/06/2025	Fuji Electric Co., Ltd.	Annual	Against	1.1,1.2	Concerns related to approach to board gender diversity Concerns about overall performance
25/06/2025	Fuji Media Holdings, Inc.	Annual	Against	3.1 4.1,4.2,4.4 3.5 6.1,6.3,6.5,6.6,6.11	Concerns about overall performance Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
25/06/2025	Furukawa Electric Co., Ltd.	Annual	Against	4.2 3.3,3.5,4.1 3.1,3.2	Concerns related to inappropriate membership of committees Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance
25/06/2025	GOLDWIN INC.	Annual	Against	2	Concerns about overall board structure
25/06/2025	Hitachi Ltd.	Annual	All For	1.1	Concerns related to approach to board gender diversity Concerns about overall performance

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
25/06/2025	House Foods Group, Inc.	Annual	Against	3.4 2.1	Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance
25/06/2025	Idemitsu Kosan Co., Ltd.	Annual	Against	1.1	Inadequate management of climate-related risks from exposure to coal
25/06/2025	IHL Corp.	Annual	Against	2.1,2.2	Concerns related to approach to board gender diversity Concerns about overall performance
25/06/2025	Itohami Xonekwa Holdings, Inc.	Annual	Against	2.1,2.2	Concerns about overall performance
25/06/2025	JAPAN ELECTRONIC MATERIALS CORP.	Annual	Against	1.1.1	Concerns related to approach to board gender diversity
25/06/2025	Japan Material Co., Ltd.	Annual	Against	2.2 2.9	Concerns related to succession planning Concerns related to succession planning
25/06/2025	Japan Post Holdings Co., Ltd.	Annual	Against	2.11	Lack of independence on board
25/06/2025	JFE Holdings, Inc.	Annual	Against	2.1	Lack of independence on board Concerns related to approach to board gender diversity
25/06/2025	JMDC Inc.	Annual	All For		
25/06/2025	JTEKT Corp.	Annual	Against	1.1	Concerns related to approach to board gender diversity Concerns about overall performance
25/06/2025	JVCKenwood Corp.	Annual	Against	2.2	Concerns related to approach to board gender diversity
25/06/2025	Kinden Corp.	Annual	Against	2.1,2.2 2.5	Concerns about overall performance Concerns related to succession planning
25/06/2025	Kurita Water Industries Ltd.	Annual	All For		
25/06/2025	Macnica Holdings, Inc.	Annual	Against	2.1	Concerns related to approach to board gender diversity
25/06/2025	Makita Corp.	Annual	Against	3.1	Concerns about overall performance
25/06/2025	Marui Group Co., Ltd.	Annual	Against	5	Insufficient basis to support a decision
25/06/2025	Mazda Motor Corp.	Annual	Against	2.1,2.2	Concerns about overall performance
25/06/2025	Medipal Holdings Corp.	Annual	Against	3.2	Lack of independence on board
25/06/2025	Meidensha Corp.	Annual	Against	2 1.9 1.8 1.1	Concerns about overall board structure Concerns related to succession planning Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance
25/06/2025	Mitsubishi Chemical Group Corp.	Annual	Against	2.5 2.1	Lack of independence on board Lack of independence on board Concerns about overall performance
25/06/2025	Mitsubishi Gas Chemical Co., Inc.	Annual	All For	2.2	Lack of independence on board Concerns about overall performance
25/06/2025	Mitsubishi Materials Corp.	Annual	All For		
25/06/2025	NH Foods Ltd.	Annual	Against	2.1,2.2	Concerns about overall performance
25/06/2025	NHK Spring Co., Ltd.	Annual	Against	2.1,2.2 2.6	Concerns about overall performance Concerns related to succession planning
25/06/2025	Nichirei Corp.	Annual	Against	2.1	Concerns about overall performance
25/06/2025	Niterra Co., Ltd.	Annual	Against	1.1,1.2	Concerns about overall performance
25/06/2025	NSK Ltd.	Annual	Against	1.1	Concerns about overall performance
25/06/2025	Okamura Corp.	Annual	Against	1.8 2.1 2.12	Lack of independence on board Concerns about overall performance Lack of independence on board
25/06/2025	ORIX Corp.	Annual	All For		
25/06/2025	Rakuten Bank, Ltd.	Annual	All For		
25/06/2025	Reio Group, Inc.	Annual	Against	1.7	Concerns related to succession planning
25/06/2025	Resona Holdings, Inc.	Annual	Against	1.1	Concerns about overall performance
25/06/2025	Rinnai Corp.	Annual	Against	7	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
25/06/2025	ROHM Co., Ltd.	Annual	Against	2.1 3.1 2.1	Concerns related to approach to board gender diversity Concerns about overall performance Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance
25/06/2025	Sanwa Holdings Corp.	Annual	Against	2.1	Concerns related to approach to board gender diversity Concerns about overall performance
25/06/2025	SAWAI GROUP HOLDINGS Co., Ltd.	Annual	Against	4.2	Concerns related to inappropriate membership of committees
25/06/2025	ISOHCO SECURITY SERVICES CO., LTD.	Annual	Against	3.2	Concerns related to approach to board gender diversity Concerns about overall performance
25/06/2025	Square Enix Holdings Co., Ltd.	Annual	All For		
25/06/2025	Stanley Electric Co., Ltd.	Annual	Against	1.1 1.6	Concerns related to approach to board gender diversity Concerns about overall performance Concerns related to succession planning
25/06/2025	Subaru Corp.	Annual	Against	2.1,2.3	Concerns related to approach to board gender diversity
25/06/2025	Suzuki Corp., Ltd.	Annual	Against	1.1,1.2	Concerns about overall performance
25/06/2025	SWCC Corp.	Annual	Against	2.1,2.2	Concerns about overall performance
25/06/2025	Takara Standard Co., Ltd.	Annual	Against	3.1,3.2	Concerns about overall performance
25/06/2025	Takeda Pharmaceutical Co., Ltd.	Annual	Against	2.1 3	Concerns about overall performance Pay is misaligned with EOS remuneration principles
25/06/2025	Teijin Ltd.	Annual	All For		
25/06/2025	TOHO GAS Co., Ltd.	Annual	Against	3.7 3.5,3.6,3.9 3.1,3.2	Concerns related to succession planning Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance
25/06/2025	Tokyo Metro Co., Ltd.	Annual	Against	3.2,3.3,3.4	Concerns about overall board structure
25/06/2025	Yakult Honsha Co., Ltd.	Annual	Against	2.1 7 2	Concerns related to approach to board gender diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes efficient capital structure
26/06/2025	Air Water, Inc.	Annual	Against	1.7	Lack of independence on board
26/06/2025	AMADA Co., Ltd.	Annual	Against	1.1,1.2 2.1,2.2 2.9	Lack of independence on board Concerns about overall performance Concerns related to approach to board gender diversity Concerns related to succession planning
26/06/2025	AS ONE Corp.	Annual	Against	2.6 2.1	Lack of independence on board Lack of independence on board
26/06/2025	Chubu Electric Power Co., Inc.	Annual	Against	2.1,2.2 2.6 12 13	Concerns related to approach to board gender diversity Lack of independence on board SH: Against shareholder resolution, against management recommendation / Shareholder proposal does not promote transparency SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
26/06/2025	Chugin Financial Group, Inc.	Annual	Against	2.1 2.4	Concerns about overall performance Lack of independence on board
26/06/2025	Cosmo Energy Holdings Co., Ltd.	Annual	All For		
26/06/2025	Idaito Trust Construction Co. Ltd.	Annual	All For		
26/06/2025	Digital Garage, Inc.	Annual	Against	2.1 2.6	Concerns related to approach to board gender diversity Concerns about overall performance Lack of independence on board
26/06/2025	Electric Power Development Co., Ltd.	Annual	Against	2.2 2.1 2.9	Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Inadequate management of climate-related risks from exposure to coal Lack of independence on board
26/06/2025	ENEOS Holdings, Inc.	Annual	All For		
26/06/2025	FPC Corp.	Annual	Against	1.1,1.2	Lack of independence on board Concerns related to approach to board gender diversity
26/06/2025	Fujitsu Ltd.	Annual	Against	2.1	Concerns about overall performance
26/06/2025	Fujitsu General Ltd.	Annual	Against	2.1	Concerns related to approach to board gender diversity Concerns about overall performance

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
26/06/2025	Hino Motors, Ltd.	Annual	Against	1.1 1.3	Concerns related to approach to board gender diversity Concerns about overall performance Concerns related to succession planning
26/06/2025	HOYA Corp.	Annual	All For	2.1	
26/06/2025	Iida Group Holdings Co., Ltd.	Annual	Against	3.3	Concerns about overall board structure
26/06/2025	Internet Initiative Japan, Inc.	Annual	Against	2.1 2.1.2.2	Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns about overall performance
26/06/2025	Isuzu Motors Ltd.	Annual	Against	2.1.2.2	Concerns about overall performance
26/06/2025	Japan Airport Terminal Co., Ltd.	Annual	Against	3.5,3.6,3.7,3.8,3.10,3.11 3.1	Lack of independence on board Lack of independence on board Concerns about overall performance
26/06/2025	JEOL Ltd.	Annual	Against	2.1 2.9	Concerns related to approach to board gender diversity Concerns about overall performance Lack of independence on board
26/06/2025	JustSystems Corp.	Annual	Against	2.1 3.2	Concerns related to approach to board gender diversity Concerns related to succession planning
26/06/2025	Kadokawa Corp.	Annual	Against	1.1	Concerns about overall performance
26/06/2025	Kawasaki Heavy Industries Ltd.	Annual	Against	2.1.2.2	Concerns about overall performance
26/06/2025	Keto Corp.	Annual	Against	3.1,3.2,3.7,3.8	Lack of independence on board
26/06/2025	KONAMI Group Corp.	Annual	Against	2.1	Concerns related to succession planning
26/06/2025	Kyocera Corp.	Annual	Against	3.1,3.2	Concerns related to approach to board gender diversity Concerns about overall performance
26/06/2025	Kyudenko Corp.	Annual	Against	2.1.2.2	Concerns about overall performance
26/06/2025	Kyushu Electric Power Co., Inc.	Annual	Against	2.1.2.2	Concerns about overall performance
26/06/2025	LM3, Inc.	Annual	All For	2.1.2.2	
26/06/2025	Mitsubishi HC Capital Inc.	Annual	All For		
26/06/2025	Morinaga Milk Industry Co., Ltd.	Annual	Against	2.1	Concerns about overall performance
26/06/2025	Musashi Seimitsu Industry Co., Ltd.	Annual	Against	2.5,2.7	Concerns related to succession planning
26/06/2025	Nagoya Railroad Co., Ltd.	Annual	Against	2.1.2.2	Concerns about overall performance
26/06/2025	NGK Insulators, Ltd.	Annual	Against	3.1,3.2	Concerns about overall performance
26/06/2025	Nihon Kohden Corp.	Annual	Against	2.1	Concerns related to approach to board gender diversity
26/06/2025	Nihon M&A Center Holdings Inc.	Annual	Against	2.1	Concerns related to approach to board gender diversity Concerns about overall performance
26/06/2025	Nippon Kayaku Co., Ltd.	Annual	Against	2.1 2.9	Concerns related to approach to board gender diversity Concerns about overall performance Lack of independence on board
26/06/2025	Nipro Corp.	Annual	Against	3.1,3.2 2 3.8,3.9,3.10,3.11,3.12,3.17	Concerns about overall performance 2- Concerns related to board gender diversity 3- Lack of independence on board Concerns to protect shareholder value Lack of independence on board
26/06/2025	Nissan Chemical Corp.	Annual	All For		
26/06/2025	Nissin Sefun Group, Inc.	Annual	Against	2.1 2.7 2.8	Concerns related to approach to board gender diversity Concerns about overall performance Concerns related to succession planning Lack of independence on board
26/06/2025	Nissin Foods Holdings Co., Ltd.	Annual	Against	4.5 3.1 3.4,3.5	Concerns about overall board structure Concerns about overall performance Lack of independence on board
26/06/2025	Nitori Holdings Co., Ltd.	Annual	Against	1.1	Inadequate management of deforestation risks
26/06/2025	NGK Corp.	Annual	Against	2.1	Concerns related to approach to board gender diversity Concerns about overall performance
26/06/2025	Onomura Real Estate Holdings, Inc.	Annual	Against	2.1.2.2	Concerns related to approach to board gender diversity
26/06/2025	Obayashi Corp.	Annual	Against	2.1.2.2	Concerns about overall performance
26/06/2025	OBIC Co., Ltd.	Annual	Against	2.5,2.6 2.1,2.2	Lack of independence on board Lack of independence on board, Concerns related to approach to board gender diversity
26/06/2025	Olympus Corp.	Annual	Against	1.1	Concerns related to approach to board gender diversity
26/06/2025	Recruit Holdings Co., Ltd.	Annual	All For		
26/06/2025	Resorttrust, Inc.	Annual	Against	2.2,2.3	Concerns related to approach to board gender diversity Concerns about overall performance
26/06/2025	Rohto Pharmaceutical Co., Ltd.	Annual	Against	2.1.2.2	Concerns about overall performance
26/06/2025	Sankyu, Inc.	Annual	Against	2.7,2.8,2.9 2.1,2.2	Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance
26/06/2025	Sanrio Co., Ltd.	Annual	Against	2.1 3.2	Concerns about overall performance Lack of independence on board Concerns related to inappropriate membership of committees
26/06/2025	SECOM Co., Ltd.	Annual	All For		
26/06/2025	Sekisui Eason Corp.	Annual	Against	2.1.2.2	Concerns related to approach to board gender diversity
26/06/2025	Seno Holdings Co., Ltd.	Annual	Against	2.5 2.1	Lack of independence on board Lack of independence on board Concerns about overall performance
26/06/2025	Shikoku Electric Power Co., Inc.	Annual	Against	3.1,3.2,3.3 2.2 2.1	Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance Inadequate management of climate-related risks Inadequate management of climate-related risks from exposure to coal
26/06/2025	Shimadzu Corp.	Annual	Against	2.1.2.2	Concerns about overall performance
26/06/2025	Sociosnext, Inc.	Annual	All For		
26/06/2025	SoftBank Corp.	Annual	All For		
14/04/2025	Genting Singapore Limited	Annual	Against	3 5(b)	Concerns related to approach to board gender diversity Concerns to protect shareholder value
15/04/2025	KEPPEL DC REIT	Annual	Against	3	Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity
15/04/2025	Yangzijiang Financial Holding Ltd.	Annual	Against	7	Issue of equity raises concerns about excessive dilution of existing shareholders
16/04/2025	Keppel REIT	Annual	All For		
17/04/2025	Capitaland Ascott Trust	Annual	All For		
17/04/2025	Oversea-Chinese Banking Corporation Limited	Annual	All For		
17/04/2025	Suntec Real Estate Investment Trust	Annual	All For		
21/04/2025	Keppel Limited	Annual	Against	4 5	Concerns about overall board structure Concerns related to approach to board gender diversity Concerns about overall board structure
21/04/2025	United Overseas Bank Ltd. (Singapore)	Annual	All For		
22/04/2025	Capitaland Integrated Commercial Trust	Annual	All For		
22/04/2025	Wilmar International Limited	Annual	Against	1.1	Pay is misaligned with EOS remuneration principles
23/04/2025	LCity Developments Limited	Annual	All For		
23/04/2025	Hutchison Port Holdings Trust	Annual	All For		
23/04/2025	Satellite Ltd.	Annual	All For		
24/04/2025	Singapore Technologies Engineering Ltd.	Annual	Against	5	Concerns related to inappropriate membership of committees
24/04/2025	Venture Corporation Limited	Annual	Against	3	Concerns related to inappropriate membership of committees
25/04/2025	Capitaland Ascendas REIT	Annual	All For		
25/04/2025	Comfortdelgro Corporation Limited	Annual	All For		
25/04/2025	Olam Group Limited	Annual	Against	5 3 4	Concerns related to approach to board gender diversity Concerns related to attendance at board or committee meetings Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity
25/04/2025	Sembcorp Industries Ltd.	Annual	Against	3	Concerns related to approach to board gender diversity
25/04/2025	Sinarmat Ltd.	Annual	Against	9	Issue of equity raises concerns about excessive dilution of existing shareholders
25/04/2025	Sinarmat Ltd.	Extraordinary Shareholders	All For		
26/04/2025	UOL Group Limited	Annual	Against	4	Concerns related to approach to board gender diversity Concerns about overall board structure
26/04/2025	Capitaland Investment Ltd.	Annual	Against	4(c)	Issue of equity raises concerns about excessive dilution of existing shareholders
29/04/2025	Yangzijiang Shipbuilding (Holdings) Ltd.	Annual	Against	5 4 7	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 board structure Issue of equity raises concerns about excessive dilution of existing shareholders



Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
30/04/2025	Jardine Cycle & Carriage Limited	Annual	Against	4b	Concerns related to approach to board gender diversity
29/05/2025	BOC Aviation Limited	Annual	Against	7A 3b 3d 7 8 3a	Issue of equity raises concerns about excessive dilution of existing shareholders Concerns related to inappropriate membership of committees Concerns related to succession planning Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders Concerns to protect shareholder value Lack of independence on board Concerns related to inappropriate membership of committees
29/05/2025	BOC Aviation Limited	Extraordinary Shareholders	All For		
09/05/2025	Hanwha Vision Co., Ltd.	Special	All For		
14/05/2025	IGS Engineering & Construction Corp.	Special	Against	1,2	Concerns about overall performance
28/05/2025	Korea Electric Power Corp.	Special	Against	1	Concerns related to approach to board gender diversity Lack of independence on board
14/05/2025	Elite Material Co., Ltd.	Annual	Against	4.1 4.2 4.3 4.4 4.5	Combined CEO/Chair Concerns related to approach to board gender diversity Lack of independence on board
16/05/2025	Far EastOne Telecommunications Co., Ltd.	Annual	All For		
16/05/2025	Watson Corp.	Annual	All For		
20/05/2025	Lite-On Technology Corp.	Annual	Against	5.8 5.7 5.1, 5.3 4	Concerns related to approach to board gender diversity Lack of independence on board Concerns related to attendance at board or committee meetings Concerns related to inappropriate membership of committees Concerns related to shareholder rights
22/05/2025	Far Eastern International Bank	Annual	Against	5	Issue of equity raises concerns about excessive dilution of existing shareholders
22/05/2025	President Chain Store Corp.	Annual	All For		
23/05/2025	Chung-Hsin Electric & Machinery Mfg. Corp.	Annual	All For		
23/05/2025	Macronix International Co., Ltd.	Annual	Against	5.1 5.9 5.10, 5.11	Combined CEO/Chair Concerns related to inappropriate membership of committees Insufficient/poor disclosure Lack of independence on board Concerns related to approach to board gender diversity
26/05/2025	Cheng Shin Rubber Ind. Co., Ltd.	Annual	All For		
27/05/2025	Catcher Technology Co., Ltd.	Annual	Against	4.1 4.8	Concerns related to approach to board gender diversity Lack of independence on board Overboarded/Too many other time commitments
27/05/2025	King Yuan Electronics Co., Ltd.	Annual	All For		
27/05/2025	Chisun Electronics Corp.	Annual	All For		
27/05/2025	SINSON Electronics Co., Ltd.	Annual	All For		
27/05/2025	Wimbond Electronics Corp.	Annual	All For		
28/05/2025	ASUSTek Computer, Inc.	Annual	Against	4.1 4.12	Concerns related to approach to board gender diversity Lack of independence on board Overboarded/Too many other time commitments
28/05/2025	Chicony Electronics Co., Ltd.	Annual	Against	5.1 5.7	Concerns related to approach to board gender diversity Lack of independence on board Overboarded/Too many other time commitments
28/05/2025	Chipbond Technology Corp.	Annual	All For		
28/05/2025	IE Ink Holdings, Inc.	Annual	All For		
28/05/2025	Feng Tay Enterprises Co., Ltd.	Annual	All For		
28/05/2025	HIWIN Technologies Corp.	Annual	Against	4.8	Lack of independence on board
28/05/2025	Inventec Corp.	Annual	All For		
28/05/2025	Makatec Industrial Co., Ltd.	Annual	All For		
28/05/2025	Novatek Microelectronics Corp.	Annual	All For		
28/05/2025	Powerbest Technology, Inc.	Annual	All For		
28/05/2025	Radiant Opto-Electronics Corp.	Annual	Against	3	Concerns related to shareholder rights
28/05/2025	Realtek Semiconductor Corp.	Annual	All For		
28/05/2025	Ruentex Industries Ltd.	Annual	Against	5.1, 5.2	Lack of independence on board
28/05/2025	United Microelectronics Corp.	Annual	All For		
28/05/2025	WPG Holdings Ltd.	Annual	All For		
28/05/2025	WT Microelectronics Co., Ltd.	Annual	Against	8.1 6 8.6, 8.9 8.4	Combined CEO/Chair Concerns related to inappropriate membership of committees Concerns related to shareholder rights Lack of independence on board Overboarded/Too many other time commitments
29/05/2025	Acer, Inc.	Annual	Against	3	Concerns to protect shareholder value
29/05/2025	Advantech Co., Ltd.	Annual	All For		
29/05/2025	Chunghwa Telecom Co., Ltd.	Annual	Against	4.1, 4.3, 4.4, 5.4, 6.4, 7.4, 8	Lack of independence on board Concerns related to approach to board gender diversity
29/05/2025	Chunghwa Telecom Co., Ltd.	Annual	Against	4.1, 4.3, 4.4, 5.4, 6.4, 7.4, 8	Lack of independence on board Concerns related to approach to board gender diversity
29/05/2025	Corning Electronics, Inc.	Annual	All For		
29/05/2025	Delta Electronics, Inc.	Annual	All For		
29/05/2025	Far Eastern New Century Corp.	Annual	All For		
29/05/2025	Foxconn Technology Co., Ltd.	Annual	All For		
29/05/2025	Hon Hai Precision Industry Co., Ltd.	Annual	All For		
29/05/2025	Hon Hai Precision Industry Co., Ltd.	Annual	All For		
29/05/2025	Jentech Precision Industrial Co., Ltd.	Annual	Against	4.1	Concerns related to approach to board gender diversity Lack of independence on board
29/05/2025	MediaTek, Inc.	Annual	All For		
29/05/2025	Pou Chen Corp.	Annual	Against	3.1	Lack of independence on board Concerns related to inappropriate membership of committees Inadequate management of deforestation risks
29/05/2025	Qidea Corp.	Annual	All For		
29/05/2025	Simple Technology Co., Ltd.	Annual	All For		
29/05/2025	Taiwan Commercial Bank Co., Ltd.	Annual	All For		
29/05/2025	Taiwan Mobile Co., Ltd.	Annual	All For		
29/05/2025	Trumpet Technology Corp.	Annual	All For		
29/05/2025	Uni-President Enterprises Corp.	Annual	Against	4.1	Concerns related to approach to board gender diversity Lack of independence on board Overboarded/Too many other time commitments Inadequate management of deforestation risks
29/05/2025	Wiwynn Corp.	Annual	All For		
29/05/2025	Yang Ming Marine Transport Corp.	Annual	All For		
03/06/2025	Taiwan Semiconductor Manufacturing Co., Ltd.	Annual	All For		
03/06/2025	Taiwan Semiconductor Manufacturing Co., Ltd.	Annual	All For		
03/06/2025	ITECO Electric & Machinery Co., Ltd.	Annual	Against	4.5	Concerns to protect shareholder value
06/06/2025	Pegatron Corp.	Annual	Against	4.1	Concerns related to approach to board gender diversity Lack of independence on board
10/06/2025	Chrome Ate, Inc.	Annual	All For		
10/06/2025	IGatec Technology Co., Ltd.	Annual	All For		
10/06/2025	Micron Star International Co., Ltd.	Annual	All For		
10/06/2025	United Integrated Services Co., Ltd.	Annual	All For		
12/06/2025	Acston Technology Corp.	Annual	All For		
12/06/2025	Nan Ya Plastics Corp.	Annual	Against	4.2	Concerns related to approach to board gender diversity Lack of independence on board
13/06/2025	Chang Hwa Commercial Bank Ltd.	Annual	All For		
13/06/2025	CTBC Financial Holding Co., Ltd.	Annual	Against	5.4 5.2 4	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
13/06/2025	Fubon Financial Holding Co., Ltd.	Annual	Against	6	Concerns related to shareholder rights
13/06/2025	Lotes Co., Ltd.	Annual	All For		
13/06/2025	Quanta Computer, Inc.	Annual	Against	5.1	Concerns related to approach to board gender diversity Lack of independence on board
13/06/2025	Shin Shin Electric & Engineering Corp.	Annual	All For		
13/06/2025	Xuanta Financial Holding Co., Ltd.	Annual	Against	5.4	Lack of independence on board Concerns related to inappropriate membership of committees
17/06/2025	Highwealth Construction Corp.	Annual	All For		
19/06/2025	International Games System Co., Ltd.	Annual	All For		
20/06/2025	Taiwan Business Bank	Annual	All For		
23/06/2025	Giant Manufacturing Co., Ltd.	Annual	All For		
23/06/2025	Shin Kong Financial Holding Co., Ltd.	Annual	All For		
23/06/2025	Tai Shin Financial Holdings Co., Ltd.	Annual	All For		
25/06/2025	Nien Made Enterprise Co., Ltd.	Annual	All For		

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
26/06/2025	Sumitomo Electric Industries Ltd.	Annual	Against	2.10,2.13,2.14 2.1,2.2	Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance
26/06/2025	Sumitomo Metal Mining Co. Ltd.	Annual	Against	2.2	Concerns about overall performance
26/06/2025	T&E Holdings, Inc.	Annual	Against	2.1,2.2	Concerns about overall performance Inadequate management of climate-related risks
26/06/2025	The Chugoku Electric Power Co., Inc.	Annual	Against	2.2	Concerns related to approach to board gender diversity Concerns about overall performance
26/06/2025	The Kansai Electric Power Co., Inc.	Annual	Against	2.1 2.9 2.5,2.6	Concerns about overall performance Inadequate management of climate-related risks from exposure to coal Lack of independence on board
26/06/2025	Toda Corp.	Annual	Against	2.1,2.2	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
26/06/2025	Tohoku Electric Power Co., Inc.	Annual	Against	2.5,2.7,2.10 2.2 2.1 8	Concerns related to approach to board gender diversity Concerns about overall performance Lack of independence on board Concerns about overall performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
26/06/2025	Tokyo Electric Power Co. Holdings, Inc.	Annual	Against	8 1.1,1.7	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Concerns related to approach to board gender diversity
26/06/2025	Tokyo Fudosan Holdings Corp.	Annual	All For		
26/06/2025	Tomy Co., Ltd.	Annual	All For		
26/06/2025	Toray Industries, Inc.	Annual	Against	2.1,2.2	Concerns about overall performance
26/06/2025	Tosoh Corp.	Annual	Against	2.7 2	Concerns related to succession planning Concerns about overall board structure
26/06/2025	Toyo Suisan Kaisha, Ltd.	Annual	Against	1.5,1.6,1.8 1.1 2.2	Lack of independence on board Concerns about overall performance Concerns about overall performance Inadequate management of deforestation risks
26/06/2025	UBE Corp.	Annual	Against	2.1 16,16.2	Shareholder proposal promotes appropriate accountability or incentivisation
26/06/2025	Workman Co., Ltd.	Annual	Against	2.3,2.2 2.4,4	Concerns related to approach to board gender diversity Concerns about overall performance Lack of independence on board
26/06/2025	ZOZO, Inc.	Annual	Against	2.1	Lack of independence on board Concerns related to approach to board gender diversity
27/06/2025	Advantest Corp.	Annual	All For	2.2	Concerns related to succession planning
27/06/2025	Amano Corp.	Annual	Against	2.4	Lack of independence on board
27/06/2025	ANA HOLDINGS INC.	Annual	Against	2.2 2.1	Lack of independence on board Concerns about overall performance Lack of independence on board Concerns about overall performance
27/06/2025	Casio Computer Co., Ltd.	Annual	Against	3.1,3.2 3.8	EOS manual override Lack of independence on board
27/06/2025	COMSYS Holdings Corp.	Annual	Against	3.1,3.2	Concerns about overall performance
27/06/2025	Dai Nippon Printing Co., Ltd.	Annual	Against	2.1,2.2 2.1 2.9	Concerns related to approach to board gender diversity Concerns about overall performance Inadequate management of deforestation risks
27/06/2025	DAIKIN INDUSTRIES Ltd.	Annual	Against	2.2 2.1	Concerns related to succession planning Concerns about overall performance
27/06/2025	Daiwa House Industry Co., Ltd.	Annual	Against	3.1,3.2 3.8 3.11	Concerns related to approach to board gender diversity Concerns related to succession planning Lack of independence on board
27/06/2025	Doshisha Co., Ltd.	Annual	Against	3.1,3.2 3.6	Concerns related to approach to board gender diversity Concerns related to succession planning
27/06/2025	eGuarantee, Inc.	Annual	Against	3.1 3.9	Concerns related to approach to board gender diversity Lack of independence on board
27/06/2025	FANUC Corp.	Annual	All For		
27/06/2025	Fuji Oil Co., Ltd.	Annual	Against	2.1	Concerns related to approach to board gender diversity
27/06/2025	FUJIFILM Holdings Corp.	Annual	Against	2.7	Lack of independence on board
27/06/2025	Fujikura Ltd.	Annual	All For		
27/06/2025	Fukuda Financial Group, Inc.	Annual	Against	2.1,2.2	Concerns related to approach to board gender diversity Concerns about overall performance
27/06/2025	GSE Yurasa Corp.	Annual	Against	2.1,2.2 2.6	Concerns related to approach to board gender diversity Concerns about overall performance
27/06/2025	Hakuhodo DY Holdings, Inc.	Annual	Against	2.1 2.8	Concerns related to approach to board gender diversity Concerns about overall performance Concerns related to succession planning
27/06/2025	HASEKO Corp.	Annual	Against	2.1,2.3	Concerns related to approach to board gender diversity Concerns about overall performance
27/06/2025	Heiwa Corp.	Annual	All For		
27/06/2025	Iyogin Holdings, Inc.	Annual	Against	2.1 9	Concerns related to approach to board gender diversity Concerns about overall performance SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes transparency
27/06/2025	JSC Holdings Corp.	Annual	Against	3.1	Concerns about overall performance
27/06/2025	K's Holdings Corp.	Annual	All For		
27/06/2025	Kaima Corp.	Annual	Against	2.1,2.2	Concerns related to approach to board gender diversity Concerns about overall performance
27/06/2025	Kamiumi Co., Ltd.	Annual	Against	3.1	Concerns about overall performance
27/06/2025	Kanden Co., Ltd.	Annual	Against	3 2.8,2.11 2.1,2.2	Concerns about overall board structure Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance
27/06/2025	Kaneka Corp.	Annual	Against	1.1,1.2 1.9	Concerns related to approach to board gender diversity Concerns about overall performance Concerns related to succession planning
27/06/2025	Kansai Paint Co., Ltd.	Annual	Against	2.1	Concerns about overall performance
27/06/2025	Keikyu Corp.	Annual	Against	3.7,4.1 3.1,3.2	Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance
27/06/2025	Keisei Electric Railway Co., Ltd.	Annual	Against	2.1,2.7,2.8,2.10 2.13,2.14 2.9,2.12	Concerns about overall performance Concerns to protect shareholder value Lack of independence on board
27/06/2025	Koito Manufacturing Co., Ltd.	Annual	Against	2.7,2.8,2.9,2.10,2.11 2.1,2.2	Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance
27/06/2025	Kokusai Electric Corp.	Annual	All For		
27/06/2025	Kyoto Financial Group, Inc.	Annual	Against	2.1	Concerns about overall performance
27/06/2025	Meiji Holdings Co., Ltd.	Annual	Against	1.1	Concerns about overall performance Inadequate management of deforestation risks
27/06/2025	Minebea Mitsumi, Inc.	Annual	All For		
27/06/2025	Mitsubishi Estate Co., Ltd.	Annual	Against	2.1,2.2 2.10 2.9	Concerns about overall performance Concerns related to approach to board gender diversity Lack of independence on board
27/06/2025	Mitsubishi Heavy Industries, Ltd.	Annual	Against	2.1,2.2 3.4 2.3,2.4,2.5,2.6	Concerns about overall performance 2- Concerns related to board gender diversity 3- Lack of independence on board Concerns related to inappropriate membership of committees Lack of independence on board
27/06/2025	Mitsubishi Logistics Corp.	Annual	Against	3.6,3.7,3.8 3.1,3.2	Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance



Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
27/06/2025	Mitsubishi UFJ Financial Group, Inc.	Annual	Against	2.12,2.13,2.14,2.15 3.4	Concerns about overall performance Inadequate management of climate-related risks
27/06/2025	Mitsui Fudosan Co., Ltd.	Annual	Against	2.5,2.5,2.9 2.1,2.2 2.9	Lack of independence on board Concerns about overall performance Lack of independence on board Lack of independence on board
27/06/2025	Mitsui Mining & Smelting Co., Ltd.	Annual	All For	3.2	Concerns about overall performance
27/06/2025	Miura Co., Ltd.	Annual	Against	2.1,2.2	Concerns about overall performance
27/06/2025	Morinaga S. Co., Ltd.	Annual	Against	2.1	Concerns related to approach to board gender diversity
27/06/2025	Murata Manufacturing Co. Ltd.	Annual	Against	2.1	Concerns about overall performance
27/06/2025	NICHIAS Corp.	Annual	Against	2.6 2.1,2.2	Concerns related to succession planning Concerns related to approach to board gender diversity Concerns about overall performance
27/06/2025	Nikon Corp.	Annual	Against	2.1,2.2	Concerns about overall performance
27/06/2025	Nintendo Co., Ltd.	Annual	All For	2.2,2.4	Concerns related to approach to board gender diversity Concerns about overall performance
27/06/2025	Nippon Shinyaku Co., Ltd.	Annual	Against	2.1,2.2	Concerns about overall performance
27/06/2025	Nippon Television Holdings, Inc.	Annual	Against	2.5,2.6,2.7 2.1,2.2	Concerns related to succession planning Concerns about overall performance
27/06/2025	Nishi-Nippon Financial Holdings, Inc.	Annual	Against	2.1,2.2	Concerns about overall performance
27/06/2025	NOF Corp.	Annual	Against	2.1,2.2	Lack of independence on board
27/06/2025	Odakyu Electric Railway Co., Ltd.	Annual	Against	2.8 2.1,2.2	Lack of independence on board Lack of independence on board Concerns about overall performance
27/06/2025	Oil Holdings Corp.	Annual	Against	2.1,2.2	Concerns about overall performance
27/06/2025	Organo Corp.	Annual	Against	2.6	Lack of independence on board
27/06/2025	Oriental Land Co., Ltd.	Annual	Against	2.6	Lack of independence on board
27/06/2025	Rengo Co., Ltd.	Annual	Against	1.5,1.6,1.7,1.8 1.1,1.2	Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance
27/06/2025	Sankyo Co., Ltd.	Annual	Against	2.1,2.2,2.3	Lack of independence on board
27/06/2025	SBI Holdings, Inc.	Annual	Against	1.1 1.1,5	Concerns related to approach to board gender diversity Lack of independence on board
27/06/2025	SG Holdings Co., Ltd.	Annual	Against	1.1,1.2	Concerns related to approach to board gender diversity
27/06/2025	Sharp Corp.	Annual	Against	1.2 3	Insufficient basis to support a decision Pay is misaligned with EOS remuneration principles
27/06/2025	Shimizu Corp.	Annual	Against	2.1,2.2	Concerns related to approach to board gender diversity Concerns about overall performance
27/06/2025	Shin-Etsu Chemical Co., Ltd.	Annual	Against	2.2 2.5	Concerns related to approach to board gender diversity Concerns related to succession planning
27/06/2025	SHIP HEALTHCARE HOLDINGS, INC.	Annual	Against	4 3.1,3.3 2.11 2.1,2.2	Pay is misaligned with EOS remuneration principles Concerns about overall board structure Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance
27/06/2025	SMC Corp. (Japan)	Annual	Against	2.1 2.9,2.10	Concerns related to approach to board gender diversity Concerns related to succession planning
27/06/2025	SoftBank Group Corp.	Annual	Against	2.1 2.9,3.1 2.8 4	Concerns about overall board structure 2- Concerns related to board composition 3- Concerns related to board gender diversity 4- Concerns related to succession planning Concerns related to potential conflict of interests 2- Lack of independence on board Lack of independence on board Pay is misaligned with EOS remuneration principles
27/06/2025	Sotetsu Holdings, Inc.	Annual	Against	3.1,3.2	Concerns about overall performance
27/06/2025	Sumitomo Mitsui Financial Group, Inc.	Annual	Against	2.2 3.4 2.10	Concerns about overall performance Inadequate management of climate-related risks Lack of independence on board
27/06/2025	Sumitomo Realty & Development Co., Ltd.	Annual	Against	3.6,3.8 3.1,3.2	Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance
27/06/2025	Suzuki Motor Corp.	Annual	Against	2.1	EOS manual override
27/06/2025	Svsmex Corp.	Annual	Against	2.1,2.2	Concerns related to approach to board gender diversity
27/06/2025	Taihei Denrys Kaisha, Ltd.	Annual	Against	2.7	Concerns about overall performance
27/06/2025	Taiheyo Cement Corp.	Annual	Against	2.7 2.6,2.9 2.1,2.2	Concerns related to succession planning Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance
27/06/2025	Taiyo Yuden Co., Ltd.	Annual	All For		
27/06/2025	Takara Holdings, Inc.	Annual	Against	2.1	Concerns about overall performance
27/06/2025	TBS Holdings, Inc.	Annual	Against	7 3.2 3.1 8 9	Insufficient basis to support a decision Poison pill/anti-takeover measure not in investors interests Concerns about overall performance Poison pill/anti-takeover measure not in investors interests Concerns about overall performance Shareholder proposal promotes appropriate accountability or incentivization Shareholder proposal promotes efficient capital structure
27/06/2025	The Chiba Bank, Ltd.	Annual	Against	2.1 2.6 2.7	Concerns about overall performance Concerns related to succession planning Lack of independence on board
27/06/2025	Tokai Sasei Co., Ltd.	Annual	All For		
27/06/2025	Tokyu Corp.	Annual	Against	2.1,2.2 2.8	Concerns about overall performance Lack of independence on board
27/06/2025	TOPPAN Holdings, Inc.	Annual	Against	1.6 1.1 1.2	Lack of independence on board Lack of independence on board Concerns about overall performance Lack of independence on board Concerns about overall performance
27/06/2025	TORIDOLL Holdings Corp.	Annual	Against	1.1	Concerns about overall performance
27/06/2025	Tsumura & Co.	Annual	Against	2.1	Concerns about overall performance
27/06/2025	Ushio, Inc.	Annual	Against	3.1	Concerns about overall performance
27/06/2025	Yamada Holdings Co., Ltd.	Annual	Against	2.6 2.1,2.2	Concerns related to succession planning Lack of independence on board Concerns related to approach to board gender diversity
27/06/2025	Yamaguchi Financial Group, Inc.	Annual	Against	1.1 1.1	Concerns about overall performance Lack of independence on board
27/06/2025	Yamato Kogyo Co., Ltd.	Annual	Against	3.6,3.7 3.1	Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Inadequate management of climate-related risks
27/06/2025	Zensho Holdings Co., Ltd.	Annual	Against	3.2 3.1 3.6,4.1	Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Inadequate management of climate-related risks Concerns related to succession planning
27/06/2025	ZEON Corp.	Annual	Against	2.1,2.2 2.6 2.7	Concerns about overall performance Concerns related to succession planning Lack of independence on board
28/06/2025	Hikari Taushin, Inc.	Annual	Against	2.2	Concerns related to succession planning
29/06/2025	Matsui Securities Co., Ltd.	Annual	Against	3.4 7	Lack of independence on board Pay is misaligned with EOS remuneration principles
09/04/2025	Scania Group	Annual	All For		
10/04/2025	Scantec Limited	Annual	Against	4	Voting related to alignment with 1.5 degrees scenario
11/04/2025	AMP Limited	Annual	Against	3.2	Pay is misaligned with EOS remuneration principles
01/05/2025	Rio Tinto Limited	Annual	Against	2.3	Total maximum variable pay is equal or >6 times base salary
01/05/2025	The SPT Group	Annual	Against	3	Pay is misaligned with EOS remuneration principles

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
02/05/2025	Iluka Resources Limited	Annual	Against	4	Pay is misaligned with EOS remuneration principles
07/05/2025	TPG Telecom Limited	Annual	Against	2,3,5	Pay is misaligned with EOS remuneration principles
08/05/2025	Woodside Energy Group Ltd	Annual	Against	4	Overboarded/Too many other time commitments
09/05/2025	QBE Insurance Group Limited	Annual	Against	2	Pay is misaligned with EOS remuneration principles
15/05/2025	Amptel Limited	Annual	All For	3,4	Pay is misaligned with EOS remuneration principles
15/05/2025	Atlas Arteria Ltd	Annual	Against	2c	Concerns related to inappropriate membership of committees
21/05/2025	Telix Pharmaceuticals Limited	Annual	All For	3	Pay is misaligned with EOS remuneration principles
28/05/2025	Yancoal Australia Ltd.	Annual	Against	5	Concerns regarding Auditor tenure
				2a,2b	Concerns related to inappropriate membership of committees
				8	Issue of capital raises concerns about excessive dilution of existing shareholders
				6	Issue of equity raises concerns about excessive dilution of existing shareholders
				2c	Lack of independence on board
				3	Pay is misaligned with EOS remuneration principles
02/04/2025	Schlumberger Limited	Annual	Against	1,8	Concerns related to board composition
03/04/2025	Koc Holding A.S.	Annual	Against	10	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.
				7	A vote AGAINST the prolongation of the authorized capital is warranted because the proposed ceiling allows the company to increase the share capital without preemptive rights by more than 20 percent.
				12	This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
03/04/2025	Sinotrans Limited	Extraordinary Shareholders	All For		
04/04/2025	Krung Thai Bank Public Co., Ltd.	Annual	Against	6	Concerns related to Non-audit fees
				5,1	Concerns related to approach to board gender diversity
				7	Concerns related to shareholder rights
04/04/2025	SCB X Public Company Limited	Annual	Against	4,2	Concerns related to approach to board gender diversity
				4,1	Concerns related to inappropriate membership of committees
06/04/2025	Oracle Financial Services Software Limited	Special	All For		
08/04/2025	Arab National Bank	Annual	Against	7	Pay is misaligned with EOS remuneration principles
08/04/2025	Bank of Communications Co., Ltd.	Extraordinary Shareholders	Against	1	Inadequate management of climate-related risks from exposure to coal
08/04/2025	Coca-Cola Ispahik AS	Annual	Against	7	Inadequate/poor disclosure
08/04/2025	Contemporary Amperex Technology Co., Ltd.	Annual	Against	1,1	Concerns related to shareholder rights
09/04/2025	Banco de Credito e Inversiones SA	Annual	Against	k	Insufficient/poor disclosure
				c	Insufficient/poor disclosure Inappropriate bundling of election of directors on a single vote
09/04/2025	Salik Co. PJSC	Annual	Against	9	Insufficient/poor disclosure
09/04/2025	Saudi Basic Industries Corp.	Annual	Abstain	6,1	Inadequate management of climate-related risks Insufficient/poor disclosure
				6,2,6,3,6,4,6,5,6,6,6,7,6,8,6	Insufficient/poor disclosure
				9,6,10,6,11	
09/04/2025	Thai Oil Public Company Limited	Annual	Against	6,1,6,2,6,4	Concerns related to approach to board gender diversity
				7	Insufficient/poor disclosure
09/04/2025	Vista Energy SAB de CV	Annual	All For		
10/04/2025	Bangkok Dusit Medical Services Public Co. Ltd.	Annual	Against	4,1	Concerns related to approach to board gender diversity Concerns related to succession planning Concerns about overall performance
				8	Insufficient/poor disclosure
10/04/2025	Home Product Center Public Company Limited	Annual	Against	2,2	Concerns related to approach to board gender diversity
10/04/2025	Promotora y Operadora de Infraestructura SA	Annual	Against	2a1	Concerns related to approach to board gender diversity
					Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Inadequate management of climate-related risks
10/04/2025	Wal-Mart de Mexico SAB de CV	Annual	Against	1,6	Insufficient/poor disclosure
11/04/2025	China Jushi Co. Ltd.	Annual	Against	11	Concerns related to shareholder rights
				12	Concerns to protect shareholder value
				14	Concerns to protect shareholder value
				13	Insufficient/poor disclosure
11/04/2025	Dogan Sirketler Grubu Holding AS	Annual	Against	7,8,9,12,15	Insufficient/poor disclosure
11/04/2025	Fomento Economico Mexicano SAB de CV	Annual	Against	5,1	Inadequate management of climate-related risks
				5,6	Overboarded/Too many other time commitments
11/04/2025	Info Edge (India) Limited	Special	All For		
11/04/2025	PTT Public Co., Ltd.	Annual	Against	6,1,6,4	Concerns related to approach to board gender diversity
				4	Insufficient/poor disclosure
13/04/2025	Al Rajhi Bank	Annual	Against	7	Inadequate management of climate-related risks
13/04/2025	Almarai Co. Ltd.	Annual	Against	5	Inadequate management of climate-related risks
				17	Insufficient/poor disclosure
				6	Pay is misaligned with EOS remuneration principles
13/04/2025	Riyad Bank	Annual	Against	15	Insufficient/poor disclosure
14/04/2025	Alarko Holding AS	Annual	Against	7	Concerns related to shareholder rights
				8,15,18	Insufficient/poor disclosure
14/04/2025	Anadolu Efes Biraclilik ve Malt Sanayi A.S.	Annual	Against	7	Insufficient/poor disclosure
15/04/2025	BYD Company Limited	Extraordinary Shareholders	All For		
15/04/2025	BYD Company Limited	Extraordinary Shareholders	All For		
15/04/2025	EEPT Corp.	Annual	Against	8	Insufficient/poor disclosure
15/04/2025	Magyar Telekom Telecommunications Plc	Annual	Against	12,13	Issue of equity raises concerns about excessive dilution of existing shareholders
				5	Pay is misaligned with EOS remuneration principles
15/04/2025	Migros Ticaret AS	Annual	Against	9	Insufficient/poor disclosure
15/04/2025	Santander Bank Polska SA	Annual	Against	16	Concerns related to shareholder rights
				10,14,17	Pay is misaligned with EOS remuneration principles
15/04/2025	Saudi National Bank	Annual	Against	7	Inadequate management of climate-related risks
				13	Insufficient/poor disclosure
				5,6	Pay is misaligned with EOS remuneration principles
16/04/2025	Bank of China Limited	Extraordinary Shareholders	Against	12	Concerns related to approach to board gender diversityLack of independence on board
				1	Issue of equity raises concerns about excessive dilution of existing shareholders
16/04/2025	Bank of Communications Co., Ltd.	Extraordinary Shareholders	All For		
16/04/2025	Bank of Communications Co., Ltd.	Special	All For		
16/04/2025	Carnival Corporation	Annual	Against	8	Concerns related to board composition
16/04/2025	Petroleo Brasileiro SA	Annual	Against	1	Cumulative/slate voting in favour of individual candidates/slates
16/04/2025	Petroleo Brasileiro SA	Annual/Special	Abstain	9,1,9,2,9,3,9,4,9,5,9,6,9,7,9,8	Concerns about candidate's experience/skills
				21	Concerns about overall board structure 2- Cumulative/slate voting in favour of individual candidates/slates
				4,9,9,9,10,19,22	
				10,11,17	
				3	
16/04/2025	Ultrapar Participacoes SA	Annual	Abstain	6,7,1,7,2,7,3,7,4,7,5,7,6,7,7	Insufficient/poor disclosure
			Against	7,8,7,9,9	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees
				4	Insufficient/poor disclosure
				5	Insufficient/poor disclosure
16/04/2025	Ultrapar Participacoes SA	Extraordinary Shareholders	Against	3	Concerns related to shareholder rights
17/04/2025	Fuyao Glass Industry Group Co., Ltd.	Annual	All For		
17/04/2025	Itau Unibanco Holding SA	Annual	Abstain	1	EOS manual override 2- Insufficient basis to support a decision
				2	
17/04/2025	Metalurgica Gerdau SA	Annual	Against	2	
17/04/2025	PRIO SA	Annual	Against	3	
20/04/2025	ALTMINTREX Ltd.	Special	Against	7	Insufficient/poor disclosure
21/04/2025	Agc Anadolu Grubu Holding AS	Annual	Against	8	Concerns related to approach to board gender diversity
					Insufficient/poor disclosure

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
21/04/2025	Bank of the Philippine Islands	Annual	Against	3.12 3.5 3.1,3.2 3.14 6	Concerns related to approach to board gender diversity Concerns related to attendance at board or committee meetings Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to attendance at board or committee meetings Insufficient/poor disclosure
21/04/2025	Kontinental Teknologi Energi & Mهندستك AS	Annual	Against	7,8,10	Insufficient/poor disclosure
21/04/2025	Sany Heavy Industry Co., Ltd.	Special	Against	11 19.1 16,17,18	Concerns related to shareholder rights Lack of independence on board Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles
22/04/2025	China Construction Bank Corporation	Extraordinary Shareholders	Against	10	Insufficient/poor disclosure
22/04/2025	China Construction Bank Corporation	Special	All For		
22/04/2025	Galabell SA	Annual	All For		
22/04/2025	Gree Electric Appliances, Inc. of Zhuhai	Special	Against	1.1 2.1 1.2 1.3	Combined CEO/Chair Concerns related to approach to board gender diversityLack of independence on board Concerns related to inappropriate membership of committees Inadequate management of climate-related risks Insufficient/poor disclosure
22/04/2025	Raia Drogasil SA	Annual	Abstain Against	4,7,8,1,8,2,8,3,8,4,8,5,8,6,8 7,8,8,9,8,10,8,11,8,12,8,1 3 6,12 5	Insufficient/poor disclosure Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Inappropriate bundling of election of directors on a single vote
22/04/2025	Raia Drogasil SA	Extraordinary Shareholders	All For		
23/04/2025	Bumrungrad Hospital Public Company Limited	Annual	Against	5.2 5.3 9	Concerns related to inappropriate membership of committees Concerns related to succession planning Insufficient/poor disclosure
23/04/2025	Colgate-Palmolive (India) Limited	Special	All For		
23/04/2025	Empresas Copec SA	Annual	Against	8	Insufficient/poor disclosure
23/04/2025	Grupo Círculo SA	Extraordinary Shareholders	All For		
23/04/2025	Grupo Financiero Banorte SAB de CV	Annual	All For		
23/04/2025	Metropolitan Bank & Trust Company	Annual	Against	3.12 3.12 3.6	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees
23/04/2025	TOTVS SA	Annual	Against	5	
23/04/2025	TOTVS SA	Extraordinary Shareholders	Against	6 1	Pay is misaligned with EOS remuneration principles
24/04/2025	BANK POLSKA KASA OPIEKI SA	Annual	Against	15.4 12	Concerns related to shareholder rights Pay is misaligned with EOS remuneration principles
24/04/2025	Charoen Pokphand Foods Public Co. Ltd.	Annual	Against	5.4	Concerns related to approach to board gender diversity
24/04/2025	China Medical System Holdings Ltd.	Annual	Against	5 7	Issue of equity raises concerns about excessive dilution of existing shareholders Issue of equity raises concerns about excessive dilution of existing shareholders -- dilution issue
24/04/2025	Companhia Paranaense de Energia	Annual	Against	1	
24/04/2025	Empresas CMPC SA	Annual	Against	8	Insufficient/poor disclosure
24/04/2025	ESCC SAB de CV	Annual	Against	5	Insufficient/poor disclosure Inappropriate bundling of election of directors on a single vote
24/04/2025	Grupo Aeroportuario del Pacifico SAB de CV	Annual	All For		
24/04/2025	International Container Terminal Services, Inc.	Annual	Abstain	4.7 4.5 4.6 4.2	Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Inadequate management of climate-related risks Concerns related to inappropriate membership of committees Inadequate management of climate-related risks
24/04/2025	Komerčni banka as	Annual	Against	10,11	Pay is misaligned with EOS remuneration principles
24/04/2025	Llojas Renner SA	Annual	Abstain	4	Insufficient/poor disclosure
24/04/2025	Malayan Banking Berhad	Annual	All For		
24/04/2025	MOL Hungarian Oil & Gas Plc	Annual	Against	14,1,5,1,6,2,3,1,4,1,4,2,5,1 5,2,5,3,6,7,8	Insufficient/poor disclosure
24/04/2025	MONETA Money Bank. a.s.	Annual	All For		
24/04/2025	Nippon Life India Asset Management Limited	Special	All For		
24/04/2025	PTETONAS Pawanjan Berhad	Annual	All For		
24/04/2025	Sasa Polyester Sanayi AS	Annual	Against	8,14	Insufficient/poor disclosure
24/04/2025	Sociedad Quimica y Minera de Chile SA	Annual	All For		
24/04/2025	Sok Marketer, Tigaret AS	Annual	Against	8	Insufficient/poor disclosure
24/04/2025	Tata Consultancy Services Limited	Special	All For		
25/04/2025	Atacadero SA	Extraordinary Shareholders	All For		
25/04/2025	Banca Transilvania SA	Annual	Against	2,6 7	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
25/04/2025	Banca Transilvania SA	Extraordinary Shareholders	Against	2	Insufficient/poor disclosure
25/04/2025	BDO Unibank, Inc.	Annual	Against	4,6,4,11 4,1,4,2 5,7 4,3	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Insufficient/poor disclosure Concerns related to inappropriate membership of committees
25/04/2025	Centrosid SA	Annual	Against	8	Insufficient/poor disclosure
25/04/2025	Central Retail Corp. Public Co. Ltd.	Annual	Against	4,1,2,4,1,3 8	Concerns related to approach to board gender diversity Insufficient/poor disclosure
25/04/2025	China Yangtze Power Co., Ltd.	Special	Against	1.1	Concerns related to approach to board gender diversity
25/04/2025	Gruma SAB de CV	Annual	Against	5,6,5,6,6	Concerns related to inappropriate membership of committees
25/04/2025	Gruma SAB de CV	Extraordinary Shareholders	All For		
25/04/2025	Hypera SA	Annual	Abstain Against	8 5,11,12,1,12,2,12,3,12,4,12 5,12,6,12,7,12,8,12,9 6 7	Insufficient/poor disclosure Concerns about overall board structure Insufficient/poor disclosure
25/04/2025	Natura &Co Holding SA	Annual	All For		
25/04/2025	Natura &Co Holding SA	Extraordinary Shareholders	Against	1	Concerns related to inappropriate membership of committees
25/04/2025	OTP Bank Nyrt	Annual	Against	10	Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles
25/04/2025	Prologis Property Mexico SA de CV	Annual	Against	3,6	Concerns related to approach to board gender diversity
25/04/2025	P.T. United Tractors Tbk	Annual	Against	3	Insufficient/poor disclosure
25/04/2025	P.T. United Tractors Tbk	Extraordinary Shareholders	All For		
25/04/2025	Suzano SA	Annual	Abstain Against	5,1,5,2 6 7	Cumulative/slate voting in favour of individual candidates/slates Concerns with non-executive director compensation 2- Executive salary increases without robust justification
25/04/2025	Telefonica Brasil SA	Annual	Abstain Against	4,6,7,1,7,2,7,3,7,4,7,5,7,6,7 7,7,8,7,9,7,10,7,11,7,12 5,6,5,7 10	Insufficient/poor disclosure Concerns related to inappropriate membership of committees Insufficient/poor disclosure
25/04/2025	Türk Telekomunikasyon AS	Annual	Against	17	Insufficient/poor disclosure
25/04/2025	Türkiye Halk Bankası AS	Annual	Against	3,5 6,7,11 3,4	Concerns to protect shareholder value Insufficient/poor disclosure Concerns to protect shareholder value
25/04/2025	Türkiye Vakıflar Bankası TAO	Annual	Against	6,7,8,11	Insufficient/poor disclosure
27/04/2025	The Saudi Investment Bank	Annual	All For		
28/04/2025	Cholamandaram Investment and finance Company Limited	Special	Against	1	Concerns related to approach to board gender diversity

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
28/04/2025	Kardemir Karabuk Demir Celik Sanayi ve Ticaret AS	Annual	Against	6	Insufficient/poor disclosure
29/04/2025	Ambev SA	Annual	Abstain	3	Cumulative/slate voting in favour of individual candidates/slates
			Against	5	Insufficient/poor disclosure
				4	
29/04/2025	Ambev SA	Extraordinary Shareholders	All For		
29/04/2025	Alacadao SA	Annual	Abstain	13.1,13.2,13.3,13.4,13.5,13.6,13.7,13.8,13.9,13.10,13.11,13.12,13.13,13.14,13.15,13.16,13.17,13.18,13.19,13.20,13.21,13.22,13.23,13.24,13.25	Cumulative/slate voting in favour of individual candidates/slates
			Against	11	Insufficient/poor disclosure
				10.1	Lack of independence on board Concerns related to inappropriate membership of committees Inappropriate bundling of election of directors on a single vote
29/04/2025	Alacadao SA	Extraordinary Shareholders	All For		
29/04/2025	BB Seguridade Participacoes SA	Annual	Abstain	10,11.1,11.2,11.3,11.4,11.5	Insufficient/poor disclosure
			Against	11.6,12	Insufficient/poor disclosure
				9.7	Lack of independence on board Concerns related to approach to board gender diversity
				3	
				9.3	
29/04/2025	BB Seguridade Participacoes SA	Extraordinary Shareholders	All For		
29/04/2025	IBIM Birtlesik Magazalar AS	Annual	Against	6	Lack of independence on board
29/04/2025	Chemical Works of Gedeon Richter Plc	Annual	Against	7,15	Pay is misaligned with EOS remuneration principles
29/04/2025	CIMB Group Holdings Berhad	Annual	All For		
29/04/2025	Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	Annual	All For		
29/04/2025	Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	Extraordinary Shareholders	Against	2	Pay is misaligned with EOS remuneration principles
29/04/2025	Embraer SA	Annual	Against	4	Concerns related to approach to board gender diversity
29/04/2025	Embraer SA	Annual	Abstain	4	Insufficient/poor disclosure
			Against	5	Concerns related to approach to board gender diversity
				6,10	Insufficient/poor disclosure
29/04/2025	Fibra Uno Administracion SA de CV	Annual	Against	5,9	Concerns related to inappropriate membership of committees
				6	Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity
29/04/2025	Minor International Public Company Limited	Annual	Against	4,3	Concerns related to approach to board gender diversity
29/04/2025	Nahdi Medical Co.	Annual	All For		
29/04/2025	SITC International Holdings Company Limited	Annual	Against	12,13	Insufficient/poor disclosure
				8	Lack of independence on board
29/04/2025	The People's Insurance Company (Group) of China Limited	Extraordinary Shareholders	All For		
29/04/2025	Transmissora Alianca de Energia Eletrica SA	Annual	Abstain	11.1,11.2,11.3	Cumulative/slate voting in favour of individual candidates/slates
			Against	3,8,9,1,9,2,9,3,9,4,9,5,9,6,9,7,9,8,9,9,10,9,11,9,12,9,13	Insufficient/poor disclosure
				12,13	Concerns related to inappropriate membership of committees
				7,3	Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity
				7.2	
29/04/2025	WEG SA	Annual	Abstain	4	Cumulative/slate voting in favour of individual candidates/slates
			Against	5,6	Insufficient/poor disclosure
29/04/2025	WEG SA	Extraordinary Shareholders	Against	4	Concerns related to minority shareholder interest
30/04/2025	Aleasa SAB de CV	Annual/Special	Against	5	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees
				4,3,4,4	Concerns related to inappropriate membership of committees
				4,1,4,2	Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity
30/04/2025	Bajaj Auto Limited	Special	Against	1	Pay is misaligned with EOS remuneration principles
30/04/2025	Banco BTG Pactual SA	Annual	Abstain	3,5,6,1,6,2,6,3,6,4,6,5,6,6,6	Insufficient/poor disclosureInsufficient/poor disclosure
			Against	7,6,8,6,9,7,8,10	Lack of independence on board
				9	
				4,1,4,2,4,4,4,5,4,7,4,8	
30/04/2025	Banco do Brasil SA	Annual	Abstain	3,4,5,1,5,2,5,3,5,4	Insufficient/poor disclosure
			Against	5,5,6,1,6,2,6,3	Insufficient/poor disclosureLack of independence on board
				2,2,7,2	
				1,1,1,2,1,3,1,4,1,5,1,6	
30/04/2025	Banco do Brasil SA	Extraordinary Shareholders	All For		
30/04/2025	Bectel S.A.B. de C.V.	Annual	Against	5,6	Insufficient/poor disclosure Inappropriate bundling of election of directors on a single vote
30/04/2025	Grupo Financiero Inbursa SAB de CV	Annual	Against	5,7	Insufficient/poor disclosure
30/04/2025	Grupo Mexico S.A.B. de C.V.	Annual	Against	8	Insufficient/poor disclosure
				7	Insufficient/poor disclosure Inappropriate bundling of election of directors on a single vote
30/04/2025	Gubre Fabrikalari TAS	Annual	Against	4,5	Concerns to protect shareholder value
				7,8,13	Insufficient/poor disclosure
				9	Issue of equity raises concerns about excessive dilution of existing shareholders
30/04/2025	Iltusa SA	Annual	Abstain	1	
			Against	2	
30/04/2025	Lancaster Holdings Ltd.	Annual	Against	2	Total maximum variable pay is equal or >4x times base salary
01/05/2025	Feiche Motors Limited	Special	Against	2	
02/05/2025	LMF Savak Hizmetleri AS	Annual	All For		
30/04/2025	Vale SA	Annual	Abstain	4	Insufficient/poor disclosure
			Against	5,7	Concerns about candidate's experience/skills
				7,7	Insufficient/poor disclosure
				7,4,10,1,10,2,10,3,10,4	Concerns about overall performance
30/04/2025	Vale SA	Annual	Abstain	4	Insufficient/poor disclosureConcerns about candidate's experience/skills
			Against	10,1,10,2,10,3,10,4	
				5,7,7,7	
				7,7,10,1,10,2,10,3,10,4	
				5,7	
30/04/2025	Vale SA	Extraordinary Shareholders	All For		
01/05/2025	Feiche Motors Limited	Special	Against	3	Concerns related to approach to board gender diversity
02/05/2025	LMF Savak Hizmetleri AS	Annual	All For		
02/05/2025	DFI Retail Group Holdings Ltd.	Annual	Against	3,7	Concerns regarding Auditor tenure
				4	Concerns related to inappropriate membership of committees
				1	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
02/05/2025	Hongkong Land Holdings Ltd.	Annual	Against	4,6	Concerns regarding Auditor tenure
				1	Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles
02/05/2025	Jardine Matheson Holdings Ltd.	Annual	Against	3,4,6	Inadequate management of climate-related risks Concerns regarding Auditor tenure
06/05/2025	Plus500 Ltd.	Annual	Against	5	Failure to provide DEI disclosures in line with UK listing rules
				3	Lack of independent representation at board committees
				11	Pay is misaligned with EOS remuneration principles
06/05/2025	Renaissance Holdings Ltd.	Annual	Against	10	Concerns related to board composition Concerns about overall board structure

