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 Dat	Company Name	Meeting Type	Votes For/Against Managemen	Agenda Item Numbers	Voting Explanation
0/04/2025	Hang Lung Group Limited	Annual	Against	3b	Concerns related to approach to board gender diversityConcerns related to succession planningLack of
				3a	independence on board
		1		6,7	Concerns related to attendance at board or committee meetings
/04/2025	Hone Lime Deposition Limited	Annual	Against	120	Issue of equity raises concerns about excessive dilution of existing shareholders
104/2025	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
04/2025	Hong Kong Exchanges and Clearing Limited	Annual	All For	-} ²² /	issue of equity raises concerns about excessive unition of executing shareholders
05/2025	Galaxy Entertainment Group Limited	Annual	Against	4	Concerns related to approach to board gender diversity. Concerns related to succession planning
		•	, and the second	8.2,8.3	Issue of equity raises concerns about excessive dilution of existing shareholders
/05/2025	Hang Seng Bank Limited	Annual	Against	2a	Concerns related to inappropriate membership of committees
	i !		i	4	Issue of equity raises concerns about excessive dilution of existing shareholders
/05/2025	Hua Hong Semiconductor Limited	Annual	Against	3,4,7	Concerns related to approach to board gender diversity
				5	Concerns related to succession planning
/05/2025	CLD Heldings Limited	Appual	Against	11,12	Issue of equity raises concerns about excessive dilution of existing shareholders
/05/2025 /05/2025	CLP Holdings Limited Techtronic Industries Company Limited	Annual	Against All For	2e	Concerns related to succession planning
05/2025	The Bank of East Asia. Limited	Annual Annual	Against	3b	Concerns related to approach to board gender diversity Concerns related to succession planning Lack
00/2020	The Bank of East Flora, Emilion	7 a mada	riganiot	3a	independence on board
				4	Concerns related to inappropriate membership of committees
				6	Insufficient/poor disclosure
			<u> </u>	<u> </u>	Issue of equity raises concerns about excessive dilution of existing shareholders
05/2025	Swire Properties Limited	Annual	Against	1d	Concerns related to succession planning
				4	Issue of equity raises concerns about excessive dilution of existing shareholders
	<u>i</u>			1c	Lack of independence on board
05/2025	The Wharf (Holdings) Ltd.	Annual	Against	2a	Concerns related to inappropriate membership of committees Combined CEO/Chair
	i	į	i .	2c,2d	Concerns related to succession planning
05/2025	Cathay Pacific Airways Limited	Annual	Against	5,6 1c	Issue of equity raises concerns about excessive dilution of existing shareholders Concerns related to attendance at board or committee meetings
1012020	Garriay i dollio Ali waya Ellillicu	rullual	ngallist	1C 4	Issue of equity raises concerns about excessive dilution of existing shareholders
			1	1b	Lack of independence on board Overboarded/Too many other time commitments
05/2025	PCCW Limited	Annual	Against	4	Concerns related to Non-audit fees
320			1	3b	Concerns related to inappropriate membership of committees
				3a	Concerns related to inappropriate membership of committees Concerns related to attendance at board
	<u> </u>			3c	committee meetings
	1	1	1	3e	Concerns related to inappropriate membership of committees Overboarded/Too many other time
				5,7	commitments
		1		3d	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 Concern
		1			related to Non-audit fees
05/2025	Swire Pacific Limited	Annual	Against	·	Issue of equity raises concerns about excessive dilution of existing shareholders
05/2025	Swire Pacific Limited	Annuai	Against	4 1c	Lack of independence on board
05/2025	China Resources Beer (Holdings) Co. Ltd.	Annual	Against	3.4	Concerns related to approach to board gender diversity Concerns related to succession planning Lack of
03/2023	China Nesources Beer (Holdings) Co. Etd.	Alliuai	Against	3.1	independence on board Overboarded/Too many other time commitments
				6,7	Concerns related to inappropriate membership of committees
		•	•	-,-	Issue of equity raises concerns about excessive dilution of existing shareholders
/05/2025	MTR Corporation Limited	Annual	All For		
05/2025	Power Assets Holdings Limited	Annual	All For	<u> </u>	
05/2025	MMG Limited	Annual	Against	2c	Concerns related to approach to board gender diversity Inadequate management of climate-related risks
				2d	Concerns related to inappropriate membership of committees
05/2025	Ala Constantination		A	5,7	Issue of equity raises concerns about excessive dilution of existing shareholders
05/2025	AIA Group Limited	Annual	Against	5	Concerns related to approach to board gender diversity Overboarded/Too many other time commitmen Concerns related to approach to board gender diversity. Concerns related to succession planning
05/2025	Champion Real Estate Investment Trust	Annual	Against	12	Concerns related to succession planningOverboarded/Too many other time commitments
05/2025	China Taiping Insurance Holdings Company Limited	Annual	Against	3a2	Concerns related to inappropriate membership of committees
05/2025	CSPC Pharmaceutical Group Limited	Annual	Against	3a7	Concerns related to approach to board gender diversity Concerns related to succession planning Lack of
	<u> </u>		Ť	3a8	independence on board
			1		Concerns related to approach to board gender diversity Lack of independence on board
05/2025	Dah Sing Banking Group Limited	Annual	Against	3b	Concerns related to approach to board gender diversity Concerns related to succession planning
				3a	Concerns related to inappropriate membership of committees
	i 		<u> </u>	6	Issue of equity raises concerns about excessive dilution of existing shareholders
06/2025	China Merchants Port Holdings Company Limited	Annual	Against	5A,5C	Issue of equity raises concerns about excessive dilution of existing shareholders
06/2025	Henderson Land Development Company Limited	Annual	Against	3.5 3.1	Concerns related to approach to board gender diversity Concerns related to succession planning Lack of
				3.4	Independence on board Concerns related to inappropriate membership of committees
				5B,5C	Concerns related to inappropriate membership or committees Concerns related to succession planning Overboarded/Too many other time commitments
	<u> </u>			05,00	Issue of equity raises concerns about excessive dilution of existing shareholders
06/2025	The Hong Kong and China Gas Company Limited	Annual	Against	3.1	Issue of equity raises concerns about excessive dilution of existing shareholders Concerns related to approach to board gender diversity Lack of independence on board Overboarded/Tu
	5 5		1	6.2,6.3	many other time commitments
	<u> </u>	<u> </u>	<u> </u>	1	Issue of equity raises concerns about excessive dilution of existing shareholders
06/2025	Beijing Enterprises Holdings Limited	Annual	Against	3.1,3.2,3.3	Concerns related to succession planning
06/2025	Hysan Development Company Limited	Annual	Against	2.4	Concerns related to inappropriate membership of committees
	: 		. <u>.</u>	2.1	Concerns related to succession planning
06/2025	BYD Electronic (International) Co., Ltd.	Annual	Against	6	Concerns related to approach to board gender diversity Concerns related to succession planning Lack of
			1	4	Independence on board Concerns related to inappropriate membership of committees
	1		1	8,10	Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Inadequate management of climate-relate
	į			5,15	risks
06/2025	SJM Holdings Limited	Annual	Against	2.2,2.3	Lack of independence on board
			1	2.1	Overboarded/Too many other time commitments
	<u> </u>	<u> </u>	<u> </u>	5	Pay is misaligned with EOS remuneration principles
06/2025	Guangdong Investment Limited	Annual	Against	5	Insufficient/poor disclosure
		<u> </u>		3.7	Lack of independence on board Concerns related to succession planning
06/2025	China Overseas Land & Investment Ltd.	Annual	Against	3d	Concerns related to approach to board gender diversity Concerns related to succession planning Lack of
			1	7	independence on board
	1		<u> </u>	ļ	Insufficient/poor disclosure
00/06	BOC Hong Kong (Holdings) Limited Sinotruk Hong Kong Ltd.	Annual	All For	AD AE	On the second of
		Annual	Against	3D,3E	Concerns related to approach to board gender diversity Concerns related to attendance at board or commeetings
	Sillotruk Hong Kong Ltd.			3A,3B	
	Sindrak Hong Kong Eta.		į	:	
06/2025	, i	Annual	Against	11	Concerns related to approach to board gender diversityLack of independence on board
06/2025 04/2025	Mitsui High-tec, Inc.	Annual Special	Against All For	1.1	Lack of independence on board Concerns related to approach to board gender diversity.
/06/2025 /04/2025 /04/2025	Mitsui High-tec, Inc. I Mori Hills REIT Investment Corp.	Special	All For	2.1	Lack of independence on board Concerns related to approach to board gender diversity
	Mitsui High-tec, Inc.			2.1	Loncerns related to approach to board gender diversity ack of independence on operal Lack of independence on board Concerns related to approach to board gender diversity inadequate management of deforestation risks

Meeting Dat	c Company Name	Meeting Type	Votes For/Against Managemen	Agenda Item Numbers	Voting Explanation
16/05/2025	SHIMAMURA Co., Ltd.	Annual	Against Managemen	2.6	Concerns related to succession planning
16/05/2025	SHIMAMURA Co., Ltd.	Annuai	Against	2.8	Lack of independence on board
		į	į	2.1,2.2	Lack of independence on board Concerns related to approach to board gender diversity
	i 	i 	<u> </u>	3	Shareholder proposal promotes appropriate accountability or incentivisation
20/05/2025	Nippon Accommodations Fund, Inc.	Special Annual	All For	2	Consequent along the good attractive
20/05/2025	Takashimaya Co., Ltd.	Armuai	Against	2.9	Concerns about overall board structure Concerns related to succession planning
22/05/2025	AEON Mall Co., Ltd.	Annual	Against	1	Concerns to protect shareholder value
		<u> </u>	_	2.1	Lack of independence on board Concerns related to approach to board gender diversity Concerns about
00/05/0005	Illians to Diagnos and all On the	Annual	<u>i</u>	10.4	overall performance
22/05/2025 22/05/2025	Hisamitsu Pharmaceutical Co., Inc. Sekisui House Reit, Inc.	Annual Special	Against All For	J-Z. T	Concerns about overall performance
23/05/2025	AEON Financial Service Co., Ltd.	Annual	Against	2.1	Concerns about overall board structure
				1.1,1.2	Concerns related to approach to board gender diversity
26/05/2025	TSURUHA Holdings, Inc.	Annual	Against	1.1	Concerns related to approach to board gender diversity Concerns about overall performance
27/05/2025	ABC-MART, INC.	Annual	Against	3,4,5 3.3	Concerns to protect shareholder value
27/05/2025	BayCurrent, Inc.	Annual	Against	1.1,1.2	Lack of independence on board Concerns related to approach to board gender diversity
		i 		2.1	Concerns related to succession planning
27/05/2025 27/05/2025	Seven & i Holdings Co., Ltd. Sugi Holdings Co., Ltd.	Annual Annual	Against Against	4.1 1.1,1.2	EOS manual override Concerns related to approach to board gender diversity
2110312023	Sugi Holdings Co., Etc.	Ailliuai	Against	1.4	Concerns related to approach to board gender diversity Concerns related to succession planning
27/05/2025	Welcia Holdings Co., Ltd.	Annual	Against	3.1	Concerns related to approach to board gender diversity
28/05/2025	AEON Co., Ltd.	Annual	Against	1.2	Concerns about overall performance
				1.1 1.5	Concerns about overall performance Inadequate management of deforestation risks
28/05/2025	Izumi Co., Ltd.	Annual	All For	1.5	Lack of independence on board
28/05/2025	Nomura Real Estate Master Fund, Inc.	Special	All For	ļ	
28/05/2025	YASKAWA Electric Corp. J. FRONT RETAILING Co., Ltd.	Annual	Against	1.1,1.2	Concerns about overall performance
29/05/2025 29/05/2025	J. FRONT RETAILING Co., Ltd.	Annual	All For	2.2	Concerns about overall board etructure
29/05/2025	Rorze Corp.	Annual	Against	3.2 2.1	Concerns about overall board structure Concerns related to approach to board gender diversity
29/05/2025	Toho Co., Ltd.	Annual	Against	2.1,2.2	Concerns about overall performance
10/06/2025	Toyota Industries Corp.	Annual	Against	1.1	Concerns about overall performance
				1.2	Concerns about overall performance 2- Concerns related to board gender diversity
		•		1.4 5,6	Concerns related to succession planning SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
		•		4	appropriate accountability or incentivisation
			į		SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
44/00/0005	Touts Bashala Com	A	L	4440	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	11.0	LEGGR OF HIGGS CONDUCTOR
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 17/06/2025	NTT DATA Group Corp. Aisin Corp.	Annual Annual	All For 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	<u> </u>	Solideria related to approach to board gender diversity contents about everal performance
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	Concerns related to inappropriate membership of committees Lack of independence on board
18/06/2025	Eisai Co., Ltd.	Annual	Against	2.1	Concerns about overall performance
			_	2.6	Concerns related to approach to board gender diversity
18/06/2025	Iwatani Corp.	Annual	Against	3.8,3.9	Lack of independence on board
				3.1,3.3	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	Concerns about overall performance
18/06/2025	KDDI Corp.	Annual	Against	3.1,3.2	Concerns about overall performance
18/06/2025	Keihan Holdings Co., Ltd.	Annual	Against	2.1,2.2	Concerns related to approach to board gender diversity Concerns about overall performance
18/06/2025	Mitsui & Co., Ltd.	Annual	Against	3.2 2.1,2.2	Lack of independence on board Concerns about overall performance
10/00/2020	Militadi di Oo., Eta.	Ailliadi	Agamat	2.8	Lack of independence on board
			•	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
				4	better management of ESG opportunities and risks
		ļ	!		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	Concerns related to inappropriate membership of committees Lack of independence on board
				4.6,4.9	Lack of independence on board
18/06/2025	Nippon Sanso Holdings Corp.	Δηημαί	Against	4.1,4.2	Lack of independence on board Concerns about overall performance Concerns about overall board structure
18/06/2025	Nippon Yusen KK	Annual Annual	Against Against	2.5,4	Lack of independence on board
18/06/2025	Shionogi & Co., Ltd.	Annual	All For	i	<u>[</u>
18/06/2025	Sojitz Corp.	Annual	Against	1.1,1.2	Concerns about overall performance
	Takasago Thermal Engineering Co., Ltd.	Annual Annual	Against All For	2.1	Concerns related to approach to board gender diversity Concerns about overall performance
19/06/2025	West Japan Railway Co. Astellas Pharma, Inc.	Annual Annual	All For All For	<u> </u>	
19/06/2025	Honda Motor Co., Ltd.	Annual	All For	 	
	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 Concerns related to succession planning
19/06/2025	Koel Tecmo Holdings Co., Ltd. Komatsu Ltd.	Annual Annual	Against Against	3.6,3.7 2.5	Lack of independence on board
19/06/2025	LIXIL Corp.	Annual	Against	1.1	Concerns about overall performance
	TEIXIE GOID.		AUC.		
19/06/2025	LY Corp.	Annual	All For		
19/06/2025 19/06/2025	LY Corp.	Annual Annual	All For	2.5	Concerns related to approach to heard good as discounts:
19/06/2025 19/06/2025 19/06/2025	LY Corp. MSUMI Group, Inc. Misubishi Motors Corp.	Annual	All For All For Against	2.5 2.4.2.11	Concerns related to approach to board gender diversity Lack of independence on board
19/06/2025 19/06/2025	LY Corp.	Annual Annual Annual	All For Against	2.4,2.11	Lack of independence on board
19/06/2025 19/06/2025 19/06/2025	I_Y Corp. IMISUMI Group, Inc. Mitsubishi Motors Corp.	Annual Annual	All For	2.4,2.11 2.5,2.6 2.1	Lack of independence on board
19/06/2025 19/06/2025	I_Y Corp. IMISUMI Group, Inc. Mitsubishi Motors Corp.	Annual Annual Annual	All For Against	2.4,2.11 2.5,2.6 2.1 3.1,3.2	Lack of independence on board Concerns about overall performance Concerns about overall performance
19/06/2025 19/06/2025 19/06/2025 19/06/2025	LY Corp. MSUMI Group, Inc. MISUMI Group, Inc. Misubishi Motors Corp. Nippon Shokubai Co., Ltd. Nippon Telegraph & Telephone Corp.	Annual Annual Annual Annual	All For Against Against Against	2.4.2.11 2.5.2.6 2.1 3.1,3.2 10,11	Lack of Independence on board Concerns about overall performance Concerns about overall performance Shareholder proposal promotes enhanced shareholder rights
19/06/2025 19/06/2025 19/06/2025 19/06/2025	LY Corp. MSUMI Group, Inc. MISUMI Group, Inc. Misubishi Motors Corp. Nippon Shokubai Co., Ltd. Nippon Telegraph & Telephone Corp.	Annual Annual Annual Annual Annual	All For Against Against Against Against	2.4,2.11 2.5,2.6 2.1 3.1,3.2	Lack of independence on board Concerns about overall performance Concerns about overall performance
19/06/2025 19/06/2025 19/06/2025 19/06/2025 19/06/2025 19/06/2025	ILY Corp. MISUMI Group, Inc. MISUMI Group, Inc. Misubishi Motors Corp. Nippon Shokubai Co., Ltd. Nippon Telegraph & Telephone Corp. One Pharmaceutical Co., Ltd. Tryoda Gose Co., Ltd.	Annual Annual Annual Annual Annual Annual	All For Against Against Against Against Against All For	2.4.2.11 2.5.2.6 2.1 3.1,3.2 10,11	Lack of Independence on board Concerns about overall performance Concerns about overall performance Shareholder procesal promotes enhanced shareholder rights Concerns related to approach to board gender diversity Concerns about overall performance
19/06/2025 19/06/2025 19/06/2025 19/06/2025	LY Corp. MSUMI Group, Inc. MISUMI Group, Inc. Misubishi Motors Corp. Nippon Shokubai Co., Ltd. Nippon Telegraph & Telephone Corp.	Annual Annual Annual Annual Annual	All For Against Against Against Against	24.2.11 25.2.6 2.1 3.1,3.2 10,11 2.1,2.2 2.1,2.2	Lack of Independence on board Concerns about overall performance Shareholder procesal promotes enhanced shareholder rights Concerns related to approach to board gender diversity Concerns about overall performance Concerns about overall performance Lack of Independence on board
19/06/2025 19/06/2025 19/06/2025 19/06/2025 19/06/2025 19/06/2025 19/06/2025	I.Y. Corp. MISUMI Group, Inc. Mitsubishi Motors Corp. Nippon Shokubai Co., Ltd. Nippon Telegraph & Telephone Corp. Jono Pharmaceutical Co., Ltd. Toyoda Goset Co., Ltd. Toyoda Goset Co., Ltd. Toyoda Goset Co., Ltd. Toyoda	Annual	All For Against Against Against Against Against All For Against	2.4.2.11 2.5.2.6 2.1 3.1,3.2 10,11 2.1.2.2 2.1.2.2 2.7 3.2	Lack of Independence on board Concerns about overall performance Concerns about overall performance Shareholder proposal promotes enhanced shareholder rights Concerns related to approach to board gender diversity Concerns about overall performance Concerns about overall performance Lack of Independence on board Lack of Independence on board Concerns related to inappropriate membership of committees
19/06/2025 19/06/2025 19/06/2025 19/06/2025 19/06/2025 19/06/2025 19/06/2025 20/06/2025	I.Y. Corp. MISUMI Group, Inc. Mitsubishi Motors Corp. Nippon Shokubai Co., Ltd. Nippon Telegraph & Telephone Corp. Ono Pharmaceutical Co., Ltd. Toyoda Gosei Co., Ltd. Yokogawa Electric Corp. ACOM Co., Ltd.	Annual	All For Against Against Against Against All For Against Against	24.2.11 25.2.6 2.1 3.1,3.2 10,11 2.1,2.2 2.1,2.2	Lack of Independence on board Concerns about overall performance Shareholder procesal promotes enhanced shareholder rights Concerns related to approach to board gender diversity Concerns about overall performance Concerns about overall performance Lack of Independence on board
19/06/2025 19/06/2025 19/06/2025 19/06/2025 19/06/2025 19/06/2025 19/06/2025 20/06/2025	I.Y. Corp. MISUMI Group, Inc. Misubishi Motors Corp. Nippon Shokubai Co., Ltd. Nippon Telegraph & Telephone Corp. One Pharmaceutical Co., Ltd. Toyota Gosel Co., Ltd. Toyota Gosel Co., Ltd. ACOM Co., Ltd. Alinemeto Co., Inc.	Annual Annual Annual Annual Annual Annual Annual Annual	All For Against Against Against Against Against Against All For Against All For	2.4.2.11 2.5.2.6 2.1 3.1,3.2 10,11 2.1.2.2 2.1.2.2 2.7 3.2	Lack of Independence on board Concerns about overall performance Concerns about overall performance Shareholder proposal promotes enhanced shareholder rights Concerns related to approach to board gender diversity Concerns about overall performance Concerns about overall performance Lack of Independence on board Lack of Independence on board Concerns related to inappropriate membership of committees
19/06/2025 19/06/2025 19/06/2025 19/06/2025 19/06/2025 19/06/2025 19/06/2025 20/06/2025 20/06/2025 20/06/2025 20/06/2025	I.Y. Corp. MISUMI Group, Inc. Misubishi Motors Corp. Nippon Shokubai Co., Ltd. Nippon Telegraph & Telephone Corp. Qno Pharmaceutical Co., Ltd. Toyoda Gosel Co., Ltd. Tyokogawa Electric Corp. ACOM Co., Ltd. Alinometo Co., Inc. Capcom Co., Linc. Capcom Co., Lind. Concordia, Linancial Group, Ltd.	Annual	All For Against Against Against Against Against All For Against All For	2.4.2.11 2.5.2.6 2.1 3.1,3.2 10,11 2.1,2.2 2.7 3.2 2.1,2.3 2.1 2.1	Lack of Independence on board Lack of Independence on board Lack of Independence on board Concerns about overall performance Concerns about overall performance Shareholder proposal promotes enhanced shareholder rights Concerns related to approach to board gender diversity Concerns about overall performance Concerns about overall performance Lack of Independence on board Lack of Independence on board Lack of Independence on board Concerns related to inappropriate membership of committees Lack of Independence on board Concerns related to approach to board gender diversity Concerns about overall performance Concerns about overall performance
19/06/2025 19/06/2025 19/06/2025 19/06/2025 19/06/2025 19/06/2025 20/06/2025 20/06/2025 20/06/2025	I.Y. Corp. IMSUMI Group, Inc. Mitsubishi Motors Corp. Nippon Shokubal Co., Ltd. Nippon Telegraph & Telephone Corp. Ono Pharmaceutical Co., Ltd. Toyoota Gosel Co., Ltd. Yokoganya Electric Corp. ACOM Co., Ltd. Alinomoto Co., Inc. Capcom Co., Ltd.	Annual	All For Against Against Against Against Against Against Against All For Against All For All For All For	2.4.2.11 2.5.2.6 2.1 3.1,3.2 10,11 2.1.2.2 2.1.2.2 2.7 3.2	Lack of independence on board Lack of independence on board Lack of independence on board Concerns about overall performance Concerns about overall performance Shareholder proposal promotes enhanced shareholder rights. Concerns related to approach to board gender diversity Concerns about overall performance Concerns about overall performance 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 Denka Co 20/06/2025 East Japa 20/06/2025 Gunma B	ecurities Group, Inc.	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
20/06/2025 Denka Co 20/06/2025 East Japa 20/06/2025 Gunma B 20/06/2025 Harmonic		Annual		1.1.1.2	Concerns about overall performance
20/06/2025 East Japa 20/06/2025 Gunma B 20/06/2025 Harmonic	i i	Annual	Against	2.2	Concerns about overall performance
20/06/2025 Gunma B 20/06/2025 Harmonic	!		3	3.2	Concerns related to succession planning
20/06/2025 Gunma B 20/06/2025 Harmonic				2.1	Inadequate management of climate-related risks Concerns about overall performance
20/06/2025 Gunma B 20/06/2025 Harmonic				3.3	Lack of independence on board
20/06/2025 Harmonic	oan Railway Co.	Annual	Against	2.1,2.2 3.3	Concerns about overall performance Lack of independence on board
20/06/2025 Harmonic	Bank Ltd	Annual	Against	2.7	Lack of independence on board
	Dalik, Ltu.	Allitual	Agamst	2.1	Lack of independence on board Concerns related to approach to board gender diversity Concerns about
					overall performance
20/06/2025 IBIDEN C	ic Drive Systems, Inc.	Annual	Against	2.6,2.7	Lack of independence on board
20/06/2025 IBIDEN C				2.1,2.2	Lack of independence on board Concerns related to approach to board gender diversity Concerns about
20/06/2025 IBIDEN C			Andrea	4446	overall performance Concerns about overall performance
	Co., Ltd.	Annual	Against	1.1,1.2 2.5	Concerns related to inappropriate membership of committees
1	į			1.7	Lack of independence on board
20/06/2025 ITOCHU	l Corp.	Annual	All For		
20/06/2025 Japan Ex	xchange Group, Inc.	Annual	Against	1.2	Concerns about overall performance
		Annual	All For		
20/06/2025 Kintetsu (Group Holdings Co., Ltd.	Annual	Against	2.8,2.9,2.12 2.1,2.2	Lack of independence on board
20/06/2025 Kyushu F	Financial Group, Inc.	Annual	Against	2.1,2.2 1.1,1.2	Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance
20/00/2023 Ryushu F	r mandar Group, mc.	Alliluai	Against	2.4	Concerns related to inappropriate membership of committees Lack of independence on board
20/06/2025 Kyushu R	Railway Co.	Annual	Against	2.1,2.2	Concerns about overall performance
20/06/2025 Marubeni	ni Corp.	Annual	Against	1.1,1.2	Concerns about overall performance
20/06/2025 MARUW	/A CO., LTD.	Annual	All For		
20/06/2025 Matsukiyo	yoCocokara & Co.	Annual	All For		
20/06/2025 Mitsubish	hi Corp.	Annual	Against	2.7 6	Lack of independence on board
İ				5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
ļ	!			ŭ	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
	İ				transparency
20/06/2025 NEC Corp	rp.	Annual	Against	1.9	Concerns about overall performance
<u> </u>	`		-	1.10	Concerns about overall performance
20/06/2025 NIDEC C	Corp.	Annual	All For		
20/06/2025 Nippon D	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 Den	nko Com	Annual	All For		overali performance
20/06/2025 Nomura F	Research Institute Ltd.	Annual	Against	2.1,2.3	Concerns about overall performance
20/06/2025 NS Soluti		Annual	Against	2.1	Concerns related to approach to board gender diversity
<u>i</u>	·			1	Concerns related to shareholder rights
20/06/2025 Paltac Co		Annual		1.1,1.2	Concerns about overall performance
20/06/2025 RAKUS C	Co., Ltd.	Annual	Against	3.1	Concerns related to approach to board gender diversity
				3.4	Concerns related to succession planning
20/06/2025 SCREEN	N Holdings Co. Ltd.	Annual	Agoinet	3.5 2.1,2.2	Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance
		Annual	Against All For	2.1,2.2	Concerns related to approach to board gender diversity Concerns about overall performance
20/06/2025 Shizuoka		Annual	Against	2.1,2.2	Concerns about overall performance
	- · · · · · · · · · · · · · · · · · · ·		3	2.6	Lack of independence on board
20/06/2025 Sumitom	no Chemical Co., Ltd.	Annual	Against	2.1,2.2	Concerns related to approach to board gender diversity Concerns about overall performance
<u> </u>				3.3	Concerns related to succession planning
20/06/2025 Sumitom	no Corp.	Annual	Against	10	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
ļ				9	better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
İ					transparency
20/06/2025 Sumitom	no Mitsui Trust Group, Inc.	Annual	All For		
20/06/2025 Sundrug	Co., Ltd.	Annual	All For		
20/06/2025 TDK Corp	rp.	Annual	Against	2.1	Concerns related to approach to board gender diversity
20/06/2025 The Hach	hijuni 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
İ				7 3,4,5	protect snareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
				3,4,3	efficient capital structure
ļ	:				SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
					transparency
20/06/2025 Toyo Seil	ikan 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
i	Tsusho Corp.	Annual	Against	2.3	Concerns about overall performance
20/06/2025 Toyota Ts	H.CO. LTD	Appuel	Against	2.1	Inadeguate management of climate-related risks Concerns about overall performance Concerns about overall performance
1		Annual Annual	Against Against	1.1 2.1,2.2	
20/06/2025 TS TECH					Concerns about overall performance
20/06/2025 TS TECH 20/06/2025 Yamaha	Holdings Co., Ltd.	Annual		1.1,1.2	Concerns about overall performance Concerns related to approach to board gender diversity
20/06/2025 TS TECH 20/06/2025 Yamaha 20/06/2025 Yamato I- 20/06/2025 ZACROS	Holdings Co., Ltd. S Corp.	Annual Annual	Against All For		Concerns about overall berformance Concerns related to approach to board gender diversity
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20/06/2025 TS TECH 20/06/2025 Yamaha i 20/06/2025 Yamaha i 20/06/2025 ZACROS 20/06/2025 ZACROS 20/06/2025 Zenkoku 23/06/2025 Bandai N	Holdings Co., Ltd. S Corp. I Hosho Co., Ltd. Vamco Holdings, Inc.	Annual Annual Annual	Against All For Against Against	1.1,1.2	Concerns about overall performance Concerns related to approach to board gender diversity
20/06/2025 TS TECH 20/06/2025 Yamaha 20/06/2025 Yamaha 20/06/2025 ZACROS 20/06/2025 Zenkoku 23/06/2025 Bandai 23/06/2025 Dai-ichi L	Holdinas Co., Ltd. S. Corp. Hissho Co., Ltd. vamoo Holdinas, Inc. Life Holdinas, Inc.	Annual Annual Annual Annual	Against All For Against Against All For	1.1,1.2 2.1,2.2 3.1,3.2	Concerns about overall performance Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns about overall performance
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20/06/2025 TS TECH 20/06/2025 Yamaha i 20/06/2025 Yamaha i 20/06/2025 ZACROS 20/06/2025 ZACROS 20/06/2025 Bandai N 23/06/2025 Dal-ichi L 23/06/2025 Dal-ichi S 23/06/2025 Hissu Li 23/06/2025 Hissu Li	Holdings Co., Ltd. S. Carp. Hosho Co., Ltd. Namoe Holdings, Inc. Life Holdings, Inc. Sankyo Co., Ltd. 1d. Jonstruction Machinery Co., Ltd.	Annual Annual Annual Annual Annual Annual Annual	Against All For Against Against All For Against All For All For	1.1.1.2 2.1.2.2 3.1.3.2 2.1.2.2	Concerns about overall performance Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns about overall performance Concerns about overall performance
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26/06/2025 Chugin Financial Group, Inc. Annual Against 2.1 Concerns related to approach to board gender diversity Inadequate management of climate-related exposure to coal Lack of independence on board 2.2 Concerns related to approach to board gender diversity Inadequate management of climate-related 2.9 Concerns related to approach to board gender diversity Inadequate management of climate-related 2.9 Concerns related to approach to board gender diversity Inadequate management of climate-related 2.9 Concerns related to approach to board gender diversity Inadequate management of climate-related 2.9 Concerns related to approach to board gender diversity Inadequate management of climate-related 2.9 Concerns related to approach to board gender diversity Inadequate management of climate-related 2.9 Concerns related to approach to board gender diversity Inadequate management of climate-related 2.9 Concerns related to approach to board gender diversity Inadequate management of climate-related 2.9 Concerns related to approach to board gender diversity Inadequate management of climate-related 2.9 Concerns related to approach to board gender diversity Inadequate management of climate-related 2.9 Concerns related to approach to board gender diversity Inadequate management of climate-related 2.9 Concerns concerns related to approach to board gender diversity Inadequate management of climate-related 2.0 Concerns about overall performance 2.0 Concerns about overall performance 2.0 Concerns about overall performance 2.0 Concerns about overall performance 2.0 Concerns about overall performance 2.0 Concerns about overall performance 2.0 Concerns about overall performance 2.0 Concerns about overall performance 2.0 Concerns about overall performance 2.0 Concerns about overall performance 2.0 Concerns about overall performance 2.0 Concerns about overall performance 2.0 Concerns about overall performance 2.0 Concerns about overall performance 2.0 Concerns about over	2010012023	Grand Electric Fower Co., Inc.	,uai	, sguiriot		
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280/08/2025 Cosmo Energy Holdings Co., Ltd. Annual All For	26/06/2025	Chugin Financial Group, Inc.	Annual	Against	2.1 2.4	Concerns about overall performance
26/06/2025 Dato Trust Construction Co. Ltd.	26/06/2025	Cosmo Energy Holdings Co., Ltd.	Annual	All For	!	h
26/06/2025 Digital Garage, Inc. Annual Against 2.1 Concerns related to approach to board gender diversity Concerns about overall performance Lack of independence on board Lack of	26/06/2025	Daito Trust Construction Co. Ltd.		All For		
26/06/2025 Electric Power Development Co., Ltd. Annual Against 2.2 Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity inadequate management of climate-related exposure to coal Lack of independence on board ENEOS Holdings, Inc. Annual Against 1.1.1.2 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 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 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 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 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 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 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	26/06/2025	Digital Garage, Inc.			2.1	
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26/06/2025 FP Corp. Annual Against 1.1.1.2 Lack of independence on board Concerns related to approach to board gender diversity 26/06/2025 Fuiltec Co., Ltd. Annual Against 2.1 Concerns about overall performance					2.9	
26/06/2025 Fujitec Co., Ltd. Annual Against 2.1 Concerns about overall performance	26/06/2025	ENEOS Holdings, Inc.			4440	
	26/06/2025	FF COID.				Lack or independence on poard Concerns related to approach to board gender diversity Concerns about overall performance
26/06/2025 Fujitsu General Ltd. Annual Against 12.1 Concerns related to approach to board gender diversity Concerns about overall performance					h	

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26/06/2025	Company Name	Meeting Type	Votes For/Against Managemen	t Agenda Item Numbers	Voting Explanation
	Hino Motors, Ltd.	Annual	Against	1.1	Concerns related to approach to board gender diversity Concerns about overall performance
26/06/2025	HOVA Corp	Appual	All For	1.3	Concerns related to succession planning
26/06/2025 26/06/2025	HOYA Corp. lida Group Holdings Co., Ltd.	Annual Annual	Against	3.3	Concerns about overall board structure
		[2.1	Concerns related to approach to board gender diversity
26/06/2025	Internet Initiative Japan, Inc.	Annual	Against	2.1,2.2	Concerns related to approach to board gender diversity Concerns about overall performance
	i 	ļ	<u> </u>	2.7	Lack of independence on board
26/06/2025 26/06/2025	Isuzu Motors Ltd. Japan Airport Terminal Co., 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	Lack of independence on board Lack of independence on board Concerns about overall performance
26/06/2025	JEOL Ltd.	Annual	Against	2.1	Concerns related to approach to board gender diversity Concerns about overall performance
				2.9	Lack of independence on board
26/06/2025	JustSystems Corp.	Annual	Against	2.1	Concerns related to approach to board gender diversity
		<u> </u>	<u> </u>	3.2	Concerns related to succession planning
26/06/2025	Kadokawa Corp.	Annual	Against	2122	Concerns about overall performance
26/06/2025 26/06/2025	Kawasaki Heavy Industries Ltd. Keio Corp.	Annual Annual	Against Against	3.1.3.2.3.7.3.8	Concerns about overall performance 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. Kyushu Electric Power Co., Inc.	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 26/06/2025	M3, Inc.	Annual Annual	All For All For	 	i !
26/06/2025	Mitsubishi HC Capital Inc. Morinaga Milk Industry Co., Ltd.	Annual	Against	2.1	Concerns about overall performance
6/06/2025	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 Concerns related to approach to board gender diversity Concerns about overall performance
26/06/2025	Nippon Kayaku Co., Ltd.	Annual	Against	2.9	Lack of independence on board
26/06/2025	Nipro Corp.	Annual	Against	3.1,3.2	Concerns about overall performance 2- Concerns related to board gender diversity 3- Lack of independence
	4 47		Ĭ	2	on board
				3.8,3.9,3.10,3.11,3.12,3.17	Concerns to protect shareholder value
]	<u> </u>	<u> </u>		Lack of independence on board
26/06/2025	Nissan Chemical Corp.	Annual	All For	0.1	Conseque related to convenie to be and good and divide to Consequent to the convenience of the convenience o
26/06/2025	Nisshin Seifun Group, Inc.	Annual	Against	2.1 2.7	Concerns related to approach to board gender diversity Concerns about overall performance Concerns related to succession planning
				2.8	Lack of independence on board
26/06/2025	Nissin Foods Holdings Co., Ltd.	Annual	Against	4,5	Concerns about overall board structure
				3.1	Concerns about overall performance
	 		 	3.4,3.5	Lack of independence on board
26/06/2025	Nitori Holdings Co., Ltd.	Annual		1.1	Inadequate management of deforestation risks
6/06/2025	NOK Corp.	Annual	Against	2.1	Concerns related to approach to board gender diversity Concerns about overall performance
6/06/2025	Nomura Real Estate Holdings, Inc.	Annual Annual	Against Against	2.1,2.2	Concerns related to approach to board gender diversity Concerns about overall performance
6/06/2025	Obayashi Corp. OBIC Co. Ltd.	Annual	Against	2.1,2.2 2.5,2.6	l ack of independence on board
		1		2.1,2.2	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		ļ
26/06/2025	Resorttrust, Inc.	Annual	Against	2.2,2.3	Concerns related to approach to board gender diversity Concerns about overall performance
	Rohto Pharmaceutical Co., Ltd. Sankyu, Inc.	Annual Annual	Against	2.1,2.2 2.7,2.8,2.9	Concerns about overall performance Lack of independence on board
20/00/2025	запкуи, пс.	Ariiluai	Against	2.1,2.0,2.9	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	Concerns about overall performance
	i 	i	i 	3.2	Lack of independence on board Concerns related to inappropriate membership of committees
26/06/2025 26/06/2025	SECOM Co., Ltd. Selko Epson Corp.	Annual Annual	All For Against	2.1,2.2	Concerns related to approach to board gender diversity
26/06/2025	Seino Holdings Co., Ltd.	Annual	Against	2.6	Lack of independence on board
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26/06/2025	Shikoku Electric Power Co., Inc.	Annual	Against	3.1,3.2,3.3	Lack of independence on board
26/06/2025	Shikoku Electric Power Co., Inc.	Annual	Against	2.2	Lack of independence on board Concerns related to approach to board gender diversity Concerns about
26/06/2025	Shikoku Electric Power Co., Inc.	Annual	Against		Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall performance
26/06/2025	Shikoku Electric Power Co., Inc.	Annual	Against	2.2	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
26/06/2025	Shikoku Electric Power Co., Inc.	Annual	Against	2.2	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-
				2.2	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- rielated risks from exposure to coal.
26/06/2025 26/06/2025	Shimadzu Corp. Socionext. Inc.	Annual Annual Annual	Against All For	2.2	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-
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26/06/2025 26/06/2025 26/06/2025	Shimadzu Corp. Socionext. Inc.	Annual Annual	Against All For	2.2 2.1 2.1.2.2 3	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 Concerns about overall performance Concerns related to approach to board gender diversity
26/06/2025 26/06/2025 26/06/2025 14/04/2025	Shimadzu Corp. Socionest, Inc. SoftBank Corp. Genting Singapore Limited	Annual Annual Annual Annual	Ageinst All For All For Ageinst	2.2	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 Concerns about overall performance Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity
26/06/2025 26/06/2025 26/06/2025 14/04/2025 15/04/2025	Shimadzu Corp. Socionest. Inc. SotiBank Corp. Genting Singapore Limited KEPPEL DC REIT	Annual Annual Annual	Against JAII For JAII For	2.2 2.1 2.1.2.2 3	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 from exposure to coal Concerns about overall performance Concerns about overall performance Concerns related to approach to board gender diversity Concerns to protect shareholder value Concerns to protect shareholder value
26/06/2025 26/06/2025 26/06/2025 4/04/2025 5/04/2025	Shimadzu Corp. Socionest. Inc. SotiBank Corp. Genting Singapore Limited KEPPEL DC REIT	Annual Annual Annual Annual Annual	Against All For All For Against Against	2.2 2.1 2.1.2.2 3	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 landequate management of climate-related risks. Inadequate management of climate-related risks from exposure to coal. Concerns about overall performance. Concerns related to approach to board gender diversity Concerns to grotect shareholder value. Concerns related to inappropriate membership of committeesConcerns related to approach to board gender diversity.
26/06/2025 26/06/2025 26/06/2025 26/06/2025 4/04/2025 5/04/2025 5/04/2025	Shimadzu Corp. Socionest, Inc. SoftBank Corp. Genting Singapore Limited	Annual Annual Annual Annual	Against All For All For Against Against Against Against Against	2.2 2.1 2.1.2.2 3	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 lnadequate management of climate-related risks. Inadequate management of climate-related risks from exposure to coal. Concerns about overall performance. Concerns related to approach to board gender diversity Concerns to protect shareholder value. Concerns to protect shareholder value.
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28/09/2025 28/09/2025 28/09/2025 28/09/2025 15/04/2025 15/04/2025 15/04/2025 15/04/2025 17/04/2025 17/04/2025 21/04/2025 22/04/2025 22/04/2025 23/04/2025 23/04/2025 25/04/2025	Shimadza Corp. Socionext. Inc. Socionext. Inc. Socionext. Inc. Socionext. Inc. Socionext. Inc. Socionext. Inc. Socionext. Inc. Socionext. Inc. Socionext. Inc. Socionext. Inc. Yangzijiang Financial Holding Ltd. Keppet REIT Capital.and Ascott Trust. Oversea-Chinese Banking Corporation Limited Suntec Real Estate Investment Trust Keppet Limited United Overseas Bank Ltd. (Singapore). Capital.and integrated Commercial Trust Wilmar International Limited City Developments Limited Hutchison Port Holdings Trust Seatrium Ltd. Seatrum Ltd. Venture Corporation Limited Capital.and Ascendas REIT Comfortdeigro Corporation Limited Olam Group Limited Sembooro Industries Ltd. Starthub Ltd. Starthub Ltd. Capital.and Investment Ltd. Capital.and Investment Ltd. Capital.and Investment Ltd.	Annual Annual	Against All For All For Against Against Against Against All For All For All For All For All For All For All For All For All For All For All For All For All For All For All For All For All For All For All For Against All For Against Against Against Against Against Against Against Against Against Against Against Against Against Against Against Against Against	2 2 2 2 1 2 2 2 1 2 2 2 2 1 2 2 2 2 2 1 2	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 landequate management of climate-related risks. Inadequate management of climate-related risks from exposure to coal. Concerns about overall performance. Concerns related to approach to board gender diversity Concerns to protect shareholder value. Concerns for protect shareholder value. 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. Concerns related to approach to board gender diversity Concerns about overall board structure. Pay is misalligned with EOS remuneration principles. Concerns related to inappropriate membership of committees. Concerns related to approach to board gender diversity. Concerns related to approach to board gender diversity concerns related to approach to board gender diversity concerns related to approach to board gender diversity concerns related to approach to board gender diversity concerns related to approach to board excessive dilution of existing shareholders.
28(06/2025 28(06/2025 28(06/2025 28(06/2025 15/04/2025 15/04/2025 15/04/2025 15/04/2025 17/04/2025 17/04/2025 21(04/2025 21(04/2025 22(04/2025 24(04/2025 25/04/2025 25/04/2025 25/04/2025 25/04/2025 25/04/2025 25/04/2025 25/04/2025 25/04/2025 25/04/2025 25/04/2025 25/04/2025 25/04/2025 25/04/2025	Shimadzu Corp. Socionext. Inc. SoftBank Corp. Socionext. Inc. SoftBank Corp. Genting Singapore Limited KEPPEL DC REIT Yangziliang Financial Holding Ltd. Keppel REIT Capital.and Ascott Trust Oversea-Chinese Banking Corporation Limited Suntec Real Estate Investment Trust Keppel Limited United Overseas Bank Ltd. (Singapore). Capital.and Integrated Commercial Trust William Integrated Commercial Trust William Integrated Commercial Trust United Overseas Bank Ltd. (Singapore). Capital.and Integrated Commercial Trust William Integrated Commercial Trust William Integrational Limited Capital.and Integrated Commercial Commercia	Annual Annual	Against All For All For All For Against Against Against Against All For All For All For All For All For All For All For All For All For All For Against All For Against All For Against All For Against All For Against All For Against All For Against All For Against All For Against All For Against All For Against All For Against All For Against	22 2.1 2.1 3 5(b) 3 7 4 5 5 3 3 4 4 8 8	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 Inadequate management of climate-related risks from exposure to coal Concerns about overall performance Concerns related to approach to board gender diversity Concerns to protect shareholder value Concerns to protect shareholder value Concerns related to inappropriate membership of committeesConcerns related to approach to board gender diversity Lissue of equity raises concerns about excessive dilution of existing shareholders Concerns related to approach to board gender diversity Concerns about overall board structure Eav is misalligned with EOS remuneration principles Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Lissue of equity raises concerns about excessive dilution of existing shareholders Concerns related to approach to board gender diversity Lissue of equity raises concerns about excessive dilution of existing shareholders

