

Voting Disclosure:
Q4 2022

Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Sino Land Co. Ltd.	Hong Kong	26/10/2022	Annual	Against	5.2,5.3 3.2,3.3,3.4 3.1	Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Combined CEO/Chairman
Sun Hung Kai Properties Limited	Hong Kong	03/11/2022	Annual	Against	3.1d 3.1f 3.1e 6 7 3.1a,3.1c,3.1k,3.1l	Concerns related to approach to board gender diversity Concerns related to succession planning Concerns related to succession planning Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure Lack of independence on board
New World Development Co. Ltd.	Hong Kong	22/11/2022	Annual	Against	7 3e 6 3f 3a	Apparent failure to link pay and appropriate performance Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board Overboarded/Too many other time commitments
FAST RETAILING CO., LTD.	Japan	24/11/2022	Annual	Against	2.1,2.2,2.3,2.6,2.7	Lack of independence on board
CyberAgent, Inc.	Japan	09/12/2022	Annual	Against	3.4	Lack of independence on board
Hitachi Metals, Ltd.	Japan	09/12/2022	Special	All For		
Japan Real Estate Investment Corp.	Japan	13/12/2022	Special	All For		
Hamamatsu Photonics KK	Japan	16/12/2022	Annual	Against	3.1,3.8	Lack of independence on board
Open House Group Co., Ltd.	Japan	21/12/2022	Annual	All For		
Singapore Exchange Ltd.	Singapore	06/10/2022	Annual	Against	3a	Concerns related to approach to board gender diversity
Lendlease Global Commercial REIT	Singapore	25/10/2022	Annual	Against	4	Concerns related to inappropriate membership of committees
Keppel Corporation Limited	Singapore	08/12/2022	Extraordinary Shareholders	All For		

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Telstra Group Ltd.	Australia	11/10/2022	Annual	Against	3b 4b,5 4a	Concerns regarding Auditor tenure Apparent failure to link pay and appropriate performance Apparent failure to link pay & appropriate performance
Telstra Group Ltd.	Australia	11/10/2022	Court	All For		
Commonwealth Bank of Australia	Australia	12/10/2022	Annual	Against	3,4	Apparent failure to link pay & appropriate performance
CSL Limited	Australia	12/10/2022	Annual	Against	3,4	Apparent failure to link pay and appropriate performance
Aurizon Holdings Ltd.	Australia	13/10/2022	Annual	All For		
Stockland	Australia	17/10/2022	Annual	Against	3,4	Apparent failure to link pay and appropriate performance
Brambles Limited	Australia	18/10/2022	Annual	Against	2,6,7,8	Apparent failure to link pay and appropriate performance
Cochlear Limited	Australia	18/10/2022	Annual	Against	2,1,4,1 3.1	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees Lack of independent representation at board committees Concerns regarding Auditor tenure
Endeavour Group Ltd. (Australia)	Australia	18/10/2022	Annual	All For		
IDP Education Ltd.	Australia	18/10/2022	Annual	Against	2b 2a	Concerns related to inappropriate membership of committees Concerns regarding Auditor tenure Concerns related to inappropriate membership of committees Lack of independent representation at board committees Concerns regarding Auditor tenure
Treasury Wine Estates Limited	Australia	18/10/2022	Annual	Against	3	Apparent failure to link pay and appropriate performance
Transurban Group Ltd.	Australia	20/10/2022	Annual	Against	3 2b	Apparent failure to link pay and appropriate performance Concerns regarding Auditor tenure
Rio Tinto Limited	Australia	25/10/2022	Extraordinary Shareholders	All For		
Dexus	Australia	26/10/2022	Annual	Against	3,2 2 1	Concerns about remuneration committee performance Apparent failure to link pay and appropriate performance Apparent failure to link pay & appropriate performance
Woolworths Group Limited	Australia	26/10/2022	Annual	Against	4 3	Apparent failure to link pay and appropriate performance Apparent failure to link pay & appropriate performance
Reece Limited	Australia	27/10/2022	Annual	Against	5 2	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity
Wesfarmers Limited	Australia	27/10/2022	Annual	Against	3,4 2c	Apparent failure to link pay and appropriate performance Concerns regarding Auditor tenure
Qantas Airways Limited	Australia	04/11/2022	Annual	Against	3,1,3,2,4 2.2	Apparent failure to link pay and appropriate performance Concerns regarding Auditor tenure
The Lottery Corp. Ltd.	Australia	08/11/2022	Annual	Against	5 3	Apparent failure to link pay and appropriate perform Concerns regarding Auditor tenure
Coles Group Ltd.	Australia	09/11/2022	Annual	Against	3	Apparent failure to link pay and appropriate performance
Computershare Limited	Australia	10/11/2022	Annual	Against	3 2	Apparent failure to link pay and appropriate performance Concerns related to Non-audit fees
REA Group Ltd	Australia	10/11/2022	Annual	Against	2,4 3d 3a	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees Concerns regarding Auditor tenure Concerns to protect shareholder value
Medibank Private Ltd.	Australia	16/11/2022	Annual	Against	6	Apparent failure to link pay and appropriate performance
Vicinity Centres	Australia	16/11/2022	Annual	Against	2	Apparent failure to link pay and appropriate performance Concerns about overall board structure
Goodman Group	Australia	17/11/2022	Annual	Against	4 2 1 7,8,9,10,11 3	Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Concerns about remuneration committee performance Concerns regarding Auditor tenure Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees Concerns regarding Auditor tenure Concerns about remuneration committee performance
Ingenia Communities Group	Australia	17/11/2022	Annual	Against	2	Apparent failure to link pay and appropriate performance
Sonic Healthcare Limited	Australia	17/11/2022	Annual	Against	3,4,5	Apparent failure to link pay and appropriate performance
Bluescope Steel Limited	Australia	22/11/2022	Annual	Against	2,5	Apparent failure to link pay and appropriate performance
Fortescue Metals Group Ltd.	Australia	22/11/2022	Annual	Against	1	Apparent failure to link pay and appropriate performance
Wisetech Global Ltd.	Australia	23/11/2022	Annual	All For		

