



Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation	Vote By Exception	Ballot Count
1705480	JP3047610005	Hoshino Resorts REIT, Inc.	Asia	Japan	26/01/2023	Special	All For				1
1712483	JP3027570003	Nippon Building Fund, Inc.	Asia	Japan	14/03/2023	Special	All For				1
1717089	JP3360800001	Hulu Co., Ltd.	Asia	Japan	23/03/2023	Annual	All For				1
1716880	JP3258000000	Kao Corp.	Asia	Japan	24/03/2023	Annual	Against	2.8	Lack of independence on board		1
1718321	JP3256000005	Kyowa Kirin Co., Ltd.	Asia	Japan	24/03/2023	Annual	All For				1
1722498	JP3758190007	NEXON Co., Ltd.	Asia	Japan	24/03/2023	Annual	Against	1.1 2	Concerns related to approach to board gender diversity Lack of independence on board Pay is misaligned with EOS remuneration principles		1
1719081	JP3351600006	Shiseido Co., Ltd.	Asia	Japan	24/03/2023	Annual	All For				1
1718319	JP3336560002	Suntory Beverage & Food Ltd.	Asia	Japan	24/03/2023	Annual	All For				1
1718338	JP3951600000	Unicharm Corp.	Asia	Japan	24/03/2023	Annual	All For				1
1719072	JP3116000005	Asahi Group Holdings Ltd.	Asia	Japan	28/03/2023	Annual	All For				1
1719876	JP3830800003	Bridgestone Corp.	Asia	Japan	28/03/2023	Annual	Against	2.3,2.5,2.7	Lack of independence on board		1
1719988	JP3750500005	McDonald's Holdings Co. (Japan) Ltd.	Asia	Japan	28/03/2023	Annual	Against	4 2.4	Insufficient/poor disclosure Lack of independence on board		1
1719895	JP3637300009	Trans Micro, Inc.	Asia	Japan	28/03/2023	Annual	All For				1
1723600	JP3845770001	HOSHIZAKI Corp.	Asia	Japan	29/03/2023	Annual	Against	1.1	Concerns related to approach to board gender diversity		1
1723688	JP3232350005	Morishita Co., Ltd.	Asia	Japan	29/03/2023	Annual	Against	3.3	Lack of independence on board		1
1723801	JP3229300003	SUMCO Corp.	Asia	Japan	29/03/2023	Annual	All For				1
1719083	JP3242800005	Canon, Inc.	Asia	Japan	30/03/2023	Annual	Against	2.1 2.4	Concerns related to approach to board gender diversity Lack of independence on board Lack of independence on board		1
1719999	JP3519400000	Chugai Pharmaceutical Co., Ltd.	Asia	Japan	30/03/2023	Annual	All For				1
1725369	JP3551520004	Dentsu Group, Inc.	Asia	Japan	30/03/2023	Annual	Against	2.3 2.2 2.1 2.8	A vote AGAINST this director nominee is warranted because: " As a director who was on the board when misconduct over the Tokyo 2020 Olympic and Paralympic Games took place, the nominee's reappointment is not appropriate. As a director who was on the board when misconduct over the Tokyo 2020 Olympic and Paralympic Games took place, the nominee's reappointment is not appropriate As a director who was on the board when misconduct over the Tokyo 2020 Olympic and Paralympic Games took place, the nominee's reappointment is not appropriate. The board after this meeting will not be majority independent and this outside director nominee lacks independence.	2.9	1
1718346	JP3258000003	Kirin Holdings Co., Ltd.	Asia	Japan	30/03/2023	Annual	Against	2	The passage of this proposal will authorize the company to hold virtual only meetings permanently, without further need to consult shareholders, even after the current health crisis is resolved, and the proposed language fails to specify situations under which virtual meetings will be held.		1
1720000	JP3301100008	Kobayashi Pharmaceutical Co., Ltd.	Asia	Japan	30/03/2023	Annual	All For				1
1724712	JP3283650004	KOSE Corp.	Asia	Japan	30/03/2023	Annual	All For				1
1721042	JP3188220002	Otsuka Holdings Co., Ltd.	Asia	Japan	30/03/2023	Annual	Against	1.1,1.10,1.11	Lack of independence on board		1
1722567	JP3164720009	Renesas Electronics Corp.	Asia	Japan	30/03/2023	Annual	All For				1
1725382	SG101001701	DBS Group Holdings Ltd.	Asia	Singapore	31/03/2023	Annual	Against	15	Concerns related to inappropriate membership of committees		1