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
06/05/2025	Savola Group	Annual	Abstain Against	26.11.26.12.26.13.26.14.26. 15.26.16.26.17.26.18.26.19. 26.20.26.21.26.22.26.23.26. 24.26.25.26.26.28.28.29. 28.30.26.31.26.32.26.33.26. 34.26.35.26.36.26.37.26.38. 26.39.26.40.26.41 4	Cumulative/slate voting in favour of individual candidates/slates Inadequate management of climate-related risks
06/05/2025	Tata Motors Limited	Court	All For		
07/05/2025	Arch Capital Group Ltd.	Annual	Against	1a	Concerns about overall board structure
07/05/2025	IASMPT Limited	Annual	Against	9	Concerns related to inappropriate membership of committees
07/05/2025	Prologis Property Mexico SA de CV	Ordinary Shareholders	All For		
07/05/2025	Tekfen Holding AS	Annual	Against	7	Insufficient/poor disclosure
08/05/2025	Public Bank Berhad	Annual	All For		
08/05/2025	RHB Bank Berhad	Annual	All For		
09/05/2025	Sany Heavy Industry Co., Ltd.	Annual	Against	7 11 1	Concerns related to shareholder rights Concerns to protect shareholder value Inadequate management of climate-related risks
09/05/2025	State Bank of India	Special	All For		
09/05/2025	WH Group Limited	Annual	Against	2b 7.8	Concerns related to approach to board gender diversity Lack of independence on board Inadequate management of deforestation risks
11/05/2025	Elm Co. (Saudi Arabia)	Annual	Against	14.17.20	Issue of equity raises concerns about excessive dilution of existing shareholders
13/05/2025	Hua Xia Bank Co., Ltd.	Annual	Against	9 5 11 12.13	Concerns related to shareholder rights Insufficient/poor disclosure Shareholder proposal does not promote enhanced shareholder rights Shareholder proposal does not promote transparency
13/05/2025	Hutchmed (China) Limited	Annual	Against	2D 2H	Concerns related to inappropriate membership of committees Lack of independence on board
13/05/2025	Ping An Insurance (Group) Company of China, Ltd.	Annual	All For		
13/05/2025	Ping An Insurance (Group) Company of China, Ltd.	Special	All For		
13/05/2025	Saudi Telecom Co.	Annual	All For		
14/05/2025	Akasa Airlines Kinyua Sangaji AS	Annual	Against	7	Insufficient/poor disclosure
14/05/2025	America Movil SAB de CV	Annual	Against	2.c4.2.c8.2.c14.4.b1.4.b2.4. b4 1.1.1.2.1.3.1.4.1.5 2.c5 2.c1.2.c2	Concerns related to inappropriate membership of committees Concerns to protect shareholder value Lack of independence on board Concerns related to approach to board gender diversity
14/05/2025	Budweiser Brewing Company APAC Limited	Annual	Against	3a 3c 6.7 3b	Combined CEO/Chair Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board Concerns related to inappropriate membership of committees
14/05/2025	Emlak Konut Gayrimenkul Yatirim Ortakligi AS	Annual	Against	10.11.12 19	Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders
14/05/2025	Everest Group, Ltd.	Annual	Against	1.1	Lack of independence on board
14/05/2025	Levent Holdings Limited	Annual	Against	1.1	Concerns related to board composition
15/05/2025	Hiscox Ltd.	Annual	Against	2	Concerns related to succession planning
15/05/2025	HKT Trust and HKT Limited	Annual	Against	3c 5.7	Low shareholding requirement Concerns related to inappropriate membership of committees Insufficient/poor disclosure
15/05/2025	PPB Group Berhad	Annual	Against	3a 8	Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to succession planning
15/05/2025	Promotora y Operadora de Infraestructura SA	Ordinary Shareholders	All For		
15/05/2025	Tata Steel Limited	Special	All For		
15/05/2025	TURKCELL Iletisim Hizmetleri AS	Annual	Against	8.9	Insufficient/poor disclosure
15/05/2025	Universal Robina Corporation	Annual	Against	4.9 7 4.1.4.2	Concerns related to inappropriate membership of committeesConcerns related to approach to board gender diversity Insufficient/poor disclosure Overboarded/Too many other time commitments
15/05/2025	Wharf Real Estate Investment Company Limited	Annual	Against	2a 5.6 2b	Combined CEO/Chair Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders Overboarded/Too many other time commitments Concerns related to approach to board gender diversity
16/05/2025	Haitian International Holdings Limited	Annual	Against	2 8.10	Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders
17/05/2025	Bajaj Finserv Limited	Special	Against	2	Concerns related to approach to board gender diversity
19/05/2025	Kweichow Moutai Co., Ltd.	Annual	Against	1.2.3.4	Inadequate management of climate-related risks
19/05/2025	Saudi Arabian Oil Co.	Annual	Against	1	Inadequate management of climate-related risks
20/05/2025	China Tower Corporation Limited	Annual	Against	5	Concerns related to approach to board gender diversity
20/05/2025	Chinasoft International Limited	Annual	Against	7 2.2 2.1	Issue of equity raises concerns about excessive dilution of existing shareholders Concerns related to approach to board gender diversity Lack of independence on board Concerns related to approach to board gender diversity
20/05/2025	Hengan International Group Company Limited	Annual	Against	3c.3d 6.7 10	Concerns related to approach to board gender diversityLack of independence on board Issue of equity raises concerns about excessive dilution of existing shareholders Issue of equity raises concerns about excessive dilution of existing shareholders
20/05/2025	Nongfu Spring Co., Ltd.	Annual	Against	10	Issue of equity raises concerns about excessive dilution of existing shareholders
20/05/2025	Weichai Power Co., Ltd.	Extraordinary Shareholders	All For		
20/05/2025	Weichai Power Co., Ltd.	Special	All For		
21/05/2025	Airtac International Group	Annual	Against	3.1	Combined CEO/Chair 2- Concerns related to board gender diversity 3- Lack of independence on board
21/05/2025	CGN Power Co., Ltd.	Annual	Against	1.2.3.9 12	Inadequate management of climate-related risks Issue of equity raises concerns about excessive dilution of existing shareholders
21/05/2025	CGN Power Co., Ltd.	Special	All For		
21/05/2025	Chongqing Rural Commercial Bank Co., Ltd.	Annual	Against	8 12.13.14 9 3.4	Concerns related to Non-audit fees Concerns related to approach to board gender diversity Concerns related to approach to board gender diversityLack of independence on board Lack of independence on board Concerns related to succession planning
21/05/2025	CK Infrastructure Holdings Limited	Annual	Against	12 13.2	Overboarded/Too many other time commitments Inadequate management of climate-related risks
21/05/2025	P.T. Charoen Pokphong Indonesia Tbk.	Annual	Against	2	Inadequate management of climate-related risks
21/05/2025	Shanghai Transocean Holding Co., Ltd.	Annual	Against	2	Inadequate management of climate-related risks
21/05/2025	Turk Hava Yolları AO	Annual	Against	8.10.12.14 7 9 3a	Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board Concerns related to approach to board gender diversity
22/05/2025	AAC Technologies Holdings Inc.	Annual	Against	5 7 8	Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles
22/05/2025	China Yangtze Power Co., Ltd.	Annual	Against	9 1	Concerns to protect shareholder value Inadequate management of climate-related risks
22/05/2025	CK Asset Holdings Limited	Annual	All For		
22/05/2025	CK Hutchison Holdings Limited	Annual	Against	3a 3b 4	EOS manual override EOS manual override Lack of independence on board Inadequate management of climate-related risks
22/05/2025	Ethiad Etisalat Co.	Annual	Against	4 17 6	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
22/05/2025	Kingdee International Software Group Co., Ltd.	Annual	Against	2A	Concerns related to inappropriate membership of committees Combined CEO/Chair

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
22/05/2025	Mavi Givim Sanayi ve Ticaret AS	Annual	All For		
22/05/2025	MGM China Holdings Limited	Annual	Against	3A3 5,7 3A4	Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
22/05/2025	PT Kalbe Farma Tbk	Annual	Against	3,5	Insufficient/poor disclosure
22/05/2025	PT Sumber Alfaria Trijaya Tbk	Annual	All For		
22/05/2025	Sands China Ltd.	Annual	Against	3a 3b 6,7 7	Concerns related to approach to board gender diversity Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure
22/05/2025	Vestel Elektronik Sanayi ve Ticaret AS	Annual	Against	13	Issue of equity raises concerns about excessive dilution of existing shareholders
23/05/2025	C&D International Investment Group Limited	Annual	Against	3 5 9,11	Concerns related to inappropriate membership of committees. Concerns related to approach to board gender diversity and lack of independence on board Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders
23/05/2025	China State Construction Engineering Corp. Ltd.	Annual	Against	1 7,9,10	Inadequate management of climate-related risks Insufficient/poor disclosure
23/05/2025	Guangzhou Automobile Group Co., Ltd.	Annual	Against	8	Concerns related to shareholder rights
23/05/2025	Hektas Ticaret TAS	Annual	Against	9,13	Inadequate management of climate-related risks
23/05/2025	Kerry Properties Limited	Annual	Against	9 3a	Insufficient/poor disclosure Combined CEO/Chair Concerns related to inappropriate membership of committees
23/05/2025	Wynn Macau Limited	Annual	Against	6A,6C 3a,3c	Issue of equity raises concerns about excessive dilution of existing shareholders Concerns related to succession planning
23/05/2025	Yue Yuen Industrial (Holdings) Limited	Annual	Against	7,8 5A,5C 3c	Issue of equity raises concerns about excessive dilution of existing shareholders Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
24/05/2025	Info Edge (India) Limited	Special	All For		
26/05/2025	KLN Logistics Group Limited	Annual	Against	9A,9C 6	Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
26/05/2025	KLN Logistics Group Limited	Special	All For		
27/05/2025	NARI Technology Co., Ltd.	Annual	Against	3b	Concerns to protect shareholder value
27/05/2025	Orient Overseas (International) Limited	Annual	Against	3a 3f 6a,6c	Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees diversity Lack of independence on board Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders
27/05/2025	Orient Overseas (International) Limited	Special	All For		
27/05/2025	Pop Mart International Group Limited	Annual	Against	3b 3a 5A,5C	Concerns related to approach to board gender diversity Lack of independence on board Concerns related to inappropriate membership of committees Combined CEO/Chair Issue of equity raises concerns about excessive dilution of existing shareholders
27/05/2025	PT Telkom Indonesia (Persero) Tbk	Annual	Against	6	Insufficient/poor disclosure Concerns about overall performance
27/05/2025	Shandong Weigao Group Medical Polymer Company Limited	Annual	Against	8	Concerns related to approach to board gender diversityLack of independence on board
27/05/2025	Shenzhen International Group Holdings Limited	Annual	Against	8 10 3	Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board Concerns related to inappropriate membership of committees Inadequate management of climate-related risks
28/05/2025	Asiata Group Berhad	Annual	All For		
28/05/2025	Challasee Holding Co., Ltd.	Annual	All For		
28/05/2025	COSCO SHIPPING Holdings Co., Ltd.	Annual	Against	13,1 13,2 11	Concerns related to approach to board gender diversity Lack of independence on board Concerns related to approach to board gender diversityLack of independence on board Concerns related to shareholder rights
28/05/2025	COSCO SHIPPING Holdings Co., Ltd.	Special	All For		
28/05/2025	Gold Fields Ltd.	Annual	All For		
28/05/2025	Haier Smart Home Co., Ltd.	Annual	Against	33,01 33,04 12 33,03	Combined CEO/Chair Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Insufficient/poor disclosure Overboarded/Too many other time commitments Concerns related to inappropriate membership of committees
28/05/2025	Haier Smart Home Co., Ltd.	Special	All For		
28/05/2025	Jarir Marketing Co.	Annual	Against	9 6	Insufficient justification for related party transaction Insufficient/poor disclosure
28/05/2025	PT Perusahaan Gas Negara Tbk	Annual	Against	6,7	Insufficient/poor disclosure
28/05/2025	Royal Caribbean Group	Annual	Against	1a	Concerns related to succession planning Concerns related to board composition
29/05/2025	Aichip Technologies Ltd.	Annual	Against	3,2,3,3	Concerns related to approach to board gender diversity
29/05/2025	Aselsan Elektronik Sanayi ve Ticaret AS	Annual	Against	3,1	Concerns related to inappropriate membership of committees
29/05/2025	BizLink Holding, Inc.	Annual	Against	7,8,9,12,13	Insufficient/poor disclosure
29/05/2025	Budimex SA	Annual	Against	11,11 11,7,11,9,11,10	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
29/05/2025	China Communications Services Corp. Ltd.	Annual	Against	4,1 5,6 4,4	Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Lack of independence on board Issue of equity raises concerns about excessive dilution of existing shareholders Overboarded/Too many other time commitments
29/05/2025	China Feihe Limited	Annual	Against	3a 3b 3c 6,7	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 inappropriate membership of committees Inadequate management of climate-related risks Concerns related to approach to board gender diversity Inadequate management of climate-related risks Issue of equity raises concerns about excessive dilution of existing shareholders
29/05/2025	Kingsoft Corporation Limited	Annual	Against	3,1 3,3 8	Concerns related to approach to board gender diversity Lack of independence on board Concerns related to succession planning Concerns to protect shareholder value
29/05/2025	KunLun Energy Company Limited	Annual	Against	5,7 3C	Issue of equity raises concerns about excessive dilution of existing shareholders Concerns related to approach to board gender diversity Lack of independence on board
29/05/2025	MTN Group Ltd.	Annual	Against	6,8	Issue of equity raises concerns about excessive dilution of existing shareholders
29/05/2025	Petkim Petrokimya Holding AS	Annual	Against	2,2	Pay is misaligned with EOS remuneration principles
29/05/2025	Silergy Corp.	Annual	Against	9,12 4,1	Insufficient/poor disclosure Concerns related to approach to board gender diversity
29/05/2025	Zhen Ding Technology Holding Ltd.	Annual	All For	4,9	Overboarded/Too many other time commitments
30/05/2025	GCL Technology Holdings Limited	Annual	Against	5 3	Concerns related to approach to board gender diversity and lack of independence on board Concerns related to inappropriate membership of committees
30/05/2025	Geely Automobile Holdings Limited	Annual	Against	8A,8C 3,4	Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
30/05/2025	LTIMindtree Ltd.	Annual	Against	5	Concerns related to approach to board gender diversity
30/05/2025	Midea Group Co. Ltd.	Annual	Against	13,17 9	Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders
30/05/2025	Mintih Group Limited	Annual	Against	18 20	Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders
30/05/2025	Nesbank Group Ltd.	Annual	All For		
30/05/2025	Shanghai Electric Group Co., Ltd.	Annual	Against	10,01,10,02,10,03,10,04,10,05	Insufficient/poor disclosure
30/05/2025	Shanghai Electric Group Co., Ltd.	Special	All For		



Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
30/05/2025	Xinyi Glass Holdings Ltd.	Annual	Against	3A2,3A3 3A1,3A4,6,7,8	Lack of independence on board Pay is misaligned with EOS remuneration principles
03/06/2025	Abaca Group Ltd.	Annual	All For	4	Concerns related to inappropriate membership of committees
03/06/2025	United Energy Group Limited	Annual	Against	8a,8c 5	Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board. Concerns related to succession planning
04/06/2025	Santitas Ltd.	Annual	Against	3.4	Concerns related to approach to board gender diversity
05/06/2025	China Resources Mixc Lifestyle Services Limited	Annual	Against	3.2 3.1 6.7	Concerns related to approach to board gender diversityLack of independence on board Concerns related to inappropriate membership of committeesConcerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders
05/06/2025	ORLEN SA	Annual	Against	21,22 18 23	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles Shareholder proposal does not promote transparency
05/06/2025	PetroChina Company Limited	Annual	Against	1 6,10	Inadequate management of climate-related risks Insufficient/poor disclosure
05/06/2025	PetroChina Company Limited	Special	All For	4	Concerns related to shareholder rights
05/06/2025	Sinotrans Limited	Annual	Against	1	Issue of equity raises concerns about excessive dilution of existing shareholders
05/06/2025	Sinotrans Limited	Special	All For	5,6	Concerns related to inappropriate membership of committees
05/06/2025	Tingyi (Cayman Islands) Holding Corp.	Annual	Against	5,6	Concerns related to inappropriate membership of committees
05/06/2025	Tingyi (Cayman Islands) Holding Corp.	Extraordinary Shareholders	All For	2	Concerns related to inappropriate membership of committees Combined CEO/Chair
05/06/2025	Xiaomi Corporation	Annual	Against	3 8,9	Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders
06/06/2025	BYD Company Limited	Annual	Against	1 8,10,11,13	Inadequate management of climate-related risks Issue of equity raises concerns about excessive dilution of existing shareholders
06/06/2025	BYD Company Limited	Annual	Against	1 8,10,11,13	Inadequate management of climate-related risks Issue of equity raises concerns about excessive dilution of existing shareholders
06/06/2025	China Resources Land Limited	Annual	Against	3.1 6,7	Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Lack of independence on board Inadequate management of climate-related risks Issue of equity raises concerns about excessive dilution of existing shareholders
06/06/2025	Jiangxi Copper Company Limited	Annual	All For	1	Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles
07/06/2025	Bajaj Finance Limited	Special	Against	2 1	Pay is misaligned with EOS remuneration principles Concerns related to approach to board gender diversity
07/06/2025	Coromandel International Limited	Special	Against	2	Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles
09/06/2025	Harel Insurance Investments & Financial Services Ltd.	Annual/Special	Against	A,B1,B2,B3 8 11	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
09/06/2025	Melluan	Annual	All For	2,2	Concerns related to inappropriate membership of committees
09/06/2025	Standard Bank Group Ltd	Annual	Against	2,2	Concerns related to inappropriate membership of committees
10/06/2025	Utrav System Bhd.	Annual	All For	2,6	Concerns related to attendance at board or committee meetings
10/06/2025	PLDT Inc.	Annual	Against	2,11 2,3 2,10 2,1 2,2 2,7,2,8	Concerns related to inappropriate membership of committees Lack of independence on board Concerns about overall performance 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 Concerns about overall performance Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance Overboarded/Too many other time commitments Overboarded/Too many other time commitments
10/06/2025	Sino Biopharmaceutical Limited	Annual	Against	6,7 11A,11C 3	Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board. Concerns related to inappropriate membership of committees
11/06/2025	China Pacific Insurance (Group) Co., Ltd.	Annual	Against	1 10	Inadequate management of climate-related risks Issue of equity raises concerns about excessive dilution of existing shareholders
11/06/2025	Genting Malaysia Berhad	Annual	Against	10	Issue of equity raises concerns about excessive dilution of existing shareholders
12/06/2025	Aspen Tech	Annual	Against	2,3	Concerns related to approach to board gender diversity
12/06/2025	China Menzies Dairy Company Limited	Annual	All For	2,3	Pay is misaligned with EOS remuneration principles
12/06/2025	ESR Group Limited	Annual	All For	2c	Lack of independence on board
12/06/2025	Shangri-La Asia Limited	Annual	Against	3A 6A,6C 6D,6E,6F	Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles
12/06/2025	Sinopharm Group Co., Ltd.	Annual	Against	10 8 11 9	Concerns related to approach to board gender diversity Concerns related to shareholder rights Issue of equity raises concerns about excessive dilution of existing shareholders Overboarded/Too many other time commitments
12/06/2025	Sinopharm Group Co., Ltd.	Special	All For	8,11	Insufficient/poor disclosure
12/06/2025	Ulker Bakim Sanayi AS	Annual	Against	8	Issue of equity raises concerns about excessive dilution of existing shareholders
13/06/2025	Akasa Energi Utahan AS	Annual	Against	8	Issue of equity raises concerns about excessive dilution of existing shareholders
13/06/2025	ESR Group Limited	Court	All For	2c	Lack of independence on board
13/06/2025	ESR Group Limited	Extraordinary Shareholders	All For	5,6	Concerns related to inappropriate membership of committees
13/06/2025	Giant Biogene Holding Co. Ltd.	Annual	Against	2a,2b	Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
13/06/2025	PKO Bank Polski SA	Annual	Against	10	Pay is misaligned with EOS remuneration principles
13/06/2025	State Bank of India	Annual	All For	10	Concerns related to approach to board gender diversity
13/06/2025	State Bank of India	Special	All For	10	Concerns related to approach to board gender diversity
13/06/2025	Weichai Power Co., Ltd.	Annual	All For	10	Concerns related to approach to board gender diversity
15/06/2025	Marico Limited	Special	All For	10	Concerns related to approach to board gender diversity
16/06/2025	Dino Polska SA	Annual	Against	15,2,15,3,15,4 13	Concerns related to shareholder rights Pay is misaligned with EOS remuneration principles
17/06/2025	Havells India Ltd.	Annual	Against	4,7	Concerns related to approach to board gender diversity
17/06/2025	Larsen & Toubro Limited	Annual	Against	4,5,6,7,8	Concerns related to approach to board gender diversity
17/06/2025	Maruti Suzuki India Limited	Special	All For	4,5,6,7,8	Concerns related to approach to board gender diversity
17/06/2025	Maruti Suzuki India Limited	Special	All For	4,5,6,7,8	Concerns related to approach to board gender diversity
17/06/2025	Yadea Group Holdings Ltd.	Annual	Against	3A1,3A2 5A,5C	Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders
18/06/2025	CRRC Corporation Limited	Annual	Against	5 2,3 10 9	Concerns related to shareholder rights Inadequate management of climate-related risks Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders
18/06/2025	First Pacific Company Limited	Annual	Against	4,1 4,2,4,3	Concerns related to inappropriate membership of committees Concerns related to succession planning
18/06/2025	First Pacific Company Limited	Special	All For	11f,16	Pay is misaligned with EOS remuneration principles
18/06/2025	KGHM Polska Miedz SA	Annual	Against	3,1	Issue of equity raises concerns about excessive dilution of existing shareholders
18/06/2025	Longfor Group Holdings Limited	Annual	Against	3,2 3,1 3,2	Lack of independence on board Lack of independence on board Lack of independence on board. Concerns related to inappropriate membership of committees
18/06/2025	Nexteer Automotive Group Limited	Annual	Against	3a3 3a2 5A,5C	Concerns related to approach to board gender diversityLack of independence on board Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
18/06/2025	P.T. GoTo Golek Tokopedia Tbk	Annual	Against	6,7	Pay is misaligned with EOS remuneration principles
18/06/2025	PT GoTo Golek Tokopedia Tbk	Extraordinary Shareholders	Against	13	Concerns to protect shareholder value
				15	Insufficient/poor disclosure
18/06/2025	Vietnam Enterprise Investments Ltd	Annual	Against	5	Concerns about overall board structure
19/06/2025	Asatr Energi AS	Annual	Against	9,14	Insufficient/poor disclosure
19/06/2025	Tata Consultancy Services Limited	Annual	All For		
20/06/2025	Bilibili, Inc.	Annual	Against	4	Concerns related to approach to board gender diversity
				6	Concerns to protect shareholder value
				7,9	Issue of equity raises concerns about excessive dilution of existing shareholders
20/06/2025	Brilliance China Automotive Holdings Limited	Annual	Against	2A,2B	Concerns related to approach to board gender diversity
				4A,4C	Issue of equity raises concerns about excessive dilution of existing shareholders
20/06/2025	China CITIC Bank Corporation Limited	Annual	Against	1,6,7	Inadequate management of climate-related risks
20/06/2025	China CITIC Bank Corporation Limited	Special	All For		
20/06/2025	China Railway Group Limited	Annual	Against	14	Concerns related to shareholder rights
				12	Insufficient/poor disclosure
20/06/2025	China Railway Group Limited	Special	All For		
20/06/2025	FIT Hon Teng Limited	Annual	Against	2A	Concerns related to approach to board gender diversity Lack of independence on board
				4A,4C	Issue of equity raises concerns about excessive dilution of existing shareholders
20/06/2025	Huatai Securities Co., Ltd.	Annual	Against	12,1	Concerns related to approach to board gender diversity
				10	Issue of equity raises concerns about excessive dilution of existing shareholders
20/06/2025	Huatai Securities Co., Ltd.	Special	All For		
20/06/2025	P.T. Indofood Sukses Makmur Tbk	Annual	Against	6	Concerns related to Non-audit fees
20/06/2025	SharkNinja, Inc.	Annual	Against	1d	Lack of independent representation at board committees Concerns related to board composition
20/06/2025	Tata Motors Limited	Annual	Against	5	Concerns about overall board structure
20/06/2025	United Spirits Limited	Special	All For		
20/06/2025	ZhongAn Online P&C Insurance Co., Ltd.	Annual	Against	7,2	Concerns about overall performance
				7,6	Concerns related to approach to board gender diversity Lack of independence on board
				4	Concerns to protect shareholder value
				9	Issue of equity raises concerns about excessive dilution of existing shareholders
23/06/2025	CD Projekt SA	Annual	Against	27	Concerns related to shareholder rights
				24	Pay is misaligned with EOS remuneration principles
23/06/2025	CEZ as	Annual	Against	6,1,6,2,7,1,7,2	Insufficient/poor disclosure
				5	Pay is misaligned with EOS remuneration principles
24/06/2025	Super HI International Holding Ltd.	Annual	Against	4A,4C	Issue of equity raises concerns about excessive dilution of existing shareholders
				2,a3	Overboarded/Too many other time commitments Lack of independence on board
25/06/2025	China Conch Venture Holdings Limited	Annual	Against	3d	Concerns related to approach to board gender diversity
				3b,3c	Concerns related to approach to board gender diversity Lack of independence on board
				6,7	Issue of equity raises concerns about excessive dilution of existing shareholders
25/06/2025	China Merchants Bank Co., Ltd.	Annual	Against	10,06,10,07,10,09	Concerns related to inappropriate membership of committees
				10,01	Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Lack of independence on board
				12	Concerns related to shareholder rights Issue of equity raises concerns about excessive dilution of existing shareholders
25/06/2025	Infosys Limited	Annual	All For		
25/06/2025	Infosys Limited	Annual	All For		
25/06/2025	NetEase, Inc.	Annual	Against	1b,1d,1e	Concerns related to succession planning
				2	Concerns to protect shareholder value
25/06/2025	NetEase, Inc.	Annual	Against	1b,1d,1e	Concerns related to succession planning
				2	Concerns to protect shareholder value
25/06/2025	Powszechny Zaklad Ubezpieczen SA	Annual	Against	18	Concerns related to shareholder rights
				15,1	Concerns to protect shareholder value
				20	Pay is misaligned with EOS remuneration principles
26/06/2025	China Life Insurance Company Limited	Annual	All For		
26/06/2025	China Minsheng Banking Corp., Ltd.	Annual	Against	6,17	Inadequate management of climate-related risks Inadequate management of climate-related risks from exposure to coal
26/06/2025	Magyar Telekom Telecommunications Plc	Special	All For		
26/06/2025	Nestle India Ltd.	Annual	All For		
26/06/2025	Tongcheng Travel Holdings Ltd.	Annual	Against	2a1	Concerns related to approach to board gender diversity Lack of independence on board
				2a2	Concerns related to inappropriate membership of committees
				5A	Issue of equity raises concerns about excessive dilution of existing shareholders
				2a3	Overboarded/Too many other time commitments
27/06/2025	Agricultural Bank of China Limited	Annual	Against	8,10	Concerns related to shareholder rights
				1	Inadequate management of climate-related risks
27/06/2025	Autohome Inc.	Annual	All For		
27/06/2025	Bank of China Limited	Annual	Against	9	Concerns related to shareholder rights
				1,2	Inadequate management of climate-related risks Inadequate management of deforestation risks
27/06/2025	Bank of Communications Co., Ltd.	Annual	Against	5	Concerns related to shareholder rights
				1	Inadequate management of climate-related risks from exposure to coal
27/06/2025	China Construction Bank Corporation	Annual	Against	10	Concerns related to inappropriate membership of committees
				11	Concerns related to shareholder rights
				7	Inadequate management of climate-related risks
				8	Lack of independence on board
27/06/2025	China Vanke Co., Ltd.	Annual	Against	10	Concerns related to shareholder rights
				9	Issue of equity raises concerns about excessive dilution of existing shareholders
27/06/2025	CITIC Securities Company Limited	Annual	All For		
27/06/2025	Industrial and Commercial Bank of China Limited	Annual	Against	10,12	Concerns related to shareholder rights
27/06/2025	New China Life Insurance Company Ltd.	Annual	All For		
27/06/2025	PICC Property and Casualty Company Limited	Annual	Against	7	Concerns related to shareholder rights
				1	Inadequate management of climate-related risks
27/06/2025	The People's Insurance Company (Group) of China Limited	Annual	Against	9,10	Concerns related to shareholder rights
28/06/2025	Petronel Ltd Limited	Special	Abstain	1,2	Concerns related to approach to board gender diversity Lack of independence on board
29/06/2025	Dar Al Arkan Real Estate Development Co.	Annual	Against	10,1,10,2,10,3,10,4,10,5,10,6,10,7,10,8,10,9,10,10,10,11,10,12,10,13,10,14	Insufficient/poor disclosure
				6	Insufficient justification for related party transaction
30/06/2025	Akisa Akrilik Kimya Sanayii AS	Special	All For		
30/06/2025	Bani Siretek Manufaktur AS	Special	All For		
30/06/2025	China Jiahui Co., Ltd.	Special	Against	5	Concerns related to shareholder rights
30/06/2025	Gree Electric Appliances, Inc. of Zhuhai	Annual	Against	12,3	Inadequate management of climate-related risks
				11	Insufficient/poor disclosure
30/06/2025	Hindustan Unilever Limited	Annual	All For		
30/06/2025	ICICI Lombard General Insurance Company Limited	Annual	Against	4	Concerns related to approach to board gender diversity
30/06/2025	Man Wah Holdings Limited	Annual	Against	7,9	Issue of equity raises concerns about excessive dilution of existing shareholders
				3	Lack of independence on board
30/06/2025	NagaCorp Ltd.	Annual	Against	2,2	Concerns related to approach to board gender diversity
				5A,5C	Issue of equity raises concerns about excessive dilution of existing shareholders
30/06/2025	PT MAP Aktif Adiperkasa Tbk	Annual	All For		
30/06/2025	Qifu Technology, Inc.	Annual	All For		
30/06/2025	Sinotrans Limited	Extraordinary Shareholders	All For		
30/06/2025	Trip.com Group Limited	Annual	All For		
01/04/2025	Clariant AG	Annual	Against	4,1,a,4,1,h,4,1,j	Concerns related to approach to board gender diversity
				6,1,6,2	Insufficient/poor disclosure
				1,3	Pay is misaligned with EOS remuneration principles

