

Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation	Vote By Exception	Ballot Count
1893024	HK2388011192	BOC Hong Kong (Holdings) Limited	Asia	Hong Kong	24/09/2024	Extraordinary Shareholders	All For				1
1886388	JP3689500001	Oracle Corp Japan	Asia	Japan	23/08/2024	Annual	Against	1.7	Concerns related to inappropriate membership of committees		1
1884440	JP3047550003	Nippon Prologis REIT, Inc.	Asia	Japan	28/08/2024	Special	Against	4.1	Concerns related to succession planning		2
1895785	JP3639650005	Pan Pacific International Holdings Corp.	Asia	Japan	27/09/2024	Annual	Against	4.1 3.3,3.4,3.8,3.10,4.3	Concerns related to succession planning Lack of independence on board Concerns related to approach to board gender diversity		1
1880810	SG1161937297	Singapore Airlines Limited	Asia	Singapore	29/07/2024	Annual	Against	3.1 3a	Lack of independence on board Concerns related to inappropriate membership of committees		1
1890311	SG1175931496	Singapore Telecommunications Limited	Asia	Singapore	20/07/2024	Annual	All For				1
1862585	AU0000030M0G1	Macquarie Groves Limited	Australia & New Zealand	Australia	25/07/2024	Annual	Against	3	Pay is misaligned with EOS remuneration principles		1
1865732	NZXR0E0001S2	Xero Limited	Australia & New Zealand	New Zealand	22/08/2024	Annual	Against	3	Pay is misaligned with EOS remuneration principles		1
1831215	NZFAPE0001S2	Fisher & Paykel Healthcare Corporation Limited	Australia & New Zealand	New Zealand	28/08/2024	Annual	Against	3 2 4.5	Concerns regarding Auditor tenure Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles		1
1868714	IL0011574030	Isracard Ltd.	Emerging Markets	Israel	11/07/2024	Special	Against	A,B1,B2,B3 2	A vote AGAINST this proposal is warranted because the resulting potential level of dilution (15.83 percent) exceeds recommended guidelines.		1
1873707	IL0002810146	ICL Group Ltd.	Emerging Markets	Israel	17/07/2024	Annual	All For				1
1887527	IL0011301780	Wix.com Ltd.	Emerging Markets	Israel	09/09/2024	Annual	All For				1
1890091	IL0011194789	Azieli Group Ltd.	Emerging Markets	Israel	24/09/2024	Annual/Special	Against	1.4,1.6,1.7 2 B1,B2,B3 A	A vote AGAINST item 1.4, 1.6, and 1.7 is warranted as Menachem Eitan, Ariel Kor and Irit Sekler-Pilosof are non-independent directors and members of the audit committee. A vote AGAINST this proposal is warranted given that audit fees are not itemized. As such, it cannot be determined if the non-audit fees are excessive. If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items. Shareholders must indicate whether they are controlling shareholders or have a personal interest related to these agenda items, or else their ballots will not be counted.		1
1821397	AT0000937503	voestalpine AG	Europe	Austria	03/07/2024	Annual	Against	8 7.d,7.h 7.c 7.e,7.1,7.g 7.b 7.a 13,14,15	A vote AGAINST the remuneration report is warranted because: - There remains significantly underdeveloped ex-post disclosure to explain the evolution of variable payouts versus company performance. - Discretionary payments were made to newly appointed management board members in the year under review without providing a compelling rationale. - Some executives received additional pension contributions due to legacy agreements that can be considered excessive and are not aligned with market practice. - There is some ambiguity regarding termination payments. Votes AGAINST Franz Gasselsberger, Martin Hetzer, Ingrid Joerg, Florian Khol, Maria Kubitschek, Heinrich Schaller, and Elisabeth Stadler are warranted because their proposed terms of office exceed four years. Votes AGAINST Franz Gasselsberger, Martin Hetzer, Ingrid Joerg, Florian Khol, Maria Kubitschek, Heinrich Schaller, and Elisabeth Stadler are warranted because their proposed terms of office exceed four years.A vote AGAINST Franz Gasselsberger is further warranted because he holds an excessive number of mandates at listed companies.Votes AGAINST the non-independent nominees, Wolfgang Eder, Franz Gasselsberger, Florian Khol, Maria Kubitschek, Heinrich Schaller, and Elisabeth Stadler, are warranted because of the failure to establish a sufficiently independent board. In this vein, a vote AGAINST Franz Gasselsberger is further warranted because he is non-independent and is currently the chair of the audit committee. Votes AGAINST Franz Gasselsberger, Martin Hetzer, Ingrid Joerg, Florian Khol, Maria Kubitschek, Heinrich Schaller, and Elisabeth Stadler are warranted because their proposed terms of office exceed four years.Votes AGAINST the non-independent nominees, Wolfgang Eder, Franz Gasselsberger, Florian Khol, Maria Kubitschek, Heinrich