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Orica Ltd.	Australia	14/12/2022	Annual	Against	2,1 3	Concerns regarding Auditor tenure Pay is misaligned with EOS remuneration principles
Westpac Banking Corp.	Australia	14/12/2022	Annual	Against	4,5 3	Pay is misaligned with EOS remuneration principles Concerns regarding Auditor tenure
Australia and New Zealand Banking Group Limited	Australia	15/12/2022	Annual	Against	3,4	Pay is misaligned with EOS remuneration principles
Australia and New Zealand Banking Group Limited	Australia	15/12/2022	Court	All For		
National Australia Bank Limited	Australia	16/12/2022	Annual	Against	2,3b	Pay is misaligned with EOS remuneration principles
Spark New Zealand Ltd.	New Zealand	04/11/2022	Annual	All For		

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Isracard Ltd.	Israel	18/12/2022	Special	All For		
Mizrahi Tefahot Bank Ltd.	Israel	21/12/2022	Annual	Against	3.4	Concerns related to inappropriate membership of committees

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DSV A/S	Denmark	22/11/2022	Extraordinary Shareholders	All For		
Coloplast A/S	Denmark	01/12/2022	Annual	Abstain	8.6	Lack of independence on board
Pernod Ricard SA	France	10/11/2022	Annual	Against	8,9,10 4 5	Apparent failure to link pay & appropriate performance Concerns related to succession planning Overboarded/Too many other time commitments
Sodexo SA	France	19/12/2022	Annual/Special	All For		
Volkswagen AG	Germany	16/12/2022	Extraordinary Shareholders	All For		
Seagate Technology Holdings Plc	Ireland	24/10/2022	Annual	All For		
James Hardie Industries Plc	Ireland	03/11/2022	Annual	Against	2,6,7 5	Apparent failure to link pay and appropriate performance Apparent failure to link pay & appropriate performance
Medtronic Plc	Ireland	08/12/2022	Annual	All For		
Infrastrutture Wireless Italiane SpA	Italy	04/10/2022	Extraordinary Shareholders	Against	3 1 2.3	Concerns related to shareholder rights Shareholder proposal promotes appropriate accountability or incentivisation
Atlantia SpA	Italy	10/10/2022	Ordinary Shareholders	All For		
Mediobanca Banca di Credito Finanziario SpA	Italy	28/10/2022	Annual	Against	2a,2b	Apparent failure to link pay and appropriate performance
Aroundtown SA	Luxembourg	16/12/2022	Extraordinary Shareholders	All For		
Aroundtown SA	Luxembourg	16/12/2022	Ordinary Shareholders	All For		
argenx SE	Netherlands	12/12/2022	Extraordinary Shareholders	All For		
SaMar ASA	Norway	27/10/2022	Extraordinary Shareholders	All For		
Yara International ASA	Norway	06/12/2022	Extraordinary Shareholders	All For		
Endesa SA	Spain	17/11/2022	Extraordinary Shareholders	All For		
Castellum AB	Sweden	08/12/2022	Extraordinary Shareholders	All For		

