



Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation	Vote By Exception	Ballot Count
1717762	HK0389045442	Hong Kong Exchanges & Clearing Ltd.	Asia	Hong Kong	26/04/2023	Annual	All For				1
1732614	HK0011000095	Hang Seng Bank Ltd.	Asia	Hong Kong	04/05/2023	Annual	Against	5	Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure		1
1738451	HK0000063609	Swire Properties Limited	Asia	Hong Kong	08/05/2023	Annual	Against	4	Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure		1
1740447	HK0019000162	Swire Pacific Limited	Asia	Hong Kong	11/05/2023	Annual	Against	4	Issue of equity raises concerns about excessive dilution of existing shareholders		1
1742835	HK0669013440	Techtronic Industries Co., Ltd.	Asia	Hong Kong	12/05/2023	Annual	Against	1b	Lack of independence on board		1
1742148	HK0000069689	AIA Group Limited	Asia	Hong Kong	18/05/2023	Annual	Against	7	Pay is misaligned with EOS remuneration principles	3a	1
							8	Pay is misaligned with EOS remuneration principles			
							3	Concerns related to succession planning Concerns related to approach to board gender diversity Lack of independence on board			1
							4	Concerns related to succession planning Lack of independence on board			
1743491	HK0066009694	MTR Corporation Limited	Asia	Hong Kong	24/05/2023	Annual	All For				1
1743444	SG1033912138	Fortune Real Estate Investment Trust	Asia	Hong Kong	31/05/2023	Annual	All For				1
1751587	HK0144000764	China Merchants Port Holdings Co., Ltd.	Asia	Hong Kong	02/06/2023	Annual	Against				1
							3Aa	Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity			
							3Ad	Concerns related to succession planning Overboarded/Too many other time commitments			
							5A, 5C	Issue of equity raises concerns about excessive dilution of existing shareholders			
							3Ag	Lack of independence on board			
							3Ae	Lack of independence on board			
							3Ai	Lack of independence on board Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments			
1748479	HK0003000038	Hong Kong & China Gas Co. Ltd.	Asia	Hong Kong	07/06/2023	Annual	Against	3.1	Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Lack of independence on board		2
							3.2	Concerns related to inappropriate membership of committees Lack of independence on board			
							5.2.5.3	Issue of equity raises concerns about excessive dilution of existing shareholders			
							3.4	Lack of independence on board			
1751154	HK0270001396	Guangdong Investment Limited	Asia	Hong Kong	16/06/2023	Annual	Against	3.3	Concerns related to succession planning		1
							3.4	Concerns related to succession planning Overboarded/Too many other time commitments			
							3.1	Inadequate management of climate-related risks from exposure to coal Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees			
							5	Insufficient/poor disclosure			
1768519	HK0000608585	New World Development Co. Ltd.	Asia	Hong Kong	27/06/2023	Extraordinary Shareholders	All For				1
1761496	HK0389011152	BEAC Hong Kong (Holdings) Limited	Asia	Hong Kong	28/09/2023	Annual	All For				1
1744597	JP3426900003	Sekisui House Ltd.	Asia	Japan	25/04/2023	Annual	All For				1
1744769	JP3454900002	Mitsubishi Estate Logistics REIT Investment Corp.	Asia	Japan	23/05/2023	Special	All For				1
1748284	JP3422950000	Seven & I Holdings Co., Ltd.	Asia	Japan	25/05/2023	Annual	Against				1
							2.4,2.5	Concerns about candidate's experience/skills			
							5.1,5.2,5.3,5.4	Concerns about overall board structure and experience/skills			
							2.1,2.2	Concerns about overall performance			
							2.3	Concerns about overall performance and his independence			
1748263	JP3598600009	Toho Co., Ltd. (9602)	Asia	Japan	25/05/2023	Annual	Against	2.1	Lack of independence on board		1
1752660	JP3274280001	Welcia Holdings Co., Ltd.	Asia	Japan	25/05/2023	Annual	Against	1.9	Lack of independence on board		1
1752693	JP3388200002	AEON Co., Ltd.	Asia	Japan	26/05/2023	Annual	Against	1	Concerns related to shareholder rights		1
							2.4	Lack of independence on board			
1745545	JP3048110005	Nomura Real Estate Master Fund, Inc.	Asia	Japan	30/05/2023	Special	All For				1
1762100	JP3236200006	KEYENCE Corp.	Asia	Japan	14/06/2023	Annual	All For				2
1760682	JP3633400001	Toyota Motor Corp.	Asia	Japan	14/06/2023	Annual	Against				1
							1.1	Concerns about overall board structure 2- Concerns related to board gender diversity 3- Lack of independence on board			
							1.3,1.4,1.5,1.6,1.8,1.9,1.10,	Lack of independence on board			
							2,2.2,3	Lack of independence on board			
							4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks			
1761509	JP3148800000	IBIDEN Co., Ltd.	Asia	Japan	15/06/2023	Annual	Against	1.5	Lack of independence on board		1
1762103	JP3885400006	MISUMI Group, Inc.	Asia	Japan	15/06/2023	Annual	All For				1
1762628	JP3774200004	Hankyu Hanshin Holdings, Inc.	Asia	Japan	16/06/2023	Annual	All For				1
1762874	JP3351500008	Shizuoka Financial Group, Inc.	Asia	Japan	16/06/2023	Annual	Against				1
							2.1,2.2	Concerns about overall performance			
							2.6	Lack of independence on board			
1762607	JP3778630008	Bandai Namco Holdings, Inc.	Asia	Japan	19/06/2023	Annual	All For				1
1761530	JP3475350009	Daiichi Sankyo Co., Ltd.	Asia	Japan	19/06/2023	Annual	All For				1
1761513	JP3233250004	JAPAN POST INSURANCE Co., Ltd.	Asia	Japan	19/06/2023	Annual	All For				1
1761508	JP3218900003	Capcom Co., Ltd.	Asia	Japan	20/06/2023	Annual	Against				1
1761510	JP3846750001	Japan Post Bank Co., Ltd.	Asia	Japan	20/06/2023	Annual	All For	2.2	Concerns related to approach to board gender diversity		
1763134	JP33662700001	Mitsui O.S.K. Lines Ltd.	Asia	Japan	20/06/2023	Annual	Against				1
1764311	JP3734900000	NIDEC Corp.	Asia	Japan	20/06/2023	Annual	Against	2.6	Lack of independence on board		1
1763629	JP3711600001	Nippon Sanso Holdings Corp.	Asia	Japan	20/06/2023	Annual	All For				1
1762139	JP3547670004	PERSOL Holdings Co., Ltd.	Asia	Japan	20/06/2023	Annual	Against				1
							2,3,2.6	Lack of independence on board			
1764361	JP3732000009	SoftBank Corp.	Asia	Japan	20/06/2023	Annual	Against	3.2	Concerns about overall board structure		1
1760969	JP3435000009	Sony Group Corp.	Asia	Japan	20/06/2023	Annual	All For				1
1761515	JP3571400005	Tokyo Electron Ltd.	Asia	Japan	20/06/2023	Annual	Against				1
1763623	JP3844130008	USS Co., Ltd.	Asia	Japan	20/06/2023	Annual	All For	1.5	Lack of independence on board		1
1761529	JP3305990008	Concordia Financial Group, Ltd.	Asia	Japan	21/06/2023	Annual	Against	1.1	Concerns about overall performance		1
1760673	JP3160400002	Eisai Co., Ltd.	Asia	Japan	21/06/2023	Annual	All For				1
1763130	JP3788600009	Hitachi Ltd.	Asia	Japan	21/06/2023	Annual	All For				1
1764307	JP3854600008	Honda Motor Co., Ltd.	Asia	Japan	21/06/2023	Annual	All For				1
1761524	JP3752900005	Japan Post Holdings Co., Ltd.	Asia	Japan	21/06/2023	Annual	All For				1
1762126	JP3496400007	KDDI Corp.	Asia	Japan	21/06/2023	Annual	All For				1
1762539	JP3304300003	Komatsu Ltd.	Asia	Japan	21/06/2023	Annual	Against				1
1760675	JP3893600001	Mitsui & Co., Ltd.	Asia	Japan	21/06/2023	Annual	Against	2.5	Lack of independence on board		
							2.1	Inadequate management of climate-related risks			1
							2.11	Lack of independence on board			
1762408	JP3753000003	Nippon Yusen KK	Asia	Japan	21/06/2023	Annual	Against	3.6	Lack of independence on board		1
							5	Lack of independent representation at board committees			
1765153	JP3436100006	SoftBank Group Corp.	Asia	Japan	21/06/2023	Annual	Against	2.1	Combined CEO/Chair 2- Concerns about overall board structure 3- Concerns related to board gender diversity 4- Concerns related to succession planning		1
							2.9	Concerns related to potential conflict of interests			
							2.8	Concerns related to potential conflict of interests			



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1762122	JP3814800003	Subaru Corp.	Asia	Japan	21/06/2023	Annual	Against	2.1,2.3	Inadequate management of climate-related risks		1
1762121	JP3401400001	Sumitomo Chemical Co., Ltd.	Asia	Japan	21/06/2023	Annual	Against	1.2 1.1,1.7,1.8,1.12	Concerns related to approach to board gender diversity Lack of independence on board		1
1762565	JP3831600005	Yakult Honsha Co., Ltd.	Asia	Japan	21/06/2023	Annual	Against	1.6	Concerns about ESG issues		1
1764723	JP3424000007	Astellas Pharma, Inc.	Asia	Japan	22/06/2023	Annual	All For				1
1763136	JP3830000000	Brother Industries, Ltd.	Asia	Japan	22/06/2023	Annual	Against	2.2	Concerns about overall board structure		1
1760677	JP3783600004	East Japan Railway Co.	Asia	Japan	22/06/2023	Annual	Against	1.2 4.3	Concerns related to approach to board gender diversity Lack of independence on board	3,10	1
1763647	JP3733000008	NEC Corp.	Asia	Japan	22/06/2023	Annual	Against	2.1,2.2	Concerns about overall performance		1
1760674	JP3735400008	Nippon Telegraph & Telephone Corp.	Asia	Japan	22/06/2023	Annual	All For				1
1763148	JP3197600004	Ono Pharmaceutical Co., Ltd.	Asia	Japan	22/06/2023	Annual	Against	2.1	Concerns about overall performance		1
1762646	JP3200450009	ORIX Corp.	Asia	Japan	22/06/2023	Annual	All For				1
1763651	JP3400400002	SCSK Corp.	Asia	Japan	22/06/2023	Annual	Against	2.6	Lack of independence on board		1
1763138	JP3419400001	Sekisui Chemical Co., Ltd.	Asia	Japan	22/06/2023	Annual	All For				1
1762647	JP3566800003	Central Japan Railway Co.	Asia	Japan	23/06/2023	Annual	Against	3.2 2.1,2.3,2.6,2.11	Concerns about overall board structure Concerns related to approach to board gender diversity Lack of independence on board		2
1766182	JP3783420007	Hikari Tsushin, Inc.	Asia	Japan	23/06/2023	Annual	Against	1.1,2.2	Lack of independence on board		1
1766184	JP3789000009	HIROSE ELECTRIC CO., LTD.	Asia	Japan	23/06/2023	Annual	Against	2.1	Concerns related to approach to board gender diversity		1
1763146	JP3837800006	HOYA Corp.	Asia	Japan	23/06/2023	Annual	All For	2.7,2.9	Lack of independence on board		2
1761539	JP3143600009	ITOCHU Corp.	Asia	Japan	23/06/2023	Annual	Against	2.7,2.8,2.9	Inadequate management of climate-related risks from exposure to coal		1
1763153	JP3705200008	Japan Airlines Co., Ltd.	Asia	Japan	23/06/2023	Annual	Against	2.1,2.5,2.9	Lack of independence on board		1
1761950	JP3877600001	Marubeni Corp.	Asia	Japan	23/06/2023	Annual	Against	2.1	Inadequate management of climate-related risks from exposure to coal		1
1763636	JP3869010003	Matsukiko Cocokara & Co.	Asia	Japan	23/06/2023	Annual	All For				1
1761946	JP3898400001	Mitsubishi Corp.	Asia	Japan	23/06/2023	Annual	Against	2.7 5.6	Lack of independence on board SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
1763186	JP3885780001	Mizuho Financial Group, Inc.	Asia	Japan	23/06/2023	Annual	Against	1.9,1.11	Concerns about company's capital misallocation through cross shareholdings	1.1	1
1764732	JP3756600007	Nintendo Co., Ltd.	Asia	Japan	23/06/2023	Annual	Against	2.6	Inadequate management of climate-related risks		1
1761531	JP3381000003	NIPPON STEEL CORP.	Asia	Japan	23/06/2023	Annual	Against	2.1 3.2	Lack of independence on board Concerns related to approach to board gender diversity		1
1765506	JP3684000007	Nitto Denko Corp.	Asia	Japan	23/06/2023	Annual	Against	3.6,3.8,3.9	Concerns related to approach to board gender diversity; Lack of independence on the board		1
1763152	JP3762900003	Nomura Real Estate Holdings, Inc.	Asia	Japan	23/06/2023	Annual	All For				1
1764330	JP3180400008	Osaka Gas Co., Ltd.	Asia	Japan	23/06/2023	Annual	All For				2
1764329	JP3500610005	Resona Holdings, Inc.	Asia	Japan	23/06/2023	Annual	Against	1.1	Concerns about overall performance		1
1762946	JP3164630000	Square Enix Holdings Co., Ltd.	Asia	Japan	23/06/2023	Annual	All For				1
1763263	JP3404600003	Sumitomo Corp.	Asia	Japan	23/06/2023	Annual	Against	2.1	Inadequate management of climate-related risks Inadequate management of climate-related risks from exposure to coal		1
1763637	JP3892100003	Sumitomo Mitsui Trust Holdings, Inc.	Asia	Japan	23/06/2023	Annual	Against	2.1,2.5 2.9	Concerns about company's capital misallocation through cross shareholdings Concerns related to approach to board gender diversity	2,10	1
1766180	JP3351100007	Sysmex Corp.	Asia	Japan	23/06/2023	Annual	Against	2.2 2.7	Concerns related to approach to board gender diversity Lack of independence on board		1
1760972	JP3104890003	TTIS, Inc. (Japan)	Asia	Japan	23/06/2023	Annual	All For				1
1763172	JP3697800006	Tokai Railway Co., Ltd.	Asia	Japan	23/06/2023	Annual	Against	2.8	Lack of independence on board		1
1763173	JP3695200001	Tosoh Corp.	Asia	Japan	23/06/2023	Annual	Against	1.1,1.4,1.5,1.6,1.7,1.9	Lack of independence on board		1
1760967	JP3698000006	Waseda Japan Railway Co.	Asia	Japan	23/06/2023	Annual	Against	2.3	Lack of independence on board		1
1765498	JP3940000007	Yamato Holdings Co., Ltd.	Asia	Japan	23/06/2023	Annual	All For				1
1760683	JP3476480003	Dai-ichi Life Holdings, Inc.	Asia	Japan	26/06/2023	Annual	All For				1
1761532	JP3890310000	MS&AD Insurance Group Holdings, Inc.	Asia	Japan	26/06/2023	Annual	Against	2.1,2.3	Concerns about overall performance		1
1764780	JP3695200000	NGK Insulators, Ltd.	Asia	Japan	26/06/2023	Annual	Against	2.7	Lack of independence on board		1
1766268	JP3866800000	Panasonic Holdings Corp.	Asia	Japan	26/06/2023	Annual	Against	1.10	Lack of independence on board		1
1762134	JP3970300004	Recruit Holdings Co., Ltd.	Asia	Japan	26/06/2023	Annual	All For				1
1764332	JP3165000005	Sompo Holdings, Inc.	Asia	Japan	26/06/2023	Annual	Against	2.1,2.2	Concerns about overall performance		1
1762142	JP3910660004	Tokio Marine Holdings, Inc.	Asia	Japan	26/06/2023	Annual	Against	2.1 2.2 2.3,2.4,2.6,2.7,2.8,2.10,2.12	Concerns about overall performance Concerns related to approach to board gender diversity Lack of independence on board		1
1764759	JP3122400009	Advantest Corp.	Asia	Japan	27/06/2023	Annual	All For				1
1762652	JP3119600009	Aonuma Co., Inc.	Asia	Japan	27/06/2023	Annual	All For				1
1763781	JP3468800000	Daio Trust Construction Co. Ltd.	Asia	Japan	27/06/2023	Annual	Against	3.1	Concerns related to approach to board gender diversity		1
1768364	JP3260800002	Kimitsu Group Holdings Co. Ltd.	Asia	Japan	27/06/2023	Annual	Against	3.1,3.6,3.8,3.10,3.11,3.12	Lack of independence on board		1
1766425	JP3249600002	Kyocera Corp.	Asia	Japan	27/06/2023	Annual	Against	3.9	Lack of independence on board		1
1764506	JP3868400007	Mazda Motor Corp.	Asia	Japan	27/06/2023	Annual	Against	3.1 3.2	Concerns about overall performance Concerns about overall performance Concerns related to approach to board gender diversity		1
1764335	JP3897700005	Mitsubishi Chemical Group Corp.	Asia	Japan	27/06/2023	Annual	Against	2.1	Inadequate management of climate-related risks		1
1763775	JP3499800005	Mitsubishi HC Capital Inc.	Asia	Japan	27/06/2023	Annual	Against	3.2	Lack of independence on board		1
1766422	JP3672400003	Nissan Motor Co., Ltd.	Asia	Japan	27/06/2023	Annual	All For	1.5	Concern about gender diversity of the board		1
1763184	JP3762600009	Nomura Holdings, Inc.	Asia	Japan	27/06/2023	Annual	All For	1.8	Lack of independence on board		1
1769541	JP3201200007	Olympus Corp.	Asia	Japan	27/06/2023	Annual	Against				1
1766934	JP3421800008	SECOM Co., Ltd.	Asia	Japan	27/06/2023	Annual	Against	2.1 2.6 3.3	Concerns related to shareholder rights Concern about independence of the board Concerns related to approach to board diversity Lack of independence due to tenure Lack of independence due to tenure		1
1763183	JP3443600006	TAISEI Corp.	Asia	Japan	27/06/2023	Annual	Against	2.2 2.3,2.4,2.6,2.7,2.8,2.10,2.12	Concerns related to approach to board gender diversity Concerns about overall performance Lack of independence on board		1