Schaller, and Elisabeth Stadler, are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST Franz Gasselsberger, Martin Hetzer, Ingrid Joerg, Florian Khol, Maria Kubitschek, Heinrich Schaller, and Elisabeth Stadler are warranted because their proposed terms of office exceed four years.Votes AGAINST the non-independent nominees, Wolfgang Eder, Franz Gasselsberger, Florian Khol, Maria Kubitschek, Heinrich Schaller, and Elisabeth Stadler, are warranted because of the failure to establish a sufficiently independent board. Moreover, votes AGAINST the non-independent audit and remuneration committee members, Wolfgang Eder and Heinrich Schaller, are warranted because the company has failed to establish sufficiently independent audit and remuneration committees. Votes AGAINST the non-independent nominees, Wolfgang Eder, Franz Gasselsberger, Florian Khol, Maria Kubitschek, Heinrich Schaller, and Elisabeth Stadler, are warranted because of the failure to establish a sufficiently independent board. Moreover, votes AGAINST the non-independent audit and remuneration committee members, Wolfgang Eder and Heinrich Schaller, are warranted because the company has failed to establish sufficiently independent audit and remuneration committees.		1
1878215	FI4000552500	Sampo Oyj	Europe	Finland	09/07/2024	Extraordinary Shareholders	All For				1
1811293	IE0002424939	DCC Plc	Europe	Ireland	11/07/2024	Annual	All For				5(b)
1878155	IE00B4Q5ZN47	Jazz Pharmaceuticals Plc	Europe	Ireland	25/07/2024	Annual	Against	1d 1c 3	Concerns about overall board structure Concerns about remuneration committee performance No clawback policy/High variable pay ratio/High CEO to average NEO pay		1
1860766	IE00059YS762	Linde Plc	Europe	Ireland	30/07/2024	Annual	All For				3
1877619	IE00BF78C754	STERIS plc	Europe	Ireland	01/09/2024	Annual	Against	5	Options/PSUs vest in less than 36 months/High CEO to average NEO pay	1f	2
1879332	AU000000JHX1	James Hardie Industries Plc	Europe	Ireland	08/08/2024	Annual	Against	2,6	Pay is misaligned with EOS remuneration principles		2
1872342	NL0011794037	Knikkilke Alcohol Distribute NV	Europe	Netherlands	10/07/2024	Extraordinary Shareholders	Against				2
1872333	ES0113211836	Banco Bilbao Vizcaya Argentaria SA	Europe	Spain	14/07/2024	Extraordinary Shareholders	All For				2
1875071	ES0114839607	Industria de Diseño Textil SA	Europe	Spain	09/07/2024	Annual	Against	7.c	Inadequate management of climate-related risks		1
1891049	CH0198251305	Coca-Cola HBC AG	Europe	Switzerland	16/09/2024	Extraordinary Shareholders	All For				1
1874868	CA01626P1484	Alimentation Couche-Tard Inc.	North America	Canada	05/09/2024	Annual	Against	7.8 5 2.11,3	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights Low shareholding requirement/High CEO to average NEO pay		1
1888858	CA2918434077	Empire Company Limited	North America	Canada	12/09/2024	Annual	All For				1
1881913	CA6837151068	Open Text Corporation	North America	Canada	12/09/2024	Annual	Against	1.7 1.11	Concerns about remuneration committee performance Concerns related to succession planning		1
1878113	US0527691069	Autodesk, Inc.	North America	USA	16/07/2024	Annual	Against	4 3 5 3	Insufficient action taken on low S&P-500 results Concerns about remuneration committee performance Options/PSUs vest in less than 36 months/High variable pay ratio/High CEO to average NEO pay Shareholder proposal promotes appropriate accountability or incentivisation		2
1874187	US21036P1084	Constellation Brands, Inc.	North America	USA	17/07/2024	Annual	Against	1f 1c 4.5 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversity/Concerns related to approach to board diversity/Concerns related to shareholder value Shareholder proposal promotes better management of SEE opportunities and risks Total pay targets a range above peer median/Options/PSUs vest in less than 36 months/High variable pay ratio		2
1879371	US58155Q1031	McKesson Corporation	North America	USA	31/07/2024	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation	1h	2
1878154	US2855121099	Electronic Arts Inc.	North America	USA	01/08/2024	Annual	Against	1d 2	Concerns about remuneration committee performance Options/PSUs vest in less than 36 months/High variable pay ratio		2
1879121	US7512121010	Ralph Lauren Corporation	North America	USA	01/08/2024	Annual	Against	1.3	Concerns related to shareholder value/Concerns about overall board structure		1



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1879363	US0130911037	Albertsons Companies, Inc.	North America	USA	08/08/2024	Annual	Against	1a	Concerns to protect shareholder value		1