Mosting Date	Company Name	Mosting Type	Votes For/Against Management	Agonda Itom Numbers	Voting Explanation
_	1	Meeting Type	!		
30/04/2025	Jardine Cycle & Carriage Limited	Annual	Against	4b 7A	Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders
29/05/2025	BOC Aviation Limited	Annual	Against	3b	Concerns related to inappropriate membership of committees
			ĭ	3d	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
		ļ	į		Lack of independence on board Concerns related to inappropriate membership of committees
29/05/2025	BOC Aviation Limited	Extraordinary Shareholders	All For		and of mappointained on bodie Contains outside to mapping into montaoring of committees
	Hanwha Vision Co., Ltd.	Special	All For		
14/05/2025	GS Engineering & Construction Corp.	Special	Against	1,2	Concerns about overall performance
28/05/2025	Korea Electric Power Corp.	Special	Against	4.1	Concerns related to approach to board gender diversity. Lack of independence on board
14/05/2025	Elite Material Co., Ltd.	Annual	Against	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	1	Solidon to totalog to approach to board gordon arrototy Laure or masportation of board
16/05/2025	Wistron Corp.	Annual	All For		
20/05/2025	Lite-On Technology Corp.	Annual	Against	5.8	Concerns related to approach to board gender diversity Lack of independence on board
		į		5.7	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 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	i .	
23/05/2025	Chung-Hsin Electric & Machinery Mfg. Corp. Macronix International Co., Ltd.	Annual	All For	ļ	
23/05/2025	Macronix International Co., Ltd.	Annual	Against	5.1	Combined CEO/Chair Concerns related to inappropriate membership of committees
				5.9 5.10,5.11	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	0.10,0.11	Lack of independence on board concerns related to approach to board gender diversity
27/05/2025	Catcher Technology Co., Ltd.	Annual	Against	4.1	Concerns related to approach to board gender diversityLack of independence on board
	ļ]	4.8	Overboarded/Too many other time commitments
27/05/2025	King Yuan Electronics Co., Ltd.	Annual	All For		
27/05/2025	Phison Electronics Corp.	Annual	All For All For	ļ	
27/05/2025 27/05/2025	SINBON Electronics Co., Ltd. Winbond Electronics Corp.	Annual Annual	All For	ļ	
28/05/2025	ASUSTek Computer, Inc.	Annual	Against	4.1	Concerns related to approach to board gender diversityLack of independence on board
		İ	, and the second	4.12	Overboarded/Too many other time commitments
28/05/2025	Chicony Electronics Co., Ltd.	Annual	Against	5.1	Concerns related to approach to board gender diversityLack of independence on board
		ļ	L	5.7	Overboarded/Too many other time commitments
28/05/2025 28/05/2025 28/05/2025	Chipbond Technology Corp.	Annual Annual	All For All For		
28/05/2025	E Ink Holdings, Inc. Feng Tay Enterprises Co., Ltd.	Annual	All For	ļ	
28/05/2025	HIWIN Technologies Corp.	Annual	Against	4.8	Lack of independence on board
	Inventec Corp.	Annual	All For		
28/05/2025	Makalot Industrial Co., Ltd.	Annual	All For	ļ	
28/05/2025	Novatek Microelectronics Corp.	Annual	All For		
28/05/2025 28/05/2025	Powertech Technology, Inc. Radiant Opto-Electronics Corp.	Annual Annual	All For Against	2	Concerns related to shareholder rights
28/05/2025	Realtek Semiconductor Corp.	Annual	All For	3	Concerns reaced to shareholder rights
	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	ļ	
28/05/2025	WT Microelectronics Co., Ltd.	Annual	Against	8.1	Combined CEO/Chair Concerns related to inappropriate membership of committees Concerns related to shareholder rights
				8.6,8.9	Lack of independence on board
				8.4	Overboarded/Too many other time commitments
29/05/2025	Acer, Inc.	Annual	Against	3	Concerns to protect shareholder value
	Advantech Co., Ltd.	Annual	All For	i	
29/05/2025	Chunghwa Telecom Co., Ltd.	Annual	Against	4.1,4.3,4.4,4.5,4.6,4.7,4.8 4.1,4.3,4.4,4.5,4.6,4.7,4.8	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.
29/05/2025 29/05/2025	Chunghwa Telecom Co., Ltd. Compal Electronics, Inc.	Annual Annual	Against All For	4.1,4.3,4.4,4.5,4.0,4.7,4.0	cack of independence of board. Concerns related to approach to board gender diversity
	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 29/05/2025	Hon Hai Precision Industry Co., Ltd. Jentech Precision Industrial Co. Ltd. MediaTek, Inc.	Annual Annual	All For Against	4.1	Concerns related to approach to board gender diversityLack of independence on board
29/05/2025	MediaTek, Inc.	Annual	All For	 	Concerns related to approach to board general diversity case of independence on board
29/05/2025	Pou Chen Corp.	Annual	Against	3.1	Lack of independence on board Concerns related to inappropriate membership of committees Inadequate
		i 	1	<u> </u> 	management of deforestation risks
29/05/2025	Qisda Corp.	Annual	All For		
29/05/2025	Simple Technology Co., Ltd.	Annual	All For	ļ	
29/05/2025 29/05/2025	Taichung Commercial Bank Co., Ltd. Taiwan Mobile Co., Ltd.	Annual Annual	All For All For	<u> </u>	
	Tripod 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
	ļ	ļ	[#	! 	many other time commitments Inadequate management of deforestation risks
29/05/2025	Wiwynn Corp.	Annual	All For		
29/05/2025 03/06/2025	Yang Ming Marine Transport Corp. Taiwan Semiconductor Manufacturing Co., Ltd.	Annual Annual	All For All For	i	
03/06/2025	Taiwan Semiconductor Manufacturing Co., Ltd. Taiwan Semiconductor Manufacturing Co., Ltd.	Annual	All For	i	
03/06/2025	TECO 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 diversityLack of independence on board
	Chroma Ate, Inc.	Annual	All For	<u> </u>	
10/06/2025	Gigabyte Technology Co., Ltd.	Annual Annual	All For All For		
10/06/2025 10/06/2025	Micro-Star International Co., Ltd. United Integrated Services Co., Ltd.	Annual Annual	All For	j	
12/06/2025	Accton 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	Concerns related to approach to board gender diversity
		<u> </u>		5.2 4	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	Pay is misaligned with EOS remuneration principles Concerns related to shareholder rights
	Lotes Co., Ltd.	Annual	All For	<u> </u>	
13/06/2025	Quanta Computer, Inc.	Annual	Against	5.1	Concerns related to approach to board gender diversityLack of independence on board
13/06/2025	Shihlin Electric & Engineering Corp.	Annual	All For		
13/06/2025	Yuanta Financial Holding Co. Ltd.	Annual	Against	5.4	Lack of independence on board Concerns related to inappropriate membership of committees
	Highwealth Construction Corp.	Annual Annual	All For All For	ļ	
00/00/2020	International Games System Co., Ltd. Taiwan Business Bank	Annual	All For	‡ !	
20/06/2025	ф		All For	r	
20/06/2025 23/06/2025	Giant Manufacturing Co., Ltd.	Annual		L	
23/06/2025 23/06/2025	Shin Kong Financial Holding Co. Ltd.	Annual	All For		
23/06/2025 23/06/2025 23/06/2025					

_ i	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
20/00/2020	Sumitomo Electric Industries Ltd.	Annual	Against	2.10,2.13,2.14	Lack of independence on board
j				2.1,2.2	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 2.1	Concerns about overall performance Concerns about overall performance Inadequate management of climate-related risks
26/06/2025	T&D Holdings, Inc.	Annual	Against	2.1.2.2	Concerns related to approach to board gender diversity. Concerns about overall performance
	The Chugoku Electric Power Co., Inc.	Annual	Against	2.2	Concerns about overall performance
26/06/2025	The Kansai Electric Power Co., Inc.	Annual	Against	2.1 2.9	Concerns about overall performance Inadequate management of climate-related risks from exposure to coal Concerns about overall performance
20/00/2025	The Kansai Electric Power Co., Inc.	Armuai	Aganist	2.5,2.6	Lack of independence on board
ļ				13	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
26/06/2025	Toda Corn	Appual	Against	2122	transparency Concerns related to approach to board goodsr diversity Concerns about averall performance
	Toda Corp. Tohoku Electric Power Co., Inc.	Annual Annual	Against Against	2.5,2.7,2.10	Concerns related to approach to board gender diversity Concerns about overall performance Lack of independence on board
	* *			2.2	Lack of independence on board Concerns about overall performance
ļ				2.1 8	Lack of independence on boardConcerns about overall performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
				o .	enhanced shareholder rights
26/06/2025	Tokyo Electric Power Co. Holdings, Inc.	Annual	Against	8	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
ļ				1.1,1.7	appropriate accountability or incentivisation Concerns related to approach to board gender diversity
26/06/2025	Tokyu Fudosan Holdings Corp.	Annual	All For		Solitoria related to approach to board gorder diversity
26/06/2025	Tomy Co., Ltd.	Annual	All For		
26/06/2025	Toray Industries, Inc.	Annual	Against	2.1,2.2 2.7	Concerns about overall performance Concerns related to succession planning
26/06/2025	Tosoh Corp.	Annual	Against	2	Concerns about overall board structure
			Ĭ	1.5,1.6,1.8	Lack of independence on board
26/06/2025	Toyo Suisan Kaisha, Ltd.	Annual	Against	1.1 2.2	Lack of independence on board Concerns about overall performance Concerns about overall performance
26/06/2025	Toyo Sulsan Kaisna, Ltd.	Annuai	Against	2.2 2.1	Concerns about overall performance Concerns about overall performance Inadequate management of deforestation risks
J				6.1,6.2	Shareholder proposal promotes appropriate accountability or incentivisation
	UBE Corp.	Annual	Against	3.1,3.2	Concerns related to approach to board gender diversity Concerns about overall performance
26/06/2025	Workman Co., Ltd.	Annual	Against	2.4,4 2.1	Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity
26/06/2025	ZOZO, Inc.	Annual	Against	2.2	Concerns related to succession planning
27/06/2025	Advantest Corp.	Annual	All For		
27/06/2025	Amano Corp.	Annual	Against	2.4 2.2	Lack of independence on board Lack of independence on board Concerns about overall performance
ļ				2.1	Lack of independence on board Concerns about overall performance
27/06/2025	ANA HOLDINGS INC.	Annual	Against	3.1,3.2	EOS manual override
07/00/0005	Only Committee On Ltd	AI	Against	3.8	Lack of independence on board
27/06/2025 27/06/2025	Casio Computer Co., Ltd. COMSYS Holdings Corp.	Annual Annual	Against Against	2.1,2.2	Concerns about overall performance Concerns related to approach to board gender diversity Concerns about overall performance
27/06/2025	Dai Nippon Printing Co., Ltd.	Annual	Against	2.1	Concerns related to approach to board gender diversity Concerns about overall performance inadequate
				2.9	management of deforestation risks
27/06/2025	DAIKIN INDUSTRIES Ltd.	Annual	Against	2.2	Concerns related to succession planning Concerns about overall performance
į	DAININ INDOOTTIED Etc.	Ailiuai	, igamot	2.1	Concerns about overall performance Inadequate management of climate-related risks
27/06/2025	Daiwa House Industry Co., Ltd.	Annual	Against	3.1,3.2	Concerns related to approach to board gender diversity
ļ				3.8 3.11	Concerns related to succession planning Lack of independence on board
27/06/2025	Doshisha Co., Ltd.	Annual	Against	3.1,3.2	Concerns related to approach to board gender diversity
			i 	3.6	Concerns related to succession planning
27/06/2025	eGuarantee, Inc.	Annual	Against	3.1	Concerns related to approach to board gender diversity
27/06/2025	FANUC Corp.	Annual	All For	3.9	Lack of independence on board
27/06/2025	Fuji Oil Co., Ltd. FUJIFILM Holdings Corp.	Annual	Against	2.1	Concerns related to approach to board gender diversity
27/06/2025	FUJIFILM Holdings Corp. Fujikura Ltd.	Annual	Against All For	2.7	Lack of independence on board
27/06/2025 27/06/2025	Fukuoka Financial Group, Inc.	Annual Annual	Against	2.1,2.2	Concerns related to approach to board gender diversity Concerns about overall performance
27/06/2025	GS Yuasa Corp. Hakuhodo DY Holdings, Inc.	Annual	Against	2.1,2.2	Concerns related to approach to board gender diversity Concerns about overall performance
27/06/2025	Hakuhodo DY Holdings, Inc.	Annual	Against	2.6 2.1	Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns about overall performance
				2.8	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	2.1	Concerns related to approach to board gooder diversity. Concerns about overall performance
27/06/2025	lyogin 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
j					transparency
27/06/2025	JGC Holdings Corp. K's Holdings Corp.	Annual	Against	3.1	Concerns about overall performance
27/06/2025	K's Holdings Corp. Kajima Corp.	Annual Annual	All For Against	2122	Concerns related to approach to board gender diversity Concerns about overall performance
27/06/2025	Kamigumi Co., Ltd.	Annual Annual	Against	3.1	Concerns about overall performance
27/06/2025	Kandenko Co., Ltd.	Annual	Against	3	Concerns about overall board structure
				2.8,2.11 2.1,2.2	Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Concerns about
			<u></u>		overall performance
27/06/2025	Kaneka Corp.	Annual	Against	1.1,1.2	Concerns related to approach to board gender diversity Concerns about overall performance
27/06/2025	Konegi Baint Co. Ltd	Appual	Aggingt	1.9	Concerns related to succession planning
	Kansai Paint Co., Ltd. Keikyu Corp.	Annual Annual	Against Against	2.1 3.7,4.1	Concerns about overall performance Lack of independence on board
	v - F:		J	3.1,3.2	Lack of independence on board Concerns related to approach to board gender diversity Concerns about
27/06/2025	Kojeni Electria Bailway Co. 144	Appual	Aggingt	2.1,2.7,2.8,2.10	overall performance
27/06/2025	Keisei Electric Railway Co., Ltd.	Annual	Against	2.1,2.7,2.8,2.10 2.13,2.14	Concerns about overall performance Concerns to protect shareholder value
j			i	2.9,2.12	Lack of independence on board
27/06/2025	Koito Manufacturing Co., Ltd.	Annual	Against	2.7,2.8,2.9,2.10,2.11	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
07/00/0005	Kokusai Electric Corp.	Annual	All For	i	
2//06/2025	Kokusai Electric Corp. Kyoto Financial Group, Inc.	Annual	Against	2.1	Concerns about overall performance
27/06/2025 27/06/2025	Meiji Holdings Co., Ltd.	Annual	Against	1.1	Concerns about overall performance inadequate management of deforestation risks
27/06/2025		Annual	All For Against	2.1,2.2	Concerns about overall performance
27/06/2025 27/06/2025	Minebea Mitsumi, Inc.	Annual		2.10	Concerns related to approach to board gender diversity
27/06/2025 27/06/2025		Annual			
27/06/2025 27/06/2025 27/06/2025	Minebea Mitsumi, Inc. Mitsubishi Estate Co., Ltd.			2.9	Lack of independence on board
27/06/2025 27/06/2025 27/06/2025	Minebea Mitsumi, Inc.	Annual	Against	2.9 2.1,2.2	Lack of independence on board Concerns about overall performance 2- Concerns related to board gender diversity 3- Lack of independence
27/06/2025 27/06/2025 27/06/2025	Minebea Mitsumi, Inc. Mitsubishi Estate Co., Ltd.			2.9	Lack of independence on board
27/06/2025 27/06/2025 27/06/2025 27/06/2025	Minsbea Mitsumi, Inc. Mitsubishi Estate Co., Ltd. Mitsubishi Heavy Industries, Ltd.	Annual	Against	2.9 2.1,2.2 3.4 2.3,2.4,2.5,2.6	Lack of Independence on board. 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 27/06/2025 27/06/2025 27/06/2025	Minebea Mitsumi, Inc. Mitsubishi Estate Co., Ltd.			2.9 2.1,2.2 3.4	Lack of independence on board Concerns about overall performance 2- Concerns related to board gender diversity 3- Lack of independence on board Concerns related to inappropriate membership of committees

					l.,
	Company Name	Meeting Type	Votes For/Against Management	;	Voting Explanation
27/06/2025	Mitsubishi UFJ Financial Group, Inc.	Annual	Against	2.12,2.13,2.14,2.15	Concerns about overall performance
				3,4 2.3,2.5,2.9	Inadequate management of climate-related risks Lack of independence on board
27/06/2025	Mitsui Fudosan Co., Ltd.	Annual	Against	2.1,2.2	Concerns about overall performance Lack of independence on board
				2.9	Lack of independence on board
	Mitsui Mining & Smelting Co., Ltd.	Annual	All For		
27/06/2025	Miura Co., Ltd.	Annual	Against	3.2	Concerns about overall performance
27/06/2025	Morinaga & Co., Ltd.	Annual	Against	2.1,2.2	Concerns about overall performance
27/06/2025 27/06/2025	Murata Manufacturing Co. Ltd. NICHIAS Corp.	Annual Annual	Against	2.1	Concerns related to approach to board gender diversity Concerns about overall performance
21100/2023	NICHAS COIP.	Ailliuai	Against	2.6	Concerns related to succession planning
27/06/2025	Nikon Corp.	Annual	Against	2.1,2.2	Concerns related to approach to board gender diversity Concerns about overall performance
27/06/2025	Nintendo Co., Ltd.	Annual	All For		
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	2.2,2.4	Concerns related to approach to board gender diversity Concerns about overall performance
07/00/0005	Michi Micros Cicco del Haldinos Los	A	Against	2.5,2.6,2.7 2.1,2.2	Concerns related to succession planning
	Nishi-Nippon Financial Holdings, Inc. NOF Corp.	Annual Annual	Against Against	2.1,2.2	Concerns about overall performance Concerns about overall performance
21/00/2020	Nor odp.	Aillidai	, igamot		Lack of independence on board
27/06/2025	Odakyu Electric Railway Co., Ltd.	Annual	Against	2.8	Lack of independence on board
		 	Į -	2.1,2.2	Lack of independence on boardConcerns about overall performance
	Oji 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
	Oriental Land Co., Ltd. Rengo Co., Ltd.	Annual	Against	2.6 1.5,1.6,1.7,1.8	Lack of independence on board Lack of independence on board
21/00/2025	Religo Co., Ltd.	Annual	Against		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	Concerns related to approach to board gender diversity
			<u> </u>	1.15	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	Sharn Corn	Δηημαί	Againet	12	Insufficient basis to support a decision Concerns related to approach to board gender diversity Concerns about overall performance
2110012023	Sharp Corp.	Annual	Against	1.2 3	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	Concerns related to approach to board gender diversity
					Concerns related to succession planning
			<u></u>		Pay is misaligned with EOS remuneration principles
27/06/2025	SHIP HEALTHCARE HOLDINGS, INC.	Annual	Against		Concerns about overall board structure
				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
					loverall performance
27/06/2025	SMC Corp. (Japan)	Annual	Against		Concerns related to approach to board gender diversity
			Ĭ ,	2.9,2.10	Concerns related to succession planning
27/06/2025	SoftBank Group Corp.	Annual	Against	2.1	Concerns about overall board structure 2- Concerns related to board composition 3- Concerns related to
			•		board gender diversity 4- Concerns related to succession planning
			į	2.8	Concerns related to potential conflict of interests 2- Lack of independence on board
				4	Lack of independence on board Pay is misaligned with EOS remuneration principles
27/06/2025	Sotetsu Holdings, Inc.	Annual	Against	9199	Concerns about overall performance
27/06/2025	Sumitomo Mitsui Financial Group, Inc.	Annual	Against	2.2	Concerns about overall performance
2170072020	ournitorno mitour i manotar oroap, mo.	, a maai	riganiot	3,4	Inadequate management of climate-related risks
			<u> </u>	2.10	Lack of independence on board
27/06/2025	Sumitomo Realty & Development Co., Ltd.	Annual	Against	3.6,3.8	Lack of independence on board
				3.1,3.2	Lack of independence on board Concerns related to approach to board gender diversity Concerns about
07/00/0005	Outside Made and Outside Outsi	A	A la -A		overall performance
27/06/2025	Suzuki Motor Corp.	Annual	Against	2.1	EOS manual override Concerns related to approach to board gender diversity
27/06/2025 27/06/2025	Sysmex Corp. Taihei Dengyo Kaisha, Ltd.	Annual Annual	Against Against	1.1	Concerns about overall performance
27/06/2025	Taiheiyo Cement Corp.	Annual	Against	2.7	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
		ļ	ļ		overall performance
	Talyo Yuden Co., Ltd.	Annual	All For		O
27/06/2025 27/06/2025	Takara Holdings, Inc. TBS Holdings, Inc.	Annual Annual	Against Against	7	Concerns about overall performance Insufficient basis to support a decision
2110012023	TB3 Holdings, Inc.	Ailliuai	Agamat	3.2	Poison pill/anti-takeover measure not in investors interests Concerns about overall performance
				3.1	Poison pill/anti-takeover measure not in investors interests Concerns about overall performance
					Shareholder proposal promotes appropriate accountability or incentivization
			<u>į</u>	9	Shareholder proposal promotes efficient capital structure
27/06/2025	The Chiba Bank, Ltd.	Annual	Against	2.1	Concerns about overall performance
			•	2.6	Concerns related to succession planning
27/06/2225	Toloro Coo Co. Ltd	Annual	All For	2.7	Lack of independence on board
27/06/2025 27/06/2025	Tokyo Gas Co., Ltd. Tokyu Corp.	Annual Annual	All For Against	2.1,2.2	Concerns about overall performance
21100/2020	Tonya Gorp.	, u /uai	, iguillet	2.8	Lack of independence on board
27/06/2025	TOPPAN Holdings, Inc.	Annual	Against		Lack of independence on board
	<u> </u>				Lack of independence on board Concerns about overall performance
			<u> </u>	1.2	Lack of independence on boardConcerns about overall performance
	TORIDOLL Holdings Corp.	Annual		1.1	Concerns about overall performance
27/06/2025	Tsumura & Co.	Annual	Against	2.1	Concerns about overall performance
27/06/2025	Ushio, Inc. Yamada Holdings Co., Ltd.	Annual	Against	3.1 2.6	Concerns about overall performance Concerns related to succession planning
27/06/2025	ramaua noluliigs co., Ltu.	Annual	Against	2.1,2.2	Lack of independence on board Concerns related to approach to board gender diversity
27/06/2025	Yamaguchi Financial Group, Inc.	Annual	Against	1.1	Concerns about overall performance
	· ''		<u></u>	1.5	Lack of independence on board
27/06/2025	Yamato Kogyo Co., Ltd.	Annual	Against	3.6,3.7	Lack of independence on board
				3.1	Lack of independence on board Concerns related to approach to board gender diversity Inadequate
		 	<u> </u>	 	management of climate-related risks
27/06/2025	Zensho Holdings Co., Ltd.	Annual	Against	3.2 3.1	Concerns related to approach to board gender diversity
		į	į	3.1 3.6,4.1	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	3.6,4.1 2.1,2.2	Concerns related to succession planning Concerns about overall performance
21100/2020		, u., /uai	, iguillet	2.6	Concerns related to succession planning
			<u>[</u>	2.7	Lack of independence on board
28/06/2025	Hikari Tsushin, Inc.	Annual	Against	2.2	Lack of independence on board Concerns related to succession planning
29/06/2025	Matsui Securities Co., Ltd.	Annual		3.4	Lack of independence on board
	 		<u> </u>	7	Pay is misaligned with EOS remuneration principles
09/04/2025	Scentre Group	Annual	All For	 	
	Santos Limited	Annual	Against	4	Voting related to alignment with 1.5 degrees scenario
	AMP Limited	Annual	Against	3	Pay is misaligned with EOS remuneration principles
11/04/2025	Dio Tinto I imitad	Annual			
11/04/2025 01/05/2025 01/05/2025	Rio Tinto Limited The GPT Group	Annual Annual	Against Against	2,3	Total maximum variable pay is equal or >6 times base salary 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 Overboarded/Too many other time commitments
		Annuai		2	Pay is misaligned with EOS remuneration principles
08/05/2025 09/05/2025	Woodside Energy Group Ltd. QBE Insurance Group Limited	Annual Annual	Against All For	3,4	Pay is misaligned with EOS remuneration principles
15/05/2025	Ampol Limited	Annual	All For		
15/05/2025	Atlas Arteria Ltd.	Annual	Against	2c 3	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
21/05/2025 28/05/2025	Telix Pharmaceuticals Limited	Annual	All For		
28/05/2025	Yancoal Australia Ltd.	Annual	Against	5 2a,2b	Concerns regarding Auditor tenure Concerns related to inappropriate membership of committees
				8	Issue of capital raises concerns about excessive dilution of existing shareholders
				6 2c	Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
		i 	i 	3	Pay is misaligned with EOS remuneration principles Concerns related to board composition
02/04/2025 03/04/2025	Schlumberger Limited Koc Holding A.S.	Annual Annual	Against Against	1.8 10	Concerns related to board composition A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents
			•	7	shareholders from making an informed voting decision.
				12	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.
	0			ļ	This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
03/04/2025 04/04/2025	Sinotrans Limited Krung Thai Bank Public Co., Ltd.	Extraordinary Shareholders Annual	All For Against	6	Concerns related to Non-audit fees
				5.1	Concerns related to approach to board gender diversity
04/04/2025	SCB X Public Company Limited	Annual	Against	7 4.2	Concerns related to shareholder rights Concerns related to approach to board gender diversity
		i		4.1	Concerns related to inappropriate membership of committees
	Oracle Financial Services Software Limited Arab National Bank	Special Annual	All For 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 08/04/2025	Coca-Cola Icecek AS Contemporary Amperex Technology Co., Ltd.	Annual Annual	Against Against	11	Insufficient/poor disclosure Concerns related to shareholder rights
09/04/2025	Banco de Credito e Inversiones SA	Annual	Against	k	Insufficient/poor disclosure
09/04/2025	Salik Co. PJSC	Annual	Against	9	Insufficient/poor disclosure Inappropriate bundling of election of directors on a single vote 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. 9,6.10,6.11	Insufficient/poor disclosure
09/04/2025	Thai Oil Public Company Limited	Annual		6.1,6.2,6.4	Concerns related to approach to board gender diversity
09/04/2025	Vista Energy SAB de CV	Annual	All For	7	Insufficient/poor disclosure
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
				8	about overall performance Insufficient/poor disclosure
	Home Product Center Public Company Limited	Annual	Against	5.2	Concerns related to approach to board gender diversity
10/04/2025	Promotora y Operadora de Infraestructura SA	Annual	Against	2a1	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.e	Insufficient/poor disclosure
11/04/2025	China Jushi Co. Ltd.	Annual	Against	11 12	Concerns related to shareholder rights Concerns to protect shareholder value
		į		14	Concerns to protect shareholder value
11/04/2025	Dogan Sirketler Grubu Holding AS	Δηημαί	Againet	13 7,8,9,12,15	Insufficient/poor disclosure Insufficient/poor disclosure
11/04/2025	Fomento Economico Mexicano SAB de CV	Annual Annual	Against Against	5.j	Inadequate management of climate-related risks
11/04/2025	Info Edge (India) Limited	Special	All For	5.g	Overboarded/Too many other time commitments
11/04/2025	PTT Public Co., Ltd.	Special Annual	Against	6.1,6.4	Concerns related to approach to board gender diversity
13/04/2025	Al Rajhi Bank	Annual	Against	7	Insufficient/poor disclosure Inadequate management of climate-related risks
13/04/2025	Almarai Co. Ltd.	Annual	Against	5	Inadequate management of climate-related risks
				17 6	Insufficient/poor disclosure 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 8,15,18	Concerns related to shareholder rights Insufficient/poor disclosure
14/04/2025	Anadolu Efes Biracilik ve Malt Sanayii A.S.	Annual	Against	7	Insufficient/poor disclosure
15/04/2025 15/04/2025	BYD Company Limited BYD Company Limited	Extraordinary Shareholders Extraordinary Shareholders	All For		
15/04/2025	FPT Corp.	Annual	Against	8	Insufficient/poor disclosure
15/04/2025	Magyar Telekom Telecommunications Plc	Annual	Against	5 12,13	Issue of equity raises concerns about excessive dilution of existing shareholders 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 10.14.17	Concerns related to shareholder rights Pay is misaligned with EOS remuneration principles
15/04/2025	Saudi National Bank	Annual	Against	7	Inadequate management of climate-related risks
				13 5,6	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
16/04/2025	Bank of China Limited	Extraordinary Shareholders		12	Concerns related to approach to board gender diversityLack of independence on board
16/04/2025	Bank of Communications Co., Ltd.	Extraordinary Shareholders	All For	1	Issue of equity raises concerns about excessive dilution of existing shareholders
16/04/2025	Bank of Communications Co., Ltd.	Special	All For		
16/04/2025 16/04/2025	Carnival Corporation Petroleo Brasileiro SA	Annual Annual	Against Against	1	Concerns related to board composition
16/04/2025	Petroleo Brasileiro SA	Annual/Special	Abstain	9.1,9.2,9.3,9.4,9.5,9.6,9.7,9.	Cumulative/slate voting in favour of individual candidates/slates
			Against	8 21	Concerns about candidate's experience/skills Concerns about overall board structure 2- Cumulative/slate voting in favour of individual candidates/slates
			-	4,9.9,9.10,19,22	2 Community State of Community State Found in Intervious Confidences States
				10,11,17 3	
16/04/2025	Ultrapar Participacoes SA	Annual	Abstain		Insufficient/poor disclosure
			Against	7.8,7.9,9	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of
				5	committees Insufficient/poor disclosure
16/04/2025	Ultrapar Participacoes SA	Extraordinary Shareholders		3	Concerns related to shareholder rights
17/04/2025 17/04/2025	Fuyao Glass Industry Group Co., Ltd. Itau Unibanco Holding SA	Annual Annual	All For Abstain	1	EOS manual override 2- Insufficient basis to support a decision
			Against	2	
17/04/2025 17/04/2025	Metalurgica Gerdau SA PRIO SA	Annual Annual	Against Against	7	Insufficient/poor disclosure
20/04/2025	LTIMindtree Ltd.	Special	Against	1	Concerns related to approach to board gender diversity
21/10/2/2025	AG Anadolu Grubu Holding AS	Annual	Against	<u>!</u> O	Insufficient/poor disclosure

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
- 1		- "			Concerns related to approach to board gender diversity
21/04/2025	Bank of the Philippine Islands	Annual	Against	3.12 3.5	Concerns related to approach to board gender diversity Concerns related to attendance at board or committee meetings
				3.1,3.2	Concerns related to inappropriate membership of committees
				3.14	Concerns related to inappropriate membership of committees Concerns related to attendance at board or
				р	committee meetings Insufficient/poor disclosure
21/04/2025	Kontrolmatik Teknoloji Enerji ve Muhendislik AS	Annual	Against	7.8.10	Insufficient/poor disclosure
21/04/2025	Sany Heavy Industry Co., Ltd.	Special	Against	11 19.1	Concerns related to shareholder rights
				16,17,18	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
	China Construction Bank Corporation		Against	10	Insufficient/poor disclosure
22/04/2025 22/04/2025	China Construction Bank Corporation Falabella SA	Special Annual	All For All For		
	Gree Electric Appliances, Inc. of Zhuhai	Special	Against	1.1	Combined CEO/Chair
				2.1 1.2	Concerns related to approach to board gender diversityLack of independence on board Concerns related to inappropriate membership of committees
				1.2	Inadequate management of climate-related risks
22/04/2025	Raia Drogasil SA	Annual	Abstain	4,7,8.1,8.2,8.3,8.4,8.5,8.6,8.	Insufficient/poor disclosure
			Against	7,8.8,8.9,8.10,8.11,8.12,8.1	Insufficient/poor disclosure Lack of independence on board Concerns related to inappropriate membership of committees Concerns
				6,12	related to approach to board gender diversity Inappropriate bundling of election of directors on a single vote
				5	
22/04/2025 23/04/2025	Raia Drogasil SA Bumrungrad Hospital Public Company Limited	Extraordinary Shareholders Annual	All For Against	E 2	Concerns related to inappropriate membership of committees
23/04/2025	Burniungrad Hospital Public Company Elimited	Ariiluai	Against	5.2 5.3	Concerns related to inappropriate membership of committees Concerns related to succession planning
				9	Insufficient/poor disclosure
23/04/2025	Colgate-Palmolive (India) Limited	Special Appual	All For	0	Insufficient/near displacure
	Empresas Copec SA Grupo Cibest SA	Annual Extraordinary Shareholders	Against All For	U.	Insufficient/poor disclosure
23/04/2025	Grupo Financiero Banorte SAB de CV	Annual	All For		
23/04/2025	Metropolitan Bank & Trust Company	Annual	Against	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	3.6 5	ольств гааса и таррорные тетрегупр от committees
	TOTVS SA		Against	6	Pay is misaligned with EOS remuneration principles
24/04/2025	BANK POLSKA KASA OPIEKI SA	Annual	Ameinet	1	Concerns related to shareholder rights
24/04/2025	DAINN FULSKA KASA UPIEKI SA	Annual	Against	15.4 12	Pay is misaligned with EOS remuneration principles
24/04/2025	Charoen Pokphand Foods Public Co. Ltd. China Medical System Holdings Ltd.	Annual	Against	5.4	Concerns related to approach to board gender diversity
24/04/2025	China Medical System Holdings Ltd.	Annual	Against	5	Issue of equity raises concerns about excessive dilution of existing shareholders
24/04/2025	Companhia Paranaense de Energia	Annual	Against	1	Issue of equity raises concerns about excessive dilution of existing shareholders dilution issue
24/04/2025	Empresas CMPC SA	Annual		8	Insufficient/poor disclosure
				5	Insufficient/poor disclosure Inappropriate bundling of election of directors on a single vote
24/04/2025 24/04/2025	GCC SAB de CV Grupo Aeroportuario del Pacifico SAB de CV	Annual Annual	Against All For	5	Insufficient/poor disclosure Inappropriate bundling of election of directors on a single vote
24/04/2025	International Container Terminal Services, Inc.	Annual	Abstain	4.7	Concerns related to inappropriate membership of committees
				4.5	Concerns related to inappropriate membership of committees Concerns related to approach to board gender
				4.6 4.2	diversity Inadequate management of climate-related risks Concerns related to inappropriate membership of committees Inadequate management of climate-related
				4.2	risks
24/04/2025 24/04/2025	Komercni banka as	Annual	Against	10,11	Pay is misaligned with EOS remuneration principles
	Lojas Renner SA Malayan Banking Berhad	Annual	Abstain All For	4	Insufficient/poor disclosure
24/04/2025	MOL Hungarian Oil & Gas Plc	Annual Annual	Against	1.4,1.5,1.6,2,3.1,4.1,4.2,5.1,	Insufficient/poor disclosure
				5.2,5.3,6,7,8	
24/04/2025 24/04/2025	MONETA Money Bank, a.s. Nippon Life India Asset Management Limited	Annual	All For All For		
24/04/2025	PETRONAS Dagangan Berhad	Special Annual	All For		
		Annual	Against	8,14	Insufficient/poor disclosure
24/04/2025 24/04/2025	Sociedad Quimica y Minera de Chile SA Sok Marketler Ticaret AS	Annual Annual	All For Against	8	Insufficient/poor disclosure
24/04/2025	Tata Consultancy Services Limited	Special	All For	<u> </u>	i
25/04/2025	Atacadao 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	Concerns related to approach to board gender diversity
				4.1,4.2 5,7	Concerns related to inappropriate membership of committees Insufficient/poor disclosure
				4.3	Concerns related to inappropriate membership of committees
25/04/2025	Cencosud SA	Annual	Against	k	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
	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.e,5.h,6	Concerns related to inappropriate membership of committees
25/04/2025	Gruma SAB de CV Hypera SA	Extraordinary Shareholders Annual	All For Abstain	8	Insufficient/poor disclosure
-JIV-1202J	rippina or i	, united		5,11,12.1,12.2,12.3,12.4.12.	Concerns about overall board structure
			Against		Insufficient/poor disclosure
				ნ 7	
25/04/2025	Natura &Co Holding SA	Annual	All For		
25/04/2025	Natura &Co Holding SA Natura &Co Holding SA	Extraordinary Shareholders	Against	1	Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders
25/04/2025	OTP Bank Nyrt	Annual	Against	10 e	Issue of equity raises concerns about excessive dilution of existing shareholders
25/04/2025	Prologis Property Mexico SA de CV	Annual	Against	6 3.5	Pay is misaligned with EOS remuneration principles Concerns related to approach to board gender diversity
25/04/2025	PT United Tractors Tbk	Annual	Against	3	Insufficient/poor disclosure
25/04/2025	PT United Tractors Tbk	Extraordinary Shareholders		E 1 E 2	Cumulative/elate veting in favour of individual condidate (elate)
23/04/2025	Suzano SA	Annual	Abstain Against	5.1,5.2 6	Cumulative/slate voting in favour of individual candidates/slates Concerns with non-executive director compensation 2- Executive salary increases without robust justification
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25/04/2025	Telefonica Brasil SA	Annual	Abstain		Insufficient/poor disclosure
			Against	7,7.8,7.9,7.10,7.11,7.12 5.6,5.7	Concerns related to inappropriate membership of committees Insufficient/poor disclosure
				5.6,5. <i>1</i> 10	<u> </u>
25/04/2025	Turk Telekomunikasyon AS	Annual	Against	7	insufficient/poor disclosure
25/04/2025	Turkiye Halk Bankasi AS	Annual	Against	3,5 6,7,11	Concerns to protect shareholder value
25/04/2025	Turkiye Vakiflar Bankasi TAO	Annual	Against	6,7,11 3,4	Insufficient/poor disclosure Concerns to protect shareholder value
				6,7,8,11	Insufficient/poor disclosure
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	Cholamandalam Investment and finance Company Limited	Special	Against	11	Concerns related to approach to board gender diversity

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3 Lack of independent representation at board committees	
11 Pay is misaligned with EOS remuneration principles	
06/05/2025 RenaissanceRe Holdings Ltd. Annual Against 1/b (Concerns related to board composition Concerns about overall board structure	