1705847	AU000000AL17	Aristocrat Leisure Limited	Australia & New Zealand	Australia	24/02/2023	Annual	Against	2.3,6.7	Pay is misaligned with EOS remuneration principles		1
1711249	IL0006912120	Israel Discount Bank Ltd.	Emerging Markets	Israel	28/02/2023	Special	Against	A.B3 B1,B2	Administrative declaration		1
1716282	IL0011574030	Isracard Ltd.	Emerging Markets	Israel	27/03/2023	Special	Against	A.B1 B2 B4	Administrative declaration		1
1712940	DK0060336014	Novozymes A/S	Europe	Denmark	02/03/2023	Annual	Abstain	8a,9	Concerns related to inappropriate membership of committees Concerns regarding Auditor tenure Concerns related to Non-audit fees		1
1703893	DK0060738558	Demant A/S	Europe	Denmark	08/03/2023	Annual	Abstain	5.a,6.b	Concerns related to inappropriate membership of committees		1
1714687	DK0011818758	Carlsberg A/S	Europe	Denmark	13/03/2023	Annual	Against	5.D	Concerns about human rights		1
1715990	DK0010274414	Danske Bank A/S	Europe	Denmark	16/03/2023	Annual	Against	5.b 4.7.b,10	Concerns related to inappropriate membership of committeesPay is misaligned with EOS remuneration principles		1
1714247	DK0060079531	DSV A/S	Europe	Denmark	16/03/2023	Annual	Abstain	6.1,6.2	Concerns related to inappropriate membership of committeesPay is misaligned with EOS remuneration principles		1
1716011	DK0060252890	Pandora A/S	Europe	Denmark	16/03/2023	Annual	Against	5			1
1717443	DK0060534915	Novo Nordisk A/S	Europe	Denmark	23/03/2023	Annual	All For				1
1719469	DK0010244508	A.P. Moller-Maersk A/S	Europe	Denmark	28/03/2023	Annual	Against	7 10.6	Issue of equity raises concerns about excessive dilution of existing shareholders SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks	6.2 8.2,8.3	1
1718068	DK0010272202	Genmab A/S	Europe	Denmark	29/03/2023	Annual	Abstain	5.b,6	Concerns regarding Auditor tenure		1
1724286	DK0010219153	ROCKWOOL A/S	Europe	Denmark	29/03/2023	Annual	Against	7.a,7.b,7.c	Pay is misaligned with EOS remuneration principles		1
1725811	DK0060336014	Novozymes A/S	Europe	Denmark	30/03/2023	Extraordinary Shareholders	Abstain	7.5 4	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles		1
1718086	DK0060336678	Tetra A/S	Europe	Denmark	30/03/2023	Annual	All For				1
1711803	FI0009013403	Kone Oyj	Europe	Finland	28/02/2023	Annual	Against	17 13.1 13.a,13.d	Concerns about reducing shareholder rights Concerns related to inappropriate membership of committees Lack of independent representation at board committees		1
1712130	FI0009005961	Stora Enso Oyj	Europe	Finland	16/03/2023	Annual	Against	10	Pay is misaligned with EOS remuneration principles		1
1670945	FI0009014377	Orion Oyj	Europe	Finland	22/03/2023	Annual	Against	13	Concerns related to inappropriate membership of committees		1
1691801	FI4000297787	Nordea Bank Abp	Europe	Finland	23/03/2023	Annual	Against	16	Concerns related to shareholder rights		2
1685773	FI0009000202	Kesko Oyj	Europe	Finland	30/03/2023	Annual	Against	11	Pay is misaligned with EOS remuneration principles		1
1713010	FR0013154002	Sartorius Stedim Biotech SA	Europe	France	27/03/2023	Annual/Special	Against	6,7,8,9,10	Pay is misaligned with EOS remuneration principles		1
1692509	DE000ENER6Y0	Siemens Energy AG	Europe	Germany	07/02/2023	Annual	Against	11	Poison pill/anti-takeover measure not in investors interests		1
1692350	DE0002326101	Siemens AG	Europe	Germany	09/02/2023	Annual	Against	18	Pay is misaligned with EOS remuneration principles		2
1700672	DE000SHL1006	Siemens Healthineers AG	Europe	Germany	15/02/2023	Annual	Against	9 7.1 2.7,4.7,5.7,6.7,8 6	Concerns about reducing shareholder rights Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Lack of independent representation at board committees Concerns related to succession planning Pay is misaligned with EOS remuneration principles		1
1700661	DE0006231004	Infineon Technologies AG	Europe	Germany	16/02/2023	Annual	Against	9.2 5,7,10,11	Concerns about reducing shareholder rights Pay is misaligned with EOS remuneration principles		1