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1762655	JP3621000003	Toray Industries, Inc.	Asia	Japan	27/06/2023	Annual	Against	3.5 2.2 2.1,2.6,2.8,2.12	Concerns about overall board structure Concerns related to approach to board gender diversity Lack of independence on board		1
1765542	JP3505000009	Yokohama Electric Corp.	Asia	Japan	27/06/2023	Annual	All For				1
1760553	JP3526600006	Chubu Electric Power Co., Inc.	Asia	Japan	28/06/2023	Annual	Against	10 3.2 3.1 5 3.7	A vote FOR this shareholder proposal is recommended because: "The requested disclosure would help shareholders understand how sustainable the company's strategy is in the transition to a decarbonized economy. A vote AGAINST this director nominee is warranted because: "There are compliance concerns (i.e., allegations over the antitrust violations and unauthorized access of customer information) about the utility, for which the nominee should be held responsible. A vote AGAINST this director nominee is warranted because: "There are compliance concerns (i.e., allegations over the antitrust violations and unauthorized access of customer information) about the utility, for which the nominee should be held responsible. Inadequate management of climate-related risks and exposure to coal A vote FOR this shareholder proposal is recommended because the proposed disclosure would promote accountability and help shareholders make better-informed decisions. Concern about his independence		1
1762136	JP3502200003	Daiwa Securities Group, Inc.	Asia	Japan	28/06/2023	Annual	All For				1
1765540	JP3137200006	Isuzu Motors Ltd.	Asia	Japan	28/06/2023	Annual	Against	2.2 2.1 3.2,3.5	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		1
1763794	JP3210200006	Kajima Corp.	Asia	Japan	28/06/2023	Annual	Against	2.1 2.2	Concerns about overall performance Concerns about overall performance Concerns related to approach to board gender diversity		1
1768263	JP3253900009	Kyoritsu Maintenance Co., Ltd.	Asia	Japan	28/06/2023	Annual	Against	2.1,2.10,2.13 3.2,3.3	Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees		1
1766829	JP3676800000	Nisshin Seifun Group, Inc.	Asia	Japan	28/06/2023	Annual	Against	2.1 2.5,2.6	Concerns about overall performance Concerns related to approach to board gender diversity Lack of independence on board		1
1764887	JP3675600005	Nissin Foods Holdings Co., Ltd.	Asia	Japan	28/06/2023	Annual	Against	4.1,5 3.1 3.4,3.5	Concerns about overall board structure Concerns about overall performance Lack of independence on board		1
1764562	JP3190000004	Obayashi Corp.	Asia	Japan	28/06/2023	Annual	Against	3.1,3.2 3.7 5	Concerns about overall performance Lack of independence on board Shareholder proposal promotes appropriate accountability or incentivisation		1
1764761	JP3407400005	Sumitomo Electric Industries Ltd.	Asia	Japan	28/06/2023	Annual	Against	2.2 2.1,2.13	Concerns related to approach to board gender diversity Lack of independence on board		1
1761534	JP3539220008	IT&D Holdings, Inc.	Asia	Japan	28/06/2023	Annual	Against	2.1	Concerns related to approach to board gender diversity. Concerns about overall performance		1
1765550	JP3463000004	Takeda Pharmaceutical Co., Ltd.	Asia	Japan	28/06/2023	Annual	All For				1
1764764	JP3511800009	The Chiba Bank, Ltd.	Asia	Japan	28/06/2023	Annual	Against	2.2 2.1 2.5,2.6	Concerns about overall performance Concerns about overall performance Lack of independence on board Lack of independence on board		1
1764568	JP3228600007	The Kansai Electric Power Co., Inc.	Asia	Japan	28/06/2023	Annual	Against	2.9 2.1 2.2,2.7 9 28 11,21	Concerns to protect shareholder value Inadequate management of climate-related risks, including exposure to coal Lack of independence on board 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, against management recommendation / Shareholder proposal promotes transparency		1
1763399	JP3585800000	Tokyo Electric Power Co., Holdings, Inc.	Asia	Japan	28/06/2023	Annual	Against	1.1 9 2	The board after this meeting will not be majority independent and this outside director nominee lacks independence. Inadequate management of climate-related risks from exposure to coal. The proposed disclosure would promote accountability and help shareholders make better-informed decisions. The requested disclosure would help shareholders understand how sustainable the company's strategy is in a transition to a decarbonized economy.		1
1767512	JP3399310006	ZOZO, Inc.	Asia	Japan	28/06/2023	Annual	Against	4.2	Lack of independence on board		1
1766836	JP3505000004	Daiwa House Industry Co., Ltd.	Asia	Japan	29/06/2023	Annual	Against	2.1,2.9,2.10,2.13	Lack of independence on board		1
1766241	JP3814000000	FUJIFILM Holdings Corp.	Asia	Japan	29/06/2023	Annual	Against	3.1,3.6,3.7	Lack of independence on board		1
1768798	JP3766550002	Hakuhodo DY Holdings, Inc.	Asia	Japan	29/06/2023	Annual	Against	2.2 2.1 2.8	Concerns about overall performance Concerns to protect shareholder value Concerns about overall performance Concerns to protect shareholder value Lack of independence on board Lack of independence on board		1
1765559	JP3818000005	Mellli Holdings Co., Ltd.	Asia	Japan	29/06/2023	Annual	All For				1
1764782	JP3602400005	Mitsubishi Electric Corp.	Asia	Japan	29/06/2023	Annual	Against	1.8 1.1	Concerns about overall performance Lack of independence on board		1
1766233	JP3899600005	Mitsubishi Estate Co., Ltd.	Asia	Japan	29/06/2023	Annual	Against	2.8	Concerns related to approach to board gender diversity		2
1763682	JP3900000005	Mitsubishi Heavy Industries, Ltd.	Asia	Japan	29/06/2023	Annual	Against	2.5,2.6	Lack of independence on board		1
1765897	JP3902900004	Mitsubishi UFJ Financial Group, Inc.	Asia	Japan	29/06/2023	Annual	Against	3 2.12 2.11 2.5	Ask of shareholder proposal is in line with investor's expectation Concern about cross shareholding practice Concern about cross shareholding practice Concern about his independence		1
1761543	JP3893200000	Mitsui Fudosan Co., Ltd.	Asia	Japan	29/06/2023	Annual	All For				2
1764784	JP3914400001	Murata Manufacturing Co. Ltd.	Asia	Japan	29/06/2023	Annual	All For				1
1765553	JP3174410005	Oil Holdings Corp.	Asia	Japan	29/06/2023	Annual	Against	1.1,1.10	Lack of independence on board		1
1768228	JP3198900007	Oriental Land Co., Ltd.	Asia	Japan	29/06/2023	Annual	Against	3.3,3.9	Lack of independence on board		1
1768338	JP3436120004	SBI Holdings, Inc.	Asia	Japan	29/06/2023	Annual	Against	2.7 3	Lack of independence on board Ask of shareholder proposal is in line with the investor's expectation		1
1766406	JP3890350006	Sumitomo Mitsui Financial Group, Inc.	Asia	Japan	29/06/2023	Annual	Against	2.1,2.2 2.9 2.8	Concern about cross shareholding practice and overall performance Concern about his independence Concern about overall performance and management		1



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1763684	JP3409000001	Sumitomo Realty & Development Co., Ltd.	Asia	Japan	29/06/2023	Annual	Against	3.4 2.2 2.1 2.8	Concerns about overall board structure Concerns about overall performance Concerns about overall performanceLack of independence on board Lack of independence on board		1
1763187	JP3573000001	Tokyo Gas Co., Ltd.	Asia	Japan	29/06/2023	Annual	All For				2
1766236	JP3574200006	Tokyu Corp.	Asia	Japan	29/06/2023	Annual	Against	2.2 2.1 2.11	Concerns to protect shareholder value Concerns to protect shareholder value Lack of independence on board Lack of independence on board		2
1763808	JP3629000005	Toppan, Inc.	Asia	Japan	29/06/2023	Annual	Against	3.2 3.1 3.5,3.6,3.7	Concerns about overall performance Concerns about overall performance Lack of independence on board Lack of independence on board		1
1732086	SG1M51904654	CapitaLand Integrated Commercial Trust	Asia	Singapore	19/04/2023	Annual	All For				1
1732084	SG1M51904654	CapitaLand Integrated Commercial Trust	Asia	Singapore	19/04/2023	Extraordinary Shareholders	All For				1
1734935	SGXE21576413	Genting Singapore Limited	Asia	Singapore	19/04/2023	Annual	Against	4	Concerns related to approach to board gender diversity		1
1732078	SG1F08954575	Far East Hospitality Real Estate Investment Trust	Asia	Singapore	20/04/2023	Annual	All For	5(b)	Pay is misaligned with EOS remuneration principles		1
1732085	SG1F08954575	Singapore Technologies Engineering Ltd.	Asia	Singapore	20/04/2023	Annual	Against	4	Concerns related to approach to board gender diversity		1
1736278	SG1U68934629	Keppel Corporation Limited	Asia	Singapore	21/04/2023	Annual	Against	4	Concerns related to approach to board diversity		1
1732739	SG1M31001969	United Overseas Bank Ltd. (Singapore)	Asia	Singapore	21/04/2023	Annual	All For				1
1738329	SG2D00968206	Hutchison Port Holdings Trust	Asia	Singapore	25/04/2023	Annual	All For				1
1737204	SG1S04926220	Oversea-Chinese Banking Corporation Limited	Asia	Singapore	25/04/2023	Annual	Against	8	Pay is misaligned with EOS remuneration principles		1
1734950	SG1R89002252	City Developments Limited	Asia	Singapore	26/04/2023	Annual	All For				1
1738302	SG1H97877952	Seatrium Ltd.	Asia	Singapore	26/04/2023	Annual	Against	3 5	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees		1
1740270	SG1M77906915	CapitaLand Ascendas REIT	Asia	Singapore	28/04/2023	Annual	All For				2
1736431	SG1B51001017	Jardine Cycle & Carriage Limited	Asia	Singapore	28/04/2023	Annual	Against	7a 4a 4 10 9	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 Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles		1
1740485	SG1S83002349	UOL Group Limited	Asia	Singapore	28/04/2023	Annual	Against				1
1756723	TW0002330008	Taiwan Semiconductor Manufacturing Co., Ltd.	Asia	Taiwan	06/06/2023	Annual	All For				1
1711128	AU000000SCG8	Scentre Group	Australia & New Zealand	Australia	05/04/2023	Annual	Against	5 2.3	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles		2
1717669	AU000000R101	Rio Tinto Limited	Australia & New Zealand	Australia	04/05/2023	Annual	Against	2.3	Pay is misaligned with EOS remuneration principles		1
1716318	AU000000GPT8	The GPT Group	Australia & New Zealand	Australia	10/05/2023	Annual	All For			4	1
1715848	AU000000QBE9	QBE Insurance Group Limited	Australia & New Zealand	Australia	12/05/2023	Annual	Against	4a	Concerns regarding Auditor tenure		1
1733229	BMG0450A1053	Arch Capital Group Ltd.	Emerging Markets	Bermuda	04/05/2023	Annual	All For				2
1722057	BMG4587L1090	Hongkong Land Holdings Ltd.	Emerging Markets	Bermuda	04/05/2023	Annual	Against	1 3 5	Lack of independent representation at board committeesConcerns related to inappropriate membership of committeesInsufficient/poor disclosure Concerns about overall board structure Concerns related to inappropriate membership of committeesInadequate management of climate-related risksConcerns about overall board structure		1
1722187	BMG507361001	Jardine Matheson Holdings Ltd.	Emerging Markets	Bermuda	04/05/2023	Annual	Against				1
1738133	BMG169621056	Bunoe Limited	Emerging Markets	Bermuda	11/05/2023	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation		1
1743431	BMG2178K1009	CK Infrastructure Holdings Limited	Emerging Markets	Bermuda	17/05/2023	Annual	Against	3.1 3.4 3.3 3.2	Concerns related to inappropriate membership of committees Inadequate management of climate-related risks Concerns related to succession planning Lack of independence on board Lack of independence on board Overboarded/Too many other time commitments		1
1744565	BMG3223R1088	Everest Re Group Ltd.	Emerging Markets	Bermuda	17/05/2023	Annual	All For				2
1731953	BMG491BT1088	Invesco Ltd.	Emerging Markets	Bermuda	25/05/2023	Annual	Against	1.5 2	Concerns about remuneration committee performance No hedging policyHigh variable pay ratio		2
1753464	BMG667211046	Norwegian Cruise Line Holdings Ltd.	Emerging Markets	Bermuda	15/06/2023	Annual	Against	1c 1a 2	Concerns about overall board structure Concerns about remuneration committee performance High CEO to average NEO pay Excessive CEO pay Options/PSUs vest in less than 36 months		1
1729943	KYG8187G1055	SITC International Holdings Co., Ltd.	Emerging Markets	Cayman Islands	24/04/2023	Annual	Against	3 11 12	Concerns related to inappropriate membership of committees Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders		1
1738491	KYG9593A1040	Wharf Real Estate Investment Co. Ltd.	Emerging Markets	Cayman Islands	09/05/2023	Annual	Against	2f 5,6 7	Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholdersInsufficient/poor disclosure Pay is misaligned with EOS remuneration principles		1
1744842	KYG2177B1014	CK Asset Holdings Limited	Emerging Markets	Cayman Islands	18/05/2023	Annual	Against	3.1 3.4	Concerns related to inappropriate membership of committees Combined CEO/ChairOverboarded/Too many other time commitments Overboarded/Too many other time commitments		2
1744834	KYG217651051	CK Hutchison Holdings Ltd.	Emerging Markets	Cayman Islands	18/05/2023	Annual	Against	3b	Lack of independence on board		1
1730470	KYG7800X1079	Sands China Ltd.	Emerging Markets	Cayman Islands	19/05/2023	Annual	Against	2a 5,6	Combined CEO/Chair Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity		1
1746344	KYG3066L1014	ENN Energy Holdings Limited	Emerging Markets	Cayman Islands	24/05/2023	Annual	Against	3a3,3a4,3a5 3a1	Issue of equity raises concerns about excessive dilution of existing shareholders Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity		1
1737447	HK0000093390	HKT Trust and HKT Limited	Emerging Markets	Cayman Islands	31/05/2023	Annual	Against	3c	Concerns related to inappropriate membership of committees Insufficient/poor disclosure		1
1748623	KYG960071028	WH Group Ltd. (HK)	Emerging Markets	Cayman Islands	06/06/2023	Annual	Against	5 2b,2c 7 8 2a	Concerns related to approach to board gender diversity Insufficient and poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board and inadequate management of deforestation risks		1
1756525	CNE100000221	Beijing Capital International Airport Co., Ltd.	Emerging Markets	China	20/06/2023	Annual	Against	7.6,7.7,7.8 7.1,7.2	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity		1



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1761257	CNE1000003J5	Jiangsu Expressway Company Limited	Emerging Markets	China	20/06/2023	Annual	Against	19 15 9,11,12	Concerns related to approach to board gender diversity Concerns related to shareholder rights Concerns to protect shareholder value		1
1761528	CNE1000003J5	Jiangsu Expressway Company Limited	Emerging Markets	China	20/06/2023	Special	Against	1	Concerns related to shareholder rights		2
1718149	AN9068571086	Schlumberger N.V.	Emerging Markets	Guatemala	05/04/2023	Annual	Against	1,9	Concerns related to board ethnic and/or racial diversity 2- Concerns related to board gender diversity	1,2,11,16	1
1728285	IL0006954379	Mizrahi Tefahot Bank Ltd.	Emerging Markets	Israel	19/04/2023	Special	Against	A,B1,B2	Administrative declaration		1
1728284	IL0002300114	Bezeq The Israeli Telecommunication Corp. Ltd.	Emerging Markets	Israel	20/04/2023	Annual/Special	Against	A,B1,B2	Administrative declaration		1
1734831	IL0002810146	ICL Group Ltd.	Emerging Markets	Israel	10/05/2023	Annual	Against	A,B1,B2	Administrative declaration		1
1748002	IL0006290147	Teva Pharmaceutical Industries Limited	Emerging Markets	Israel	15/06/2023	Annual	Against	1A 1C 2	Concerns about overall board structure Concerns about remuneration committee performance Excessive CEO pay 2- Pay is in top quartile and not aligned with performance 3 - High CEO to average NEO pay		2
1745985	LR0008862868	Royal Caribbean Group	Emerging Markets	Liberia	01/06/2023	Annual	All For				1
1721633	MX01GA000004	Grupo Aeroportuario del Pacifico SAB de CV	Emerging Markets	Mexico	13/04/2023	Annual	Against	12 9a-g	Overboarded/Too many other time commitments Overboarded/Too many other time commitmentsInappropriate bundling of election of directors on a single vote		1
1721636	MX01GA000004	Grupo Aeroportuario del Pacifico SAB de CV	Emerging Markets	Mexico	13/04/2023	Extraordinary Shareholders	All For				1
1746230	MX01GA000004	Grupo Aeroportuario del Pacifico SAB de CV	Emerging Markets	Mexico	22/05/2023	Ordinary Shareholders	All For				1
1720811	PA1436583006	Carnival Corporation	Emerging Markets	Panama	21/04/2023	Annual	Against	11 8 12 14,15	Concerns about remuneration committee performance Concerns related to approach to board diversity High CEO to average NEO payExcessive CEO payOptions/PSUs vest in less than 36 months Pay is misaligned with EOS remuneration principles		1
1718685	AT0000652011	Erste Group Bank AG	Europe	Austria	12/05/2023	Annual	Against	9 4 6	Concerns to protect shareholder value Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles		1
1729573	BE0974264930	ageas SA/NV	Europe	Belgium	19/04/2023	Extraordinary Shareholders	Against	3	Concerns to protect shareholder value		1
1713518	BE0974293251	Anheuser-Busch InBev SA/NV	Europe	Belgium	26/04/2023	Annual/Special	Against	B.8.d,B.8.e,B.8.g B.8.f,B.8.h,B.8.i B.9	Concerns related to inappropriate membership of committees Lack of independence on board Lack of independence on board Pay is misaligned with EOS remuneration principles		2
1711937	BE0003739530	UOB SA	Europe	Belgium	27/04/2023	Annual/Special	Against	5	Pay is misaligned with EOS remuneration principles		1
1711930	BE0003797140	Groupe Bruxelles Lambert SA	Europe	Belgium	04/05/2023	Annual	Against	5 4.1,5,4.2,5.4.3	Lack of independence on board Pay is misaligned with EOS remuneration principles		1
1738982	BE0003797140	Groupe Bruxelles Lambert SA	Europe	Belgium	04/05/2023	Extraordinary Shareholders	All For	6			1
1743317	BE0003565737	KBC Group NV	Europe	Belgium	04/05/2023	Annual	Against	9,2,9,6 9,3,9,5 9,4	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		1
1743319	BE0003565737	KBC Group NV	Europe	Belgium	04/05/2023	Extraordinary Shareholders	All For				1
1710534	BE0003470755	Solvay SA	Europe	Belgium	09/05/2023	Annual	Against	7 8	High variable pay ratio 2- Inappropriate use of one-time awards 3- Use of share options misaligned with EOS policy Pay is misaligned with EOS remuneration principles		1
1711939	BE0003822393	Elia Group SA/NV	Europe	Belgium	16/05/2023	Annual	Against	4 5 12,13,14,15 11	Insufficient disclosure 2- Low shareholding requirement 3- No shares granted in LTIP Pay is misaligned with EOS remuneration principles Proposed term in policy exceeds appropriate limit Proposed term in policy exceeds appropriate limit Inadequate management of climate-related risks		1
1696757	BE0974264930	ageas SA/NV	Europe	Belgium	17/05/2023	Annual/Special	Against	11	Pay is misaligned with EOS remuneration principles		1
1712118	BE0974259880	Dierleren Group	Europe	Belgium	25/05/2023	Annual/Special	Against	5,5 2,a,2,b,2,c 3 1,a,1,b 5,4	Concerns related to inappropriate membership of committees Proposed term in policy exceeds appropriate limit Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests Proposed term in policy exceeds appropriate limit		2
1743952	BE0003822393	Elia Group SA/NV	Europe	Belgium	21/06/2023	Extraordinary Shareholders	All For				2
1702163	FI0009000681	Nokia Oyj	Europe	Finland	04/04/2023	Annual	All For				2
1711948	FI0009007884	Elisa Oyj	Europe	Finland	05/04/2023	Annual	Against	16 10	Concerns about reducing shareholder rights Pay is misaligned with EOS remuneration principles		1
1693576	FI0009005987	UPM-Kymmene Oyj	Europe	Finland	12/04/2023	Annual	Against	19 13	Concerns about reducing shareholder rights Overboarded/Too many other time commitments		1
1702492	FI0009014575	Metso Corp.	Europe	Finland	03/05/2023	Annual	Against	17	Concerns to protect shareholder value		1
1698163	FI0009003305	Sampo Oyj	Europe	Finland	17/05/2023	Annual	Against	18	Concerns about reducing shareholder rights		1
1722811	FR0000125486	VINCI SA	Europe	France	13/04/2023	Annual/Special	Against	8,9,12	Pay is misaligned with EOS remuneration principles		3
1722925	FR0000130452	Eiffage SA	Europe	France	19/04/2023	Annual/Special	Against	8,10	Concerns regarding Auditor tenure Pay is misaligned with EOS remuneration principles		1
1718701	FR0010040865	Gecina SA	Europe	France	20/04/2023	Annual	Against	14	Concerns related to succession planningConcerns related to approach to below-board gender diversity		1
1726642	FR0000052292	Hermes International SCA	Europe	France	20/04/2023	Annual/Special	Against	26,27 5 13 16 15 7,8,9,11,28 6,21,25 22,24	Concerns to protect shareholder value Insufficient justification for related party transaction Lack of independence on board Lack of independence on board Concerns related to approach to below-board gender diversity Lack of independence on board Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests Poison pill/anti-takeover measure not in investors interests Issue of equity raises concerns about excessive dilution of existing shareholders		2
1724571	FR0000121014	LVMH Moët Hennessy Louis Vuitton SE	Europe	France	20/04/2023	Annual/Special	Against	4,5,6,7,9,11,12,13,14,15,17, 18,23,24,25,26,28	Pay is misaligned with EOS remuneration principles		2
1729032	FR0000120321	L'Oréal SA	Europe	France	21/04/2023	Annual/Special	Against	9 7,12	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles		2
1729035	FR0000127771	Vivendi SE	Europe	France	24/04/2023	Annual/Special	Against	21 26 22 6,10,13,14,15,16,17,18,19,20	Concerns related to approach to below-board gender diversity Overboarded/Too many other time commitments Concerns to protect shareholder value Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles		1