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
01/04/2025	Fortum Oyj	Annual	Against	10,11	Pay is misaligned with EOS remuneration principles
01/04/2025	Skandinaviska Enskilda Banken AB	Annual	Against	14a2, 14a5, 14a9, 14b	Concerns related to inappropriate membership of committees
01/04/2025	SKF AB	Annual	Against	14.1,15 14.4,14.9 20	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
02/04/2025	Elisa Oyj	Annual	All For		
02/04/2025	ROCKWOOL A/S	Annual	Abstain	7.4	Concerns related to inappropriate membership of committees
02/04/2025	Volvo AB	Annual	Against	4	Pay is misaligned with EOS remuneration principles
03/04/2025	Banco Santander SA	Annual	Against	14.3,14.11,15	Overboarded/Too many other time commitments
03/04/2025	EDP Renovaveis SA	Annual	Against	7A,7F	Pay is misaligned with EOS remuneration principles
03/04/2025	Indutrade AB	Annual	Against	11 6 8	Concerns to protect shareholder value Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles
03/04/2025				13.2 13.1e 13.1f 13.1g 13.1c 15	Concerns related to inappropriate 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 Concerns related to inappropriate membership of committees Lack of independence on board Overboarded/Too many other time commitments Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
03/04/2025	Novonosis (Novozymes A/S)	Annual	All For		
03/04/2025	Orion Oyj	Annual	Against	10	A vote AGAINST this item is warranted because 50 percent of the STIP is based on vaguely defined performance criteria, up from 40 percent last year. Further concerns are noted as the company has failed to provide ex post disclosure of targets attached to the variable incentive plans
03/04/2025	Orsted A/S	Annual	Against	3,6	Pay is misaligned with EOS remuneration principles
03/04/2025	IPSP Swiss Property AG	Annual	Against	12.1,12.2	Insufficient/poor disclosure
03/04/2025	Volvo Car AB	Annual	Against	12.a,12.j 12.b,12.k 12.c 11.a,14	Concerns related to attendance at board or committee meetings Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to attendance at board or committee meetings Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
04/04/2025	BAWAG Group AG	Annual	Against	6.2 8.9	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
04/04/2025	Svenska Cellulosa AB SCA	Annual	Against	12.9 15 12.1,12.7,13	Concerns related to inappropriate membership of committees 2- Lack of independent representation at board committees 3- Non-independent Chairman Insufficient disclosure 2- Pay is misaligned with EOS remuneration principles Overboarded/Too many other time commitments
07/04/2025	Skanska AB	Annual	Against	14b	Overboarded/Too many other time commitments
08/04/2025	SIG Group AG	Annual	Against	16	Pay is misaligned with EOS remuneration principles
08/04/2025	Vestas Wind Systems A/S	Annual	Abstain	6.1,10	Pay is misaligned with EOS remuneration principles
09/04/2025	Aena S.M.E. SA	Annual	Against	6.a 4	Concerns related to inappropriate membership of committeesPay is misaligned with EOS remuneration principles
09/04/2025	Deutsche Telekom AG	Annual	Against	7.4	Concerns related to succession planning
09/04/2025	Koninklijke Ahold Delhaize NV	Annual	Against	12	Voting related to alignment with 1.5 Just transition scenario
09/04/2025	LE Lundbergföretagen AB	Annual	Against	7.a 11,12	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
09/04/2025	Spotify Technology SA	Annual	Against	12 4b 4a 6 6.7,9	Lack of independence on board Inadequate management of climate-related risks Overboarded/Too many other time commitments Concerns to protect shareholder value Concerns to protect shareholder value Combined CEO/Chair Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
09/04/2025	Telefonica SA	Annual	Against	1.2,6	Pay is misaligned with EOS remuneration principles
09/04/2025	Telia Co. AB	Annual	All For		
09/04/2025	Zurich Insurance Group AG	Annual	Against	1.2,6	Pay is misaligned with EOS remuneration principles
10/04/2025	Asberts NV	Annual	All For		
10/04/2025	BBG Global Infrastructure S.A.	Extraordinary Shareholders	All For		
10/04/2025	Comcast Bank SA	Annual	All For		
10/04/2025	EDF SA	Annual	Against	4.1,3,2,3.3 5.1,1,5,1.2,5.1,4,5.1,6,5,3.1 5.3,2,5.3,4 5.2,3,8 4.3	Concerns related to inappropriate membership of committees Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
10/04/2025	Emmi AG	Annual	Against	12.b,12.h 12.a,12.e,12.j 12.f 16	Lack of independence on board Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Lack of independence on board Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
10/04/2025	Italgas SpA	Extraordinary Shareholders	All For		
10/04/2025	Julius Baer Gruppe AG	Annual	Against	8 1.2 11.1,11.j 11.h,11.j 11.e 13,14,15.a,15.b,15.c	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles Concerns related to approach to board gender diversity Overboarded/Too many other time commitments Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
10/04/2025	Straumann Holding AG	Annual	Against	6.4,7.2 10 1.3	Concerns related to inappropriate membership of committees Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
10/04/2025	UBS Group AG	Annual	Against	6.2,6.8,7.3 3 12 7 2	Concerns related to inappropriate membership of committees EOS manual override Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles Insufficient/poor disclosure
11/04/2025	Swiss Re AG	Annual	Against	1.2	Pay is misaligned with EOS remuneration principles
14/04/2025	Flughafen Zuerich AG	Annual	Against	10.1,10.2,10.3	Pay is misaligned with EOS remuneration principles
14/04/2025	Praxair Financial Holdings SA	Annual	Against	7,12,14,15	Insufficient/poor disclosure
15/04/2025	Airbus SE	Annual	Against	8	Pay is misaligned with EOS remuneration principles
15/04/2025	Infrastruttura Wireless Italiane SpA	Annual	Against	4.9,3,10	Pay is misaligned with EOS remuneration principles
15/04/2025	Sandoz Group AG	Annual	Against	10	Insufficient/poor disclosure
15/04/2025	Stellantis NV	Annual	Against	2,c,5,a,5,b	Pay is misaligned with EOS remuneration principles
16/04/2025	AerCap Holdings NV	Annual	Against	5,6b	Pay is misaligned with EOS remuneration principles
16/04/2025	Banca Mediolanum SpA	Annual	Against	2,3	Pay is misaligned with EOS remuneration principles
16/04/2025	Chocoladefabriken Lindt & Sprüngli AG	Annual	Against	7.1,5,7.4 7.1,7,7.2.1 9 7.1,1,7.1,2,7.1,3,7.1,4,7.2.2 2	Concerns regarding Auditor tenure Concerns related to board gender diversity Insufficient/poor disclosure Lack of independence on board Pay is misaligned with EOS remuneration principles

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
16/04/2025	Davide Campari-Milano NV	Annual	Against	5j 5g 8 6 2b,7 2c	Concerns related to attendance at board or committee meetings Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles Double voting rights Pay is misaligned with EOS remuneration principles
16/04/2025	Ferrari NV	Annual	Against	3a 3d	Concerns related to management of environment-related business risks Overboarded/Too many other time commitments
16/04/2025	Gebert AG	Annual	Against	5, 1, 3, 8, 1, 9	Pay is misaligned with EOS remuneration principles
16/04/2025	Georg Fischer AG	Annual	Against	10	Insufficient/poor disclosure
16/04/2025	Iveco Group NV	Annual	Against	1,3 4d 4g,4h 4a,4e 4i 2e,6,7	Pay is misaligned with EOS remuneration principles Concerns related to attendance at board or committee meetings Concerns related to inappropriate membership of committees Lack of independence on board Lack of independence on board Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
16/04/2025	Moncler SpA	Annual	Against	4,1,4,2,4,4,2,4,5	Insufficient/poor disclosure
16/04/2025	Nestle SA	Annual	Against	1,2	Pay is misaligned with EOS remuneration principles
16/04/2025	Povungut SA	Annual/Special	Against	3,2,9	Pay is misaligned with EOS remuneration principles
16/04/2025	Public Power Corp. SA	Extraordinary Shareholders	Against	1,1	Concerns related to succession planning
16/04/2025	Royal KPN NV	Annual	Against	4	Pay is misaligned with EOS remuneration principles
17/04/2025	Adecco Group AG	Annual	Against	6 1,2	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
17/04/2025	Banca Monte dei Paschi di Siena SpA	Annual/Special	Against	2,1	Concerns related to shareholder rights
17/04/2025	Beiersdorf AG	Annual	Against	1 14 4 6,7	Concerns to protect shareholder value Concerns related to shareholder rights Lack of independence on board Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
17/04/2025	Covestro AG	Annual	Against	9 6,7	Concerns related to shareholder rights Pay is misaligned with EOS remuneration principles
17/04/2025	Covisys SA	Annual/Special	Against	7,8,10,11,28	Pay is misaligned with EOS remuneration principles
17/04/2025	Legnica SA	Annual/Special	Against	12	Concerns related to inappropriate membership of committees
17/04/2025	Heineken Holding NV	Annual	Against	7,9	Lack of independence on board
17/04/2025	Heineken NV	Annual	Against	4,b 4,a 1,b	Concerns related to inappropriate membership of committees Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles
17/04/2025	LVMH Moët Hennessy Louis Vuitton SE	Annual/Special	Against	4,10,11,12,14,19,20,21,22,2 3,24,29	Pay is misaligned with EOS remuneration principles
17/04/2025	VINCI SA	Annual/Special	Against	4,14	Pay is misaligned with EOS remuneration principles
18/04/2025	BPER Banca SpA	Annual/Special	All For		
22/04/2025	CTP NV	Annual	Against	7a,7b 5b	Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles
22/04/2025	Geltinge AB	Annual	Against	15,c,15,d 15,b,15,e,15,j 15,a 15,i	Lack of independence on board Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Lack of independence on board Overboarded/Too many other time commitments Overboarded/Too many other time commitments
22/04/2025	ING Groep NV	Annual	All For		
23/04/2025	ABN AMRO Bank NV	Annual	All For		
23/04/2025	ageas SA/NV	Extraordinary Shareholders	All For		
23/04/2025	Amplifon SpA	Annual	Against	2,2,2 6 4,1,4,2	Concerns related to shareholder rights Pay is misaligned with EOS remuneration principles
23/04/2025	ASML Holding NV	Annual	Against	3a,5,6	Pay is misaligned with EOS remuneration principles
23/04/2025	Asa Abloy AB	Annual	Against	12 14,16	Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Lack of independence on board
23/04/2025	Assicurazioni Generali SpA	Annual/Special	Against	2b,1,3a	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
23/04/2025	B&S Semiconductor Industries NV	Annual	Against	4b 5,7,a	Pay is misaligned with EOS remuneration principles
23/04/2025	Balden AB	Annual	Against	16h,16i	Inadequate management of climate-related risks
23/04/2025	Eaton Corporation plc	Annual	Against	11,2	Concerns regarding Auditor tenure
23/04/2025	Eiffage SA	Annual/Special	Against	8 11,13,24	Concerns related to succession planning Pay is misaligned with EOS remuneration principles
23/04/2025	Galderma Group AG	Annual	Against	4,1,7 8 1,3,5,2	Concerns related to attendance at board or committee meetings Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
23/04/2025	Repliv SpA	Annual	Against	3	Pay is misaligned with EOS remuneration principles
23/04/2025	Royal Vopak NV	Annual	Against	9a	Poison pill/anti-takeover measure not in investors interests
23/04/2025	Sampo Oyj	Annual	All For		
24/04/2025	AXA SA	Annual/Special	Against	11 6 12,a,12,c,12,g 12,c,12,h,12,i 8,c,15,A,15,B,15,C	Concerns related to succession planning Pay is misaligned with EOS remuneration principles Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
24/04/2025	Danone SA	Annual/Special	All For		
24/04/2025	ENGIE SA	Annual/Special	Against	A,10,13	Pay is misaligned with EOS remuneration principles
24/04/2025	Eurofins Scientific SE	Annual/Special	Against	9,10	Pay is misaligned with EOS remuneration principles
24/04/2025	Ferrovial SE	Annual	Against	3	Concerns related to management of environment-related business risks
24/04/2025	Huhtamaki Oyj	Annual	All For		
24/04/2025	Jeronimo Martins SGPS SA	Annual	Against	3,7 6,b,6,c,6,d 4	Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles
24/04/2025	Kentico SA	Annual/Special	All For		
24/04/2025	Kopparne SA	Annual/Special	All For		
24/04/2025	Medica Corp.	Annual	Against	10	Pay is misaligned with EOS remuneration principles
24/04/2025	Qatris ASA	Annual	All For		
24/04/2025	Trelleborg AB	Annual	Against	13c 13b 14 13a,13h 15,16	Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns to protect shareholder value Concerns to protect shareholder value Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
24/04/2025	UCB SA	Annual/Special	Against	5,6	Pay is misaligned with EOS remuneration principles
24/04/2025	Veolia Environnement SA	Annual/Special	All For		
25/04/2025	Akzo Nobel NV	Annual	All For		
25/04/2025	Baloise Holding AG	Annual	Against	4,1,a 1,2,6,1,6,2	Concerns related to below-board gender diversity Pay is misaligned with EOS remuneration principles

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
25/04/2025	Bayer AG	Annual	Against	5 10 8	Base salary and pensions increased by 33.3% compared to last year and is above median peers. Pension contributions to some executives amount to 40% of their respective base salaries. STI is paid as all cash bonus and none is deferred and there is upwards discretion applied based on hie strategy development and execution metric (weight is 0.8 - 1.2 of all) Payout as % of Max performance conditions achieved is not disclosed LTI is all cash Sustainability performance metric targets /peer groups not disclosed (they do say that the sustainability targets and the attainment will be reported on in the corresponding remuneration report following the end of the performance period.) Overemphasis on TSR (80% weighting in the LTI) Motions and nominations are not known at the time of analysis. The company has not given shareholders the option to attend the AGM in-person since prior to the pandemic, and there is no public commitment to giving shareholders an in-person attendance option in the near future.
25/04/2025	Continental AG	Annual	Against	4.1	Lack of independence on board Lack of independent representation at board committees
25/04/2025	Helvetia Holding AG	Annual	Against	7	Pay is misaligned with EOS remuneration principles
25/04/2025	IMCD NV	Annual	Against	8	Insufficient/poor disclosure
25/04/2025	Lifco AB	Annual	Against	2b	Pay is misaligned with EOS remuneration principles
				15.e,16	Concerns to protect shareholder value
				15.c	Lack of independence on board
				15.j	Lack of independence on board Concerns related to inappropriate membership of committees
				15.d	Overboarded/Too many other time commitments
				15.h	Lack of independence on board Concerns related to inappropriate membership of committees
				15.a	Lack of independence on board Concerns related to inappropriate membership of committees
				15.b	Lack of independence on board Concerns related to inappropriate membership of committees
					Overboarded/Too many other time commitments
25/04/2025	Merck KGaA	Annual	Against	7.8	Overboarded/Too many other time commitments
25/04/2025	Signify NV	Annual	Against	8	Pay is misaligned with EOS remuneration principles
				2	Inadequate management of climate-related risks
28/04/2025	BeOne Medicines Ltd.	Extraordinary Shareholders	All For		Pay is misaligned with EOS remuneration principles
28/04/2025	DiaSorin SpA	Annual	Against	3.1.3.2.3.4.4.1.2.4.2.4.3	Pay is misaligned with EOS remuneration principles
				2.1.2.2.5.6	
28/04/2025	Henkel AG & Co. KGaA	Annual	Against	5,10	Concerns to protect shareholder value
				14	Lack of independence on board Concerns related to inappropriate membership of committees
				9	Pay is misaligned with EOS remuneration principles
28/04/2025	Norddeutscher Lloyd AG	Annual	Against	17	Pay is misaligned with EOS remuneration principles
28/04/2025	Novartis SE	Annual/Special	Against	5.6.7.8.9.10.11.12.14	Pay is misaligned with EOS remuneration principles
29/04/2025	A2A SpA	Annual	Against	4	Pay is misaligned with EOS remuneration principles
29/04/2025	Alfa Laval AB	Annual	Against	13.5,13.9	Pay is misaligned with EOS remuneration principles
29/04/2025	Atlas Copco AB	Annual	Against	10.a2,10.a8,10.b	Concerns related to inappropriate membership of committees
				12.a,12.b	Pay is misaligned with EOS remuneration principles
29/04/2025	BKW AG	Annual	Against	5.b.3	Concerns related to inappropriate membership of committees
				5.a.2.5.b.1	Concerns related to inappropriate membership of committees Inadequate management of climate-related risks
				6	
				1.b	Insufficient/poor disclosure
29/04/2025	Bouygues SA	Annual/Special	Against	13	Concerns related to attendance at board or committee meetings
				36	Concerns related to shareholder rights
				14	Inadequate management of climate-related risks
				4	Insufficient justification for related party transaction
				18	Overboarded/Too many other time commitments
				7.32	Pay is misaligned with EOS remuneration principles
				21,23,28,35	Poison pill/anti-takeover measure not in investors interests
				25,26,27,29,30	Poison pill/anti-takeover measure not in investors interests Issue of equity raises concerns about excessive dilution of existing shareholders
29/04/2025	Brunello Cuccinelli SpA	Annual	Against	3.1.3.2.6	Pay is misaligned with EOS remuneration principles
29/04/2025	IDNB Bank ASA	Annual	All For		
29/04/2025	Indesa SA	Annual	Against	8	Pay is misaligned with EOS remuneration principles
29/04/2025	FincoBank SpA	Annual/Special	All For		
29/04/2025	Greek Organisation of Football Prognostics SA	Annual	All For		
29/04/2025	Hochtief AG	Annual	Against	4	Lack of independence on board Lack of independent representation at board committees
29/04/2025	Interjump Group SpA	Annual	Against	16	Pay is misaligned with EOS remuneration principles
29/04/2025	Intesa Sanpaolo SpA	Annual/Special	Against	2a,2b,1,2c,3b	Pay is misaligned with EOS remuneration principles
				2a,2b,1,2c,3b	Pay is misaligned with EOS remuneration principles
29/04/2025	L'Oréal SA	Annual/Special	Against	4	Pay is misaligned with EOS remuneration principles
				16	Concerns related to inappropriate membership of committees
29/04/2025	MERLIN Properties SOCIMI SA	Annual	All For		Pay is misaligned with EOS remuneration principles
29/04/2025	Nokia Oyj	Annual	Against	10	Lack of discretion applied
29/04/2025	Optima Bank SA	Annual	Against	11	Insufficient/poor disclosure
				8.9,14	Pay is misaligned with EOS remuneration principles
29/04/2025	Recordati SpA	Annual	Against	2.a.2.b	Insufficient/poor disclosure
				2.e	Pay is misaligned with EOS remuneration principles
				3.b	
29/04/2025	Rexel SA	Annual/Special	Against	11	Concerns related to inappropriate membership of committees
29/04/2025	Sandvik Aktiebolag	Annual	Against	14.6	Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments
				18	Pay is misaligned with EOS remuneration principles
29/04/2025	SCOR SE	Annual/Special	Against	16	Insufficient basis to support a decision
				7.29	Pay is misaligned with EOS remuneration principles
29/04/2025	SSAB AB	Annual	All For		
29/04/2025	Sweco AB	Annual	Against	12	Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments
29/04/2025	Unibail-Rodamco-Westfield SE	Annual/Special	Against	18	Concerns related to inappropriate membership of committees
				6,7,8,9,10,13,14,28	Pay is misaligned with EOS remuneration principles
29/04/2025	Unipol Assicurazioni SpA	Annual/Special	Against	2c,3b	EOS manual override
				2a,2b,1,3a,1.4a,4b,5b,6	Pay is misaligned with EOS remuneration principles
29/04/2025	IVAT Group AG	Annual	Against	7,1.8	Pay is misaligned with EOS remuneration principles
29/04/2025	VERBUND AG	Annual	All For		
30/04/2025	Aker ASA	Annual	Against	14	Insufficient/poor disclosure
				10	Lack of independence on board Concerns related to inappropriate membership of committees
				5.6	Pay is misaligned with EOS remuneration principles
30/04/2025	Anheuser-Busch InBev SA/NV	Annual	Against	9	Insufficient/poor disclosure
				7a,7b,7c	Lack of independence on board
30/04/2025	Bachem Holding AG	Annual	Against	5.1,5.2,5.5,6.1,6.2,6.3	Concerns related to inappropriate membership of committees Lack of independence on board
				9	Insufficient/poor disclosure
				5.3,5.4,5.6	Lack of independence on board
				1.2	Pay is misaligned with EOS remuneration principles
30/04/2025	Banco BPM SpA	Annual	All For		
30/04/2025	BBG Global Infrastructure S.A.	Annual	All For		
30/04/2025	EssilorLuxottica SA	Annual/Special	Against	5.9,10,12	Pay is misaligned with EOS remuneration principles
30/04/2025	Eurobank Ergasias Services & Holdings SA	Annual	Against	5,7,10	Pay is misaligned with EOS remuneration principles
30/04/2025	GEA Group AG	Annual	Against	10	Concerns related to shareholder rights
				3,7	Pay is misaligned with EOS remuneration principles
30/04/2025	Gigamon Plc	Annual	All For		
30/04/2025	Hera SpA	Annual/Special	All For		

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
30/04/2025	Hermes International SCA	Annual/Special	Against	27,28 5 7,8,9,11 6,21,25 22,24,26	Concerns to protect shareholder value Insufficient justification for related party transaction Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests Poison pill/anti-takeover measure not in investors interests Issue of equity raises concerns about excessive dilution of existing shareholders
30/04/2025	KBC Group NV	Annual	Against	12,5 12,1,12,4 6	Concerns related to inappropriate membership of committees Lack of independence on board Lack of independence on board Pay is misaligned with EOS remuneration principles
30/04/2025	Knorr-Bremse AG	Annual	Against	8 6	Concerns related to shareholder rights Pay is misaligned with EOS remuneration principles
30/04/2025	Muenchener Rueckversicherungs-Gesellschaft AG	Annual	Against	6,7	Pay is misaligned with EOS remuneration principles
30/04/2025	Next SpA	Annual/Special	Against	5,3,1,5,4,6,1,1,6,2 3,1,3,2,7,2	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
30/04/2025	Prada SpA	Annual	All For		
30/04/2025	Renault SA	Annual/Special	Against	16,18	Pay is misaligned with EOS remuneration principles
30/04/2025	RTL Group SA	Annual	Against	6,1 4,1	Lack of independence on board Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles
30/04/2025	RWfE AG	Annual	Against	7,8	Pay is misaligned with EOS remuneration principles
30/04/2025	Santitas	Annual/Special	Against	12,15	Pay is misaligned with EOS remuneration principles
30/04/2025	Warehouses De Pauw SA	Annual/Special	Against	2,3a	Issue of equity raises concerns about excessive dilution of existing shareholders
01/05/2025	AlB Group plc	Annual	All For		
01/05/2025	Kerry Group Plc	Annual	All For		
01/05/2025	Kingspan Group Plc	Annual	All For		
02/05/2025	BASF SE	Annual	Against	8	Pay is misaligned with EOS remuneration principles
02/05/2025	Deutsche Post AG	Annual	Against	6,c 11,12	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
02/05/2025	Groupe Bruxelles Lambert SA	Annual	Against	5,2,5,3 7,8	Concerns related to inappropriate membership of committees Lack of independence on board Pay is misaligned with EOS remuneration principles
02/05/2025	Groupe Bruxelles Lambert SA	Extraordinary Shareholders	Against	2,1	Issue of equity raises concerns about excessive dilution of existing shareholders
02/05/2025	Smith WestRock Plc	Annual	All For		
02/05/2025	Hovenden AG	Annual	Against	12,1,12,3,12,4,12,10	Concerns related to inappropriate membership of committees
06/05/2025	Air Liquide SA	Annual/Special	All For		
06/05/2025	Alcon AG	Annual	Against	10 5,1	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
06/05/2025	ArcelorMittal SA	Annual	Against	V	The short term incentive is delivered in all cash and none is deferred. We usually expect that a significant portion of the short term award is deferred to ensure alignment with shareholders. We are concerned that the targets are not disclosed for the short term incentive award which doesnt allow shareholders to fully assess the stringency of the objectives and their correspondence with the level of achievement. Double counting of H&S metric in LTIP &STIP Executive pay package is misaligned with shareholder as it seems to not award executives for long term strategic objectives, instead equal wight is given to both.
06/05/2025	Deutsche Lufthansa AG	Annual	Against	7,d 4,5,6	Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
06/05/2025	DSM-Firmenich AG	Annual	Against	9 1,3	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
06/05/2025	Pentair plc	Annual	Against	1d 2	Concerns about remuneration committee performance No clawback policy/Options/PSUs vest in less than 36 months
06/05/2025	Svensson NV	Annual	Against	7	Pay is misaligned with EOS remuneration principles
06/05/2025	Tenaris SA	Annual/Special	Against	6 2,3 8 10	Concerns related to approach to board gender diversity Combined CEO/Chair Concerns about overall board structure Inappropriate bundling of election of directors on a single vote Inadequate management of climate-related risks Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests
07/05/2025	Capgemini SE	Annual/Special	All For		
07/05/2025	Castellum AB	Annual	Against	16	Pay is misaligned with EOS remuneration principles
07/05/2025	Edenred SE	Annual/Special	Against	6 14	Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
07/05/2025	Eurazeo SE	Annual/Special	Against	8,9,11,12,13,14	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
07/05/2025	FLUOS SE	Annual	Against	7	Pay is misaligned with EOS remuneration principles
07/05/2025	FLUOS SE	Annual	All For		
07/05/2025	H&M Hennes & Mauritz AB	Annual	Against	12,1,12,6 17 14	Concerns related to inappropriate membership of committees Inappropriate use of one-time awards Insufficient disclosure 2- Low shareholding requirement
07/05/2025	Hannover Rueck SE	Annual	Against	4,1 9 6,7	Concerns related to inappropriate membership of committees Concerns related to shareholder rights Pay is misaligned with EOS remuneration principles
07/05/2025	Investor AB	Annual	Against	14,G,14,M 14,D,14,1,14,J,15 14,K 14,H	Lack of independence on board 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 inappropriate membership of committees
07/05/2025	Kongsberg Gruppen ASA	Annual	Against	11,11,3 9,10,13	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
07/05/2025	Kuehne + Nagel International AG	Annual	Against	4,1,d,4,3,a 7,2 6 8	Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Insufficient basis to support a decision Insufficient disclosure Insufficient/poor disclosure
07/05/2025	Mercedes-Benz Group AG	Annual	Against	15 6,12	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
07/05/2025	RHI Magnesita NV	Annual	Against	7a	Concerns related to board composition
07/05/2025	Schneider Electric SE	Annual/Special	Against	6,7,9	against
07/05/2025	Schneider Electric SE	Annual/Special	All For		
07/05/2025	Vand. Metallwerke ASA	Annual	All For		
07/05/2025	Wacker Chemie AG	Annual	Against	4 6	Lack of independence on board Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
08/05/2025	AAK AB	Annual	Against	12,1 12,3 12,7	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 Concerns to protect shareholder value
08/05/2025	ACS, Actividades de Construccion y Servicios SA	Annual	Against	14,16 3,1	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
08/05/2025	Allianz SE	Annual	Against	3,2,6 4,a,6,7	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
08/05/2025	Banque Cantonale Vaudoise	Annual	Against	7,1	Concerns related to succession planning
08/05/2025	Celnex Telecom SA	Annual	Against	10 10	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles



Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
08/05/2025	CRH Plc	Annual	Against	2 12	Benchmarking targets for executive pay package is not disclosed. No robust equity clawback policy in place The majority of the STI is paid in cash, only 33% paid in deferred shares Double counting in the STIP/ LTIP. There is a cashflow metric in the STI and LTIP. Tere RONA metric in the STI and the LTIP. In fiscal 2024, CEO Manifold was also granted 20,557 deferred shares (valued at \$1.68 million) under the Annual Bonus Plan; however, it is unclear as to which fiscal year these deferred shares were earned. Oppose virtual only AGMs
08/05/2025	Eaton AB	Annual	Against	12b	Pay is misaligned with EOS remuneration principles
08/05/2025	Fastlights AB Balder	Annual	Against	11a,11c,11e	Lack of independence on boardConcerns related to inappropriate membership of committees
08/05/2025	Grafton Group Plc	Annual	All For		
08/05/2025	Investment AB Latour	Annual	Against	11	Lack of independence on board Concerns related to inappropriate membership of committees
08/05/2025	Koninklijke Philips NV	Annual	Against	14,17	Pay is misaligned with EOS remuneration principles
08/05/2025	MTU Aero Engines AG	Annual	Against	3.d	Pay is misaligned with EOS remuneration principles
08/05/2025	Sagax AB	Annual	Against	8	Pay is misaligned with EOS remuneration principles
				13	Double voting rights
				10.2	Lack of independence on board
				10.1,10.6	Lack of independence on board Concerns related to inappropriate membership of committees
				10.4,10.7	Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity
				10.5	Lack of independence on board Concerns related to inappropriate membership of committees
				11,12	Overboarded/Too many other time commitments
					Pay is misaligned with EOS remuneration principles
08/05/2025	Securitas AB	Annual	Against	13	Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments
08/05/2025	Sofina SA	Annual	Against	4.4	Concerns related to succession planning
				2,2,2,3	Pay is misaligned with EOS remuneration principles
08/05/2025	Swedish Orphan Biovitrum AB	Annual	Against	15.d	Concerns related to inappropriate membership of committees
				18	Issue of equity raises concerns about excessive dilution of existing shareholders
				16,17,A1,17,B1,17,C	Pay is misaligned with EOS remuneration principles
08/05/2025	Talanx AG	Annual	Against	9	Concerns related to shareholder rights
				4,1	Lack of independence on board Concerns related to inappropriate membership of committees
09/05/2025	Evolution AB	Annual	Against	9,7	Pay is misaligned with EOS remuneration principles
09/05/2025	Galp Energia SGPS SA	Annual	Against	9,14	Pay is misaligned with EOS remuneration principles
				4	Lack of independence on board
09/05/2025	Lonza Group AG	Annual	Against	11	Insufficient/poor disclosure
				3	Pay is misaligned with EOS remuneration principles
09/05/2025	Norsk Hydro ASA	Annual	All For		
12/05/2025	ASM International NV	Annual	Against	3.a	Pay is misaligned with EOS remuneration principles
12/05/2025	LCNH Industrial N.V.	Annual	Against	1C,1D,2A	No clawback policy Excessive CEO pay High CEO to average NEO pay
12/05/2025	Var Energi ASA	Annual	Against	8	Pay is misaligned with EOS remuneration principles
				5,6	Poison pill/anti-takeover measure not in investors interests
13/05/2025	Aker BP ASA	Annual	Against	11	Concerns related to board composition
				5,7,10,12,13	Poison pill/anti-takeover measure not in investors interests
13/05/2025	BNP Paribas SA	Annual/Special	Against	14,15,18,19,20	Pay is misaligned with EOS remuneration principles
13/05/2025	Buzzi SpA	Annual/Special	Against	5	Issue of equity raises concerns about excessive dilution of existing shareholders
				3	Pay is misaligned with EOS remuneration principles
				4,1	
13/05/2025	Italgas SpA	Annual	Against	4,2,2,4,3,5,1,2,5,2	Pay is misaligned with EOS remuneration principles
				3,1,3,2	
13/05/2025	Lotus Bakeries NV	Annual	Against	11	Concerns related to attendance at board or committee meetings Lack of independence on board
				13	Concerns related to inappropriate membership of committees Concerns related to succession planning Lack of independence on board Concerns related to approach to board diversity
				9	Concerns related to inappropriate membership of committees Lack of independence on board
				5,6	Pay is misaligned with EOS remuneration principles
13/05/2025	Rheinmetall AG	Annual	Against	6,3	Concerns related to inappropriate membership of committee
				7,8	Pay is misaligned with EOS remuneration principles
13/05/2025	SAP SE	Annual	Against	6	Pay is misaligned with EOS remuneration principles
13/05/2025	Tele2 AB	Annual	Against	15(c)	Concerns related to inappropriate membership of committees
				18	Pay is misaligned with EOS remuneration principles
13/05/2025	Temenos AG	Annual	Against	7,2,4,10	Concerns regarding Auditor tenure
				1,3	Insufficient disclosure 2- PSUs vest in less than 36 months
				11	Insufficient/poor disclosure
14/05/2025	Avolta AG	Annual	Against	5,2,1	Concerns related to attendance at board or committee meetings
				10	Insufficient/poor disclosure
				1,3	Pay is misaligned with EOS remuneration principles
14/05/2025	Bayerische Motoren Werke AG	Annual	Against	4,1,4,2,4,4,4,5,4,6,4,7,4,8,4	Concerns about overall performance
				9,4,10,4,11,4,12,4,13,4,14,4	Concerns about overall performance
				15,4,16,4,17,4,18,4,19,4,20	Lack of independence on board
				4,21,4,22,4,23,4,24	Pay is misaligned with EOS remuneration principles
				4,3	
				6,3	
14/05/2025	Credit Agricole SA	Annual/Special	Against	9,10,11,12,13,14,16,17,18,1	Pay is misaligned with EOS remuneration principles
				9,20	
14/05/2025	Deutsche Boerse AG	Annual	Against	9,10	Pay is misaligned with EOS remuneration principles
14/05/2025	Eni SpA	Annual/Special	All For		
14/05/2025	Equinor ASA	Annual	Against	18	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
				8	
					Voting related to alignment with 1.5 degrees scenario
14/05/2025	Getlink SE	Annual/Special	Against	12,15,18	Pay is misaligned with EOS remuneration principles
14/05/2025	Holcim Ltd.	Annual	Against	1,2,7	Pay is misaligned with EOS remuneration principles
14/05/2025	Munters Group AB	Annual	Against	13,e,13,1,14,a	Concerns related to inappropriate membership of committees
				18,19	Pay is misaligned with EOS remuneration principles
14/05/2025	Rational AG	Annual	Against	4,5,6	Pay is misaligned with EOS remuneration principles
14/05/2025	SNAM SpA	Annual	Against	8,2,9,11,1,12	Inadequate management of climate-related risks
14/05/2025	Swiss Life Holding AG	Annual	Against	5,7,7	Concerns regarding Auditor tenure
				5,1	Concerns related to below-board gender diversity
				5,6,5,11	Concerns related to inappropriate membership of committees
				9	Insufficient/poor disclosure
14/05/2025	TRATON SE	Annual	Against	4	Lack of independence on board Concerns related to inappropriate membership of committees
				6	Pay is misaligned with EOS remuneration principles
14/05/2025	Universal Music Group NV	Annual	Against	8,c	Concerns related to inappropriate membership of committees
				9	Inappropriate use of one-time awards 2- Insufficient disclosure
				3	Insufficient disclosure 2- Pay is misaligned with EOS remuneration principles
15/05/2025	adidas AG	Annual	Against	6	Overboarded/Too many other time commitments Concerns related to approach to board gender diversity
				5	Pay is misaligned with EOS remuneration principles
15/05/2025	Adyen NV	Annual	All For		
15/05/2025	Aéroports de Paris ADP	Annual/Special	Against	16	Concerns related to shareholder rights
				8	Poison pill/anti-takeover measure not in investors interests

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
15/05/2025	bioMerieux SA	Annual/Special	Against	27 7 3 25 8,9,10,12,13,14 18,21,23 22 19,20	Concerns related to shareholder rights Concerns related to succession planning Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests Poison pill/anti-takeover measure not in investors interests Issue of equity raises concerns about excessive dilution of existing shareholders Poison pill/anti-takeover measure not in investors interests Issue of equity raises concerns about excessive dilution of existing shareholders Concerns to protect shareholder value
15/05/2025	Bunge Global SA	Annual	Against	A	Insufficient/poor disclosure
15/05/2025	Chubb Limited	Annual	Against	5,12 A 13	Concerns related to board composition Insufficient/poor disclosure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of SEE opportunities and risks
15/05/2025	Commerzbank AG	Annual	Against	6,7,14	Pay is misaligned with EOS remuneration principles
15/05/2025	E.ON SE	Annual	Against	10	Concerns related to shareholder rights
15/05/2025	Euronext NV	Annual	Against	6,7 4.a	Pay is misaligned with EOS remuneration principles Concerns related to succession planning
15/05/2025	Heidelberg Materials AG	Annual	Against	3.b 4,7	Pay is misaligned with EOS remuneration principles Lack of independent representation at board committees
15/05/2025	InPost SA	Annual	Against	6	Pay is misaligned with EOS remuneration principles
15/05/2025	InPost SA	Extraordinary Shareholders	Against	7,9 3	Pay is misaligned with EOS remuneration principles Concerns related to shareholder rights
15/05/2025	INEPI Rockcastle NV	Annual	Against	2	Issue of equity raises concerns about excessive dilution of existing shareholder
15/05/2025	NIBE Industrier AB	Annual	Against	3,3 13	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees
15/05/2025	NN Group NV	Annual	Against	18 4	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
15/05/2025	Wendel SE	Annual/Special	Against	7,8,9 6 15,16,18,19,23	Concerns related to inappropriate membership of committees Lack of independence on board Lack of independence on board Pay is misaligned with EOS remuneration principles
15/05/2025	Willis Towers Watson Public Limited Company	Annual	All For	6	
15/05/2025	Wolters Kluwer NV	Annual	Against	2.c	Concerns related to succession planning Pay is misaligned with EOS remuneration principles
16/05/2025	Compagnie Generale des Etablissements Michelin SCA	Annual/Special	All For		
16/05/2025	Dassault Aviation SA	Annual/Special	Against	14 10 4,5,6,8,9 11	Concerns related to shareholder rights Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests
16/05/2025	Thales SA	Annual/Special	Against	6,7 4,5 12	Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
16/05/2025	Volkswagen AG	Annual	Against	4,2,4,3,4,4,4,5,4,6,4,7,4,8,4 9,4,11,4,13,4,17,4,18,4,19,4 20 4,10,4,12,4,14,4,15,4,16 3,5,4,1 5 6	Concerns about overall performance Concerns about overall performance 2- Concerns about reducing shareholder rights 3- Concerns related to minority shareholder interest Concerns about reducing shareholder rights 2- Concerns related to minority shareholder interest Concerns related to board gender diversity 2- Lack of independence on board Lack of independent representation at board committees
19/05/2025	Ayvens SA	Annual/Special	Against	27 8 23	Concerns related to shareholder rights Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders
20/05/2025	Billerud AB	Annual	Against	13.c 13.e,14	Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments
20/05/2025	Elia Group SA/NV	Annual/Special	Against	12	Lack of independence on board
20/05/2025	Nemetschek SE	Annual	Against	7	Inappropriate use of one-time awards 2- Insufficient disclosure
20/05/2025	SEB SA	Annual/Special	Against	7,8,10 13	Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests
20/05/2025	Societe Generale SA	Annual/Special	Against	10,12 6	See resolution 6 Further rationale would be appreciated regarding the increase in the vice ceos salary (33% increase) Max annual bonus is larger than max LTIP, incentivising short termism. Regulatory conformity metric included in the annual bonus. Executives should not get a bonus for conforming to regulatory standards. No threshold vesting level requirements in the LTIP. Golden hello The company does not disclose the minimum performance thresholds of the criteria attached to the bonus. As such, the stringency of these conditions cannot be ascertained. The policy explains that the payment under "some extra-financial criteria" can reach 120%, while the payment of the non-financial criteria overall cannot cross 100%. This allows a partial compensatory effect between criteria. Performance condition attached to the severance agreement are deemed to lack stringency (e.g., the performance condition may be considered met even with a bonus outcome close to zero for the year preceding departure). T In the case of retirement or change in control, unvested shares would be granted in full and not be prorated to the time spent in the company. This is below market practice
20/05/2025	Symrise AG	Annual	Against	7,3 6	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
21/05/2025	ageas SA/NV	Annual/Special	Against	4,1 3	Concerns related to succession planning Pay is misaligned with EOS remuneration principles
21/05/2025	Alpha Services & Holdings SA	Annual	Against	9,13	Pay is misaligned with EOS remuneration principles
21/05/2025	ASR Nederland NV	Annual	Against	2.d	Pay is misaligned with EOS remuneration principles
21/05/2025	BeOne Medicines Ltd.	Annual	Against	1 12 8,10	Concerns related to board composition Concerns about overall board structure Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders Concerns to protect shareholder value
21/05/2025	Bolloré SE	Annual/Special	Against	14 4 7,8,9,11 12 6 16,17,19,25 15,20 22,23	Concerns regarding Auditor tenure Insufficient justification for related party transaction Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Concerns regarding Auditor tenure Combined CEO/Chair Lack of independence on board Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests Poison pill/anti-takeover measure not in investors interests Issue of equity raises concerns about excessive dilution of existing shareholders
21/05/2025	CTS Eventim AG & Co. KGaA	Annual	Against	9,10	Pay is misaligned with EOS remuneration principles
21/05/2025	Eirias Group Bank AG	Annual	All For		
21/05/2025	Ipsen SA	Annual/Special	Against	21,22,23 6 12,26	Concerns to protect shareholder value Lack of independence on board Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
21/05/2025	OCI NV	Annual	All For		
21/05/2025	Oranger SA	Annual/Special	Against	8,10,24	Pay is misaligned with EOS remuneration principles
21/05/2025	Partners Group Holding AG	Annual	Against	7	Insufficient/poor disclosure
21/05/2025	PUIMA SE	Annual	Against	102	Pay is misaligned with EOS remuneration principles
21/05/2025	Talenti ASA	Annual	Against	10,11,10,2,11	Pay is misaligned with EOS remuneration principles
21/05/2025	Teleperformance SE	Annual/Special	All For		

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
21/05/2025	TERNA Rete Elettrica Nazionale SpA	Annual	Against	3.4.5.1,5.2	Pay is misaligned with EOS remuneration principles
21/05/2025	The Swatch Group AG	Annual	Against	8	Concerns regarding Auditor tenure
				5.4.6.4	Concerns related to inappropriate membership of committees
				5.1.5.9,6.1	Concerns related to inappropriate membership of committees Concerns regarding Auditor tenure Lack of independence on board Concerns related to approach to board gender diversity
				5.2.5.3,5.5,5.6,5.7,6.3,6.5,6.6,6.7	Concerns related to inappropriate membership of committees Lack of independence on board
				6.2	Concerns related to inappropriate membership of committees Lack of independence on board Concerns about remuneration committee performance
				9	Insufficient/poor disclosure
				4.1.2,4.2,4.3,4.4	Pay is misaligned with EOS remuneration principles
21/05/2025	The Swatch Group AG	Annual	Against	8	Concerns regarding Auditor tenure
				5.4,6.4	Concerns related to inappropriate membership of committees
				5.1.5.9,6.1	Concerns related to inappropriate membership of committees Concerns regarding Auditor tenure Lack of independence on board Concerns related to approach to board gender diversity
				5.2.5.3,5.5,5.6,5.7,6.3,6.5,6.6,6.7	Concerns related to inappropriate membership of committees Lack of independence on board
				6.2	Concerns related to inappropriate membership of committees Lack of independence on board Concerns about remuneration committee performance
				9	Insufficient/poor disclosure
				4.1.2,4.2,4.3,4.4	Pay is misaligned with EOS remuneration principles
22/05/2025	Akerens SA	Annual/Special	Against	5	Concerns related to succession planning
22/05/2025	Banco Comercial Portugues SA	Annual	Against	3	Pay is misaligned with EOS remuneration principles
				6	
22/05/2025	Bank of Ireland Group Plc	Annual	All For		
22/05/2025	Brenntag SE	Annual	Against	10	Insufficient/poor disclosure
				6	Pay is misaligned with EOS remuneration principles
22/05/2025	Dassault Systemes SE	Annual/Special	Against	8,23	Pay is misaligned with EOS remuneration principles
22/05/2025	Deutsche Bank AG	Annual	All For		
22/05/2025	Ellis SA	Annual/Special	Against	16,17	Pay is misaligned with EOS remuneration principles
22/05/2025	Enel SpA	Annual/Special	Against	4,1.5	
22/05/2025	EXOR NV	Annual	Against	2.b, 3.c	Pay is misaligned with EOS remuneration principles
22/05/2025	FTI Limited	Annual/Special	All For		
22/05/2025	Fresenius Medical Care AG	Annual	All For		
22/05/2025	Saltra SA	Annual/Special	Against	13	Pay is misaligned with EOS remuneration principles
23/05/2025	Baloise Holding AG	Extraordinary Shareholders	Against	2,1.2,2	Insufficient/poor disclosure
23/05/2025	Coca-Cola HBC AG	Annual	Against	5.1.e	Concerns about overall board structure
				5.1.a	Failure to provide DEI disclosures in line with UK listing rules
23/05/2025	Fresenius SE & Co. KGaA	Annual	Against	6	Pay is misaligned with EOS remuneration principles
23/05/2025	Helvetia Holding AG	Extraordinary Shareholders	Against	8	Insufficient/poor disclosure
23/05/2025	LyondellBasell Industries N.V.	Annual	All For		
23/05/2025	TotalEnergies SE	Annual/Special	Against	13	Golden Hello The exceptional remuneration is forbidden unless in the event of exceptional circumstances which remain undisclosed. Potential for upwards discretion Concerns over the stringency of the climate metrics in the LTI representing 30% weight. The post-mandate vesting policy maintains the right to acquire performance shares after the departure of the CEO, without prorata temporis in case of retirement. This is not considered a good practice, and the issue is becoming more acute considering the absence of information regarding succession and situation for the next mandate. Annual bonus paid in all cash Overboarding concerns
				8	The target for the annual bonus is not disclosed. Concerns over the stringency of the STI targets as payout was near maximum for the past 3 years. STI is paid in all cash and non is deferred. The exceptional remuneration is forbidden unless in the event of exceptional circumstances which remain undisclosed.
				12	Similar metrics utilised in the LTI and STIP, specifically targets associated with GHG emissions. The 2024 LTI plan would allow compensation effects between fiscal years as the overachievement during one fiscal year could offset the underperformance during another fiscal year. The 2024 LTI plan would allow compensation effects between fiscal years as the overachievement during one fiscal year could offset the underperformance during another fiscal year. As under the 2020 LTI plan, the company provide limited disclosure regarding the achievements levels of performance criteria attached the 2021 and 2022 LTI plans. As the threshold targets under the two climate-related criteria were already achieved by end of FY 2024, the vesting scales underlying these criteria cannot be considered stringent enough. This is all the more problematic as the 2024 actuals almost reached the 2026 max targets. Both criteria may be considered as almost guaranteed while their weighting represents up to 30% of the LTI payout.
24/05/2025	Ackermans & van Haaren NV	Annual	Against	6.1,6.2,6.3,7,8	Pay is misaligned with EOS remuneration principles
26/05/2025	Deutsche Wohnen SE	Annual	Against	4	Lack of independence on board
26/05/2025	Leonardo SpA	Annual/Special	Against	7	Pay is misaligned with EOS remuneration principles
27/05/2025	Amundi SA	Annual/Special	Against	19	Voting related to alignment with 1.5 degrees scenario
27/05/2025	argenx SE	Annual	Against	3	Pay is misaligned with EOS remuneration principles
27/05/2025	Bechtie AG	Annual	Against	6	Pay is misaligned with EOS remuneration principles
27/05/2025	Daimler Truck Holding AG	Annual	Against	6	Pay is misaligned with EOS remuneration principles
				8	Concerns related to shareholder rights
27/05/2025	EQT AB	Annual	Against	14.e	Overboarded/Too many other time commitments
				13.a,16,20	Pay is misaligned with EOS remuneration principles
27/05/2025	Fraport AG Frankfurt Airport Services Worldwide	Annual	Against	4,1	Concerns related to inappropriate membership of committees
				7,1.7,2,7.3	Lack of independence on board Concerns related to succession planning
				6	Pay is misaligned with EOS remuneration principles
27/05/2025	HENSOLDT AG	Annual	Against	11.a,11.b	Concerns related to succession planning
				11.c	Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to succession planning
				11.d	Lack of independence on board Concerns related to succession planning
				5,12	Pay is misaligned with EOS remuneration principles
27/05/2025	KION GROUP AG	Annual	Against	8.1,8.2	Concerns related to succession planning
				8.5	Lack of independence on board
				8.4	Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to succession planning
				8.3	Lack of independence on board Concerns related to succession planning
				6	Pay is misaligned with EOS remuneration principles
27/05/2025	Legrand SA	Annual/Special	All For		
27/05/2025	OMV AG	Annual	All For		
27/05/2025	Publisan Group SA	Annual/Special	Against	10,14,15,19	Pay is misaligned with EOS remuneration principles
27/05/2025	Zalando SE	Annual	Against	8	Concerns related to shareholder rights
				6	Excessive CEO pay 2- Low shareholding requirement 3- Options vest in less than 36 months
28/05/2025	Accor SA	Annual/Special	Against	10,14	Concerns related to Non-audit fees
				5,6,11	Concerns related to inappropriate membership of committees
				9	Concerns to protect shareholder value
				21	Insufficient justification for related party transaction
				18,19	Pay is misaligned with EOS remuneration principles
				22	Poison pill/anti-takeover measure not in investors interests
28/05/2025	Carrefour SA	Annual/Special	Against	10	Pay is misaligned with EOS remuneration principles
28/05/2025	Evonik Industries AG	Annual	Against	4	Concerns related to inappropriate membership of committees
				6	Pay is misaligned with EOS remuneration principles
28/05/2025	Havas NV	Annual	Against	8	Concerns related to shareholder rights
28/05/2025	IFCO Immobilien SE	Annual	Against	9.b	Pay is misaligned with EOS remuneration principles
28/05/2025	LSI Microelectronics NV	Annual	Against	6,8	Pay is misaligned with EOS remuneration principles
28/05/2025	Vonovia SE	Annual	All For		
28/05/2025	Yara International ASA	Annual	Against	8,7	Pay is misaligned with EOS remuneration principles
				8,1	Overboarded/Too many other time commitments

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
29/05/2025	Repsol SA	Annual	Against	15 14	Main concern is that annual bonus ius paid 100% in cash Malus policy should include fatalities Double counting of metrics in STIP/LTIP ie. cash flow metrics, carbon metrics, renewable metrics, STI paid all in cash Double counting of metrics
30/05/2025	Iberdrola SA	Annual	Against	12 13, 14	Support is not warranted as the STIP is fully paid in cash Concerns related to succession planning
30/05/2025	National Bank of Greece SA	Annual	All For	3, 2, 4	
30/05/2025	IPoste Italiana SpA	Annual	Against	3	Pay is misaligned with EOS remuneration principles
03/06/2025	Anadarkus IT Group SA	Annual	Against	4 a, 4, b	Concerns to protect shareholder value
03/06/2025	Ariston Holding NV	Annual	Against	2, b, 6, 7, 8	Pay is misaligned with EOS remuneration principles
03/06/2025	Mettlen Energw & Metals SA	Annual	Against	4, 11	Pay is misaligned with EOS remuneration principles
03/06/2025	Samsonite Group S.A.	Annual	All For		
03/06/2025	Telekom Austria AG	Annual	Against	6, 1, 6, 2	Lack of independence on board
04/06/2025	Griifols SA	Annual	Against	6, 3	Lack of independence on board Concerns related to inappropriate membership of committees
04/06/2025	Mow ASA	Annual	Against	7, 8, 9, 10, 11	Pay is misaligned with EOS remuneration principles
05/06/2025	Allegion Plc	Annual	Against	6, 7	Pay is misaligned with EOS remuneration principles
05/06/2025	Compagnie de Saint-Gobain SA	Annual/Special	Against	8	Overboarded/Too many other time commitments
05/06/2025	Corporacion Acciona Energias Renovables SA	Annual	Against	14, 25, 26	Pay is misaligned with EOS remuneration principles
05/06/2025	IDrefers Group	Annual	Against	3	Pay is misaligned with EOS remuneration principles
05/06/2025	Flutter Entertainment Plc	Annual	Against	3, 4	Pay is misaligned with EOS remuneration principles
05/06/2025	Scout24 SE	Annual	Against	1a	Concerns related to board composition
05/06/2025	Trane Technologies Plc	Annual	Against	6, 8	Pay is misaligned with EOS remuneration principles
05/06/2025	Worldline SA	Annual/Special	Against	11, 3	Concerns regarding Auditor tenure
06/06/2025	Garmin Ltd	Annual	Against	30	Concerns related to shareholder rights
10/06/2025	Sonova Holding AG	Annual	Against	11, 12, 14, 16	Pay is misaligned with EOS remuneration principles
11/06/2025	Garttransort & Techniqaz SA	Annual/Special	Against	5b, 7b	Concerns related to management of environment-related business risks
11/06/2025	GEK Tema SA	Annual	Against	4, 1, 6	Concerns related to inappropriate membership of committees
11/06/2025	IXP Semiconductors N.V.	Annual	Against	6	Insufficient/poor disclosure
11/06/2025	Unibail-Rodamco-Westfield NV	Annual	Against	1, 3	Pay is misaligned with EOS remuneration principles
12/06/2025	Pirelli & C. SpA	Annual	Against	27	Pay is misaligned with EOS remuneration principles
12/06/2025	Rubis SCA	Annual/Special	All For	10, 1	Combined CEO/Chair
13/06/2025	DWS Group GmbH & Co. KGaA	Annual	Against	10, 2, 10, 3, 10, 5, 10, 6, 10, 7, 10	Lack of independence on board
18/06/2025	Delivery Hero SE	Annual	Against	8, 10, 14	Lack of independence on board Overboarded/Too many other time commitments
18/06/2025	International Consolidated Airlines Group SA	Annual	Against	10, 12	Pay is misaligned with EOS remuneration principles
18/06/2025	Motor Oil (Hellas) Corinth Refineries SA	Annual	Against	7	
18/06/2025	Motor Oil (Hellas) Corinth Refineries SA	Annual	Against	3, 9	No clawback policy High variable pay ratio High CEO to average NEO pay
18/06/2025	Motor Oil (Hellas) Corinth Refineries SA	Annual	Against	7, 8	Concerns related to inappropriate membership of committees
18/06/2025	Motor Oil (Hellas) Corinth Refineries SA	Annual	Against	9	Concerns related to succession planning
18/06/2025	Motor Oil (Hellas) Corinth Refineries SA	Annual	Against	1	Pay is misaligned with EOS remuneration principles
18/06/2025	Motor Oil (Hellas) Corinth Refineries SA	Annual	Against	2, 1, 2, 2, 3	Pay is misaligned with EOS remuneration principles
18/06/2025	Motor Oil (Hellas) Corinth Refineries SA	Annual	Against	6, 5	Pay is misaligned with EOS remuneration principles
18/06/2025	Motor Oil (Hellas) Corinth Refineries SA	Annual	Against	3, 1	Concerns related to inappropriate membership of committees
18/06/2025	Motor Oil (Hellas) Corinth Refineries SA	Annual	Against	6	Concerns related to shareholder rights
18/06/2025	Motor Oil (Hellas) Corinth Refineries SA	Annual	Against	10, 11, 12, 13, 14	Issue of equity raises concerns about excessive dilution of existing shareholders
18/06/2025	Motor Oil (Hellas) Corinth Refineries SA	Annual	Against	7	Pay is misaligned with EOS remuneration principles
18/06/2025	Motor Oil (Hellas) Corinth Refineries SA	Annual	Against	9	Pay is misaligned with EOS remuneration principles
18/06/2025	Motor Oil (Hellas) Corinth Refineries SA	Annual	Against	3	Combined CEO/Chair Lack of independence on board Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees
18/06/2025	Motor Oil (Hellas) Corinth Refineries SA	Annual	Against	9, 12, 13, 15, 16	Pay is misaligned with EOS remuneration principles
18/06/2025	Motor Oil (Hellas) Corinth Refineries SA	Annual	Against	10, 11	Pay is misaligned with EOS remuneration principles
19/06/2025	Bureau Veritas SA	Annual/Special	Against	11, 14, 24	Pay is misaligned with EOS remuneration principles
19/06/2025	HELLENIC ENERGY Holdings SA	Annual	Against	5	Pay is misaligned with EOS remuneration principles
19/06/2025	JDE Peet's NV	Annual	Against	5, d	Concerns related to inappropriate membership of committees
20/06/2025	Unipol Assicurazioni SpA	Extraordinary Shareholders	All For	6, a	High variable pay ratio 2- Inappropriate use of one-time awards 3- Insufficient disclosure
23/06/2025	Alstom Services & Holdings SA	Extraordinary Shareholders	All For	2, b, 6, b	Pay is misaligned with EOS remuneration principles
23/06/2025	Alstom Services & Holdings SA	Annual	Against	5a	Concerns related to attendance at board or committees meetings
23/06/2025	Alstom Services & Holdings SA	Annual	Against	13, 2	Issue of equity raises concerns about excessive dilution of existing shareholders
23/06/2025	Alstom Services & Holdings SA	Annual	Against	6, 8, 9	Pay is misaligned with EOS remuneration principles
23/06/2025	Alstom Services & Holdings SA	Annual	Against	8, 9	Insufficient/poor disclosure
24/06/2025	Arundtown SA	Annual	Against	6, 10, 11	Pay is misaligned with EOS remuneration principles
24/06/2025	Telecom Italia SpA	Annual/Special	Against	8	Pay is misaligned with EOS remuneration principles
24/06/2025	Telecom Italia SpA	Special	Against	2, 2, 4, 6, ii, 6, iv, 6, v	Pay is misaligned with EOS remuneration principles
25/06/2025	Acciona SA	Annual	Against	2	
25/06/2025	Indra Sistemas SA	Annual	Against	3, 4	Pay is misaligned with EOS remuneration principles
25/06/2025	Public Power Corp. SA	Annual	Against	7, 6	Concerns related to inappropriate membership of committees
26/06/2025	Allegro.eu SA	Annual	Against	5, 2	Pay is misaligned with EOS remuneration principles
26/06/2025	LAMDA Development SA	Annual	Against	29	Insufficient/poor disclosure
26/06/2025	LAMDA Development SA	Annual	Against	27	Pay is misaligned with EOS remuneration principles
26/06/2025	LAMDA Development SA	Annual	Against	10, 1, 10, 2, 10, 4, 10, 9	Lack of independence on board
26/06/2025	LAMDA Development SA	Annual	Against	10, 5	Lack of independence on board Overboarded/Too many other time commitments
26/06/2025	LAMDA Development SA	Annual	Against	4, 5	Pay is misaligned with EOS remuneration principles
26/06/2025	LAMDA Development SA	Annual	Against	10, f	Concerns related to inappropriate membership of committees
26/06/2025	LAMDA Development SA	Annual	Against	10, e	Concerns related to management of environment-related business risks
26/06/2025	LAMDA Development SA	Annual	Against	5, 12	Pay is misaligned with EOS remuneration principles
26/06/2025	Schroder International Selection Fund Global Smaller Companies	Annual	All For		
27/06/2025	Aon Plc	Annual	Against	1, 1	Concerns related to succession planning
30/06/2025	Redeia Corporacion SA	Annual	All For		
02/04/2025	Hewlett Packard Enterprise Company	Annual	Against	3	Pay is misaligned with EOS remuneration principles
02/04/2025	The Cooper Companies, Inc.	Annual	All For		
03/04/2025	Canadian Imperial Bank of Commerce	Annual/Special	Against	6, 7, 9, 11	Shareholder proposal promotes better management of ESG opportunities and risks
08/04/2025	The Bank of Nova Scotia	Annual	Against	4, 5, 8	For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
09/04/2025	Carrier Global Corporation	Annual	Against	1h	Concerns about remuneration committee performance
09/04/2025	Lennar Corporation	Annual	Against	2	High variable pay ratio High CEO to average NEO pay
09/04/2025	Lennar Corporation	Annual	Against	1i	Concerns to protect shareholder value Concerns related to management of environment-related business risks
09/04/2025	Lennar Corporation	Annual	Against	2	
09/04/2025	Lennar Corporation	Annual	Against	5	EOS manual override
09/04/2025	Lennar Corporation	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
10/04/2025	Dow Inc	Annual	Against	1d, 3	Shareholder proposal promotes appropriate accountability or incentivisation
10/04/2025	Fairfax Financial Holdings Limited	Annual	Against	1, 12	Concerns regarding Auditor tenure
10/04/2025	Fairfax Financial Holdings Limited	Annual	Against	3	1) Concerns related to shareholder value 2)Concerns related to management of environment-related business risks
10/04/2025	Fairfax Financial Holdings Limited	Annual	Against	3	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
10/04/2025	Royal Bank of Canada	Annual/Special	Against	1, 11	Concerns about remuneration committee performance
10/04/2025	Royal Bank of Canada	Annual/Special	Against	3	Pay is misaligned with EOS remuneration principles
10/04/2025	Royal Bank of Canada	Annual/Special	Against	7, 10, 12	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
10/04/2025	Synopsys, Inc.	Annual	Against	1h 4 6	Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh variable pay ratioHigh CEO to average NEO pay Shareholder proposal promotes appropriate accountability or incentivisation
10/04/2025	The Toronto-Dominion Bank	Annual	Against	1,10,1,13 4,5,8	Concerns to protect shareholder value For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
11/04/2025	Bank of Montreal	Annual	Against	2,5,6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
14/04/2025	IHP Inc.	Annual	All For		
15/04/2025	Fifth Third Bancorp	Annual	Against	1i	Concerns to protect shareholder value
15/04/2025	IMAT Bank Corporation	Annual	All For		
15/04/2025	Moodys Corporation	Annual	All For		
15/04/2025	The Bank of New York Mellon Corporation	Annual	All For		
15/04/2025	U.S. Bancorp	Annual	All For		
16/04/2025	CenterPoint Energy, Inc.	Annual	Against	1b	Concerns regarding Auditor tenure
16/04/2025	EQT Corporation	Annual	All For		
16/04/2025	Huntington Bancshares Incorporated	Annual	Against	1,7	Combined CEO/Chair: 2- Concerns related to succession planning 3- Lack of independence on board 4- Concerns related to board composition
16/04/2025	Regions Financial Corporation	Annual	Against	1c	Shareholder proposal promotes enhanced shareholder rights
16/04/2025	The Shaw-Williams Company	Annual	Against	1d	Combined Chair/CEO role
17/04/2025	Humana Inc.	Annual	Against	1g	Concerns related to board composition
17/04/2025	PPG Industries, Inc.	Annual	All For		
17/04/2025	Texas Instruments Incorporated	Annual	Against	1b	EOS manual override
18/04/2025	L3Harris Technologies, Inc.	Annual	Against	1d,1k 4 1g 1a,3 1b 2 4	Overboarded/Too many other time commitments Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance Concerns regarding Auditor tenure Concerns related to succession planning Options/PSUs vest in less than 36 months High variable pay ratio Pay is misaligned with performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
21/04/2025	Redwood Inc.	Annual	All For		
22/04/2025	Adobe Inc.	Annual	Against	1b,4,5	Shareholder proposal promotes appropriate accountability or incentivisation
22/04/2025	Bank of America Corporation	Annual	Abstain	1c	TEST
22/04/2025	Charter Communications, Inc.	Annual	Against	4	Shareholder proposal promotes transparency
22/04/2025	MSCI Inc.	Annual	All For		
22/04/2025	Northern Trust Corporation	Annual	All For		
22/04/2025	Public Service Enterprise Group Incorporated	Annual	Against	1e,4 1j	Concerns regarding Auditor tenure Overboarded/Too many other time commitments
22/04/2025	Revvity, Inc.	Annual	Against	1a 3 1e 5	Concerns about remuneration committee performance Low shareholding requirementOptions/PSUs vest in less than 36 monthsHigh variable pay ratioHigh CEO to average NEO pay Overboarded/Too many other time commitments Shareholder proposal promotes appropriate accountability or incentivisation
22/04/2025	Rollins, Inc.	Annual	Against	1,4	Concerns related to board composition Concerns about overall board structure
23/04/2025	Comstock Paper Inc.	Annual	Against	6	Shareholder proposal promotes appropriate accountability or incentivisation
23/04/2025	Telebyte Technologies Incorporated	Annual	Against	1,3 5	Concerns related to succession planning Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation
23/04/2025	Textron Inc.	Annual	Against	1f 2	Concerns about remuneration committee performance Low shareholding requirement Options/PSUs vest in less than 36 months High variable pay ratio High CEO to average NEO pay
23/04/2025	TFI International Inc.	Annual	Against	1,9 1,6 3	Concerns about remuneration committee performance Concerns related to succession planning Low shareholding requirement High CEO to average NEO pay
23/04/2025	The Clira Group	Annual	All For		
23/04/2025	The Goldman Sachs Group, Inc.	Annual	Against	2 7 1c,3,4	Inappropriate use of one-time awards SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Pay is misaligned with EOS remuneration principles
23/04/2025	The PNC Financial Services Group, Inc.	Annual	Against	1f	Concerns related to management of environment-related business risks
23/04/2025	West Fraser Timber Co. Ltd.	Annual	Against	2,7 4	Concerns about remuneration committee performance Low shareholding requirementHigh CEO to average NEO pay
24/04/2025	AGCO Corporation	Annual	All For		
24/04/2025	Avery Dennison Corporation	Annual	Against	1i	Concerns related to board composition
24/04/2025	Citizens Financial Group, Inc.	Annual	All For		
24/04/2025	Edison International	Annual	Against	1i	Concerns related to management of environment-related business risks
24/04/2025	Fastenal Company	Annual	All For		
24/04/2025	Global Payments Inc.	Annual	Against	1d,2	Options/PSUs vest in less than 36 months High variable pay ratio
24/04/2025	HCA Healthcare, Inc.	Annual	Against	1d 7 1i 3 6	Concerns about overall board structure, Concerns related to board composition SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performanceLow shareholding requirement Options/PSUs vest in less than 36 months Shareholder proposal promotes appropriate accountability or incentivisation
24/04/2025	Healthpeak Properties, Inc.	Annual	Against	1b	Concerns related to board composition
24/04/2025	IQVIA Holdings, Inc.	Annual	Against	1a 2 5	We are concerned that a combined CEO and Chair role leads to excessive concentration of power, performance misalignment. CEO pay is excessive which is inflated by the peers identified which contain several firms with larger revenues The use of larger peers augments executive pay. Shareholder proposal promotes appropriate accountability or incentivisation
24/04/2025	J.B. Hunt Transport Services, Inc.	Annual	All For		
24/04/2025	Johnson & Johnson	Annual	Against	1a,3,5	Shareholder proposal promotes better management of SEE opportunities and risks
24/04/2025	National Bank of Canada	Annual	Against	4,2,4,3	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
24/04/2025	Pfizer Inc.	Annual	Against	1,5,1,10,1,12,2,3	Options/PSUs vest in less than 36 months High variable pay ratio
24/04/2025	Sovereign Incorporated	Annual	Against	1,1	Concerns related to succession planning, Concerns related to board composition
24/04/2025	Tack Resources Limited	Annual	Against	1,10	Concerns related to shareholder value
24/04/2025	The Boeing Company	Annual	Against	1c,3	Concerns regarding Auditor tenure
24/04/2025	Abbott Laboratories	Annual	All For		
25/04/2025	Agnico Eagle Mines Limited	Annual/Special	All For		
25/04/2025	Stanley Black & Decker, Inc.	Annual	Against	1g,3	Concerns regarding Auditor tenure
25/04/2025	Steel Dynamics, Inc.	Annual	All For		
28/04/2025	Genuine Parts Company	Annual	Against	1c 5	Concerns related to board composition Concerns related to management of environment-related business risks Shareholder proposal promotes better management of SEE opportunities and risks
28/04/2025	TopBuild Corp.	Annual	All For		
29/04/2025	American Electric Power Company, Inc.	Annual	All For		
29/04/2025	American Express Company	Annual	Against	1b	Overboarded/Too many other time commitments
29/04/2025	Colony Biosciences Inc.	Annual	Against	1c	Shareholder proposal promotes appropriate accountability or incentivisation
29/04/2025	Constellation Energy Corporation	Annual	Against	1,1 1,2,1,5	Concerns about overall board structure Concerns related to board composition Concerns related to management of environment-related business risks Concerns related to management of environment-related business risks
29/04/2025	Equity LifeStyle Properties, Inc.	Annual	Against	1,4	Concerns related to management of environment-related business risks
29/04/2025	Exelon Corporation	Annual	Against	1c 3	Concerns about remuneration committee performance High variable pay ratio High CEO to average NEO pay