Meeting Date 06/05/2025					
06/05/2025		Meeting Type	Votes For/Against Managemen	i -	Voting Explanation
1	Savola Group	Annual	Abstain	26.11,26.12,26.13,26.14,26.	Cumulative/slate voting in favour of individual candidates/slates
			Against	26.20,26.21,26.22,26.23,26.	Inadequate management of climate-related risks
į				24,26.25,26.26,26.28,26.29,	
į			į	26.30,26.31,26.32,26.33,26.	
			•	34,26.35,26.36,26.37,26.38,	
į				26.39,26.40,26.41	
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06/05/2025 07/05/2025	Tata Motors Limited Arch Capital Group Ltd.	Court Annual	All For Against	1a	Concerns about overall board structure
07/05/2025	ASMPT 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 RHB Bank Berhad	Annual	All For		
08/05/2025	RHB Bank Berhad	Annual	All For	 	Concerns related to shareholder rights
09/05/2025	Sany Heavy Industry Co., Ltd.	Annual	Against	11	Concerns to protect shareholder value
ļ			1		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	Concerns related to approach to board gender diversity Lack of independence on board Inadequate
l			•	7,8	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 Insufficient justification for related party transaction
	Hua Xia Bank Co., Ltd.	Annual	Against Against	9	Concerns related to shareholder rights
10/00/2020	Tida Xia Barik Go., Etd.	Ailliadi	Agamst	5	Insufficient/poor disclosure
į		İ	į	11	Shareholder proposal does not promote enhanced shareholder rights
		!	<u> </u>	12,13	Shareholder proposal does not promote transparency
13/05/2025	Hutchmed (China) Limited	Annual	Against	2D	Concerns related to inappropriate membership of committees
12/0E/000F	Ding An Incurence (Croup) Company of Other 144	Annual	All For	2H	Lack of independence on board
	Ping An Insurance (Group) Company of China, Ltd. Ping An Insurance (Group) Company of China, Ltd.	Annual	All For All For	 	
13/05/2025 13/05/2025	Saudi Telecom Co.	Special Annual	All For	ļ	
14/05/2025	Saudi Telecom Co. Aksa Akrilik Kimya Sanayii AS America Movil SAB de CV	Annual	Against	7	Insufficient/poor disclosure
14/05/2025 14/05/2025	America Movil SAB de CV	Annual	Against	2.c4,2.c9,2.c14,4.b1,4.b2,4.	Insufficient/poor disclosure Concerns related to inappropriate membership of committees
		1			Concerns to protect shareholder value
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14/05/2025	Budweiser Brewing Company APAC Limited	Annual	Against	3a	Combined CEO/Chair
14/03/2023	Budwelser Brewing Company At AC Emilied	Pillidai	Agamst		Concerns related to inappropriate membership of committees
1			1		Issue of equity raises concerns about excessive dilution of existing shareholders
j		! !	<u>L</u>	3b	Lack of independence on board. Concerns related to inappropriate membership of committees
14/05/2025	Emlak Konut Gayrimenkul Yatirim Ortakligi AS	Annual	Against		Insufficient/poor disclosure
1					Issue of equity raises concerns about excessive dilution of existing shareholders
14/05/2025	French Crave Ltd	Annual	Aggingt		Lack of independence on board Concerns related to board composition
	Everest Group, Ltd. Tencent Holdings Limited	Annual Annual	Against Against	1.1 3a	Concerns related to succession planning
15/05/2025	Hiscox Ltd.	Annual	Against	2	Low shareholding requirement
15/05/2025	HKT Trust and HKT Limited	Annual	Against	3c	Concerns related to inappropriate membership of committees
i i			•	5,7	Insufficient/poor disclosure
45/05/0005	200.0	<u> </u>	A la -4	3a	Lack of independence on board Concerns related to inappropriate membership of committees
15/05/2025	PPB Group Berhad	Annual Ordinary Shareholders		8	Concerns related to succession planning
15/05/2025 15/05/2025	Promotora y Operadora de Infraestructura SA Tata Steel Limited	Special	All For All For	· ! ··	
15/05/2025	Tata Steel Limited TURKCELL lietisim Hizmetleri AS	Annual	Against	8.9	Insufficient/poor disclosure
15/05/2025	Universal Robina Corporation	Annual	Against	4.9	Concerns related to inappropriate membership of committeesConcerns related to approach to board gender
į					diversity
		1	1	4.1,4.2	Insufficient/poor disclosure Overboarded/Too many other time commitments
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15/05/2025	Wharf Real Estate Investment Company Limited	Annual	Against		Combined CEO/Chair Concerns related to inappropriate membership of committees
15/05/2025	Wharf Real Estate Investment Company Limited	Annual	Against	2a 5,6	Combined CEO/Chair Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders
		Annual	Against	2a 5,6	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
	Wharf Real Estate Investment Company Limited Haittan International Holdings Limited	Annual Annual	Against Against	2a 5,6 2b 2	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. Concerns related to approach to board gender diversity Lack of independence on board
16/05/2025	Haitlan International Holdings Limited	Annual	Against	2a 5,6 2b 2 8,10	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 Concerns related to approach to board gender diversity Lack of independence on board issue of equity raises concerns about excessive dilution of existing shareholders
16/05/2025 17/05/2025	Haitian International Holdings Limited Balal Finsery Limited	Annual Special	Against Against	2a 5,6 2b 2 8,10	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 Concerns related to approach to board gender diversity Lack of independence on board issue of equity raises concerns about excessive dilution of existing shareholders
16/05/2025 17/05/2025 19/05/2025	Haitian International Holdings Limited Baial Finsery Limited Kwelchow Moutal Co., Ltd.	Annual Special Annual	Against Against Against	2a 5,6 2b 2 8,10	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. Concerns related to approach to board gender diversity tack of independence on board Issue of equity raises concerns about excessive dilution of existing shareholders Concerns related to approach to board gender diversity. Inadequate management of climate-related risks
16/05/2025 17/05/2025 19/05/2025	Haitian International Holdings Limited Balal Finsery Limited	Annual Special	Against Against Against Against	2a 5,6 2b 2 8,10	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. Concerns related to approach to board gender diversity Lack of independence on board issue of equity raises concerns about excessive dilution of existing shareholders. Concerns related to approach to board gender diversity inadequate management of climate-related risks inadequate management of climate-related risks
16/05/2025 17/05/2025 19/05/2025 19/05/2025 20/05/2025	Haitian International Holdings Limited Balai Finsery Limited Kwetchow Moutal Co., Ltd. Saudi Arabian Oli Co. China Tower Corporation Limited	Annual Special Annual Annual	Against Against Against	2a 5,6 2b 2 8,10	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. Concerns related to approach to board gender diversity tack of independence on board Issue of equity raises concerns about excessive dilution of existing shareholders Concerns related to approach to board gender diversity. Inadequate management of climate-related risks
16/05/2025 17/05/2025 19/05/2025 19/05/2025 20/05/2025	Haitian International Holdings Limited Baial Finsery Limited Kweichow Moutal Co., Ltd. Saud Arabian Oil Co.	Annual Special Annual Annual	Against Against Against Against	2a 5,6 2b 2 8,10	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. Concerns related to approach to board gender diversity Lack of independence on board Issue of equity raises concerns about excessive dilution of existing shareholders Concerns related to approach to board gender diversity. Inadequate management of climate-related risks Inadequate management of climate-related risks Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders. Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity
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16/05/2025 17/05/2025 19/05/2025 19/05/2025 20/05/2025 20/05/2025 20/05/2025 20/05/2025 20/05/2025 20/05/2025 20/05/2025 20/05/2025 20/05/2025 20/05/2025 21/05/2025 21/05/2025 21/05/2025 21/05/2025 21/05/2025 21/05/2025 22/05/2025 22/05/2025	Haitian International Holdings Limited Baial Finsery Limited Kwetchow Moutal Co., Ltd. Saudi Arabian Ol Co. China Tower Corporation Limited Chinasoft International Limited Hengan International Group Company Limited Nongfu Spring Co., Ltd. Weichal Power Co., Ltd. Weichal Power Co., Ltd. Weichal Power Co., Ltd. CGN Power Co., Ltd. CGN Power Co., Ltd. CK Infrastructure Holdings Limited PT. Charoen Poksphand Indonesia Tik. Shenzhen Transsion Holding Co., Ltd. Turk Hava Yollari AO AAC Technologies Holdings Inc. China Yangtze Power Co., Ltd. CK Asset Holdings Limited CK Asset Holdings Limited CK Asset Holdings Limited CK Asset Holdings Limited CK Asset Holdings Limited CK Hutchison Holdings Limited	Annual Special Annual Annual Annual Annual Annual Annual Special Annual Special Annual	Against Against	2a 5 5 6 2b 2 2 8 10 2 2 8 10 2 2 8 10 2 2 8 10 2 2 8 10 2 2 2 1 3 2 2 2 1 3 2 2 2 1 3 2 2 2 3 2 3	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. Concerns related to approach to board gender diversity Lack of independence on board issue of equity raises concerns about excessive dilution of existing shareholders. Concerns related to approach to board gender diversity inadequate management of climate-related risks Inadequate management of climate-related risks Concerns related to approach to board gender diversity 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 Lack of independence on board Concerns related to approach to board gender diversity. 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 issue of equity raises concerns about excessive dilution of existing shareholders Concerns related to Non-audit fees Concerns related to Non-audit fees Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Inadequate management of climate-related risks Insufficient/poor disclosure Inadequate management of climate-related risks Insufficient/poor disclosure Inadequate management of climate-related risks Insufficient/poor disclosure Inad
16/05/2025 17/05/2025 18/05/2025 18/05/2025 18/05/2025 20/05/2025 20/05/2025 20/05/2025 20/05/2025 21/05/2025 21/05/2025 21/05/2025 21/05/2025 21/05/2025 21/05/2025 21/05/2025 21/05/2025 21/05/2025 21/05/2025 21/05/2025 21/05/2025	Haitian International Holdings Limited Baiaj Finsery Limited Kweichow Moutai Co., Ltd. Saudi Arabian Oil Co. China Tower Corporation Limited Chinasoft International Limited Hengan International Group Company Limited Nongfu Spring Co., Ltd. Weichal Power Co., Ltd. Weichal Power Co., Ltd. Weichal Power Co., Ltd. CSN Power Co., Ltd. CSN Power Co., Ltd. CSN Power Co., Ltd. CK Infrastructure Holdings Limited PT. Charoen Poksphand Indonesia Tbk. Shenzhen Transsion Holding Co., Ltd. Turk Hava Yollari AO AAC Technologies Holdings Inc. China Yangtze Power Co., Ltd. China Yangtze Power Co., Ltd.	Annual Special Annual Annual Annual Annual Annual Annual Special Annual Special Annual	Against Against	2a 5,6 2b 2c 2 8,10 2 7,2 3,14 1 1 5 7,2 2 2 1,1 3 6,7 10 3.1 11,2,3,4 11 15 17,2,2 2 1,1 3,2,3,4 11 15 17,1 18 19 10 10 10 10 11 11 12 18 19 11 12 18 19 18 18 18 18 18 18 18 18 18 18 18 18 18	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. Concerns related to approach to board gender diversity Lack of independence on board issue of equity raises concerns about excessive dilution of existing shareholders. Concerns related to approach to board gender diversity. Inadequate management of climate-related risks Concerns related to approach to board gender diversity. Inadequate management of climate-related risks Concerns related to approach to board gender diversity 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 Concerns related to approach to board gender diversity Lack of independence on board Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity. Sause of equity raises concerns about excessive dilution of existing shareholders Combined CEO/Chair 2- Concerns related to board gender diversity 3- Lack of independence on board inadequate management of climate-related risks Issue of equity raises concerns about excessive dilution of existing shareholders Concerns related to Non-audit fees Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Inadicient/poor disclosure Issue of equity raises concerns about excessive dilution of existin
16/05/2025 17/05/2025 18/05/2025 18/05/2025 18/05/2025 20/05/2025 20/05/2025 20/05/2025 20/05/2025 21/05/2025 21/05/2025 21/05/2025 21/05/2025 22/05/2025 22/05/2025 22/05/2025	Haitian International Holdings Limited Baial Finsery Limited Kwetchow Moutal Co., Ltd. Saudi Arabian Ol Co. China Tower Corporation Limited Chinasoft International Limited Hengan International Group Company Limited Nongfu Spring Co., Ltd. Weichal Power Co., Ltd. Weichal Power Co., Ltd. Weichal Power Co., Ltd. CGN Power Co., Ltd. CGN Power Co., Ltd. CK Infrastructure Holdings Limited PT. Charoen Poksphand Indonesia Tik. Shenzhen Transsion Holding Co., Ltd. Turk Hava Yollari AO AAC Technologies Holdings Inc. China Yangtze Power Co., Ltd. CK Asset Holdings Limited CK Asset Holdings Limited CK Asset Holdings Limited CK Asset Holdings Limited CK Asset Holdings Limited CK Hutchison Holdings Limited	Annual Special Annual Annual Annual Annual Annual Annual Annual Annual Annual Special Annual	Against Against	2a 5,6 2b 12,34 11 12,34 11 15 57 72 22 21,30,30 67 10 31,12,3,9 12 8 12,13,14 9 34 32 34 35 36 36 37 38 39 31 39 30 30 30 30 30 30 30 30 30 30 30 30 30	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. Concerns related to approach to board gender diversity Lack of independence on board issue of equity raises concerns about excessive dilution of existing shareholders. Concerns related to approach to board gender diversity inadequate management of climate-related risks Inadequate management of climate-related risks Concerns related to approach to board gender diversity 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 Lack of independence on board Concerns related to approach to board gender diversity 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 Concerns related to approach to board gender diversity 3- Lack of independence on board inadequate management of climate-related risks Issue of equity raises concerns about excessive dilution of existing shareholders Concerns related to Non-audit fees Concerns related to Non-audit fees Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Inadequate management of climate-related risks Insufficient/poor disclosure Inadequate management of climate-related risks Insufficient/poor disclosure I

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
	Mavi Giyim Sanayi ve Ticaret AS	Annual	All For		
22/05/2025	MGM China Holdings Limited	Annual	Against	3A3 5,7	Concerns related to succession planning
				3A4	Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
	PT Kalbe Farma Tbk	Annual	Against	3,5	Insufficient/poor disclosure
	PT Sumber Alfaria Trijaya Tbk Sands China Ltd.	Annual Annual	All For Against	3a	Concerns related to approach to board gender diversity
			, and the second	3b	Concerns related to succession planning
22/05/2025	Vestel Elektronik Sanayi ve Ticaret AS	Annual	Against	6,7 7	Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure
			<u> </u>	13	Issue of equity raises concerns about excessive dilution of existing shareholders
23/05/2025	C&D International Investment Group Limited	Annual	Against	3	Concerns related to inappropriate membership of committees. Concerns related to approach to board gender diversity and lack of independence on board
				9,11	Concerns related to succession planning
23/05/2025	Oblica Otata Occasionalisa Francisco de a Occasionalisa	Annual	A colored	i !	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 Insufficient/poor disclosure
23/05/2025	Kerry Properties Limited	Annual	Against	3a	Combined CEO/Chair Concerns related to inappropriate membership of committees
23/05/2025	Wynn Macau Limited	Annual	Againet	6A,6C 3a,3c	Issue of equity raises concerns about excessive dilution of existing shareholders Concerns related to succession planning
23/03/2025	wynn wacau cinneu	Annual	Against	7,8	Issue of equity raises concerns about excessive dilution of existing shareholders
23/05/2025	Yue Yuen Industrial (Holdings) Limited	Annual	Against	5A,5C	Issue of equity raises concerns about excessive dilution of existing shareholders
24/05/2025	Info Edge (India) Limited	Special	All For	30	Lack of independence on board
26/05/2025	KLN Logistics Group Limited	Annual	Against	9A,9C	issue of equity raises concerns about excessive dilution of existing shareholders
26/05/2025	VINLogistics Group Limited	Special	All For	6	Lack of independence on board
	KLN Logistics Group Limited NARI Technology Co., Ltd.	Special Annual	All For Against	8	Concerns to protect shareholder value
	Orient Overseas (International) Limited	Annual	Against	3b	Concerns related to inappropriate membership of committees
		•		3a 3f	Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Lack of independence on board
			•	6a,6c	Concerns related to succession planning
07/05/0005	Ordered Occurred and Antonio Manager D. Lincolle d	Onestal	All For	ļ	Issue of equity raises concerns about excessive dilution of existing shareholders
	Orient Overseas (International) Limited Pop Mart International Group Limited	Special Annual	All For Against	3b	Concerns related to approach to board gender diversity Lack of independence on board
			Ĭ	3a	Concerns related to inappropriate membership of committees Combined CEO/Chair
27/05/2025	PT Telkom Indonesia (Persero) Tbk	Annual	Against	5A,5C	Issue of equity raises concerns about excessive dilution of existing shareholders 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	Shenzhou International Group Holdings Limited	Annual	Against	8 10	Insufficient/poor disclosure
į				3	Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board Concerns related to inappropriate membership of committees Inadequate
		<u> </u>	<u> </u>	 	management of climate-related risks
28/05/2025 28/05/2025	Axiata Group Berhad Chailease Holding Co., Ltd.	Annual Annual	All For All For	<u> </u>	
28/05/2025	COSCO SHIPPING Holdings Co., Ltd.	Annual	Against	13.1	Concerns related to approach to board gender diversity Lack of independence on board
į		ļ	İ	13.2 11	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	<u> </u>	Concerns related to snareholder rights
28/05/2025	Gold Fields Ltd.	Annual	All For		
28/05/2025	Haier Smart Home Co., Ltd.	Annual	Against	33.01 33.04	Combined CEO/Chair Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees
				12	Insufficient/poor disclosure
				33.03	Overboarded/Too many other time commitments Concerns related to inappropriate membership of committees
28/05/2025	Haier Smart Home Co., Ltd.	Special	All For	i	committees
	Jarir Marketing Co.	Annual	Against	9	Insufficient justification for related party transaction
28/05/2025	PT Perusahaan Gas Negara Tbk	Annual	Against	6 7	Insufficient/poor disclosure 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	Alchip Technologies Ltd.	Annual	Against	3.2,3.3 3.1	Concerns related to approach to board gender diversity
29/05/2025	Aselsan Elektronik Sanayi ve Ticaret AS	Annual	Against	7,8,9,12,13	Concerns related to inappropriate membership of committees Insufficient/poor disclosure
29/05/2025	BizLink Holding, Inc.	Annual	All For		
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	Concerns related to inappropriate membership of committees Concerns related to approach to board gender
				5,6 4.4	diversity Lack of independence on board Issue of equity raises concerns about excessive dilution of existing shareholders
		<u> </u>	<u> </u>	7.7	Overboarded/Too many other time commitments
29/05/2025	China Feihe Limited	Annual	Against	3e	Concerns related to approach to board gender diversity
		İ		3b 3c	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Inadequate management of climate-related risks
			İ	6,7	Concerns related to approach to board gender diversity Inadequate management of climate-related risks
29/05/2025	Vingeoft Corporation Limited	Annual	Against	3.1	Issue of equity raises concerns about excessive dilution of existing shareholders
2910012025	Kingsoft Corporation Limited	Annual	Against	3.1 3.3	Concerns related to approach to board gender diversity Lack of independence on board Concerns related to succession planning
ļ				8	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
		, uniuai		6,8	Issue of equity raises concerns about excessive dilution of existing shareholders
29/05/2025	MTN Group Ltd.	Annual	Against	22	Pay is misaligned with EOS remuneration principles
2910012025	Petkim Petrokimya Holding AS	Annual Annual	Against Against	9,12 4.1	Insufficient/poor disclosure Concerns related to approach to board gender diversity
29/05/2025	Silergy Corp.	•	1	4.9	Overboarded/Too many other time commitments
	Silergy Corp.	ļ.,		1	i
29/05/2025	Zhen Ding Technology Holding Ltd.	Annual Annual	All For	5	Concerns related to approach to hoard gender diversity, and lack of independence on hoard
29/05/2025		Annual Annual	All For Against	5 3	Concerns related to approach to board gender diversity and lack of independence on board Concerns related to inappropriate membership of committees
29/05/2025 30/05/2025	Zhen Dina Technology Holdina Ltd. GCL Technology Holdings Limited	Annual	Against	5 3 8A,8C	Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders
29/05/2025 30/05/2025 30/05/2025	Zhen Ding Technology Holding Ltd. GCL Technology Holdings Limited Geely Automobile Holdings Limited	Annual Annual	Against Against	5 3 8A,8C 3.4	Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
29/05/2025 30/05/2025 30/05/2025 30/05/2025	Zhen Dina Technology Holdina Ltd. GCL Technology Holdings Limited	Annual	Against		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 approach to board gender diversity Concerns to protect shareholder value
29/05/2025 30/05/2025 30/05/2025 30/05/2025 30/05/2025	Zhen Ding Technology Holding Ltd. GCL Technology Holdings Limited Geselv Automobile Holdings Limited LTMIndtree Ltd. Midea Group Co. Ltd.	Annual Annual Annual Annual	Against Against Against Against	3.4 5 13,17 9	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 approach to board gender diversity Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders
29/05/2025 30/05/2025 30/05/2025 30/05/2025 30/05/2025	Zhen Ding Technology Holding Ltd. GCL Technology Holdings Limited Geely Automobile Holdings Limited LTMIndtree Ltd.	Annual Annual Annual	Against Against Against Against	3,4 5	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 approach to board gender diversity. Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders Concerns to protect shareholder value
29/05/2025 30/05/2025 30/05/2025 30/05/2025 30/05/2025 30/05/2025 30/05/2025	Zhen Dina Technology Holdina Ltd. GCL Technology Holdings Limited Geety Automobile Holdings Limited LTIMindtree Ltd. Midea Group Co. Ltd. Minth Group Limited Nedbank Group Ltd.	Annual Annual Annual Annual Annual Annual	Against Against Against Against Against Against Ali For	3.4 5 13,17 9 18 20	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 approach to board gender diversity Concerns to proted shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders Concerns to proted shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders Issue of equity raises concerns about excessive dilution of existing shareholders
29/05/2025 30/05/2025 30/05/2025 30/05/2025 30/05/2025 30/05/2025 30/05/2025	Zhen Ding Technology Holding Ltd. GCL Technology Holdings Limited Gestly Automobile Holdings Limited LTMIndraes Ltd. Midea Group Co. Ltd. Minth Group Limited	Annual Annual Annual Annual Annual Annual	Against Against Against Against Against Against	3.4 5 13,17 9 18	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 approach to board gender diversity Concerns to proted shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders Concerns to proted shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders Issue of equity raises concerns about excessive dilution of existing shareholders

	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
30/05/2025	Xinyi Glass Holdings Ltd.	Annual	Against	3A2,3A3	Lack of independence on board
03/06/2025	Absa Group Ltd.	Annual	All For	3A1,3A4,6,7,8	Pay is misaligned with EOS remuneration principles
03/06/2025	Absa Group Ltd. United Energy Group Limited	Annual	Against	4 8a,8c	Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders
			<i>i</i> 	5	Lack of independence on board. Concerns related to succession planning
04/06/2025 05/06/2025	Sanlam Ltd. China Resources Mixc Lifestyle Services Limited	Annual Annual	Against Against	3.4	Concerns related to approach to board gender diversity Concerns related to approach to board gender diversityLack of independence on board
03/00/2023	Crima resources wind Ellestyle Services Ellinted	Alliluai	Ĭ	3.1	Concerns related to inappropriate membership of committeesConcerns related to approach to board gender
į				6,7	diversity Issue of equity raises concerns about excessive dilution of existing shareholders
05/06/2025	ORLEN SA	Annual	Against	21,22	Insufficient/poor disclosure
				18 23	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
05/06/2025	PetroChina Company Limited	Special	All For	0,10	Insufficient/poor disclosure
05/06/2025	Sinotrans Limited	Annual	Against	4	Concerns related to shareholder rights Issue of equity raises concerns about excessive dilution of existing shareholders
05/06/2025	Sinotrans Limited	Special	All For	i i 	
05/06/2025 05/06/2025	Tingyi (Cayman Islands) Holding Corp. Tingyi (Cayman Islands) Holding Corp.	Annual Extraordinary Shareholders	Against All For	5,6	Concerns related to inappropriate membership of committees
05/06/2025	Xiaomi Corporation	Annual	Against	2	Concerns related to inappropriate membership of committees Combined CEO/Chair
į				3 8,9	Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity
06/06/2025	BYD Company Limited	Annual	Against	4	Issue of equity raises concerns about excessive dilution of existing shareholders inadequate management of climate-related risks
	<u>į</u>	Annual	Against	8,10,11,13	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	Concerns related to inappropriate membership of committees Concerns related to approach to board gender
ļ				6,7	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	4	Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles
	Bajaj Finance Limited	Special	Against	2	Pay is misaligned with EOS remuneration principles
07/06/2025	Coromandel International Limited	Special	Against	1	Concerns related to approach to board gender diversity 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	Concerns related to inappropriate membership of committees
į				8 11	Pay is misaligned with EOS remuneration principles
09/06/2025	Meituan	Annual	All For		
09/06/2025 10/06/2025	Standard Bank Group Ltd. Itmax System Bhd.	Annual Annual	Against All For	2.2	Concerns related to inappropriate membership of committees
	PLDT Inc.	Annual	Against	2.6	Concerns related to attendance at board or committee meetings
				2.11 2.3	Concerns related to inappropriate membership of committees Lack of independence on board Concerns about overall performance
į				2.10 2.1	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
į				2.2	overall performance
į				2.7,2.8	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	Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders
	<u> </u>	<u> </u>	i ! !	3	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	(4	Concerns related to approach to board gender diversity
12/06/2025 12/06/2025	Aegon Ltd. China Mengniu Dairy Company Limited	Annual Annual	Against All For	2.3.	Pay is misaligned with EOS remuneration principles
12/06/2025	ESR Group Limited	Annual	Against	2c	Lack of independence on board
12/06/2025	Shangri-La Asia Limited	Annual	Against	3A 6A,6C	Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders
40/00/000	Sinopharm Group Co., Ltd.		<u> </u>	6D,6E,6F	Pay is misaligned with EOS remuneration principles
12/06/2025		Annual			a visitilisaigiles war 200 terranication principles
			Against	10 8	Concerns related to approach to board gender diversity Concerns related to shareholder rights
			Against		Concerns related to approach to board gender diversity Concerns related to shareholder rights Issue of equity raises concerns about excessive dilution of existing shareholders
12/06/2025		Special	All For	8	Concerns related to approach to board gender diversity Concerns related to shareholder rights
12/06/2025 12/06/2025 13/06/2025	Sinopharm Group Co., Ltd. Ulker Biskuvi Sanavi AS	Special Annual	All For Against	8	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 Insufficient/poor disclosure.
13/06/2025 13/06/2025	Sinopharm Group Co., Ltd. Ulker Biskuvi Sanavi AS Aksa Engril Uretim AS ESR Group Limited	Special Annual Annual Court	All For Against Against All For	8	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
13/06/2025 13/06/2025 13/06/2025	Sinopharm Group Co., Ltd. Ulker Biskuvi Sanavi AS. Aksa Eneril Urelim AS. ESR Group Limited ESR Group Limited	Special Annual Annual	All For Against Against All For All For	8	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 Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders
13/06/2025 13/06/2025 13/06/2025 13/06/2025	Sinopharm Group Co., Ltd. Ulker Biskuvi Sanavi AS Aksa Enerii Uretim AS ESR Group Limited ESR Group Limited Giant Biogene Holding Co. Ltd.	Special Annual Annual Court Extraordinary Shareholders Annual	All For Against Against All For All For Against	8 11 8 11 8 1 2 2 2 2 2 2 2 2 2 2 2 2 2	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 Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders 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
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Part Part Company Part	Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
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And the second s	18/06/2025	PT GoTo Gojek Tokopedia Tbk		Against	13	Concerns to protect shareholder value
April Company Compan	10/06/2025	Vietnam Entermine Investments Ltd	Annual	Against	15	Insufficient/poor disclosure
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Company to proceed transmiss relating in training Company to proceed transmiss relating a classical part of the process of	19/06/2025	Tata Consultancy Services Limited	Annual	All For	! !	
	20/06/2025	Bilibili, Inc.	Annual	Against	4	
Section Company Comp					7,9	Issue of equity raises concerns about excessive dilution of existing shareholders
Company Comp	20/06/2025	Brilliance China Automotive Holdings Limited	Annual	Against		Concerns related to approach to board gender diversity
Security Control of the Control	20/06/2025	China CITIC Bank Cornection Limited	Annual	Against		
George Company Compa		China CITIC Bank Corporation Limited		All For	1.0.7	Induceyudic management of climate-related fishs
Second State Seco		China Railway Group Limited		Against		
March Company Compan	20/06/2025	China Railway Group Limited	Snecial	All For	12	Insufficient/poor disclosure
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Second Company Seco	20/06/2025	Huatai Securities Co., Ltd.	Special	All For		l
John Control State John Co	20/06/2025	PT Indofood Sukses Makmur Tbk		Against	6	Concerns related to Non-audit fees
Security Security Communication of the Communicatio		Snarkninja, inc. Tata Motors Limited			5	Concerns about overall board structure
Comment of the Comm	20/06/2025	United Spirits Limited	Special	All For		
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2007-0005 Communication of biological bi				[9	Issue of equity raises concerns about excessive dilution of existing shareholders
Page Page	23/06/2025	CD Projekt SA	Annual	Against	27	Concerns related to shareholder rights
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3006/2025 Gree Electric Appliances, Inc. of Zhuhai Annual Against 1,2,3 Inadequate management of climate-related risks 11 Insufficient/poor disclosure Insufficient/poor	30/06/2025	BIM Birlesik Magazalar AS	Special			Our and a state of the phone is taken as state.
30/06/2025 Hindustan Unilever Limited Annual All For 30/06/2025 CLC 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 30/06/2025 NagaCorp Ltd. Annual Against 2,2 Concerns related to approach to board gender diversity 30/06/2025 PT MAP Aktif Adjorkasa Tbk Annual All For 30/06/2025 Oliv Technology, Inc. Annual All For 30/06/2025 Sinotrans Limited Extraordinary Shareholders All For 30/06/2025 Clariant AG Annual Against 4,1,4,4,1,4,1,1 10/04/2025 Clariant AG Concerns related to approach to board gender diversity 30/04/2025 Clariant AG Annual Against 4,1,4,4,1,4,1,1 30/04/2025 Concerns related to approach to board gender diversity 30/04/2025 Clariant AG Annual Against 4,1,4,4,1,4,1,1 30/04/2025 Concerns related to approach to board gender diversity 30/04/2025 Concerns related to approach to board gender diversity 30/04/2025 Concerns related to approach to board gender diversity 30/04/2025 Concerns related to approach to board gender diversity 30/04/2025 Concerns related to approach to board gender diversity 30/04/2025 Concerns related to approach to board gender diversity 30/04/2025 Concerns related to approach to board gender diversity 30/04/2025 Concerns related to approach to board gender diversity 30/04/2025 Concerns related to approach to board gender diversity 30/04/2025 Concerns related to approach to board gender diversity 30/04/2025 Concerns related to approach to board gender diversity 30/04/2025 Concerns related to approach to board gender diversity 30/04/2025 Concerns related to approach to board gender diversity 30/04/2025 Concerns related to approach to board gender diversity 30/04/2025 Concerns related to approach to board gender diversity	30/06/2025	Gree Flectric Appliances Inc. of Zhuhai			123	Concerns related to shareholder rights Inadequate management of climate-related risks
3006/2025 Hindustan Unilever Limited Annual All For			,uai			
3006/2025 Man Wah Holdings Limited Annual Against 1 Concerns related to approach to board gender diversity Annual Against 7.9 Issue of equity raises concerns about excessive dilution of existing shareholders 3006/2025 NagaCorp Ltd. Annual Against 2.2 Concerns related to approach to board gender diversity SA,5C Issue of equity raises concerns about excessive dilution of existing shareholders 3006/2025 PT MAP Aktif Adjoerkasa Tbk Annual All For S006/2025 Sinotrans Limited Annual All For S006/2025 Sinotrans Limited Extraordinary Shareholders All For S006/2025 Sinotrans Limited Annual All For Annual All For S006/2025 Clariant AG Annual Against 4.1.a.4.1.h.4.1.j Concerns related to approach to board gender diversity Insufficient/poor disclosure Source Sour	30/06/2025	Hindustan Unilever Limited			 	
3 Lack of Independence on board 3 October 1 Annual Against 2 Concerns related to approach to board gender diversity 4 Independence on board gender diversity 5 Annual Against 2 Concerns related to approach to board gender diversity 5 Annual All For 5 October 1 Annual All For 5 October 2 Annual All For 5 October 3 Oc	30/06/2025	ICICI Lombard General Insurance Company Limited			i4 7 9	Concerns related to approach to board gender diversity
30/06/2025 NagaCorp Ltd. Annual Against 2.2 Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders 30/06/2025 Offit Technology, Inc. Annual All For 30/06/2025 Sinotrans Limited Extraordinary Shareholders All For 30/06/2025 Sinotrans Limited Extraordinary Shareholders All For 30/06/2025 Tip.com Group Limited Annual All For 30/06/2025 Carlant AG Annual Against 4.1.a,4.1.h,4.1.j Concerns related to approach to board gender diversity Insufficient/poor disclosure Sinotrans Limited Concerns related to approach to board gender diversity Sinotrans Limited Sinotrans Limited Concerns related to approach to board gender diversity Sinotrans Limited Sinotrans			, united	, sguiridt	3	
30/06/2025 PT MAP Aktif Adiperkasa Tbk Annual All For 30/06/2025 Offit Technology, Inc. Annual All For 30/06/2025 Offit Technology, Inc. Annual All For 30/06/2025 Injustration Sinotrans Limited Extraordinary Shareholders All For 30/06/2025 Trip.com Group Limited Annual All For Sinotrans Limited 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	30/06/2025	NagaCorp Ltd.	Annual	Against		Concerns related to approach to board gender diversity
30/06/2025 Offu Technology, Inc. Annual All For.	30/06/2026	DT MAD Aktif Adinarkasa Thk	Δημιαί	All For	5A,5C	Issue of equity raises concerns about excessive dilution of existing shareholders
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				All For	j	
30/06/2025 Trip.com Group Limited Annual All For 4.1.a,4.1.h,4.1.j Concerns related to approach to board gender diversity 01/04/2025 Clariant AG Annual Against 4.1.a,4.1.h,4.1.j Concerns related to approach to board gender diversity insufficient/poor disclosure Insufficient/poor disclosure	30/06/2025	Sinotrans Limited	Extraordinary Shareholders	All For		
6.1,6.2 Insufficient/poor disclosure	30/06/2025	Trip.com Group Limited	Annual		41041541	Concerns related to approach to beard goods diversity
	01/04/2025	CIANAIN AG	Armual	Against		Insufficient/poor disclosure
1.0 1 ay to intodigricul with EQQ (childrication) principles			L	i i L	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		Annual		-	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	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees
				20	Pay is misaligned with EOS remuneration principles
	Elisa Oyi	Annual	All For		
02/04/2025	ROCKWOOL A/S	Annual	Abstain Against	7.4 4	Concerns related to inappropriate membership of committeesPay is misaligned with EOS remuneration principles
02/04/2025	Volvo AB	Annual	Against	14.3,14.11,15	Overboarded/Too many other time commitments
	Banco Santander SA	Annual	Against	7A,7F 11	Pay is misaligned with EOS remuneration principles
03/04/2025	EDP Renovaveis SA	Annual	Against	6	Concerns to protect shareholder value Inadequate management of climate-related risks
				8	Pay is misaligned with EOS remuneration principles
03/04/2025	Indutrade AB	Annual	Against	13.2 13.1e	Concerns related to inappropriate membership of committees Lack of independence on board Overboarded/Too many other time commitments
				13.1f	Concerns related to inappropriate membership of committees Lack of independence on board
				13.1g	Concerns related to inappropriate membership of committees Lack of independence on board
				13.1c 15	Overboarded/Too many other time commitments Lack of independence on board
		į		10	Lack of independence on board Concerns related to inappropriate membership of committees
00/04/0005	Name and Alaman Alexandria	A	AU E		Pay is misaligned with EOS remuneration principles
03/04/2025 03/04/2025	Novonesis (Novozymes A/S) Orion Oyj	Annual Annual	All For Against	10	A vote AGAINST this item is warranted because 50 percent of the STIP is based on vaguely defined
00/01/2020	511511 533	, unida			performance criteria, up from 40 percent last year. Further concerns are noted as the company has failed to
03/04/2025	Osstad A/C	Annual	Against	2.6	provide ex post disclosure of targets attached to the variable incentive plans
	Orsted A/S PSP Swiss Property AG	Annual Annual	Against Against	12.1,12.2	Pay is misaligned with EOS remuneration principles Insufficient/poor disclosure
	Volvo Car AB	Annual	Against	12.a,12.j	Concerns related to attendance at board or committee meetings
				12.b,12.k 12.c	Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to attendance at board or
				11.a,14	committee meetings Overboarded/Too many other time commitments
0.110.117-7-7	2000	<u> </u>			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	Concerns related to inappropriate membership of committees 2- Lack of independent representation at board
				15	committees 3- Non-independent Chairman
				12.1,12.7,13	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
00/04/0005	0.00 0 4.0	Ammont	Against	16	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
08/04/2025 08/04/2025	SIG Group AG Vestas Wind Systems A/S	Annual Annual	Against Abstain	6.1,10 6.a	Concerns related to inappropriate membership of committeesPay is misaligned with EOS remuneration
I	,	i L	Against	4	principles
09/04/2025	Aena S.M.E. SA	Annual	Against	7.4 12	Concerns related to succession planning Voting related to alignment with 1.5 degrees scenario
09/04/2025	Deutsche Telekom AG	Annual	Against	7.a	Concerns related to inappropriate membership of committees
			_	11,12	Pay is misaligned with EOS remuneration principles
09/04/2025 09/04/2025	Koninklijke Ahold Delhaize NV LE Lundbergforetagen AB	Annual Annual	All For Against	12	Lack of independence on board Inadequate management of climate-related risks Overboarded/Too many
	EE Earlaborgrovolagori / IB	, umaa	riganist		other time commitments
09/04/2025	Spotify Technology SA	Annual	Against	4b	Concerns to protect shareholder value
				4a 6	Concerns to protect shareholder value Combined CEO/Chair Pay is misaligned with EOS remuneration principles
09/04/2025 09/04/2025	Telefonica SA	Annual	Against	6,7,9	Pay is misaligned with EOS remuneration principles
	Telia Co. AB	Annual	All For Against	106	Pay is misaligned with EOS remuneration principles
10/04/2025	Zurich Insurance Group AG Aalberts NV	Annual Annual	All For	1.2,0	r ay is inisanglied with EOS feriturieration principles
10/04/2025	BBGI Global Infrastructure S.A.	Extraordinary Shareholders	All For		
10/04/2025 10/04/2025	CaixaBank SA EDP SA	Annual Annual	All For Against	313233	
	Emmi AG	Annual	Against		Concerns related to inappropriate membership of committees
				5.3.2,5.3.4	Insufficient/poor disclosure
				5.2.3,8 4.3	Pay is misaligned with EOS remuneration principles
10/04/2025	Industrivarden AB	Annual	Against	12.b,12.h	Lack of independence on board Concerns related to inappropriate membership of committees
				12.a,12.e,12.j 12.f	Lack of independence on board Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments
				16	Lack of independence on board Overboarded/Too many other time commitments
		ļ 			Pay is misaligned with EOS remuneration principles
	Italgas SpA Julius Baer Gruppe AG	Extraordinary Shareholders Annual	All For Against	8	Insufficient/poor disclosure
		! ! !		1.2	Pay is misaligned with EOS remuneration principles
10/04/2025	Saab AB	Annual		11.i,11.l	Concerns related to approach to board gender diversity Overboarded/Too many other time commitments Concerns related to inappropriate membership of committees
		<u> </u>			Overboarded/Too many other time commitments
<u></u>		 	<u> </u>	13,14,15.a,15.b,15.c	Pay is misaligned with EOS remuneration principles
10/04/2025	Straumann Holding AG	Annual	Against	6.4,7.2 10	Concerns related to inappropriate membership of committees Insufficient/poor disclosure
		<u> </u>		1.3	Pay is misaligned with EOS remuneration principles
10/04/2025	UBS Group AG	Annual	Against	6.2,6.8,7.3	Concerns related to inappropriate membership of committees
	OBO Group AG			3	EOS manual override
	OBO Group AG			12	Insufficient/poor disclosure
				12 2	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
	Swiss Re AG	Annual	Against	2 7	Pay is misaligned with EOS remuneration principles insufficient/poor disclosure
11/04/2025		Annual Annual	Against Against	12 2 7 1.2 10.1,10.2,10.3	Pay is misaligned with EOS remuneration principles
11/04/2025 14/04/2025	Swiss Re AG Flughafen Zuerich AG	Annual	Against	2 7 1.2 10.1,10.2,10.3 5	Pay is misaligned with EOS remuneration principles Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles Insufficient basis to support a decision Pay is misaligned with EOS remuneration principles
11/04/2025 14/04/2025 14/04/2025	Swiss Re AG Flughafen Zuerich AG Piraeus Financial Holdings SA	Annual Annual	Against Against	2 7 1.2	Pay is misaligned with EOS remuneration principles Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles Insufficient basis to support a decision Pay is misaligned with EOS remuneration principles Insufficient/poor disclosure
11/04/2025 14/04/2025 14/04/2025 15/04/2025	Swiss Re AG Flughafen Zuerich AG Piraeus Financial Holdings SA Airbus SE	Annual Annual Annual	Against Against Against Against	2 7 1.2 10.1,10.2,10.3 5 7,12,14,15	Pay is misaligned with EOS remuneration principles Insufficiently poor disclosure Pay is misaligned with EOS remuneration principles Insufficient basis to support a decision Pay is misaligned with EOS remuneration principles Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
11/04/2025 14/04/2025 14/04/2025 15/04/2025 15/04/2025 15/04/2025	Swiss Re AG Flughafen Zuerich AG Piraeus Financial Holdings SA Airbus SE Infrastruture Wireless Italiane SpA Sandoz Group AG	Annual Annual Annual Annual Annual	Against Against Against Against Against	2 7 1.2 10.1,10.2,10.3 5 7.12,14,15 8 4,93,10	Pay is misaligned with EOS remuneration principles Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles Insufficient basis to support a decision Pay is misaligned with EOS remuneration principles Insufficient/poor disclosure. Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Insufficient/poor disclosure.
11/04/2025 14/04/2025 14/04/2025 15/04/2025 15/04/2025 15/04/2025 15/04/2025	Swiss Re AG Flughafen Zuerich AG Piraeus Financial Holdings SA Arbus SE Infrastruture Wirejess Italiane SpA Sandoz Group AG Sellantis NV	Annual Annual Annual Annual Annual Annual	Against Against Against Against Against Against Against Against	2 7 1.2 10.1,10.2,10.3 5 7.12,14,15 8 4,9.3,10 10 2,c,5,a,5,b	Pay is misaligned with EOS remuneration principles insufficient/poor disclosure Pay is misaligned with EOS remuneration principles insufficient basis to support a decision Pay is misaligned with EOS remuneration principles Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles insufficient/poor disclosure Pay is misaligned with EOS remuneration principles insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
11/04/2025 14/04/2025 14/04/2025 15/04/2025 15/04/2025 15/04/2025 16/04/2025 16/04/2025	Swiss Re AG Flughafen Zuerich AG Flughafen Zuerich AG Piraeus Financial Holdings SA Arbus SE Infrastruture Wirejess Italiana SpA Sandoz Group AG Stellantis NV AerCap Holdings NV Banca Mediolanum SoA	Annual Annual Annual Annual Annual	Against Against Against Against Against	2 7 1.2 10.1,10.2,10.3 5 7,7,2,14,15 8 4,9,3,10 10 2,5,3,5,5 5,66	Pay is misaligned with EOS remuneration principles insufficient/poor disclosure Pay is misaligned with EOS remuneration principles insufficient basis to support a decision Pay is misaligned with EOS remuneration principles Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles insufficient/poor disclosure Pay is misaligned with EOS remuneration principles insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
11/04/2025 14/04/2025 14/04/2025 15/04/2025 15/04/2025 15/04/2025 16/04/2025 16/04/2025	Swiss Re AG Flughafen Zuerich AG Piraeus Financial Holdings SA Arbus SE Infrastruture Wirejess Italiane SpA Sandoz Group AG Sellantis NV	Annual Annual Annual Annual Annual Annual	Against Against Against Against Against Against Against Against Against Against	2 7 12 10.1,10.2,10.3 5,7.12,14,15 8,49,3,10 10 2,5,8,5,5 5,66 2,3 7,15,7,4	Pay is misaligned with EOS remuneration principles Insufficiently poor disclosure Pay is misaligned with EOS remuneration principles Insufficient basis to support a decision Pay is misaligned with EOS remuneration principles Insufficient/boor disclosure Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Concerns regarding Auditor tenure
11/04/2025 14/04/2025 14/04/2025 15/04/2025 15/04/2025 15/04/2025 16/04/2025 16/04/2025	Swiss Re AG Flughafen Zuerich AG Flughafen Zuerich AG Piraeus Financial Holdings SA Arbus SE Infrastruture Wirejess Italiana SpA Sandoz Group AG Stellantis NV AerCap Holdings NV Banca Mediolanum SoA	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against Against Against Against Against Against Against	2 7 1.2 10.1,10.2,10.3 5 7,7,2,14,15 8 4,9,3,10 10 2,5,3,5,5 5,66	Pay is misaligned with EOS remuneration principles Insufficiently poor disclosure Pay is misaligned with EOS remuneration principles Insufficient basis to support a decision Pay is misaligned with EOS remuneration principles Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Cancerns regarding Auditor tenure Concerns regarding Auditor tenure Concerns regarding Auditor tenure
11/04/2025 14/04/2025 14/04/2025 15/04/2025 15/04/2025 15/04/2025 16/04/2025 16/04/2025	Swiss Re AG Flughafen Zuerich AG Flughafen Zuerich AG Piraeus Financial Holdings SA Arbus SE Infrastruture Wirejess Italiana SpA Sandoz Group AG Stellantis NV AerCap Holdings NV Banca Mediolanum SoA	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against Against Against Against Against Against Against	2 7 12 10.1,102,10.3 5 7.12,14.15 8 4.9,3.10 10 2,0.5,0.5,0.5 5,60 7.1,5,7.4 7,1.7,7.2,1 9,7.1,7,7.2,1	Pay is misaligned with EOS remuneration principles Insufficiently poor disclosure Pay is misaligned with EOS remuneration principles Insufficient basis to support a decision Pay is misaligned with EOS remuneration principles Insufficient/boor disclosure Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Concerns regarding Auditor tenure