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1718557	FR0010208488	ENGIE SA	Europe	France	26/04/2023	Annual/Special	Against	5	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		1
1725201	FR0000121121	Eurazeo SE	Europe	France	26/04/2023	Annual/Special	Against	6 4 8,14,15,16,17,18,19	Concerns related to succession planning Concerns related to approach to below-board gender diversity Insufficient justification for related party transaction Pay is misaligned with EOS remuneration principles		1
1718556	FR0000120628	AXA SA	Europe	France	27/04/2023	Annual/Special	Against	7,8	Pay is misaligned with EOS remuneration principles		2
1725213	FR0000120503	Bouygues SA	Europe	France	27/04/2023	Annual/Special	Against	13 4 21 7,10,11,27 15,17,23,30 19,20,22,24,25	Concerns regarding Auditor tenure Insufficient justification for related party transaction Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests Poison pill/anti-takeover measure not in investors interests/Issue of equity raises concerns about excessive dilution of existing shareholders		1
1721360	FR0000120644	Danone SA	Europe	France	27/04/2023	Annual/Special	Against	1	Insufficient consideration of climate change in audit and accounts		2
1721361	FR0010533075	Gellink SE	Europe	France	27/04/2023	Annual/Special	All For				2
1732186	FR0000121486	Kering SA	Europe	France	27/04/2023	Annual/Special	All For				2
1725187	FR0013451333	La Française des Jeux SA	Europe	France	27/04/2023	Annual/Special	All For				2
1730567	FR0000124141	Veolia Environnement SA	Europe	France	27/04/2023	Annual/Special	All For				2
1717272	FR0000120073	L'Air Liquide SA	Europe	France	03/05/2023	Annual/Special	All For			10,16,2	2
1734294	FR0000121972	Schneider Electric SE	Europe	France	04/05/2023	Annual/Special	Against	5	Pay is misaligned with EOS remuneration principles		2
1734291	FR0010313833	Arkema SA	Europe	France	11/05/2023	Annual/Special	Against	6 12	Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles		1
1738386	FR0010908533	Edenred SE	Europe	France	11/05/2023	Annual/Special	All For				1
1725190	FR0000121964	Kleipierre SA	Europe	France	11/05/2023	Annual/Special	Against	5 30	Concerns to protect shareholder value Insufficient evidence of alignment to 1.5 degrees		1
1718558	FR0000131906	Renault SA	Europe	France	11/05/2023	Annual/Special	Against	5,13	Pay is misaligned with EOS remuneration principles	11	1
1734297	FR0013326246	Unibail-Rodamco-Westfield SE	Europe	France	11/05/2023	Annual/Special	Against	5,6,7,8,9,13,14	Pay is misaligned with EOS remuneration principles		1
1741124	FR001400AJ45	Compagnie Generale des Etablissements Michelin	Europe	France	12/05/2023	Annual/Special	All For				1
1739704	FR0010340141	Aéroports de Paris ADP	Europe	France	16/05/2023	Annual/Special	Against	14 15 9	Insufficient basis to support a decision Lack of independence on board Poison pill/anti-takeover measure not in investors interests		1
1719319	FR0000131104	BNP Paribas SA	Europe	France	16/05/2023	Annual/Special	Against	12,15	Pay is misaligned with EOS remuneration principles		2
1735822	FR0000126338	Capgemini SE	Europe	France	16/05/2023	Annual/Special	All For				1
1741125	FR0014004L86	Dassault Aviation SA	Europe	France	16/05/2023	Annual/Special	Against	13 12 11 5,6,8,9 15	Concerns related to approach to board gender diversityLack of independence on board Lack of independence on board Lack of independence on boardConcerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles		1
1737383	FR0000045072	Credit Agricole SA	Europe	France	17/05/2023	Annual/Special	Against	11,12,13	Poison pill/anti-takeover measure not in investors interests Lack of independence on boardConcerns related to inappropriate membership of committees		1
1729031	FR0000121667	EssilorLuxottica SA	Europe	France	17/05/2023	Annual/Special	Against	12 8,9,11	Pay is misaligned with EOS remuneration principles		2
1729033	FR0000121709	SEB SA	Europe	France	17/05/2023	Annual/Special	Against	4 5,7,8 6 10,11 15	Concerns related to succession planning Lack of independence on board Lack of independence on boardConcerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests		1
1742717	FR0013280286	bioMérieux SA	Europe	France	23/05/2023	Annual/Special	Against	7 3 25 26 18,21,23 19,20,22	Concerns related to inappropriate membership of committees Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests Poison pill/anti-takeover measure not in investors interests/Issue of equity raises concerns about excessive dilution of existing shareholders		1
1719321	FR0000133308	Orange SA	Europe	France	23/05/2023	Annual/Special	Against	5 6 17	Concerns related to inappropriate membership of committees Concerns related to succession planning Pay is misaligned with EOS remuneration principles		1
1726643	FR0000130809	Societe Generale SA	Europe	France	23/05/2023	Annual/Special	All For				1
1733470	FR0000039299	Bolloré SE	Europe	France	24/05/2023	Annual/Special	Against	4 5 7,8,10 6,11,13 14	Insufficient justification for related party transaction Lack of independence on board Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests Poison pill/anti-takeover measure not in investors interests/Issue of equity raises concerns about excessive dilution of existing shareholders		1
1737385	FR0013176526	Valeo SE	Europe	France	24/05/2023	Annual/Special	All For				1
1741134	FR0000120578	Sanofi	Europe	France	25/05/2023	Annual/Special	All For				2
1746078	FR0000120172	Carrefour SA	Europe	France	26/05/2023	Annual/Special	Against	9,10,22	Pay is misaligned with EOS remuneration principles		1
1747471	FR0010259150	Ipsen SA	Europe	France	31/05/2023	Annual/Special	Against	22 6,7,8 24	Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board Pay is misaligned with EOS remuneration principles		1
1742721	FR0010307819	Legrand SA	Europe	France	31/05/2023	Annual/Special	All For				1
1750187	FR0000130577	Publicis Groupe SA	Europe	France	31/05/2023	Annual/Special	Against	7 10 10	Concerns regarding Auditor tenure Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles		1
1739706	FR0000125007	Compagnie de Saint-Gobain SA	Europe	France	08/06/2023	Annual/Special	Against	7,10	Concerns regarding Auditor tenureConcerns related to approach to below-board gender diversity		1
1755463	FR0000121204	Wendel SE	Europe	France	15/06/2023	Annual/Special	Against	5 14 9 12,13,14,16,17,21	Insufficient justification for related party transaction Lack of independence on board Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles		1
1757762	FR0000617438	Bureau Veritas SA	Europe	France	22/06/2023	Annual/Special	Against	9,13,25	Pay is misaligned with EOS remuneration principles		1
1692358	DE0005557508	Deutsche Telekom AG	Europe	Germany	05/04/2023	Annual	All For				2
1700681	DE0005200000	Beiersdorf AG	Europe	Germany	13/04/2023	Annual	Against	6	Pay is misaligned with EOS remuneration principles		1

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1751816	IE00BFT3W74	Allegion Plc	Europe	Ireland	08/06/2023	Annual	Against	1b 2	Concerns about remuneration committee performance High CEO to average NEO payExcessive CEO payOptions/PSUs vest in less than 36 months		2
1752629	IE0001827041	CRH Plc	Europe	Ireland	08/06/2023	Special	All For				2
1752164	IE0001827041	CRH Plc	Europe	Ireland	08/06/2023	Special	All For				2
1754734	IE00BLP1HW54	Agm Plc	Europe	Ireland	18/05/2023	Annual	Against	1.1	Concerns related to succession planning		2
1705313	IT0005090300	Infrastrutture Wireless Italiane SpA	Europe	Italy	18/04/2023	Annual/Special	Against	3.5.A	Pay is misaligned with EOS remuneration principles		2
1703186	IT0004965148	Moncler SpA	Europe	Italy	18/04/2023	Annual	Against	4.1.1.4.2.4.3 A 2	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles		1
1709320	IT0004176001	Prismian SpA	Europe	Italy	19/04/2023	Annual/Special	Against	4 5.A	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles		1
1710287	IT0003828271	Recordati SpA	Europe	Italy	21/04/2023	Annual	Against	2a.2.2b.2c A	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles		1
1711877	IT0000062072	Assicurazioni Generali SpA	Europe	Italy	26/04/2023	Annual	Against	3a.3b.4 3a.2 A	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principle		1
1705541	IT0000072170	FincoBank SpA	Europe	Italy	27/04/2023	Annual/Special	Against	4a.4b 9.10 A	Insufficient/poor disclosure		1
1712978	IT0005176406	ENAV SpA	Europe	Italy	28/04/2023	Annual	Against	6.7.8.2.9.10 A	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles		1
1705917	IT0000072618	Intesa Sanpaolo SpA	Europe	Italy	28/04/2023	Annual	Against	3.5 A 2b	Excessive CEO pay 2- Low shareholding requirement	2a,2c	2
1710289	IT0003153415	SNAM SpA	Europe	Italy	04/05/2023	Annual	Against	1 A	Inadequate management of climate-related risks Insufficient/poor disclosure		1
1713310	IT0003796171	Poste Italiane SpA	Europe	Italy	08/05/2023	Annual	Against	4.5.1.5.2 5.2.6.7 A	Pay is misaligned with EOS remuneration principles Insufficient/poor disclosure		1
1712997	IT0003242622	TERNA Rete Elettrica Nazionale SpA	Europe	Italy	09/05/2023	Annual	Against	3.4.5.2.6.7.8.1.9 A 12.1.12.2	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles		1
1713307	IT0003128367	Enel SpA	Europe	Italy	10/05/2023	Annual	Against	6.6.7.1.A 1.1	Insufficient/poor disclosure Concerns regarding audit quality 2- Inadequate management of climate-related risks		2
1741247	LU1598757687	ArcelorMittal SA	Europe	Luxembourg	02/05/2023	Annual	Against	VIII	Non-independent Chairman 2- Overboarded/Too many other time commitments		1
1741248	LU1598757687	ArcelorMittal SA	Europe	Luxembourg	02/05/2023	Extraordinary Shareholders	All For				1
1715831	LU0156801721	Tenaris SA	Europe	Luxembourg	03/05/2023	Annual	Against	6 8	Lack of independence on board Combined CEO/Chair Concerns related to approach to board gender diversity Inappropriate bundling of election of directors on a single vote Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles		1
1704745	NL0011794037	Koninklijke Ahold Delhaize NV	Europe	Netherlands	12/04/2023	Annual	All For				2
1710041	NL0000009082	Royal KPN NV	Europe	Netherlands	12/04/2023	Annual	All For				1
1709589	NL0015435975	Davide Campari-Milano NV	Europe	Netherlands	13/04/2023	Annual	Against	6 2.b.5	Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles		1
1712247	NL0015000199	Stellantis NV	Europe	Netherlands	13/04/2023	Annual	Against	2.c.2.d.2g.5	Pay is misaligned with EOS remuneration principles		2
1712485	NL0010545661	CNN Industrial NV	Europe	Netherlands	14/04/2023	Annual	Against	5.c	Concerns to protect shareholder value	4.a	1
1712171	NL0011585146	Ferrari NV	Europe	Netherlands	14/04/2023	Annual	Against	3.g 3.a.3.d.3.j	Inadequate management of climate-related risks Overboarded/Too many other time commitments		1
1711168	NL0011540547	ABN AMRO Bank NV	Europe	Netherlands	19/04/2023	Annual	Against	9.b	Concerns to protect shareholder value		2
1711165	NL0000008977	Heineken Holding NV	Europe	Netherlands	20/04/2023	Annual	Against	6.c 7.c 7.a.7.b	Concerns to protect shareholder value Lack of independence on board Lack of independence on board Concerns about overall board structure		2
1711164	NL0000009165	Heineken NV	Europe	Netherlands	20/04/2023	Annual	Against	3.a 3.b	Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments		1
1713906	NL0013267909	Akzo Nobel NV	Europe	Netherlands	21/04/2023	Annual	Against	6.b 5.b	Concerns to protect shareholder value Inadequate management of climate-related risks		1
1711758	NL0011821202	ING Groep NV	Europe	Netherlands	24/04/2023	Annual	All For				2
1711500	NL00150006R6	CTP NV	Europe	Netherlands	25/04/2023	Annual	Against	6 5(a).5(b) 2(b)	Concerns related to shareholder rights Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles		1
1726590	NL0000687663	AerCap Holdings NV	Europe	Netherlands	26/04/2023	Annual	Against	3b.3c.8d	Issue of equity raises concerns about excessive dilution of existing shareholders		2
1692183	NL0010273215	ASML Holding NV	Europe	Netherlands	26/04/2023	Annual	Against	3a	Pay is misaligned with EOS remuneration principles		2
1730898	NL0010832176	Aradep SE	Europe	Netherlands	02/05/2023	Annual	Against	3a	Pay is misaligned with EOS remuneration principles		2
1732700	NL0010558797	QCL NV	Europe	Netherlands	03/05/2023	Annual	Against	3.5.11.12	Pay is misaligned with EOS remuneration principles		1
1711158	NL0000395903	Wolters Kluwer NV	Europe	Netherlands	10/05/2023	Annual	Against	6.b 2.c	Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles		1
1736287	NL0012969182	Adyen NV	Europe	Netherlands	11/05/2023	Annual	Against	13.14	Concerns to protect shareholder value		1
1737728	NL00150001Y2	Universal Music Group NV	Europe	Netherlands	11/05/2023	Annual	Against	8.c 3.7.b	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles		1
1711488	NL0006294274	Euronext NV	Europe	Netherlands	17/05/2023	Annual	Against	7.b	Concerns to protect shareholder value		1
1704449	NL0009538784	NXP Semiconductors N.V.	Europe	Netherlands	24/05/2023	Annual	Against	3i	Concerns about remuneration committee performance		2
1735802	NL0000226223	STMicroelectronics NV	Europe	Netherlands	24/05/2023	Annual	Against	9 3	High CEO to average NEO payNo clawback policyHigh variable pay ratio Pay is misaligned with EOS remuneration principles		1
1711473	NL0014332678	JDE Peet's NV	Europe	Netherlands	25/05/2023	Annual	Against	5.b 6 2.b	Concerns related to inappropriate membership of committees Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles		1
1724314	NL0012059018	EXOR NV	Europe	Netherlands	31/05/2023	Annual	All For				1
1746070	NL0000009082	Royal KPN NV	Europe	Netherlands	31/05/2023	Extraordinary Shareholders	All For				1
1711478	NL0010773842	NN Group NV	Europe	Netherlands	02/06/2023	Annual	Against	8.A.2	Concerns to protect shareholder value		1
1756567	NL0012169213	QIAGEN NV	Europe	Netherlands	22/06/2023	Annual	All For				1



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1729287	NL0012846356	Unibail-Rodamco-Westfield NV	Europe	Netherlands	27/06/2023	Annual	Against	9.9	Concerns to protect shareholder value		1
1780554	NL0011540547	ABN AMRO Bank NV	Europe	Netherlands	29/06/2023	Extraordinary Shareholders	All For	1	Pay is misaligned with EOS remuneration principles		2
1722553	NO0003733800	Qofia ASA	Europe	Norway	13/04/2023	Annual	Against	3.2.9	Pay is misaligned with EOS remuneration principles		1
1737929	NO0010181896	QNB Bank ASA	Europe	Norway	25/04/2023	Annual	All For				1
1744751	NO0005052605	Norsk Hydro ASA	Europe	Norway	10/05/2023	Annual	All For				1
1746337	NO0010063308	Telenor ASA	Europe	Norway	10/05/2023	Annual	Against	15.2 10.15.1	Pay is misaligned with EOS remuneration principles		1
1746671	NO0003043309	Kongsberg Gruppen ASA	Europe	Norway	11/05/2023	Annual	Against	15	Shareholder proposal promotes enhanced shareholder rights		1
1749340	NO0010208051	Yara International ASA	Europe	Norway	12/06/2023	Annual	Against	7	Overboarded/Too many other time commitments		1
1728413	PTEDPOAM0009	EDP-Energias de Portugal SA	Europe	Portugal	12/04/2023	Annual	Against	8			1
1734609	PTJMT0AE0001	Jeronimo Martins SGPS SA	Europe	Portugal	20/04/2023	Annual	Against	4	Pay is misaligned with EOS remuneration principles		1
1726777	XS2616334269	Ferrovial SA	Europe	Spain	12/04/2023	Annual	Against	5.5	Concerns related to approach to board gender diversity		2
1719693	ES0105046009	Aena S.M.E. SA	Europe	Spain	20/04/2023	Annual	All For				1
1732503	ES0130670112	Endesa SA	Europe	Spain	28/04/2023	Annual	All For				1
1729609	ES0144380114	Iberdrola SA	Europe	Spain	28/04/2023	Annual	Against	13	Pay is misaligned with EOS remuneration principles		1
1733212	ES0167050915	ACS Actividades de Construcción y Servicios SA	Europe	Spain	04/05/2023	Annual	Against	4.4 4.8 9	Concerns about remuneration committee performance Concerns related to inappropriate membership of committees Concerns to protect shareholder value		3
1753161	ES0105066007	Cellnex Telecom SA	Europe	Spain	31/05/2023	Annual	Against	5.1 7.2.8.2	Pay is misaligned with EOS remuneration principles		1
1750152	ES0173093024	Redeia Corporacion SA	Europe	Spain	05/06/2023	Annual	Against	8	Inadequate management of climate-related risks		1
1755337	ES0125220311	Acciona SA	Europe	Spain	19/06/2023	Annual	Against	3.1,3.2 4	Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles		1
1757264	ES0109067019	Amadeus IT Group SA	Europe	Spain	20/06/2023	Annual	All For				1
1688386	SE0016844831	Volvo Car AB	Europe	Sweden	03/04/2023	Annual	Against	12.b,13 11.a,14,16,B2	Concerns regarding Auditor tenure Pay is misaligned with EOS remuneration principles		1
1717263	SE0000148884	Skandinaviska Enskilda Banken AB	Europe	Sweden	04/04/2023	Annual	Against	14.a2,14.a8,14.10,14.b	Concerns related to inappropriate membership of committees		1
1722807	SE0000115446	Volvo AB	Europe	Sweden	04/04/2023	Annual	Against	14.10	Concerns related to inappropriate membership of committees		2
1708289	SE0000108847	LE Lundsbergforetagen AB	Europe	Sweden	05/04/2023	Annual	Against	14.10	Pay is misaligned with EOS remuneration principles		1
1720432	SE0000679325	Tele2 AB	Europe	Sweden	05/04/2023	Annual	All For	12	Lack of independence on board Overboarded/Too many other time commitments		1
1707365	SE0000190126	IndustriVarlden AB	Europe	Sweden	17/04/2023	Annual	Against	12.1,12.g 12.a 12.b 12.e 12.i 16	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 Overboarded/Too many other time commitments		2
1721362	SE0000695876	Alfa Laval AB	Europe	Sweden	25/04/2023	Annual	All For				1
1693972	SE0007100581	Assa Abloy AB	Europe	Sweden	26/04/2023	Annual	Against	12 17	Lack of independent representation at board committees Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles		1
1720400	SE0017486889	Atlas Copco AB	Europe	Sweden	27/04/2023	Annual	Against	10.a1,10.a7 10.a6,10.c 12.a,12.b	Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles		1
1685444	SE0000667891	Sandvik Aktiebolag	Europe	Sweden	27/04/2023	Annual	Against	14.6 14.4 18	Concerns related to inappropriate membership of committees Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles		1
1720415	SE0015961909	Hexagon AB	Europe	Sweden	02/05/2023	Annual	Against	12.1,12.4,12.8 12.3,12.5	Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees		1
1686867	SE0015811963	Investor AB	Europe	Sweden	03/05/2023	Annual	Against	14.K 14.A,14.D,14.I,15 14.G,14.H 14.J 9	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 inappropriate membership of committees Overboarded/Too many other time commitments		2
1706347	SE0000106270	H&M Hennes & Mauritz AB	Europe	Sweden	04/05/2023	Annual	Against	12.2,12.6	Pay is misaligned with EOS remuneration principles		1
1720459	SE0000163594	Securitas AB	Europe	Sweden	04/05/2023	Annual	Against	13 16	Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles		1
1699756	SE0000872095	Swedish Orphan Biovitrum AB	Europe	Sweden	09/05/2023	Annual	Against	15.c,15.e 18 15.b,15.g 16,17,A2,17.B2,17.C	Concerns related to inappropriate membership of committees Lack of independence on board Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board Pay is misaligned with EOS remuneration principles		1
1720455	SE0005190238	Tele2 AB	Europe	Sweden	15/05/2023	Annual	Against	19.1	Pay is misaligned with EOS remuneration principles		1
1708940	SE0015988019	NIBE Industrier AB	Europe	Sweden	16/05/2023	Annual	Against	13	Lack of independence on board Overboarded/Too many other time commitments		1
1705765	SE0015658109	Eniroc AB	Europe	Sweden	23/05/2023	Annual	Against	8.d,12	Pay is misaligned with EOS remuneration principles		1
1706394	CH0244767585	UBS Group AG	Europe	Switzerland	05/04/2023	Annual	Against	3	Insufficient basis to support a decision		1
1707004	CH0038863350	Nestle SA	Europe	Switzerland	20/04/2023	Annual	Against	2.14 1.2	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles		1
1739079	CH004328745	Chubb Limited	Europe	Switzerland	17/05/2023	Annual	Against	8 5.13,7.3 12 14.15	Insufficient/poor disclosure Combined CEO/Chair Concerns about remuneration committee performance High variable pay ratio 2- Options vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		2



