



Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation	Vote By Exception	Ballot Count
1700659	DE0005313704	Carl Zeiss Meditec AG	Europe	Germany	22/03/2023	Annual	Against	6.1 8.3,8.6 8.4 8.1 9.10	Concerns about reducing shareholder rights Concerns related to inappropriate membership of committees Lack of independent representation at board committees Lack of independent representation at board committees Concerns related to inappropriate membership of committees		1
1704749	IE00059YS762	Linde Plc	Europe	Ireland	18/01/2023	Court	All For		Pay is misaligned with EOS remuneration principles		4
1704186	IE00059YS762	Linde Plc	Europe	Ireland	18/01/2023	Extraordinary Shareholders	All For				4
1704746	IE00B4BNMY34	Accenture Plc	Europe	Ireland	01/02/2023	Annual	All For				3
1711292	IE00BQPQZ61	Horizon Therapeutics Public Limited Company	Europe	Ireland	24/02/2023	Court	All For				1
1711293	IE00BQPQZ61	Horizon Therapeutics Public Limited Company	Europe	Ireland	24/02/2023	Extraordinary Shareholders	All For				1
1711103	IE00BY7QL619	Johnson Controls International Plc	Europe	Ireland	08/03/2023	Annual	Against	5	Pay is misaligned with EOS remuneration principles		2
1720172	IE0005023803	BlackRock ICS Euro Liquidity Fund	Europe	Ireland	24/03/2023	Annual	All For				2
1711194	IT0005239360	Unicredit SpA	Europe	Italy	31/03/2023	Annual/Special	Against	7.A	Pay is misaligned with EOS remuneration principles		2
1684283	NL0000303709	Aspen NV	Europe	Netherlands	17/01/2023	Extraordinary Shareholders	All For			5,6,2	2
1700496	NL000008927	Koninklijke DSM NV	Europe	Netherlands	23/01/2023	Extraordinary Shareholders	All For				1
1708350	NL0010587297	OCI NV	Europe	Netherlands	16/02/2023	Extraordinary Shareholders	All For				2
1710283	NL0010832176	argenx SE	Europe	Netherlands	27/02/2023	Extraordinary Shareholders	All For				1
1684586	NL0000379121	Randstad NV	Europe	Netherlands	28/03/2023	Annual	Against	2b	Pay is misaligned with EOS remuneration principles		1
1708398	NO0010063308	Telenor ASA	Europe	Norway	26/01/2023	Extraordinary Shareholders	All For				1
1720330	NO0010582521	Glensidige Forsikring ASA	Europe	Norway	23/03/2023	Annual	Against	10.a	Lack of independence on board Lack of independent representation at board committees		1
1714113	ES0113211835	Banco Bilbao Vizcaya Argentaria SA	Europe	Spain	16/03/2023	Annual	Against	4.7	Pay is misaligned with EOS remuneration principles		3
1717261	ES0116870314	Naturgy Energy Group SA	Europe	Spain	28/03/2023	Annual	Against	7.1 7.3 7.4 6	Combined CEO/Chair Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Lack of independence on board Pay is misaligned with EOS remuneration principles		1
1717887	ES0130960018	Enagas SA	Europe	Spain	29/03/2023	Annual	All For				2
1720931	ES0113900337	Banco Santander SA	Europe	Spain	30/03/2023	Annual	Against	6.A,6.F	Pay is misaligned with EOS remuneration principles		2
1715796	ES0140809019	CaixaBank SA	Europe	Spain	30/03/2023	Annual	Against	17.12	Pay is misaligned with EOS remuneration principles		1
1718851	ES0178430518	Telefonica SA	Europe	Spain	30/03/2023	Annual	Against	6	Pay is misaligned with EOS remuneration principles		1
1715668	SE0007109399	Svenska Handelsbanken AB	Europe	Sweden	22/03/2023	Annual	Against	16.1,19.5,16.7,18.8,19	Overboarded/Too many other time commitments		1
1714263	SE0000379190	Castellum AB	Europe	Sweden	23/03/2023	Annual	Against	14.c 17	Overboarded/Too many other time commitments Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles		1
1715101	SE0000108227	SKF AB	Europe	Sweden	23/03/2023	Annual	Against	14.4 14.1,15 17	Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles		1
1707859	SE0011090018	Holmen AB	Europe	Sweden	28/03/2023	Annual	Against	14	Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments		1
1716010	SE0009922164	Essity AB	Europe	Sweden	29/03/2023	Annual	Against	11.b 12 14	Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments		1
1686040	SE0001515552	Indutrade AB	Europe	Sweden	29/03/2023	Annual	Against	15 14.1h 14.1c,14.1e,14.1f	Pay is misaligned with EOS remuneration principles Concerns regarding Auditor tenure Lack of independence on board Lack of independence on board		1