Meeting Date	Company Name	Meeting Type	Votes For/Against Managemen	Agenda Item Numbers	Voting Explanation
16/04/2025	Davide Campari-Milano NV	Annual	Against	51	Concerns related to attendance at board or committee meetings
10/04/2023	Davide Campan-Milano NV	Ailliuai	Against	5g	Concerns related to inappropriate membership of committees
		ļ	į	8	Issue of equity raises concerns about excessive dilution of existing shareholders
		•		6	Issue of equity raises concerns about excessive dilution of existing shareholders. Double voting rights
16/04/2025	Ferrari NV	Annual	Against	2b,7	Pay is misaligned with EOS remuneration principles Concerns related to management of environment-related business risks
10/04/2025	renan ivv	Annual	Against	3a 3d	Overboarded/Too many other time commitments
16/04/2025	Geberit 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
	<u>i</u>	i 	<u> </u>	1.3	Pay is misaligned with EOS remuneration principles
16/04/2025	Iveco Group NV	Annual	Against	4d 4g,4h	Concerns related to attendance at board or committee meetings Concerns related to inappropriate membership of committees Lack of independence on board
			•	4a,4e	Lack of independence on board
				4i	Overboarded/Too many other time commitments
	[<u> </u>	2e,6,7	Pay is misaligned with EOS remuneration principles
16/04/2025	Moncler SpA	Annual	Against	4.1,4.2,4.4.2,4.5 4.3	Insufficient/poor disclosure
16/04/2025	Nestle SA	Annual	Against	1.2	Pay is misaligned with EOS remuneration principles
16/04/2025	Prysmian SpA	Annual/Special	Against	3,8,9	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
16/04/2025	Public Power Corp. SA		Against	2.1	Combined CEO/Chair Concerns related to succession planning
16/04/2025	Royal KPN NV	Annual	Against	11	Concerns related to succession planning Pay is misaligned with EOS remuneration principles
17/04/2025	Adecco Group AG	Annual	Against	6	Insufficient/poor disclosure
1170 112020	nacco creap no	7 unidea	riganior	1.2	Pay is misaligned with EOS remuneration principles
17/04/2025	Banca Monte dei Paschi di Siena SpA	Annual/Special	Against	2.i	Concerns related to shareholder rights
47/04/0005		ļ	<u> </u>	1	Concerns to protect shareholder value
17/04/2025	Beiersdorf AG	Annual	Against	14	Concerns related to shareholder rights Lack of independence on board Concerns related to inappropriate membership of committees
		ļ		6,7	Pay is misaligned with EOS remuneration principles
17/04/2025	Covestro AG	Annual	Against	9	Concerns related to shareholder rights
	i			6,7	Pay is misaligned with EOS remuneration principles
17/04/2025	Covivio SA	Annual/Special	Against	7,8,10,11,28	Pay is misaligned with EOS remuneration principles
17/04/2025	Gecina SA Heineken Holding NV	Annual/Special Annual	Against Against	12 7.a	Lack of Independence on board
17/04/2025 17/04/2025	Heineken NV	Annual	Against	4.b	Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to inappropriate membership of committees
		•	-	4.a	Inadequate management of climate-related risks
		i 	<u> </u>	1.b	Pay is misaligned with EOS remuneration principles
17/04/2025	LVMH Moet 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	Issue of equity raises concerns about excessive dilution of existing shareholders
00/04/0005	i Log vo		<u> </u>	5b	Pay is misaligned with EOS remuneration principles
22/04/2025	Getinge AB	Annual	Against	15.c,15.d 15.b,15.e,15.j	Lack of independence on board Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to inappropriate membership of committees
		ļ	į	15.a	Overboarded/Too many other time commitments
		•		15.i	Lack of independence on board Overboarded/Too many other time commitments
	<u> </u>	<u> </u>	<u> </u>	¦ ;	Overboarded/Too many other time commitments
	ING Groep NV ABN AMRO Bank NV	Annual Annual	All For All For		
	ageas SA/NV	Extraordinary Shareholders	All For		
23/04/2025	Amplifon SpA	Annual	Against	2.2.2	Concerns related to shareholder rights
			•	6	Pay is misaligned with EOS remuneration principles
22/04/2025	ACMI Halding MV	Appual	Against	4.1,4.2 3a,5,6	Pay is missligated with EOS compropriate principles
23/04/2025	ASML Holding NV Assa Abloy AB	Annual Annual	Against Against	12	Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Overboarded/Too many other time
			Ĭ	14,16	commitments Lack of independence on board
	<u> </u>	! ! !	<u> </u>	! ! !	Pay is misaligned with EOS remuneration principles
23/04/2025	Assicurazioni Generali SpA	Annual/Special	Against	2b.1,3a	Pay is misaligned with EOS remuneration principles
23/04/2025	BE Semiconductor Industries NV	Annual	Against	4b 6,7.a	Pay is micaligned with EOS remuneration principles
23/04/2025	Boliden AB	Annual	Against	16h,16j	Pay is misaligned with EOS remuneration principles Inadequate management of climate-related risks
23/04/2025	Boliden AB Eaton Corporation plc	Annual	Against	1i,2	Concerns regarding Auditor tenure
23/04/2025	Eiffage SA	Annual/Special	Against	8	Concerns related to succession planning
23/04/2025	Galderma Group AG	A	Against	11,13,24 4.1.7	Pay is misaligned with EOS remuneration principles Concerns related to attendance at board or committee meetings
23/04/2025	Galderma Group AG	Annual	Against	8	Insufficient/poor disclosure
				1.3,5.2	Pay is misaligned with EOS remuneration principles
	Reply SpA	Annual	Against	3	Pay is misaligned with EOS remuneration principles 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 24/04/2025	Sampo Oyl AXA SA	Annual Annual/Special	All For Against	11	Concerns related to succession planning
		аал ороою		6	Pay is misaligned with EOS remuneration principles
24/04/2025	Beijer Ref AB	Annual	Against	12.a,12.e,12.g	Lack of independence on board
		•		12.c,12.h,12.i	Lack of independence on boardConcerns related to inappropriate membership of committees
24/04/2025	Danana SA	Annual/Special	All For	8.c,15.A,15.B,15.C	Pay is misaligned with EOS remuneration principles
24/04/2025 24/04/2025	ENGIE SA	Annual/Special 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 Oyi	Annual	All For	2.7	Concerns to protect shareholder value
24/04/2225	Javanima Martina CCDC CA	Annual	Against	3,7 6.b,6.c,6.d	Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles
24/04/2025	Jeronimo Martins SGPS SA	i		4	ay to missangness with EGO remainstation principles
24/04/2025	Jeronimo Martins SGPS SA		•		
24/04/2025	Kering SA	Annual/Special	All For	i	
24/04/2025 24/04/2025	Kering SA Klepierre SA	Annual/Special	All For		
24/04/2025 24/04/2025 24/04/2025	Kering SA Klepierre SA Metso Corp.	Annual/Special Annual	All For Against	10	Pay is misaligned with EOS remuneration principles
24/04/2025 24/04/2025 24/04/2025 24/04/2025	Kering SA Klepierre SA Metso Corp. Orkla ASA	Annual/Special Annual Annual	All For Against All For	10 13a	
24/04/2025 24/04/2025 24/04/2025 24/04/2025	Kering SA Klepierre SA Metso Corp.	Annual/Special Annual	All For Against	10 13g 13b	Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees
24/04/2025 24/04/2025 24/04/2025 24/04/2025	Kering SA Klepierre SA Metso Corp. Orkla ASA	Annual/Special Annual Annual	All For Against All For	13b 14	Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns to protect shareholder value Concerns to protect shareholder value
24/04/2025 24/04/2025 24/04/2025 24/04/2025	Kering SA Klepierre SA Metso Corp. Orkla ASA	Annual/Special Annual Annual	All For Against All For	13b 14 13a,13h	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
24/04/2025 24/04/2025 24/04/2025 24/04/2025 24/04/2025 24/04/2025	Kering SA. Klapierre SA. Melso Corp. Orkla ASA. Trelleborg AB	Annual/Special Annual Annual Annual	All For Against All For Against	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 24/04/2025 24/04/2025 24/04/2025 24/04/2025 24/04/2025	Kering SA Klepierre SA Metso Corp. Orkla ASA Trelleborg AB	Annual/Special Annual Annual Annual Annual	All For Against All For Against Against	13b 14 13a,13h	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
24/04/2025 24/04/2025 24/04/2025 24/04/2025 24/04/2025 24/04/2025 24/04/2025 24/04/2025 25/04/2025	Kering SA Kepiner SA Metso Corp. Orkla ASA Trelleborg AB UCB SA Veolia Environnement SA Akzo Nobel NV	Annual/Special Annual Annual Annual	All For Against All For Against	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 24/04/2025 24/04/2025 24/04/2025 24/04/2025 24/04/2025 24/04/2025 24/04/2025 25/04/2025	Kering SA. Klajeiere SA. Melso Caris. Orkia ASA. Trelleborg AB. UCB SA. Veolia Environnement SA.	Annual/Special Annual Annual Annual Annual Annual Annual/Special Annual/Special	All For Ageinst All For Ageinst Ageinst Ageinst All For	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

Page 2004-20025 Bayer AO	Martine Date	O	Markey Tona	V-4 F/4	A de Marie Normbarra	Made a Footback on
April			Meeting Type	i	Agenda item Numbers	Voting Explanation
Secretary 15 of the property o	25/04/2025	Bayer AG	Annual	Against		contributions to some executives amount to 40% of their respective base salaries. STI is paid as all cash bonus and none is defirered and there is upwards discretion applied based on hie strategy development and execution metric (weight is 0.8 - 1.2 of sti) 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.
Section (March 1997) And Common Commo	25/04/2025	Continental AG	Annual	Against	4.1	
Services of the control of the contr			i L	- 	7	Pay is misaligned with EOS remuneration principles
Services Turn Paper Turn Paper Turn Tur	25/04/2025				8	
10.0	25/04/2025				15.e.16	Concerns to protect shareholder value
Service Servic					15.c 15.j 15.d 15.h 15.a	Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Lack of independence on board Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to inappropriate membership of committees Coverboarded/Too many other time commitments
Part Part					7.8	Pay is misaligned with EOS remuneration principles
April Apri	25/04/2025	Signify NV	Annual	Against	8	
Substitute (S. A. College) Su	28/04/2025	BeOne Medicines Ltd.	Extraordinary Shareholders	All For		
Second Second					3.1,3.2,3.4,4.1.2,4.2,4.3	Pay is misaligned with EOS remuneration principles
Second Second	00/04/0005	Usalist AO 8 Os. KO-A	A	I A colored	2.1,2.2,5,6	Oncome to and debanded and a
James SE					4 9	Lack of independence on board Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
April	28/04/2025	Nordnet AB Vivendi SE				
Security May 1997 And	29/04/2025				4	Pay is misaligned with EOS remuneration principles
20 12 12 12 12 13 13 14 14 15 15 15 15 15 15	29/04/2025	Alfa Laval AB	Annual	Against		Concerns related to inappropriate membership of committees
Services of the properties and expensive members of committee for the properties members of committee for the properties and the properties members of committee for the properties of the properties of committee for the properties of the properties of the properties of committee for the properties of committee for the properties of committee for the properties of committee for the properties of committee for the properties of committee for the properties of committee for the properties of committee for the properties of committee for the properties of the propertie	29/04/2025	Atlas Copco AB	Annual	Against		Concerns related to inappropriate membership of committees
10	29/04/2025	BKW AG	Annual	Against	5.b.3	Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Inadequate management of climate-related
2004-2003 Processor SA					6	
Page	29/04/2025	Bouygues SA	Annual/Special	Against		Concerns related to attendance at board or committee meetings
25.05272 So Order pllant-Lakover neasure not in treation intered is sure of equity raises concerns about excessive depth of the content of th					4 18 7,32	Insufficient justification for related party transaction Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
Septiment Sept						Poison pill/anti-takeover measure not in investors interests Issue of equity raises concerns about excessive
Pays a massigned with COS renumeration principles Pays a massigned with COS renumeration principles	29/04/2025	Brunello Cucinelli SpA			3.1,3.2,6	Pay is misaligned with EOS remuneration principles
280-140205 Finesgleak April Proposition SA Annual April Section Annual April Section SA Annual April Section SA Annual April Section SA Annual April Section SA Annual April Section SA Annual April Section SA Annual April Section SA Annual April Section SA Annual April Section SA Annual April Section SA Annual April Section SA Annual April Section SA Annual April Section SA Annual April Section SA Annual April Section SA Annual April Section SA Annual April Section Section SA Annual April Section Section SA Annual April Section Section Section SA Annual April Section S					0	Day is misslimed with FOC year maratics whiseinles
April Al Fer Consensation of Foolial Proceedings SA Armal Ajers See Consensation of Foolial Proceedings SA	29/04/2025	FinecoBank SpA	ļ		<u> </u>	ray is misalighed with EOS ternonelation principles
Section Park	29/04/2025	Greek Organisation of Football Prognostics SA				
2014/2025 L'Orasi SA Annual Special Against 4 4 Concern related to inappropriate membership of committees (2014) 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1				ļ	4 6	Pay is misaligned with EOS remuneration principles
Amual All For 16 Pay is missilgned with ESX renurseation principles Amual Against 0 Lack of discretion applied Amual Against 0 Lack of discretion applied Amual Against 0 Lack of discretion applied Amual Against 0 Lack of discretion applied Amual Against 0 Lack of discretion applied Amual Against 0 Lack of discretion applied Pay is missilgned with ESX renurseation principles Pay is missilgned with ESX renurseation principles Amual Against 1 Lack of L		Intesa Sanpaolo SpA			3a,3c,3d	Pay is misaligned with EOS remuneration principles Cumulative/slate voting in favour of individual candidates/slates
2004/2025 SERIL N Properties SCOIN SA Annual Against 10 Lack of disoration applied Resilicient/poor disclosure R	29/04/2025	L'Oreal SA	Annual/Special	Against	4 16	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
Spirit	29/04/2025	MERLIN Properties SOCIMI SA			i 	
2904/2025 Recordal SpA Annual Against 2_a_b Insufficient/poor disclosure 2_a Pays insulaigned with EOS remuneration principles 2.5 Insufficient/poor disclosure 2.5 I	29/04/2025	Nokia Oyj Optima Bank SA			ļ.:	
2 e 3.3 b Concerns related to inappropriate membership of committees 29/04/2025 Sond vik Aktlebolag Annual Against 114 Concerns related to inappropriate membership of committees 29/04/2025 Sond vik Aktlebolag Annual Against 14.6 Concerns related to inappropriate membership of committees 29/04/2025 Sond vik Aktlebolag Annual Against 16 Concerns related to inappropriate membership of committees 29/04/2025 Sond vik Aktlebolag Annual Against 16 insufficient basis to support a decision 29/04/2025 Sond vik Aktlebolag Annual Against 17 Concerns related to inappropriate membership of committees 29/04/2025 Sond Against 29/04/2025 Sond Against 29/04/2025 Sond Against 29/04/2025 Sond Against 29/04/2025 Unibal-Rodamo-Westfield SE Annual/Special Against 17 Concerns related to inappropriate membership of committees 29/04/2025 Unipal Assicurazioni SpA Annual/Special Against 20/04/2025 Unipal Assicurazioni SpA Annual/Special Against 20/04/2025 Unipal Assicurazioni SpA Annual/Special Against 20/04/2025 VAT Group AG Annual Against 20/04/2025 VAT Group AG Annual Against 20/04/2025 VAT Group AG Annual Against 20/04/2025 VAT Group AG Annual Against 20/04/2025 Are ASA Annual Against 10 Lack of independence on board Concerns related to inappropriate membership of committees 29/04/2025 Are ASA Annual Against 10 Lack of independence on board Concerns related to inappropriate membership of committees 29/04/2025 Are ASA Annual Against 10 Lack of independence on board Concerns related to inappropriate membership of committees 29/04/2025 Are ASA Annual Against 10 Lack of independence on board Concerns related to inappropriate membership of committees 29/04/2025 Are Asa Annual Against 10 Lack of independence on board Concerns related to inappropriate membership of committees 29/04/2025 Against Market Service on board Concerns related to inappropriate membership of committees 29/04/2025 Against Market Service on board Concerns related to inappropriate membership of committees 29/04/2025 Against Market Service Annual Against 51,52,5,56,16,2,6					8,9,14	Pay is misaligned with EOS remuneration principles
2904/2025 Son SE Annual Against 14.6 Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments 2904/2025 SOR SE Annual/Special Against 16 Insufficient basis to support a decision 7.29 Pay is misaligned with EOS remuneration principles 2904/2025 Soc SE Annual All For 2904/2025 Soc SE Annual Against 12 Concerns related to inappropriate membership of committees Overboarded/Too many other time 2904/2025 Soc AB Annual Against 12 Concerns related to inappropriate membership of committees Overboarded/Too many other time 2904/2025 Unipol Assicurazion SpA Annual/Special Against 0.8 2904/2025 Unipol Assicurazion SpA Annual/Special Against 2.2 2904/2025 Unipol Assicurazion SpA Annual/Special Against 2.2 2904/2025 Unipol Assicurazion SpA Annual/Special Against 2.2 2904/2025 VAT Group AG Annual Against 7.1.8 2904/2025 VAT Group AG Annual Against 7.1.8 2904/2025 VAT Group AG Annual Against 7.1.8 2904/2025 Annual Against 7.1.8 2904/2025 Annual Against 7.1.8 2904/2025 Annual Against 7.1.8 2904/2025 Annual Against 7.1.8 2904/2025 Annual Against 9 2904/2025 Annual Against 9 2904/2025 Annual Against 9 2904/2025 Annual Against 9 2904/2025 Annual Against 9 2904/2025 Annual Against 9 2904/2025 Bachem Holding AG Annual Against 9 2904/2025 Annual Against 9 2904/2025 Annual Against 9 2904/2025 Bachem Holding AG Annual Against 9 2904/2025 Bachem Holding AG Annual Against 9 2904/2025 Bachem Holding AG Annual Against 9 2904/2025 Bachem Holding AG Annual Against 9 2904/2025 Bachem Holding AG Annual Against 9 2904/2025 Bachem Holding AG Annual Against 5.1.5.2.5.5.1.6.2.6.3 2904/2025 Bachem Holding AG Annual Against 5.1.5.2 2904/2025 Bachem Holding AG Annual Against 5.1.5.2 2904/2025 Bachem Holding AG Annual Against 5.1.5.2 2904/2025 Bachem Holding AG Annual Against 5.1.5.2 2904/2025 Bachem Holding AG Annual Against 5.1.5.2 2904/2025 Bachem Holding AG Annual Against 5.1.5.2 2904/2025 Bachem Holding AG Annual Against 5.1.5.					3.b	
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29/04/2025 SSAB AB Anual Anual Against 12 Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments. 29/04/2025 Unibail-Rodamoc-Westfield SE Anual/Special Against 12 Concerns related to inappropriate membership of committees Commitments. 29/04/2025 Unibail-Rodamoc-Westfield SE Anual/Special Against 2c.3b Concerns related to inappropriate membership of committees. 29/04/2025 Unibail-Rodamoc-Westfield SE Anual/Special Against 2c.3b Concerns related to inappropriate membership of committees. 29/04/2025 Pay is misaligned with EOS remuneration principles. 29/04/2025 Pay is misaligned wi	29/04/2025	SCOR SE	Annual/Special	Against		Insufficient basis to support a decision
29/04/2025 Unibail-Rodamco-Westfield SE Annual/Special Against 5.7.8, 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 Pay is misaligned with EOS remuneration principles 29/04/2025 VAT Group AG Annual Against 7.1.8 Pay is misaligned with EOS remuneration principles 29/04/2025 VAT Group AG Annual Against 7.1.8 Pay is misaligned with EOS remuneration principles 29/04/2025 VAT Group AG Annual Against 14 Insufficient/poor disclosure 1.0 Lack of independence on board Concerns related to inappropriate membership of committees 29/04/2025 Anheuser-Busch Inflev SA/NV Annual Against 9 Insufficient/poor disclosure 1.0 Lack of independence on board Concerns related to inappropriate membership of committees 29/04/2025 Anheuser-Busch Inflev SA/NV Annual Against 9 Insufficient/poor disclosure 1.0 Lack of independence on board Insufficient/poor disclosure 1.0 Lack of independence on board Insufficient/poor disclosure 1.0 Lack of independence on board Insufficient/poor disclosure 1.0 Lack of independence on board Insufficient/poor disclosure 1.0 Lack of independence on board Insufficient/poor disclosure 1.0 Lack of independence on board Insufficient/poor disclosure 1.0 Lack of independence on board Insufficient/poor disclosure 1.0 Lack of independence on board Insufficient/poor disclosure 1.0 Lack of independence on board Insufficient/poor disclosure 1.0 Lack of independence on board Insufficient/poor disclosure 1.0 Lack of independence on board Insufficient/poor disclosure 1.0 Lack of independence on board Insufficient/poor disclosure 1.0 Lack of independence on board Insufficient/poor disclosure 1.0 Lack of independence on board Insufficient/poor disclosure 1.0 Lack of independence on board Insufficient/poor disclosure 1.0 Lack of independence on board Insufficient/poor disclosure 1.0 Lack of independence on board Insufficient/poor disclosure 1.0 Lack of independence on board Insufficient/poor disclosure 1.0 Lack of independ						i
Second Process Seco			i I	<u> </u>	i !	commitments
22/04/2025 VAT Group AG			i 	<u> </u>	6,7,8,9,10,13,14,28 2c,3b	Pay is misaligned with EOS remuneration principles EOS manual override
29(04/2025 Ner BUND AG Annual All For 10 Insufficient/poor disclosure Lack of independence on board Concerns related to inappropriate membership of committees Fay Is misaligned with EOS remuneration principles Fay Is misaligne	20/04/2225	VAT Crown AC	Annual	Against		Pay is misaligned with EOS remuneration principles
Annual Against 14 Insufficient/poor disclosure Lack of independence on board Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles 30/04/2025 Anneuser-Busch InBev SANV Annual Against 9 Insufficient/poor disclosure Insuff	29/04/2025	VAT GROUP AG VERBUND AG			1.1,8	ray is misaligned with EOS remuneration principles
Annual Against 9 Insufficient/poor disclosure Lack of independence on board Annual Against 5.1,5,2,5,5,6,1,6,2,6,3 30/04/2025 Bachem Holding AG Annual Against 5.1,5,2,5,5,6,1,6,2,6,3 9 5.3,5,4,5,6 1,2 Concerns related to inappropriate membership of committees Lack of independence on board Insufficient/poor disclosure Lack of independence on board Insufficient/poor disclosure Lack of independence on board Lack of independence on board Insufficient/poor disclosure Lack of independence on board Insufficient/poor disclosure Lack of independence on board Lack of independence on board Insufficient/poor disclosure Lack of independence on board Insufficient/poor disclosure Lack of independence on board Lack of independence on board Insufficient/poor disclosure Lack of independence on board Insuffici				Against	10	Lack of independence on board Concerns related to inappropriate membership of committees
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1.2 Pay is misaligned with EOS remuneration principles 30/04/2025 BBGI Global Infrastructure S.A	30/04/2025	Bachem Holding AG	Annual	Against	5.1,5.2,5.5,6.1,6.2,6.3 9	Concerns related to inappropriate membership of committees Lack of independence on board Insufficient/poor disclosure
3004/2025 BBGI Global Infrastructure S.A. Annual All For. Salior Livestica SA Annual Against S.9.10.12 Pay is misaligned with EOS remuneration principles						
3004/2025 EssilorLuxotica SA Annual/Special Against 5.9.10,12 Pay is misaligned with EOS remuneration principles 3004/2025 Eurobank Ergasias Services & Holdings SA Annual Against 5.7.10 Pay is misaligned with EOS remuneration principles 3004/2025 GEA Group AG Annual Against 10 Concerns related to shareholder rights 3004/2025 Genbia Pic Annual All For Annual All For Pay is misaligned with EOS remuneration principles 3004/2025 Genbia Pic Annual All For Pay is misaligned with EOS remuneration principles 3004/2025 Genbia Pic Annual All For Pay is misaligned with EOS remuneration principles	30/04/2025	Banco BPM SpA		All For		
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3.7 Pay is misaligned with EOS remuneration principles 30/04/2025 Glanbia Pic Annual All For	30/04/2025	Eurobank Ergasias Services & Holdings SA	Annual	Against	5,7,10	Pay is misaligned with EOS remuneration principles
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				All For	!	†

Manting Date	Company Nama	Manting Type	Votes For/Against Managemen	A gonda Ham-Number	Native Evaluation
	Company Name	Meeting Type	, ,	i *	Voting Explanation
30/04/2025	Hermes International SCA	Annual/Special	Against	27,28	Concerns to protect shareholder value
				5 7,8,9,11	Insufficient justification for related party transaction Pay is misaligned with EOS remuneration principles
				6,21,25	Poison pill/anti-takeover measure not in investors interests
		1		22,24,26	Poison pill/anti-takeover measure not in investors interests Issue of equity raises concerns about excessive
		İ	į	22,21,20	dilution of existing shareholders
30/04/2025	KBC Group NV	Annual	Against	12.5	Concerns related to inappropriate membership of committees Lack of independence on board
	· ·		The state of the s	12.1,12.4	Lack of independence on board
	<u> </u>	i !	<u> </u>	6	Pay is misaligned with EOS remuneration principles
30/04/2025	Knorr-Bremse AG	Annual	Against	8	Concerns related to shareholder rights
		ļ	Ļ ₋	6	Pay is misaligned with EOS remuneration principles
	Muenchener Rueckversicherungs-Gesellschaft AG	Annual Cassial	Against	5.7	Pay is misaligned with EOS remuneration principles
30/04/2025	Nexi 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
30/04/2025	Prada SnA	Annual	All For	0.1,0.2,1,2	i
30/04/2025	Prada SpA Renault SA	Annual/Special	Against	16,18	Pay is misaligned with EOS remuneration principles
30/04/2025	RTL Group SA	Annual	Against	6.1	Lack of independence on board Concerns related to approach to board gender diversity
	'			4.1	Pay is misaligned with EOS remuneration principles
	RWE AG	Annual	Against	7.8	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
30/04/2025	Sanofi	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	AIB Group pic	Annual	All For	ļ	
01/05/2025 01/05/2025	Kerry Group Plc	Annual	All For All For	ļ	
	Kingspan Group Plc BASF SE	Annual		0	Pay is misaligned with EOS remuneration principles
02/05/2025	Deutsche Post AG	Annual Annual	Against Against	6.c	Concerns related to inappropriate membership of committees
0210012020	Doubles / Out AG	, uniual	, iguillot	11,12	Pay is misaligned with EOS remuneration principles
02/05/2025	Groupe Bruxelles Lambert SA	Annual	Against	5.2,5.3	Concerns related to inappropriate membership of committees Lack of independence on board
		L	<u>L</u> -	7,8	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	Smurfit WestRock Plc	Annual	All For	ļ	<u>[</u>
05/05/2025	Hexagon AB	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	10	In a Mill all and the complete in the complete
06/05/2025	Alcon AG	Annual	Against	10	Insufficient/poor disclosure
06/05/2025	ArcelorMittal SA	Annual	Agoinet	15.1 V	Pay is misaligned with EOS remuneration principles The chart term incentive is delivered in all each and page is deferred. We usually expect that a significant
06/05/2025	Arceionwittai SA	Annuai	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
		1	İ	1	the targets are not disclosed for the short term incentive award which doesnt allow shareholders to fully
		İ	į	İ	assess the stringency of the objectives and their correspondence with the level of achievement. Double
		1	•	1	counting of H&S metric in LTIP &STIP Executive pay package is misaligned with shareholder as it seems to
		1		1	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	Overboarded/Too many other time commitments
	<u>i</u>	<u> </u>	<u>i</u> ~	4,5,6	Pay is misaligned with EOS remuneration principles
06/05/2025	DSM-Firmenich AG	Annual	Against	9	Insufficient/poor disclosure
		<u> </u>	<u> </u>	1.3	Pay is misaligned with EOS remuneration principles
06/05/2025	Pentair plc	Annual	Against	1d	Concerns about remuneration committee performance
	i	<u>i</u>	<u>i</u>	2	No clawback policyOptions/PSUs vest in less than 36 months Pay is misaligned with EOS remuneration principles
06/05/2025	Syensqo NV	Annual	Against	7	Pay is misaligned with EOS remuneration principles
06/05/2025	Tenaris SA	Annual/Special	Against	6	Concerns related to approach to board gender diversity Combined CEO/Chair Concerns about overall
			•	2,3 8	board structure Inappropriate bundling of election of directors on a single vote Inadequate management of climate-related risks
		1	•	10	Issue of equity raises concerns about excessive dilution of existing shareholders
		1		10	Pay is misaligned with EOS remuneration principles
		1		1	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	Overboarded/Too many other time commitments
	i			14	Pay is misaligned with EOS remuneration principles
07/05/2025	Eurazeo SE	Annual/Special	Against	6	Concerns related to inappropriate membership of committees
07/05/2025	FUCUE OF	Annual	Aggingt	8,9,11,12,13,14	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
07/05/2025	FUCHS SE	Annual	Against	ł′	Pay is inisalgried with 203 remoneration principles
07/05/2025 07/05/2025	FUCHS SE H&M Hennes & Mauritz AB	Annual Annual	All For Against	12.1,12.6	Concerns related to inappropriate membership of committees
511001ZUZU	Transition & Maurite AD	, unium		17	Inappropriate use of one-time awards
		1	•	14	Insufficient disclosure 2- Low shareholding requirement
07/05/2025	Hannover Rueck SE	Annual	Against	4.1	Concerns related to inappropriate membership of committees
			i -	9	Concerns related to shareholder rights
		i 	į	6,7	Pay is misaligned with EOS remuneration principles
07/05/2025	Investor AB	Annual	Against	14.G,14.M	Lack of independence on board
		1	•	14.D,14.I,14.J,15	Lack of independence on board Concerns related to inappropriate membership of committees
	İ	İ	į	14.K 14.H	Lack of independence on board Overboarded/Too many other time commitments Lack of independence on boardConcerns related to inappropriate membership of committees
		İ		9	Pay is misaligned with EOS remuneration principles
07/05/2025	Kongsberg Gruppen ASA	Annual	Against	11,11.3	Concerns related to inappropriate membership of committees
3110012020	nangasarg Grapperi AGA	, uniual	, iguillot	9,10,13	Pay is misaligned with EOS remuneration principles
07/05/2025	Kuehne + Nagel International AG	Annual	Against	4.1.d,4.3.a	Concerns related to inappropriate membership of committees Concerns related to approach to board gender
	· ·	İ	i -	7.2	diversity
		1	!	6	Insufficient basis to support a decision
		•			
		İ		8	Insufficient disclosure
				8	Insufficient disclosure Insufficient/poor disclosure
07/05/2025	Mercedes-Benz Group AG	Annual	Against	8 15	Insufficient disclosure Insufficient/poor disclosure Insufficient/poor disclosure
		Annual		6,12	Insufficient disclosure Insufficient/poor disclosure Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
07/05/2025	RHI Magnesita NV	Annual	Against	6,12 7a	Insufficient disclosure Insufficient/poor disclosure Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles Concerns related to board composition
07/05/2025 07/05/2025	RHI Magnesita NV Schneider Electric SE	Annual Annual/Special	Against Against	6,12	Insufficient disclosure Insufficient/poor disclosure Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
07/05/2025 07/05/2025 07/05/2025	RHI Magnesita NV Schneider Electric SE Schneider Electric SE	Annual Annual/Special Annual/Special	Against Against All For	6,12 7a	Insufficient disclosure Insufficient/poor disclosure Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles Concerns related to board composition
07/05/2025 07/05/2025 07/05/2025 07/05/2025	RHI Magnesita NV. Schneider Electric SE Schneider Electric SE Vend Markeldaes ASA	Annual Annual/Special Annual/Special Annual	Against Against All For All For	6,12 7a	Insufficient disclosure Insufficient/poor disclosure Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles Concerns related to board composition against
07/05/2025 07/05/2025 07/05/2025 07/05/2025	RHI Magnesita NV Schneider Electric SE Schneider Electric SE	Annual Annual/Special Annual/Special	Against Against All For	6,12 7a	Insufficient disclosure Insufficient/poor disclosure Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles Concerns related to board composition against Lack of independence on board Concerns related to inappropriate membership of committees
07/05/2025 07/05/2025 07/05/2025 07/05/2025 07/05/2025	RHI Magnesita NV Schneider Electric SE Schneider Electric SE Schneider Electric SE Vyend Markelplaces ASA Wacker Chemie AG	Annual Annual/Special Annual/Special Annual Annual	Against Against All For All For Against	6.12 7a 6.7.9 4 6	Insufficient disclosure Insufficient/poor disclosure Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles Concerns related to board composition against Lack of independence on board Concerns related to inappropriate membership of committees
07/05/2025 07/05/2025 07/05/2025 07/05/2025 07/05/2025	RHI Magnesita NV. Schneider Electric SE Schneider Electric SE Vend Markeldaes ASA	Annual Annual/Special Annual/Special Annual	Against Against All For All For	6,12 7a 6,7,9 4 6	Insufficient disclosure Insufficient/poor disclosure Insufficient/poor disclosure Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles Concerns related to board composition against Lack of independence on board Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees
07/05/2025 07/05/2025 07/05/2025 07/05/2025 07/05/2025	RHI Magnesita NV Schneider Electric SE Schneider Electric SE Schneider Electric SE Vyend Markelplaces ASA Wacker Chemie AG	Annual Annual/Special Annual/Special Annual Annual	Against Against All For All For Against	6.12 7a 6.7.9 4 6	Insufficient disclosure Insufficient/poor disclosure Insufficient/poor disclosure Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles Concerns related to board composition against Lack of independence on board Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees
07/05/2025 07/05/2025 07/05/2025 07/05/2025 07/05/2025 07/05/2025	RHI Magnesita NV. Schneider Electric SE. Schneider Electric SE. Schneider Electric SE. Wyerd Markstudees ASA. Wacker Chemie AG. AAK AB	Annual Annual/Special Annual/Special Annual Annual	Against Against All For All For Against	6.12 7a 6.7.9 4 6 12.1 12.3	Insufficient disclosure Insufficient/poor disclosure Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles Concerns related to board composition against Lack of independence on board Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns to protect shareholder value Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles
07/05/2025 07/05/2025 07/05/2025 07/05/2025 07/05/2025 07/05/2025	RHI Magnesita NV Schneider Electric SE Schneider Electric SE Schneider Electric SE Vyend Markelplaces ASA Wacker Chemie AG	Annual Annual/Special Annual/Special Annual Annual	Against Against All For All For Against	6,12 7a 6,7,9 4 6 6,1 12.1 12.3 12.7 14.16 3.1	Insufficient disclosure Insufficient/poor disclosure Insufficient/poor disclosure Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles Concerns related to board composition against Lack of independence on board Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
07/05/2025 07/05/2025 07/05/2025 07/05/2025 07/05/2025 08/05/2025	RHI Magnesila NV. Schneider Electric SE. Schneider Electric SE. Schneider Electric SE. Veral Markstellaces ASA. Wacker Chemie AG. AAK AB. ACS, Actividades de Construccion y Servicios SA.	Annual Annual/Special Annual/Special Annual Annual Annual	Against Against All For All For Against Against	6,12 7a 6,7.9 4 6 7 12.1 12.3 12.7 14.16 3.1 3.2,6	Insufficient disclosure Insufficient/poor disclosure Insufficient/poor disclosure Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles Concerns related to board composition against Lack of independence on board Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
07/05/2025 07/05/2025 07/05/2025 07/05/2025 07/05/2025 07/05/2025 08/05/2025	RHI Magnesita NV Schneider Electric SE Schneider Electric SE Schneider Electric SE Vend Markelplaces ASA Wacker Chemie AG AAK AB ACS, Actividades de Construccion y Servicios SA Allianz SE	Annual Annual/Special Annual/Special Annual Annual Annual Annual	Against Against Against All For Against Against Against Against Against Against	6,12 7a 6,7,9 4 6 12.1 12.3 12.7 14.16 3.1 3.2,6 4.a,6,7	Insufficient disclosure Insufficient/poor disclosure Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles Concerns related to board composition against Lack of Independence on board Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
07/05/2025 07/05/2025 07/05/2025 07/05/2025 07/05/2025 08/05/2025	RHI Magnesila NV. Schneider Electric SE. Schneider Electric SE. Schneider Electric SE. Veral Markstellaces ASA. Wacker Chemie AG. AAK AB. ACS, Actividades de Construccion y Servicios SA.	Annual Annual/Special Annual/Special Annual Annual Annual	Against Against Against All For All For Against Against Against	6,12 7a 6,79 4 6 6 12.1 12.3 12.3 12.7 14.16 3.1 3.2,6 4.8,67 7.1	Insufficient disclosure Insufficient poor disclosure Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles Concerns related to board composition against Lack of independence on board Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Concerns related to succession planning
07/05/2025 07/05/2025 07/05/2025 07/05/2025 07/05/2025 07/05/2025 08/05/2025 08/05/2025 08/05/2025	RHI Magnesita NV Schneider Electric SE Schneider Electric SE Schneider Electric SE Vend Markelplaces ASA Wacker Chemie AG AAK AB ACS, Actividades de Construccion y Servicios SA Allianz SE	Annual Annual/Special Annual/Special Annual Annual Annual Annual	Against Against Against All For All For Against Against Against Against Against Against Against	6,12 7a 6,7,9 4 6 12.1 12.3 12.7 14.16 3.1 3.2,6 4.a,6,7	Insufficient disclosure Insufficient/poor disclosure Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles Concerns related to board composition against Lack of Independence on board Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles

The control of the Filt of part in such with the same should be provided and prov	Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
The property of the Plant and what the Plant and what the Plant and what the Plant and what the Plant and what the Plant and what the Plant and what the Plant and what the Plant and what the Plant and what the Plant and What the Plant and	08/05/2025	CRH Plc	Annual	Against	2	Benchmaring targets for executive pay package is not disclosed. No robust equity clawback policy in place
April Apri				·	12	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
March Marc					į	
Proceedings Process	08/05/2025	Epiroc AB	Annual		12b	Pay is misaligned with EOS remuneration principles
Security of Authors (Author) Fig. 1997 Fig					11a,11c,11e	Lack of independence on boardConcerns related to inappropriate membership of committees
1985 Proceedings of the Control					11	Lack of independence on board Concerns related to inappropriate membership of committees
1996 1996						Pay is misaligned with EOS remuneration principles
Separation Sep	08/05/2025	Koninklijke Philips NV			3.d.	Pay is misaligned with EOS remuneration principles
1.5 1.5	08/05/2025	MTU Aero Engines AG Sagax AB			13	Double voting rights
10.6.17 20.6		· ·		J.		Lack of independence on board
1936 Part of agreement to been growth to be growth to b						Lack of independence on board Concerns related to inappropriate membership of committees
Commission of Commission of						related to approach to board gender diversity
Section Section 60 Section Section 60 Section Section 60 Section Section 60 S					11,12	Overboarded/Too many other time commitments
Security Security	08/05/2025	Securitas AB	Annual	Against	13	Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Overboarded/Too many other time
Section	08/05/2025	Sofina SA	Annual	Against	4.4	Concerns related to succession planning
10 A. T. J. T.	00/05/2025	Curadiah Orehan Biaritu ya AB	Annual	Against		Pay is misaligned with EOS remuneration principles
Major AD Major AD	08/05/2025	Swedish Orphan Biovitrum AB	Annuai	Against		
1						Pay is misaligned with EOS remuneration principles
1	08/05/2025	Talanx AG	Annual	Against	9	
Sept. Progress Sept. Progress Sept. Progress Sept. Sep					6,7	Pay is misaligned with EOS remuneration principles
Sept. Progress Sept. Progress Sept. Progress Sept. Sep	09/05/2025	Evolution AB			9,14	Pay is misaligned with EOS remuneration principles
Part Intelligence with EDG enumeration principles Apparel 1, 100, 100, 100, 100, 100, 100, 100,	09/05/2025	Galp Energia SGPS SA	Annual	Against	4	Lack of independence on board
April April	09/05/2025	Lonza Group AG	Annual	Against	11 3	
	09/05/2025	Norsk Hydro ASA	Annual	All For		
Ver Eurorg ASA Annual Agents 5 Page 1 mining place with ESS remunication principles 5 Page 1 mining place with ESS remunication principles 5 Page 1 mining place with ESS remunication principles 5 Page 1 mining place with ESS remunication principles 5 Page 1 mining place with ESS remunication principles 5 Page 1 mining place with ESS remunication principles 5 Page 1 mining place with ESS remunication principles 5 Page 1 mining place with ESS remunication principles 5 Page 1 mining place with ESS remunication principles 5 Page 1 mining place with ESS remunication principles 5 Page 1 mining place with ESS remunication principles 5 Page 1 mining place with ESS remunication principles 5 Page 1 mining place with ESS remunication principles 5 Page 1 mining place with ESS remunication principles 5 Page 1 mining place with ESS remunication principles 5 Page 1 mining place with ESS remunication principles 5 Page 1 mining place with ESS remunication principles 6 Page 1 mining place with ESS remunication principles 6 Page 1 mining place with ESS remunication principles 6 Page 1 mining place with ESS remunication principles 6 Page 1 mining place with ESS remunication principles 7 Page 1 mining place with ESS remunication principles 7 Page 1 mining place with ESS remunication principles 7 Page 1 mining place with ESS remunication principles 7 Page 1 mining place with ESS remunication principles 7 Page 1 mining place with ESS remunication principles 7 Page 1 mining place with ESS remunication principles 7 Page 1 mining place with ESS remunication principles 7 Page 1 mining place with ESS remunication principles 7 Page 2 Page	12/05/2025	ASM International NV	Annual	Against	3.a.	Pay is misaligned with EOS remuneration principles
Agried SPASA Annual Agried SPASA Annual Agried SPASA Annual Agried SPASA Annual Agried SPASA Annual Agried SPASA Annual Agried SPASA Annual Agried SPASA Annual Agried SPASA Annual Agried SPASA Annual Agried SPASA Annual SPASA SPASA Annual Agried SPASA Annual SPASA SPASA Annual Agried SPASA Annual Agried SPASA Annual Agried SPASA Annual SPASA SPASA Annual SPASA SPASA Annual Agried SPASA Annual Agried SPASA Annual Agried SPASA Annual Agried SPASA S	12/05/2025	CNH Industrial N.V.			1C,1D,2A	No clawback policy Excessive CEO pay High CEO to average NEO pay
Average April 2000/2005 Average PASA. Average Special According to the product of the product o	12/05/2025	vai Ellergi ASA	Alliuai	Against	5,6	Poison pill/anti-takeover measure not in investors interests
1,100/2005 Bibly Parties A. Annual Against 14,15,15,12,22 Pay is maintained with EOS immunition principles. 1,100/2005 Bibly A. Annual Against 15,15,15,12,12,12 Pay is maintained with EOS immunition principles. 1,100/2005 Bibly A. Annual Against 15,15,15,15,15,15,15,15,15,15,15,15,15,1	13/05/2025	Aker BP ASA	Annual	Against	11	
Second System Agricult Second System Agricult Second System Second	12/05/2025	DND Daribae SA	Annual/Chaoial	Agginet		Poison pill/anti-takeover measure not in investors interests Pay is missigned with FOS remuneration principles
September Sept	13/05/2025		Annual/Special	Against	5	Issue of equity raises concerns about excessive dilution of existing shareholders
Section Process Proc			•			Pay is misaligned with EOS remuneration principles
Annual	13/05/2025	Italgas SpA	Annual	Against		Pay is misaligned with EOS remuneration principles
9 0 1 1 1 1 1 1 1 1 1	13/05/2025	Lotus Bakeries NV	Annual	Against		Concerns related to attendance at board or committee meetings Lack of independence on board
Society Processing Concerns related to inappropriate membership of committees lack of independence on board Pays manisigned with EOS remuneration principles						Concerns related to inappropriate membership of committees Concerns related to succession planning Lack
Pay in missigned with EOS remuneration principles						
Ageinst File Agei						Pay is misaligned with EOS remuneration principles
Against G Party is mealigned with EOS remuneration principles	13/05/2025	Rheinmetall AG	Annual	Against		Concerns related to inappropriate membership of committee
Special Content of the Content of	13/05/2025	SAP SF	Annual	Against	7,0 6	Pay is misaligned with EOS remuneration principles
1.3 Insufficient disclosure 2-PSUs vest in less than 36 months 14/05/2025 Avoita AG	13/05/2025				15(c)	Concerns related to inappropriate membership of committees
1.3 Insufficient disclosure 2-PSUs vest in less than 36 months 14/05/2025 Avoita AG	13/05/2025	Temenos AG	Δηημαί	Againet	18 7 2 4 10	Pay is misaligned with EOS remuneration principles
Avoids AG	13/03/2023	Terrenos AG	Ailliuai	Against		Insufficient disclosure 2- PSUs vest in less than 36 months
10 Insufficient/poor disclosure 10 Insufficient/poor disclosure 14/05/2025 Bayerische Motoren Werke AG						
1.3 Pay is misaligned with EOS remuneration principles 1.4 (2.4 x 4.5 x 6.4 7.4 k 1.4 Concerns about overall performance 3.4 (0.4 11.4 t 1.2 x 1.3 x 1.4 k 1.4 Concerns about overall performance 3.4 (0.4 11.4 t 1.2 x 1.3 x 1.4 k 1.4 concerns about overall performance 3.4 (0.4 11.4 t 1.2 x 1.3 x 1.4 k 1.4 concerns about overall performance 3.4 (0.4 11.4 t 1.2 x 1.3 x 1.4 k 1.4 concerns about overall performance 3.4 (0.4 11.4 t 1.2 x 1.3 x 1.4 k 1.4 concerns about overall performance 3.4 (0.4 11.4 t 1.2 x 1.4 x 1.4 t 1.4 k 1.4 concerns about overall performance 3.4 (0.4 11.4 t 1.4 x 1.4 x 1.4 x 1.4 k 1.4 k 1.4 k 1.4 concerns about overall performance 3.4 (0.4 x 1.4 x 1.4 x 1.4 x 1.4 k 1.4	14/05/2025	Avolta AG	Annual	Against		
S4.10.4.11,4.12.4.13.4.14.6 Concerns about overall performance 1.40.4.12.4.12.4.2.4.2.4 2.4.4.2.4 2.4.4.2.4.2.4 2.4.4.2.4.2.4 2.4.4.2.4.2.4.2.4 2.4.4.2.4.2.4.2.4 2.4.4.2.4.2.4.2.4.2.4 2.4.4.2.4.2.4.2.4.2.4 2.4.4.2.4.2.4.2.4.2.4 2.4.4.2.4.2.4.2.4.2.4 2.4.4.2.4.2.4.2.4.2.4.2.4 2.4.4.2.4.2.4.2.4.2.4.2.4 2.4.4.2.4.2.4.2.4.2.4.2.4 2.4.4.2.4.2.4.2.4.2.4.2.4 2.4.4.2.4.2.4.2.4.2.4.2.4 2.4.4.2.4.2.4.2.4.2.4.2.4 2.4.4.2.4.2.4.2.4.2.4.2.4 2.4.4.2.4.2.4.2.4.2.4.2.4 2.4.4.2.4.2.4.2.4.2.4.2.4 2.4.4.2.4.2.4.2.4.2.4.2.4.2.4.2.4 2.4.4.2.4.2.4.2.4.2.4.2.4.2.4.2.4.2.4.2					1.3	Pay is misaligned with EOS remuneration principles
15,4 16,4 17,4 18,4 19,4 20 Lack of Independence on board 421,422,424 23,424 43 43 43 421,422,423,424 43 43 43 43 43 43 43	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
A 21,42,4 23,4.24 Against Agai					.15.4.16.4.17.4.18.4.19.4.20	Lack of independence on board
14/05/2025 Credit Agricole SA					,4.21,4.22,4.23,4.24	
7,8						
Against Sp. 10,11,12,13,14,16,17,18,1 Pay is misaligned with EOS renuncation principles 9,10,11,12,13,14,16,17,18,1 Pay is misaligned with EOS renuncation principles 9,10,11,12,13,14,16,17,18,1 Pay is misaligned with EOS renuncation principles 9,10,11,12,13,14,16,17,18,1 Pay is misaligned with EOS renuncation principles 14,055/2025 Equinor ASA Annual Against Annual Against 18 SHF for shareholder resolution, against management recommendation / Shareholder proposal proposal papropriate accountability or incentivisation 2. SHF for shareholder resolution, against management recommendation / Shareholder proposal proposal papropriate accountability or incentivisation 2. SHF for shareholder resolution, against management recommendation / Shareholder proposal proposal proposal papropriate accountability or incentivisation 2. SHF for shareholder resolution, against management recommendation / Shareholder proposal propo					7,8	
14/05/2025 Deutsche Boerse AG	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
14/05/2025 Equinor ASA	14/05/2025	Daitecha Boarca AG	Annual	Anainst		Pay is misalinned with EOS remuneration principles
14/05/2025 Equinor ASA Annual Against 18 SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency voling related to continuous voling related to continuous voling related to continuous voling related to continuous voling related to alignment with 1.5 degrees scenario voling related to langment with 1.5 degrees scenario voling related to alignment with 1.5 degrees scenario voling related to alignment with 1.5 degrees scenario voling related to alignment with 1.5 degrees scenario voling related to alignment with 1.5 degrees scenario voling related to alignment with 1.5 degrees scenario voling related to alignment with 1.5 degrees scenario voling related to alignment with 1.5 degrees scenario voling related to alignment with 1.5 degrees scenario voling related to alignment with 1.5 degrees scenario voling related to alignment with 1.5 degrees scenario voling related to alignment with 1.5 degrees scenario voling related to alignment with 1.5 degrees scenario voling related to alignment with 1.5 degrees scenario voling related to alignment with 1.5 degrees scenario voling related to alignment with 1.5 degrees scenario voling related to alignment with 1.5 degrees scenario voling related to alignment with 1.5 degrees scenario voling related to alignment with 1.5 degrees scenario voling related to alignment visit voling related to alignment visit voling related to alignment visit voling related to alignment visit voling related visit voling related to alignment visit voling related visit voling relate	14/05/2025					
recommendation / Shareholder proposal promotes transparency Voting related to alignment with 1.5 degrees scenario 14/05/2025 Gellink SE	14/05/2025			Against		SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
Voling related to alignment with 1.5 degrees scenario					8	! '' '
14/05/2025 Holding Ltd. Annual Against 12.7 Pay is misalloned with EOS remuneration principles						Voting related to alignment with 1.5 degrees scenario
14/05/2025 Munters Group AB	14/05/2025				12,15,18	Pay is misaligned with EOS remuneration principles
Rational AG	14/05/2025	Holcim Ltd. Munters Group AB			1.2,7 13 e 13 f 14 a	Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees
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2005/2025 Symise AG Annual Against 7.3 Concerns related to inappropriate membership of committees 21/05/2025 ageas SA/NV Annual/Special Against 4.1 Concerns related to succession planning 21/05/2025 Alpha Services & Holdings SA Annual Against 9.13 Pay is misaligned with EQS remuneration principles 21/05/2025 ASR Nederland NV Annual Against 9.13 Pay is misaligned with EQS remuneration principles 21/05/2025 Be Nederland NV Annual Against 2.d. Pay is misaligned with EQS remuneration principles 21/05/2025 Be Nederland NV Annual Against 1 Concerns related to board concerns about overall board structure 12 Concerns to protect shareholder value 13 Lissue of equity raises concerns about excessive dilution of existing shareholders Concerns related to bard concerns related to bard concerns about excessive dilution of existing shareholders Concerns related to bard concerns about excessive dilution of existing shareholders Concerns related to bard concerns related to bard concerns related to bard concerns related to bard concerns related to bard concerns related to bard concerns related to bard concerns related to bard concerns related to bard concerns related to bard concerns related to bard concerns related to bard concerns related to bard concerns related to bard concerns related to inappropriate membership of com regarding Auditor tenure Combined CEO/Chair Lack of independence on board Concerns related to bard concerns related to bard overboarded/Too many other time commitments (15,20 Pay is misaligned with EQS remuneration principles (15,20 Pay is misaligned with EQS remuneration principles (15,20 Pay is misaligned with EQS remuneration principles (15,20 Pay is misaligned with EQS remuneration principles (15,20 Pay is misaligned with EQS remuneration principles (15,20 Pay is misaligned with EQS remuneration principles (15,20 Pay is misaligned with EQS remuneration principles (15,20 Pay is misaligned with EQS remuneration principles (15,20 Pay is misaligned with EQS remuneration principles (15,20 Pay is misaligned with	2005/2025 Symriss AG Annual Against 7,3 Concerns related to inappropriate membership of committees 2105/2025 ageas SANNV Annual Against 4,1 Concerns related to succession planning 2105/2025 Alpha Services & Holdings SA. Annual Against 9,13 Pay is misaligned with EOS remuneration principles 2105/2025 Alpha Services & Holdings SA. Annual Against 9,13 Pay is misaligned with EOS remuneration principles 2105/2025 BeOne Medicines Ltd. Annual Against 1 Concerns related to board composition Concerns about overall board structure 2105/2025 BeOne Medicines Ltd. Annual Against 1 Concerns related to board composition Concerns about overall board structure 2105/2025 Beliore SE Annual/Special Against 14 Concerns regarding Auditor tenure 2105/2025 Beliore SE Annual/Special Against 14 Concerns regarding Auditor tenure 2105/2025 Beliore SE Annual/Special Against 14 Concerns regarding Auditor tenure 2105/2025 Concerns regarding Auditor tenure 2105/2025 Concerns regarding Auditor tenure 2105/2025 Concerns regarding Auditor tenure in structure committees Concerns regarding Auditor tenure combined CEO/Chair 18,17,19,25 Lack of independence on board Concerns related to inappropriate membership of committees Concerns regarding Auditor tenure combined CEO/Chair 22,23 Pays is misaligned with EOS remuneration principles 21,05/2025 Pay is misaligned with EOS remuneration principles 21,05/2025 Pay is misaligned with EOS remuneration principles 21,05/2025 Pay is misaligned with EOS remuneration principles 21,05/2025 Pay is misaligned with EOS remuneration principles 21,05/2025 Pay is misaligned with EOS remuneration principles 21,05/2025 Pay is misaligned with EOS remuneration principles 21,05/2025 Pay is misaligned with EOS remuneration principles 21,05/2025 Pay is misaligned with EOS remuneration principles 21,05/2025 Pay is misaligned with EOS remuneration principles 21,05/2025 Pay is misaligned with EOS remuneration principles 21,05/2025 Pay is misaligned with EOS remuneration principles 21,05/2025 Pay is misaligned with EOS remunerati	21/05/2025 ageas 3 21/05/2025 Alpha 3 21/05/2025 ASR N 21/05/2025 BeOne					
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Shareholder, value. 21/05/2025 Bollore SE Annual/Special Against 4 Concerns regarding Auditor tenure 17,8,9,11 Lack of independence on board 12 Lack of independence on board Concerns related to inappropriate membership of com regarding Auditor tenure Combined CEO/Chair 16,17,19,25 Lack of independence on board Concerns related to inappropriate membership of com regarding Auditor tenure Combined CEO/Chair 16,17,19,25 Lack of independence on board Overboarded/Too many other time commitments 15,20 Pay is misaligned with EOS remuneration principles 22,23 Poison pill/anti-takeover measure not in investors interests Poison pill/anti-takeover measure not in investors interests Issue of equity raises concerns.	21/05/2025 Bollore SE Annual/Special Against Annual/Special Against Annual/Special Against Annual/Special Against Annual/Special Against Annual/Special Against Annual/Special Against Annual/Special Against Annual Against Against Against Against Annual Against Agains	21/05/2025 Bollore	pha Services & Holdings SA 3R Nederland NV One Medicines I td.		· ·		Concerns to protect shareholder value
21/05/2025 Bollore SE Annual/Special Against 14 Concerns regarding Auditor Lenure 1	21/05/2025 Bollore SE	21/05/2025 Bollore	pha Services & Holdings SA 3R Nederland NV. One Medicines Ltd.		İ	8,10	
4	Annual Against Again		pha Services & Holdings SA SR Nederland NY. -One Medicines Ltd.	Annual/Special	Against	14	Concerns regarding Auditor tenure
12 Lack of independence on board Concerns related to inappropriate membership of com regarding Auditor tenure Combined ECPC/Chair 16,17,19,25 Lack of independence on board Overboarded/Too many other time commitments 15,20 Pay is misaligned with EOS remuneration principles 22,23 Poison pill/anti-takeover measure not in investors interests Poison pill/anti-takeover measure not in investors interests Issue of equity raises concerning and interests interes	12 Lack of independence on board Concerns related to inappropriate membership of committees Concerns regarding Auditor tenure Combined CEO/Chair 16,17,19,25 Lack of independence on board Overboarded/Too many other time commitments 15,20 Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Lack of independence on board Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles Pay is misaligned with EO		eOne Medicines Ltd.	1	-		Insufficient justification for related party transaction
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22,23 Poison pill/anti-takeover measure not in investors interests Poison pill/anti-takeover measure not in investors interests Issue of equity raises conce dilution of existing shareholders	22,23 Poison pill/anti-takeover measure not in investors interests Poison pill/anti-takeover measure not in investors interests state of equity raises concerns about excessive dilution of existing shareholders 21/05/2025 Erste Group Bank AG	•	eOne Medicines Ltd.				
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4 I/O/COCO TO DE EVENIUM ACTOR OCULTO OCULTO ACTOR ACTUAL	21/05/2025 Erste Group Bank AG Annual All For 21/05/2025 Ipsen SA Annual All For 21/05/2025 Ipsen SA Annual All For 21/05/2025 OCI NV Annual All For 21/05/2025 Orange SA Annual Annual All For 21/05/2025 Orange SA Annual Ann	21/05/2025 CTS Ev	eOne Medicines Ltd.			,	
21(05/2025 Erste Group Bank AG Annual All For	21/05/2025 Ipsen SA Annual/Special Against 21,22,23 Concerns to protect shareholder value 6 Lack of independence on board Concerns related to inappropriate membership of committees 21/05/2025 OCI NV Annual All For Pay is misaligned with EOS remuneration principles Annual Against 8,10,24 Pay is misaligned with EOS remuneration principles 21/05/2025 Orange SA Annual Against 7 Insufficient/poor disclosure 10,100 1	21/05/2025 Erste G	eOne Medicines Ltd.	Annual	Against		dilution of existing shareholders
21/05/2025 Ipsen SA Annual/Special Against 21,22,23 Concerns to protect shareholder value	12.26 Pay is misaligned with EOS remuneration principles 12.26 Pay is misaligned with	21/05/2025 Ipsen S	eOne Medicines Ltd. Dilore SE TS Eventim AG & Co. KGaA ste Group Bank AG	Annual	All For	9,10	dilution of existing shareholders Pay is misaligned with EOS remuneration principles
12,26 Pay is misaligned with EOS remuneration principles	21/05/2025 OC I NV Annual All For 21/05/2025 Orange SA Annual/Special I Against 8,10,24 Pay is misaligned with EOS remuneration principles 21/05/2025 Partners Group Holding AG I nsufficient/poor disclosure 21/05/2025 PUMA SE Annual Against 6,7 Pay is misaligned with EOS remuneration principles		eOne Medicines Ltd. Dilore SE TS Eventim AG & Co. KGaA ste Group Bank AG	Annual	All For	9,10	dilution of existing shareholders Pay is misaligned with EOS remuneration principles Concerns to protect shareholder value
21/05/2025 OCI NV Annual All For	21/05/2025 Partners Group Holding A.G. Annual Against 7. Insufficient/poor disclosure 21/05/2025 Pulma SE Annual Against 6,7 Pays is misaligned with EOS remuneration principles	21/05/2025 OCI NV	## SEVENTIM AG & Co. KGBA ### SEVENTIM AG & Co. KGBA ### SEVENTIM AG & Co. KGBA ### SEVENTIM AG & Co. KGBA ### SEVENTIM AG & CO.	Annual	All For Against	9.10 21,22,23 6	dilution of existing shareholders Fay is misaligned with EOS remuneration principles Concerns to protect shareholder value Lack of independence on board Concerns related to inappropriate membership of committees
AUXIVIDA UTBING SA IANTINASSECIA IAQUINS IB, 10,24 Pay is misaligned with EOS remuneration principles 2/105/2025 Departers Group Holding AG IAnguist 17 Insufficient/poor disclosure	21/05/2025 PUMA SE Annual Against 6,7 Pay is misaligned with EOS remuneration principles	21/05/2025 Orange 21/05/2025 Partner	## One Medicines Ltd. ### ITS Eventim AG & Co. KGsA ### Ste Group Bank AG sen SA CI NV	Annual Annual/Special Annual	All For Against All For	9.10 21,22,23 6 12,26	dilution of existing shareholders Fay is misaligned with EOS remuneration principles Concerns to protect shareholder value Lack of Independence on board Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles
The state of the s		21/05/2025 PUMA	FONE Medicines Ltd. IS Eventim AG & Co. KGsA Ste Group Bank AG sen SA CI NV Cange SA	Annual Annual/Special Annual Annual Annual	All For Against All For Against	9.10 21,22,23 6 12,26	dilution of existing shareholders Pay is misaligned with EOS remuneration principles Concerns to protect shareholder value Lack of independence on board Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
21/05/2025 PUMA SE Annual Against 6,7 Pay is misaligned with EOS remuneration principles	21/05/2025 Telenor ASA Annual Against 10.1,10.2,11 Pay is misaligned with EOS remuneration principles 21/05/2025 Teleperformance SE Annual/Special All For	21/05/2025 Telenoi	PONE Medicines Ltd. ITS Eventim AG & Co. KGaA SIte Group Bank AG. Sen SA CI NV. Tange SA artners Group Holding AG.	Annual Annual/Special Annual Annual Annual Annual Annual	All For Against All For Against Against Against	9.10 21,22,23 6, 12,26 8.10,24 7, 6,7	dilution of existing shareholders Pay is misaligned with EOS remuneration principles Concerns to protect shareholder value Lack of independence on board Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
		2025 PUMA	## Seventim AG & Co. KGeA ## Seventim AG & Co.	Annual Annual/Special Annual Annual Annual/Special Annual	All For Against All For Against Against	9,10 21,22,23 6 12,26 8,10,24	dilution of existing shareholders Pay is misaligned with EOS remuneration principles Concerns to protect shareholder value Lack of Independence on board Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Insufficiently poor disclosure

<u> </u>	Company Name	Meeting Type	Votes For/Against Managemen	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
	TERNA Rele Elettica Nazionale Spa 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
				5.2,5.3,5.5,5.6,5.7,6.3,6.5,6. 6,6.7	independence on board Concerns related to approach to board gender diversity 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
				9	about remuneration committee performance
				4.1.2,4.2,4.3,4.4	Insufficient/poor disclosure
04/05/0005	The County Course AC	I Americal	I Ameliana	i Io	Pay is misaligned with EOS remuneration principles
21/05/2025	The Swatch Group AG	Annual	Against	8 5.4,6.4	Concerns regarding Auditor tenure 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
				5.2,5.3,5.5,5.6,5.7,6.3,6.5,6.	independence on board Concerns related to approach to board gender diversity
				6,6.7	Concerns related to inappropriate membership of committees Lack of independence on board
				6.2 9	Concerns related to inappropriate membership of committees Lack of independence on board Concerns abo
				4.1.2,4.2,4.3,4.4	remuneration committee performance Insufficient/poor disclosure
		İ		4.1.2,4.2,4.3,4.4	Pay is misaligned with EOS remuneration principles
22/05/2025	Arkema 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	
	Bank of Ireland Group Plc	Annual	All For	10	Insufficient/poor disclosure
22/05/2025	Brenntag SE	Annual	Against	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	Elis 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 22/05/2025	EXUK NV	Annual Annual/Special	Against	2.b.,3.c.	Pay is misaligned with EOS remuneration principles
22/05/2025 22/05/2025	FDJ United Fresenius Medical Care AG	Annual/Special Annual	All For All For	İ	
	Safran SA	Annual/Special	Against	13	Pay is misaligned with EOS remuneration principles
23/05/2025	Baloise Holding AG	Extraordinary Shareholders	s Against	2.1,2.2	Insufficient/poor disclosure
	Coca-Cola HBC AG	Annual	Against	5.1.e	Concerns about overall board structure
00/05/5	5 1 25 2 2 42 4		<u> </u>	5.1.a	Failure to provide DEI disclosures in line with UK listing rules
23/05/2025	Fresenius SE & Co. KGaA	Annual Charabalder	Against	b o	Pay is misaligned with EOS remuneration principles
23/05/2025	Helvetia Holding AG LyondellBasell Industries N.V.	Extraordinary Shareholders Annual	Against All For	U	Insufficient/poor disclosure
23/05/2025	TotalEnergies SE	Annual/Special	Against	13	Golden Hello The exceptional remuneration is forbidden unless in the event of exceptional circumstances
20/00/2020	Total Energies SE	, a maan opoola	, igamor	8	which remain undisclosed. Potential for upwards discretion Concerns over the stringency of the climate
				12	metrics in the LTI representing 30% weight. The post-mandate vesting policy maintains the right to acquire
		į	1	1	performance shares after the departure of the CEO, without prorata temporis in case of retirement. This is
				1	not considered a good practice, and the issue is becoming more acute considering the absence of
		•		1	information regarding succession and situation for the next mandate. Annual bonus paid in all cash
				1	Overboarding concerns
				İ	The target for the annual bonus is not disclosed. Concerns over the stringency of the STI targets as payou 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.
					Similar metrics utilised in the LTI and STIP, specifically targets associated with GHG emissions. he 2024
		į.	1	İ	LTI plan would allow compensation effects between fiscal years as the overachievement during one fiscal
				1	year could offset the underperformance during another fiscal year. The 2024 LTI plan would allow
				İ	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
				1	disclosure regarding the achievements levels of performance criteria attached the 2021 and 2022 LTI plans
				1	As the threshold targets under the two climate-related criteria were already achieved by end of FY 2024, the
					vesting scales underlying those 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
					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.
26/05/2025	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
	Leonardo SpA	Annual/Special	Against	7	Pay is misaligned with EOS remuneration principles
27/05/2025		Annual/Special	Against	19	Voting related to alignment with 1.5 degrees scenario
	argenx SE	Annual	Against	3.	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
	Bechtle AG Daimler Truck Holding AG	Annual Annual	Against	6	Pay is misaligned with EOS remuneration principles
2110012020	Dailinio Truck Holding AG	runuai	Against	8	Pay is misaligned with EOS remuneration principles Concerns related to shareholder rights
27/05/2025	EQT AB	Annual	Against	14.e	Overboarded/Too many other time commitments
		i	, igamot	13.a,16,20	Pay is misaligned with EOS remuneration principles
	Fraport AG Frankfurt Airport Services Worldwide	Annual	Against	13.a,16,20 4.1	Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees
	Fraport AG Frankfurt Airport Services Worldwide	Annual		13.a,16,20	Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to succession planning
27/05/2025	·		Against	13.a,16,20 4.1 7.1,7.2,7.3 6	Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to succession planning Pay is misaligned with EOS remuneration principles
27/05/2025	Fraport AG Frankfurt Airport Services Worldwide HENSOLDT AG	Annual Annual		13.a,16,20 4.1 7.1,7.2,7.3 6 11.a,11.b	Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to succession planning Pay is misaligned with EOS remuneration principles Concerns related to succession planning
27/05/2025	·		Against	13.a,16,20 4.1 7.1,7.2,7.3 6 11.a,11.b	Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to succession planning Pay is misaligned with EOS remuneration principles Concerns related to succession planning Lack of independence on board Concerns related to inappropriate membership of committees Concerns
27/05/2025	·		Against	13.a.16.20 4.1 7.1,7.2,7.3 6 11.a.11.b 11.c	Pay is misaligned with EOS remuneration principles. Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to succession planning Pay is misaligned with EOS remuneration principles Concerns related to succession planning Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to succession planning
27/05/2025	·		Against	13.a,16,20 4.1 7.1,7.2,7.3 6 11.a,11.b	Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to succession planning Pay is misaligned with EOS remuneration principles Concerns related to succession planning Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to succession planning Lack of independence on board Concerns related to succession planning
27/05/2025 27/05/2025	HENSOLDT AG		Against	13.a.16.20 4.1 7.1,7.2,7.3 6 11.a.11.b 11.c	Pay is misaligned with EOS remuneration principles. Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to succession planning Pay is misaligned with EOS remuneration principles Concerns related to succession planning Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to succession planning
27/05/2025 27/05/2025	·	Annual	Against Against	13.a.16.20 4.1 7.1,7.2,7.3 6 11.a.11.b 11.c 11.d 5,12 8.1,8.2 8.5	Pay is misaligned with EOS remuneration principles. Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to succession planning Pay is misaligned with EOS remuneration principles Concerns related to succession planning Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to succession planning Lack of independence on board Concerns related to succession planning Pay is misaligned with EOS remuneration principles Concerns related to succession planning Lack of independence on board
27/05/2025 27/05/2025	HENSOLDT AG	Annual	Against Against	13.a.16.20 4.1 7.1,7.2,7.3 6 11.a.11.b 11.c 11.d 5,12 8.1,8.2 8.5 8.4	Pay is misaligned with EOS remuneration principles. Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to succession planning Pay is misaligned with EOS remuneration principles Concerns related to succession planning Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to succession planning Lack of independence on board Concerns related to succession planning Pay is misaligned with EOS remuneration principles Concerns related to succession planning Lack of independence on board Lack of independence on board Lack of independence on board
27/05/2025 27/05/2025	HENSOLDT AG	Annual	Against Against	13.a,16.20 4.1 7.1,7.2,7.3 6 11.a,11.b 11.d 5,12 8.1,8.2 8.5 8.4 8.3	Pay is misaligned with EOS remuneration principles. Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to succession planning Pay is misaligned with EOS remuneration principles Concerns related to succession planning Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to succession planning Lack of independence on board Concerns related to succession planning Pay is misaligned with EOS remuneration principles Concerns related to succession planning Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board related to succession planning Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board
27/05/2025 27/05/2025	HENSOLDT AG	Annual	Against Against	13.a.16.20 4.1 7.1,7.2,7.3 6 11.a.11.b 11.c 11.d 5,12 8.1,8.2 8.5 8.4	Pay is misaligned with EOS remuneration principles. Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to succession planning Pay is misaligned with EOS remuneration principles Concerns related to succession planning Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to succession planning Lack of independence on board Concerns related to succession planning Pay is misaligned with EOS remuneration principles Concerns related to succession planning Lack of independence on board Concerns related to succession planning Lack of independence on board Concerns related to succession planning Lack of independence on board Concerns related to succession planning
27/05/2025 27/05/2025 27/05/2025 27/05/2025	HENSOLDT AG KION GROUP AG	Annual	Against Against Against Against	13.a,16.20 4.1 7.1,7.2,7.3 6 11.a,11.b 11.d 5,12 8.1,8.2 8.5 8.4 8.3	Pay is misaligned with EOS remuneration principles. Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to succession planning Pay is misaligned with EOS remuneration principles Concerns related to succession planning Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to succession planning Lack of independence on board Concerns related to succession planning Pay is misaligned with EOS remuneration principles Concerns related to succession planning Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board related to succession planning Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board
27/05/2025 27/05/2025 27/05/2025 27/05/2025	HENSOLDT AG KION GROUP AG Legrand SA	Annual Annual Annual	Against Against Against Against	13.a,16.20 4.1 7.1,7.2,7.3 6 11.a,11.b 11.d 5,12 8.1,8.2 8.5 8.4 8.3	Pay is misaligned with EOS remuneration principles. Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to succession planning Pay is misaligned with EOS remuneration principles Concerns related to succession planning Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to succession planning Lack of independence on board Concerns related to succession planning Pay is misaligned with EOS remuneration principles Concerns related to succession planning Lack of independence on board Concerns related to succession planning Lack of independence on board Concerns related to succession planning Lack of independence on board Concerns related to succession planning
27/05/2025 27/05/2025 27/05/2025 27/05/2025 27/05/2025 27/05/2025	HENSOLDT AG KION GROUP AG Legrand SA OMV AG	Annual Annual Annual Annual/Special Annual	Against Against Against Against All For All For	13.a,16.20 4.1 7.1,7.2,7.3 6 11.a,11.b 11.d 5,12 8.1,8.2 8.5 8.4 8.3	Pay is misaligned with EOS remuneration principles. Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to succession planning Pay is misaligned with EOS remuneration principles Concerns related to succession planning Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to succession planning Lack of independence on board Concerns related to succession planning Lack of independence on board Concerns related to succession planning Pay is misaligned with EOS remuneration principles Concerns related to succession planning Lack of independence on board Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to succession planning Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Concerns related to succession planning Pay is misaligned with EOS remuneration principles
27/05/2025 27/05/2025 27/05/2025 27/05/2025 27/05/2025 27/05/2025 27/05/2025	HENSOLDT AG KION GROUP AG Legrand SA	Annual Annual Annual	Against Against Against Against	13.a.16.20 4.1 7.1,7.2,7.3 6 11.a.11.b 11.c 11.d 5,12 8.1,8.2 8.5 8.4 8.3 6	Pay is misaligned with EOS remuneration principles. Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to succession planning Pay is misaligned with EOS remuneration principles Concerns related to succession planning Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to succession planning Lack of independence on board Concerns related to succession planning Pay is misaligned with EOS remuneration principles Concerns related to succession planning Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lock of indep
27/05/2025 27/05/2025 27/05/2025 27/05/2025 27/05/2025 27/05/2025 27/05/2025 27/05/2025	HENSOLDT AG KION GROUP AG Legrand SA OMV AG Publicis Groupe SA Zalando SE	Annual Annual Annual/Special Annual Annual Annual Annual Annual Annual	Against Against Against All For All For All For Against Against	13.a,16.20 4.1 7.1,7.2,7.3 6 11.a,11.b 11.c 11.d 5,12 8.1,8.2 8.5 8.4 8.3 6	Pay is misaligned with EOS remuneration principles. Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to succession planning Pay is misaligned with EOS remuneration principles Concerns related to succession planning Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to succession planning Lack of independence on board Concerns related to succession planning Pay is misaligned with EOS remuneration principles Concerns related to succession planning Lack of independence on board Lack of indep
27/05/2025 27/05/2025 27/05/2025 27/05/2025 27/05/2025 27/05/2025 27/05/2025 27/05/2025	HENSOLDT AG KION GROUP AG Legrand SA OMV AG Publicis Groupe SA	Annual Annual Annual/Special Annual/Special Annual	Against Against Against Against All For All For Ald For Against	13.a.16.20 4.1 7.1,7.2,7.3 6 11.a,11.b 11.c 11.d 5,12 8.1,8.2 8.5 8.4 8.3 6	Pay is misaligned with EOS remuneration principles. Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to succession planning Pay is misaligned with EOS remuneration principles Concerns related to succession planning Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to succession planning Lack of independence on board Concerns related to succession planning Pay is misaligned with EOS remuneration principles Concerns related to succession planning Lack of independence on board Concerns related to succession planning Lack of independence on board Concerns related to succession planning Lack of independence on board Lack of independence on board Concerns related to succession planning Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Concerns related to shareholder rights Excessive CEO pay 2- Low shareholding requirement. 3- Options vest in less than 36 months Concerns related to Non-audit fees
27/05/2025 27/05/2025 27/05/2025 27/05/2025 27/05/2025 27/05/2025 27/05/2025 27/05/2025	HENSOLDT AG KION GROUP AG Legrand SA OMV AG Publicis Groupe SA Zalando SE	Annual Annual Annual/Special Annual Annual Annual Annual Annual Annual	Against Against Against All For All For All For Against Against	13.a,16.20 4.1 7.1,7.2,7.3 6 6 11.a,11.b 11.c 11.d 5,12 8.1,8.2 8.5 8.4 8.3 6 10.14,15,19 8 6 10,14,15,19	Pay is misaligned with EOS remuneration principles. Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to succession planning Pay is misaligned with EOS remuneration principles Concerns related to succession planning Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to succession planning Lack of independence on board Concerns related to succession planning Pay is misaligned with EOS remuneration principles Concerns related to succession planning Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Concerns related to succession planning Lack of independence on board Concerns related to succession planning Pay is misaligned with EOS remuneration principles Concerns related to shareholder rights Excessive CEO pay 2-L cow shareholding reguirement 3- Options vest in less than 36 months Concerns related to inappropriate membership of committees
27/05/2025 27/05/2025 27/05/2025 27/05/2025 27/05/2025 27/05/2025 27/05/2025 27/05/2025	HENSOLDT AG KION GROUP AG Legrand SA OMV AG Publicis Groupe SA Zalando SE	Annual Annual Annual/Special Annual Annual Annual Annual Annual Annual	Against Against Against All For All For All For Against Against	13.a.16.20 4.1 7.1,7.2,7.3 6. 11.a,11.b 11.c 11.d 5,12 5.1,8.2 8.5 8.4 8.3 6 10.14,15,19 8 6 10.14,15,19 8 10.14 5,6,11 9	Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to succession planning Pay is misaligned with EOS remuneration principles Concerns related to succession planning Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to succession planning Lack of independence on board Concerns related to succession planning Pay is misaligned with EOS remuneration principles Concerns related to succession planning Lack of independence on board Lack of independence on board Concerns related to succession planning Lack of independence on board Lack of independence on board Concerns related to succession planning Lack of independence on board Concerns related to succession planning Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Concerns related to shareholder rights Excessive CEO pay 2- Low shareholding reguirement. 3- Options vest in less than 36 months Concerns related to Non-audit fees Concerns related to Independence value Concerns related to Independence on the principles Concerns related to Independence on the principles Concerns related to Independence on the principles Concerns related to Non-audit fees Concerns related to Independence on the principles Concerns related to Non-audit fees Concerns related to Non-audit fees Concerns related to Non-audit fees Concerns related to reproper the membership of committees Concerns related to Concerns related to value Concerns related to Concerns related to value
27/05/2025 27/05/2025 27/05/2025 27/05/2025 27/05/2025 27/05/2025 27/05/2025 27/05/2025	HENSOLDT AG KION GROUP AG Legrand SA OMV AG Publicis Groupe SA Zalando SE	Annual Annual Annual/Special Annual Annual Annual Annual Annual Annual	Against Against Against All For All For All For Against Against	13.a,16.20 4.1 7.1,7.2,7.3 6 6 11.a,11.b 11.c 11.d 5,12 8.1,8.2 8.5 8.4 8.5 8.4 8.3 6 10.14,15,19 8 6 10,14 15,6,11 9	Pay is misaligned with EOS remuneration principles. Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to succession planning Pay is misaligned with EOS remuneration principles Concerns related to succession planning Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to succession planning Lack of independence on board Concerns related to succession planning Pay is misaligned with EOS remuneration principles Concerns related to succession planning Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Concerns related to succession planning Lack of independence on board Concerns related to Succession planning Cave in independence on board Concerns related to Succession planning Concerns related to succession planning Concerns related to inpapropriate membership of committees Concerns related to inpapropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees
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27/05/2025 27/05/2025 27/05/2025 27/05/2025 27/05/2025 27/05/2025 27/05/2025 28/05/2025	HENSOLDT AG KION GROUP AG Legrand SA OMV AG Publicis Group SA Zalando SE Accor SA Carrefour SA	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against All For All For Against Against Against Against	13.a,16.20 4.1 7.1,7.2,7.3 6 6 11.a,11.b 11.c 11.d 5,12 8.1,8.2 8.5 8.4 8.5 8.4 8.3 6 10.14,15,19 8 6 10,14 15,6,11 9	Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to succession planning Pay is misaligned with EOS remuneration principles Concerns related to succession planning Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to succession planning Lack of independence on board Concerns related to succession planning Pay is misaligned with EOS remuneration principles Concerns related to succession planning Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Concerns related to succession planning Lack of independence on board Concerns related to succession planning Pay is misaligned with EOS remuneration principles Concerns related to shareholder rights Excessive CEO pay. 2- Low shareholding requirement. 3- Options vest in less than 36 months Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns re
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27/05/2025 27/05/2025 27/05/2025 27/05/2025 27/05/2025 27/05/2025 27/05/2025 28/05/2025 28/05/2025 28/05/2025	HENSOLDT AG KION GROUP AG Legrand SA OMV AG Publicis Group SA Zalando SE Accor SA Carrefour SA	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against All For All For Against Against Against Against	13.a,16.20 4.1 7.1,7.2,7.3 6. 11.a,11.b 11.c 11.d 5.12 8.1,8.2 8.5 8.4 8.3 6 10.14.15,19 8.6 10.14.15,19 9 10.14.15,19	Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to succession planning Pay is misaligned with EOS remuneration principles Concerns related to succession planning Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to succession planning Lack of independence on board Concerns related to succession planning Pay is misaligned with EOS remuneration principles Concerns related to succession planning Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Lack of independence on board Concerns related to succession planning Lack of independence on board Concerns related to succession planning Pay is misaligned with EOS remuneration principles Concerns related to shareholder rights Concerns related to shareholder rights Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Con
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27/05/2025 27/05/2025 27/05/2025 27/05/2025 27/05/2025 27/05/2025 27/05/2025 27/05/2025 28/05/2025 28/05/2025 28/05/2025 28/05/2025	HENSOLDT AG KION GROUP AG Legrand SA OMV AG Publicis Groupe SA Zalando SE Accor SA Carrefour SA Evonik Industries AG Havas NV LEG Imprehelitien SE Tillicropelitien SE LEG Timprehelitien SE VI	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against All For All For All For Against Against Against Against Against Against Against Against Against Against	13.a.16.20 4.1 7.1,7.2,7.3 6. 11.a.11.b 11.c 11.d 5,12 8.1,8.2 8.5 8.4 8.5 8.4 10.14,15,19 8 6 10.14,15,19 8 10.14	Pay is misaligned with EOS remuneration principles. Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to succession planning Pay is misaligned with EOS remuneration principles Concerns related to succession planning Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to succession planning Lack of independence on board Concerns related to succession planning Pay is misaligned with EOS remuneration principles Concerns related to succession planning Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to succession planning Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to independence on board Concerns related to inappropriate membership of committees Concerns related to independence on board Concerns related to succession planning Lack of independence on board Concerns related to succession planning Pay is misaligned with EOS remuneration principles Concerns related to shareholder rights Excessive CEO pay 2- Low shareholding requirement 3- Options vest in less than 36 months Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concern