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1743351	CH0198251305	Coca-Cola HBC AG	Europe	Switzerland	17/05/2023	Annual	Against	4.1,3 12 4.1,9 7,8,9	Concerns about remuneration committee performance Insufficient/poor disclosure Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles		1
1748655	CH0114406324	Garmin Ltd.	Europe	Switzerland	09/06/2023	Annual	Against	5a	Concerns related to approach to board gender diversity		2
1763854	CH1216478797	DSM-Firmenich AG	Europe	Switzerland	29/06/2023	Extraordinary Shareholders	Against	5	Insufficient/poor disclosure		2
1709386	CA1360691010	Canadian Imperial Bank of Commerce	North America	Canada	04/04/2023	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
1708085	CA0641491075	The Bank of Nova Scotia	North America	Canada	04/04/2023	Annual	Against	4,5	Inadequate management of climate-related risks		1
1709515	CA7800871021	Royal Bank of Canada	North America	Canada	05/04/2023	Annual/Special	Against	B,C,D,G,H	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
1708902	CA0636711016	Bank of Montreal	North America	Canada	18/04/2023	Annual	Against	A C	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes enhanced shareholder rights		1
1712712	CA9528451052	West Fraser Timber Co. Ltd.	North America	Canada	18/04/2023	Annual/Special	Against	2,7 4	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles		1
1714683	CA3039011026	Fairfax Financial Holdings Limited	North America	Canada	20/04/2023	Annual	Against	1,1	Concerns related to approach to board gender diversity		1
1702211	CA8911605092	The Toronto-Dominion Bank	North America	Canada	20/04/2023	Annual	Against	6,9	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
1702041	CA6330671034	National Bank of Canada	North America	Canada	21/04/2023	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
1713416	CA1363751027	Canadian National Railway Company	North America	Canada	25/04/2023	Annual	Against	1B 3	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles		1
1716200	US11135F1012	Broadcom Inc.	North America	USA	03/04/2023	Annual	Against	1i 3,4	Concerns about remuneration committee performance 2- Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles	1d	2
1713426	US2546871060	The Walt Disney Company	North America	USA	03/04/2023	Annual	Against	1h 3 7	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency	1k,2	3
1715476	US42824C1099	Hewlett Packard Enterprise Company	North America	USA	05/04/2023	Annual	All For				2
1722221	US8318652091	A. O. Smith Corporation	North America	USA	11/04/2023	Annual	Against	1,1 2 5	Concerns about remuneration committee performance Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks	1,4	2
1721557	US5260571048	Lennar Corporation	North America	USA	12/04/2023	Annual	Against	1g 1j 2 5	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles		2
1716202	US8716071076	Synopsys, Inc.	North America	USA	12/04/2023	Annual	Against	1h 4 5	Shareholder proposal promotes enhanced shareholder rights Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles.		2
1721457	US0640581007	The Bank of New York Mellon Corporation	North America	USA	12/04/2023	Annual	Against	1a 1f	Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance		2
1723102	US2605571031	Dow, Inc.	North America	USA	13/04/2023	Annual	Against	1d,3 5	Inadequate management of deforestation risks Pay is misaligned with EOS remuneration principles Concerns regarding Auditor tenure	1g	2
1723874	US3167731005	Fifth Third Bancorp	North America	USA	18/04/2023	Annual	Against	1i 1i 3	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks 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		2
1719918	US46266C1053	IQVIA Holdings, Inc.	North America	USA	18/04/2023	Annual	Against	3 2 4	Pay is misaligned with EOS remuneration principles Concerns about reducing shareholder rights Excessive CEO pay 2- High variable pay ratio 3- Options vest in less than 36 months	1a	2
1724472	US55261F1049	M&T Bank Corporation	North America	USA	18/04/2023	Annual	Against	1,2 1,7,2	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 enhanced shareholder rights Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles		2
1725375	US6153691059	Moderna Corporation	North America	USA	18/04/2023	Annual	All For			1f	2
1725396	US7445731067	Public Service Enterprise Group Incorporated	North America	USA	18/04/2023	Annual	All For			1,5,5	2
1724696	US0297330448	U.S. Bancorp	North America	USA	18/04/2023	Annual	All For				2
1725320	US635201069	Whirlpool Corporation	North America	USA	18/04/2023	Annual	Against	1c 2	Concerns about remuneration committee performance Excessive severance, 2- Inappropriate use of one-time awards 3- Options vest in less than 36 months	1f,4	2
1727242	US40412C1018	HCA Healthcare, Inc.	North America	USA	19/04/2023	Annual	Against	1d 4 6 5	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes transparency		2
1726205	US4461501045	Huntington Bancshares Incorporated	North America	USA	19/04/2023	Annual	All For				2
1723877	US7591EP1005	Regions Financial Corporation	North America	USA	19/04/2023	Annual	All For				2
1725180	US8243481061	The Sherwin-Williams Company	North America	USA	19/04/2023	Annual	Against	1a 1c,4 2	Concerns about remuneration committee performance Concerns regarding Auditor tenure Pay is misaligned with EOS remuneration principles		2
1723128	US00724F1012	Adobe, Inc.	North America	USA	20/04/2023	Annual	Against	1a 4 6	Concerns about remuneration committee performance Excessive CEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		2
1724487	US14448C1045	Carrier Global Corp.	North America	USA	20/04/2023	Annual	Against	1g 2 4	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles Shareholder proposal promotes appropriate accountability or incentivisation		2
1726035	US1508701034	Celanese Corporation	North America	USA	20/04/2023	Annual	All For				2



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1725155	US4448591028	Humana Inc.	North America	USA	20/04/2023	Annual	Against	1e 1c 3	Concerns about remuneration committee performance Concerns related to below-board gender diversity 2- Concerns related to board gender diversity Pay is misaligned with EOS remuneration principles		2
1719720	US4943681035	Kimberly-Clark Corporation	North America	USA	20/04/2023	Annual	Against	1,10,2 3	Concerns about remuneration committee performance Concerns regarding Auditor tenure Options vest in less than 36 months	1.7	2
1726364	US6907421019	Owens Corning	North America	USA	20/04/2023	Annual	All For				1
1726294	US6935061076	PPG Industries, Inc.	North America	USA	20/04/2023	Annual	Against	1,1 1,2 2 5	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns about overall board structure Pay is misaligned with EOS remuneration principles		2
1727241	US15189T1079	CenterPoint Energy, Inc.	North America	USA	21/04/2023	Annual	Against	1g 1b 3 5	Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance Concerns related to approach to board gender diversity Inadequate management of climate-related risks Inadequate management of climate-related risks from exposure to coal High CEO to average NEO pay Low shareholding requirement Excessive CEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		3
1727224	US22052L1044	Corteva, Inc.	North America	USA	21/04/2023	Annual	Against	1a 1k 2	Concerns about remuneration committee performance Concerns related to approach to board diversity High variable pay ratio Excessive perquisites Options/PSUs vest in less than 36 months		2
1727014	US8545021011	Stanley Black & Decker, Inc.	North America	USA	21/04/2023	Annual	All For				1
1718861	US1119001044	Fastenal Company	North America	USA	22/04/2023	Annual	Against	1e 3	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles		2
1718938	US40434L1052	HP Inc.	North America	USA	24/04/2023	Annual	All For				2
1743859	US96209A1043	WeWork, Inc.	North America	USA	24/04/2023	Special	All For				1
1724644	US0605051046	Bank of America Corporation	North America	USA	25/04/2023	Annual	Abstain Against	6 8,9 1g,2,11	Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation		2
1736329	US0905722072	Bio-Rad Laboratories, Inc.	North America	USA	25/04/2023	Annual	Against	4 1,1 5	Annual vote provides for greater shareholder oversight Concerns to protect shareholder value Shareholder proposal promotes transparency		2
1730067	US16119P1084	Charter Communications, Inc.	North America	USA	25/04/2023	Annual	Against	3 1a 1e 2 1d 5	Annual vote provides for greater shareholder oversight Concerns about remuneration committee performance Concerns related to board gender diversity Excessive CEO pay 2- Excessive severance 3- High variable pay ratio 4- Low shareholding requirement 5- Total pay targets a range above peer median Overboarded/Too many other time commitments SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency		2
1729583	US1729674242	Citigroup Inc.	North America	USA	25/04/2023	Annual	Against	6,7 8	Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes better management of SEE opportunities and risks		2
1727936	US2003401070	Comerica Incorporated	North America	USA	25/04/2023	Annual	All For				1
1728621	US21037T1097	Constellation Energy Corporation	North America	USA	25/04/2023	Annual	Against	1,3	Concerns about overall board structure		2
1729406	US2227955026	Cousins Properties Incorporated	North America	USA	25/04/2023	Annual	Against	1f 1i 2	Concerns about remuneration committee performance Concerns related to approach to board diversity Pay is misaligned with EOS remuneration principles		1
1728873	US26754A2015	Dominio's Pizza, Inc.	North America	USA	25/04/2023	Annual	All For				2
1729456	US29472S1086	Equity Lifestyle Properties, Inc.	North America	USA	25/04/2023	Annual	Against				2
1729459	US31161N1019	Exelon Corporation	North America	USA	25/04/2023	Annual	All For	1,4	Concerns about remuneration committee performance		2
1728209	US1946M1036	First Citizens BancShares, Inc.	North America	USA	25/04/2023	Annual	Against	1,13 5 2	Concerns about remuneration committee performance 2- Concerns related to board gender diversity 3- Concerns related to succession planning 4- Concerns to protect shareholder value Concerns to protect shareholder value Concerns with director compensation 2- Inappropriate use of one-time awards 3- Low shareholding requirement		2
1727923	US3205171057	First Horizon Corporation	North America	USA	25/04/2023	Annual	Against	1,3 3	Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles		1
1723863	US4592001014	International Business Machines Corporation	North America	USA	25/04/2023	Annual	Against	8 1f,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		2
1728235	US49446B1095	Kimco Realty Corporation	North America	USA	25/04/2023	Annual	Against	1f	Concerns related to approach to board gender diversity		2
1729403	US56354G1004	MSCI Inc.	North America	USA	25/04/2023	Annual	All For				2
1729431	US6668910044	Northern Trust Corporation	North America	USA	25/04/2023	Annual	All For				2
1729434	US6937191086	PACCAR Inc	North America	USA	25/04/2023	Annual	Against	3 1,11 6 5	Annual vote provides for greater shareholder oversight Concerns related to approach to board gender diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation	1b	2
1725166	US1740461093	Revvity, Inc.	North America	USA	25/04/2023	Annual	Against	1a 3	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles		2
1729437	US7757111049	Rollins, Inc.	North America	USA	25/04/2023	Annual	Against	3 1,4 2	Annual vote provides for greater shareholder oversight Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns about overall board structure Concerns about remuneration committee performance No hedging policy Low shareholding requirement		2
1727268	US1912161007	The Coca-Cola Company	North America	USA	25/04/2023	Annual	Abstain Against	8 1,7 1,13,4 7 2,5	Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance Concerns regarding Auditor tenure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency Shareholder proposal promotes appropriate accountability or incentivisation		2
1729884	US9694571004	The Williams Companies, Inc.	North America	USA	25/04/2023	Annual	Against	1,4	Concerns related to approach to board diversity Concerns related to approach to board gender diversity		3



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1727680	US98832Q1094	Truist Financial Corporation	North America	USA	25/04/2023	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation		2
1729457	US9497461015	Wells Fargo & Company	North America	USA	25/04/2023	Annual	Against	6,7,8,10 9 11	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes enhanced shareholder rights Shareholder proposal promotes better management of SEE opportunities and risks		2
1729302	US9553061055	West Pharmaceutical Services, Inc.	North America	USA	25/04/2023	Annual	Against	1b	Concerns related to approach to board gender diversity. No shareholder rights to call a special meeting.	1j	2
1730676	US03076C1062	Ameriprise Financial, Inc.	North America	USA	26/04/2023	Annual	Against	1c 1d 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Inadequate management of deforestation risks High CEO to average NEO pay High variable pay ratio Excessive CEO pay Options/PSUs vest in less than 36 months		2
1729881	US0584981064	Ball Corporation	North America	USA	26/04/2023	Annual	All For			1,3	2
1730675	US0997241064	BorgWarner Inc.	North America	USA	26/04/2023	Annual	Against	1E 2 7 6	Concerns about remuneration committee performance High variable pay ratio Excessive CEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation		2
1730659	US29362U1043	Entegris, Inc.	North America	USA	26/04/2023	Annual	Against	1c 1g 2	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 High variable pay ratio 2- PSUs vest in less than 36 months 3- High CEO to average NEO pay		1
1726668	US6516391066	Newmont Corporation	North America	USA	26/04/2023	Annual	All For				2
1726350	US8793601050	Teledyne Technologies Incorporated	North America	USA	26/04/2023	Annual	Against	1,2 1,1 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns about overall board structureConcerns related to succession planning Low shareholding requirement		2
1716186	CA87241L1094	TFI International Inc.	North America	Canada	26/04/2023	Annual/Special	Against	1,9 3	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles		1
1730647	US1255231003	The Cigna Group	North America	USA	26/04/2023	Annual	Against	1g 2 7 6	Concerns about remuneration committee performance High variable pay ratio Excessive CEO pay Options/PSUs vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation		2
1730477	US38141G1040	The Goldman Sachs Group, Inc.	North America	USA	26/04/2023	Annual	Abstain Against	6 4 10,11,12 5 8	Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes transparency	1h,2	1
1729020	US6934751057	The PNC Financial Services Group, Inc.	North America	USA	26/04/2023	Annual	Against	1e	Shareholder proposal promotes appropriate accountability or incentivisation Concerns related to shareholder value		2
1729839	US3848021040	W.W. Grainger, Inc.	North America	USA	26/04/2023	Annual	All For				2
1729446	US9478901096	Webster Financial Corporation	North America	USA	26/04/2023	Annual	All For				1
1726350	US0536111091	Avery Dennison Corporation	North America	USA	27/04/2023	Annual	Against	1h 2	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles		2
1730669	US1713401024	Church & Dwight Co., Inc.	North America	USA	27/04/2023	Annual	Against	1d 2 6	Concerns about remuneration committee performance High CEO to average NEO pay No shares granted in LTIP Shareholder proposal promotes appropriate accountability or incentivisation		2
1727256	US1746101054	Citizens Financial Group, Inc.	North America	USA	27/04/2023	Annual	All For				2
1730567	US2193501051	Corning Incorporated	North America	USA	27/04/2023	Annual	Against	1j 1m 2	Concerns about remuneration committee performance Concerns related to succession planning Concerns related to approach to board gender diversity High CEO to average NEO pay Excessive severance		2
1730649	US2810201077	Edison International	North America	USA	27/04/2023	Annual	Against	1c 4 1i	Concerns about remuneration committee performance High CEO to average NEO pay Options/PSUs vest in less than 36 months Inadequate management of climate-related risks	1b,2	2
1726995	US3024913036	FMC Corporation	North America	USA	27/04/2023	Annual	All For				2
1729882	US37940X1028	Global Payments Inc.	North America	USA	27/04/2023	Annual	Against	1c 1f 2 5	Concerns about remuneration committee performance Concerns related to approach to board gender diversity High CEO to average NEO pay High variable pay ratio Options/PSUs vest in less than 36 months Shareholder proposal promotes appropriate accountability or incentivisation		2
1729835	US37959E1029	Globe Life Inc.	North America	USA	27/04/2023	Annual	Against	1,6 3	Concerns about remuneration committee performance Excessive CEO pay Options/PSUs vest in less than 36 months		2
1730216	US42250P1030	Healthpeak Properties, Inc.	North America	USA	27/04/2023	Annual	Against	1h	Concerns related to approach to board diversity		3
1727245	US46120E6023	Initiative Sursisal, Inc.	North America	USA	27/04/2023	Annual	Against	1h	Shareholder proposal promotes better management of SEE opportunities and risks		2
1708413	US4456581077	U.S. Hunt Transport Services, Inc.	North America	USA	27/04/2023	Annual	Against	1,8	Concerns related to succession planningConcerns related to approach to board gender diversityConcerns related to approach to board diversity		2
1729404	US4781601046	Johnson & Johnson	North America	USA	27/04/2023	Annual	Against	1c,4 6,7,8	Concerns regarding Auditor tenure 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		2
1729914	US7170811035	Pfizer Inc.	North America	USA	27/04/2023	Annual	Against	1,12 1,10,2 8,9 6	Concerns about remuneration committee performance Concerns regarding Auditor tenure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency		2
1726662	US8330341012	Snap-on Incorporated	North America	USA	27/04/2023	Annual	Against	1,1	Shareholder proposal promotes appropriate accountability or incentivisation Concerns related to approach to board gender diversity Concerns related to approach to board diversity		2
1728540	US825081040	Texas Instruments Incorporated	North America	USA	27/04/2023	Annual	Against	1j 4 7 6	Concerns about remuneration committee performance High variable pay ratioOptions/PSUs vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation		2
1729022	US9256521090	VICI Properties Inc.	North America	USA	27/04/2023	Annual	All For				3



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1730657	US0028241000	Abbott Laboratories	North America	USA	28/04/2023	Annual	Against	1.11 3 8 6 7	Concerns about remuneration committee performance High variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes transparency		2
1716138	CA0084741085	Agnico Eagle Mines Limited	North America	Canada	28/04/2023	Annual/Special	Against	3	Pay is misaligned with EOS remuneration principles		1
1713771	CA0213611001	AltaGas Ltd.	North America	Canada	28/04/2023	Annual	Against	2.10	Concerns about remuneration committee performance		1
1737976	US09215C1053	Black Knight, Inc.	North America	USA	28/04/2023	Special	Against	3	Pay is misaligned with EOS remuneration principles		1
1730060	US15677J1088	Ceridian HCM Holding Inc.	North America	USA	28/04/2023	Annual	Against	4 1.5 1.1 2	Pay is misaligned with EOS remuneration principles Concerns about overall board structure Concerns about remuneration committee performance No hedging policyHigh variable pay ratioOptions/PSUs vest in less than 36 months		2
1730670	US25470M1099	DISH Network Corporation	North America	USA	28/04/2023	Annual	Against	5 1.2 1.1	Annual vote provides for greater shareholder oversight Concerns about remuneration committee performance Concerns related to succession planning Concerns related to approach to board diversity Concerns related to approach to board gender diversity Concerns related to board ethnic and/or racial diversity Concerns related to shareholder value		1
1722522	US4878361082	Kellogg Company	North America	USA	28/04/2023	Annual	Against	1a,6	Shareholder proposal promotes better management of SEE opportunities and risks		2
1737101	US74965L1017	RLJ Lodging Trust	North America	USA	28/04/2023	Annual	Against	1.5 3	Concerns about remuneration committee performance Excessive CEO payExcessive severance		1
1716155	CA8911021050	Toromont Industries Ltd.	North America	Canada	28/04/2023	Annual	Against	1.3 1.1 3	Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversityConcerns related to approach to board diversity Pay is misaligned with EOS remuneration principles		1
1729945	US0010551028	Aflac Incorporated	North America	USA	01/05/2023	Annual	Against	1k	Concerns related to shareholder value		2
1730661	US5324571083	Eli Lilly and Company	North America	USA	01/05/2023	Annual	Against	9,11 1d,2,7,8,12	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency Shareholder proposal promotes transparency		2
1722877	US3724601055	Genuine Parts Company	North America	USA	01/05/2023	Annual	Against	1.7 1.5 2	Concerns about remuneration committee performance Concerns related to approach to board diversity Low shareholding requirement		2
1735238	US70432V1026	Paycom Software, Inc.	North America	USA	01/05/2023	Annual	Against	2 2 1.1 6	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns to protect shareholder valueConcerns about overall board structure Shareholder proposal promotes enhanced shareholder rights		2
1731619	US0126531013	Albemarle Corporation	North America	USA	02/05/2023	Annual	Against	1j 2	Concerns about remuneration committee performance High CEO to average NEO pay Total pay targets a range above peer median Options/PSUs vest in less than 36 months		2
1730665	US0258161092	American Express Company	North America	USA	02/05/2023	Annual	Against	1b 3 5	Concerns about remuneration committee performance High variable pay ratio Excessive CEO pay Shareholder proposal promotes appropriate accountability or incentivisation		2
1732906	US0718131099	Baxter International Inc.	North America	USA	02/05/2023	Annual	Against	6	Shareholder proposal promotes appropriate accountability or incentivisation		2
1733265	US1101221083	Bristol-Myers Squibb Company	North America	USA	02/05/2023	Annual	All For		Shareholder proposal promotes appropriate accountability or incentivisation		2
1731947	US3021301094	Expeditors International of Washington, Inc.	North America	USA	02/05/2023	Annual	Against	1.4 1.8 2 5 6	Concerns about remuneration committee performance Concerns related to approach to board diversity Low shareholding requirement Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes better management of SEE opportunities and risks		2
1716117	CA3518581061	Francis Foods Corporation	North America	Canada	02/05/2023	Annual/Special	Against	1.4	Concerns related to board ethnic and/or racial diversityConcerns related to approach to board diversity		1
1731282	US4435106079	Hubbell Incorporated	North America	USA	02/05/2023	Annual	Against	1.9 1.5 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Low shareholding requirement		1
1733245	US5529531015	MGM Resorts International	North America	USA	02/05/2023	Annual	All For			11	2
1729338	US62944T1051	NVR, Inc.	North America	USA	02/05/2023	Annual	Against	1.10 3	Concerns about remuneration committee performance High variable pay ratio No shares granted in LTIP Excessive CEO pay		2
1733209	US6819191064	Omnicom Group, Inc.	North America	USA	02/05/2023	Annual	Against	1.7 1.3 2 5	Concerns about remuneration committee performance Concerns related to succession planning Low shareholding requirement Shareholder proposal promotes appropriate accountability or incentivisation		2
1733022	US6951561090	Packaging Corporation of America	North America	USA	02/05/2023	Annual	Against	1.8	Concerns related to approach to board gender diversityConcerns related to approach to board diversity		2
1732587	US74460D1090	Public Storage	North America	USA	02/05/2023	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		3
1733226	US88146M1018	Taranco Realty Corporation	North America	USA	02/05/2023	Annual	Against	1c	Concerns related to approach to board gender diversityConcerns related to approach to board diversity		1
1715821	CA57262K1057	TMX Group Ltd.	North America	Canada	02/05/2023	Annual/Special	Against	2k 3	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles		1
1730726	US02005N1000	Ally Financial Inc.	North America	USA	03/05/2023	Annual	Against	1e,2 1.11 1.10 3	No hedging policyHigh variable pay ratioExcessive CEO pay Concerns about remuneration committee performance Concerns related to approach to board diversity Concerns related to approach to board gender diversity Low shareholding requirement		2
1732611	US1152361010	Brown & Brown, Inc.	North America	USA	03/05/2023	Annual	Against				1
1731602	US1423391002	Carlisle Companies Incorporated	North America	USA	03/05/2023	Annual	Against	1a 1b 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns about overall board structure High CEO to average NEO payOptions/PSUs vest in less than 36 months		1
1732501	US1252691001	CF Industries Holdings, Inc.	North America	USA	03/05/2023	Annual	Against	6	Concerns about remuneration committee performance		2
1730362	US1924221039	Cognex Corporation	North America	USA	03/05/2023	Annual	Against	1.2 4	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns about overall board structure No clawback policy Low shareholding requirement High variable pay ratio Options/PSUs vest in less than 36 months		1
1714120	CA29250N1050	Enbridge Inc.	North America	Canada	03/05/2023	Annual	Against	1.11 3 6	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	1,7,1,8	2
1731270	US29670G1022	Essential Utilities, Inc.	North America	USA	03/05/2023	Annual	All For				1