1709218	SE0000108656	Telefonaktiebolaget LM Ericsson	Europe	Sweden	29/03/2023	Annual	Against	8.3.a,8.3.b,8.3.c,8.3.d,8.3.e 8.3.f,8.3.h,8.3.i,8.3.j,8.3.k,8.3.l,8.3.m,8.3.n,8.3.o,8.3.p,8.3.r 16.3,17.3	Concerns about overall performance Concerns to protect shareholder value		1
1716454	SE0000112724	Svenska Cellulosa AB SCA	Europe	Sweden	30/03/2023	Annual	Against	12.9 12.2 13	Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments		1
1712226	SE0000242455	Swedbank AB	Europe	Sweden	30/03/2023	Annual	Against	13.c	Overboarded/Too many other time commitments		1
1710581	CH0102993182	TE Connectivity Ltd.	Europe	Switzerland	15/03/2023	Annual	Against	11.3a	Concerns about remuneration committee performance		2
1696669	CA59162N1096	Metro Inc.	North America	Canada	24/01/2023	Annual	Against	8,10,11 1.2,6	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 better management of SEE opportunities and risks		1
1697770	CA12532H1047	CGI Inc.	North America	Canada	01/02/2023	Annual	Against	1.14 4.5 7.6	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 better management of SEE opportunities and risks		1
1702650	US5951121038	Micron Technology, Inc.	North America	USA	12/01/2023	Annual	All For			1a	2
1700536	US98980G1022	Zscaler, Inc.	North America	USA	13/01/2023	Annual	Against	1.3 1.2 1.1 3	Concerns about overall board structure Concerns about overall board structure Concerns to protect shareholder value Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles		1
1704716	US23331A1097	D.R. Horton, Inc.	North America	USA	18/01/2023	Annual	Against	1b 2	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles		2
1703195	US22160K1051	Costco Wholesale Corporation	North America	USA	19/01/2023	Annual	All For				3
1700516	US4612021034	Intuit Inc.	North America	USA	19/01/2023	Annual	All For				3
1705215	US0758871091	Becton, Dickinson and Company	North America	USA	24/01/2023	Annual	Against	1.4 3 6	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights		2
1702246	US92826C8394	Visa Inc.	North America	USA	24/01/2023	Annual	Abstain Against	5 1h 2	Supportive of proposal's resolved clause, but significant concerns of filer intent so propose abstain Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles		2
1703881	US0091581068	Air Products and Chemicals, Inc.	North America	USA	26/01/2023	Annual	Against	1c,1f,2	Pay is misaligned with EOS remuneration principles		2



Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation	Vote By Exception	Ballot Count
1703608	US9314271084	Walgreens Boots Alliance, Inc.	North America	USA	26/01/2023	Annual	Against	4 5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation	1j	2
1705007	US9028811052	UGI Corporation	North America	USA	27/01/2023	Annual	All For				1
1705177	US9614501054	WestRock Company	North America	USA	27/01/2023	Annual	All For				2
1705965	US4404521001	Hormel Foods Corporation	North America	USA	31/01/2023	Annual	Against	1c,3,5	Shareholder proposal promotes better management of SEE opportunities and risks		2
1706549	US03852U1060	Aramark	North America	USA	03/02/2023	Annual	Against	1a 3 4	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles Performance-related pay/awards for non-executives		1
1704093	US2910111044	Emerson Electric Co.	North America	USA	07/02/2023	Annual	Against	1a 1b 3	Concerns about overall board structure Concerns related to approach to board gender diversity Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles		2
1707075	US3546131018	Franklin Resources, Inc.	North America	USA	07/02/2023	Annual	Against	4 1j 1k	Annual vote provides for greater shareholder oversight Concerns about remuneration committee performance Inadequate management of climate-related risks Concerns related to approach to board gender diversity		2
1706044	US7739031091	Rockwell Automation, Inc.	North America	USA	07/02/2023	Annual	Against	1a 1b	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles	D	2
1705357	US0485601058	Atmos Energy Corporation	North America	USA	08/02/2023	Annual	Against	1j	Concerns related to board ethnic and/or racial diversity 2- Concerns related to board gender diversity		3