Meeting Date 29/05/2025		Mary Mary Thomas	Make - Front and and Make	A de 16 No b	Mada a Fantanada a
29/05/2025		Meeting Type	Votes For/Against Management	!	Voting Explanation
	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		
30/05/2025	Poste Italiane SpA	Annual	Against	3.2.4	
03/06/2025	Amadeus IT Group SA	Annual	Against	13	Pay is misaligned with EOS remuneration principles
03/06/2025	Ariston Holding NV	Annual	Against	4.a.,4.b. 2.b.,6.,7.,8.	Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles
03/06/2025	Metlen Energy & Metals SA	Annual	Against	4,11	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
03/06/2025	Samsonite Group S.A.	Annual	All For		1 27 10 1110 2110 2110 2110 2110 2110 21
	Telekom Austria AG	Annual	Against	6.1,6.2	Lack of independence on board
			<u> </u>	6.3	Lack of independence on board Concerns related to inappropriate membership of committees
	Grifols SA	Annual	Against	7,8,9,10,11	Lack of independence on board. Concerns related to inappropriate membership of committees. Pay is misaligned with EOS remuneration principles. Pay is misaligned with EOS remuneration principles.
	Mowi ASA Allegion Plc	Annual Annual	Against All For	6,7	ray is misalighed with EOS territineration principles
05/06/2025	Compagnie de Saint-Gobain SA	Annual/Special	Against	8	Overboarded/Too many other time commitments
				14,25,26	Pay is misaligned with EOS remuneration principles
	Corporacion Acciona Energias Renovables SA	Annual	Against	3	Pay is misaligned with EOS remuneration principles
05/06/2025	D'Ieteren Group	Annual	Against	3,4	Pay is misaligned with EOS remuneration principles
05/06/2025 05/06/2025	Flutter Entertainment Plc Scout24 SE	Annual Annual	Against Against	1a 6,8	Concerns related to board composition Pay is misaligned with EOS remuneration principles
	Trane Technologies Pic	Annual	Against	11,3	Concerns regarding Auditor tenure
05/06/2025	Worldline SA	Annual/Special	Against	30	Concerns related to shareholder rights
		i 	i -	11,12,14,16	Pay is misaligned with EOS remuneration principles Concerns related to management of environment-related business risks
06/06/2025	Garmin Ltd.	Annual	Against	5b,7b	Concerns related to management of environment-related business risks
10/06/2025	Sonova Holding AG	Annual	Against	4.1.6	Concerns related to inappropriate membership of committees
				6 1.3	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles
11/06/2025	Gaztransport & Technigaz SA	Annual/Special	Against	27	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
11/06/2025	GEK Terna SA	Annual	Against	10.1	Combined CEO/Chair
			-	10.2,10.3,10.5,10.6,10.7,10.	Lack of independence on board
				8,10.14	Lack of independence on board Overboarded/Too many other time commitments
				10.12	Pay is misaligned with EOS remuneration principles
11/06/0005	NVD Coming of uptors NV	Annual	Against	21.0	Na alauhadi naliar Ulah padahla nagasia Ulah CEO ta arawa NEO araw
11/06/2025 11/06/2025	NXP Semiconductors N.V. Unibail-Rodamco-Westfield NV	Annual Annual	Against Against	3i,9 7.8	No clawback policy. High variable pay ratio. High CEO to average NEO pay. Concerns related to inappropriate membership of committees
11/00/2025	Onioan-rodanico-vvestnero inv	Armudi	rigaillat	7,8 9	Concerns related to inappropriate membership of committees Concerns related to succession planning
				1	Pay is misaligned with EOS remuneration principles
12/06/2025	Pirelli & C. SpA	Annual	Against	2.1,2.2,3	Pay is misaligned with EOS remuneration principles
12/06/2025	Rubis SCA	Annual/Special	All For	ļ	
13/06/2025	DWS Group GmbH & Co. KGaA	Annual	Against	6,8	Pay is misaligned with EOS remuneration principles
18/06/2025	Delivery Hero SE	Annual	Against	3.1	Concerns related to inappropriate membership of committees Concerns related to shareholder rights
			į	10,11,12,13,14	Issue of equity raises concerns about excessive dilution of existing shareholders
				7	Pay is missiligned with EOS remuneration principles Pay is missiligned with EOS remuneration principles Pay is missiligned with EOS remuneration principles Combined CEO/Chair Lack of independence on board Combined CEO/Chair Lack of independence on board Combined CEO/Chair Lack of independence on board
18/06/2025	International Consolidated Airlines Group 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
			•	9,12,13,15,16	diversity Concerns related to inappropriate membership of committees
40/00/0005	0-144	A	Against	10.11	Pay is misaligned with EOS remuneration principles
18/06/2025 19/06/2025	SalMar ASA Burgau Veritas SA	Annual Annual/Special	Against	10,11 11,14,24	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
19/06/2025	Bureau Veritas SA HELLENIQ ENERGY Holdings SA	Annual	Against 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
				6.a.	High variable pay ratio 2- Inappropriate use of one-time awards 3- Insufficient disclosure
				2.b.,6.b.	Pay is misaligned with EOS remuneration principles
		<u> </u>	<u> </u>	2.0.,0.0.	
	Unipol Assicurazioni SpA	Extraordinary Shareholders	All For	2.0.,0.0.	
23/06/2025	Alpha Services & Holdings SA	Extraordinary Shareholders	All For		
23/06/2025		Extraordinary Shareholders Extraordinary Shareholders Annual	All For All For Against	5(a) 13.2	Concerns related to attendance at board or committee meetings
23/06/2025 23/06/2025	Alpha Services & Holdings SA Atalaya Mining Copper SA	Extraordinary Shareholders	All For	5(a)	
23/06/2025 23/06/2025	Alpha Services & Holdings SA	Extraordinary Shareholders	All For	5(a) 13.2 6.8.9 8.9	Concerns related to attendance at board or committee meetings Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles Insufficient/pord disclosure
23/06/2025 23/06/2025 23/06/2025	Alpha Services & Holdings SA Atalaya Mining Copper SA Hellenic Telecommunications Organization SA	Extraordinary Shareholders Annual Annual	All For Against Against	5(a) 13.2 6.8.9 8,9 6,10,11	Concerns related to attendance at board or committee meetings issue of equity raises concerns about excessive dilution of existing shareholders Pay is missligned with EOS remuneration principles insufficient/poor disclosure Pay is missligned with EOS remuneration principles
23/06/2025 23/06/2025 23/06/2025 24/06/2025	Alpha Services & Holdings SA Atalaya Mining Copper SA Hellenic Telecommunications Organization SA Aroundtown SA	Extraordinary Shareholders Annual Annual Annual	All For Against Against Against	5(a) 13.2 6.8.9 8,9 6,10,11	Concerns related to attendance at board or committee meetings issue of equity raises concerns about excessive dilution of existing shareholders Pay is missligned with EOS remuneration principles insufficient/poor disclosure Pay is missligned with EOS remuneration principles
23/06/2025 23/06/2025 23/06/2025 24/06/2025 24/06/2025	Alpha Services & Holdings SA Atalaya Mining Copper SA Hellenic Telecommunications Organization SA Aroundtown SA Telecom Italia SpA	Extraordinary Shareholders Annual Annual Annual Annual	All For. Against Against Against Against	5(a) 13.2 6.8.9 8,9 6,10,11	Concerns related to attendance at board or committee meetings Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles Insufficient/pord disclosure
23/06/2025 23/06/2025 23/06/2025 24/06/2025 24/06/2025 24/06/2025	Alpha Services & Holdings SA Atalaya Mining Copper SA Hellenic Telecommunications Organization SA Aroundtown SA	Extraordinary Shareholders Annual Annual Annual	All For Against Against Against	5(a) 13.2 6.8.9 8,9 6,10,11	Concerns related to attendance at board or committee meetings Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
23/06/2025 23/06/2025 23/06/2025 24/06/2025 24/06/2025 24/06/2025 25/06/2025 25/06/2025	Alpha Services & Holdings SA Atalaya Mining Copper SA Hellenic Telecommunications Organization SA Aroundtown SA Telecom Italia SpA Telecom Italia SpA Acciona SA Indra Sistemas SA	Extraordinary Shareholders Annual Annual Annual Annual/Special Special	All For Against Against Against Against Against Against Against	5(a) 13.2 6.8.9 8,9 6,10,11	Concerns related to attendance at board or committee meetings Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees
23/06/2025 23/06/2025 23/06/2025 24/06/2025 24/06/2025 25/06/2025 25/06/2025 25/06/2025	Alpha Services & Holdinas SA. Atalaya Mining Copper SA Hellenic Telecommunications Organization SA Aroundtown SA. Telecom Italia SpA. Telecom Italia SpA. Acciona SA. Indra Sistemas SA. Indra Sistemas SA. Undra Sistemas SA.	Extraordinary Shareholders Annual Annual Annual/Special Special Annual Annual Annual	All For Against Against Against Against Against Against Against Against Against Against Against Against	5(e) 13.2 6.8.9 8.9 6.10.11 8 2.2.4.6 li 6 lv.6 v 2.3.4 7.6 5.7	Concerns related to attendance at board or committee meetings Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Pays is misaligned with EOS remuneration principles
23/06/2025 23/06/2025 23/06/2025 24/06/2025 24/06/2025 25/06/2025 25/06/2025 25/06/2025	Alpha Services & Holdings SA Atalaya Mining Copper SA Hellenic Telecommunications Organization SA Aroundtown SA Telecom Italia SpA Telecom Italia SpA Acciona SA Indra Sistemas SA	Extraordinary Shareholders Annual Annual Annual/Special Special Annual/Annual	All For Against Against Against Against Against Against Against	5(a) 13.2 68.9 6.9 6.10,11 8. 2.2.4,6,ii,6,iv,6,v 2.	Concerns related to attendance at board or committee meetings issue of equity raises concerns about excessive dilution of existing shareholders Pay is missaligned with EOS remuneration principles insufficient/poor disclosure Pay is missaligned with EOS remuneration principles Pay is missaligned with EOS remuneration principles Pay is missaligned with EOS remuneration principles Pay is missaligned with EOS remuneration principles. Eav is missaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Pay is missaligned with EOS remuneration principles.
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23/06/2025 23/06/2025 23/06/2025 24/06/2025 24/06/2025 24/06/2025 25/06/2025 25/06/2025 26/06/2025	Alpha Services & Holdinas SA. Atalaya Mining Copper SA Hellenic Telecommunications Organization SA Aroundtown SA. Telecom Italia SpA. Telecom Italia SpA. Acciona SA. Indra Sistemas SA. Indra Sistemas SA. Undra Sistemas SA.	Extraordinary Shareholders Annual Annual Annual/Special Special Annual Annual Annual	All For Against Against Against Against Against Against Against Against Against Against Against Against	5(a) 13.2 68.9 8.9 6.10.11 8. 2.2.4.6.ii.6.iv.6.v 2.3.4 7.6 5.7 29 27	Concerns related to attendance at board or committee meetings Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Eav is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles Lack of independence on board
23/06/2025 23/06/2025 23/06/2025 24/06/2025 24/06/2025 24/06/2025 25/06/2025 25/06/2025 26/06/2025	Alpha Services & Holdings SA Alalaya Mining Copper SA Hellenic Telecommunications Organization SA Aroundtown SA Telecom Italia SpA Telecom Italia SpA Acciona SA Indra Sistemas SA Indra Sistemas SA Public Power Corp. SA Allegro. eu SA	Extraordinary Shareholders Annual Annual Annual/Special Special Annual Annual Annual Annual Annual	Aglinst Against Against Against Against Against Against Against Against Against Against Against Against Against	5(a) 13.2 6.8.9 8.9 6.10.11 8 2.2.4.6 li 6 lv.6 v 2.3.4 7.6 5.7 29.	Concerns related to attendance at board or committee meetings Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles Lost of independence on board Lack of independence on board Lack of independence on board Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles Lack of independence on board Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles
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23/06/2025 23/06/2025 24/06/2025 24/06/2025 24/06/2025 24/06/2025 25/06/2025	Alpha Services & Holdings SA Atalaya Mining Copper SA Hellenic Telecommunications Organization SA Aroundrown SA Telecom Italia SpA Telecom Italia SpA Telecom Italia SpA Accions SA Indra Sistemas SA Public Power Corp. SA Allegro. eu SA LAMDA Development SA LAMDA Development SA Circum SA LAMDA Development SA Circum SA LAMDA Development SA Circum SA LAMDA Development SA Circum SA LAMDA Development SA Circum SA	Extraordinary Shareholders Annual Annual Annual/Special Special Annual	Aglinst Against	5(9) 13.2 15.8,9 8,9 8,9 6.10,11 8, 2.2.4,6,11,6,14,6,7 2.3 3.4, 7,6 5,7 2.9 2.7 10.1,10.2,10.4,10.9 10.5 10.1 10.6 5,12 1.1 3 6,7,9,11 4,5,8 1h 2 1 1 2 5 4 4 1 1 1 2 1 1 1 2 5 4 1 1 1 2 5 5 4 4	Concerns related to attendance at board or committee meetings Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles Lack of independence on board Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Concerns related to management of environment-related business risks Pay is misaligned with EOS remuneration principles Concerns related to management of environment-related business risks Pay is misaligned with EOS remuneration principles Concerns related to succession planning. Pay is misaligned with EOS remuneration principles Concerns related to EOS opportunities and risks Concerns related to Society of EOS opportunities and risks Concerns about remuneration committee performance High variable pay ratio High CEO to average NEO pay Concerns to protect shareholder value Concerns related to management of environment-related business risks EOS manual override SH-For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks EOS manual override SH-For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks EOS manual override SH-For shareholder value Concerns related to management of environment-related
23/06/2025 23/06/2025 24/06/2025 24/06/2025 24/06/2025 24/06/2025 25/06/2025 25/06/2025 25/06/2025 25/06/2025 25/06/2025 25/06/2025 25/06/2025 25/06/2025 25/06/2025 25/06/2025 26/06/2025 26/06/2025 26/06/2025 26/06/2025 26/06/2025 27/04/2025 08/04/2025 09/04/2025 09/04/2025 10/04/2025 10/04/2025	Alpha Services & Holdings SA Atalaya Mining Copper SA Hellenic Telecommunications Organization SA Aroundrown SA Telecom Italia SpA Telecom Italia SpA Telecom Italia SpA Accions SA Indra Sistemas SA Public Power Corp. SA Allegro. eu SA LAMDA Development SA LAMDA Development SA Circum SA LAMDA Development SA Circum SA LAMDA Development SA Circum SA LAMDA Development SA Circum SA LAMDA Development SA Circum SA	Extraordinary Shareholders Annual Annual Annual/Special Special Annual	Aglinst Against	5(9) 13.2 15.8,9 8,9 8,9 6,10,11 8, 22.4,6,11,6,14,6,4 7,6 5,7 29 10.1,10,2,10,4,10,9 10.5 10.1 10.6 5,12 1.1 3 6,7,9,11 4,5,8 1h 2 1 1 2 5 4 1 1 1 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Concerns related to attendance at board or committee meetings Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles Lack of independence on board Lack of independence on board Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to succession planning Pay is misaligned with EOS remuneration principles Concerns related to succession planning Pay is misaligned with EOS remuneration principles Concerns related to succession planning Pay is misaligned with EOS remuneration principles Shareholder proposal promotes better management of ESG opportunities and risks Concerns both termuneration committee performance High variable pay ratio. High CEO to average NEO pay Concerns to protect shareholder value Concerns related to management of environment-related business risks EOS manual override SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks To shareholder proposal promotes appropriate accountability or incentivisation Concerns regarding Auditor tenure 1) Concerns related to bnarpersholder value 2) Concerns related to management of environment-

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
-	Synopsys, Inc.	Annual	Against	1h	Concerns about remuneration committee performance
				4 6	Options/PSUs vest in less than 36 months-ligh variable pay ratio-ligh CEO to average NEO pay Shareholder proposal promotes appropriate accountability or incentivisation Concerns to protect shareholder value
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.
	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 15/04/2025	HP Inc. Fifth Third Bancorp	Annual Annual	All For Against	11	Concerns to protect shareholder value
	M&T Bank Corporation	Annual	All For		Concerns to protect shareholder value
15/04/2025	Moodys Corporation	Annual	All For		
15/04/2025 15/04/2025	The Bank of New York Mellon Corporation	Annual	All For All For	i 	
16/04/2025	U.S. Bancorp CenterPoint Energy, Inc.	Annual 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-
16/04/2025	Regions Financial Corporation	Annual	Against	5	Concerns related to board composition Shareholder proposal promotes enhanced shareholder rights
	The Sherwin-Williams Company	Annual	Against	1d	Combined Chair/CEO role
17/04/2025	Humana Inc.	Annual	Against	1g	Concerns related to board composition
	PPG Industries, Inc. Texas Instruments Incorporated	Annual Annual	All For Against	1b	EOS manual override
1770-472023	read instruments incorporated	Airidei	riganist	1d,1k 4	Overboarded/Too many other time commitments Shareholder proposal promotes appropriate accountability or incentivisation
18/04/2025	L3Harris Technologies, Inc.	Annual	Against	1g	Concerns about remuneration committee performance
				1a,3 1b	Concerns regarding Auditor tenure Concerns related to succession planning
				2	Options/PSUs vest in less than 36 months High variable pay ratio Pay is misaligned with performance
				4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
24/04/2025	Deceder les	Annual	All For	! !	transparency
	Broadcom Inc. Adobe Inc.	Annual Annual	Against	1b,4,5	Shareholder proposal promotes appropriate accountability or incentivisation
22/04/2025	Bank of America Corporation	Annual	Abstain	1c	TEST
	Charter Communications, Inc.	Annual	Against	4	Shareholder proposal promotes transparency
	MSCI Inc. Northern Trust Corporation	Annual Annual	All For All For	ļ	
	Northern Trust Corporation Public Service Enterprise Group Incorporated	Annual	Against	1e,4	Concerns regarding Auditor tenure
22/04/2025	Revvity, Inc.	Annual	Against	1j 1a	Overboarded/Too many other time commitments Concerns about remuneration committee performance
2270 112020	. torrity, mo.	, a madi	· ·g-···	3	Low shareholding requirementOptions/PSUs vest in less than 36 monthsHigh variable pay ratioHigh CEO to
				1e 5	average NEO pay Overboarded/Too many other time commitments
22/04/2025	Rollins, Inc.	Annual	Against	14	Shareholder proposal promotes appropriate accountability or incentivisation Concerns related to board composition Concerns about overall board structure
23/04/2025	Domino's Pizza, Inc.	Annual	Against	6	Shareholder proposal promotes appropriate accountability or incentivisation
23/04/2025	Teledyne 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 yest in less than 36 months High variable pay ratio High CFO to
23/04/2025	TFI International Inc.	Annual	Against	1.9	average NEO pay Concerns about remuneration committee performance
23/04/2023	Tri memational mc.	Ailiuai	Agamst	1.6	Concerns related to succession planning
				3	Low shareholding requirement High CEO to average NEO pay
23/04/2025 23/04/2025	The Cigna Group The Goldman Sachs Group, Inc.	Annual Annual	All For Against	2	Inappropriate use of one-time awards
20/04/2020	The Goldman Gaens Group, the.	Ailiuai	Agamst	7	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
				1c,3,4	better management of ESG opportunities and risks
23/04/2025	The PNC Financial Services Group, Inc.	Appual	Agoinet	1f	Pay is misaligned with EOS remuneration principles Concerns related to management of environment-related business risks
	West Fraser Timber Co. Ltd.	Annual Annual	Against Against	2.7	Concerns related to management of environment-related pusitiess risks Concerns about remuneration committee performance
				4	Low shareholding requirementHigh CEO to average NEO pay
24/04/2025	AGCO Corporation	Annual	All For	i 	
	Avery Dennison Corporation Citizens Financial Group, Inc.	Annual Annual	Against All For	11	Concerns related to board composition
24/04/2025	Edison International	Annual	Against	1i	Concerns related to management of environment-related business risks
24/04/2025	Edison International Fastenal Company	Annual	All For	i	
	Global Payments Inc. HCA Healthcare. Inc.	Annual Annual	Against Against	1d,2 1d	Options/PSUs vest in less than 36 months. High variable pay ratio. Concerns about overall board structure, Concerns related to board composition
27/07/2023	rior riconalidate, ille.	, united	, iguillat	7	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
				1i	appropriate accountability or incentivisation
				3	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	less than so months shareholder proposal promotes appropriate accountability or incentivisation Concerns related to board composition
24/04/2025	IQVIA Holdings, Inc.	Annual	Against	1a	We are concerned that a combined CEO and Chair role leads to excessive concentration of power.
				2	erformance misalignment. CEO pay is excessive which is inflated by the peers identified which contain several
				5	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	Snap-on Incorporated	Annual	Against	1.1	Concerns related to succession planning, Concerns related to board composition
24/04/2025	Teck Resources Limited	Annual	Against Against	1.10 1c,3	Concerns related to shareholder value Concerns regarding Auditor tenure
	The Boeing Company Abbott Laboratories	Annual Annual	Against All For	10,0	SOMEONIS REQUIRING AUGUST LENGTE
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 28/04/2025	Steel Dynamics, Inc. Genuine Parts Company	Annual Annual	All For Against	1c	Concerns related to board composition Concerns related to management of environment-related business
	• •		-	5	risks
28/04/2025	TopBuild Corp.	Δηημαί	All For	ļ	Shareholder proposal promotes better management of SEE opportunities and risks
29/04/2025	American Electric Power Company, Inc.	Annual Annual	All For		
29/04/2025	American Express Company	Annual	Against	1b	Overboarded/Too many other time commitments
	Citigroup Inc.	Annual	Against Against	11	Shareholder proposal promotes appropriate accountability or incentivisation Concerns about overall board structure. Concerns related to board composition. Concerns related to
29/04/2025	Constellation Energy Corporation	Annual	ngamat	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 29/04/2025	Eguity LifeStyle Properties, Inc. Exelon Corporation	Annual Annual	Against Against	1.4 1c	Concerns related to management of environment-related business risks Concerns about remuneration committee performance
23/04/2023	Excion corporation	runuai	, iguillot	3	High variable pay ratio. High CEO to average NEO pay

	Company Name	Meeting Type	Votes For/Against Manageme	Agenda item Numbers	Voting Explanation
9/04/2025 F	First Citizens BancShares, Inc.	Annual	Against	1.10	Concerns about remuneration committee performance 2- Concerns related to board composition 3-
	*	l '	ľ	2	Concerns related to management of environment-related business risks 4- Concerns to protect shareh
- 1		į	İ	1	value 5- Lack of independence on board
					Day is miselianed with EOC remuneration principles
04/2025 II	International Business Machines Corporation	Annual	Against		SH: For shareholder resolution, against management recommendation / Shareholder proposal promote
7-7/2020	international Business Machines Corporation	Ailidai	riganist	I [*]	better management of ESG opportunities and risks
4/202E I	Vimes Beetty Corneration	Ammuni	All Fax		Detret management of ESG opportunities and risks
	Kimco Realty Corporation	Annual	All For	10	Concerns related to board composition Concerns about quarell board structure
4/2025 N 4/2025 F	Masimo Corporation PACCAR Inc	Annual	Against	1a	Concerns related to board composition. Concerns about overall board structure. 1) Concerns related to board composition. 2) Concerns related to management of environment-related.
4/2025 F	PACCAR INC	Annual	Against	1.12	1) Concerns related to board composition 2) Concerns related to management of environment-related
- 1		į.		4	business risks
- -				<mark>.</mark>	Shareholder proposal promotes appropriate accountability or incentivisation
	The Williams Companies, Inc.	Annual	All For		
4/2025 T	Truist Financial Corporation	Annual	Against	1c	Concerns related to management of environment-related business risks
- 1		.		11	EOS manual override. Concerns about remuneration committee performance.
<u>_</u>			Į.	3	EOS manual override. Pay is misaligned with EOS remuneration principles.
4/2025 V	VICI Properties Inc.	Annual	All For		
1/2025 V	Wells Fargo & Company	Annual	Against	1k	Concerns about human rights 2- Concerns about remuneration committee performance
				3	Concerns regarding Auditor tenure
		į.		1g	Concerns to protect shareholder value 2- Concerns related to management of environment-related bus
i		į		2	risks
		į.		4,5,6,7	Pay is misaligned with EOS remuneration principles
		į.			Shareholder proposal promotes better management of SEE opportunities and risks
1/2025 A	Ameriprise Financial, Inc.	Annual	Against	1c	Concerns about remuneration committee performance
,2020	ranonprioo r manotal, mo.	, a mada		2	Options/PSUs vest in less than 36 monthsHigh variable pay ratioHigh CEO to average NEO pay
/2025	Rall Corporation	Annual	All For	··	223 Tool III look than do monthly rainable pay radoring roco to average NEO pay
1/2025 E	Ball Corporation Canadian Pacific Kansas City Limited	Annual Annual/Special	Against		Concerns related to shareholder rights
1/2025 C	Carliala Companias Incorporated	Annual/Special Annual		10	Concerns related to shareholder rights Concerns about overall board structure Concerns about remuneration committee performance Combine
1/2025 C	Carlisle Companies Incorporated	Armual	Against	1a 2	Concerns about overall board structure Concerns about remuneration committee performance Combine CEO/Chair
- 1		1	i	-	
	Outro to				Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
/2025 C	Corteva, Inc.	Annual	Against	1a	Concerns about remuneration committee performance
1				1d	Concerns related to board composition
<u></u> .			<u> </u>	2	No clawback policyOptions/PSUs vest in less than 36 monthsHigh variable pay ratio
/2025 C	Coterra Energy Inc.	Annual	Against	1.10	Combined CEO/Chair
		1	1	1.2	Concerns about remuneration committee performance
		1	<u> </u>	1.8	Concerns related to management of environment-related business risks
		į.		2	No hedging policyExcessive severanceHigh variable pay ratio
1/2025 C	Cullen/Frost Bankers, Inc.	Annual	Against	1.10	Concerns related to board composition High variable pay ratio High CEO to average NEO pay
1/2025	Gildan Activewear Inc.	Annual	Against	3	High variable pay ratio High CEO to average NEO pay
1/2025 F	Huntington Ingalls Industries, Inc.	Annual	Against	1.12	Concerns related to management of environment-related business risks
/2025 N	Marathon Petroleum Corporation	Annual	Against	6	Shareholder proposal promotes enhanced shareholder rights
	Moderna, Inc.	Annual	Against	1c	Concerns about overall board structure Concerns related to management of environment-related busing
72020	Woderna, me.	Ailidai	riganist	1a	risks
			 	2	Concerns about remuneration committee performance
		į.		2	Conterns about renturier autor committee periorinance
	Molina Healthcare, Inc.				Options/PSUs vest in less than 36 monthsExcessive CEO pay
1/2025 N	Molina Healthcare, Inc.	Annual	Against	1g	Concerns about remuneration committee performance
1		!		1e	Concerns related to board composition
- 1		į.	i	2	Low shareholding requirementOptions/PSUs vest in less than 36 monthsExcessive CEO payHigh CEO
				5	average NEO pay
<u>.</u> .					Shareholder proposal promotes appropriate accountability or incentivisation
4/2025 N	Newmont Corporation	Annual	All For		
1/2025 F	Pool Corporation	Annual	Against	11	Concerns related to board composition
l/2025 F	PulteGroup, Inc.	Annual	All For	Į	<u> </u>
I/2025 T	The Coca-Cola Company	Annual	Against	4	Concerns regarding Auditor tenure
1		ł	•	1.8,3	
1/2025 T	The New York Times Company	Annual	Against	1.4	Concerns related to shareholder value
/2025 V	Vistra Corp.	Annual	All For		
/2025 V	W.W. Grainger, Inc.	Annual	Against	1g	Combined CEO/Chair
/2025 V	Wynn Resorts, Limited		Against	1c	Concerns about overall board structure
12025 V	AltaCas Ltd	Annual Annual/Special		2.7	Concernis about over an obside structure
5/2025 A	AltaGas Ltd.		Against		Inadequate management of climate-related risks
5/2025 E	Boston Scientific Corporation	Annual	Against	1j	Concerns about remuneration committee performance
i		I	į	2	Options/PSUs vest in less than 36 monthsHigh variable pay ratio
					Shareholder proposal promotes enhanced shareholder rights
5/2025 C	Church & Dwight Co., Inc.	Annual	Against	<u>[1]</u>	Concerns related to board composition
	Corning Incorporated	Annual	Against	1c,3	Concerns regarding Auditor tenure
/2025 C			<u></u>	1b	Concerns related to board composition
/2025 C			A made at	i 1i	Concerns about remuneration committee performance
5/2025 C	Duke Energy Corporation	Annual	Against		
5/2025 C	Duke Energy Corporation	Annual	Against	3	High variable pay ratioHigh CEO to average NEO pay
5/2025 C	Duke Energy Corporation Eastman Chemical Company	Annual Annual	Against Against	3 1.9	Concerns about remuneration committee performance
5/2025 C				3 1.9 3	
5/2025 C					Concerns about remuneration committee performance Low shareholding requirementOptions/PSUs vest in less than 36 months Shareholder proposal promotes appropriate accountability or incentivisation
5/2025 C 5/2025 E 5/2025 E	Eastman Chemical Company	Annual	Against		Concerns about remuneration committee performance Low shareholding requirementOptions/PSUs vest in less than 36 months Shareholder proposal promotes appropriate accountability or incentivisation
5/2025 C 5/2025 E 5/2025 E	Eastman Chemical Company Eversource Energy	Annual Annual	Against Against	3 4 5	Concerns about remuneration committee performance Low shareholding requirementOptions/PSUs vest in less than 36 months Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes appropriate accountability or incentivisation
i/2025 C i/2025 E i/2025 E	Eastman Chemical Company	Annual	Against	3 4	Concerns about remuneration committee performance Low shareholding requirementOptions/PSUs vest in less than 36 months Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance
i/2025 C i/2025 E i/2025 E i/2025 E i/2025 II	Eastman Chemical Company Eversource Energy International Flavors & Fragrances Inc.	Annual Annual Annual	Against Against Against	3 4 5	Concerns about remuneration committee performance Low shareholding requirementOptions/PSUs vest in less than 36 months Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance High variable pay ratioExcessive CEO payHigh CEO to average NEO pay
i/2025 C i/2025 E i/2025 E i/2025 E i/2025 Ii	Eastman Chemical Company Eversource Energy, International Flavors & Fragrances Inc. Intuitive Surgical, Inc.	Annual Annual Annual Annual	Against Against Against Against Against	3 4 5	Concerns about remuneration committee performance Low shareholding requiremen(Dptions/PSU seat in less than 36 months Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance High variable pay ratioExcessive CEO payHigh CEO to average NEO pay Shareholder proposal promotes appropriate accountability or incentivisation
/2025 C /2025 E /2025 E /2025 E /2025 Ii	Eastman Chemical Company Eversource Energy International Flavors & Fragrances Inc.	Annual Annual Annual	Against Against Against	3 4 5 1c 3 6 2	Concerns about remuneration committee performance Low shareholding requirementOptions/PSUs vest in less than 36 months Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance High variable pay ratioExcessive CEO payHigh CEO to average NEO pay Shareholder proposal promotes appropriate accountability or incentivisation Concerns regarding Auditor tenure
/2025 C /2025 E /2025 E /2025 E /2025 Ii	Eastman Chemical Company Eversource Energy, International Flavors & Fragrances Inc. Intuitive Surgical, Inc.	Annual Annual Annual Annual	Against Against Against Against Against	3 4 5 1c 3 6 2 1.12	Concerns about remuneration committee performance Low shareholding requirement(Dptions/PSU seat in less than 36 months Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance High variable pay ratioExcessive CEO payHigh CEO to average NEO pay. Shareholder proposal promotes appropriate accountability or incentivisation Concerns regarding Auditor tenure Concerns regarding Auditor tenure Concerns regarding Auditor tenure
/2025 C /2025 E /2025 E /2025 II /2025 II /2025 K	Eastman Chemical Company Eversource Energy International Flavors & Fragrances Inc. Intuitive Surgical Inc. Kimberly-Clark Corporation	Annual Annual Annual Annual Annual	Against Against Against Against Against Against	3 5 10 3 6 2 1.12 1.13	Concerns about remuneration committee performance Low shareholding requirementOptions/PSU seat in less than 36 months Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance High variable pay ratioExcessive CEO payHigh CEO to average NEO pay. Shareholder proposal promotes appropriate accountability or incentivisation Concerns regarding Auditor tenure Concerns regarding Auditor tenure 2 - Overboarded/Too many other time commitments Coverboarded/Too many other time commitments. Concerns with potential over-commitment of CEO/ct
/2025 C /2025 E /2025 E /2025 II /2025 II /2025 K /2025 N	Eastman Chemical Company Eversource Energy International Flavors & Fragrances Inc. Intuitive Surgical, Inc. Kimberly-Clark Corporation Metiter-Toledo International Inc.	Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against Against Against Against	3 4 5 1c 3 6 2 1.12	Concerns about remuneration committee performance Low shareholding requirement(Dptions/PSU seat in less than 36 months Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance High variable pay ratioExcessive CEO payHigh CEO to average NEO pay. Shareholder proposal promotes appropriate accountability or incentivisation Concerns regarding Auditor tenure Concerns regarding Auditor tenure Concerns regarding Auditor tenure
/2025 C /2025 E /2025 E /2025 E /2025 II /2025 II /2025 K /2025 K	Eastman Chemical Company Eversource Energy International Flavors & Fragrances Inc. Intuitive Surgical Inc. Kimberly-Clark Corporation Metiter-Toledo International Inc. NRG Energy Inc.	Annual Annual Annual Annual Annual	Against Against Against Against Against Against Against Against Al For	3 5 10 3 6 2 1.12 1.13	Concerns about remuneration committee performance Low shareholding requirementOptions/PSU seat in less than 36 months Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance High variable pay ratioExcessive CEO payHigh CEO to average NEO pay. Shareholder proposal promotes appropriate accountability or incentivisation Concerns regarding Auditor tenure Concerns regarding Auditor tenure 2- Overboarded/Too many other time commitments Coverboarded/Too many other time commitments. Concerns with potential over-commitment of CEO/ct
/2025 C /2025 E /2025 E /2025 E /2025 II /2025 II /2025 K /2025 K /2025 N	Eastman Chemical Company Eversource Energy International Flavors & Fragrances Inc. Intuitive Surgical Inc. Kimberly-Clark Corporation Metiter-Toledo International Inc. NRG Energy Inc.	Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against Against Against Against	3 5 10 3 6 2 1.12 1.13	Concerns about remuneration committee performance Low shareholding requirementOptions/PSU seat in less than 36 months Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance High variable pay ratioExcessive CEO payHigh CEO to average NEO pay. Shareholder proposal promotes appropriate accountability or incentivisation Concerns regarding Auditor tenure Concerns regarding Auditor tenure 2- Overboarded/Too many other time commitments Coverboarded/Too many other time commitments. Concerns with potential over-commitment of CEO/ct
/2025 C /2025 E /2025 E /2025 E /2025 II /2025 II /2025 K /2025 N /2025 N /2025 R	Eastman Chemical Company Eversource Energy International Flavors & Fragrances Inc. Intuitive Surgical, Inc. Kimberty-Clark Corporation Mettler-Toledo International Inc. NRG Energy, Inc. NRG Energy, Inc.	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against Against Against Against Against Afainst Afainst All For	3 5 10 3 6 2 1.12 1.13	Concerns about remuneration committee performance Low shareholding requirementOptions/PSU seat in less than 36 months Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance High variable pay ratioExcessive CEO payHigh CEO to average NEO pay. Shareholder proposal promotes appropriate accountability or incentivisation Concerns regarding Auditor tenure Concerns regarding Auditor tenure 2- Overboarded/Too many other time commitments Coverboarded/Too many other time commitments. Concerns with potential over-commitment of CEO/ct
	Eastman Chemical Company Eversource Energy International Flavors & Fragrances Inc. Intuitive Surgical Inc. Kimberly-Clark Corporation Mettler-Toledo International Inc. NRG Energy Inc. RTX Corporation RTX Corporation	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against Against Against Against Alfor Alfor Alfor	3 5 10 3 6 2 1.12 1.13	Concerns about remuneration committee performance Low shareholding requiremen(Dptions/PSU seat in less than 36 months Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance High variable pay ratioExcessive CEQ payHigh CEQ to average NEQ pay Shareholder proposal promotes appropriate accountability or incentivisation Concerns regarding Auditor tenure Concerns regarding Auditor tenure Concerns regarding Auditor tenure Concerns regarding Auditor tenure Concerns regarding Auditor tenure Concerns related to beard composition
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(2025 C (2025 E (202	Eastman Chemical Company Eversource Energy International Flavors & Fragrances Inc. Intuitive Surgical Inc. Kimberly-Clark Corporation Mettler-Toledo International Inc. NRG Energy Inc. RTX Corporation RTX Corporation	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against Against Against Against Alfor Alfor Alfor	3 4 5 5 10 10 10 10 10 10 10 10 10 10 10 10 10	Concerns about remuneration committee performance Low shareholding requirement(Dptions/PSUs vest in less than 36 months Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance High variable pay ratioExcessive CEO payHigh CEO to average NEQ pay Shareholder proposal promotes appropriate accountability or incentivisation Concerns regarding Auditor tenure Concerns regarding Auditor tenure Concerns regarding Auditor tenure Concerns related to board composition Concerns related to board composition Concerns related to approach to board diversity Concerns related to approach to board diversity Concerns related to approach to board diversity Concerns related to management of environment-related business risks
	Eastman Chemical Company Eversource Energy International Flavors & Fragrances Inc. Intuitive Surgical, Inc. Kimberly-Clark Corporation Mettler-Tolesdo International Inc. MRG Energy, Inc. RTX Corporation Toromont Industries Ltd. ARCR Resources Ltd. Canadian National Railway Company	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against Against Against Against Ali For Ali For Ali For Against Against	3 4 5 5 10 10 10 10 10 10 10 10 10 10 10 10 10	Concerns about remuneration committee performance Low shareholding requirement(Dptions/PSU seet in less than 36 months Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance High variable pay ratioExcessive CEO paythigh CEO to average NEO pay Shareholder proposal promotes appropriate accountability or incentivisation Concerns regarding Auditor tenure Concerns regarding Auditor Concerns regarding Auditor Concerns regarding Auditor Concerns regarding Auditor Concerns r
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5/2025 C 5/2025 E 5/2025 E 5/2025 E 5/2025 I 6/2025 I	Eastman Chemical Company Eversource Energy International Flavors & Fragrances Inc. Intuitive Surgical, Inc. Kimberly-Clark Corporation Mettler-Toledo International Inc. NRIS Energy, Inc. RIX Corporation Incommont Industries Ltd. ARC Resources Ltd. Canadian National Railway Company CMS Energy Corporation Dover Corporation Dover Corporation	Annual Annual	Against Against Against Against Against Against Against Against All For All For Against Against Against	3 4 5 5 10 10 10 10 10 10 10 10 10 10 10 10 10	Concerns about remuneration committee performance Low shareholding requirement(Dptions/PSU seat in less than 36 months Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance High variable pay ratioExcessive CEO payHigh CEO to average NEO pay Shareholder proposal promotes appropriate accountability or incentivisation Concerns regarding Auditor tenure Concerns regarding Auditor tenure 2-Overboarded/Too many other time commitments Overboarded/Too many other time commitments. Concerns with potential over-commitment of CEO/ch Concerns related to board composition Concerns related to approach to board diversity Concerns related to management of environment-related business risks High variable pay ratioExcessive CEO payHigh CEO to average NEO pay Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance
5/2025 C 5/2025 E 5/2025 E 5/2025 E 5/2025 E 5/2025 II	Eastman Chemical Company Eversource Energy International Flavors & Fragrances Inc. Intuitive Surgical, Inc. Kimberly-Clark Corporation Mettler-Toledo International Inc. NRG Energy, Inc. RTX Corporation Toromont Industries Ltd. ARCR Resources Ltd. Canadian National Railway Company CMS Energy Corporation Dover Corporation Entergy Corporation Entergy Corporation	Annual Annual	Against Against Against Against Against Against Against Against All For Against Against Against Against Against Against Against	3 4 5 5 10 10 10 10 10 10 10 10 10 10 10 10 10	Concerns about remuneration committee performance Low shareholding requirement(Dptions/PSU vest in less than 36 months Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance High variable pay ratheExcessive CEO payHigh CEO to average NEO pay Shareholder proposal promotes appropriate accountability or incentivisation Concerns regarding Auditor tenure Concerns regarding Auditor tenure Concerns regarding Auditor tenure Concerns regarding Auditor tenure Concerns regarding Auditor tenure Concerns regarding Auditor tenure Concerns regarding Auditor tenure Concerns related to board composition Concerns related to board composition Concerns related to management of environment-related business risks High variable pay ratioExcessive CEO payHigh CEO to average NEO pay Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance Low shareholder proposal promotes appropriate accountability or incentivisation
	Eastman Chemical Company Eversource Energy International Flavors & Fragrances Inc. Intuitive Surgical, Inc. Kimberly-Clark Corporation Mettler-Toledo International Inc. NRIS Energy, Inc. RIX Corporation Incommont Industries Ltd. ARC Resources Ltd. Canadian National Railway Company CMS Energy Corporation Dover Corporation Dover Corporation	Annual Annual	Against Against Against Against Against Against Ali For Ali For Ali For Against Against Against Against Against Against	3 4 5 5 10 10 10 10 10 10 10 10 10 10 10 10 10	Concerns about remuneration committee performance Low shareholding requirement(Dptions/PSU vest in less than 36 months Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance High variable pay ratioExcessive CEO payHigh CEO to average NEO pay. Shareholder proposal promotes appropriate accountability or incentivisation Concerns regarding Auditor tenure Concerns regarding Auditor tenure Concerns regarding Auditor tenure Concerns regarding Auditor tenure Concerns regarding Auditor tenure Concerns related to based composition Concerns related to based composition Concerns related to management of environment-related business risks High variable pay ratioExcessive CEO payHigh CEO to average NEO pay. Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance Low shareholding requirement No clawback policy High CEO to average NEO pay Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promote
5/2025 C 5/2025 E 5/2025 E 5/2025 E 5/2025 E 5/2025 II 6/2025 II 6/2025 II 6/2025 II 6/2025 II 6/2025 II 6/2025 II 6/2025 II 6/2025 II 6/2025 C 6/2025 C 6/2025 C	Eastman Chemical Company Eversource Energy International Flavors & Fragrances Inc. Intuitive Surgical, Inc. Kimberly-Clark Corporation Mettler-Toledo International Inc. NRG Energy, Inc. RTX Corporation Toromont Industries Ltd. ARCR Resources Ltd. Canadian National Railway Company CMS Energy Corporation Dover Corporation Entergy Corporation Entergy Corporation	Annual Annual	Against Against Against Against Against Against Against Against All For Against Against Against Against Against Against Against	3 4 5 5 10 10 10 10 10 10 10 10 10 10 10 10 10	Concerns about remuneration committee performance Low shareholding requirement(Dptions/PSU vest in less than 36 months Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance High variable pay ratheExcessive CEO payHigh CEO to average NEO pay Shareholder proposal promotes appropriate accountability or incentivisation Concerns regarding Auditor tenure Concerns regarding Auditor tenure Concerns regarding Auditor tenure Concerns regarding Auditor tenure Concerns regarding Auditor tenure Concerns regarding Auditor tenure Concerns regarding Auditor tenure Concerns related to board composition Concerns related to board composition Concerns related to management of environment-related business risks High variable pay ratioExcessive CEO payHigh CEO to average NEO pay Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance Low shareholder proposal promotes appropriate accountability or incentivisation