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1733998	US30040W1080	Eversource Energy	North America	USA	03/05/2023	Annual	All For	1.2	Concerns about remuneration committee performance		3
1733717	US3137451015	Federal Realty Investment Trust	North America	USA	03/05/2023	Annual	Against	2	High CEO to average NEO payExcessive CEO pay		2
1730122	US3696043013	General Electric Company	North America	USA	03/05/2023	Annual	Against	5 8	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		2
1733231	US3755581036	Gilead Sciences, Inc.	North America	USA	03/05/2023	Annual	Against	1e 3 8	Concerns about remuneration committee performance High variable pay ratio Options/PSUs vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency		2
1730727	US4595061015	International Flavors & Fragrances Inc.	North America	USA	03/05/2023	Annual	Against	1f 1h 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversity High CEO to average NEO payHigh variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36 months		2
1729439	US60770K1079	Moderna, Inc.	North America	USA	03/05/2023	Annual	Against	1.1 2	Concerns about remuneration committee performance Concerns related to shareholder rightsConcerns about overall board structure High variable pay ratioExcessive CEO payExcessive perquisitesOptions/PSUs vest in less than 36 months		2
1731272	US60855R1005	Molina Healthcare, Inc.	North America	USA	03/05/2023	Annual	Against	1g 1e 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity High CEO to average NEO payLow shareholding requirementHigh variable pay ratioExcessive CEO pay		2
1731975	US17134481081	PepsiCo, Inc.	North America	USA	03/05/2023	Annual	Abstain Against	5 1m	Concerns about intent of filer Concerns about remuneration committee performance		2
1736465	US73278L1052	Pool Corporation	North America	USA	03/05/2023	Annual	Against	3	Excessive CEO pay High variable pay ratio		2
1731979	US7458671010	PulteGroup, Inc.	North America	USA	03/05/2023	Annual	Against	1h 1i 1b 3	Concerns related to approach to board gender diversity Concerns related to succession planning Concerns about remuneration committee performance Concerns related to approach to board gender diversity High variable pay ratio		2
1732326	US7588491032	Regency Centers Corporation	North America	USA	03/05/2023	Annual	Against	1e 3	Concerns about remuneration committee performance High CEO to average NEO payLow shareholding requirement		3
1732143	US78409V1044	S&P Global, Inc.	North America	USA	03/05/2023	Annual	Against	1.7 2	Concerns about remuneration committee performance High variable pay ratioExcessive CEO pay		3
1734033	US0116591092	Alaska Air Group, Inc.	North America	USA	04/05/2023	Annual	Against	1c 2	Concerns about remuneration committee performance Low shareholding requirementOptions/PSUs vest in less than 36 months		1
1728628	US0394831020	Archer-Daniels-Midland Company	North America	USA	04/05/2023	Annual	Against	1k,3,5	Shareholder proposal promotes appropriate accountability or incentivisation	1h	2
1714071	CA05534B7804	BCE Inc.	North America	Canada	04/05/2023	Annual	All For				1
1732600	US1011371077	Boston Scientific Corporation	North America	USA	04/05/2023	Annual	Against	1i 1g 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity Low shareholding requirement		3
1731841	US12541W2098	C.H. Robinson Worldwide, Inc.	North America	USA	04/05/2023	Annual	Against	1c	Concerns related to approach to board gender diversityConcerns related to approach to board diversity		2
1732594	US1273871087	Cadence Design Systems, Inc.	North America	USA	04/05/2023	Annual	Against	1.1 3	Concerns about remuneration committee performance Low shareholding requirement		2
1732653	US14040H1059	Capital One Financial Corporation	North America	USA	04/05/2023	Annual	Against	1g 1 4 9 7	Concerns about remuneration committee performance Concerns related to below-board gender diversity 2- Concerns related to board gender diversity Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency Shareholder proposal promotes appropriate accountability or incentivisation		2
1712995	US12572Q1058	CME Group Inc.	North America	USA	04/05/2023	Annual	Against	1d 1k 3	Concerns about remuneration committee performance Concerns related to succession planningConcerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns related to shareholder value Insufficient action taken on low say-on-pay results		2
1733201	US2333311072	DTE Energy Company	North America	USA	04/05/2023	Annual	Against	1.1 1.2 3 6 7	Concerns about remuneration committee performance Inadequate management of climate-related risks from exposure to coalConcerns related to approach to board gender diversityConcerns related to approach to board diversity Low shareholding requirement Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes transparency		2
1732930	US26441C2044	Duke Energy Corporation	North America	USA	04/05/2023	Annual	Against	1k 1 1c 6	Concerns about remuneration committee performance High variable pay ratio High CEO to average NEO Inadequate management of climate-related risks from exposure to coal Shareholder proposal promotes appropriate accountability or incentivisation		1
1732595	US2774321002	Eastman Chemical Company	North America	USA	04/05/2023	Annual	Against	1.2 3 5	Concerns about remuneration committee performance High CEO to average NEO pay Low shareholding requirement Options/PSUs vest in less than 36 months Shareholder proposal promotes appropriate accountability or incentivisation		2
1730677	US2788651006	Ecolab Inc.	North America	USA	04/05/2023	Annual	Against	1d 5 7	Concerns about remuneration committee performance Options/PSUs vest in less than 36 months Shareholder proposal promotes appropriate accountability or incentivisation		2
1732952	US2944291051	Equifax Inc.	North America	USA	04/05/2023	Annual	Against	1e 2	Concerns about remuneration committee performance High CEO to average NEO payHigh variable pay ratioExcessive CEO pay		2
1715473	CA3359341052	First Quantum Minerals Ltd.	North America	Canada	04/05/2023	Annual	Against	2.3	Concerns related to board ethnic and/or racial diversity Concerns related to approach to board diversity		1
1716068	CA3495531079	Fortis Inc.	North America	Canada	04/05/2023	Annual	Against	1.7 1.2 3	Concerns about remuneration committee performance Inadequate management of climate-related risks Inadequate management of climate-related risks from exposure to coal Pay is misaligned with EOS remuneration principles		1
1713395	CA3759161035	Gildan Activewear Inc.	North America	Canada	04/05/2023	Annual/Special	Against	6	Pay is misaligned with EOS remuneration principles	2.6	1



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1714137	CA4495861060	IGM Financial Inc.	North America	Canada	04/05/2023	Annual	Against	1.7 1.4 1.12 3	Concerns about remuneration committee performance Concerns related to attendance at board or committee meetings Lack of independent representation at board committees Concerns related to succession planning Concerns related to approach to board diversity		1
1714369	CA5394811015	Loblaw Companies Limited	North America	Canada	04/05/2023	Annual	Against	1.5 3	Pay is misaligned with EOS remuneration principles Concerns about remuneration committee performance		1
1729326	US5926881054	Mettler-Toledo International Inc.	North America	USA	04/05/2023	Annual	Against	1.7	Pay is misaligned with EOS remuneration principles Concerns related to approach to board diversity		2
1734011	US74340W1036	Prologis, Inc.	North America	USA	04/05/2023	Annual	Against	1d 1j 2	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 High variable pay ratio Excessive CEO pay		3
1733258	US8288061091	Simon Property Group, Inc.	North America	USA	04/05/2023	Annual	Against	1D 1C 2	Concerns about remuneration committee performance Concerns related to succession planning Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns related to shareholder value High CEO to average NEO pay High variable pay ratio Excessive CEO pay		3
1713994	CA87971M1032	TELUS Corporation	North America	Canada	04/05/2023	Annual	Against	1.7 3	Pay is misaligned with EOS remuneration principles		1
1733745	US0007541064	The Kraft Heinz Company	North America	USA	04/05/2023	Annual	All For				2
1731277	US9113121068	United Parcel Service, Inc.	North America	USA	04/05/2023	Annual	Against	1h 6,7,8 11 5	Concerns related to shareholder value 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 Shareholder proposal promotes enhanced shareholder rights		2
1732598	US9113631090	United Rentals, Inc.	North America	USA	04/05/2023	Annual	Against	1j 1a 5 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns to protect shareholder value Concerns to protect shareholder value High CEO to average NEO pay High variable pay ratio Options/PSUs vest in less than 36 months		2
1732934	US92939U1060	WEC Energy Group, Inc.	North America	USA	04/05/2023	Annual	All For				3
1732610	US9631341071	Wynn Resorts, Limited	North America	USA	04/05/2023	Annual	Against	1.2 1.1 3	Concerns about overall board structure Concerns about remuneration committee performance Low shareholding requirement		2
1731287	US00287Y1091	AbbVie Inc.	North America	USA	05/05/2023	Annual	Against	6 8 1.1,1.3,3.5,7	A vote on transparency on corporate contributions 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes transparency		2
1730124	US0138721065	Alcoa Corporation	North America	USA	05/05/2023	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation		1
1732949	US1258961002	CMS Energy Corporation	North America	USA	05/05/2023	Annual	Against	1h	Inadequate management of climate-related risks from exposure to coal		3
1730363	US2600031080	Dover Corporation	North America	USA	05/05/2023	Annual	Against	1i 1c 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to board ethnic and/or racial diversity Concerns related to approach to board diversity High CEO to average NEO pay Low shareholding requirement Excessive CEO pay		2
1733742	US29364G1031	Entergy Corporation	North America	USA	05/05/2023	Annual	Against	1i	Inadequate management of climate-related risks		2
1733721	US4523081093	Illinois Tool Works Inc.	North America	USA	05/05/2023	Annual	Against	1b 2 5	Concerns about remuneration committee performance High CEO to average NEO pay High variable pay ratio Excessive CEO pay Options/PSUs vest in less than 36 months Shareholder proposal promotes appropriate accountability or incentivisation		2
1738142	US8793691069	Teleflex Incorporated	North America	USA	05/05/2023	Annual	Against	4 7	High CEO to average NEO pay Low shareholding requirement Options/PSUs vest in less than 36 months Excessive severance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights	1a	2
1733506	US9897011071	Zions Bancorporation, National Association	North America	USA	05/05/2023	Annual	All For				1
1730666	US0846707026	Berkshire Hathaway Inc.	North America	USA	06/05/2023	Annual	Against	3 1.7,1.10 1.6 1.8,1.14,1.15 1.9 4,5,6,7	Annual vote provides for greater shareholder oversight Concerns related to approach to board gender diversity 2- Concerns related to shareholder value 3- Inadequate management of climate-related risks 4- Concerns about remuneration committee performance Concerns related to approach to board gender diversity; Concerns related to shareholder value; Inadequate management of climate-related risks; Concerns about remuneration committee performance Inadequate management of climate-related risks 2- Insufficient consideration of climate change in audit and accounts Inadequate management of climate-related risks 2- Insufficient consideration of climate change in audit and accounts SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		2
1732361	US1720621010	Cincinnati Financial Corporation	North America	USA	06/05/2023	Annual	Against	1.7 1.4 3	Concerns about remuneration committee performance Concerns related to approach to board diversity Low shareholding requirement		2
1722402	CA21037X1006	Constellation Software Inc.	North America	Canada	08/05/2023	Annual	Against	1.5	Concerns related to board ethnic and/or racial diversity		1
1735188	US4601461035	International Paper Company	North America	USA	08/05/2023	Annual	Against	1c 5	Concerns related to approach to board gender diversity Shareholder proposal promotes appropriate accountability or incentivisation		2
1736323	US9344231041	Warner Bros. Discovery, Inc.	North America	USA	08/05/2023	Annual	Against	3 5	Low shareholding requirement Shareholder proposal promotes enhanced shareholder rights		2
1732590	US98579Y1010	3M Company	North America	USA	09/05/2023	Annual	All For				2
1734036	US0286513068	American Homes 4 Rent	North America	USA	09/05/2023	Annual	Against	1c 1.8	Concerns related to approach to board gender diversity Concerns related to approach to board diversity		2
1736770	US1598641074	Charles River Laboratories International, Inc.	North America	USA	09/05/2023	Annual	Against	1.4 2 5	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity High CEO to average NEO pay High variable pay ratio Excessive CEO pay Options/PSUs vest in less than 36 months Shareholder proposal promotes better management of SEE opportunities and risks		2



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1734833	US2310211063	Cummins Inc.	North America	USA	09/05/2023	Annual	Against	18 17	Inadequate management of climate-related risks 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation		2
1736021	US2358511028	Danaher Corporation	North America	USA	09/05/2023	Annual	Against	1c 1k 5 6	Concerns related to succession planning Concerns to protect shareholder value Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes better management of SEE opportunities and risks		2
1733241	US2372661015	Darling Ingredients Inc.	North America	USA	09/05/2023	Annual	All For				1
1733642	US2971781057	Essex Property Trust, Inc.	North America	USA	09/05/2023	Annual	Against	1j	Concerns related to succession planning		2
1737125	US3364331070	First Solar, Inc.	North America	USA	09/05/2023	Annual	Against	1,9	Concerns related to approach to board diversityConcerns related to approach to board gender diversity		2
1714368	CA9611485090	George Weston Limited	North America	Canada	09/05/2023	Annual	All For				1
1737105	US46284V1017	Iron Mountain Incorporated	North America	USA	09/05/2023	Annual	Against	1h,2	High CEO to average NEO payHigh variable pay ratioOptions/PSUs vest in less than 36 months		2
1718856	CA4932711001	Keyera Corp.	North America	Canada	09/05/2023	Annual	All For				1
1731261	US9018992084	LKQ Corporation	North America	USA	09/05/2023	Annual	All For				2
1736040	US5404241086	Loews Corporation	North America	USA	09/05/2023	Annual	Against	1E	Concerns related to approach to board diversityConcerns related to approach to board gender diversityConcerns related to succession planning		2
1733224	US7443201022	Prudential Financial, Inc.	North America	USA	09/05/2023	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation		2
1731944	US7414471088	T. Rowe Price Group, Inc.	North America	USA	09/05/2023	Annual	Against	1e 1d 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Low shareholding requirement		2
1735455	US94106L1098	Waste Management, Inc.	North America	USA	09/05/2023	Annual	Against	3 1c	Total pay targets a range above peer median Options vest in less than 36 months Concerns about remuneration committee performance		2
1737120	US02376R1023	American Airlines Group Inc.	North America	USA	10/05/2023	Annual	Against	1H	Concerns related to approach to board gender diversity		1
1736333	US0268747849	American International Group, Inc.	North America	USA	10/05/2023	Annual	Against	1d 2 1g 4	Concerns about remuneration committee performance High CEO to average NEO payLow shareholding requirementHigh variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36 months Inadequate management of deforestation risks		2
1735298	US0304201033	American Water Works Company, Inc.	North America	USA	10/05/2023	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		3
1714090	CA13321L1085	Cameco Corporation	North America	Canada	10/05/2023	Annual	Against	A8 D C	Concerns about remuneration committee performance Insufficient/poor disclosure Pay is misaligned with EOS remuneration principle		1
1734038	US15135B1017	Centene Corporation	North America	USA	10/05/2023	Annual	Against	6	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 better management of ESG opportunities and risks		2
1733927	US1264081035	CSX Corporation	North America	USA	10/05/2023	Annual	Against	1g	Concerns related to approach to board gender diversity Concerns related to approach to board diversity		3
1734859	US25746L1097	Dominion Energy, Inc.	North America	USA	10/05/2023	Annual	Against	1H,7	Shareholder proposal promotes appropriate accountability or incentivisation		3
1716067	CA2861812014	Element Fleet Management Corp.	North America	Canada	10/05/2023	Annual	Against	1,5 3	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles		1
1738136	US0367521038	Elevance Health, Inc.	North America	USA	10/05/2023	Annual	Against	6 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	1,3	2
1716097	CA39138C1068	Great-West Lifeco Inc.	North America	Canada	10/05/2023	Annual/Special	Against	2,7 2,14	Concerns related to attendance at board or committee meetings Lack of independent representation at board committeesConcerns related to succession planningConcerns related to shareholder valueConcerns related to approach to board diversity		1
1716164	CA45075E1043	IA Financial Corporation Inc.	North America	Canada	10/05/2023	Annual	Against	8	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
1736324	US48203R1041	Juniper Networks, Inc.	North America	USA	10/05/2023	Annual	Against	1a	Concerns about remuneration committee performance		2
1737951	US49456B1017	Kinder Morgan, Inc.	North America	USA	10/05/2023	Annual	Against	3 1,4,1,5,1,7	High variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36 months Concerns related to approach to board gender diversity Concerns related to approach to board diversity Inadequate management of climate-related risks Concerns related to succession planning	1,8,1,9	3
1716194	CA67077M1086	Nutrien Ltd.	North America	Canada	10/05/2023	Annual	All For				1
1734002	US83088M1027	Skyworks Solutions, Inc.	North America	USA	10/05/2023	Annual	Against	1e 3 6	Concerns about remuneration committee performance High variable pay ratioExcessive CEO payTotal pay targets a range above peer median Shareholder proposal promotes enhanced shareholder rights		2
1735461	US8636671013	Stryker Corporation	North America	USA	10/05/2023	Annual	Against	1d 3 5	Concerns about remuneration committee performance High CEO to average NEO payLow shareholding requirementHigh variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36 months Shareholder proposal promotes transparency		2
1736009	US00971T1016	Akamai Technologies, Inc.	North America	USA	11/05/2023	Annual	All For				2
1733231	US04621X1081	Assurant, Inc.	North America	USA	11/05/2023	Annual	All For				2
1738126	US03352A1007	Avantor, Inc.	North America	USA	11/05/2023	Annual	Against	1g 3	Concerns about remuneration committee performance High CEO to average NEO pay Options/PSUs vest in less than 36 months Excessive severance		2
1739396	CA1368812024	Canadian Tire Corporation, Limited	North America	Canada	11/05/2023	Annual	Against	1,1	Lack of independent representation at board committeesConcerns related to shareholder value		1
1737713	US12503M1080	Cboe Global Markets, Inc.	North America	USA	11/05/2023	Annual	Against	1c 1i 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Low shareholding requirement		2
1741670	US16411R2085	Cheniere Energy, Inc.	North America	USA	11/05/2023	Annual	Against	1i 2	Concerns about remuneration committee performance High CEO to average NEO payNo clawback policyHigh variable pay ratioExcessive CEO payExcessive severance	1a	2
1730825	US2547091080	Discover Financial Services	North America	USA	11/05/2023	Annual	All For				2
1735529	US28176E1082	Edwards Lifesciences Corporation	North America	USA	11/05/2023	Annual	Against	1,8 2 6	Concerns about remuneration committee performance High variable pay ratioOptions/PSUs vest in less than 36 months Shareholder proposal promotes appropriate accountability or incentivisation		2
1737764	US3453708600	Ford Motor Company	North America	USA	11/05/2023	Annual	Against	1h 5 6	Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights		2
1715834	CA45823T1066	Intact Financial Corporation	North America	Canada	11/05/2023	Annual/Special	Against	1,10 4	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles		1