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
29/04/2025	First Citizens BancShares, Inc.	Annual	Against	1,10 2	Concerns about remuneration committee performance 2- Concerns related to board composition 3- Concerns related to management of environment-related business risks 4- Concerns to protect shareholder value 5- Lack of independence on board
29/04/2025	International Business Machines Corporation	Annual	Against	4	Pay is misaligned with EOS remuneration principles
29/04/2025	Kimco Realty Corporation	Annual	All For		SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
29/04/2025	Masimo Corporation	Annual	Against	1a	Concerns related to board composition Concerns about overall board structure
29/04/2025	PACCAR Inc	Annual	Against	1,12 4	1) Concerns related to board composition 2) Concerns related to management of environment-related business risks Shareholder proposal promotes appropriate accountability or incentivisation
29/04/2025	The Williams Companies, Inc.	Annual	All For		
29/04/2025	Truist Financial Corporation	Annual	Against	1c 1f 3	Concerns related to management of environment-related business risks EOS manual override. Concerns about remuneration committee performance. EOS manual override. Pay is misaligned with EOS remuneration principles
29/04/2025	VICI Properties Inc.	Annual	All For		
29/04/2025	Wells Fargo & Company	Annual	Against	1k 3 1g 2 4,5,6,7	Concerns about human rights 2- Concerns about remuneration committee performance Concerns regarding Auditor tenure Concerns to protect shareholder value 2- Concerns related to management of environment-related business risks Pay is misaligned with EOS remuneration principles Shareholder proposal promotes better management of SEE opportunities and risks
30/04/2025	Ameriprise Financial, Inc.	Annual	Against	1c 2	Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh variable pay ratioHigh CEO to average NEO pay
30/04/2025	Ball Corporation	Annual	All For		
30/04/2025	Canadian Pacific Kansas City Limited	Annual/Special	Against	4	Concerns related to shareholder rights
30/04/2025	Carlisle Companies Incorporated	Annual	Against	1a 2	Concerns about overall board structure Concerns about remuneration committee performance Combined CEO/Chair Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
30/04/2025	Corteva, Inc.	Annual	Against	1a 1d	Concerns about remuneration committee performance Concerns related to board composition
30/04/2025	Coterra Energy Inc.	Annual	Against	1,10 1,11 1,12 1,8 2	No clawback policyOptions/PSUs vest in less than 36 monthsHigh variable pay ratio Combined CEO/Chair Concerns about remuneration committee performance Concerns related to management of environment-related business risks No hedging policyExcessive severanceHigh variable pay ratio
30/04/2025	Cullen/Frost Bankers, Inc.	Annual	Against	1,10	Concerns related to board composition
30/04/2025	Gildan Activewear, Inc.	Annual	Against	3	High variable pay ratio High CEO to average NEO pay
30/04/2025	Huntington Ingalls Industries, Inc.	Annual	Against	1,12	Concerns related to management of environment-related business risks
30/04/2025	Marathon Petroleum Corporation	Annual	Against	6	Shareholder proposal promotes enhanced shareholder rights
30/04/2025	Moderna, Inc.	Annual	Against	1c 1a 2	Concerns about overall board structure Concerns related to management of environment-related business risks Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsExcessive CEO pay
30/04/2025	Molina Healthcare, Inc.	Annual	Against	1e 1f 2 5	Concerns about remuneration committee performance Concerns related to board composition Low shareholding requirementOptions/PSUs vest in less than 36 monthsExcessive CEO payHigh CEO to average NEO pay Shareholder proposal promotes appropriate accountability or incentivisation
30/04/2025	Newmont Corporation	Annual	All For		
30/04/2025	Pool Corporation	Annual	Against	1f	Concerns related to board composition
30/04/2025	PulteGroup, Inc.	Annual	All For		
30/04/2025	The Coca-Cola Company	Annual	Against	4 1,8,3	Concerns regarding Auditor tenure
30/04/2025	The New York Times Company	Annual	Against	1,4	Concerns related to shareholder value
30/04/2025	Vistra Corp	Annual	All For		
30/04/2025	W.W. Grainger, Inc.	Annual	Against	1a	Combined CEO/Chair
30/04/2025	Wyndham Resorts, Limited	Annual	Against	1c	Concerns about overall board structure
30/04/2025	Amesco Ltd	Annual/Special	Against	2,7	Concerns about overall board structure Inadequate management of climate-related risks
01/05/2025	Boston Scientific Corporation	Annual	Against	1j 2 4	Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh variable pay ratio Shareholder proposal promotes enhanced shareholder rights
01/05/2025	Church & Dwight Co., Inc.	Annual	Against	1j	Concerns related to board composition
01/05/2025	Corning Incorporated	Annual	Against	1c,3 1b	Concerns regarding Auditor tenure Concerns related to board composition
01/05/2025	Duke Energy Corporation	Annual	Against	1j 3	Concerns about remuneration committee performance High variable pay ratioHigh CEO to average NEO pay
01/05/2025	Eastman Chemical Company	Annual	Against	1,9 3 4	Concerns about remuneration committee performance Low shareholding requirementOptions/PSUs vest in less than 36 months Shareholder proposal promotes appropriate accountability or incentivisation
01/05/2025	Eversource Energy	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation
01/05/2025	International Flavors & Fragrances Inc.	Annual	Against	1c	Concerns about remuneration committee performance
01/05/2025	Intuitive Surgical, Inc.	Annual	Against	2,6	High variable pay ratioExcessive CEO payHigh CEO to average NEO pay
01/05/2025	Kimberly-Clark Corporation	Annual	Against	1c 1,12 1,13	Shareholder proposal promotes appropriate accountability or incentivisation Concerns regarding Auditor tenure 2- Overboarded/Too many other time commitments Overboarded/Too many other time commitments Concerns with potential over-commitment of CEO/chair
01/05/2025	Mettler-Toledo International Inc.	Annual	Against	1,5	Concerns related to board composition
01/05/2025	NRG Energy, Inc.	Annual	All For		
01/05/2025	RTX Corporation	Annual	All For		
01/05/2025	Toromont Industries Ltd.	Annual	All For		
02/05/2025	ARC Resources Ltd.	Annual	Against	1,9	Concerns related to approach to board diversity
02/05/2025	Canadian National Railway Company	Annual	Against	4 1,2,3	Concerns related to management of environment-related business risks High variable pay ratioExcessive CEO payHigh CEO to average NEO pay
02/05/2025	CMS Energy Corporation	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
02/05/2025	Dover Corporation	Annual	Against	1f 3 4	Concerns about remuneration committee performance Low shareholding requirement No clawback policy High CEO to average NEO pay Shareholder proposal promotes appropriate accountability or incentivisation
02/05/2025	Entergy Corporation	Annual	All For		
02/05/2025	Illinois Tool Works Inc.	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
02/05/2025	Leidos Holdings, Inc.	Annual	All For		
02/05/2025	Occidental Petroleum Corporation	Annual	All For		



Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
03/05/2025	Berkshire Hathaway Inc.	Annual	Abstain Against	6 1.8 1.5, 1.6, 1.9, 1.11 7	Although we support in principle the resolution's request, we appreciate that the audit committee's remit includes diversity. Whilst we believe the board should have provide oversight over AI, we believe the resolution is over prescriptive in terms of mandating to have a committee for this item. Support is not warranted as the company fails to implement ESG practices and policy adequately and it does not provide reassurance that climate risks are properly addressed and considered as part of the business strategy. Support is not warranted due to poor stewardship practices regarding executive pay. In addition, we have concerned about the robustness of the governance committee practices. The Company has a multi-class structure that is not subject to a reasonable time-based sunset provisions. We believe this information would be helpful to shareholders, especially consider the company's poor climate practices.
03/05/2025	Cincinnati Financial Corporation	Annual	Against	1.6 1.3 3	Concerns about remuneration committee performance Concerns related to succession planning Concerns related to board composition Low shareholding requirementOptions/PSUs vest in less than 36 months
05/05/2025	Aflac Incorporated	Annual	Against	1j 1k	Concerns about remuneration committee performance Concerns related to shareholder value
05/05/2025	Brookfield Asset Management Ltd.	Annual	Against	1.6 3	No hedging policyNo clawback policyHigh variable pay ratio Concerns related to shareholder value Concerns about remuneration committee performance
05/05/2025	Eli Lilly and Company	Annual	Against	1a 3	High variable pay ratio. No hedging policy. Low shareholding requirement Concerns regarding Auditor tenure 2: Overboarded/Too many other time commitments
05/05/2025	Uber Technologies, Inc.	Annual	Against	1e 2	Concerns about remuneration committee performance Options/PSUs vest in less than 36 months. High CEO to average NEO pay
06/05/2025	Albemarle Corporation	Annual	Against	4 1j 2	Concerns about remuneration committee performance Options/PSUs vest in less than 36 months High variable pay ratio Excessive CEO pay High CEO to average NEO pay
06/05/2025	Ally Financial Inc.	Annual	All For	2	
06/05/2025	Barrick Mining Corporation	Annual/Special	All For	4	
06/05/2025	Baxter International Inc.	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
06/05/2025	Bristol Myers Squibb Company	Annual	All For	4	
06/05/2025	Cboe Global Markets, Inc.	Annual	Against	1e	Shareholder proposal promotes transparency
06/05/2025	CSC Industries Holdings, Inc.	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
06/05/2025	Danaher Corporation	Annual	Against	1e 1c, 1i	Overboarded/Too many other time commitments Concerns to protect shareholder value
06/05/2025	Evergy, Inc.	Annual	Against	1h	Concerns related to management of environment-related business risks
06/05/2025	Expeditors International of Washington, Inc.	Annual	Against	1.7 1.6	Concerns related to board composition Concerns to protect shareholder value
06/05/2025	GE Aerospace	Annual	Against	1a 2	Concerns about remuneration committee performance No clawback policyHigh variable pay ratioHigh CEO to average NEO pay
06/05/2025	George Weston Limited	Annual	All For	1, 2, 2	
06/05/2025	Hubbell Incorporated	Annual	Against	1j	Low shareholding requirement Options/PSUs vest in less than 36 months
06/05/2025	Intel Corporation	Annual	Against	1e	Concerns about remuneration committee performance Insufficient oversight of Overboarded/Too many other time commitments
06/05/2025	Loblaw Companies Limited	Annual	Against	1.6, 1.12 5, 6	Pay is misaligned with EOS remuneration principles Overboarded/Too many other time commitments SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
06/05/2025	NVR, Inc.	Annual	Against	1d 4	Concerns related to succession planning Shareholder proposal promotes appropriate accountability or incentivisation
06/05/2025	Omnicom Group Inc.	Annual	Against	1g 1c 2 4	Concerns about remuneration committee performance Concerns related to succession planning No hedging policyNo clawback policyHigh variable pay ratio Shareholder proposal promotes appropriate accountability or incentivisation
06/05/2025	Suncor Energy Inc.	Annual	Against	1.7	Concerns related to management of environment-related business risks
06/05/2025	The Hershey Company	Annual	Against	1h	Concerns related to shareholder value Combined CEO/Chair
06/05/2025	TMX Group Limited	Annual/Special	All For	4	
06/05/2025	Trax Company, Inc.	Annual	Against	1, 2	Concerns about overall board structure
06/05/2025	Twitter Technologies, Inc.	Annual	Against	6	Concerns about reducing shareholder rights
06/05/2025	Valero Energy Corporation	Annual	All For	4	
06/05/2025	West Pharmaceutical Services, Inc.	Annual	All For	4	
07/05/2025	AMETEK, Inc.	Annual	Against	3 1a 2	Concerns regarding Auditor tenure Concerns regarding Auditor tenure Concerns about remuneration committee performance Concerns about overall board structure
07/05/2025	Brown & Brown, Inc.	Annual	Against	1.11	No clawback policyOptions/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
07/05/2025	CSX Corporation	Annual	Against	1d 1h 3	Concerns related to board composition Concerns about remuneration committee performance Concerns related to board composition No clawback policyOptions/PSUs vest in less than 36 monthsHigh variable pay ratio
07/05/2025	Dominion Energy, Inc.	Annual	All For	1, 12	
07/05/2025	Enbridge Inc.	Annual	Against	3	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
07/05/2025	General Dynamics Corporation	Annual	Against	1c 4	Concerns related to board composition Shareholder proposal promotes better management of SEE opportunities and risks
07/05/2025	Gilead Sciences, Inc.	Annual	Against	5, 6	Shareholder proposal promotes better management of SEE opportunities and risks
07/05/2025	IDEXX Laboratories, Inc.	Annual	Against	6 1c	SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes enhanced shareholder rights Concerns about overall board structure
07/05/2025	Intact Financial Corporation	Annual	All For	4	
07/05/2025	Kinross Gold Corporation	Annual	Against	1, 2	Concerns related to board composition
07/05/2025	UKO Corporation	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
07/05/2025	MGM Resorts International	Annual	Against	1k	Concerns related to board composition
07/05/2025	Nutrien Ltd.	Annual	All For	4	
07/05/2025	Packaging Corporation of America	Annual	All For	4	
07/05/2025	PepsiCo, Inc.	Annual	Against	1c 6 3 1i 7	Concerns about remuneration committee performance EOS manual override High CEO to average NEO pay, high variable pay ratio Oversight of Overboarded/Too many other time commitments SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
07/05/2025	Philip Morris International Inc.	Annual	All For	4	
07/05/2025	Public Storage	Annual	All For	4	
07/05/2025	Regency Centers Corporation	Annual	Against	1f 2	Concerns about remuneration committee performance Low shareholding requirementNo clawback policy
07/05/2025	S&P Global Inc.	Annual	Against	1.5 2	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
07/05/2025	TransUnion	Annual	All For	1d	
08/05/2025	Amlyam Pharmaceuticals, Inc.	Annual	Against	1c 4	Concerns about overall board structure Remuneration committee performance
08/05/2025	Amgen Corporation	Annual	Against	1c, 3	No clawback policyOptions/PSUs vest in less than 36 monthsHigh variable pay ratio
08/05/2025	Archer-Daniels-Midland Company	Annual	Against	1a, 3	Concerns related to management of environment-related business risks Concerns regarding Auditor tenure

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
08/05/2025	Avantor, Inc.	Annual	Against	1h 3	Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
08/05/2025	BCE Inc.	Annual	Against	5	EOS manual override
08/05/2025	C.H. Robinson Worldwide, Inc.	Annual	Against	1e 4	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
08/05/2025	Cadence Design Systems, Inc.	Annual	Against	1.1 2 4	Concerns about remuneration committee performance Low shareholding requirement No clawback policy Options/PSUs vest in less than 36 months Shareholder proposal promotes transparency
08/05/2025	Canadian Natural Resources Limited	Annual/Special	Against	1.9 1.4 1.5 4	Concerns about remuneration committee performance Concerns related to management of environment-related business risks Concerns related to succession planning High variable pay ratioLow shareholding requirement
08/05/2025	Canadian Tire Corporation, Limited	Annual	Against	1.1	Lack of independent representation at board committeesConcerns related to shareholder value
08/05/2025	Capital One Financial Corporation	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
08/05/2025	Cenovus Energy Inc.	Annual	Against	2.11 2.13	Concerns related to board composition Overboarded/Too many other time commitments
08/05/2025	CME Group Inc.	Annual	Against	1c, 1h, 1m, 1n 1d 1f 3	Concerns related to management of environment-related business risks Concerns related to management of environment-related business risks Concerns about remuneration committee performance Concerns related to succession planning Concerns related to board composition Concerns related to shareholder value Concerns related to management of environment-related business risks Low shareholding requirement No clawback policy High CEO to average NEO pay
08/05/2025	DexCom, Inc.	Annual	Against	1.3	Concerns related to board composition
08/05/2025	DTE Energy Company	Annual	Against	1.10	Concerns related to management of environment-related business risks
08/05/2025	Ecolab Inc.	Annual	Against	1e 2	Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh variable pay ratio
08/05/2025	Edwards Lifesciences Corporation	Annual	Against	1.5 2	Concerns about remuneration committee performance Concerns related to board composition No clawback policyOptions/PSUs vest in less than 36 months
08/05/2025	Equifax Inc.	Annual	All For	2.5	Inadequate management of climate-related risks
08/05/2025	First Quantum Minerals Ltd.	Annual	Against	1f 5	1) Concerns related to succession planning 2) Concerns related to shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
08/05/2025	Ford Motor Company	Annual	Against	1f 1.10 3	Concerns about remuneration committee performance Concerns related to management of environment-related business risks No hedging policy High CEO to average NEO pay
08/05/2025	Fortis Inc.	Annual	Against	1f 1.10 3	Concerns about remuneration committee performance Concerns related to management of environment-related business risks No hedging policy High CEO to average NEO pay
08/05/2025	Franco-Nevada Corporation	Annual/Special	All For		
08/05/2025	Great-West Lifeco Inc.	Annual/Special	Against	6 1.14	Concerns related to management of environment-related business risks Lack of independent representation at board committees Concerns related to succession planning Concerns related to shareholder value
08/05/2025	IA Financial Corporation Inc.	Annual	Against	4,5	For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
08/05/2025	IDEX Corporation	Annual	Against	1b, 1c 2 4	Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
08/05/2025	Imperial Oil Limited	Annual	Against	1f 3	Concerns related to board composition Lack of independent representation at board committees Concerns related to shareholder rights
08/05/2025	Lundin Mining Corporation	Annual	Against	1f	Concerns related to approach to board diversity
08/05/2025	Magna International Inc.	Annual/Special	Against	11.4	High variable pay ratioExcessive CEO pay
08/05/2025	Manulife Financial Corporation	Annual	Against	1.2.2	Concerns regarding Auditor tenure
08/05/2025	Norfolk Southern Corporation	Annual	All For		
08/05/2025	Nucor Corporation	Annual	Against	1f 1B	Concerns related to board composition Concerns related to succession planning Concerns related to shareholder value Inadequate management of climate-related risks
08/05/2025	ONEX Corporation	Annual	Against	1B	Concerns related to succession planning Concerns related to shareholder value Inadequate management of climate-related risks
08/05/2025	Prologis, Inc.	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
08/05/2025	Stryker Corporation	Annual	Against	1g 7	Overboarded/Too many other time commitments SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
08/05/2025	Sun Life Financial Inc.	Annual	All For		
08/05/2025	T. Rowe Price Group, Inc.	Annual	Against	1f 4	Concerns related to board composition Shareholder proposal promotes appropriate accountability or incentivisation
08/05/2025	TTC Energy Corporation	Annual	Against	3	EOS manual override
08/05/2025	The Kraft Heinz Company	Annual	Against	1j 5 6	Concerns to protect shareholder value SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation
08/05/2025	Union Pacific Corporation	Annual	All For		
08/05/2025	United Parcel Service, Inc.	Annual	Against	1g 4	Concerns related to shareholder value Shareholder proposal promotes enhanced shareholder rights
08/05/2025	United Rentals, Inc.	Annual	All For		
08/05/2025	WEC Energy Group, Inc.	Annual	All For		
08/05/2025	Westlake Corporation	Annual	Against	1.3	Concerns related to board composition Concerns about overall board structure Lack of independence on board
08/05/2025	Zebra Technologies Corporation	Annual	Against	1b	Concerns about overall board structure
09/05/2025	AbbVie Inc.	Annual	Against	5	Shareholder proposal promotes enhanced shareholder rights
09/05/2025	Cameco Corporation	Annual	Against	D	
09/05/2025	Colgate-Palmolive Company	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
09/05/2025	Lockheed Martin Corporation	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
09/05/2025	Marriott International, Inc.	Annual	Against	1g 3	Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh variable pay ratio
09/05/2025	Masco Corporation	Annual	Against	1c 1b 2	Concerns about overall board structure Concerns related to management of environment-related business risks Concerns about remuneration committee performance No clawback policy Options/PSUs vest in less than 36 months High CEO to average NEO pay
09/05/2025	Morningstar, Inc.	Annual	Against	1f 1h 2	Concerns about remuneration committee performance Concerns related to succession planning No clawback policyHigh variable pay ratio
09/05/2025	Pembina Pipeline Corporation	Annual	Against	1.3	Concerns over management of environment-related business risks
09/05/2025	Teleflex Incorporated	Annual	Against	1h 1e 2	Concerns about remuneration committee performance Concerns related to management of environment-related business risks No clawback policyOptions/PSUs vest in less than 36 monthsExcessive severance
09/05/2025	TELUS Corporation	Annual	All For		
09/05/2025	Teradyne, Inc.	Annual	Against	1c 5 5	Overboarded/Too many other time commitments Shareholder proposal promotes transparency EOS Manual Override
09/05/2025	The AES Corporation	Annual	Against	1.7.2	No clawback policyExcessive CEO payHigh CEO to average NEO pay
09/05/2025	The Progressive Corporation	Annual	All For		
09/05/2025	Vulcan Materials Company	Annual	Against	1c 1d 1a 3	Concerns about overall board structure Concerns about remuneration committee performance Concerns related to management of environment-related business risks Options/PSUs vest in less than 36 months High variable pay ratio