1705993	US0249410034	Tyson Foods, Inc.	North America	USA	09/02/2023	Annual	Against	4 1j 1b 3 6	Annual vote provides for greater shareholder oversight Concerns about remuneration committee performance Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles Shareholder proposal promotes better management of SEE opportunities and risks		2
1706535	US69370C1009	PTC Inc.	North America	USA	16/02/2023	Annual	Against	1,1 4	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles		2
1709213	US2441991054	Deere & Company	North America	USA	22/02/2023	Annual	Against	11,4 5	Concerns regarding Auditor tenure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation		2
1709231	US7547301090	Raymond James Financial, Inc.	North America	USA	23/02/2023	Annual	Against	1g 2 4	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles Concerns about overall board structure		2
1712025	US6558631025	Nordson Corporation	North America	USA	28/02/2023	Annual	Against	1,4 1g	Concerns about overall board structure Concerns about remuneration committee performance		2
1711704	US3032501047	Fair Isaac Corporation	North America	USA	01/03/2023	Annual	Against	1g 2	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles		1
1711049	US0328541051	Analog Devices, Inc.	North America	USA	08/03/2023	Annual	Against	1e 2	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles: low minimum shareholding, pledging concerns and high variable pay	1g	2
1710924	US7475251036	QUALCOMM Incorporated	North America	USA	08/03/2023	Annual	Against	1i 4	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles		2
1711884	US03073E1055	AmerisourceBergen Corporation	North America	USA	09/03/2023	Annual	All For				2
1711707	US0382221051	Applied Materials, Inc.	North America	USA	09/03/2023	Annual	Against	1f 2 5	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights		2
1711466	US3156161024	F5, Inc.	North America	USA	09/03/2023	Annual	Against	1b 1c 2,5 1d	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles Concerns about remuneration committee performance		2
1710922	US4364401012	Hologic, Inc.	North America	USA	09/03/2023	Annual	Against	1d 2	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles: high quantum of pay misaligned with performance, low stock ownership requirements, options capable of vesting in the short term		2
1712025	US8936411003	TransDigm Group Incorporated	North America	USA	09/03/2023	Annual	Against	1,4 1,7 3	Concerns about remuneration committee performance Concerns related to below-board gender diversity 2- Concerns related to board ethnic and/or racial diversity 3- Concerns related to board gender diversity		2
1709502	US0378331005	Apple Inc.	North America	USA	10/03/2023	Annual	Against	1e 3 8 9	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles Shareholder proposal promotes better management of SEE opportunities and risks Shareholder proposal promotes enhanced shareholder rights		2
1713006	US00846U1016	Agilent Technologies, Inc.	North America	USA	15/03/2023	Annual	Against	1,3 1,1,1,2,1,4 2	Concerns about overall board structureConcerns about remuneration committee performanceConcerns related to approach to board gender diversity		2
1712255	US2166484020	The Cooper Companies, Inc.	North America	USA	15/03/2023	Annual	Against	1,1 4	Concerns about overall board structureConcerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles		2
1711271	US49338L1035	KeySight Technologies, Inc.	North America	USA	16/03/2023	Annual	Against	1,1,2,1,3,1,4 3	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles		2
1712979	US4228061093	HEICO Corporation	North America	USA	17/03/2023	Annual	Against	1,4 2	Concerns about overall board structure 2- Concerns about reducing shareholder rights 3- Concerns related to below-board gender diversity 4- Concerns to protect shareholder value		2
1712056	US8552441094	Starbucks Corporation	North America	USA	23/03/2023	Annual	Against	5 8	Pay is misaligned with EOS remuneration principles 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	1e	2
1703355	GB0008C3BL03	The Sage Group plc	United Kingdom	United Kingdom	02/02/2023	Annual	All For				1
1699785	GB000D6K4575	Compass Group Plc	United Kingdom	United Kingdom	09/02/2023	Annual	All For				2