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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 Pay is misaligned with EOS remuneration principles		1
1704749	IE000589Y5762	Linde Plc	Europe	Ireland	18/01/2023	Court	All For			1	4
1704186	IE000589Y5762	Linde Plc	Europe	Ireland	18/01/2023	Extraordinary Shareholders	All For			1,2,3	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	17.A	Pay is misaligned with EOS remuneration principles	5,6,2	2
1684283	NL0000303709	Aspen NV	Europe	Netherlands	17/01/2023	Extraordinary Shareholders	All For				2
1700646	NL0000008927	Koninklijke DSM NV	Europe	Netherlands	23/01/2023	Extraordinary Shareholders	All For				2
1708350	NL0010558727	QSI NV	Europe	Netherlands	16/02/2023	Extraordinary Shareholders	All For				1
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				1
1720931	ES0113900037	Banco Santander SA	Europe	Spain	30/03/2023	Annual	Against	6.A,6.F	Pay is misaligned with EOS remuneration principles		2
1715799	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
1715468	SE0007109599	Svenska Handelsbanken AB	Europe	Sweden	26/03/2023	Annual	Against	16.1,16.5,16.7,16.8,19	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 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 Concerns related to inappropriate membership of committees		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.q 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 Overboarded/Too many other time commitments		1
1712226	SE0000242455	Svebank 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 8,10,11	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles		2
1696669	CA59162N1096	Metro Inc.	North America	Canada	24/01/2023	Annual	Against	5 1,2,6	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 1,7,6	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
1700518	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 filler 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



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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	US9028811062	UGI Corporation	North America	USA	27/01/2023	Annual	All For			1l	1
1705177	US86145D1054	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 3	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 Pay is misaligned with EOS remuneration principles		2
1706044	US7739031091	Rockwell Automation, Inc.	North America	USA	07/02/2023	Annual	Against	1A1 B	Concerns about overall board structure Pay is misaligned with EOS remuneration principles	D	2
1705357	US0485601058	Almos Energy Corporation	North America	USA	08/02/2023	Annual	Against	1j	Concerns related to board ethnic and/or racial diversity		3
1705953	US9024941034	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	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles		2
1712026	US6556631026	Nordson Corporation	North America	USA	28/02/2023	Annual	Against	1,4	Concerns about overall board structure		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	FS, Inc.	North America	USA	09/03/2023	Annual	Against	1b 1c 2,5	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles		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 about remuneration committee performance Pay is misaligned with EOS remuneration principles		2
1711271	US49338L1036	Keysight Technologies, Inc.	North America	USA	16/03/2023	Annual	Against	1,1,2,1,3,1,4 3	Concerns about overall board structure Concerns related to approach to board gender diversity 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	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	GB00B8C3BL03	The Sage Group plc	United Kingdom	United Kingdom	02/02/2023	Annual	All For				1
1699785	GB00BDE6K4575	Compass Group Plc	United Kingdom	United Kingdom	09/02/2023	Annual	All For				2