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1737630	US4581401001	Intel Corporation	North America	USA	11/05/2023	Annual	Against	4	Pay is misaligned with EOS remuneration principles	1k	2
1738718	US4932671088	KeyCorp	North America	USA	11/05/2023	Annual	Against	6	Shareholder proposal promotes appropriate accountability or incentivisation		2
1738757	US50540R4092	Laboratory Corporation of America Holdings	North America	USA	11/05/2023	Annual	Against	5,7	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation		2
1737620	US5178341070	Las Vegas Sands Corp.	North America	USA	11/05/2023	Annual	Against	1.4 3 1.6 5	Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance Insufficient action taken on low say-on-pay results 2- Insufficient disclosure 3- Pay is misaligned with EOS remuneration principles Lack of independence on boardConcerns related to approach to board gender diversityConcerns related to approach to board diversityCombined CEO/Chair SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency		2
1737116	US50212V1008	LPL Financial Holdings Inc.	North America	USA	11/05/2023	Annual	All For				1
1714386	CA56501R1064	Manulife Financial Corp.	North America	Canada	11/05/2023	Annual	Against	1.1 1.2,2 3	Concerns about remuneration committee performance Concerns regarding Auditor tenure Pay is misaligned with EOS remuneration principles		1
1744100	US5732841060	Martin Marietta Materials, Inc.	North America	USA	11/05/2023	Annual	Against	1.4 3 5	Concerns about remuneration committee performance High CEO to average NEO pay Excessive CEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		3
1738128	US5745991068	Masco Corporation	North America	USA	11/05/2023	Annual	Against	1c	Concerns related to approach to board diversityConcerns about overall board structure		2
1737978	US6558441084	Norfolk Southern Corporation	North America	USA	11/05/2023	Annual	Against	1m 1b 3 5	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity Low shareholding requirementHigh variable pay ratioOptions/PSUs vest in less than 36 monthsExcessive severance		3
1733744	US6703461052	Nucor Corporation	North America	USA	11/05/2023	Annual	Against	1.3	Shareholder proposal promotes appropriate accountability or incentivisation Combined CEO/Chair 2- Concerns related to board ethnic and/or racial diversity 3- Concerns related to board gender diversity		2
1718676	CA68272K1030	ONEX Corporation	North America	Canada	11/05/2023	Annual/Special	Against	3D	Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns to protect shareholder value		1
1740262	CA7481932084	Quebecor, Inc.	North America	Canada	11/05/2023	Annual	Against	1.2 3	Concerns about remuneration committee performanceConcerns related to board ethnic and/or racial diversity Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles		1
1738286	US78377T1079	Ryman Hospitality Properties, Inc.	North America	USA	11/05/2023	Annual	Against	1h	Concerns related to approach to board gender diversity		1
1737981	US8581191008	Steel Dynamics, Inc.	North America	USA	11/05/2023	Annual	All For				2
1714143	CA8667961053	Sun Life Financial Inc.	North America	Canada	11/05/2023	Annual	Against	1.4	Inadequate management of deforestation		1
1735514	US8923561067	Tractor Supply Company	North America	USA	11/05/2023	Annual	Against	1.6 3	Concerns about remuneration committee performance High CEO to average NEO payOptions/PSUs vest in less than 36 months		2
1738065	US9022521051	Tyler Technologies, Inc.	North America	USA	11/05/2023	Annual	Against	1.1	Concerns related to approach to board diversityConcerns related to approach to board gender diversity		2
1734837	US92343V1044	Verizon Communications Inc.	North America	USA	11/05/2023	Annual	Against	7.9	Shareholder proposal promotes appropriate accountability or incentivisation		2
1737806	US9604131022	Westlake Corporation	North America	USA	11/05/2023	Annual	Against	3 1a,3 1a,2 4 1a,4 7,8	Annual vote provides for greater shareholder oversight Concerns related to board gender diversity 2- Lack of independence on board Concerns about overall board structure Concerns related to board gender diversity 2- Lack of independence on board Concerns about overall board structure Concerns to protect shareholder value Lack of independence on board Concerns related to approach to board gender diversity Concerns about overall board structure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
1721663	CA92938W2022	WSP Global Inc.	North America	Canada	11/05/2023	Annual/Special	Against	1.8 5	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles		1
1742535	US98419M1009	Xylem Inc.	North America	USA	11/05/2023	Special	All For				2
1737773	US9892071054	Zebra Technologies Corporation	North America	USA	11/05/2023	Annual	Against	1c 1d 2	Concerns about overall board structure Concerns about remuneration committee performance Low shareholding requirement		2
1735499	US03662Q1058	ANSYS, Inc.	North America	USA	12/05/2023	Annual	Against	3 1a	Excessive CEO pay, High variable pay ratio, High CEO to average NEO pay Concerns about remuneration committee performance		2
1733923	US11331311027	Camden Property Trust	North America	USA	12/05/2023	Annual	Against	1h	Concerns related to succession planning		2
1738038	US1941621039	Colgate-Palmolive Company	North America	USA	12/05/2023	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation		2
1735301	US5719032022	Marriott International, Inc.	North America	USA	12/05/2023	Annual	Against	5 7 3	Concerns about remuneration committee performance High variable pay ratio Excessive CEO pay Options/PSUs vest in less than 36 months Shareholder proposal promotes better management of ESG opportunities and risks		2
1736462	US7807581002	Republic Services, Inc.	North America	USA	12/05/2023	Annual	Against	1f	Concerns related to approach to board gender diversity		2
1736022	US9168511090	Sempra Energy	North America	USA	12/05/2023	Annual	Against	1a 1f,2 3 8	Concerns about remuneration committee performance Concerns regarding Auditor tenure Options vest in less than 36 months 2- Pay is in top quantile and not aligned with performance Shareholder proposal promotes appropriate accountability or incentivisation		3
1737771	US8807701029	Teradyne, Inc.	North America	USA	12/05/2023	Annual	Against	1e	Concerns related to approach to board gender diversityConcerns related to approach to board diversity		2
1734575	US7433151039	The Progressive Corporation	North America	USA	12/05/2023	Annual	All For				2
1734853	US9291601097	Vulcan Materials Company	North America	USA	12/05/2023	Annual	Against	1d 2	Concerns about overall board structureConcerns about remuneration committee performance High CEO to average NEO payOptions/PSUs vest in less than 36 months		2
1736295	US9621661043	Weaverhaeuser Company	North America	USA	12/05/2023	Annual	All For				2
1737129	US98956P1021	Zimmer Biomet Holdings, Inc.	North America	USA	12/05/2023	Annual	Against	1f 3 5	Concerns about remuneration committee performance Low shareholding requirement Concerns regarding Auditor tenure		2
1738973	US2091151041	Consolidated Edison, Inc.	North America	USA	15/05/2023	Annual	Against	1.8	Inadequate management of climate-related risks	1.3	2
1733237	US8926721064	Tradeweb Markets Inc.	North America	USA	15/05/2023	Annual	Against	1.2	Concerns related to approach to board gender diversityConcerns to protect shareholder valueConcerns about overall board structureLack of independence on boardConcerns about remuneration committee performance		1
1742781	US0152711091	Alexandria Real Estate Equities, Inc.	North America	USA	16/05/2023	Annual	Against	1c	Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns related to shareholder rights		3



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1740968	US03064D1081	Americold Realty Trust, Inc.	North America	USA	16/05/2023	Annual	Against	1h	Concerns related to approach to board gender diversityConcerns related to approach to board diversity		1
1738148	US0672251004	Baker Hughes Company	North America	USA	16/05/2023	Annual	Against	1.6	Concerns related to approach to board diversity		2
1738075	US0438621084	Cabot Corporation	North America	USA	16/05/2023	Annual	All For				1
1737122	US3495421062	Fortune Brands Innovations, Inc.	North America	USA	16/05/2023	Annual	Against	1b	Concerns about remuneration committee performance		1
1738444	US46625H1005	JPMorgan Chase & Co.	North America	USA	16/05/2023	Annual	Against	1a 2 9,11,12 5	Concerns about remuneration committee performance Concerns to protect shareholder value Excessive CEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation		2
1740923	US4990491049	Knight-Swift Transportation Holdings, Inc.	North America	USA	16/05/2023	Annual	Against	1g 5	Concerns related to approach to board gender diversityConcerns related to approach to board diversity Shareholder proposal promotes appropriate accountability or incentivisation		1
1738667	US59522J1034	Mid-America Apartment Communities, Inc.	North America	USA	16/05/2023	Annual	Against	1f 2 1j	Concerns about remuneration committee performance Concerns related to approach to board diversity Low shareholding requirementOptions/PSUs vest in less than 36 months		3
1736725	US6200763075	Motorola Solutions, Inc.	North America	USA	16/05/2023	Annual	Against	2 3 1b 1c	Concerns about remuneration committee performance High CEO to average NEO payHigh variable pay ratio Lack of independent representation at board committeesConcerns related to approach to board gender diversityConcerns related to approach to board diversity Overboarded/Too many other time commitments		2
1740216	US6512291062	Newell Brands, Inc.	North America	USA	16/05/2023	Annual	Against	1a	Concerns related to approach to board gender diversity		2
1716069	CA7392391016	Power Corporation of Canada	North America	Canada	16/05/2023	Annual	Against	1.4	Lack of independent representation at board committeesConcerns related to succession planningConcerns related to approach to board gender diversityConcerns related to board ethnic and/or racial diversityConcerns related to approach to board diversityConcerns related to shareholder value		1
1738733	US74251V1026	Principal Financial Group, Inc.	North America	USA	16/05/2023	Annual	Against	1.3 1.1,1.5	Concerns about overall board structureInadequate management of deforestation risks Inadequate management of deforestation risks		2
1739010	US8666741041	Sun Communities, Inc.	North America	USA	16/05/2023	Annual	Against	1f 1c 2	Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to succession planning Low shareholding requirement		1
1741095	US88160R1014	Tesla, Inc.	North America	USA	16/05/2023	Annual	Against	3 1.3 1.2	Annual vote provides for greater shareholder oversight Concerns about overall board structure Concerns about overall board structure 2- Concerns related to below-board gender diversity 3- Concerns to protect shareholder value		2
1740381	US4278661081	The Hershey Company	North America	USA	16/05/2023	Annual	Against	1.11 5	Concerns related to shareholder value Shareholder proposal promotes better management of SEE opportunities and risks		2
1739953	US92276F1003	Ventas, Inc.	North America	USA	16/05/2023	Annual	All For				3
1740218	US0162551016	Align Technology, Inc.	North America	USA	17/05/2023	Annual	Against	1.5 3	Concerns about remuneration committee performance High CEO to average NEO payNo clawback policy		2
1738701	US0259321042	American Financial Group, Inc.	North America	USA	17/05/2023	Annual	Against	1.7 1.10 3	Concerns about remuneration committee performance Concerns related to succession planningConcerns related to approach to board gender diversityConcerns related to approach to board diversity Excessive CEO payExcessive perquisites		1
1740222	US0357108390	Annaly Capital Management, Inc.	North America	USA	17/05/2023	Annual	Against	1j 2 5	Concerns about remuneration committee performance High CEO to average NEO payHigh variable pay ratioExcessive CEO pay Shareholder proposal promotes appropriate accountability or incentivisation		1
1738839	US0427351004	Arrow Electronics, Inc.	North America	USA	17/05/2023	Annual	All For				1
1738114	US1220171060	Burlington Stores, Inc.	North America	USA	17/05/2023	Annual	Against	1c 1b 3	Concerns about overall board structure Concerns about remuneration committee performance Low shareholding requirement		2
1738334	US12504L1098	CBRE Group, Inc.	North America	USA	17/05/2023	Annual	Against	1b 1f 3 5	Concerns about remuneration committee performance Concerns related to approach to board gender diversity High CEO to average NEO payLow shareholding requirementHigh variable pay ratioOptions/PSUs vest in less than 36 months Shareholder proposal promotes appropriate accountability or incentivisation		3
1738666	US1858991011	Cleveland-Cliffs Inc.	North America	USA	17/05/2023	Annual	Against	1.2 2	Concerns about remuneration committee performance High CEO to average NEO payExcessive CEO pay		1
1738258	US22822V1017	Crown Castle Inc.	North America	USA	17/05/2023	Annual	All For				3
1740425	US29355A1079	Enphase Energy, Inc.	North America	USA	17/05/2023	Annual	Against	1.3 1.2 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns about overall board structure High variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36 months		2
1739531	US3377381088	Fiserv, Inc.	North America	USA	17/05/2023	Annual	Against	1.6 5	High variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation		2
1738335	US4062161017	Halliburton Company	North America	USA	17/05/2023	Annual	Against	1g 1e 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversity High variable pay ratioExcessive CEO pay		2
1737059	US4432011082	Howmet Aerospace Inc.	North America	USA	17/05/2023	Annual	Against	1b 5	Concerns related to approach to board diversity Shareholder proposal promotes appropriate accountability or incentivisation		2
1739233	US4485791028	Hyatt Hotels Corporation	North America	USA	17/05/2023	Annual	Against	1.9 1.7 3	Concerns about remuneration committee performance Concerns related to approach to board diversity Concerns related to approach to board gender diversity Concerns about overall board structure Concerns related to shareholder valueConcerns related to shareholder rights Low shareholding requirement		1
1738083	US45168D1046	IDEXX Laboratories, Inc.	North America	USA	17/05/2023	Annual	Against	1c	Concerns about overall board structure		2
1739647	US46187W1071	Invitation Homes, Inc.	North America	USA	17/05/2023	Annual	Against	1.10 3	Concerns about remuneration committee performance High variable pay ratioExcessive CEO pay		3
1738718	US57705351048	Market Group Inc.	North America	USA	17/05/2023	Annual	Against	3	Concerns related to approach to board gender diversityConcerns related to approach to board diversity		1
1740402	US0871R2094	Molson Coors Beverage Company	North America	USA	17/05/2023	Annual	Against	1.3 2	Lack of independent representation at board committeesConcerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns related to shareholder valueConcerns about remuneration committee performance Low shareholding requirement		2



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1741022	US6092071058	Mondelez International, Inc.	North America	USA	17/05/2023	Annual	Abstain Against	5 1h 2 7	Concerns about proponent's intent Concerns about remuneration committee performance High variable pay ratio Excessive CEO pay Options/PSUs vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		2
1740199	US64125C1099	Neurocrine Biosciences, Inc.	North America	USA	17/05/2023	Annual	Against	1.2 1.3 2	Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns about overall board structureConcerns related to succession planning		1
1745183	US6795801009	Old Dominion Freight Line, Inc.	North America	USA	17/05/2023	Annual	Against	1.11 1.8 2	Low shareholding requirement Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity		2
1740168	US7234841010	Pinnacle West Capital Corporation	North America	USA	17/05/2023	Annual	Against	1.6.5 1.5 6	High variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36 months Concerns regarding Auditor tenure Inadequate management of climate-related risks Inadequate management of climate-related risks from exposure to coal		1
1740174	US7595091023	Reliance Steel & Aluminum Co.	North America	USA	17/05/2023	Annual	Against	1f 5	Shareholder proposal promotes appropriate accountability or incentivisation Inadequate management of climate-related risks	1b	1
1743753	US7703231032	Robert Half International Inc.	North America	USA	17/05/2023	Annual	Against	1f	Shareholder proposal promotes appropriate accountability or incentivisation		2
1738282	US7782961038	Ross Stores, Inc.	North America	USA	17/05/2023	Annual	Against	1b	Concerns related to board gender diversity		2
1740505	US8447411088	Southwest Airlines Co.	North America	USA	17/05/2023	Annual	Against	1b 5	Concerns related to approach to board gender diversityConcerns related to approach to board diversity Shareholder proposal promotes appropriate accountability or incentivisation		2
1741116	US7846711007	SS&C Technologies Holdings, Inc.	North America	USA	17/05/2023	Annual	Against	1c 1b 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns about overall board structure Low shareholding requirement		1
1740235	US8574771031	State Street Corporation	North America	USA	17/05/2023	Annual	All For				2
1741110	US4165151048	The Hartford Financial Services Group, Inc.	North America	USA	17/05/2023	Annual	All For				2
1740506	US9139031002	Universal Health Services, Inc.	North America	USA	17/05/2023	Annual	Against	3 2	Annual vote provides for greater shareholder oversight Low shareholding requirement		2
1741318	US92345Y1064	Verisk Analytics, Inc.	North America	USA	17/05/2023	Annual	All For				2
1741027	US92532F1003	Vertex Pharmaceuticals Incorporated	North America	USA	17/05/2023	Annual	Against	1.8 3	Concerns about remuneration committee performance High variable pay ratio Excessive CEO pay Options/PSUs vest in less than 36 months		2
1738955	US9297401088	Westinghouse Air Brake Technologies Corporation	North America	USA	17/05/2023	Annual	Against	1b	Concerns about overall board structure		2
1738111	US0079031078	Advanced Micro Devices, Inc.	North America	USA	18/05/2023	Annual	Against	1b.4	High variable pay ratioTotal pay targets a range above peer medianOptions/PSUs vest in less than 36 months		2
1741707	US0320951017	Amphenol Corporation	North America	USA	18/05/2023	Annual	Against	1.5 3 5	Concerns about remuneration committee performance Low shareholding requirement Shareholder proposal promotes transparency		2
1738983	US00206R1023	AT&T Inc.	North America	USA	18/05/2023	Annual	Against	5.6	Shareholder proposal promotes appropriate accountability or incentivisation	1.2	2
1741285	US12514G1085	CDW Corporation	North America	USA	18/05/2023	Annual	Against	1g 2	Concerns about remuneration committee performance High variable pay ratioOptions/PSUs vest in less than 36 months		2
1741436	US1266501006	CVS Health Corporation	North America	USA	18/05/2023	Annual	Against	5 6 8	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation	1c	2
1740983	US2521311074	DexCom, Inc.	North America	USA	18/05/2023	Annual	Against	1.5 5	Shareholder proposal promotes better management of SEE opportunities and risks Low shareholding requirement 2- Options vest in less than 36 months Shareholder proposal promotes better management of SEE opportunities and risks		2
1738534	US26210C1045	Dropbox, Inc.	North America	USA	18/05/2023	Annual	Against	1.4	Concerns related to shareholder value		1
1740649	US28414H1032	Elanco Animal Health Incorporated	North America	USA	18/05/2023	Annual	Against	1b 3	Concerns related to approach to board gender diversityConcerns about overall board structureConcerns to protect shareholder valueConcerns related to shareholder rightsConcerns about remuneration committee performance		1
1738494	US4180561072	Hasbro, Inc.	North America	USA	18/05/2023	Annual	Against	1.4 2	High CEO to average NEO payHigh variable pay ratioOptions/PSUs vest in less than 36 months Concerns about remuneration committee performance		2
1740594	US43300A2033	Hilton Worldwide Holdings, Inc.	North America	USA	18/05/2023	Annual	Against	1g 3	Low shareholding requirementOptions/PSUs vest in less than 36 months Concerns about remuneration committee performance High CEO to average NEO payHigh variable pay ratioExcessive CEO payExcessive perquisitesOptions/PSUs vest in less than 36 months		2
1739952	US44107P1049	Host Hotels & Resorts, Inc.	North America	USA	18/05/2023	Annual	Against	1.1 3	Concerns about remuneration committee performance High CEO to average NEO payHigh variable pay ratio		2
1739348	US4511071064	IDACORP, Inc.	North America	USA	18/05/2023	Annual	Against	1.6 1.11,4 2	Concerns about remuneration committee performance Concerns regarding Auditor tenure Excessive severance	1.7	1
1738246	US5218652048	Lear Corporation	North America	USA	18/05/2023	Annual	All For				1
1740806	US5261071071	Lennox International Inc.	North America	USA	18/05/2023	Annual	Against	1.1 1.2 2	Concerns about overall board structure Concerns about remuneration committee performance High CEO to average NEO payExcessive CEO payOptions/PSUs vest in less than 36 months		1
1737977	US5717481023	Marsh & McLennan Companies, Inc.	North America	USA	18/05/2023	Annual	Against	1j 2	Concerns about remuneration committee performance Excessive CEO pay 2- High variable pay ratio 3- PSUs vest in less than 36 months 4- High CEO to average NEO pay		3
1739798	US65339F1012	NextEra Energy, Inc.	North America	USA	18/05/2023	Annual	Against	1f 3 5	Concerns about remuneration committee performance Options vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency		3
1727240	CA9885111002	Northern Power Inc.	North America	Canada	18/05/2023	Annual	Against	8	Concerns related to board ethnic and/or racial diversityConcerns related to approach to board diversity		2
1738130	US67103H1077	O'Reilly Automotive, Inc.	North America	USA	18/05/2023	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation	1f	2
1740863	US6218910057	ON Semiconductor Corporation	North America	USA	18/05/2023	Annual	Against	1f 1g 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity High CEO to average NEO payHigh variable pay ratio		2