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
09/05/2025	Weverhauwer Company	Annual	All For		
09/05/2025	Wheaton Precious Metals Corp.	Annual/Special	All For		
12/05/2025	International Paper Company	Annual	Against	1f 1d	Concerns related to board composition Concerns related to potential over-commitment of CEO/chair Overboarded/Too many other time commitments
12/05/2025	NisSource, Inc.	Annual	Against	1i	Concerns related to management of environment-related business risks
13/05/2025	3M Company	Annual	All For	4	Shareholder proposal promotes appropriate accountability or incentivisation
13/05/2025	Alexandria Real Estate Equities, Inc.	Annual	Against	1d 5	Concerns related to board composition Shareholder proposal promotes enhanced shareholder rights
13/05/2025	Arthur J. Gallagher & Co.	Annual	All For		
13/05/2025	Centene Corporation	Annual	Against	5 1a	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Concerns related to board composition Concerns related to management of environment-related business risks
13/05/2025	ConocoPhillips	Annual	Against	3 1e	Both an absolute and relative ROCE metric included in the STI. Inclusion of ROCE metric in the STIP and LTIP. Inclusion of time based shares in the LTIP, however majority are performance shares (65%) Combined Chair/CEO role. Whilst we note the improvement in female diversity at board level we expect faster progress
13/05/2025	Constellation Software Inc.	Annual	Against	1.5 1.4 3	Concerns about remuneration committee performance 2- Concerns related to board composition 3- Concerns related to management of environment-related business risks Overboarded/Too many other time commitments
13/05/2025	Cummins Inc.	Annual	Against	14	Pay is misaligned with EOS remuneration principles
13/05/2025	Essex Property Trust, Inc.	Annual	Against	1h	Shareholder proposal promotes appropriate accountability or incentivisation
13/05/2025	Fanning International, Inc.	Annual	All For		Lack of independent representation at board committees
13/05/2025	Knight-Swift Transportation Holdings Inc.	Annual	Against	1i	Concerns related to succession planning
13/05/2025	Loews Corporation	Annual	Against	4 2	Shareholder proposal promotes transparency Pay is misaligned with EOS remuneration principles
13/05/2025	Prudential Financial, Inc.	Annual	Against	1D 1G 1K 4 4	Pay is misaligned with EOS remuneration principles Shareholder proposal promotes appropriate accountability or incentivisation
13/05/2025	Realty Income Corporation	Annual	All For		
13/05/2025	Senvion	Annual	Against	1h 2	Concerns regarding Auditor tenure
13/05/2025	Sun Communities, Inc.	Annual	Against	1b	Concerns related to board composition
13/05/2025	Ventus, Inc.	Annual	All For		
13/05/2025	Waste Management, Inc.	Annual	All For		
13/05/2025	Xylem Inc.	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
14/05/2025	Advanced Micro Devices, Inc.	Annual	All For		
14/05/2025	Akamai Technologies, Inc.	Annual	Against	1.3 7 5 2 8	Concerns about remuneration committee performance Concerns related to shareholder rights Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles Shareholder proposal promotes appropriate accountability or incentivisation
14/05/2025	American International Group, Inc.	Annual	Against	1f 1b 2	Concerns about remuneration committee performance Concerns related to management of environment-related business risks Insufficient action taken on low say-on-pay results
14/05/2025	American Tower Corporation	Annual	All For		
14/05/2025	American Water Works Company, Inc.	Annual	All For		
14/05/2025	Annaly Capital Management, Inc.	Annual	All For		
14/05/2025	Celanese Corporation	Annual	Against	1i 5	Concerns related to board composition Shareholder proposal promotes enhanced shareholder rights
14/05/2025	Elevance Health, Inc.	Annual	Against	1.3 3	Concerns regarding Auditor tenure
14/05/2025	Enphase Energy, Inc.	Annual	Against	1.2 3	Concerns related to board composition Concerns about overall board structure Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
14/05/2025	First Solar, Inc.	Annual	Against	1.6	Concerns related to board composition
14/05/2025	Fiserv, Inc.	Annual	Against	1.9	Concerns related to board composition Concerns related to management of environment-related business risks
14/05/2025	GGE Vernova, Inc.	Annual	Against	1a	Concerns about overall board structure
14/05/2025	Hewlett-Packard	Annual	Against	1a	Concerns related to board composition
14/05/2025	Hilton Worldwide Holdings Inc.	Annual	Against	3 1e	Concerns about remuneration committee performance No clawback policyOptions/PSUs vest in less than 36 monthsHigh variable pay ratioHigh CEO to average NEO pay
14/05/2025	Host Hotels & Resorts, Inc.	Annual	All For		
14/05/2025	Molson Coors Beverage Company	Annual	Against	1.2	Lack of independent representation at board committees Concerns related to board composition Concerns related to shareholder value
14/05/2025	Power Corporation of Canada	Annual	Against	1.6 3 3 7	Concerns about remuneration committee performance Concerns related to board composition 2- Concerns related to succession planning 3- Lack of independent representation at board committees 4- Concerns to protect shareholder value Inappropriate use of one-time awards 2- Low shareholding requirement 3- Options vest in less than 36 months SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
14/05/2025	Simon Property Group, Inc.	Annual	Against	4 1A	Concerns to protect shareholder value Concerns to protect shareholder value Concerns related to board composition
14/05/2025	Skyworks Solutions, Inc.	Annual	Against	5 4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency Shareholder proposal promotes enhanced shareholder rights
14/05/2025	Southwest Airlines Co.	Annual	Against	1k	Concerns related to board composition
14/05/2025	State Street Corporation	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
14/05/2025	Universal Health Services, Inc.	Annual	Against	1.1 3	Concerns about overall board structure Concerns related to shareholder value Concerns related to management of environment-related business risks Shareholder proposal promotes appropriate accountability or incentivisation
14/05/2025	Verato Corp.	Annual	Against	1b	Concerns about overall board structure
14/05/2025	Vertex Pharmaceuticals Incorporated	Annual	Against	1.2	Overboarded/Too many other time commitments
15/05/2025	Alkermes, Inc.	Annual	Against	1b 2	Shareholder proposal promotes appropriate accountability or incentivisation
15/05/2025	Amphenol Corporation	Annual	Against	1b 2	Concerns regarding Auditor tenure
15/05/2025	AT&T Inc.	Annual	All For	1.4 3	No clawback policyNo shares granted in LTIPOptions/PSUs vest in less than 36 months
15/05/2025	BlackRock, Inc.	Annual	Against	1d 2 10, 1p	Concerns about remuneration committee performance Insufficient action taken on low say-on-pay results Overboarded/Too many other time commitments
15/05/2025	Cheniere Energy, Inc.	Annual	Against	1j 2	Concerns about remuneration committee performance No clawback policy Excessive severance High variable pay ratio
15/05/2025	CVS Health Corporation	Annual	Against	1c, 3	EOS manual override
15/05/2025	Invitation Homes Inc.	Annual	All For	1i	Concerns related to board composition
15/05/2025	KeyCorp	Annual	Against	1.14 1.2 3	Concerns about remuneration committee performance Concerns related to management of environment-related business risks No clawback policyOptions/PSUs vest in less than 36 monthsExcessive CEO pay
15/05/2025	Kinder Morgan	Annual/Special	Against	1d	Inadequate management of climate-related risks
15/05/2025	Kinder Morgan, Inc.	Annual	Against	1.4 1.5 1.9 1.10	Concerns related to board composition Concerns related to succession planning
15/05/2025	Labcorp Holdings Inc.	Annual	All For		

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
15/05/2025	Las Vegas Sands Corp.	Annual	Against	1.5 1.8 3	Concerns about remuneration committee performance Concerns related to board composition Combined CEO/Chair Insufficient action taken on low say-on-pay results Low shareholding requirement
15/05/2025	Marsh & McLennan Companies, Inc.	Annual	All For	5	
15/05/2025	Martin Marietta Materials, Inc.	Annual	All For	5	
15/05/2025	Morgan Stanley	Annual	Against	4 5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency Pay is misaligned with EOS remuneration principles
15/05/2025	Motorola Solutions, Inc.	Annual	Against	1c 1a	See Item 1a. Supported is not warranted as the director is the Chair of the Governance and Nominating committee which has board oversight over ESG issues. The company fails to implement credible human rights policies and systems unlike its peers. Support is not warranted due to concern on human rights' performance and lack of responsiveness towards engagement
15/05/2025	O'Reilly Automotive, Inc.	Annual	Against	1g	Concerns related to management of environment-related business risks
15/05/2025	ON Semiconductor Corporation	Annual	Against	1f	Concerns related to board composition
15/05/2025	Otis Worldwide Corporation	Annual	Against	1f 2 4	Concerns about remuneration committee performance Options/PSUs vest in less than 36 months High variable pay ratio High CEO to average NEO pay Shareholder proposal promotes transparency
15/05/2025	Quest Diagnostics Incorporated	Annual	Against	1.10	Concerns related to management of environment-related business risks
15/05/2025	South Bow Corporation	Annual	All For		
15/05/2025	Stanley, Inc.	Annual	All For		
15/05/2025	Sylvamo Corporation	Annual	Against	1.4 1.8 3	Concerns about remuneration committee performance Concerns related to management of environment-related business risks No clawback policy/High CEO to average NEO pay
15/05/2025	Texas Roadhouse, Inc.	Annual	Against	1.7 4	Concerns related to management of environment-related business risks Shareholder proposal promotes better management of SEE opportunities and risks
15/05/2025	Tractor Supply Company	Annual	Against	1.8.3	No clawback policy/Options/PSUs vest in less than 36 months/High CEO to average NEO pay
15/05/2025	UDR, Inc.	Annual	Against	1e 2	Concerns about remuneration committee performance Low shareholding requirement/No clawback policy/Options/PSUs vest in less than 36 months
15/05/2025	Westinghouse Air Brake Technologies Corporation	Annual	Against	1a	Concerns about overall board structure
15/05/2025	XCO, Inc.	Annual	Against	1.2	Concerns related to management of environment-related business risks
15/05/2025	Yum! Brands, Inc.	Annual	Against	3 7 1d.5	Pay is in top quartile and not aligned with performance Options/PSUs vest in less than 36 months Excessive CEO pay High CEO to average NEO pay Shareholder proposal promotes better management of SEE opportunities and risks Shareholder proposal promotes better management of SEE opportunities and risks
16/05/2025	Alliant Energy Corporation	Annual	Against	1b	Concerns about overall board structure
16/05/2025	Intercontinental Exchange, Inc.	Annual	All For		
16/05/2025	IPPL Corporation	Annual	All For		
16/05/2025	Waste Connections, Inc.	Annual	Against	1b	Concerns related to management of environment-related business risks
19/05/2025	Consolidated Edison, Inc.	Annual	Against	1b.2	Concerns regarding Auditor tenure
19/05/2025	DraftKings Inc.	Annual	Against	1.7 1.1 1.10 5 3	Concerns about remuneration committee performance Concerns to protect shareholder value Concerns to protect shareholder value Concerns related to management of environment-related business risks For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency Pay is misaligned with EOS remuneration principles
19/05/2025	Republic Services, Inc.	Annual	Against	1f	EOS manual override
20/05/2025	Baker Hughes Company	Annual	Against	1.5	Concerns related to board composition
20/05/2025	BioMarin Pharmaceutical Inc.	Annual	All For		
20/05/2025	Burlington Stores, Inc.	Annual	Against	1d	Concerns about overall board structure
20/05/2025	IBXP, Inc.	Annual	Against	1f	Concerns related to board composition
20/05/2025	CDW Corporation	Annual	Against	1h 2	Concerns about remuneration committee performance No clawback policy/Options/PSUs vest in less than 36 months/High variable pay ratio
20/05/2025	Charles River Laboratories International, Inc.	Annual	Against	1.7 4	Overboarded/Too many other time commitments SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
20/05/2025	Coursera, Inc.	Annual	Against	1.2	Concerns about overall board structure Concerns to protect shareholder value
20/05/2025	Edgewell International Inc.	Annual	All For		
20/05/2025	JPMorgan Chase & Co.	Annual	Against	5	Support is warranted because such disclosure would be beneficial to shareholders.
20/05/2025	McDonald's Corporation	Annual	Against	1i	Shareholder proposal promotes appropriate accountability or incentivisation
20/05/2025	Mid-America Apartment Communities, Inc.	Annual	Against	1b 1i 2	Concerns about human rights Concerns about remuneration committee performance Concerns related to board composition Low shareholding requirement No clawback policy Options/PSUs vest in less than 36 months High variable pay ratio High CEO to average NEO pay
20/05/2025	Principal Financial Group, Inc.	Annual	Against	1.3	Concerns about overall board structure Concerns related to management of environment-related business risks
20/05/2025	Targa Resources Corp.	Annual	Against	1.1 1.2	Concerns about overall board structure Concerns related to management of environment-related business risks
20/05/2025	Verisk Analytics, Inc.	Annual	Against	1.6	Shareholder proposal promotes appropriate accountability or incentivisation
21/05/2025	Align Technology, Inc.	Annual	Against	1.6 1.4 6 2 7	Concerns about remuneration committee performance Concerns related to management of environment-related business risks Concerns related to shareholder rights No clawback policy/High variable pay ratio/Excessive CEO pay/High CEO to average NEO pay Shareholder proposal promotes appropriate accountability or incentivisation
21/05/2025	Amazon.com, Inc.	Annual	Against	6.8 9,10 1d.3	We believe such disclosure would be beneficial to shareholders We believe such disclosure would be beneficial to shareholders. Low shareholding requirement
21/05/2025	AvalonBay Communities, Inc.	Annual	Against	1k	Concerns related to board composition
21/05/2025	CBRE Group, Inc.	Annual	Against	1d 3	Concerns about remuneration committee performance No clawback policy/Options/PSUs vest in less than 36 months/High variable pay ratio
21/05/2025	Crown Castle Inc.	Annual	All For		
21/05/2025	Diamondback Energy, Inc.	Annual	Against	1.1	Concerns related to board composition
21/05/2025	EOG Resources, Inc.	Annual	Against	1a	Shareholder proposal promotes appropriate accountability or incentivisation
21/05/2025	Equinix, Inc.	Annual	Against	1g 3 2	Concerns related to management of environment-related business risks Concerns about remuneration committee performance Options/PSUs vest in less than 36 months High variable pay ratio High CEO to average NEO pay Pay is misaligned with EOS remuneration principles
21/05/2025	Equitable Holdings, Inc.	Annual	Against	1d 8	Concerns related to management of environment-related business risks Shareholder proposal promotes appropriate accountability or incentivisation
21/05/2025	Extra Space Storage Inc.	Annual	All For		
21/05/2025	FirstEnergy Corp.	Annual	Against	1.5	Concerns related to management of environment-related business risks
21/05/2025	Halliburton Company	Annual	Against	1k 1b	Concerns related to board composition Concerns related to management of environment-related business risks
21/05/2025	illumina, Inc.	Annual	Against	1b	Concerns related to board composition
21/05/2025	Market Group Inc.	Annual	Against	4 5	Concerns related to board composition SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
21/05/2025	Mondelez International, Inc.	Annual	Against	5.8 7 6.9	Shareholder proposal increases credibility Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes transparency

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
21/05/2025	Northland Power Inc.	Annual	All For		
21/05/2025	Northrop Grumman Corporation	Annual	All For		
21/05/2025	Old Dominion Freight Line, Inc.	Annual	Against	1,8 5	Concerns related to management of environment-related business risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of SEE opportunities and risks
21/05/2025	ONEOK, Inc.	Annual	All For		
21/05/2025	Phillips 66	Proxy Contest	Against	3 6	Pay is misaligned with EOS remuneration principles SH: Against shareholder resolution, against management recommendation / Shareholder proposal does not promote appropriate accountability or incentivisation
21/05/2025	Reliance, Inc.	Annual	No Action Taken Against	1a,1b,1c,1d,2,3,4,5,6 1g	Concerns related to board composition Concerns related to management of environment-related business risks
21/05/2025	Ross Stores, Inc.	Annual	Against	1k	Concerns related to succession planning Concerns related to board composition
21/05/2025	SS&C Technologies Holdings, Inc.	Annual	Against	1a	Concerns about overall board structure Concerns related to board composition
21/05/2025	The Hartford Insurance Group, Inc.	Annual	Against	1i 3 5	Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh variable pay ratioHigh CEO to average NEO pay Shareholder proposal promotes appropriate accountability or incentivisation
21/05/2025	The Southern Company	Annual	Abstain Against	6 1m 2 5	Whilst we support the intention of the resolution we believe the main request of the resolution is through IRP. We are aware that competitors may have a competitive advantage if this sensitive information is disclosed. COMBINED ceo/chair Lack of robust equity clawback policy 20% increase in base salary No stock holding requirements disclosed STI paid in all cash The proxy does not disclose the result of 2024 cash from operations and the payouts of PRSUs, Large miscellaneous perquisites Potential double counting by including a ghg reduction target in LTIP and Carbon-Free Resource Availability in the STIP Shareholder proposal promotes enhanced shareholder rights
21/05/2025	The Travelers Companies, Inc.	Annual	Against	3 5 6	Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation
21/05/2025	Thermo Fisher Scientific Inc.	Annual	Against	1i 2	We are concerned about overboarding Options/PSUs vest in less than 36 monthsHigh variable pay ratioExcessive CEO pay
21/05/2025	United Airlines Holdings, Inc.	Annual	Against	1f	Concerns related to management of environment-related business risks
21/05/2025	Watts Water Technologies, Inc.	Annual	Against	1h	Concerns to protect shareholder value Concerns related to board composition
21/05/2025	Xcel Energy Inc.	Annual	All For	1,2	Concerns to protect shareholder value
21/05/2025	Zoetis Inc.	Annual	All For		
22/05/2025	DuPont de Nemours, Inc.	Annual	All For		
22/05/2025	EPAM Systems, Inc.	Annual	Against	1a 9	Concerns about overall board structure Shareholder proposal promotes enhanced shareholder rights
22/05/2025	GGG Partners Inc.	Annual	Against	1	Concerns related to Non-audit fees
22/05/2025	Henry Schein, Inc.	Annual	Against	1h	Concerns related to board composition
22/05/2025	Insulet Corporation	Annual	Against	1,1 1,3 2	Concerns about overall board structure Concerns about remuneration committee performance No clawback policy Options/PSUs vest in less than 36 months High variable pay ratio
22/05/2025	Kenvue Inc.	Annual	All For		
22/05/2025	LPL Financial Holdings Inc.	Annual	All For		
22/05/2025	Northera Energy Inc.	Annual	Against	1d,3	No clawback policy Options/PSUs vest in less than 36 months Excessive severance Excessive CEO pay
22/05/2025	PARC Corporation	Annual	Against	1f	Concerns related to board composition
22/05/2025	Pinterest, Inc.	Annual	Against	1d 4	Concerns related to board composition Concerns about overall board structure Concerns to protect shareholder value Concerns related to management of environment-related business risks Concerns to protect shareholder value
22/05/2025	Quanta Services, Inc.	Annual	All For		
22/05/2025	ServiceNow, Inc.	Annual	All For		
22/05/2025	The Charles Schwab Corporation	Annual	Against	1,3,1,5,3,4	Shareholder proposal promotes appropriate accountability or incentivisation
22/05/2025	The Home Depot, Inc.	Annual	Against	5,6 4	In line with EOS expectations to improve board independence communication
22/05/2025	TransMedics Group, Inc.	Annual	Against	1d 1c 2	Concerns about remuneration committee performance Concerns related to board composition Low shareholding requirement No clawback policy Options/PSUs vest in less than 36 months
22/05/2025	Verisign, Inc.	Annual	All For		
22/05/2025	Verizon Communications Inc.	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
22/05/2025	Voya Financial, Inc.	Annual	All For		
22/05/2025	Waters Corporation	Annual	Against	1,9 3	Concerns about remuneration committee performance Low shareholding requirement No clawback policy Options/PSUs vest in less than 36 months High CEO to average NEO pay
22/05/2025	Welltower Inc.	Annual	All For		
23/05/2025	Amgen Inc.	Annual	All For		
23/05/2025	CSBA Communications Corporation	Annual	Against	1,3	Concerns about overall board structure Concerns related to succession planning
23/05/2025	Southern Copper Corporation	Annual	Against	1c 1g	Concerns related to management of environment-related business risks Lack of independent representation at board committees Concerns related to succession planning Concerns related to board composition
23/05/2025	Yum China Holdings, Inc.	Annual	All For		
27/05/2025	Builders FirstSource, Inc.	Annual	Against	1,1 2 1,2 5	Concerns about remuneration committee performance 2- Concerns related to board composition 3- Concerns related to management of environment-related business risks No clawback policy 2- No hedging policy disclosed 3- PSUs vest in less than 36 months Overboarded/Too many other time commitments Concerns related to shareholder rights
27/05/2025	Merck & Co., Inc.	Annual	Against	1j,1m 5 4	Overboarded/Too many other time commitments SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency Shareholder proposal promotes better management of SEE opportunities and risks
27/05/2025	The Trade Desk, Inc.	Annual	Against	1,1 1,2 2	Concerns about overall board structure Concerns to protect shareholder value Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
28/05/2025	Chevron Corporation	Annual	Against	3 7 1g,2,5	Excessive CEO pay 2- Pay is in top quartile and not aligned with performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights Shareholder proposal promotes better management of SEE opportunities and risks
28/05/2025	Exxon Mobil Corporation	Annual	Against	1,12 1,2,3	The company remains a laggard in ESG performance when compared to its peers. Low shareholding requirement
28/05/2025	GE Healthcare Technologies, Inc.	Annual	Against	1i 1e 2	Concerns about remuneration committee performance Concerns related to management of environment-related business risks Options/PSUs vest in less than 36 months Excessive severance High variable pay ratio
28/05/2025	Howmet Aerospace Inc.	Annual	Against	1c	Concerns related to board composition
28/05/2025	Juniper Networks, Inc.	Annual	All For		

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
28/05/2025	Meta Platforms, Inc.	Annual	Against	1.1 1.2, 1.6, 1.14, 1.15 1.5 11 8, 14 7 4 6 3.5	Concerns over shareholder rights (multi-class structure with no sunset provisions) See item 1.1. Support is not warranted because the director is overboarded. Support is warranted as the potential benefit of additional reporting appears prudent considering potential oversight and internal control concerns as evidenced by recent significant penalties and an ongoing lawsuit with investors. Support is warranted because we believe this information would benefit shareholders. We believe this disclosure would help independent shareholders and help facilitate improved board accountability at the company. We remained concerned about the structure of executive pay. We have the following concerns: STIP for non-CEO NEO is based on the compensation committee's discretion, with no pre-set target goals. In addition, they receive large equity awards without pre-set performance criteria being applied. We support the resolution due to the company maintaining a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset. We believe this approach is not aligned to best practice. Pay is misaligned with EOS remuneration principles
29/05/2025	Axon Enterprise, Inc.	Annual	Against	2	Excessive CEO pay 2- Inappropriate use of one-time awards
29/05/2025	DocuSign, Inc.	Annual	Against	1c 3	Concerns about remuneration committee performance Concerns about overall board structure Concerns to protect shareholder value Concerns about remuneration committee performance
29/05/2025	Dollar General Corporation	Annual	Against	5.6	Insufficient action taken on low say-on-pay results SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
29/05/2025	Gartner, Inc.	Annual	Against	1g	Concerns related to succession planning
29/05/2025	Iron Mountain Incorporated	Annual	All For		
29/05/2025	Roblox Corporation	Annual	Against	1.1 4	Concerns related to board composition Concerns about overall board structure Concerns to protect shareholder value Concerns to protect shareholder value
29/05/2025	The Alistair Corporation	Annual	All For		
29/05/2025	The Carlyle Group Inc.	Annual	Against	1.5	Concerns about overall board structure
29/05/2025	Zimmer Biomet Holdings, Inc.	Annual	All For		
30/05/2025	Avista Networks, Inc.	Annual	Against	1.3	Concerns about overall board structure
30/05/2025	Lawes Companies, Inc.	Annual	Against	1.12	Concerns related to management of environment-related business risks
02/06/2025	UnitedHealth Group Incorporated	Annual	Against	1g 1b 2	Concerns about human rights Concerns about remuneration committee performance EOS manual override
02/06/2025	Warner Bros. Discovery, Inc.	Annual	Against	3 1.3	Insufficient action taken on low say-on-pay results 2- Low shareholding requirement 3- No clawback policy 4- No hedging policy disclosed 5- Pay is in top quartile and not aligned with performance Concerns related to board composition Concerns related to management of environment-related business risks Concerns about remuneration committee performance
02/06/2025	Zillow Group, Inc.	Annual	Against	1.1	Concerns related to board composition Concerns about overall board structure Concerns to protect shareholder value
03/06/2025	Booking Holdings Inc.	Annual	Against	1.6 4	Overboarded/Too many other time commitments Shareholder proposal promotes appropriate accountability or incentivisation
03/06/2025	Boust Holdings Family Solutions Inc.	Annual	Against	1b	Concerns related to succession planning Concerns about overall board structure
03/06/2025	Canadian Apartment Properties Real Estate Investment Trust	Annual/Special	All For		
03/06/2025	Capgemini Technology Solutions Corporation	Annual	All For		
03/06/2025	Datadog, Inc.	Annual	Against	1g	Concerns to protect shareholder value
03/06/2025	Expedia Group, Inc.	Annual	Against	1g 1c 2	Concerns about human rights 2- Concerns to protect shareholder value Concerns about remuneration committee performance EOS manual override
03/06/2025	Fortive Corporation	Annual	Against	1d 1g 3	Overboarded/Too many other time commitments Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
03/06/2025	General Motors Company	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation
03/06/2025	Restaurant Brands International Inc.	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
04/06/2025	Airbnb, Inc.	Annual	Against	4.5 1.2 3 4	SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Concerns about human rights Concerns about overall board structure 2- Concerns about remuneration committee performance 3- Concerns related to board composition 4- Concerns to protect shareholder value EOS manual override
04/06/2025	AppLovin Corporation	Annual	Against	1d	Shareholder proposal promotes enhanced shareholder rights Concerns to protect shareholder value
04/06/2025	Devon Energy Corporation	Annual	All For		
04/06/2025	GoDaddy Inc.	Annual	All For		
04/06/2025	HubSpot, Inc.	Annual	Against	1a, 1b, 3, 6	Shareholder proposal promotes enhanced shareholder rights
04/06/2025	Savers Value Village, Inc.	Annual	Against	1.3 1.2 3	Concerns about remuneration committee performance Lack of independent representation at board committees Concerns about overall board structure Concerns to protect shareholder value
04/06/2025	Super Micro Computer, Inc.	Annual	Against	1a 2 4	No clawback policy/Options/PSUs vest in less than 36 months High CEO to average NEO pay Concerns about overall board structure Concerns about remuneration committee performance Low shareholding requirement No clawback policy No shares granted in LTIP High CEO to average NEO pay
04/06/2025	Thomson Reuters Corporation	Annual	Against	1.5 4	Pay is misaligned with EOS remuneration principles Concerns related to board composition SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
04/06/2025	Tourmaline Oil Corp.	Annual	Against	1h	Inadequate management of climate-related risks
04/06/2025	Workday, Inc.	Annual	Against	1b	Concerns related to board composition Concerns about overall board structure Concerns to protect shareholder value
05/06/2025	Cloudflare, Inc.	Annual	Against	1.3	Concerns about overall board structure Concerns to protect shareholder value
05/06/2025	DeVita Inc.	Annual	All For		
05/06/2025	EMCOR Group, Inc.	Annual	All For		
05/06/2025	Exaro Energy Corporation	Annual	Against	1a	Concerns related to board composition
05/06/2025	Netflix, Inc.	Annual	Against	4 1d, 5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation
05/06/2025	Palantir Technologies, Inc.	Annual	Against	1.4	Concerns related to board composition Concerns to protect shareholder value Concerns about remuneration committee performance
05/06/2025	PayPal Holdings, Inc.	Annual	Against	1e, 3, 6	Shareholder proposal promotes appropriate accountability or incentivisation
05/06/2025	Salesforce, Inc.	Annual	Against	1h, 11, 4	No clawback policy Options/PSUs vest in less than 36 months High variable pay ratio
05/06/2025	Walmart Inc.	Annual	Against	10 1k	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Concerns related to board composition



Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
06/06/2025	Alphabet Inc.	Annual	Against	7 11 1j 12 9 8	Alphabet provides extensive disclosure on net zero performance. However, there are some peices of disclosure which would be useful to investors i.e. a contingency plan incuding scenario analyses that analyses factors tha could engatively impact the company's emissions reduction progresss & a stress test of alphabet's strategies for achieving its 2030 goals, assess factors over which it has direct and indirect control. This information would be particularly useful to in light of the company's GHG emissions were 13 percent higher in 2023 than the previous year and 48 percent higher than in 2019. Further disclosure on the input data used for AI models would be beneficial considering Google's history of litigation re data privacy issues. Alphabet offers limited detail on the sourcing of its training data. Vote against compensation committee due to compensation concerns, in the absence of a say-on-pay. We are concerned that bonuses appear to be largely discretionary, although we note that the bonus program will be discontinued for FY25. The majority of equity grants lack performance vesting criteria and we note that a vesting cap if absolute TSR is negative over the performance period is not disclosed. NEO pay is considered excessive. We are concerned over the large awards provided to NEO Ashkenazi. While the company has disclosed policies, oversight frameworks, and tools aimed at responsible AI and privacy practices, an independent human rights impact assessment could strengthen oversight—especially amid a \$1.375 billion data privacy settlement related to data privacy practices. Given the scale of Alphabet's advertising business and its legal exposure, support for this proposal is warranted. Whilst Alphabet provides extensive disclosures on its human rights approach ie Human Rights Policy, commitment to UNGPs, Universal Declaration of Human Rights, GNI Principles. The company has governance measures in place to oversee the company's approach to human rights risk management. However, the Company does not address CAHRA directly. Considering the various controversies, rasied by the proponen,surrounding Alphabet and operating in CAHRA's, shareholders would benefit from further disclosure on the due diligence process in CAHRA's. Shareholder proposal promotes enhanced shareholder rights
06/06/2025	Apollo Global Management, Inc.	Annual	Against	1.1	Concerns about remuneration committee performance
06/06/2025	Ares Management Corporation	Annual	Against	4 1g 1j 3	Annual vote provides for greater shareholder oversight Concerns about remuneration committee performance Lack of independent representation at board committees Concerns related to board composition Concerns to protect shareholder value
06/06/2025	Brookfield Corporation	Annual/Special	Against	2.4 5	Low shareholding requirement Lack of independence on board Concerns to protect shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
06/06/2025	Digital Realty Trust, Inc.	Annual	Against	1b 3 5	Concerns about remuneration committee performance No clawback policy Excessive severance High CEO to average NEO pay Shareholder proposal promotes better management of SEE opportunities and risks
06/06/2025	Joby Aviation, Inc.	Annual	Against	1c	Concerns about overall board structure Concerns to protect shareholder value
06/06/2025	T-Mobile US, Inc.	Annual	Against	1b 1.13	Concerns related to attendance at board or committee meetings Lack of independence on board Lack of independent representation at board committees Concerns related to board composition
10/06/2025	Incyte Corporation	Annual	Against	1.2 2 3	Concerns about remuneration committee performance No clawback policy Options/PSUs vest in less than 36 months High variable pay ratio Pay is misaligned with EOS remuneration principles
10/06/2025	RioCan Real Estate Investment Trust	Annual	Against	1.9	Concerns related to approach to board diversity
10/06/2025	Roper Technologies, Inc.	Annual	All For		
10/06/2025	The TJX Companies, Inc.	Annual	All For		
10/06/2025	TiVo Inc.	Annual	Against	1.1	Concerns about overall board structure
11/06/2025	Caterpillar, Inc.	Annual	Against	1.5.2	Concerns regarding Auditor tenure
11/06/2025	Chipotle Mexican Grill, Inc.	Annual	Against	1d.2	EOS manual override - see analyst note
11/06/2025	Corpay, Inc.	Annual	Against	1c 1h 3 4	Concerns about remuneration committee performance Concerns related to board composition No clawback policyOptions/PSUs vest in less than 36 monthsHigh variable pay ratioHigh CEO to average NEO pay Shareholder proposal promotes appropriate accountability or incentivisation
11/06/2025	Dollarama Inc.	Annual	Against	8 9	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
11/06/2025	DuPont, Inc.	Annual	Against	1.1	Concerns about overall board structure
11/06/2025	Fidelity National Financial, Inc.	Annual	Against	1.3 2 4 3	Concerns about overall board structure Concerns to protect shareholder value Combined CEO/Chair Concerns related to board composition Concerns about overall board structure Concerns about remuneration committee performance Concerns to protect shareholder value No hedging policyNo clawback policyOptions/PSUs vest in less than 36 months Shareholder proposal promotes appropriate accountability or incentivisation
11/06/2025	Freeport-McMoRan, Inc.	Annual	All For		
11/06/2025	Iululeon athletica inc.	Annual	Against	1c 1a 3	Concerns about overall board structure Concerns about remuneration committee performance Low shareholding requirementNo clawback policyOptions/PSUs vest in less than 36 monthsHigh variable pay ratio
11/06/2025	Nasdaq, Inc.	Annual	All For		
11/06/2025	Pure Storage, Inc.	Annual	Against	3 1.1	Insufficient action taken on low say-on-pay results Lack of independent representation at board committees Concerns about overall board structure Concerns related to board composition Concerns to protect shareholder value Combined CEO/Chair Concerns about remuneration committee performance
11/06/2025	Remitty Global, Inc.	Annual	Against	1.2	Concerns about overall board structure Concerns related to board composition Concerns to protect shareholder value
11/06/2025	Target Corporation	Annual	Against	1c 1i.2	Concerns about overboarded directors Concerns regarding Auditor tenure
11/06/2025	Ulta Beauty, Inc.	Annual	Against	1e	Concerns related to management of environment-related business risks
11/06/2025	W. R. Berkley Corporation	Annual	Against	1a	Concerns related to succession planning Concerns about overall board structure
11/06/2025	Williams-Sonoma, Inc.	Annual	Against	1.4 2	Concerns about remuneration committee performance Low shareholding requirementNo clawback policyHigh variable pay ratioHigh CEO to average NEO pay
12/06/2025	AbCellera Biologics Inc.	Annual	Against	1.2 3	Concerns related to board composition Concerns about overall board structure Concerns about remuneration committee performance Low shareholding requirement
12/06/2025	Coupang, Inc.	Annual	Against	1h	Concerns related to board composition Concerns to protect shareholder value Concerns related to management of environment-related business risks
12/06/2025	Exact Sciences Corporation	Annual	Against	1e	Concerns about overall board structure
12/06/2025	Fidelity National Information Services, Inc.	Annual	All For		
12/06/2025	Ingersoll Rand Inc.	Annual	All For		
12/06/2025	Live Nation Entertainment, Inc.	Annual	Against	1.4 1.7 1.3 2	Concerns about remuneration committee performance Concerns related to board composition Concerns related to management of environment-related business risks Insufficient action taken on low say-on-pay results
12/06/2025	MicroStrategy, Incorporated	Annual	Against	1.7 1.1	Concerns related to board composition Concerns to protect shareholder value Concerns about remuneration committee performance
12/06/2025	Monolithic Power Systems, Inc.	Annual	Against	1.1 1.3 3 5	Concerns related to board composition Concerns about overall board structure Low shareholding requirementNo hedging policyNo clawback policyHigh variable pay ratio Shareholder proposal promotes appropriate accountability or incentivisation
12/06/2025	Monster Beverage Corporation	Annual	Against	1i	Concerns related to succession planning Concerns related to board composition
12/06/2025	The Research Systems Group Inc.	Annual	All For		
12/06/2025	W. P. Carey, Inc.	Annual	All For		

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
12/06/2025	Zoom Communications, Inc.	Annual	Against	1.3 3	Concerns related to board composition Concerns about overall board structure Concerns to protect shareholder value Concerns about remuneration committee performance Low shareholding requirement
13/06/2025	Best Buy Co., Inc.	Annual	Against	8	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
13/06/2025	Fortinet, Inc.	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
13/06/2025	Marvell Technology, Inc.	Annual	Against	1c 4	Concerns related to board composition Shareholder proposal promotes appropriate accountability or incentivisation
13/06/2025	Regeneron Pharmaceuticals, Inc.	Annual	Against	1b	Concerns related to succession planning Concerns about overall board structure Concerns to protect shareholder value
17/06/2025	Biogen Inc.	Annual	Against	1a	Concerns related to board composition
17/06/2025	Block, Inc.	Annual	Against	1.3 1.2 4	Concerns about overall board structure Concerns to protect shareholder value Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
17/06/2025	MercadoLibre, Inc.	Annual	Against	1a, 1b 2	Concerns related to inappropriate membership of committees Low shareholding requirement
17/06/2025	Meill Life, Inc.	Annual	All For		
17/06/2025	Spectra Inc.	Annual	Against	1C, 1E, 3	Insufficient action taken on low say-on-pay results. Low shareholding requirement
17/06/2025	Synchrony Financial	Annual	Against	1b	Concerns related to board composition
17/06/2025	Trimble Inc.	Annual	Against	1.4	Concerns related to board composition
18/06/2025	Autodesk, Inc.	Annual	Against	1d 1f 3	Concerns about remuneration committee performance Concerns related to board composition No clawback policy Options/PSUs vest in less than 36 months High variable pay ratio
18/06/2025	Coinbase Global, Inc.	Annual	Against	1.10 1.2, 1.5 1.9 3	Concerns about remuneration committee performance Concerns related to attendance at board or committee meetings Lack of independent representation at board committees Concerns related to board composition Concerns to protect shareholder value Low shareholding requirement
18/06/2025	Comcast Corporation	Annual	Against	1.1, 6	Shareholder proposal promotes appropriate accountability or incentivisation
18/06/2025	CrowdStrike Holdings, Inc.	Annual	Against	1.3 1.1	Concerns about overall board structure Concerns to protect shareholder value Concerns about remuneration committee performance
18/06/2025	Kevin Dr. Pepper Inc.	Annual	All For		
18/06/2025	Rivian Automotive, Inc.	Annual	Against	1c 1b 3	Concerns related to management of environment-related business risks Concerns about remuneration committee performance Concerns to protect shareholder value Concerns about overall board structure Concerns related to board composition Low shareholding requirement
18/06/2025	Veeva Systems Inc.	Annual	Against	1d 1h 1g	Concerns related to board composition 2- Lack of independent representation at board committees Overboarded/Too many other time commitments Concerns about remuneration committee performance
18/06/2025	Vertiv Holdings Co.	Annual	Against	1e 1g 1d 2	Concerns about remuneration committee performance Concerns related to attendance at board or committee meetings Concerns related to board composition Concerns related to management of environment-related business risks Concerns to protect shareholder value No clawback policy No shares granted in LTIP Options/PSUs vest in less than 36 months High CEO to average NEO pay
19/06/2025	182Gold Corp.	Annual	All For		
19/06/2025	Delta Air Lines, Inc.	Annual	Against	1f	Concerns related to board composition
19/06/2025	Dollar Tree, Inc.	Annual	Against	1g	Concerns related to board composition
24/06/2025	CarMax, Inc.	Annual	Against	1e 1d 3 4	Concerns about remuneration committee performance Concerns related to board composition No clawback policy Options/PSUs vest in less than 36 months Excessive CEO pay High CEO to average NEO pay Shareholder proposal promotes appropriate accountability or incentivisation
24/06/2025	Core & Main, Inc.	Annual	Against	1.1	1) Concerns about overall board structure 2) Concerns to protect shareholder value
24/06/2025	DoorDash, Inc.	Annual	Against	1b, 4	Concerns to protect shareholder value
24/06/2025	Hydro One Limited	Annual/Special	Against	2A	Inadequate management of climate-related risks
24/06/2025	Mastercard Incorporated	Annual	All For		
24/06/2025	Oktia, Inc.	Annual	Against	1.1	Concerns related to board composition Concerns about overall board structure Concerns to protect shareholder value
24/06/2025	Parkland Corporation	Annual/Special	Against	2.2 2.7	Concerns related to inappropriate membership of committees Inadequate management of climate-related risks
25/06/2025	eBay Inc.	Annual	Against	1a 4 5	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles Shareholder proposal promotes appropriate accountability or incentivisation
25/06/2025	NVIDIA Corporation	Annual	Against	6 7 1l	Improves accountability to shareholders while still providing the company with sufficient flexibility in implementation. company previously provided this reporting for multiple years but has since dropped it. It is the most standardised and comparable form of employee diversity data across companies; the company is collecting and providing the data to the EEOC anyway, and we believe it would not be unduly burdensome to make the disclosure public again. concerns about director independence
25/06/2025	Robinhood Markets, Inc.	Annual	Against	1, 7	Concerns to protect shareholder value
26/06/2025	CoStar Group, Inc.	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
26/06/2025	Dell Technologies Inc.	Annual	All For		
26/06/2025	Equity Residential	Annual	All For		
26/06/2025	The Kroger Co.	Annual	Against	5 1d, 3	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Concerns regarding Auditor tenure
27/06/2025	ANSYS, Inc.	Annual	Against	1G 1E 3	Concerns about overall board structure Concerns about remuneration committee performance Low shareholding requirement Options/PSUs vest in less than 36 months High CEO to average NEO pay
30/06/2025	Moneta DB, Inc.	Annual	Against	1, 2	Concerns about overall board structure
02/04/2025	Brunner Investment Trust PLC	Annual	Against	3	Lack of independent representation at board committees Failure to provide DEI disclosures in line with UK listing rules
03/04/2025	Rio Tinto Plc	Annual	Abstain Against	24 19 3 2	EOS manual override Although we welcome the introduction of CAPEX in the Climate Action Plan, a company target covering Scope 3 emissions is not presented. See item 2. Total maximum variable pay is equal or >6 times base salary. In addition climate performance metrics are utilised both in short and long term, hence directors are rewarded for meeting the same objectives twice.
08/04/2025	Scottish American Investment Co. PLC	Annual	All For		
09/04/2025	Diversified Energy Co. Plc	Annual	All For		
09/04/2025	Ninety One Plc	Special	All For		
10/04/2025	Polar Capital Global Financials Trust PLC	Annual	Against	3	Failure to provide DEI disclosures in line with UK listing rules
11/04/2025	AstraZeneca PLC	Annual	Against	6	Pay is misaligned with EOS remuneration principles
11/04/2025	Law Debenture Corporation PLC	Annual	All For		
15/04/2025	Aviva Plc	Special	All For		
16/04/2025	British American Tobacco plc	Annual	All For		
16/04/2025	Carminv Plc	Annual	Against	8	Concerns related to board composition
16/04/2025	Hunting Plc	Annual	Against	2	Total maximum variable pay is equal or >6 times base salary

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
17/04/2025	BP Plc	Annual	Against	2 3 6 8	A vote against the remuneration report is warranted as the bonus is deemed excessiv relative to base pay + there are two instance of double counting in the performance metrics (1) Operational emissions in the STIP and the Cumulative emissions reduction in the LTIP (2) the inclusion of the modified cash flow in the STI and the adjusted free cash flow CAGR in the LTI. + we would expect that the CFO meet the minimum shareholding requirement in the future. Lack of shareholder consultation on strategy reset. Role of the SID is to challenge the Chair. Effective challenge doesnt seem like it was provided considering the lack of shareholder consultation in regards to the U-turn in the climate strategy. Vote against the chair of the safety and sustainability chair is warranted considering the company's U-turn on its climate strategy. The purpose of the committee is to provide oversight of the effectiveness of implementation of bp's sustainability frame, including the implementation of bp's net zero ambition and associated aims and targets.
22/04/2025	Beazley Plc	Annual	All For		
23/04/2025	Allianz Technology Trust PLC	Annual	All For		
23/04/2025	Aptiv Plc	Annual	All For		
23/04/2025	Bellevue Healthcare Trust plc	Annual	All For		
23/04/2025	Brunel Plc	Annual	All For		
23/04/2025	Coda International Plc	Annual	All For		
23/04/2025	Entain Plc	Annual	Against	5 2	Lack of independent representation at board committees TSR metric (either absolute or relative) represents >100% of LTI Total maximum variable pay is equal or >6 times base salary
23/04/2025	NatWest Group Plc	Annual	All For		
23/04/2025	Smithson Investment Trust Plc	Annual	All For		
24/04/2025	Dominio's Pizza Group Plc	Annual	Against	5	Lack of independent representation at board committees Concerns related to approach to board gender diversity
24/04/2025	Greencoat UK Wind PLC	Annual	All For		
24/04/2025	Hikma Pharmaceuticals Plc	Annual	All For		
24/04/2025	IP Group Plc	Special	All For		
24/04/2025	Murray International Trust PLC	Annual	All For		
24/04/2025	RELX Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
24/04/2025	Serco Group Plc	Annual	Against	4 2	Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles
24/04/2025	The Wer Group Plc	Annual	All For		
25/04/2025	ME Group International Plc	Annual	Against	7 8	Lack of independence on board Lack of independent representation at board committees
25/04/2025	Senior Plc	Annual	All For		
28/04/2025	Capita Plc	Annual	All For		
29/04/2025	Breedon Group Plc	Annual	All For		
29/04/2025	Elementis Plc	Annual	Against	3 6 9	Low shareholding requirement Overboarded/Too many other time commitments
29/04/2025	Ocado Group Plc	Annual	Against	8 2	Failure to provide DEI disclosures in line with UK listing rules Total maximum variable pay is equal or >6 times base salary
30/04/2025	Anglo American Plc	Annual	Against	16 4	RemCo utilised downward discretion by 15% to to acknowledge 3 fatalities at its PGM business. Further downward discretion could have been applied. The RemCo changed the operation of the ROCE performance metric within LTIP awards granted from 2023. ROCE is now measured and rewarded for a 3-year avg rather than at the end of the year. This resulted in a change in the outcome of the ROCE metric from 25% of the maximum to 94.8%. The RemCo decided to utilise downward discretion to reduce this outcome of the metric by 15% to 80.5%. We are encouraged that Anglo's board is made up of 45% of female directors and 18% identity as minority ethnic. We note the focus on developing a pipeline of diverse talent. However, we note that the Company does not meet the UK Listing Rules target that at least one of the senior position on the Board is held by a woman. We understand that the Chair of the Audit Committee is female, however, the FCA define senior positions as Chair, CEO, SID or CFO.
30/04/2025	Anglo American Plc	Special	All For		
30/04/2025	Aviva Plc	Annual	All For		
30/04/2025	F&C Investment Trust PLC	Annual	All For		
30/04/2025	MAG Plc	Annual	All For		
30/04/2025	Melrose Industries Plc	Annual	Against	7 2	Failure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles
30/04/2025	SEGRO PLC	Annual	All For		
30/04/2025	Smith & Nephew plc	Annual	Against	5 2	Failure to provide DEI disclosures in line with UK listing rules Use of more than two types of concurrent variable pay arrangements Total maximum variable pay is equal or >6 times base salary
30/04/2025	Taylor Wimpey Plc	Annual	Against	18	Pay is misaligned with EOS remuneration principles Low shareholding requirement
30/04/2025	Unilever Plc	Annual	All For		
01/05/2025	Alliance Witan PLC	Annual	All For		
01/05/2025	Apax Global Alpha Ltd	Annual	Against	6,8,9	Failure to provide DEI disclosures in line with UK listing rules
01/05/2025	Clarkson Plc	Annual	Against	10 4 2	Concerns about remuneration committee performance Concerns related to below-board gender diversity Failure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles Total maximum variable pay is equal or >6 times base salary
01/05/2025	Dark Group Plc	Annual	All For		
01/05/2025	Howden Joinery Group Plc	Annual	Against	13 2	Concerns related to approach to below-board gender diversity Pay is misaligned with EOS remuneration principles
01/05/2025	London Stock Exchange Group plc	Annual	Against	12 3	Failure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles Total maximum variable pay is equal or >6 times base salary
01/05/2025	Morgan Sindall Group plc	Annual	All For		
01/05/2025	Pershing Square Holdings Ltd	Annual	Abstain Against	5 6 7	Concerns about overall board structure Concerns about overall board structure Failure to provide DEI disclosures in line with UK listing rules
01/05/2025	Persimmon Plc	Annual	All For		
01/05/2025	RHI Capital Partners PLC	Annual	Against	3	Concerns about overall board structure Failure to provide DEI disclosures in line with UK listing rules
01/05/2025	Rolls-Royce Holdings Plc	Annual	All For		
01/05/2025	Schroders PLC	Annual	Against	6	Lack of independent representation at board committees
02/05/2025	LSRC Holdings Plc	Annual	Against	3	Total maximum variable pay is equal or >6 times base salary
02/05/2025	Beaumont Plc	Annual	All For		
02/05/2025	Rotork Plc	Annual	All For		
06/05/2025	Temple Bar Investment Trust PLC	Annual	Against	5	Failure to provide DEI disclosures in line with UK listing rules
07/05/2025	Aston Martin Lagonda Global Holdings Plc	Annual	Against	4 11 15 2,3	Concerns related to below-board gender diversity Concerns related to attendance at board or committee meetings Failure to provide DEI disclosures in line with UK listing rules Inadequate management of climate-related risks Overboarded/Too many other time commitments Concerns related to attendance at board or committee meetings Pay is misaligned with EOS remuneration principles
07/05/2025	Aston Martin Lagonda Global Holdings Plc	Special	All For		
07/05/2025	BAE Systems Plc	Annual	Against	2	Total maximum variable pay is equal or >6 times base salary
07/05/2025	Barclays PLC	Annual	Against	3,4	High variable pay ratio
07/05/2025	CSX Plc	Annual	All For		
07/05/2025	Primary Health Properties Plc	Annual	Against	6 9	Failure to provide DEI disclosures in line with UK listing rules Concerns related to below-board gender diversity
07/05/2025	Rentokil Initial Plc	Annual	Against	4	Failure to provide DEI disclosures in line with UK listing rules

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
07/05/2025	The European Smaller Companies Trust PLC	Special	All For		
07/05/2025	Trintax Big Box REIT plc	Annual	Against	4	Concerns related to approach to below-board gender diversity
08/05/2025	Aberdeen Group Plc	Annual	All For		
08/05/2025	Antofagasta Plc	Annual	Against	8 4 2	Concerns related to attendance at board or committee meetings Lack of independent representation at board committees Concerns related to approach to below-board gender diversity TSR performance metric vests below median Low shareholding requirement
08/05/2025	Balfour Beatty Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
08/05/2025	Centrica Plc	Annual	Against	3,5 2	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
08/05/2025	Fidelity European Trust PLC	Annual	All For		
08/05/2025	Harbour Energy Plc	Annual	Against	14 3,4 2	Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles TSR metric (either absolute or relative) represents >100% of LTI
08/05/2025	IMI Plc	Annual	All For		
08/05/2025	InterContinental Hotels Group Plc	Annual	Against	2 3	Excessive CEO pay Pay is misaligned with EOS remuneration principles Total maximum variable pay is equal or >6 times base salary
08/05/2025	Junior Fund Management Plc	Annual	Against	2	Total maximum variable pay is equal or >6 times base salary
08/05/2025	Just Group Plc	Annual	Against	7	Failure to provide DEI disclosures in line with UK listing rules
08/05/2025	Mondi Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
08/05/2025	Mony Group Plc	Annual	Against	2	Use of more than two types of concurrent variable pay arrangements Low shareholding requirement
08/05/2025	Morgan Advanced Materials Plc	Annual	Against	7	Failure to provide DEI disclosures in line with UK listing rules
08/05/2025	QSB Group Plc	Annual	All For		
08/05/2025	Rathbones Group Plc	Annual	All For		
08/05/2025	Reckitt Benckiser Group Plc	Annual	Against	20 2,3 4	Use of share options in remuneration policy Use of share options in remuneration policy Total maximum variable pay is equal or >6 times base salary Pay is misaligned with EOS remuneration principles Total maximum variable pay is equal or 6 times base salary
08/05/2025	Standard Chartered Plc	Annual	Against	4	Pay is misaligned with EOS remuneration principles
09/05/2025	Admiral Group Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
09/05/2025	JPMORGAN GLOBAL GROWTH & INCOME PLC	Special	All For		
09/05/2025	Man Group Plc (Jersey)	Annual	All For		
09/05/2025	Rightmove Plc	Annual	All For		
12/05/2025	Royalty Pharma Plc	Annual/Special	Against	6h	Concerns related to board composition Concerns related to management of environment-related business risks
13/05/2025	ITV Plc	Annual	All For		
13/05/2025	Phoenix Group Holdings Plc	Annual	All For		
13/05/2025	St. James's Place Plc	Annual	All For		
14/05/2025	Bellevue Healthcare Trust plc	Special	All For		
14/05/2025	Direct Line Insurance Group Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
14/05/2025	HGC Capital Trust PLC	Annual	All For		
14/05/2025	Ithaca Energy Plc	Annual	Against	16 12,13,14,17 5	Concerns related to attendance at board or committee meetings Failure to provide DEI disclosures in line with UK listing rules Lack of independent representation at board committees Lack of independence on board
14/05/2025	JPMorgan American Investment Trust PLC	Annual	All For		
14/05/2025	Keller Group Plc	Annual	Against	8 10,12	Concerns related to approach to below-board gender diversity Failure to provide DEI disclosures in line with UK listing rules' Overboarded/Too many other time commitments Concerns related to approach to below-board gender diversity Failure to provide DEI disclosures in line with UK listing rules'
14/05/2025	Marshalls Plc	Annual	Against	5	Lack of independent representation at board committees
14/05/2025	Prudential Plc	Annual	Against	2	Total maximum variable pay is equal or >6 times base salary
14/05/2025	Savills Plc	Annual	Against	5 2,3	Concerns related to below-board gender diversity High variable pay ratio
14/05/2025	Seirax Group Plc	Annual	All For		
14/05/2025	Soire Healthcare Group Plc	Annual	All For		
14/05/2025	ITP ISAC Group Plc	Annual	All For		
14/05/2025	Travis Perkins Plc	Annual	All For		
14/05/2025	Vistry Group Plc	Annual	Against	5,6,8 2	Failure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles Total maximum variable pay is equal or >6 times base salary
15/05/2025	Alpha Group International Plc	Annual	Against	9	Failure to provide DEI disclosures in line with UK listing rules Concerns related to approach to below-board gender diversity
15/05/2025	Bridgepoint Group Plc	Annual	Against	10	Concerns about overall board structure
15/05/2025	Computacenter Plc	Annual	All For		
15/05/2025	Games Workshop Group Plc	Special	Against	11,2	Use of time-based restricted shares in remuneration policy
15/05/2025	Hammerston Plc	Annual	Against	9	Failure to provide DEI disclosures in line with UK listing rules
15/05/2025	Helios Towers Plc	Annual	All For		
15/05/2025	Ibstock Plc	Annual	Against	6,7,8,9,12 17	Failure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles
15/05/2025	Inchcape Plc	Annual	Against	5 2	Failure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles Use of more than two types of concurrent variable pay arrangements
15/05/2025	Lloyds Banking Group Plc	Annual	All For		
15/05/2025	Next Plc	Annual	Against	11 2	Failure to provide DEI disclosures in line with UK listing rules TSR metric (either absolute or relative) represents >100% of LTI
15/05/2025	Smithson Investment Trust Plc	Special	All For		
15/05/2025	The UNITE Group Plc	Annual	All For		
16/05/2025	BH Macro Limited	Annual	All For		
16/05/2025	Derwent London Plc	Annual	All For		
16/05/2025	JPMorgan European Discovery trust PLC	Special	All For		
16/05/2025	Vesuvius Plc	Annual	All For		
19/05/2025	Genial Group Plc	Annual	All For		
19/05/2025	Harworth Group Plc	Annual	All For		
19/05/2025	Social Housing REIT PLC	Annual	All For		
20/05/2025	CVIC Capital Partners Plc	Annual	All For		
20/05/2025	Deliveroo Plc	Annual	Against	3	Use of time-based restricted shares in remuneration policy
20/05/2025	Fresnillo Plc	Annual	Against	5 10 8	Concerns related to approach to below-board gender diversity Lack of independent representation at board committees Overboarded/Too many other time commitments
20/05/2025	Hilton Food Group Plc	Annual	Against	7,8,9	Failure to provide DEI disclosures in line with UK listing rules
20/05/2025	Impax Environmental Markets PLC	Annual	All For		
20/05/2025	International Workplace Group Plc	Annual	Against	19 13,14 5 2,6	Failure to provide DEI disclosures in line with UK listing rules Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles Use of time-based restricted shares in remuneration policy
20/05/2025	Merchants Trust PLC	Annual	All For		
20/05/2025	Metro Bank Holdings Plc	Annual	Against	9	Failure to provide DEI disclosures in line with UK listing rules
20/05/2025	Shell Plc	Annual	Abstain	2,4 22	Pay is misaligned with EOS remuneration principles EOS manual override
20/05/2025	TBC Bank Group Plc	Annual	All For		
21/05/2025	4imprint Group Plc	Annual	All For		
21/05/2025	BlackRock World Mining Trust PLC	Annual	All For		

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
21/05/2025	Bodycote Plc	Annual	Against	3	Inadequate management of climate-related risks
				13	Low shareholding requirement
21/05/2025	Coats Group Plc	Annual	All For		
21/05/2025	Dowlati Group Plc	Annual	All For		
21/05/2025	Greengs Plc	Annual	All For		
21/05/2025	UTC Plc	Annual	All For		
21/05/2025	Playtech Plc	Annual	Against	8,9	Concerns about remuneration committee performance
				6,7	Failure to provide DEI disclosures in line with UK listing rules
				2	Concerns about remuneration committee performance
					Pay is misaligned with EOS remuneration principles
21/05/2025	Trustpilot Group Plc	Annual	Against	4	Pay is misaligned with EOS remuneration principles
22/05/2025	Coca-Cola Europacific Partners plc	Annual	Against	3	Concerns related to board composition
				24	Concerns to protect shareholder value
				2	High variable pay ratio
				7,18	Lack of independent representation at board committees
22/05/2025	Convatec Group Plc	Annual	Against	3,16	Pay is misaligned with EOS remuneration principles
22/05/2025	Endeavour Mining Plc	Annual	Against	13	Total maximum variable pay is equal or >4 times base salary
22/05/2025	Energean Plc	Annual	Against	5	Lack of independent representation at board committees
					Failure to provide DEI disclosures in line with UK listing rules
22/05/2025	Hill & Smith Plc	Annual	Against	6	Failure to provide DEI disclosures in line with UK listing rules
				7	Concerns related to below-board gender diversity
22/05/2025	Intertek Group Plc	Annual	Against	8	Failure to provide DEI disclosures in line with UK listing rules
				2	Pay is misaligned with EOS remuneration principles
22/05/2025	Legal & General Group Plc	Annual	All For		
22/05/2025	Petershill Partners PLC	Annual	All For		
22/05/2025	Quilter Plc	Annual	All For		
22/05/2025	Shaftesbury Capital Plc	Annual	Against	4	Failure to provide DEI disclosures in line with UK listing rules
22/05/2025	Spectris Plc	Annual	All For		
22/05/2025	The Mercantile Investment Trust PLC	Annual	All For		
23/05/2025	A.G. BARR Plc	Annual	Against	4	Failure to provide DEI disclosures in line with UK listing rules
				9	Lack of independent representation at board committees
23/05/2025	WPP Plc	Annual	Against	7	Total maximum variable pay is equal or >4 times base salary
28/05/2025	Glencore Plc	Annual	Abstain	3	Integration of coal assets into the CTAP. We understand that Glencore is currently assessing how best to integrate the EVR assets into our climate transition strategy, recognising that the transition away from steelmaking coal will be slower than thermal coal.
					Integration of coal assets into the CTAP. We understand that Glencore is currently assessing how best to integrate the EVR assets into our climate transition strategy, recognising that the transition away from steelmaking coal will be slower than thermal coal.
28/05/2025	Haleon Plc	Annual	All For		
29/05/2025	IG Group Holdings plc	Special	All For		
03/06/2025	European Opportunities Trust plc	Special	All For		
03/06/2025	International Public Partnerships Limited	Annual	All For		
03/06/2025	PagesGroup Plc	Annual	All For		
04/06/2025	Emetric Student Property PLC	Annual	Against	6	Failure to provide DEI disclosures in line with UK listing rules
04/06/2025	Oxford Nanopore Technologies Plc	Annual	All For		
10/06/2025	Ashted Group Plc	Court	All For		
10/06/2025	Ashted Group Plc	Special	All For		
12/06/2025	Hochschild Mining Plc	Annual	Against	6	EOS manual override
12/06/2025	IP Group Plc	Annual	Against	8	Overboarded/Too many other time commitments
12/06/2025	NB Private Equity Partners Limited	Annual	Against	3	Failure to provide DEI disclosures in line with UK listing rules
12/06/2025	Tesco Plc	Annual	All For		
13/06/2025	Bellevue Healthcare Trust plc	Special	All For		
13/06/2025	Urban Logistics REIT PLC	Court	All For		
13/06/2025	Urban Logistics REIT PLC	Special	All For		
16/06/2025	Deliveroo Plc	Court	All For		
16/06/2025	Deliveroo Plc	Special	All For		
16/06/2025	Lion Finance Group Plc	Annual	All For		
17/06/2025	Forefront Solar Fund Limited	Annual	Against	5	Failure to provide DEI disclosures in line with UK listing rules
17/06/2025	Supermarket Income REIT PLC	Special	All For		
18/06/2025	Polar Capital Global Financials Trust PLC	Special	All For		
19/06/2025	BlackRock Smaller Companies Trust PLC	Annual	All For		
19/06/2025	Informa Plc	Annual	All For		
19/06/2025	PANTHEON INFRASTRUCTURE PLC	Annual	All For		
19/06/2025	Whitbread Plc	Annual	Against	2,3	Low shareholding requirement
23/06/2025	Kingfisher plc	Annual	Against	8	Failure to provide DEI disclosures in line with UK listing rules
24/06/2025	ICG Enterprise Trust plc	Annual	All For		
25/06/2025	Abrdn European Logistics Income PLC	Annual	All For		
26/06/2025	3i Group PLC	Annual	All For		
26/06/2025	Spirant Communications Plc	Annual	Against	5	Concerns about remuneration committee performance
				2	Pay is misaligned with EOS remuneration principles
26/06/2025	Trainline Plc	Annual	All For		Low shareholding requirement
27/06/2025	The Renewables Infrastructure Group Limited	Annual	All For		