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RPM International Inc.	USA	06/10/2022	Annual	All For		
Apollo Global Management, Inc.	USA	07/10/2022	Annual	Against	1.6	Concerns about remuneration committee performance
The Procter & Gamble Company	USA	11/10/2022	Annual	Against	1k,2	Concerns regarding Auditor tenure
Paychex, Inc.	USA	13/10/2022	Annual	Against	2 1h 1f	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity Concerns related to approach to board gender diversity Concerns related to succession planning
Wayfair, Inc.	USA	13/10/2022	Special	Against	1	Apparent failure to link pay and appropriate performance Shareholder proposal promotes transparency
Cintas Corporation	USA	25/10/2022	Annual	Against	8 1g 7	Concerns related to approach to board diversity Concerns related to approach to board gender diversity Shareholder proposal promotes appropriate accountability or incentivisation
Parker-Hannifin Corporation	USA	26/10/2022	Annual	Against	2 1g 1k	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board gender diversity Apparent failure to link pay and appropriate performance
Bio-Techne Corporation	USA	27/10/2022	Annual	Against	3 2h 2a	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity
Catalent, Inc.	USA	27/10/2022	Annual	Against	1c	Concerns about board approach to diversity
Copart, Inc.	USA	31/10/2022	Special	All For		
KLA Corporation	USA	02/11/2022	Annual	Against	3 1.5 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Fox Corporation	USA	03/11/2022	Annual	Against	3 1g 1h	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value Concerns related to approach to board gender diversity
VMware, Inc.	USA	04/11/2022	Special	All For		
Lam Research Corporation	USA	08/11/2022	Annual	Against	1c	Concerns about remuneration committee performance
Automatic Data Processing, Inc.	USA	09/11/2022	Annual	Against	2	Apparent failure to link pay and appropriate performance
Cardinal Health, Inc.	USA	09/11/2022	Annual	All For		
Constellation Brands, Inc.	USA	09/11/2022	Special	All For		
Broadridge Financial Solutions, Inc.	USA	10/11/2022	Annual	All For		
Jack Henry & Associates, Inc.	USA	15/11/2022	Annual	All For		
News Corporation	USA	15/11/2022	Annual	Against	1e 3 4 1h	Concerns to protect shareholder value Apparent failure to link pay and appropriate performance. Shareholder proposal promotes transparency Concerns about remuneration committee performance
Tapestry, Inc.	USA	15/11/2022	Annual	Against	3 1d	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns about remuneration committee performance
Oracle Corporation	USA	16/11/2022	Annual	Against	1.6 1.5	Concerns related to succession planning 2- Overboarded/Too many other time commitments
ResMed Inc.	USA	16/11/2022	Annual	Against	3 1h	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
The Clorox Company	USA	16/11/2022	Annual	Against	2 1.3	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Western Digital Corporation	USA	16/11/2022	Annual	Against	2 1c 1g	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity

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Sysco Corporation	USA	18/11/2022	Annual	Against	2 1c 4 5 6	Apparent failure to link pay & appropriate performance Concerns related to below-board gender diversity 2- Concerns related to board gender diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
The Estee Lauder Companies, Inc.	USA	18/11/2022	Annual	Against	3 1b	Apparent failure to link pay & appropriate performance Concerns about overall board structure 2- Concerns related to minority shareholder interest 3- Concerns related to potential conflict of interests 4- Concerns related to succession planning
Campbell Soup Company	USA	30/11/2022	Annual	Against	1.2,2 5	Concerns regarding Auditor tenure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Copart, Inc.	USA	02/12/2022	Annual	Against	1.8 1.5 2	Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns related to succession planning Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles
Vail Resorts, Inc.	USA	07/12/2022	Annual	Against	1d 3	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Cisco Systems, Inc.	USA	08/12/2022	Annual	Against	4	Concerns related to approach to board gender diversity Concerns related to approach to board diversity Pay is misaligned with EOS remuneration principles. Shareholder proposal promotes appropriate accountability or incentivisation
Viatis Inc.	USA	09/12/2022	Annual	Against	1B 2 4	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
Microsoft Corporation	USA	13/12/2022	Annual	Against	1.5 2 6 7 5 9	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
Palo Alto Networks, Inc.	USA	13/12/2022	Annual	All For		
AutoZone, Inc.	USA	14/12/2022	Annual	Against	3 1a	Pay is misaligned with EOS remuneration principles Concerns about overall board structure
FactSet Research Systems Inc.	USA	15/12/2022	Annual	Against	3 1.4	Pay is misaligned with EOS remuneration principles Concerns about remuneration committee performance
RingCentral, Inc.	USA	15/12/2022	Annual	Against	1.2 3,5	Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles

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Guidewire Software, Inc.	USA	20/12/2022	Annual	Against	1f 3	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles.
Palantir Technologies, Inc.	USA	22/12/2022	Special	All For		

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Ancor Plc	Jersey	09/11/2022	Annual	All For		
Ferguson Plc	Jersey	30/11/2022	Annual	All For		
Diageo Plc	United Kingdom	06/10/2022	Annual	Against	2	Apparent failure to link pay and appropriate performance
Rentokil Initial Plc	United Kingdom	06/10/2022	Special	All For		
Barratt Developments Plc	United Kingdom	17/10/2022	Annual	All For		
Hargreaves Lansdown Plc	United Kingdom	19/10/2022	Annual	All For		
Rio Tinto Plc	United Kingdom	25/10/2022	Special	All For		
Smiths Group Plc	United Kingdom	16/11/2022	Annual	All For		
Associated British Foods Plc	United Kingdom	09/12/2022	Annual	All For		
JD Sports Fashion Plc	United Kingdom	13/12/2022	Special	Against	1	Pay is misaligned with EOS remuneration principles