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
_	Berkshire Hathaway Inc.	Annual	Abstain		Although we support in principle the resolution's request, we appreciate that the audit committee's remit
03/03/2023	Derkstille nathaway inc.	Arinuai	Abstalli	8	includes diversity.
			Against	1.8	Whilst we believe the board should have provide oversight over AI, we believe the resolution is over
		•		1.5,1.6,1.9,1.11	prescriptive in terms of mandating to have a committee for this item.
				7	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.
		ļ	1		Support is not warranted due to poor stewardship practices regarding executive pay. In addition, we have
		<u> </u>			concerned about the robustness of the governance committee practices. The Company has a multi-class
		į			structure that is not subject to a reasonable time-based sunset provisions.
		į			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	Concerns about remuneration committee performance
00/00/2020	Ontonnati i manda Gorporaton	, unida	, igamot	1.3	Concerns related to succession planning Concerns related to board composition
		i 	i {	3	Low shareholding requirementOptions/PSUs vest in less than 36 months
05/05/2025	Aflac Incorporated	Annual	Against	[1]	Concerns about remuneration committee performance Concerns related to shareholder value
		į		1k	No hedging policyNo clawback policyHigh variable pay ratio
05/05/2025	Brookfield Asset Management Ltd.	Annual	Against	1.6	Concerns related to shareholder value Concerns about remuneration committee performance
				3	High variable pay ratio No hedging policy Low shareholding requirement
05/05/2025	Eli Lilly and Company	Annual	Against	1a	Concerns regarding Auditor tenure 2- Overboarded/Too many other time commitments
05/05/2025	Uber Technologies, Inc.	Annual	Against	13	Concerns regarding Auditor tenure Concerns about remuneration committee performance
05/05/2025	Oper Technologies, Inc.	Annuai	Against	1e	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	Concerns about remuneration committee performance
	' '	į	, and the second	1j	Options/PSUs vest in less than 36 months High variable pay ratio Excessive CEO pay High CEO to averag
		i 	i 	2	NEO pay
06/05/2025	Ally Financial Inc.	Annual	All For	ļ	
	Barrick Mining Corporation Baxter International Inc.	Annual/Special Annual	All For Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
	Bristol-Myers Squibb Company	Annual	All For	<u> </u>	
06/05/2025	Cboe Global Markets, Inc.	Annual	Against	5	Shareholder proposal promotes transparency
06/05/2025	CF Industries Holdings, Inc.	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
06/05/2025	Danaher Corporation	Annual	Against	1e	Overboarded/Too many other time commitments
06/05/2025	Evergy, Inc.	Annual	Against	1c,1i 1h	Concerns to protect shareholder value Concerns related to management of environment-related business risks
06/05/2025	Expeditors International of Washington, Inc.	Annual Annual	Against	1.7	Concerns related to management of environment-leated business risks Concerns related to board composition
	Expositoro monatorial or readington, mo.	, unida		1.6	Concerns to protect shareholder value
06/05/2025	GE Aerospace	Annual	Against	1a	Concerns about remuneration committee performance
	i	i 	i 	2	No clawback policyHigh variable pay ratioHigh CEO to average NEO pay
	George Weston Limited	Annual	All For	122	Low shareholding requirement Options/PSUs vest in less than 36 months
06/05/2025 06/05/2025	Hubbell Incorporated Intel Corporation	Annual Annual	Against Against	11	Concerns about remuneration committee performance
00/00/2020	miles conpertation	7 unidai	, igamor	1e	Insufficient oversight of Overboarded/Too many other time commitments
		i ! !	<u> </u>	4	Pay is misaligned with EOS remuneration principles
06/05/2025	Loblaw Companies Limited	Annual	Against	1.6,1.12	Overboarded/Too many other time commitments
		ļ	į	5,6	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	Concerns related to succession planning
00/00/2020		, unida	rigamor	4	Shareholder proposal promotes appropriate accountability or incentivisation
06/05/2025	Omnicom Group Inc.	Annual	Against	1g	Concerns about remuneration committee performance
	·	į		1c	Concerns related to succession planning
		į		2	No hedging policyNo clawback policyHigh variable pay ratio
06/05/2025	Suncor Energy Inc.	Annual	Against	1.7	Shareholder proposal promotes appropriate accountability or incentivisation 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	i	
06/05/2025	Trex Company, Inc.	Annual	Against	1.2	Concerns about overall board structure Concerns about reducing shareholder rights
06/05/2025	Tyler Technologies, Inc. Valero Energy Corporation	Annual	Against All For	6	Concerns about reducing shareholder rights
06/05/2025	West Pharmaceutical Services, Inc.	Annual Annual	All For		
07/05/2025	AMETEK, Inc.	Annual	Against	3	Concerns regarding Auditor tenure
	,	į		1a	Concerns regarding Auditor tenure Concerns about remuneration committee performance Concerns about
		į	İ	2	overall board structure
07/05/2025	Draum 9 Draum Inc	Appual	Against	1.11	No clawback policyOptions/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
07/05/2025	Brown & Brown, Inc. CSX Corporation	Annual Annual	Against Against	1d	Concerns related to board composition Concerns about remuneration committee performance
01700/2020	CON COMPONDED IN	, unida	, igamot	1h	Concerns related to board composition
			į	3	No clawback policyOptions/PSUs vest in less than 36 monthsHigh variable pay ratio
	Dominion Energy, Inc.	Annual	All For	1.40	
07/05/2025	Enbridge Inc.	Annual	Against	1.12	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
07/05/2025	General Dynamics Corporation	Annual	Against	1c	Concerns related to board composition
	- /··-··	i	·	4	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	SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes enhance
				1c	shareholder rights Concerns about overall board structure
07/05/2025	Intact Financial Corporation	Annual	All For	 	Contains about everall board structure
07/05/2025	Kinross Gold Corporation	Annual	Against	1.2	Concerns related to board composition
07/05/2025	LKQ 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
	Nutrien Ltd.	Annual	All For	ļ	
	Packaging Corporation of America PepsiCo, Inc.	Annual Annual	All For Against	1c	Concerns about remuneration committee performance
2.755,2020	p		·	6	EOS manual override
		į	į	3	High CEO to average NEO pay, high variable pay ratio
		•		11	Oversight of Overboarded/Too many other time commitments
		•		1	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
07/05/2025	Philip Morris International Inc.	Δηημαί	All For	 	better management of ESG opportunities and risks
	Philip Morns International Inc. Public Storage	Annual Annual	All For	ļ	
	Regency Centers Corporation	Annual	Against	1f	Concerns about remuneration committee performance
07/05/2025		i	į	2	Low shareholding requirementNo clawback policy
07/05/2025				1.5	Concerns about remuneration committee performance
	S&P Global Inc.	Annual	Against	0	
07/05/2025 07/05/2025	S&P Global Inc.	! !	i L	2	Pay is misaligned with EOS remuneration principles
07/05/2025 07/05/2025 07/05/2025	S&P Global Inc. TransUnion	Annual	All For	2	Pay is misaligned with EOS remuneration principles
07/05/2025 07/05/2025	S&P Global Inc.	! !	i L	1d 1c	
07/05/2025 07/05/2025 07/05/2025 08/05/2025	S&P Global Inc. TransUnion Alnylam Pharmaceuticals, Inc.	Annual Annual	All For Against	2 1d 1c 4	Pay is misaligned with EOS remuneration principles Concerns about overall board structure Concerns about remuneration committee performance No clawback policyOptions/PSUs vest in less than 36 monthsHigh variable pay ratio
07/05/2025 07/05/2025 07/05/2025 08/05/2025	S&P Global Inc. TransUnion	Annual	All For Against Against	2 1d	Pay is misaligned with EOS remuneration principles Concerns about overall board structure Concerns about remuneration committee performance

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
_	Avantor, Inc.	Annual	Against	1h	Concerns about remuneration committee performance
08/05/2025	BCE Inc.	Annual	Against	5	Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay EOS manual override
08/05/2025	C.H. Robinson Worldwide, Inc.	Annual 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	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	Concerns about remuneration committee performance
				1.4 1.5	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 08/05/2025	Capital One Financial Corporation	Annual Annual	Against	4 2.11	Shareholder proposal promotes appropriate accountability or incentivisation
	Cenovus Energy Inc.	Armuai	Against	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	Concerns related to management of environment-related business risks Concerns related to management of environment-related business risks Concerns about remuneration
				1i 3	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
08/05/2025	DexCom, Inc.	Annual	Against	1 3	Low shareholding requirement No clawback policy High CEO to average NEO pay
08/05/2025	DTE Energy Company	Annual	Against	1.10	Concerns related to board composition Concerns related to management of environment-related business risks
08/05/2025	Ecolab Inc.	Annual	Against	1e	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	Options 30s very mess than 30 months injury variable pay ratio Concerns about remuneration committee performance. Concerns related to board composition No clawback policyOptions/PSUs vest in less than 36 months
	Equifax Inc.	Annual	All For	0.5	Inadequate management of climate-related risks
08/05/2025 08/05/2025	First Quantum Minerals Ltd. Ford Motor Company	Annual Annual	Against Against	د.ی 1i	Inadequate management of climate-related risks 1) Concerns related to succession planning 2) Concerns related to shareholder value
				5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
08/05/2025	Fortis Inc.	Annual	Against	1.6 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	<u> </u>	
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
08/05/2025	IDEX Corporation	Annual	Against	1b,1c	management of ESG opportunities and risks Concerns to protect shareholder value
00/03/2023	IDEA CORPORATION	Zunda	Agamst	2 4	Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
08/05/2025	Imperial Oil Limited	Annual	Against	1F 3	better management of ESG opportunities and risks Concerns related to board composition Lack of independent representation at board committees Concerns related to shareholder rights
	Lundin Mining Corporation	Annual	Against	1F	Concerns related to approach to board diversity
08/05/2025 08/05/2025	Magna International Inc. Manulife Financial Corporation	Annual/Special Annual	Against Against	11,4	High variable pay ratioExcessive CEO pay Concerns regarding Auditor tenure
08/05/2025	Norfolk Southern Corporation	Annual	All For		<u> </u>
08/05/2025	Nucor Corporation ONEX Corporation	Annual Annual	Against Against	1.4 1B	Concerns related to board composition Concerns related to succession planning Concerns related to shareholder value Inadequate management of
					climate-related risks
	Prologis, Inc. Stryker Corporation	Annual Annual	Against Against	4 1g 7	Shareholder proposal promotes appropriate accountability or incentivisation Overboarded Too many other time commitments SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
08/05/2025	Sun Life Financial Inc.	Annual	All For		better management of ESG opportunities and risks
	T. Rowe Price Group, Inc.	Annual	Against	1f 4	Concerns related to board composition Shareholder proposal promotes appropriate accountability or incentivisation
08/05/2025	TC 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
08/05/2025	Union Pacific Corporation	Annual	All For	ļ	Shareholder proposal promotes appropriate accountability or incentivisation
08/05/2025	United Parcel Service, Inc.	Annual	Against	1g	Concerns related to shareholder value
08/05/2025	United Rentals, Inc.	Annual	All For	4	Shareholder proposal promotes enhanced shareholder rights
08/05/2025	WEC Energy Group, Inc. Westlake Corporation	Annual	All For	4.9	Concerns related to bear deep resident Concerns about a confidence to the first
	vvesuake Corporation	Annual	Against	1.3	Concerns related to board composition Concerns about overall board structure Lack of independence on board
	Zebra Technologies Corporation	Annual	Against	1b	Concerns about overall board structure
09/05/2025 09/05/2025	AbbVie Inc. Cameco Corporation	Annual Annual	Against Against	5 D	Shareholder proposal promotes enhanced shareholder rights
09/05/2025	Colgate-Palmolive Company	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
	Lockheed Martin Corporation Marriott International, Inc.	Annual Annual	Against Against	4 1g	Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance
	Masco Corporation	Annual	Against	3 1c	Options/PSUs vest in less than 36 monthsHigh variable pay ratio Concerns about overall board structure Concerns related to management of environment-related business
				1b 2	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 policylichy ranjable pay ratio
09/05/2025	Pembina Pipeline Corporation	Annual	Against	1.3	Concerns over management of environment-related business risks Concerns about remuneration committee performance
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 policy(Options/PSUs vest in less than 36 monthsExcessive severance
09/05/2025	TELUS Corporation	Annual	All For		
09/05/2025	Teradyne, Inc.	Annual Annual	Against	1c 5	Overboarded/Too many other time commitments Shareholder proposal promotes transparency FOS Manual Overrica
	The AES Corporation	Amidal	Against	5 1.7,2	EOS Manual Override No clawback policyExcessive CEO payHigh CEO to average NEO pay
09/05/2025	The Progressive Corporation	Annual	All For	10	
09/05/2025	Vulcan Materials Company	Annual	Against	1c 1d	Concerns about overall board structure Concerns about remuneration committee performance
				1a 3	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
_	Weyerhaeuser Company	Annual	All For	rigonaa itom riamboro	Total g Explanation
	Wheaton Precious Metals Corp.	Annual/Special	All For		
12/05/2025	International Paper Company	Annual	Against	1f	Concerns related to board composition Concerns related to potential over-commitment of CEO/chair
			į	1d 1i	Overboarded/Too many other time commitments Concerns related to management of environment-related business risks
12/05/2025	NiSource Inc.	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
13/05/2025	3M Company	Annual	All For	i	
13/05/2025	Alexandria Real Estate Equities, Inc.	Annual	Against	1d	Concerns related to board composition
13/05/2025	Arthur J. Gallagher & Co.	Annual	All For	5	Shareholder proposal promotes enhanced shareholder rights
13/05/2025	Centene Corporation	Annual Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
	'	İ			better management of ESG opportunities and risks
					Concerns related to board composition Concerns related to management of environment-related business
13/05/2025	ConocoPhillips	Annual	Against	2	risks Both an absolute and relative ROCE metric included in the STI. Inclsion of ROCE metric in the STIP and
10/00/2020	Conocor minps	Ailliudi	Agamat	1e	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
13/05/2025	Constellation Software Inc.	i I Americal	I A malamat	i	faster progress Concerns about remuneration committee performance 2- Concerns related to board composition 3-
13/05/2025	Constellation Software Inc.	Annual	Against	1.5 1.4	Concerns about remuneration committee performance 2- Concerns related to board composition 3- Concerns related to management of environment-related business risks
				3	Overboarded/Too many other time commitments
		<u> </u>	<u> </u>		Pay is misaligned with EOS remuneration principles
	Cummins Inc.	Annual	Against	14	Shareholder proposal promotes appropriate accountability or incentivisation Lack of independent representation at board committees
	Essex Property Trust, Inc. Finning International Inc.	Annual Annual	Against All For	1h	Lack of independent representation at board committees
13/05/2025	Knight-Swift Transportation Holdings Inc.	Annual	Against	11	Concerns related to succession planning
		! : :	<u> </u>	4	Shareholder proposal promotes transparency
13/05/2025	Loews Corporation	Annual	Against	2 4D 4C 4K 4	Pay is misaligned with EOS remuneration principles
12/05/2025	Drudential Cinencial Inc	Appual	Against	1D,1G,1K,4 4	Pay is misaligned with EOS remuneration principles Shareholder proposal promotes appropriate accountability or incentivisation
	Prudential Financial, Inc. Realty Income Corporation	Annual Annual	Against All For	<u> </u>	Station of the State of the Sta
13/05/2025	Sempra	Annual	Against	1h,2	Concerns regarding Auditor tenure
13/05/2025	Sun Communities, Inc.	Annual	Against	1b	Concerns related to board composition
	Ventas, Inc. Waste Management, Inc.	Annual	All For All For	 	
	Waste Management, Inc. Xylem Inc.	Annual Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
14/05/2025	Advanced Micro Devices, Inc.	Annual	All For	i	
14/05/2025	Akamai Technologies, Inc.	Annual	Against	1.3	Concerns about remuneration committee performance
				<i>7</i> 5	Concerns related to shareholder rights Concerns to protect shareholder value
					Pay is misaligned with EOS remuneration principles
			<u> </u>	8	Shareholder proposal promotes appropriate accountability or incentivisation
14/05/2025	American International Group, Inc.	Annual	Against	1f	Concerns about remuneration committee performance
				1b	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	4	insunicient action taken on low say-on-pay results
	American Tower Corporation American Water Works Company, Inc.	Annual	All For	i	
14/05/2025	Annaly Capital Management, Inc.	Annual	All For		
14/05/2025	Celanese Corporation	Annual	Against	11	Concerns related to board composition
14/05/2025	Elevance Health, Inc.	Annual	Against	133	Shareholder proposal promotes enhanced shareholder rights Concerns regarding Auditor tenure
14/05/2025	Enphase Energy, Inc.	Annual	Against	1.2	Concerns related to board composition Concerns about overall board structure Concerns about remuneration
	,		Ĭ	3	committee performance
			<u> </u>		Pay is misaligned with EOS remuneration principles
14/05/2025 14/05/2025	First Solar, Inc. Fisery, Inc.	Annual Annual	Against Against	1.6 1.9	Concerns related to board composition Concerns related to board composition Concerns related to management of environment-related business
14/03/2023	113014, 1110.	Ailliadi	, igamot		risks
14/05/2025	GE Vernova, Inc.	Annual	Against	1a	Concerns about overall board structure
	Hess Corporation	Annual	Against	1e	Concerns related to board composition
14/05/2025	Hilton Worldwide Holdings Inc.	Annual	Against	1e 3	Concerns about remuneration committee performance No clawback policyOptions/PSUs vest in less than 36 monthsHigh variable pay ratioHigh CEO to average
					NEO pay
	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
14/05/2025	Power Corporation of Canada	Annual	Against	1.6	related to shareholder value Concerns about remuneration committee performance
14/03/2023	rower corporation of canada	Ariiludi	Agamat		Concerns related to board composition 2- Concerns related to succession planning 3- Lack of independent
				3	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
		1			set: For snareholder resolution, no management recommendation / snareholder proposal promotes better management of ESG opportunities and risks
14/05/2025	Simon Property Group, Inc.	Annual	Against		Concerns to protect shareholder value
		: 	<u> </u>	1A	Concerns to protect shareholder value Concerns related to board composition
14/05/2025	Skyworks Solutions, Inc.	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
				4	transparency Shareholder proposal promotes enhanced shareholder rights
14/05/2025	Southwest Airlines Co.	Annual	Against	1k	Concerns related to board composition
14/05/2025	Ob-t- Obt Oti	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
14/00/2020	State Street Corporation	<u> </u>		1.1	Concerns about overall board structure Concerns related to shareholder value Concerns related to
14/05/2025	Universal Health Services, Inc.	Annual	Against		
14/05/2025	State Street Corporation Universal Health Services, Inc.	Annual	Against	3	management of environment-related business risks
			Against Against	3	management of environment-related business risks
	State street corporation Universal Health Services, Inc. Veralto Corp. Vertex Pharmaceuticals Incorporated	Annual Annual Annual		3 1b 1.2	management of environment-related business risks Shareholder proposal promotes appropriate accountability or incentivisation Concerns about overall board structure Overboarded/Too many other time commitments
14/05/2025 14/05/2025	Veralto Corp. Vertex Pharmaceuticals Incorporated	Annual Annual	Against Against	3 1b 1.2	management of environment-related business risks Shareholder proposal promotes appropriate accountability or incentivisation Concerns about overall board structure Overboarded/Too many other time commitments
14/05/2025 14/05/2025	Veralto Corp. Vertex Pharmaceuticals Incorporated Altria Group, Inc.	Annual Annual Annual	Against Against Against	3 1b 1.2 4 1b,2	management of environment-related business risks Shareholder proposal promotes appropriate accountability or incentivisation Concerns about overall board structure Overboarded/Too many other time commitments Shareholder proposal promotes appropriate accountability or incentivisation Concerns regarding Auditor tenure
14/05/2025 14/05/2025 15/05/2025 15/05/2025	Veralto Corp. Vertex Pharmaceuticals Incorporated Altria Group, Inc. Altria Group, Inc.	Annual Annual Annual Annual	Against Against	3 1b 1.2 4 1b,2	management of environment-related business risks Shareholder proposal promotes appropriate accountability or incentivisation Concerns about overall board structure Overboarded/Too many other time commitments
14/05/2025 14/05/2025 15/05/2025 15/05/2025 15/05/2025	Veralto Corp. Vertex Pharmaceuticals Incorporated Altria Group, Inc.	Annual Annual Annual	Against Against Against Against Against	3 1b 1.2 4 1b,2	management of environment-related business risks Shareholder proposal promotes appropriate accountability or incentivisation Concerns about overall board structure Overall board structure Overall for many other time commitments Staneholder proposal promotes appropriate accountability or incentivisation Concerns regarding Auditor tenure No clawback policyNo shares granted in LTIPOptions/PSUs vest in less than 36 months Concerns about remuneration committee performance
14/05/2025 14/05/2025 15/05/2025 15/05/2025 15/05/2025	Veralto Corp. Vertex Pharmaceuticals Incorporated Altria Group, Inc. Amphenol Corporation ATIS I Inc.	Annual Annual Annual Annual Annual	Against Against Against Against All For	3 1b 1.2 4 1b.2 14.3 1d 2	management of environment-related business risks Shareholder proposal promotes appropriate accountability or incentivisation Concerns about overall board structure Overboarded/Too many other time commitments Shareholder proposal promotes appropriate accountability or incentivisation Concerns regarding Auditor, tenure No clawback policylos batess granted in LTIPOptions/PSUs vest in less than 36 months Concerns about remuneration committee performance Insufficient action taken on low say-on-pay results
14/05/2025 14/05/2025 15/05/2025 15/05/2025 15/05/2025 15/05/2025	Veralto Corp. Vertex Pharmaceuticals Incorporated Altria Group, Inc. Amphenol Corporation AT&T Inc. BlackRock, Inc.	Annual Annual Annual Annual Annual Annual	Against Against Against Against Against Aji For Against	3 1b 1.2 4 10.2 14.3 1d 2 2 10.1p	management of environment-related business risks Shareholder proposal promotes appropriate accountability or incentivisation Concerns about overall board structure Overboarded/Too many other time commitments Shareholder proposal promotes appropriate accountability or incentivisation Concerns regarding Auditor tenure No clawback policyNo shares granted in LTIPCotions/PSUs vest in less than 36 months Concerns about remuneration committee performance Insufficient action taken on low say-on-pay results Overboarded/Too many other time commitments
14/05/2025 14/05/2025 15/05/2025 15/05/2025 15/05/2025	Veralto Corp. Vertex Pharmaceuticals Incorporated Altria Group, Inc. Amphenol Corporation ATIS I Inc.	Annual Annual Annual Annual Annual	Against Against Against Against All For	3 10 1.2 4 10,2 1.4.3 1d 2 1o,1p 1j	management of environment-related business risks Shareholder proposal promotes appropriate accountability or incentivisation Concerns about overall board structure Overboarded/Too many other time commitments Shareholder proposal promotes appropriate accountability or incentivisation Concerns regarding Auditor tenure No.clawback policyNo.shares granted in LTIPOptions/PSUs vest in less than 36 months Concerns about remuneration committee performance Insufficient action taken on low say-on-pay results Overboarded/Too many other time commitments Concerns about remuneration committee performance
14/05/2025 14/05/2025 15/05/2025 15/05/2025 15/05/2025 15/05/2025 15/05/2025	Veralto Corp. Vertex Pharmaceuticals Incorporated Altria Group, Inc. Amphenol Corporation AT&T Inc. BlackRock, Inc.	Annual Annual Annual Annual Annual Annual	Against Against Against Against Against Aji For Against	3 10 1.2 4 10,2 1.4.3 1d 2 1o,1p 1j	management of environment-related business risks Shareholder proposal promotes appropriate accountability or incentivisation Concerns about overall board structure Overboarded/Too many other time commitments Shareholder proposal promotes appropriate accountability or incentivisation Concerns regarding Auditor tenure No clawback policyNo shares granted in LTIPOptions/PSUs vest in less than 36 months Concerns about remuneration committee performance Insufficient action taken on low say-on-pay results Overboarded/Too many other time commitments Concerns about remuneration committee performance No clawback policy. Excessive severance. High variable pay ratio EGS manual override
14/05/2025 14/05/2025 15/05/2025 15/05/2025 15/05/2025 15/05/2025 15/05/2025 15/05/2025	Veralto Corp. Vertex Pharmaceuticals Incorporated Alfria Group, Inc. Alfria Group, Inc. Alfa Inc. BlackRock, Inc. Cheniere Energy, Inc. CVS Health Corporation	Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against Against Against Against Against Against Against Against Against	3 1b 1.2 4 10,2 1.4.3 1d 2 10,1p 11 2	management of environment-related business risks Shareholder proposal promotes appropriate accountability or incentivisation Concerns about overall board structure Overboarded flor on many other time commitments Shareholder proposal promotes appropriate accountability or incentivisation Concerns resarding Auditor tenure No clawback policyNo starear granted in LTIPOptions/PSUs vest in less than 36 months Concerns about remuneration committee performance Insufficient action taken on low say-on-pay results Overboarded/10 om many other time commitments Concerns about remuneration committee performance No clawback policy Excessives severance Highly variable pay ratio
14/05/2025 14/05/2025 15/05/2025 15/05/2025 15/05/2025 15/05/2025 15/05/2025 15/05/2025	Veralto Corp. Vertex Pharmaceuticals Incorporated Altria Group, Inc. Altria Group, Inc. ATIST Inc. BlackRock, Inc. Cheniere Energy, Inc. CVS Health Corporation Invitation Homes Inc.	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against Against Against All For Against Against All For	3 10 12 12 14 15 14 15 15 16 16 16 16 16 16 16 16 16 16 16 16 16	management of environment-related business risks Shareholder proposal promotes appropriate accountability or incentivisation Concerns about overall board structure Overboarded/Too many other time commitments Shareholder proposal promotes appropriate accountability or incentivisation Concerns regarding Auditor tenure No clawback policyNo shares granted in LTIPOptions/PSUs vest in less than 36 months Concerns about remuneration committee performance Insufficient action taken on low say-on-pay results Overboarded/Too many other time commitments Concerns about remuneration committee performance No Concerns about remuneration committee performance No Concerns about remuneration committee performance No Concerns about remuneration committee performance No Concerns about remuneration committee performance No Concerns related to board composition
14/05/2025 14/05/2025 15/05/2025 15/05/2025 15/05/2025 15/05/2025 15/05/2025 15/05/2025	Veralto Corp. Vertex Pharmaceuticals Incorporated Alfria Group, Inc. Alfria Group, Inc. Alfa Inc. BlackRock, Inc. Cheniere Energy, Inc. CVS Health Corporation	Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against Against Against Against Against Against Against Against Against	3 16 12 4 4 19.2	management of environment-related business risks Shareholder proposal promotes appropriate accountability or incentivisation Concerns about overall board structure Overboarded'flor on many other time commitments Shareholder proposal promotes appropriate accountability or incentivisation Concerns regarding Auditor tenuir No clawback policyNo shares granted in LTIPOptions/PSUs vest in less than 36 months Concerns about renuneration committee performance Insufficient action taken on low say-on-pay results Overboarded'flor omany other time commitments Concerns about renuneration committee performance No clawback policy Excessive severance. High variable pay ratio EOS manual override Concerns about renuneration committee performance No clawback policy Excessive severance. High variable pay ratio Concerns about renuneration committee performance
14/05/2025 14/05/2025 15/05/2025 15/05/2025 15/05/2025 15/05/2025 15/05/2025 15/05/2025	Veralto Corp. Vertex Pharmaceuticals Incorporated Altria Group, Inc. Altria Group, Inc. ATIST Inc. BlackRock, Inc. Cheniere Energy, Inc. CVS Health Corporation Invitation Homes Inc.	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against Against Against All For Against Against All For	3 10 10 11 12 12 14 14 14 15 12 14 14 15 14 15 16 16 16 16 16 16 16 16 16 16 16 16 16	management of environment-related business risks Shareholder proposal promotes appropriate accountability or incentivisation Concerns about overall board structure Overboarded/To many other time commitments Shareholder proposal promotes appropriate accountability or incentivisation Concerns regarding Auditor tenure No clawback policyNo shares granted in LTIPOptions/PSUs vest in less than 36 months Concerns about remuneration committee performance insufficient action taken on low say-on-pay results Overboarded/Too many other time commitments Concerns about remuneration committee performance No clawback policy Excessive severance. High variable pay ratio. EOS manual override Concerns related to board composition Concerns about remuneration committee performance Concerns related to management of environment-related business risks
14/05/2025 14/05/2025 15/05/2025 15/05/2025 15/05/2025 15/05/2025 15/05/2025 15/05/2025 15/05/2025	Veralto Corp. Vertex Pharmaceuticals Incorporated Altria Group, Inc. Anphenol Corporation ATAT Inc. BlackRock, Inc. Cheniere Energy, Inc. CVS Health Corporation Invitation Homes Inc. KeyCorp	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against Against Against All For Against Against All For	3 10 12 12 14 15 12 14 15 15 15 15 15 15 15 15 15 15 15 15 15	management of environment-related business risks Shareholder proposal promotes appropriate accountability or incentivisation Concerns about overall board structure Overall board structure Overall board structure Overall board structure Overall board structure Overall board structure Overall board structure Overall board structure Overall board structure Overall board structure Overall board structure Overall board structure Overall board structure Overboarded/Too many other time commitments Overboarded/Too many other time commitments Overboarded/Too many other time commitments Overboarded/Too many other time committee performance No clawback policy Excessive severance. High variable pay ratio EOS manual override Concerns related to board composition Concerns related to board composition Concerns about remuneration committee performance Concerns related to management of environment-related business risks No clawback policy/Diptons/PSUs vest in less than 36 monthsExcessive CEO pay Inadequate management of limited-related isks
14/05/2025 14/05/2025 15/05/2025 15/05/2025 15/05/2025 15/05/2025 15/05/2025 15/05/2025 15/05/2025 15/05/2025 15/05/2025	Veralto Corp. Vertex Pharmaceuticals Incorporated Altria Group, Inc. Altria Group, Inc. ATIST Inc. BlackRock, Inc. Cheniere Energy, Inc. CVS Health Corporation Invitation Homes Inc.	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against Against All For Against Against Against Against Against Against Against All For Against	3 16 12 4 14 16.2 14.3 16 17 17 18 18 18 18 18 18 18 18 18 18 18 18 18	management of environment-related business risks Shareholder proposal prometes appropriate accountability or incentivisation. Concerns about overall board structure. Overboarded Too many other time commitments Shareholder proposal promotes appropriate accountability or incentivisation. Concerns requesting Auditor ferrure. No clawback plonkow bathers granted in LTIPOptions/PSUs vest in less than 36 months. Concerns about remuneration committee performance Insufficient action taken on low say-on-pay results Overboarded/Too many other time commitments. Concerns about remuneration committee performance No clawback policy. Excessive severance. High variable pay ratio EOS manual override. Concerns related to board composition Concerns related to management of environment-related business risks No clawback policyOptions/PSUs vest in less than 36 months.

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
	Las Vegas Sands Corp.	Annual	Against	1.5	Concerns about remuneration committee performance
10/00/2020	Las vogas sanas corp.	, amadi	rigamot	1.8	Concerns related to board composition Combined CEO/Chair
15/05/2025	Marsh & McLennan Companies, Inc.	Annual	All For	3	Insufficient action taken on low say-on-pay results Low shareholding requirement
	Martin Marietta Materials, Inc.	Annual	All For		
15/05/2025	Morgan Stanley	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
		ļ	ļ	[*	Pay is misaligned with EOS remuneration principles
15/05/2025	Motorola Solutions, Inc.	Annual	Against	1c	See Item 1a. Supported is not warranted as the director is the Chair of the Governance and Nominating
				1a	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
1E/0E/202E	O'Dailly Automatics Inc	Annual	Against	1a	engagement. Concerns related to management of environment-related business risks
15/05/2025 15/05/2025	O'Reilly Automotive, Inc. ON Semiconductor Corporation	Annual Annual	Against	1g 1f	Concerns related to board composition
15/05/2025	Otis Worldwide Corporation	Annual	Against	1f 2	Concerns about remuneration committee performance Options/PSUs vest in less than 36 months High variable pay ratio High CEO to average NEO pay
]	4	Shareholder proposal promotes transparency
15/05/2025	Quest Diagnostics Incorporated	Annual		1.10	Concerns related to management of environment-related business risks
15/05/2025 15/05/2025	South Bow Corporation Stantec Inc.	Annual Annual	All For All For	ļ	
15/05/2025	Sylvamo Corporation	Annual	Against	1.4	Concerns about remuneration committee performance
				1.8	Concerns related to management of environment-related business risks
15/05/2025	Texas Roadhouse, Inc.	Annual	Against	1.7	No clawback policyHigh CEO to average NEO pay Concerns related to management of environment-related business risks
		i 	<u> </u>	4	Shareholder proposal promotes better management of SEE opportunities and risks
	Tractor Supply Company UDR, Inc.	Annual Annual	Against Against	1.8,3 1e	No clawback policyOptions/PSUs vest in less than 36 monthsHigh CEO to average NEO pay Concerns about remuneration committee performance
			Į -	2	Low shareholding requirementNo clawback policyOptions/PSUs vest in less than 36 months
	Westinghouse Air Brake Technologies Corporation	Annual Annual	Against Against	1a	Low shareholding requirementNo clawback policyOptions/PSUs vest in less than 36 months. Concerns about overall board structure. Concerns related to management of environment:related business risks.
	XPO, Inc. Yum! Brands, Inc.	Annual Annual	Against Against	3	Pay is in top quartile and not aligned with performance Options/PSUs vest in less than 36 months Excessive
	<u>'</u>	İ	ľ	7	CEO pay High CEO to average NEO pay
			İ	1d,5	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 All For		
16/05/2025 16/05/2025	PPL Corporation Waste Connections, Inc.	Annual Annual		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	Concerns about remuneration committee performance Concerns to protect shareholder value
				1.10	Concerns to protect shareholder value Concerns related to management of environment-related business
				5 3	risks For shareholder resolution, against management recommendation / Shareholder proposal promotes
			İ	3	transparency
		i i	<u>i</u>	i 	Pay is misaligned with EOS remuneration principles
19/05/2025 20/05/2025	Republic Services, Inc. Baker Hughes Company	Annual Annual	Against Against	11 1.5	EOS manual override Concerns related to board composition
20/05/2025	BioMarin Pharmaceutical Inc.	Annual	All For	1.0	Concerns related to board composition
20/05/2025	Burlington Stores, Inc. BXP, Inc.	Annual	Against	1d 1f	Concerns about overall board structure
	CDW Corporation	Annual Annual	Against Against	1h	Concerns related to board composition Concerns about remuneration committee performance
	<u> </u>		! }	2	No clawback policyOptions/PSUs vest in less than 36 monthsHigh variable pay ratio
20/05/2025	Charles River Laboratories International, Inc.	Annual	Against	1.7	Overboarded/Too many other time commitments SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
				Ţ	transparency
20/05/2025	Coursera, Inc.	Annual	Against	1.2	Concerns about overall board structure Concerns to protect shareholder value
20/05/2025	Honeywell International Inc. JPMorgan Chase & Co.	Annual Annual	All For Against	5	Support is warranted because such disclosure would be beneficial to shareholders.
	i 		i L	4	Shareholder proposal promotes appropriate accountability or incentivisation
20/05/2025	McDonald's Corporation Mid-America Apartment Communities, Inc.	Annual Annual	Against Against	1i 1b	Concerns about human rights Concerns about remuneration committee performance
20/00/2020	ma ranona riparanoni communico, me.	, uniden	riganio	1i	Concerns related to board composition
				2	Low shareholding requirement. No clawback policy. Options/PSUs vest in less than 36 months. High variable
20/05/2025	Principal Financial Group, Inc.	Annual	Against	1.3	pay ratio High CEO to average NEO pay Concerns about overall board structure Concerns related to management of environment-related business
		i ! 	<u> </u>	<u> </u>	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
	Verisk Analytics, Inc.	Annual	Against	8	Shareholder proposal promotes appropriate accountability or incentivisation
21/05/2025	Align Technology, Inc.	Annual	Against	1.6 1.4	Concerns about remuneration committee performance Concerns related to management of environment-related business risks
				1.4 6	Concerns related to management or environment-related dusiness risks Concerns related to shareholder rights
		1		2	No clawback policyHigh variable pay ratioExcessive CEO payHigh CEO to average NEO pay
21/05/2025	Amazon.com. Inc.	Annual	Against	7 6.8	Shareholder proposal promotes appropriate accountability or incentivisation We believe such disclosure would be beneficial to shareholders
21/03/2023	ranazon.com, mo.	Aurillai		9,10	We believe such disclosure would be beneficial to shareholders.
04/05/0005	Andre Des Consequelles Inc	 	Aggingt	1d,3	Low shareholding requirement
	AvalonBay Communities, Inc. CBRE Group, Inc.	Annual Annual	Against Against	1k 1d	Concerns related to board composition Concerns about remuneration committee performance
			<u> </u>	3	No clawback policyOptions/PSUs vest in less than 36 monthsHigh variable pay ratio
21/05/2025	Crown Castle Inc. Diamondback Energy, Inc.	Annual Annual	All For Against	1.1	Concerns related to board composition
	Diamondodok Energy, Inc.	zunluai	, nguillat	4	
21/05/2025	EOG Resources, Inc.	Annual	Against	1a	Shareholder proposal promotes appropriate accountability or incentivisation Concerns related to management of environment-related business risks
21/05/2025	Equinix, Inc.	Annual	Against	1g 2	Concerns about remuneration committee performance Options/PSUs vest in less than 36 months High variable pay ratio High CEO to average NEO pay
		ļ	ļ	3	Pay is misaligned with EOS remuneration principles
	Equitable Holdings, Inc.	Annual	Against	1d s	Concerns related to management of environment-related business risks Shareholder proposal promotes appropriate accountability or incentivisation
21/05/2025		Annual	All For		опатополог ргодова рготногез арргорняте ассолналину от пісенциявшон
	Extra Space Storage Inc.	Alliuai		1.5	Concerns related to management of environment-related business risks
21/05/2025 21/05/2025	Extra Space Storage Inc. FirstEnergy Corp.	Annual			
21/05/2025 21/05/2025	Extra Space Storage Inc. FirstEnergy Corp. Halliburton Company		Against Against	1k 1b	Concerns related to board composition Concerns related to management of environment-related business risks
21/05/2025 21/05/2025 21/05/2025	FirstEnergy Corp. Halliburton Company	Annual Annual	Against	1k 1b 1G	Concerns related to management of environment-related business risks Concerns related to board composition
21/05/2025 21/05/2025 21/05/2025 21/05/2025	FirstEnergy Corp.	Annual	Against	1b 1G 1b	Concerns related to management of environment-related business risks Concerns related to board composition Concerns related to board composition
21/05/2025 21/05/2025 21/05/2025 21/05/2025	FirstEnergy Corp. Halliburton Company Illumina, Inc.	Annual Annual Annual	Against Against	1b 1G	Concerns related to management of environment-related business risks Concerns related to board composition Concerns related to board composition SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
21/05/2025 21/05/2025 21/05/2025 21/05/2025 21/05/2025	FirstEnergy Corp. Halliburton Company Illumina, Inc. Markel Group Inc.	Annual Annual Annual	Against Against Against	1b 1G 1b 4 5	Concerns related to management of environment-related business risks Concerns related to board composition Concerns related to board composition SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESC opportunities and risks Shareholder proposal promotes enhanced shareholder rights
21/05/2025 21/05/2025 21/05/2025 21/05/2025	FirstEnergy Corp. Halliburton Company Illumina, Inc.	Annual Annual Annual	Against Against	1b 1G 1b 4	Concerns related to management of environment-related business risks Concerns related to board composition Concerns related to board composition SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks

	Company Name	Meeting Type	Votes For/Against Managemen	Agenda Item Numbers	Voting Explanation
	Northland Power Inc.	Annual	All For All For	ļ	
21/05/2025	Northrop Grumman Corporation Old Dominion Freight Line, Inc.	Annual Annual	Against	1.8 5	Concerns related to management of environment-related business risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
	ONE OV				better management of SEE opportunities and risks
1/05/2025 1/05/2025	ONEOK, Inc. Phillips 66	Annual Proxy Contest	All For Against	3	Pay is misaligned with EOS remuneration principles
10012020	Tillips 00	Troxy Contest	, igamot	6	SH: Against shareholder resolution, against management recommendation / Shareholder proposal does no
			No Action Taken	1a,1b,1c,1d,2,3,4,5,6	promote appropriate accountability or incentivisation
1/05/2025	Reliance, Inc.	Annual	Against	1g	Concerns related to board composition. Concerns related to management of environment-related business risks.
/05/2025	Ross Stores, Inc.	Annual	Against	1k	Concerns related to succession planning Concerns related to board composition
1/05/2025	SS&C Technologies Holdings, Inc.	Annual	Against	1a	Concerns related to succession planning. Concerns related to board composition. Concerns about overall board structure. Concerns related to board composition.
1/05/2025	The Hartford Insurance Group, Inc.	Annual	Against	1i 3	Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh variable pay ratioHigh CEO to average NEO pay
1/05/2025	The Southern Company	Annual	Abstain Against	5 5 6 1m 2	Shareholder proposal promotes appropriate accountability or incentivisation Whist we support the intention of the resolution we believe the main request of the resolution is through IRI We are aware that competitors may have a competitive advantage if this sensitive information is disclosed. COMBINED ceofchair
				5	Lack of robust equity clawback policy 20% increase in base salary No stock holding requirments 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 gli reduction target in LTIP and Carbon-Free Resource Availability in the STIP Shareholder proposal promotes enhanced shareholder irghts.
1/05/2025	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
1/05/2025	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
1/05/2025	United Airlines Holdings, Inc.	Annual	Against	1f 1h	Concerns related to management of environment-related business risks Concerns to protect shareholder value Concerns related to board composition
1/05/2025	Watts Water Technologies, Inc.	Annual	Against	1.2	Concerns to protect shareholder value
1/05/2025	Xcel Energy Inc.	Annual	All For		
1/05/2025 2/05/2025	Zoetis Inc. DuPont de Nemours, Inc.	Annual Annual	All For All For	ļ	
2/05/2025	EPAM Systems, Inc.	Annual	Against	1a	Concerns about overall board structure
	000 8			9	Shareholder proposal promotes enhanced shareholder rights
	GQG Partners Inc. Henry Schein, Inc.	Annual Annual	Against Against	i1 i1h	Concerns related to Non-audit fees Concerns related to board composition
/05/2025	Insulet Corporation	Annual	Against	1.1	Concerns about overall board structure
				1.3	Concerns about remuneration committee performance
2/05/2025	Kenvue Inc.	Appual	All For	2	No clawback policy Options/PSUs vest in less than 36 months. High variable pay ratio
2/05/2025	LPL Financial Holdings Inc.	Annual Annual	All For	ļ	
2/05/2025	NextEra Energy, Inc.	Annual	Against	1d,3	No clawback policy Options/PSUs vest in less than 36 months Excessive severance Excessive CEO pay
2/05/2025 2/05/2025	PG&E Corporation Pinterest, Inc.	Annual Annual	Against Against	1f 1d 4	Concerns related to board composition 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
	Quanta Services, Inc.	Annual	All For All For	ļ	
	ServiceNow, Inc. The Charles Schwab Corporation	Annual Annual	Against	1.3,1.5,3,4	Shareholder proposal promotes appropriate accountability or incentivisation
2/05/2025	The Home Depot, Inc.	Annual	Against	5,6 4	In line with EOS expectations to improve board independence communication
	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.
2/05/2025 2/05/2025	VeriSign, Inc. Verizon Communications Inc.	Annual	All For	1	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
		Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
2/05/2025 2/05/2025	Voya Financial, Inc. Waters Corporation	Annual Annual	All For Against	1.9	Concerns about remuneration committee performance
EroorEoEo	Walcis Obiporation	Airidai	riganist	3	Low shareholding requirement No clawback policy Options/PSUs vest in less than 36 months High CEO average NEO pay
	Welltower Inc.	Annual	All For		
/05/2025	Amgen Inc.	Annual	All For	4.0	Once a short world based starters Occasional 2.22
	SBA Communications Corporation Southern Copper Corporation	Annual Annual	Against Against	1.3 1c 1g	Concerns about overall board structure Concerns related to succession planning. Concerns related to management of environment-related business risks Lack of independent representation at board committees Concerns related to succession planning. Concernelated to bacard composition.
3/05/2025	Yum China Holdings, Inc.	Annual	All For		.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
7/05/2025	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
7/05/2025	Merck & Co., Inc.	Annual	Against	1j,1m 5 4	Concerns related to shareholder rights 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
7/05/2025	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
3/05/2025	Chevron Corporation	Annual	Against	3 7 1g,2,5	Pay is misaligned with EOS remuneration principles 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
			Against	1.12	The company remains a laggard in ESG performance when compared to its peers.
8/05/2025	Exxon Mobil Corporation	Annual	9	123	I ow shareholding requirement
	Exxon Mobil Corporation GE Healthcare Technologies, Inc.	Annual	Against	1.2,3 1i 1e	Low shareholding requirement Concerns about remuneration committee performance Concerns related to management of environment-related business risks
/05/2025			<u> </u>	1i	Concerns about remuneration committee performance