1880708	US74736K1016	Qorvo, Inc.	North America	USA	13/08/2024	Annual	Against	1f 2	Concerns related to approach to board gender diversity Concerns about remuneration committee performance Low shareholding requirement Options/PSUs vest in less than 36 months High CEO to average NEO pay		1
1880514	US9326964058	The J. M. Smucker Company	North America	USA	14/08/2024	Annual	All For				1
1882176	US5950171042	Microchip Technology Incorporated	North America	USA	20/08/2024	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks	1f	1
1882293	US2681501092	Dynatrace, Inc.	North America	USA	23/08/2024	Annual	Against	1a 3	Concerns related to approach to board gender diversity Concerns about overall board structure Concerns to protect shareholder value Concerns about remuneration committee performance No hedging policy Options/PSUs vest in less than 36 months High variable pay ratio		1
1884876	US2435371073	Deckers Outdoor Corporation	North America	USA	09/09/2024	Annual	Against	1e 3	Concerns about remuneration committee performance No hedging policy No clawback policy		1
1885819	US6687711084	Gen Digital Inc.	North America	USA	10/09/2024	Annual	All For				1
1885339	US6541061031	NIKE, Inc.	North America	USA	10/09/2024	Annual	Against	16	Shareholder proposal promotes better management of SEE opportunities and risks		2
1885682	US64110D1046	NetApp, Inc.	North America	USA	11/09/2024	Annual	Against	1a, 1b, 2, 4, 5, 7	Shareholder proposal promotes better management of SEE opportunities and risks		1
1887891	US2058871029	Conagra Brands, Inc.	North America	USA	18/09/2024	Annual	Against	1h 2	Concerns about remuneration committee performance Low shareholding requirement High variable pay ratio		1
1887891	US2058871029	Conagra Brands, Inc.	North America	USA	18/09/2024	Annual	Against	24	Pay is misaligned with EOS remuneration principles		1
1887475	US2371941053	Darden Restaurants, Inc.	North America	USA	18/09/2024	Annual	Against	1j 3	Concerns about remuneration committee performance Excessive CEO pay High variable pay ratio High CEO to average NEO pay		1
1887475	US2371941053	Darden Restaurants, Inc.	North America	USA	18/09/2024	Annual	Against	16 6,7	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes better management of SEE opportunities and risks		1
1885342	US8740541094	Take-Two Interactive Software, Inc.	North America	USA	18/09/2024	Annual	All For				1
1888908	US31428X1063	FedEx Corporation	North America	USA	23/09/2024	Annual	Against	6,8	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
1888796	US3703341046	General Mills, Inc.	North America	USA	24/09/2024	Annual	Against	1k, 3 4, 5	Concerns regarding Auditor tenure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
1851206	US8962391004	Trimble Inc.	North America	USA	30/09/2024	Annual	Against	1, 10	Concerns about remuneration committee performance	1, 4	2
1805013	GB00B19NLV48	Experian Plc	United Kingdom	Jersey	17/07/2024	Annual	Against	2	Pay is misaligned with EOS remuneration principles		1
1874223	GB00B019KW72	J Sainsbury Plc	United Kingdom	United Kingdom	04/07/2024	Annual	All For				1
1874224	GB00BM8Q5M07	JD Sports Fashion Plc	United Kingdom	United Kingdom	04/07/2024	Annual	Against	11 2	Failure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles		1
1803510	GB00BDR05C01	National Grid Plc	United Kingdom	United Kingdom	10/07/2024	Annual	All For				2
1806179	GB00B1FH9J72	Severn Trent Plc	United Kingdom	United Kingdom	11/07/2024	Annual	Against	3	Pay is misaligned with EOS remuneration principles		2
1865774	GB0031743007	Burberry Group Plc	United Kingdom	United Kingdom	16/07/2024	Annual	Against	11 2	Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles		1
1877862	GB0002889419	Bio Yellow Group Plc	United Kingdom	United Kingdom	18/07/2024	Annual	Against	10	Failure to provide DEI disclosures in line with UK listing rules		1
1840131	GB0007908733	SSE Plc	United Kingdom	United Kingdom	18/07/2024	Annual	All For				1
1817322	GB00B39J2M42	United Utilities Group Plc	United Kingdom	United Kingdom	19/07/2024	Annual	All For				1
1877711	GB0004052071	Halma Plc	United Kingdom	United Kingdom	25/07/2024	Annual	Against	4	Pay is misaligned with EOS remuneration principles		1
1865531	GB00BH4HKS39	Vodafone Group Plc	United Kingdom	United Kingdom	30/07/2024	Annual	All For				1
1887113	GB00BP0RGD03	Berkeley Group Holdings Plc	United Kingdom	United Kingdom	06/09/2024	Annual	Against	2	Pay is misaligned with EOS remuneration principles		1
1873034	GB00BVVFW23	Auto Trader Group Plc	United Kingdom	United Kingdom	19/09/2024	Annual	All For				1
1888625	GB0002374006	Diageo Plc	United Kingdom	United Kingdom	26/09/2024	Annual	Against	2	Pay is misaligned with EOS remuneration principles		1