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1741023	US68902/1070	Otis Worldwide Corp.	North America	USA	18/05/2023	Annual	Against	1d 2 4	Concerns about remuneration committee performance High CEO to average NEO pay High variable pay ratio Excessive CEO pay Options/PSUs vest in less than 36 months		2
1740765	US69331C1080	PG&E Corporation	North America	USA	18/05/2023	Annual	Against	1e 2	Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles		3
1741024	US81211K1007	Sealed Air Corporation	North America	USA	18/05/2023	Annual	All For				2
1739324	US87165B1035	Synchrony Financial	North America	USA	18/05/2023	Annual	All For				2
1690143	US88262P1021	Texas Pacific Land Corp.	North America	USA	18/05/2023	Annual	Against	2 1b 6	Apparent failure to link pay and appropriate performance Concerns related to board ethnic and/or racial diversity Concerns related to approach to board diversity; Concerns about overall board structure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights		1
1737631	US8085131055	The Charles Schwab Corporation	North America	USA	18/05/2023	Annual	Against	1b 3 5	Concerns related to approach to board gender diversity Concerns about overall board structure Concerns related to succession planning Concerns about remuneration committee performance Inadequate management of deforestation risks Low shareholding requirement Shareholder proposal promotes better management of SEE opportunities and risks		2
1738852	US4370761029	The Home Depot, Inc.	North America	USA	18/05/2023	Annual	Against	5 7	Concerns about remuneration committee performance enable shareholders to have a more comprehensive understanding		2
1740236	US9078181081	Union Pacific Corporation	North America	USA	18/05/2023	Annual	Against	7 1a,3	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks High CEO to average NEO pay High variable pay ratio Options/PSUs vest in less than 36 months		3
1738985	US98419M1009	Xylem Inc.	North America	USA	18/05/2023	Annual	Against	1h 3 4	Concerns about remuneration committee performance High CEO to average NEO pay Options/PSUs vest in less than 36 months Shareholder proposal promotes appropriate accountability or incentivisation		2
1741449	US9884981013	Yum! Brands, Inc.	North America	USA	18/05/2023	Annual	Against	5,9 1c,3,6,8	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes transparency		2
1740757	US98978V1035	Zoetis Inc.	North America	USA	18/05/2023	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights	1f,1h,2	2
1740969	US0311621009	Amgen Inc.	North America	USA	19/05/2023	Annual	Against	1i	Concerns related to approach to board gender diversity Concerns related to approach to board diversity		2
1738126	US45866F1049	Intercontinental Exchange, Inc.	North America	USA	18/05/2023	Annual	Against	1a,2	Low shareholding requirement		2
1740726	US6174464486	Morgan Stanley	North America	USA	19/05/2023	Annual	Against	1k 3 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
1716320	CA94106B1013	Waste Connections, Inc.	North America	Canada	19/05/2023	Annual	Against	1b	Concerns related to approach to board diversity Concerns related to succession planning		1
1742584	US09061G1013	BioMarin Pharmaceutical Inc.	North America	USA	23/05/2023	Annual	Against	1,2 1,1 4	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity High variable pay ratio Excessive CEO pay Options/PSUs vest in less than 36 months Excessive severance		1
1743455	US1011211018	Boston Properties, Inc.	North America	USA	23/05/2023	Annual	All For				3
1739863	US36266G1076	GE Healthcare Technologies, Inc.	North America	USA	23/05/2023	Annual	All For				2
1742232	US8064071029	Henry Schein, Inc.	North America	USA	23/05/2023	Annual	Against	1g 1,3 1,2	Concerns related to succession planning Concerns related to approach to board gender diversity Concerns about overall board structure Concerns about remuneration committee performance Low shareholding requirement High variable pay ratio		2
1740985	US45764P1012	Insulet Corporation	North America	USA	23/05/2023	Annual	Against	2 6,8 10	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency Shareholder proposal promotes appropriate accountability or incentivisation		2
1738976	US58933Y1055	Merck & Co., Inc.	North America	USA	23/05/2023	Annual	Against	1f 6	Inadequate management of climate-related risks from exposure to coal Shareholder proposal promotes appropriate accountability or incentivisation		2
1743237	US65473P1057	NiSource Inc.	North America	USA	23/05/2023	Annual	Against	1,2 2	Concerns about remuneration committee performance Low shareholding requirement Excessive severance		2
1743496	US74762E1029	Quanta Services, Inc.	North America	USA	23/05/2023	Annual	Against	1f 3	Concerns about remuneration committee performance High CEO to average NEO pay Low shareholding requirement High variable pay ratio Excessive CEO pay		3
1738093	US7561091049	Realty Income Corporation	North America	USA	23/05/2023	Annual	Against	1f 3	Concerns about remuneration committee performance High CEO to average NEO pay Low shareholding requirement High variable pay ratio Excessive CEO pay		3
1726362	CA76131D1033	Restaurant Brands International Inc.	North America	Canada	23/05/2023	Annual/Special	Against	5,7,8 6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes transparency		1
1741911	US0200021014	The Allstate Corporation	North America	USA	23/05/2023	Annual	Against	1j	Concerns about remuneration committee performance		2
1743774	US9418481035	Waters Corporation	North America	USA	23/05/2023	Annual	Against	2 1,8 1,1 3	High CEO to average NEO pay High variable pay ratio Options/PSUs vest in less than 36 months Concerns about remuneration committee performance Concerns related to approach to board gender diversity High CEO to average NEO pay Low shareholding requirement Options/PSUs vest in less than 36 months		2
1742955	US95040Q1040	Welltower Inc.	North America	USA	23/05/2023	Annual	Against	1c 3	Concerns about remuneration committee performance High variable pay ratio Excessive CEO pay Options/PSUs vest in less than 36 months		3
1741210	US00751Y1064	Advance Auto Parts, Inc.	North America	USA	24/05/2023	Annual	Against	7 1e,4	Shareholder proposal promotes appropriate accountability or incentivisation High CEO to average NEO pay Options/PSUs vest in less than 36 months		2
1743460	US0231351067	Amazon.com, Inc.	North America	USA	24/05/2023	Annual	Against	1e 1g 3 6,7,8,10,11,12,13,16,18,21,22,23	Concerns about human rights Concerns about remuneration committee performance Insufficient action taken on low say-on-pay results 2- Insufficient disclosure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		3
1742952	US03027X1000	American Tower Corporation	North America	USA	24/05/2023	Annual	All For				3
1741473	US0534841012	AvalonBay Communities, Inc.	North America	USA	24/05/2023	Annual	Against	1k 1d	Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns about remuneration committee performance		3
1744531	US09247X1019	BlackRock, Inc.	North America	USA	24/05/2023	Annual	Against	2 6	Excessive CEO pay 2- High variable pay ratio SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		2
1744218	US24906P1093	DENTSPLY SIRONA Inc.	North America	USA	24/05/2023	Annual	All For				2



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1741016	US26614N1028	DuPont de Nemours, Inc.	North America	USA	24/05/2023	Annual	Against	2 4	High CEO to average NEO pay High variable pay ratio Excessive CEO pay Shareholder proposal promotes appropriate accountability or incentivisation	11	2
1721535	CA2908761018	Emera Incorporated	North America	Canada	24/05/2023	Annual	Against	1.3 1.8 4	Concerns about remuneration committee performance Inadequate management of climate-related risks from exposure to coal. Pay is misaligned with EOS remuneration principles		1
1742581	US29452E1010	Equitable Holdings, Inc.	North America	USA	24/05/2023	Annual	Against	1c	Inadequate management of deforestation risks		1
1739548	US30225T1025	Extra Space Storage Inc.	North America	USA	24/05/2023	Annual	Against	1.3 3	Concerns about remuneration committee performance High CEO to average NEO payLow shareholding requirementHigh variable pay ratio		2
1744256	US31620M1062	Fidelity National Information Services, Inc.	North America	USA	24/05/2023	Annual	Against	11 2	Concerns about remuneration committee performance High variable pay ratioOptions/PSUs vest in less than 36 months		2
1743924	US70450Y1038	PayPal Holdings, Inc.	North America	USA	24/05/2023	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		2
1744573	US8425871071	The Southern Company	North America	USA	24/05/2023	Annual	Against	1h 2 1c 7	Concerns about remuneration committee performance High CEO to average NEO payHigh variable pay ratioExcessive CEO pay Inadequate management of climate-related risks Inadequate management of climate-related risks from exposure to coal SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		3
1741421	US89417E1091	The Travelers Companies, Inc.	North America	USA	24/05/2023	Annual	Against	6,9 1g,4,8	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation		2
1741265	US8835561023	Thermo Fisher Scientific Inc.	North America	USA	24/05/2023	Annual	Against	2 1k	High CEO to average NEO pay High variable pay ratio Excessive CEO pay Options/PSUs vest in less than 36 months Concerns about remuneration committee performance	1h	2
1743884	US9100471096	United Airlines Holdings, Inc.	North America	USA	24/05/2023	Annual	Against	1h	Concerns related to approach to board gender diversityConcerns related to approach to board diversity Concerns related to shareholder value		1
1742575	US98389B1008	Xcel Energy Inc.	North America	USA	24/05/2023	Annual	Against	1j	Inadequate management of climate-related risksInadequate management of climate-related risks from exposure to coal		3
1744567	US08265T2087	Bentley Systems, Inc.	North America	USA	25/05/2023	Annual	Against	1.6 1.3 2	Concerns about remuneration committee performanceConcerns related to shareholder value Lack of independence on boardConcerns related to succession planningConcerns related to approach to board diversityConcerns related to approach to board gender diversityConcerns related to board ethnic and/or racial diversity Low shareholding requirement		1
1741671	US1696561059	Chipotle Mexican Grill, Inc.	North America	USA	25/05/2023	Annual	Against	1.4 2 6	Concerns about remuneration committee performance High variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36 months Shareholder proposal promotes better management of SEE opportunities and risks		2
1744555	US2727261019	EastGroup Properties, Inc.	North America	USA	25/05/2023	Annual	Against	1g	Concerns related to approach to board gender diversity		1
1743168	US29444J7000	Equinix, Inc.	North America	USA	25/05/2023	Annual	Against	1a 2	Concerns about remuneration committee performance Low shareholding requirementHigh variable pay ratioOptions/PSUs vest in less than 36 months		3
1739359	US45167R1041	IDEX Corporation	North America	USA	25/05/2023	Annual	Against	1b 5	Concerns about overall board structure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		2
1746919	US45232T1090	Illumina, Inc.	North America	USA	25/05/2023	Proxy Contest	Against No Action Taken	1.1,1.2,1.10,1.11 1A,1B,1C,1D,1E,1F,1G,1H,1I,1J,1K,1L,2,3,4,5	The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Tano and management nominees Frances Arnold, Francis deSouza, Caroline Dorsa, Robert Epstein, Scott Gottlieb, Gary Guthart, Philip Schiller, and Susan Siegelare on the dissident (GOLD) card.		2
1743568	US53418T1094	Lincoln National Corporation	North America	USA	25/05/2023	Annual	Against	1.5 1.1 3 5 6	Concerns about remuneration committee performance Concerns related to succession planning Low shareholding requirement Pay is misaligned with EOS remuneration principles Shareholder proposal promotes appropriate accountability or incentivisation		1
1744612	US5801351017	McDonald's Corporation	North America	USA	25/05/2023	Annual	Against	1h 2 6,11 9,10 5	Concerns about remuneration committee performance High variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36 months Shareholder proposal promotes better management of SEE opportunities and risks Shareholder proposal promotes transparency Shareholder proposal promotes better management of SEE opportunities and risks		2
1741329	US6081901042	Mohawk Industries, Inc.	North America	USA	25/05/2023	Annual	Against	1.1 5	Concerns related to approach to board diversityConcerns related to succession planning Concerns related to approach to board gender diversity Concerns about overall board structure		1
1740457	US68235P1084	ONE Gas, Inc.	North America	USA	25/05/2023	Annual	Against	1.7 1b	Shareholder proposal promotes appropriate accountability or incentivisation Concerns related to approach to board gender diversityConcerns related to approach to board diversity		1
1743224	US72352L1061	Pinterest, Inc.	North America	USA	25/05/2023	Annual	Against	1c 1b 2 4	Concerns about overall board structure Concerns related to shareholder value Concerns about remuneration committee performance High CEO to average NEO payHigh variable pay ratioExcessive CEO payTotal pay targets a range above peer medianOptions/PSUs vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
1743231	US78410G1040	SBA Communications Corporation	North America	USA	25/05/2023	Annual	Against	1.1	Concerns about overall board structure		3
1741477	US4606901001	The Interpublic Group of Companies, Inc.	North America	USA	25/05/2023	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation		2
1742985	US61945C1036	The Mosaic Company	North America	USA	25/05/2023	Annual	Against	1k 7 6	Concerns related to approach to board gender diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation		2
1743210	US88339J1051	The Trade Desk, Inc.	North America	USA	25/05/2023	Annual	Against	1.2	Concerns about overall board structureConcerns to protect shareholder valueConcerns about remuneration committee performance		1
1742568	US92343E1029	VeriSign, Inc.	North America	USA	25/05/2023	Annual	Against	1.4 5	Concerns related to approach to board gender diversityConcerns related to approach to board diversity Shareholder proposal promotes appropriate accountability or incentivisation		2
1743569	US5488611073	Lawless Companies, Inc.	North America	USA	26/05/2023	Annual	Against	1.1,2,5	Shareholder proposal promotes appropriate accountability or incentivisation		2
1748187	US81181C1045	Seagen Inc.	North America	USA	30/05/2023	Special	Against	2	Pay is misaligned with EOS remuneration principles		1



Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation	Vote By Exception	Ballot Count
1743234	US14316J1088	The Carlyle Group Inc.	North America	USA	30/05/2023	Annual	Against	1.2	Concerns related to approach to board gender diversity Concerns about overall board structureConcerns related to approach to board diversity		1
1748044	US05464C1018	Axon Enterprise, Inc.	North America	USA	31/05/2023	Annual	Against	1E 1A 5	Concerns about remuneration committee performance Lack of independent representation at board committeesConcerns about overall board structure Pay is misaligned with EOS remuneration principles		1
1745980	US2561631068	DocuSign, Inc.	North America	USA	31/05/2023	Annual	Against	1.2 3	Concerns related to approach to board gender diversityConcerns about remuneration committee performanceConcerns about overall board structureConcerns to protect shareholder value High CEO to average NEO payNo clawback policyHigh variable pay ratioExcessive CEO pay		1
1742588	US2566771059	Dollar General Corporation	North America	USA	31/05/2023	Annual	Against	1d 2 5,7	Concerns about remuneration committee performance High CEO to average NEO payHigh variable pay ratioOptions/PSUs vest in less than 36 months Shareholder proposal promotes better management of SEE opportunities and risks		2
1748067	US30212P3038	Expedia Group, Inc.	North America	USA	31/05/2023	Annual	Against	1d 1g 1i	Concerns about remuneration committee performance Concerns related to shareholder value Overboarded/Too many other time commitments		2
1745613	US30303M1027	Meta Platforms, Inc.	North America	USA	31/05/2023	Annual	Against	1.2 1.1 1.5 13 5,6,7,8,10,11 4	Pay is misaligned with EOS remuneration principles Concerns about remuneration committee performance 2- Concerns to protect shareholder value Concerns about remuneration committee performance 2- Concerns to protect shareholder value Lack of independence on board 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, against management recommendation / Shareholder proposal promotes enhanced shareholder rights		2
1746038	US81181C1045	Seagen Inc.	North America	USA	31/05/2023	Annual	Against	1a 1b 2	Concerns about overall board structure Concerns about remuneration committee performance Low shareholding requirement		1
1747314	US7841171033	SEI Investments Company	North America	USA	31/05/2023	Annual	Against	1b	Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns related to succession planning Concerns about overall board structure		1
1747389	US9311421039	Walmart Inc.	North America	USA	31/05/2023	Annual	Against	1d 1e 3 7,12	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity High variable pay ratio Excessive CEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		2
1747598	US0090661010	Airbnb, Inc.	North America	USA	01/06/2023	Annual	Against	1.2	Concerns related to approach to board gender diversityConcerns about overall board structureConcerns related to shareholder value		1
1733052	CA05577W2004	BRP Inc.	North America	Canada	01/06/2023	Annual	Against	1.10 3	Lack of independent representation at board committeesConcerns related to shareholder valueConcerns about remuneration committee performance		1
1722448	CA1349211054	Canadian Apartment Properties Real Estate Invest	North America	Canada	01/06/2023	Annual	Against	1.8 3	Pay is misaligned with EOS remuneration principles Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles		2
1747318	US18915M1071	Cloudflare, Inc.	North America	USA	01/06/2023	Annual	Against	1.1 1.2	Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversityConcerns related to approach to board diversityConcerns to protect shareholder valueConcerns about overall board structure		1
1745428	US3666511072	Gartner, Inc.	North America	USA	01/06/2023	Annual	Against	1f 1g 2	Concerns about remuneration committee performance Concerns related to succession planning High CEO to average NEO payHigh variable pay ratioOptions/PSUs vest in less than 36 months		2
1748051	US64110L1061	Netflix, Inc.	North America	USA	01/06/2023	Annual	Against	1c 7,8 5 1a	Concerns related to approach to board gender diversity Concerns related to approach to board racial/ethnic diversity Low shareholding requirement Excessive CEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation		2
1743846	US81762P1021	ServiceNow, Inc.	North America	USA	01/06/2023	Annual	Against	2	Concerns about remuneration committee performance Excessive CEO pay	1h	2
1747684	US82968B1035	Sirius XM Holdings, Inc.	North America	USA	01/06/2023	Annual	Against	3 1.8 1.5	Annual vote provides for greater shareholder oversight Lack of independent representation at board committeesConcerns related to approach to board diversity Overboarded/Too many other time commitments		1
1748015	US83417M1045	SolarEdge Technologies, Inc.	North America	USA	01/06/2023	Annual	All For			1a	2
1746040	US8962391004	Trimble Inc.	North America	USA	01/06/2023	Annual	Against	1.2 1.5 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity High CEO to average NEO payHigh variable pay ratio		2
1743847	US9026531049	UDR, Inc.	North America	USA	01/06/2023	Annual	Against	2 1f 1d	Concerns about remuneration committee performance Concerns related to succession planning Low shareholding requirementOptions/PSUs vest in less than 36 months		3
1746920	US90384S3031	Ulta Beauty, Inc.	North America	USA	01/06/2023	Annual	Against	1d 1a 7	Concerns about overall board structure Concerns about remuneration committee performance High variable pay ratioOptions/PSUs vest in less than 36 months		2
1748081	US02079K3059	Alphabet Inc.	North America	USA	02/06/2023	Annual	Against	5 1g,1i 1k 4 3 8,10,11,12,13,15 18 6	Annual vote provides for greater shareholder oversight Concerns about overall performance Concerns about remuneration committee performance Excessive CEO pay 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 enhanced shareholder rights Shareholder proposal promotes transparency		3
1748017	US29414B1044	EPAM Systems, Inc.	North America	USA	02/06/2023	Annual	Against	1.3	Concerns about overall board structureConcerns related to approach to board diversity		2
1734844	CA4488112083	Hydro One Limited	North America	Canada	02/06/2023	Annual	Against	1k	Concerns about overall board structureConcerns related to approach to board diversity		2
1748087	US42226K1051	Healthcare Realty Trust, Inc.	North America	USA	05/06/2023	Annual	Against	1K	Inadequate management of climate-related risks		2
1748072	US91324P1021	UnitedHealth Group Incorporated	North America	USA	05/06/2023	Annual	Against	1.13 e	Concerns related to approach to board diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency	1a	2