	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation
1	I control of the cont		i	Agenda item Numbers	
28/05/2025	Meta Platforms, Inc.	Annual	Against	1.1	Concerns over shareholder rights (multi-class structure with no sunset provisions) See item 1.1.
				1.2,1.6,1.14,1.15 1.5	Support is not warranted because the director is overboarded.
		į		11	Support is not warranted because the director is overboarded. Support is warranted as the potential benefit of additional reporting appears prudent considering potential
		•		8,14	oversight and internal control concerns as evidenced by recent significant penalties and an ongoing lawsuit
				7	with investors.
				4	Support is warranted because we believe this information would benefit shareholders.
					We believe this disclosure would help independent shareholders and help facilitate improved board
		İ		3,5	accountability at the company.
		į			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
		i 		1G	Concerns about remuneration committee performance
29/05/2025	DocuSign, Inc.	Annual	Against	1b	Concerns about overall board structure Concerns to protect shareholder value Concerns about remuneration
				3	committee performance Insufficient action taken on low say-on-pay results
29/05/2025	Dollar General Corporation	Annual	Against	5,6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
29/03/2023	Dollar General Corporation	Ailliuai	riganist	5,0	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	Concerns related to board composition Concerns about overall board structure Concerns to protect
				4	shareholder value
		ļ	<u>i</u>		Concerns to protect shareholder value
	The Allstate Corporation	Annual	All For	1 5	Canagement and the correct the correct tree
29/05/2025	The Carlyle Group Inc. Zimmer Biomet Holdings, Inc.	Annual Annual	Against All For	1.5	Concerns about overall board structure
29/05/2025 30/05/2025	Zimmer Biomet Holdings, Inc. Arista Networks, Inc.	Annual Annual	Against	1.3	Concerns about overall board structure.
30/05/2025	Lowes Companies, Inc.	Annual	Against	1.12	Concerns related to management of environment-related business risks
02/06/2025	UnitedHealth Group Incorporated	Annual	Against	1g	Concerns about human rights
		ļ	-	1b	Concerns about remuneration committee performance
		 		2	EOS manual override
02/06/2025	Warner Bros. Discovery, Inc.	Annual	Against	3	Insufficient action taken on low say-on-pay results 2- Low shareholding requirement 3- No clawback policy 4
		!		1.3	No hedging policy disclosed 5- Pay is in top quartile and not aligned with performance
		į			Concerns related to board composition Concerns related to management of environment-related business
02/06/2025	711 0 1	A	Against	1.1	risks Concerns about remuneration committee performance Concerns related to board composition Concerns about overall board structure Concerns to protect
02/06/2025	Zillow Group, Inc.	Annual	Against	1.1	shareholder value
03/06/2025	Booking Holdings Inc.	Annual	Against	1.6	Overboarded/Too many other time commitments
03/00/2023	Booking Holdings Inc.	Ailidai	riganist	4	Shareholder proposal promotes appropriate accountability or incentivisation
03/06/2025	Bright Horizons 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	Cognizant Technology Solutions Corporation	Annual	All For		
	Datadog, Inc.	Annual	Against	4	Concerns to protect shareholder value
03/06/2025	Expedia Group, Inc.	Annual	Against	1g	Concerns about human rights 2- Concerns to protect shareholder value
				1c	Concerns about remuneration committee performance EOS manual override
				2 1d	Overboarded/Too many other time commitments
03/06/2025	Fortive Corporation	Annual	Against	1g	Concerns about remuneration committee performance
00/00/2020	Totale Corporation	, a mada	riganiot	3	Pay is misaligned with EOS remuneration principles
		•		5	Shareholder proposal promotes appropriate accountability or incentivisation
03/06/2025	General Motors Company	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
	i 	i 			better management of ESG opportunities and risks
03/06/2025	Restaurant Brands International Inc.	Annual	Against	4,5	SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes better
04/06/2025	Airbnb, Inc.	A	A l	4.0	management of ESG opportunities and risks
04/06/2025	AIRDID, INC.	Annual	Against	1.2 1.3	Concerns about human rights Concerns about overall board structure 2- Concerns about remuneration committee performance 3-
		ļ		3	Concerns related to board composition 4- Concerns to protect shareholder value
				4	EOS manual override
					Shareholder proposal promotes enhanced shareholder rights
04/06/2025	AppLovin Corporation	Annual	Against	1d	Concerns to protect shareholder value
04/06/2025	Devon Energy Corporation.	Annual	All For		
04/06/2025	GoDaddy Inc.	Annual	All For	4-4-00	Observation and a second and a second about a second as a second a
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	Concerns about remuneration committee performance Lack of independent representation at board committees Concerns about overall board structure Concerns to
		<u> </u>		3	Lack of independent representation at board committees concerns about overall board structure. Concerns to protect shareholder value.
				-	No clawback policyOptions/PSUs vest in less than 36 monthsHigh CEO to average NEO pay
04/06/2025	Super Micro Computer, Inc.	Annual	Against	1a	Concerns about overall board structure Concerns about remuneration committee performance
		į	-		Low shareholding requirement No clawback policy No shares granted in LTIP High CEO to average NEO
		•			pay
		<u> </u>			Pay is misaligned with EOS remuneration principles
		Annual	Against	1.5	Concerns related to board composition
04/06/2025	Thomson Reuters Corporation			4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
04/06/2025	Inomson Reuters Corporation	i		i	
		Appual	Against	1h	Desire management of LSG opportunities and risks
04/06/2025	Tourmaline Oil Corp.	Annual Annual		1h 1h	Inadequate management of climate-related risks Inadequate management of climate-related risks Concerns related to heard composition. Concerns about overall heard structure. Concerns to protect
04/06/2025		Annual Annual	Against Against	1h 1b	Concerns related to board composition Concerns about overall board structure Concerns to protect
04/06/2025 04/06/2025	Tourmaline Oil Corp. Workday, Inc.	Annual	Against		Concerns related to board composition Concerns about overall board structure Concerns to protect shareholder value
04/06/2025 04/06/2025 05/06/2025	Tourmaline Oil Corp.	Annual Annual	Against Against All For	1b	Concerns related to board composition Concerns about overall board structure Concerns to protect
04/06/2025 04/06/2025 05/06/2025 05/06/2025 05/06/2025	Tourmaline Oil Corp. Workday, Inc. Gloudflare, Inc. Gloufflare, Inc.	Annual	Against Against	1b	Concerns related to board composition Concerns about overall board structure Concerns to protect shareholder value
04/06/2025 04/06/2025 05/06/2025 05/06/2025 05/06/2025	Tourmaline Oil Corp. Workday, Inc. Cloudflare, Inc.	Annual Annual Annual	Against Against All For	1b	Concerns related to board composition Concerns about overall board structure Concerns to protect shareholder value
04/06/2025 04/06/2025 05/06/2025 05/06/2025 05/06/2025 05/06/2025	Tourmaline Oil Corp. Workday, Inc. Cloudflare, Inc. DaVita Inc. EMCOR Group, Inc.	Annual Annual Annual Annual	Against Against All For All For	1b 1.3 1e 4	Concerns related to board composition Concerns about overall board structure Concerns to protect shareholder value. Concerns about overall board structure. Concerns to protect shareholder value. Concerns related to board composition SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
04/06/2025 04/06/2025 05/06/2025 05/06/2025 05/06/2025 05/06/2025	Tourmaline Oil Corp. Workday, Inc. Gloudflare, Inc. Daylita Inc. EMCOR Group, Inc. EMCOR Group, Inc.	Annual Annual Annual Annual Annual	Against Against All For All For Against	1b	Concerns related to board composition Concerns about overall board structure Concerns to protect shareholder value. Concerns about overall board structure. Concerns to protect shareholder value. 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 04/06/2025 05/06/2025 05/06/2025 05/06/2025 05/06/2025 05/06/2025	Tourmaline Oil Corp. Workday, Inc. Cloudflare, Inc. DaVita Inc. EMCOR Group, Inc. Expand Energy Corporation Netflix, Inc.	Annual Annual Annual Annual Annual Annual	Against Against All For All For Against Against Against	1b 1.3 1e 4 1d,5	Concerns related to board composition. Concerns about overall board structure. Concerns to protect shareholder value. Concerns about overall board structure. Concerns to protect shareholder value. Concerns related to board composition. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESC opportunities and risks. Shareholder proposal promotes appropriate accountability or incentivisation.
04/06/2025 04/06/2025 05/06/2025 05/06/2025 05/06/2025 05/06/2025 05/06/2025	Tourmaline Oil Corp. Workday, Inc. Gloudflare, Inc. Daylita Inc. EMCOR Group, Inc. EMCOR Group, Inc.	Annual Annual Annual Annual Annual	Against Against All For All For Against	1b 1.3 1e 4	Concerns related to board composition Concerns about overall board structure Concerns to protect shareholder value. Concerns about overall board structure. Concerns to protect shareholder value. Concerns related to board composition. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation. Concerns related to board composition Concerns to protect shareholder value Concerns about remuneration
04/06/2025 04/06/2025 05/06/2025 05/06/2025 05/06/2025 05/06/2025 05/06/2025	Tourmaline Oil Corp. Workday, Inc. Cloudflare, Inc. DayIta Inc. EMCOR Group, Inc. Expand Energy Corporation Netflix, Inc. Palantir Technologies, Inc.	Annual Annual Annual Annual Annual Annual	Against Against All For All For Against Against Against Against	15 1.3 1e 4 1d,5	Concerns related to board composition Concerns about overall board structure Concerns to protect shareholder value. Concerns about overall board structure. Concerns to protect shareholder value. Concerns related to board composition SH. For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation Concerns related to board composition Concerns to protect shareholder value Concerns about remuneration committee performance
04/06/2025 04/06/2025 05/06/2025 05/06/2025 05/06/2025 05/06/2025 05/06/2025 05/06/2025	Tourmaline Oil Corp. Workday, Inc. Glouefflare, Inc. Daylia Inc. EMCOR Group, Inc. Expand Energy Corporation Netflix, Inc. Palantir Technologies, Inc. PayPal Holdings, Inc.	Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against All For All For Against Against Against Against	15 1.3 1e 4 1d,5 1.4 1e,3,6	Concerns related to board composition Concerns about overall board structure Concerns to protect shareholder value. Concerns about overall board structure. Concerns to protect shareholder value. Concerns related to board composition. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. Shareholder proposal promotes appropriate accountability or incentivisation. Concerns related to board composition. Concerns to protect shareholder value. Concerns about remuneration committee performance. Shareholder proposal promotes appropriate accountability or incentivisation.
04/06/2025 04/06/2025 05/06/2025 05/06/2025 05/06/2025 05/06/2025 05/06/2025 05/06/2025	Tourmaline Oil Corp. Workday, Inc. Cloudflare, Inc. Davita Inc. EMCOR Group, Inc. Expand Energy Corporation Netflix, Inc. Palantir Technologies, Inc. PayPal Holdings, Inc.	Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against Against All For All For Against Against Against Against Against Against Against	15 1.3 1e 4 1d,5 1.4 1e,3,6	Concerns related to board composition. Concerns about overall board structure. Concerns to protect shareholder value. Concerns about overall board structure. Concerns to protect shareholder value. Concerns related to board composition. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESO opportunities and risks. Shareholder proposal promotes appropriate accountability or incentivisation. Concerns related to board composition. Concerns to protect shareholder value. Concerns about remuneration committee performance. Shareholder proposal promotes appropriate accountability or incentivisation. Shareholder proposal promotes appropriate accountability or incentivisation.
04/06/2025 04/06/2025 05/06/2025 05/06/2025 05/06/2025 05/06/2025 05/06/2025 05/06/2025	Tourmaline Oil Corp. Workday, Inc. Glouefflare, Inc. Daylia Inc. EMCOR Group, Inc. Expand Energy Corporation Netflix, Inc. Palantir Technologies, Inc. PayPal Holdings, Inc.	Annual Annual Annual Annual Annual Annual Annual Annual Annual	Against Against All For All For Against Against Against Against	15 1.3 1e 4 1d,5 1.4 1e,3,6 1h,114 10	Concerns related to board composition Concerns about overall board structure Concerns to protect shareholder value. Concerns about overall board structure. Concerns to protect shareholder value. Concerns related to board composition. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. Shareholder proposal promotes appropriate accountability or incentivisation. Concerns related to board composition. Concerns to protect shareholder value. Concerns about remuneration committee performance. Shareholder proposal promotes appropriate accountability or incentivisation.

	Company Name	Meeting Type	Votes For/Against Managemen	Aganda Itam Numbare	Voting Explanation
00/00/2020	Company Name Alphabet Inc.	Annual	Against	i7	Alphabet provides extensive disclosure on net zero performance. However, there are some peices of
	Alphabet Inc.	Allilual	Against	11	disclosure which would be useful to investors i.e. a contingency plan incuding scenario analyses that
				1j	analysies factors tha coudl engatively impact the company's emissions reduction progresss & a stress test o
		1	1	12	alphabet's strategies for acheiving its 2030 goals, assess factors over which it has direct and indirect control
				9	This information would be particuarly useful to in light of the company's GHG emissions were 13 percent
				8	higher in 2023 than the previous year and 48 percent higher than in 2019. Further disclosure on the input data used for Al models would be beneficial considering Google's history of
		į		ļ	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 bonsuses appear to be largely discretionary, although we note that the bobnus program
					will be discontunied for FY25. The majority of equity grants lack performance vesting critera and we note the
					a vesting cap if absolute TSR is negative over the performance period is not disclosed. NEO pay is consider
		İ		İ	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 Al and
		İ		İ	privacy practices, an independent human rights impact assessment could strengthen oversight—especially
		1		İ	amid a \$1.375 billion data privacy settlement related to data privacy practices. Given the scale of Alphabet
		1		1	advertising business and its legal exposure, support for this proposal is warranted.
		1		1	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 managment.
			į	İ	However, the Company does not address CAHRA directly. Considering the various controversies, rasied by
		1			the proponenet, surrounding Alphabet and operating in CAHRA's, shareholders would benefit from further
		1			disclosure on the due diligence process in CAHRA's.
			. <u></u>	! 	Shareholder proposal promotes enhanced shareholder rights
6/06/2025	Apollo Global Management, Inc.	Annual	Against	1.1	Concerns about remuneration committee performance
6/06/2025	Ares Management Corporation	Annual	Against	4	Annual vote provides for greater shareholder oversight
		İ		1g 1j	Concerns about remuneration committee performance Lack of independent representation at board committees Concerns related to board composition. Concerns
		İ		3	protect shareholder value
		<u> </u>	<u> </u>	<u> </u>	Low shareholding requirement
06/06/2025	Brookfield Corporation	Annual/Special	Against	2.4	Lack of independence on board Concerns to protect shareholder value
		•	1	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
6/06/2025	Digital Realty Trust, Inc.	Δηημαί	Against	16	transparency Concerns about remuneration committee performance
101/00/2025	Digital realty Trust, IIIC.	Annual	Against	1b 3	Concerns about remuneration committee performance No clawback policy Excessive severance High CEO to average NEO pay
		İ	İ	5	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
		<u> </u>	<u> </u>	1b	Concerns related to attendance at board or committee meetings
06/06/2025	T-Mobile US, Inc.	Annual	Against	1.13	Lack of independence on board Lack of independent representation at board committees. Concerns related
0.000.0005	la code Occasionalism	Accord	A section	4.0	to board composition
10/06/2025	Incyte Corporation	Annual	Against	1.2	Concerns about remuneration committee performance No clawback policy Options/PSUs yest in less than 36 months. High variable pay ratio
				3	Pay is misaligned with EOS remuneration principles
0/06/2025	RioCan Real Estate Investment Trust	Annual	Against	1.9	Concerns related to approach to board diversity
0/06/2025	Roper Technologies, Inc.	Annual	All For		
0/06/2025	The TJX Companies, Inc.	Annual	All For		
	Twilio Inc.	Annual	Against	1.1	Concerns about overall board structure
1/06/2025 1/06/2025	Caterpillar, Inc. Chipotle Mexican Grill, Inc.	Annual Annual	Against Against	1.5,2 1d,2	Concerns regarding Auditor tenure EOS manual override - see analyst note
	Corpay, Inc.	Annual	Against	1c	Concerns about remuneration committee performance
			9	1h	Concerns related to board composition
			į	3	No clawback policyOptions/PSUs vest in less than 36 monthsHigh variable pay ratioHigh CEO to average
		1	•	4	NEO pay
11/06/2025	Dellessons les	A	Analast	8	Shareholder proposal promotes appropriate accountability or incentivisation
	Dollarama Inc.	Annual	Against		SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
11/00/2020		1	1 -		
1110012020				9	better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
1 17 007 2020				9	Determinating the first of ESG opportunities and insiss SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
11/06/2025	Ouolingo, Inc.	Annual	Against	1.1	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights Concerns about overall board structure. Concerns to protect shareholder value Combined CEO/Chair
1/06/2025	Quelingo, Inc. Fidelity National Financial, Inc.	Annual Annual	Against Against	1.1 1.3	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes tenhanced shareholder rights 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 remunerations are concerns about remunerations.
1/06/2025	Duolingo. Inc. Fidelity National Financial, Inc.	Annual Annual		1.1	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights. 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.
1/06/2025	<u>Duclingo, Inc.</u> Fidelity National Financial, Inc.	Annual Annual		1.1 1.3	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights 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.
1/06/2025	Quelingo, Inc. Fidelity National Financial, Inc.	Annual Annual		1.1 1.3 2 4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights. Concerns about overall board structure. Concerns to protect shareholder value Conclined CEO/Chair. Concerns related to board composition Concerns about overall board structure Concerns about remuneratic committee performance. Concerns to protect shareholder value. No hedging policyNo clawback policyOptions/PSUs vest in less than 36 months.
1/06/2025 1/06/2025	Duolingo, inc. Fidelity National Financial, Inc. Freeport-McMoRan, Inc.	Annual Annual Annual		1.1 1.3 2 4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder injuls. 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 remuneratic 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.
1/06/2025 1/06/2025 1/06/2025	Fidelity National Financial, Inc.	Annual	Against	1.1 1.3 2 4 3	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights. 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 remuneratic 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. Concerns about overall board structure.
1/06/2025 1/06/2025 1/06/2025	Fidelity National Financial, Inc. Freeport-McMoRan, Inc.	Annual Annual	Against All For	1.1 1.3 2 4 3	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights. 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 remuneratic 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. Concerns about overall board structure. Concerns about remuneration committee performance.
1/06/2025 1/06/2025 1/06/2025	Fidelity National Financial, Inc. Freeport-McMoRan, Inc.	Annual Annual	Against All For	1.1 1.3 2 4 3	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights. 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 remuneratic 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. Concerns about overall board structure. Concerns about remuneration committee performance. Low shareholding requirementNo clawback policyOptions/PSUs vest in less than 36 monthsHigh variable performance.
11/06/2025 11/06/2025 11/06/2025 11/06/2025 11/06/2025	Fidelity National Financial, Inc. Freeport-McMoRan, Inc. Iululemon athletica inc.	Annual Annual Annual	Against All For Against	1.1 1.3 2 4 3	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder fight sucture. 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 remuneratic 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. Concerns about overall board structure. Concerns about remuneration committee performance.
1/06/2025 1/06/2025 1/06/2025 1/06/2025 1/06/2025	Fidelity National Financial, Inc. Freeport-McMoRan, Inc. Iululemon athletica inc. Nasdaq, Inc.	Annual Annual	Against All For Against JAII For	1.1 1.3 2 4 3	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder injihis. Concerns about overall board structure. Concerns to protect shareholder value Concins about remuneratic committee performance. Concerns related to board composition Concerns about overall board structure Concerns about remuneratic 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. Concerns about overall board structure. Concerns about remuneration committee performance. Low shareholding requirementNo clawback policyOptions/PSUs vest in less than 36 monthsHigh variable paratio.
1/06/2025 1/06/2025 1/06/2025 1/06/2025 1/06/2025	Fidelity National Financial, Inc. Freeport-McMoRan, Inc. Iululemon athletica inc.	Annual Annual Annual Annual	Against All For Against	1.1 1.3 2 4 3	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder injihs. Concerns about overall board structure. Concerns to protect shareholder value Concerns about remuneratic 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. Concerns about overall board structure. Concerns about remuneration committee performance. Low shareholding requirementNo clawback policyOptions/PSUs vest in less than 36 monthsHigh variable paratic. Insufficient action taken on low say-on-pay results.
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1/06/2025 1/06/2025 1/06/2025 1/06/2025 1/06/2025 1/06/2025	Fidelity National Financial, Inc. Freesport-McMoRan, Inc. Iululemon athletica inc. Nasdan, Inc. Pure Storage, Inc.	Annual Annual Annual Annual Annual	Against All For Against All For Against All For Against	1.1 1.3 2 2 4 3 3 1c 1a 3	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder (piths surface) and the shareholder (piths surface) and the shareholder (piths surface) and shareholder (piths surface) and shareholder value combined CEO/Chair Concerns related to board composition Concerns about overall board structure Concerns about remuneratic 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 Concerns about overall board structure Concerns about remuneration committee performance Low shareholding requirementNo clawback policyOptions/PSUs vest in less than 36 monthsHigh variable partatio 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 related to board composition Concerns to protect shareholder value Combined CEO/Chair Concerns related to board composition Concerns to protect shareholder value Combined CEO/Chair Concerns about remuneration committee performance
1/06/2025 1/06/2025 1/06/2025 1/06/2025 1/06/2025 1/06/2025	Fidelity National Financial, Inc. Freeport-McMoRan, Inc. Iululemon athletica inc. Nasdaq, Inc.	Annual Annual Annual Annual	Against All For Against JAII For	1.1 1.3 22 4 3 3 1c 1a 3 3	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights Cencerns about overall board structure. Concerns to protect shareholder value Combined CEO/Chair Concerns related to board composition. Concerns about overall board structure Concerns about remuneratic 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. Concerns about overall board structure. Concerns about emuneration committee performance. Low shareholding requirementNo clawback policyOptions/PSUs vest in less than 36 monthsHigh variable paratio. 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 verall board structure Concerns about remuneration committee performance.
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11/09/2025 11/09/2025 11/09/2025 11/09/2025 11/09/2025 11/09/2025 11/09/2025 11/09/2025 11/09/2025	Freeport-McMoRan, Inc. Freeport-McMoRan, Inc. Iululemon athletica inc. Nasdag, Inc. Pure Storage, Inc. Remitly Global, Inc. Target Corporation Ulta Beauty, Inc.	Annual Annual Annual Annual Annual Annual Annual	Against All For Against All For Against Against Against Against Against	1.1 1.3 2 2 4 3 3 1c 1a 3 3 1.1 1.2	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder (rights). Cencerns about overall board structure. Concerns to protect shareholder value Combined CEO/Chair. Concerns related to board composition. Concerns about overall board structure Concerns about remuneratic 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. Concerns about overall board structure. Concerns about overall board structure. Concerns about remuneration committee performance. Low shareholding requirementNo clawback policyOptions/PSUs vest in less than 36 monthsHigh variable paratio. 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. Concerns about overall board structure Concerns related to board composition Concerns to protect shareholder value. Concerns about overall board structure Concerns related to board composition Concerns to protect shareholder value. Concerns about overall board structure Concerns related to board composition Concerns to protect shareholder value. Concerns about overall board structure Concerns related to board composition Concerns to protect shareholder value. Concerns about overboarded directors. Concerns actual to management of environment-related business risks.
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4 Pay is misaligned with EOS remuneration principles	
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7 implementation.	
11 company previously provided this reporting for multiple years but standardrised and comparable form of employee diversity data acr	ut has since dropped it. It is the most across companies: the company is collecting
and providing the data to the EEOC anyway, and we believe it wo	
disclosure public again. concerns about director independence	
25/06/2025 Robinhood Markets, Inc. Annual Against 1.7 Concerns to protect shareholder value	
28/06/2025 CoStar Group, Inc. Annual Against 5 ISH: For shareholder resolution, against management of ESG opportunities and risks to better management of ESG opportunities and risks	ndation / Shareholder proposal promotes
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26/06/2025 Equity Residential Annual All For Self-Self-Self-Self-Self-Self-Self-Self-	endation / Shareholder proposal promotes
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3 Low shareholding requirementOptions/PSUs vest in less than 36 i 30/06/2025 MongoDB, Inc. Annual Against 1.2 Concerns about overall board structure	
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03/04/2025 Rio Tinto Pic IAnnual IAbstain 24 ECS manual override	
Against 19 Although we welcome the introduction of CAPEX in the Climate A	
3 Scope 3 emissions is not presented. 2 See item 2.	re to provide DEI disclosures in line with UK
Total maximum variable pay is equal or >6 times base salary. In a	re to provide DEI disclosures in line with UK
utilised both in short and long term, hence directors are rewarded	re to provide DEI disclosures in line with UK a Action Plan, a company target covering In addition climate performance metrics are
	re to provide DEI disclosures in line with UK a Action Plan, a company target covering In addition climate performance metrics are
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Process Proc		Votine Evulenation	Avanda Itam Numbara	Vetes Fer/Against Management	Masting Type	Company Nama	oting Date
Part Part		Voting Explanation	Agenua item Numbers	i v	Meeting Type		
Process Proc	ational emissions in the STI diffied cash flow in the STI meet the minimum it was provided considering	there are two instance of double counting in the performance metrics (1) Operational emissions and the Cumulative emissions reduction in the LTIP (2) the inclusion of the modified cash flow the adjusted free cash flow CAGR in the LTI. + we would expect that the CFO meet the minimu 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 in the consultation of the chair cash of the c		Against	Annual	BP Plc	04/2025
Abert Jahren (1997) Abert Jah	lering the company's U-turn e effectiveness of	Vote against the chair of the safety and sustainability chair is warranted considering the compa 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 ambit					
Service Control of th				All For	Annual	Beazley Pic	04/2025
Security of the security of th						Allianz Technology Trust PLC	04/2025
All Services Committee Com		i	i 	All For			04/2025 i
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Accordance Acc		<u> </u>	i 			Hikma Pharmaceuticals Plc	04/2025
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Part Proceedings of the CDD amountment for committee or committee			2	Against	Annual	RELX Pic	04/2025
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Seeded Company Pic Annual Against Fig. An		<u> </u>	i 	All For		Senior Plc	04/2025
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Part Part	ation of the ROCE perform warded for a 3-year avg rat ICE metric from 25% of the	RemCo utilised downward discretion by 15% to to acknowlege 3 fatalities at is PGM business, downard discretion could have been applied. The RemCo changed the operation of the ROC metric within LTIP awards granted from 2023. ROCE is now measured and rewarded for a 3-ye than at the end of the year. This resulted in a change in the outcome of the ROCE metric from maximum to 94.8%. The RemCo decided to utilise downward discretion to reduce this outcome.	16 4	Against	Annual	Anglo American Pic	04/2025
Annual April April	we note that the Company the Board is held by a won	We are encouraged that Anglo's board is made up of 45% of female directors and 18% idenifity eithnic. We note the focus on developing a pipeline of diverse talent. However, we note that the not meet the UK Listing Rules target that at least one of the senior position on the Board is held. We understand that the Chair of the Audit Committee is female, however, the FCA define senic					
April Apri						Anglo American Plc	04/2025
SQUESTION SQUE			<u>.</u>			AVIVA PIC F&C Investment Trust PI C	04/2025
SCHOOP IC Annual All For Seminate post with EOS remuneration principles	·					M&G Plc	04/2025
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•				3	Pay is misaligned with EOS remuneration principles Total maximum variable pay is equal or >6 times base
<u> </u>				ļ	salary
08/05/2025 Jupit	oiter Fund Management Plc	Annual	Against	2	Total maximum variable pay is equal or ≻6 limes bases salary. Fallum to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles
08/05/2025 Just 08/05/2025 Mond	I Group Pic	Annual	Against	7	Failure to provide DEI disclosures in line with UK listing rules
08/05/2025 Mon	ny Group Pic		Against Against	2	Use of more than two types of concurrent variable pay arrangements. Low shareholding requirement
08/05/2025 Morr	rgan Advanced Materials Plc	Annual	Against	7	Failure to provide DEI disclosures in line with UK listing rules
08/05/2025 OSB	B Group Pic	Annual	All For	ļ:	
08/05/2025 Rath	thbones Group Plc		All For		
08/05/2025 Reck	ckitt Benckiser Group Plc	Annual	Against	20	Use of share options in remuneration policy
<u>_</u>				2,3	Use of share options in remuneration policy Total maximum variable pay is equal or >6 times base salary
08/05/2025 Stan	andard Chartered Pic	Annual	Against	4	Pay is misaligned with EOS remuneration principles. Total maximum variable pay is equal or 6 times base
			L	ļ	salary
09/05/2025 Adm	miral Group Plc MORGAN GLOBAL GROWTH & INCOME PLC		Against	<u> </u>	Pay is misaligned with EOS remuneration principles
09/05/2025 JPM 09/05/2025 Man	n Group Pic (Jersey)		All For All For	†·	
09/05/2025 Man 09/05/2025 Righ	htmove Pic	Annual	All For	†	
09/05/2025 Right 12/05/2025 Roya	valty Pharma Pic		Against	6h	Concerns related to board composition Concerns related to management of environment-related business
	-	*	-	İ	risks
13/05/2025 ITV F	Plc	Annual	All For		
13/05/2025 Phoe	oenix Group Holdings Plc	Annual	All For	!	
13/05/2025 St. J.	James's Place Plc		All For		
14/05/2025 Belle	llevue Healthcare Trust plc	Special	All For	i	
14/05/2025 Direc	ect Line Insurance Group Plc	Annual	Against	2	Pay is misaligned with EOS remuneration principles
14/05/2025 HGC 14/05/2025 Ithac	Capital Trust PLC	Annual Annual	All For Against	16	Concerns related to attendance at board or committee meetings
14/05/2025 IIIIau	ica Ellergy Pic	Armuai	Against	12,13,14,17	Failure to provide DEI disclosures in line with UK listing rules
į.				5	Lack of independent representation at board committees Lack of independence on board
14/05/2025 JPM	Morgan American Investment Trust PLC	Annual	All For	<u> </u>	
14/05/2025 Kelle	ller Group Plc	Annual	Against	8	Concerns related to approach to below-board gender diversity Failure to provide DEI disclosures in line with
			_	10,12	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
-				i	UK listing rules'
14/05/2025 Mars	rshalls Pic	Annual	Against	5	Lack of independent representation at board committees
14/05/2025 Prud 14/05/2025 Savil	idential Pic vills Pic	Annual Annual	Against Against	2	Total maximum variable pay is equal or &qt6 times base salary Concerns related to below-board gender diversity
14/05/2025 Savii	Allis Pic	Annuai	Against	2 2	Loncerns related to below-board gender diversity High variable pay ratio
14/05/2025 Spira	iray Group Ple	Annual	All For	2,0	r light variable pay ratio
14/05/2025 Spire		Annual	All For	†	
14/05/2025 TP IO	ICAP Group Plc	Annual	All For	†	
14/05/2025 Travi	vis Perkins Plc		All For		
14/05/2025 Vistr	try Group Plc	Annual	Against	5,6,8	Failure to provide DEI disclosures in line with UK listing rules
				2	Pay is misaligned with EOS remuneration principles Total maximum variable pay is equal or >6 times base
				!	salary
15/05/2025 Alph	ha Group International Plc	Annual	Against	9	Failure to provide DEI disclosures in line with UK listing rules Concerns related to approach to below-board
45/05/0005 - D-14	descript Occurs Dis	A	A see to set	40	gender diversity
15/05/2025 Bridg		Annual	Against	10	Concerns about overall board structure
	mes Workshop Group Plc		All For Against	12	Use of time-based restricted shares in remuneration policy
15/05/2025 Com	mmerson Pic	Special Annual	Against	9	Use of time-based restricted shares in remuneration policy Failure to provide DEI disclosures in line with UK listing rules
15/05/2025 Com 15/05/2025 Gam	ios Towers Plc	Annual	All For	†·	
15/05/2025 Com 15/05/2025 Gam	teek Die	Annual			
15/05/2025 Com	lock Pic		Against	6,7,8,9,12	Failure to provide DEI disclosures in line with UK listing rules
15/05/2025 Com 15/05/2025 Gam 15/05/2025 Ham 15/05/2025 Helic 15/05/2025 Ibsto				17	Pay is misaligned with EOS remuneration principles
15/05/2025 Com 15/05/2025 Gam 15/05/2025 Ham 15/05/2025 Helic 15/05/2025 Ibsto	hcape Plc	Annual	Against	6,7,8,9,12 17 5	Pay is misaligned with EOS remuneration principles Failure to provide DEI disclosures in line with UK listing rules
15/05/2025 Com 15/05/2025 Gam 15/05/2025 Ham 15/05/2025 Helic 15/05/2025 Ibsto				17	Pay is misaligned with EOS remuneration principles Failure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles Use of more than two types of concurrent variable pay
15/05/2025 Com 15/05/2025 Gam 15/05/2025 Helic 15/05/2025 Ibsto 15/05/2025 Inche	hcape Plc	Annual	Against	17	Pay is misaligned with EOS remuneration principles Failure to provide DEI disclosures in line with UK listing rules
15/05/2025 Com 15/05/2025 Gam 15/05/2025 Helic 15/05/2025 Ibsto 15/05/2025 Inche	hcape Plc	Annual Annual	Against All For	17	Pay is misaligned with EOS remuneration principles. Failure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles Use of more than two types of concurrent variable pay arrangements.
15/05/2025 Com 15/05/2025 Gam 15/05/2025 Helic 15/05/2025 Ibsto 15/05/2025 Inche		Annual	Against	17	Pay is misaligned with EOS remuneration principles Failure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles Use of more than two types of concurrent variable pay arrangements Failure to provide DEI disclosures in line with UK listing rules
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15/05/2025 Com 15/05/2025 Gam 15/05/2025 Hali 15/05/2025 Helic 15/05/2025 Inche 15/05/2025 Lloy: 15/05/2025 Lloy: 15/05/2025 Next 15/05/	hcape Plc yds Banking Group Plc xt Plc uithson Investment Trust Plc	Annual Annual Annual Special	Against All For Against All For	17	Pay is misaligned with EOS remuneration principles Failure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles Use of more than two types of concurrent variable pay arrangements Failure to provide DEI disclosures in line with UK listing rules
15/05/2025	hcape Plc yds Banking Group Plc xt Plc uithson Investment Trust Plc	Annual Annual Annual Special	Against All For Against	17	Pay is misaligned with EOS remuneration principles Failure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles Use of more than two types of concurrent variable pay arrangements Failure to provide DEI disclosures in line with UK listing rules
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eeting Date	Company Name	Meeting Type	Votes For/Against Managemer	nt Agenda Item Numbers	Voting Explanation
05/2025	Bodycote Plc	Annual	Against	3	Inadequate management of climate-related risks
700/2020	Dody colo 1 lo	, unida	, tgamot	13	Low shareholding requirement
/05/2025	Coats Group Plc	Annual	All For		
05/2025	Dowlais Group Pic	Annual	All For		
	Greggs Plc	Annual	All For		
05/2025	JTC Plc	Annual	All For		
05/2025	Playtech Plc	Annual	Against	8,9	Concerns about remuneration committee performance
1/05/2025	riayteurric	Ailiuai	riganist	6,7	Failure to provide DEI disclosures in line with UK listing rules Concerns about remuneration committee
	į	İ		2	performance
	•	į.		2	periormanice Day is misalianed with EOS remunoration principles
10510005	Tt-ll-t O Di-	A	Against		Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles
05/2025	Trustpilot Group Plc	Annual	Against	 	Concerns related to board composition
05/2025	Coca-Cola Europacific Partners plc	Annual	Against	3	
	į	į	İ	24	Concerns to protect shareholder value
	•	i i	1	2	High variable pay ratio
	i			7,18	Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles
05/2025	Convatec Group Pic	Annual	Against	3,16	Pay is misaligned with EOS remuneration principles
)5/2025	Endeavour Mining Plc	Annual	Against	13	Total maximum variable pay is equal or >6 times base salary
5/2025	Energean Plc	Annual	Against	5	Lack of independent representation at board committees Failure to provide DEI disclosures in line with U
	į	<u>.</u>	L	Į	listing rules
05/2025	Hill & Smith Plc	Annual	Against	6	Failure to provide DEI disclosures in line with UK listing rules Concerns related to below-board gender
	!	į.	i -	7	diversity
5/2025	Intertek Group Pic	Annual	Against	8	Failure to provide DEI disclosures in line with UK listing rules
		7 4 11 1441	J	2	Pay is misaligned with EOS remuneration principles
5/2025	Legal & General Group Plc	Annual	All For	 	
05/2025	Petershill Partners PLC	Annual	All For		
JJ12023	Cuiltas Dia				
	Quilter Plc	Annual	All For	+,	Calling to provide DEL diselectures in line with LIV listing with
5/2025	Shaftesbury Capital Plc	Annual	Against	- 4	Failure to provide DEI disclosures in line with UK listing rules
05/2025	Spectris Plc	Annual	All For		
5/2025	The Mercantile Investment Trust PLC	Annual	All For		
05/2025	A.G. BARR Plc	Annual	Against	4	Failure to provide DEI disclosures in line with UK listing rules
	<u> </u>	i	<u> </u>	9	Lack of independent representation at board committees
5/2025	WPP Plc	Annual	Against	3	Total maximum variable pay is equal or &qt6 times base salary integration of coal assets into the CTAP. We understand that Glencore is currently assessing how best
)5/2025	Glencore Plc	Annual	Abstain	7	integration of coal assets into the CTAP. We understand that Glencore is currently assessing how best
S70012020				3	integrate the EVR assets into our climate transition strategy, recognising that the transition away from
	į	į	İ	ľ	steelmaking coal will be slower than thermal coal.
	•			1	integration of coal assets into the CTAP. We undrestand that Glencore is currently assessing how best
					integrate the EVR assets into our climate transition strategy, recognising that the transition away from
	•	i	1	1	
	<u> </u>				steelmaking coal will be slower than thermal coal.
	Haleon Plc	Annual	All For		
)5/2025	IG Group Holdings plc	Special	All For	i	
06/2025	European Opportunities Trust plc	Special	All For		
06/2025	International Public Partnerships Limited	Annual	All For	i	
06/2025	PageGroup Plc	Annual	All For	T T	
6/2025	Empiric Student Property PLC	Annual	Against	6	Failure to provide DEI disclosures in line with UK listing rules
16/2025	Oxford Nanopore Technologies Plc	Annual	All For		
6/2025	Ashtead Group Pic	Court	All For	·	
6/2025	Ashtead Group Pic	Special	All For		
ICIADAE	Hashashild Mising Dis			6	EOS manual overrido
10/2025	Hochschild Mining Plc	Annual	Against	10	EOS manual override.
10/2025	IP Group Pic	Annual	Against	10	Overboarded/Too many other time commitments
6/2025	NB Private Equity Partners Limited	Annual	Against	3	Failure to provide DEI disclosures in line with UK listing rules
06/2025	Tesco Pic	Annual	All For		!
6/2025	Bellevue Healthcare Trust plc Urban Logistics REIT PLC	Special	All For		
6/2025	Urban Logistics REIT PLC	Court	All For	i	
6/2025	Urban Logistics REIT PLC	Special	All For		
06/2025	Deliveroo Plc	Court	All For	[!
6/2025	Deliveroo Plc	Special	All For	T	!
6/2025	Deliveroo Pic Lion Finance Group Pic Foresight Solar Fund Limited	Annual	All For	·	.;
6/2025	Foregight Solar Fund Limited	Annual		5	Failure to provide DEI disclosures in line with UK listing rules
16/2025	Supermarket Income DEIT DLC		Against All For		Length to broade DET disprospries in title with OLV listing rules
0/2020	Supermarket Income REIT PLC	Special	All For	·- ·	
0/2025	Polar Capital Global Financials Trust PLC	Special		 	
	BlackRock Smaller Companies Trust PLC	Annual	All For	 	
6/2025	Informa Pic	Annual	All For	 	
6/2025	PANTHEON INFRASTRUCTURE PLC	Annual	All For		i
06/2025	Whitbread Plc	Annual	Against	2,3	Low shareholding requirement
06/2025	Kingfisher plc	Annual	Against	8	Failure to provide DEI disclosures in line with UK listing rules
6/2025	ICG Enterprise Trust plc	Annual	All For	1	
06/2025	Abrdn European Logistics Income PLC	Annual	All For		!
6/2025	Abrdn European Logistics Income PLC 3i Group PLC	Annual	All For		
16/2025	Spirent Communications Plc	Annual		E	Concerns about remuneration committee performance
6/06/2025	opirent Communications Pic	Alliuai	Against	2	
	Teriolles Die		All For	- 	Pay is misaligned with EOS remuneration principles Low shareholding requirement
10/000=				i contract of the contract of	
/06/2025	Trainline Plc The Renewables Infrastructure Group Limited	Annual Annual	All For	·	•• • • • • • • • • • • • • • • • • • • •