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1749104	US09857L1089	Booking Holdings Inc.	North America	USA	06/06/2023	Annual	Against	2	Duplicative Metrics	1,2	2
1747664	US1924461062	Cognizant Technology Solutions Corporation	North America	USA	06/06/2023	Annual	All For				2
1748721	US52919K1088	Dalva Inc.	North America	USA	06/06/2023	Annual	Against				2
1748049	US5671D8570	Freight-McMaster, Inc.	North America	USA	06/06/2023	Annual	Against	1,1,2	High CEO to average NEO payExcessive CEO pay		2
1749373	US4435731009	HubSpot, Inc.	North America	USA	06/06/2023	Annual	Against	1b	Concerns about overall board structureConcerns to protect shareholder value	1c,3	2
1760773	US5312298541	Liberty Media Corporation	North America	USA	06/06/2023	Annual	Against	1,3 1,1	Concerns about remuneration committee performanceConcerns related to shareholder value Concerns related to approach to board diversityConcerns related to approach to board gender diversityConcerns about overall board structureConcerns related to shareholder value		1
1752673	US68622V1061	Organon & Co.	North America	USA	06/06/2023	Annual	Against	1a	Concerns about overall board structure		1
1750469	US69608A1088	Palantir Technologies, Inc.	North America	USA	06/06/2023	Annual	Against	1,4	Concerns related to approach to board gender diversityConcerns related to shareholder value		2
1752511	US8725401090	The TJX Companies, Inc.	North America	USA	06/06/2023	Annual	Against	1c,3,5,6	Shareholder proposal promotes better management of SEE opportunities and risks		2
1754380	US20030N1019	Comcast Corporation	North America	USA	07/06/2023	Annual	Against	1,4 3,5 7,8,9,10	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	1,1	2
1730623	CA25675T1075	Dallara Inc.	North America	Canada	07/06/2023	Annual	Against	1E 3 5,6	Concerns about remuneration committee performance Excessive severance 2- Low shareholding requirement SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
1747332	US3802371076	GoDaddy Inc.	North America	USA	07/06/2023	Annual	Against	1a	Concerns about overall board structureConcerns about remuneration committee performance		1
1752520	US5500211090	Julumontathletica Inc.	North America	USA	07/06/2023	Annual	Against	2 1a,1c,3	High CEO to average NEO payHigh variable pay ratioOptions/PSUs vest in less than 36 months High variable pay ratioExcessive CEO payTotal pay targets a range above peer medianOptions/PSUs vest in less than 36 months		1
1751059	US57060D1081	MarketAxess Holdings Inc.	North America	USA	07/06/2023	Annual	Against	1g	Concerns related to approach to board diversity		2
1754343	US58733R1023	MercadoLibre, Inc.	North America	USA	07/06/2023	Annual	Against	1,2	Concerns related to approach to board gender diversityConcerns about overall board structure		2
1745998	US0708301041	Bath & Body Works, Inc.	North America	USA	08/06/2023	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation		2
1752779	US22160N1090	CoStar Group, Inc.	North America	USA	08/06/2023	Annual	Against	3 5	No hedging policy High variable pay ratio Total pay targets a range above peer median Options/PSUs vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks	1a,1g	2
1748060	US23804L1035	Datadog, Inc.	North America	USA	08/06/2023	Annual	Against	1b 1c 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns about overall board structureConcerns related to shareholder value		1
1754179	US2538681030	Digital Realty Trust, Inc.	North America	USA	08/06/2023	Annual	Against	6	Low shareholding requirement SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency		3
1752603	US79466L3024	Salesforce, Inc.	North America	USA	08/06/2023	Annual	Against	1j 4	Concerns about remuneration committee performance Low shareholding requirementHigh variable pay ratioExcessive CEO payExcessive perquisitesTotal pay targets a range above peer medianOptions/PSUs vest in less than 36 months		2
1752668	US3390411052	FLEETCOR Technologies, Inc.	North America	USA	09/06/2023	Annual	Against	1g 1i 5	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity Shareholder proposal promotes appropriate accountability or incentivisation		2
1754431	US5380341090	Live Nation Entertainment, Inc.	North America	USA	09/06/2023	Annual	Against	3 1,4 1,8 2 1,7	Annual vote provides for greater shareholder oversight Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity Low shareholding requirement Overboarded/Too many other time commitments		2
1748026	US75886F1075	Regeneron Pharmaceuticals, Inc.	North America	USA	09/06/2023	Annual	Against	1a 5	Concerns related to succession planningConcerns related to approach to board gender diversityConcerns about overall board structureConcerns related to shareholder value		2
1754433	US03990B1017	Ares Management Corporation	North America	USA	12/06/2023	Annual	Against	1g 1j 1f 3	Concerns about remuneration committee performance Lack of independent representation at board committeesConcerns related to approach to board gender diversityConcerns related to approach to board diversity Concerns related to shareholder value Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles		1
1754274	US49271V1008	Keurig Dr Pepper Inc.	North America	USA	12/06/2023	Annual	All For				2
1754786	US96209A1043	WeWork, Inc.	North America	USA	12/06/2023	Annual	Against	1e 4	Concerns related to approach to board gender diversity Concerns about overall board structure Concerns related to approach to board gender diversityConcerns to protect shareholder value		1
1754193	US8522341036	Block, Inc.	North America	USA	13/06/2023	Annual	Against	1,2 1,4 2 5,6	Shareholder proposal promotes better management of SEE opportunities and risks Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to approach to board gender diversityConcerns related to board ethnic and/or racial diversity Excessive CEO pay		1
1753442	US12769G1004	Caesars Entertainment, Inc.	North America	USA	13/06/2023	Annual	Against	1,5 1,4 2 5,6	SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		2
1755219	US2567461080	Dollar Tree, Inc.	North America	USA	13/06/2023	Annual	Against	1b 1e 2	Concerns about remuneration committee performance Concerns related to succession planning Inappropriate use of one-time awards		2
1736154	CA7669101031	RioCan Real Estate Investment Trust	North America	Canada	13/06/2023	Annual/Special	Against	1,7 4	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles		2
1753445	US7766961061	Roper Technologies, Inc.	North America	USA	13/06/2023	Annual	Against	1,1	Concerns related to low gender diversity on the executive team		2
1751110	US90138F1021	Twilio Inc.	North America	USA	13/06/2023	Annual	Against	1,3 1,2 3	Concerns about overall board structureConcerns related to shareholder value Concerns about remuneration committee performance No clawback policyHigh variable pay ratioExcessive CEO pay		1
1754121	US0404131064	Anista Networks, Inc.	North America	USA	14/06/2023	Annual	Against	1,3 2	Concerns to protect shareholder valueConcerns about remuneration committee performanceConcerns about overall board structure		2
1755351	US0865161014	Best Buy Co., Inc.	North America	USA	14/06/2023	Annual	All For		High CEO to average NEO payLow shareholding requirementHigh variable pay ratio		2



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1755428	US1491231015	Caterpillar Inc.	North America	USA	14/06/2023	Annual	Against	1.3,2 6 8 7	Concerns regarding Auditor tenure For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency 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 transparency		2
1749983	US29786A1060	Etsy, Inc.	North America	USA	14/06/2023	Annual	Against	1c 2 5	Concerns about overall board structureConcerns about remuneration committee performance No clawback policyHigh variable pay ratio SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		2
1752612	US31620R3030	Fidelity National Financial, Inc.	North America	USA	14/06/2023	Annual	Against	1.1 1.4 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns about overall board structureConcerns related to approach to board diversity		1
1753373	US45337C1027	Incyte Corporation	North America	USA	14/06/2023	Annual	Against	1.2 2	No hedging policyOptions/PSUs vest in less than 36 months Concerns about remuneration committee performance		2
1754831	US87612E1064	Target Corporation	North America	USA	14/06/2023	Annual	Against	2	High variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36 months		2
1721774	CA9849038085	Thomson Reuters Corporation	North America	Canada	14/06/2023	Annual/Special	Against	4.5 1.7 3	Concerns about remuneration committee performance Lack of independent representation at board committeesConcerns related to approach to board diversity Pay is misaligned with EOS remuneration principles		1
1754245	US0844231029	W. R. Berkley Corporation	North America	USA	14/06/2023	Annual	Against	1d 2	Concerns related to succession planningConcerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns about overall board structureConcerns about remuneration committee performanceConcerns to protect shareholder value No hedging policyHigh variable pay ratioExcessive CEO pay		2
1737111	CA13646K1084	Canadian Pacific Kansas City Limited	North America	Canada	15/06/2023	Annual	Against	4.10 2	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles		1
1754403	US2473617023	Delta Air Lines, Inc.	North America	USA	15/06/2023	Annual	Against	11.5,6	Shareholder proposal promotes better management of SEE opportunities and risks		2
1745996	US29476L1070	Equity Residential	North America	USA	15/06/2023	Annual	All For				3
1754063	US36467J1088	Gaming and Leisure Properties, Inc.	North America	USA	15/06/2023	Annual	Against	1.5 1.8 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity High CEO to average NEO payExcessive CEO pay		1
1754126	US3687361044	Generac Holdings Inc.	North America	USA	15/06/2023	Annual	Against	1.2	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity		1
1754384	US45687V1061	Ingersoll Rand Inc.	North America	USA	15/06/2023	Annual	Against	1c 1b 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Excessive CEO pay 2- Low shareholding requirement		2
1754839	US6098391054	Monolithic Power Systems, Inc.	North America	USA	15/06/2023	Annual	Against	1.1 3	Concerns related to succession planningConcerns related to approach to board gender diversityConcerns about remuneration committee performance No hedging policyLow shareholding requirementHigh variable pay ratioExcessive CEO payTotal pay targets a range above peer median		2
1740967	US92936U1097	W. P. Carey Inc.	North America	USA	15/06/2023	Annual	Against	1h	Concerns related to approach to board diversity		2
1756781	US98980L1017	Zoom Video Communications, Inc.	North America	USA	15/06/2023	Annual	Against	1.2 1.3 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns about overall board structureConcerns to protect shareholder value Low shareholding requirement		1
1754857	US34959E1091	Fortinet, Inc.	North America	USA	16/06/2023	Annual	Against	1.7 1.4 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Low shareholding requirement		2
1755853	US5738741041	Marvell Technology, Inc.	North America	USA	16/06/2023	Annual	Against	1e 1c 2	Concerns about remuneration committee performance Concerns related to approach to board diversity No hedging policyHigh variable pay ratioExcessive CEO pay		1
1754127	US8725901040	T-Mobile US, Inc.	North America	USA	16/06/2023	Annual	Against	1.12,4	Lack of independence on boardLack of independent representation at board committeesConcerns related to approach to board gender diversity		2
1758091	US24703L2025	Dell Technologies Inc.	North America	USA	20/06/2023	Annual	Against	3 1.3,1,8,5	Executive salary increases without robust justification 2- Inappropriate use of one-time awards 3- Insufficient disclosure 4- Low shareholding requirement Pay is misaligned with EOS remuneration principles		1
1754042	US37045V1008	General Motors Company	North America	USA	20/06/2023	Annual	Against	3	High variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36 months	1c	2
1754491	US99156R1086	MetLife, Inc.	North America	USA	20/06/2023	Annual	Against	1a 3	Concerns about remuneration committee performance High variable pay ratioOptions/PSUs vest in less than 36 months		2
1754906	US00507V1098	Activision Blizzard, Inc.	North America	USA	21/06/2023	Annual	Against	3 6 5	Concerns about remuneration committee performance Concerns related to succession planningConcerns related to approach to board diversity Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes better management of SEE opportunities and risks		2
1757639	US0527691069	Autodesk, Inc.	North America	USA	21/06/2023	Annual	Against	1f 3	Concerns about remuneration committee performance High CEO to average NEO payHigh variable pay ratioOptions/PSUs vest in less than 36 months		2
1767666	US22788C1053	CrowdStrike Holdings, Inc.	North America	USA	21/06/2023	Annual	Against	1.2 1a	Concerns about overall board structure Concerns about remuneration committee performance		1
1754306	US2786421030	eBay Inc.	North America	USA	21/06/2023	Annual	Against	3 5 7	High variable pay ratioTotal pay targets a range above peer median Pay is misaligned with EOS remuneration principles Shareholder proposal promotes appropriate accountability or incentivisation		2
1754389	US6311031081	Nasdaq, Inc.	North America	USA	21/06/2023	Annual	Against	1c 2 5	Concerns about remuneration committee performance High CEO to average NEO payHigh variable pay ratioExcessive CEO pay Shareholder proposal promotes appropriate accountability or incentivisation		2
1757523	US9486371045	Splunk Inc.	North America	USA	21/06/2023	Annual	Against	1a,3,4	Pay is misaligned with EOS remuneration principles		1
1758139	US9224731084	Veeva Systems Inc.	North America	USA	21/06/2023	Annual	Against	1f	Overawarded too many other time commitments		1
1754768	US57667L1070	Match Group, Inc.	North America	USA	22/06/2023	Annual	Against	1b 2	Concerns about overall board structureConcerns about remuneration committee performance No clawback policyHigh variable pay ratio		2
1754322	US61174X1090	Monster Beverage Corporation	North America	USA	22/06/2023	Annual	Against	1,10 3 5	Concerns related to succession planningConcerns about remuneration committee performanceConcerns related to approach to board diversity High variable pay ratioOptions/PSUs vest in less than 36 months		2
1757305	US67066G1040	NVIDIA Corporation	North America	USA	22/06/2023	Annual	All For		Issue of equity raises concerns about excessive dilution of existing shareholders	1f	3



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1758481	US6792951054	Oktia, Inc.	North America	USA	22/06/2023	Annual	Against	1.3	Concerns about overall board structureConcerns to protect shareholder value		1
1758893	US5010441013	The Kroger Co.	North America	USA	22/06/2023	Annual	Against	1g 1d.4 2 7 8	Concerns about remuneration committee performance Concerns regarding Auditor tenure Low shareholding requirementHigh variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36 months 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		2
1758141	US98138H1014	Workday, Inc.	North America	USA	22/06/2023	Annual	Against	1d 3	Concerns related to approach to board gender diversityConcerns about overall board structureConcerns related to shareholder valueConcerns about remuneration committee performance		1
1754525	US09062X1037	Biogen Inc.	North America	USA	26/06/2023	Annual	Against	1d 3	High CEO to average NEO payHigh variable pay ratioExcessive CEO pay Concerns about remuneration committee performance Insufficient action taken on low say-on-pay results 2- Options vest in less than 36 months 3- Pay is in top quartile and not aligned with performance		2
1762077	US5747951003	Masimo Corporation	North America	USA	26/06/2023	Proxy Contest	Against No Action Taken	6 1a,1b,2,3,4,5,6,7	Concerns to protect shareholder value		1
1757545	US91307C1027	United Therapeutics Corporation	North America	USA	26/06/2023	Annual	Against	1a	Concerns related to succession planning		1
1758482	US1431301027	CarMax, Inc.	North America	USA	27/06/2023	Annual	Against	1b 1e 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity Low shareholding requirement		2
1754019	US57636Q1040	Mastercard Incorporated	North America	USA	27/06/2023	Annual	Against	8	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		2
1760622	US60937P1066	MongoDB, Inc.	North America	USA	27/06/2023	Annual	Against	1.2 1.1 2	Concerns about overall board structureConcerns related to approach to board gender diversityConcerns to protect shareholder value Concerns about remuneration committee performance High variable pay ratioOptions/PSUs vest in less than 36 months		1
1705526	GB0007188752	Rio Tinto Plc	United Kingdom	United Kingdom	06/04/2023	Annual	Against	2.3	Pay is misaligned with EOS remuneration principles	1,9,16	1
1731250	GB00BMX86870	Haleon Plc	United Kingdom	United Kingdom	20/04/2023	Annual	All For				1
1715606	GB00B2B0D397	RELX Plc	United Kingdom	United Kingdom	20/04/2023	Annual	All For			20	1
1727368	GB00B52N1N98	SEGRO PLC	United Kingdom	United Kingdom	20/04/2023	Annual	All For				1
1715882	GB00B9FJ1771	NatWest Group Plc	United Kingdom	United Kingdom	20/04/2023	Annual	All For				1
1727818	JE00B783TV65	Axiu Plc	United Kingdom	Jersey	26/04/2023	Annual	All For				2
1717551	GB00B0744838	Bunzl Plc	United Kingdom	United Kingdom	26/04/2023	Annual	All For				2
1696736	GB00B1JFLV08	Goodie International Plc	United Kingdom	United Kingdom	26/04/2023	Annual	Against	14	Pay is misaligned with EOS remuneration principles		2
1716014	GB0009223206	Smith & Nephew plc	United Kingdom	United Kingdom	26/04/2023	Annual	Against	2	Pay is misaligned with EOS remuneration principles		1
1733803	GB00B02J6398	Admiral Group Plc	United Kingdom	United Kingdom	27/04/2023	Annual	Against	2	Pay is misaligned with EOS remuneration principles	14	1
1673636	GB0009895292	AstraZeneca PLC	United Kingdom	United Kingdom	27/04/2023	Annual	Against	6	Pay is misaligned with EOS remuneration principles		2
1730885	GB00B0SWX334	London Stock Exchange Group Plc	United Kingdom	United Kingdom	27/04/2023	Annual	Against	4	Pay is misaligned with EOS remuneration principles		1
1729808	GB00B0LCW083	Hikma Pharmaceuticals Plc	United Kingdom	United Kingdom	28/04/2023	Annual	Against	16,17	Pay is misaligned with EOS remuneration principles		1
1722308	GB0006776081	Pearson Plc	United Kingdom	United Kingdom	28/04/2023	Annual	Against	12,13	Pay is misaligned with EOS remuneration principles		1
1715224	GB0031348658	Barclays PLC	United Kingdom	United Kingdom	03/05/2023	Annual	Against	2	Pay is misaligned with EOS remuneration principles		1
1727450	GB00B7SWP63	GSK Plc	United Kingdom	United Kingdom	03/05/2023	Annual	All For				1
1721286	GB00B24CGK77	Reckitt Benckiser Group Plc	United Kingdom	United Kingdom	03/05/2023	Annual	Against	2	Pay is misaligned with EOS remuneration principles		2
1715567	GB0004082847	Standard Chartered Plc	United Kingdom	United Kingdom	03/05/2023	Annual	Against	3 29	Pay is misaligned with EOS remuneration principles Concerns to protect shareholder value		1
1717857	GB00B105ZP78	Unilever Plc	United Kingdom	United Kingdom	03/05/2023	Annual	All For			2	1
1687493	GB00BPOY8M80	Aviva Plc	United Kingdom	United Kingdom	04/05/2023	Annual	All For				1
1714781	GB00BPOY8M80	Aviva Plc	United Kingdom	United Kingdom	04/05/2023	Special	All For				1
1717844	GB00B1CRLC47	Mondi Plc	United Kingdom	United Kingdom	04/05/2023	Annual	Against	2	Pay is misaligned with EOS remuneration principles		1
1732550	GB00B0XQNP29	Phoenix Group Holdings Plc	United Kingdom	United Kingdom	04/05/2023	Annual	All For			3	1
1716765	GB0005405286	HSBC Holdings Plc	United Kingdom	United Kingdom	05/05/2023	Annual	All For				1
1716815	GB00B1JYC057	InterContinental Hotels Group Plc	United Kingdom	United Kingdom	05/05/2023	Annual	Against	2,3	Pay is misaligned with EOS remuneration principles		2
1720266	GB00BF8Q6K64	abrdn Plc	United Kingdom	United Kingdom	10/05/2023	Annual	Against	5,6	Pay is misaligned with EOS remuneration principles		1
1729674	GB00B082RF11	Rentokil Initial Plc	United Kingdom	United Kingdom	10/05/2023	Annual	All For			2	2
1725566	GB00BWFQGN14	Spirax-Sarco Engineering Plc	United Kingdom	United Kingdom	10/05/2023	Annual	Against	7 2	Concerns related to below-board gender diversityFailure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles		1
1733192	JE00B8KF9B49	WPP Plc	United Kingdom	Jersey	17/05/2023	Annual	Against	3,4	Pay is misaligned with EOS remuneration principles		1
1724871	GB0005663987	Legal & General Group Plc	United Kingdom	United Kingdom	18/05/2023	Annual	All For				1
1717226	GB0008706128	Lloyds Banking Group Plc	United Kingdom	United Kingdom	18/05/2023	Annual	All For				1
1744254	GB0032089863	Next Plc	United Kingdom	United Kingdom	18/05/2023	Annual	Against	12 2	Failure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles		1
1720263	GB0007689376	St. James's Place Plc	United Kingdom	United Kingdom	18/05/2023	Annual	Against	10 4	Concerns related to below-board gender diversityFailure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles		1
1720264	GB0006928617	The UNITE Group Plc	United Kingdom	United Kingdom	18/05/2023	Annual	Against	4	Concerns related to ethnic and/or racial diversityFailure to provide DEI disclosures in line with UK listing rules		1
1715556	GB00BDCPN049	Coca-Cola Europacific Partners plc	United Kingdom	United Kingdom	24/05/2023	Annual	Against	7,9 24 2,3	Concerns related to inappropriate membership of committees Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles		1
1720621	GB0031638363	Intertek Group Plc	United Kingdom	United Kingdom	24/05/2023	Annual	Against	7	Concerns related to below-board gender diversityFailure to provide DEI disclosures in line with UK listing rules		1
1734403	GB0007099541	Prudential Plc	United Kingdom	United Kingdom	25/05/2023	Annual	All For			2,3	1
1743462	GB00BFMBAT84	Sensata Technologies Holding Plc	United Kingdom	United Kingdom	26/05/2023	Annual	All For				1
1743462	JE00B4T3BW64	Glencore Plc	United Kingdom	Jersey	26/05/2023	Annual	All For	13 19	Inadequate management of climate-related risks from exposure to coal SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
1732406	GB00B033F229	Centrica Plc	United Kingdom	United Kingdom	13/06/2023	Annual	Against	2	Pay is misaligned with EOS remuneration principles		1

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1753459	GB00B8W67662	Liberty Global Plc	United Kingdom	United Kingdom	14/06/2023	Annual	Against	2 1 9 5 3,4,13	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns about overall board structure Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders Low shareholding requirement Pay is misaligned with EOS remuneration principles		1
1725839	GB00BMJ6DW54	Informa Plc	United Kingdom	United Kingdom	15/06/2023	Annual	Against	13	Pay is misaligned with EOS remuneration principles		1
1766979	GB00B62G9D36	Shaftesbury Capital Plc	United Kingdom	United Kingdom	15/06/2023	Annual	All For				1
1758685	GB00BLGZ9862	Tesco Plc	United Kingdom	United Kingdom	16/06/2023	Annual	All For				1
1752688	GB00BMVP7Y09	Royalty Pharma Plc	United Kingdom	United Kingdom	22/06/2023	Annual	Against	1d 1i	Concerns related to approach to board gender diversity Concerns to protect shareholder value		1
1764087	GB00BM8Q5M07	JD Sports Fashion Plc	United Kingdom	United Kingdom	27/06/2023	Annual	All For				1
1731732	GB0033195214	Kingfisher plc	United Kingdom	United Kingdom	27/06/2023	Annual	All For				1
1762831	GB00B1YW4409	3i Group PLC	United Kingdom	United Kingdom	29/06/2023	Annual	Against	10 2,3	Concerns related to below-board gender diversity Pay is misaligned with EOS remuneration principles		1