



Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation	Vote By Exception	Ballot Count
1771430	HK0823032773	Link Real Estate Investment Trust	Asia	Hong Kong	19/07/2023	Annual	All For				1
1781957	HK0019000162	Swire Pacific Limited	Asia	Hong Kong	24/08/2023	Extraordinary Shareholders	All For				1
1780317	JP3688500031	Orion Corp. Japan	Asia	Japan	24/08/2023	Annual	Against	1,7	Lack of independence on board Concerns related to inappropriate membership of committees		1
1788575	JP3639650005	Pan Pacific International Holdings Corp.	Asia	Japan	27/09/2023	Annual	Against	2,7	Lack of independence on board		1
1773933	SG1V61937297	Singapore Airlines Limited	Asia	Singapore	27/07/2023	Annual	All For	2,1	Lack of independence on board Concerns related to approach to board gender diversity		1
1773614	SG1T75931496	Singapore Telecommunications Limited	Asia	Singapore	28/07/2023	Annual	Against	4	Concerns related to inappropriate membership of committees		1
1765362	AU000000MQG1	Macquarie Group Limited	Australia & New Zealand	Australia	27/07/2023	Annual	Against	2a,3	Pay is misaligned with EOS remuneration principles		1
1784776	AU000000SUN6	Suncorp Group Limited	Australia & New Zealand	Australia	26/09/2023	Annual	Against	3b	Concerns regarding Auditor tenure		1
1760666	NZXROE0001S2	Xero Limited	Australia & New Zealand	New Zealand	17/08/2023	Annual	Against	1	Insufficient disclosure 2. Low shareholding requirement		1
1763645	NZFAPE0001S2	Fisher & Paykel Healthcare Corporation Limited	Australia & New Zealand	New Zealand	29/08/2023	Annual	Against	2	Concerns about remuneration committee performance		1
1780922	IL0010823792	Tower Semiconductor Ltd.	Emerging Markets	Israel	03/07/2023	Annual	Against	A	Administrative declaration		1
1768527	IL0006046119	Bank Leumi Le-Israel Ltd.	Emerging Markets	Israel	17/07/2023	Annual	Abstain	1	Cumulative/slate voting in favour of individual candidates/slates		1
							Against	A,B1,B2	Administrative declaration		1
							Against	4	Concerns related to inappropriate membership of committees		1
1772587	IL0010824113	Check Point Software Technologies Ltd.	Emerging Markets	Israel	03/08/2023	Annual	All For				1
1775409	IL0006046119	Bank Leumi Le-Israel Ltd.	Emerging Markets	Israel	10/08/2023	Special	Against	A,B1,B2	Administrative declaration		1
1776565	IL0006912120	Israel Discount Bank Ltd.	Emerging Markets	Israel	16/08/2023	Annual	Abstain	3,3,4,2	Concerns about candidate's experience/skills		1
							Against	A,B1,B2	Administrative declaration		1
1778602	IL0008954379	Mizrahi Tefahot Bank Ltd.	Emerging Markets	Israel	05/09/2023	Special	Against	A,B1,B2	Administrative declaration		1
1719430	AT0000937503	voestalpine AG	Europe	Austria	05/07/2023	Annual	Against	3	Concerns related to below-board gender diversity		1
							Against	4	Inadequate management of climate-related risks 2- Lack of independence on board 3- Lack of independent representation at board committees		1
							Against	9	Insufficient/poor disclosure		1
							Against	7	Pay is misaligned with EOS remuneration principles		1
1767100	FR0010220475	Alstom SA	Europe	France	11/07/2023	Annual/Special	Against	13	Insufficient disclosure		1
1757576	DE0005785902	Fresenius Medical Care AG & Co. KGaA	Europe	Germany	14/07/2023	Extraordinary Shareholders	All For				1
1759921	IE0002424939	DCC Plc	Europe	Ireland	13/07/2023	Annual	All For			4(b)	1
1755415	IE00059Y5762	Linde Plc	Europe	Ireland	24/07/2023	Annual	Against				3
1774810	IE00BQPVQ261	Horizon Therapeutics Public Limited Company	Europe	Ireland	27/07/2023	Annual	Against	1c,3	High variable pay ratio/Options/PSUs vest in less than 36 months		1
							Against	1b	Concerns related to approach to board gender diversity/Concerns related to approach to board diversity/Concerns about overall board structure		1
							Against	3	High variable pay ratio/Excessive CEO pay		1
1769414	IE00BFY8C754	STERIS plc	Europe	Ireland	27/07/2023	Annual	All For				2
1768795	AU000000JHX1	James Hardie Industries Plc	Europe	Ireland	03/08/2023	Annual	Against	3b	Concerns to protect shareholder value		1
							Against	2,5,6	Pay is misaligned with EOS remuneration principles		1
							Against	1b	Concerns about overall board structure		1
1771869	IE00B4Q5ZN47	Jazz Pharmaceuticals Plc	Europe	Ireland	03/08/2023	Annual	Against				2
1763052	NL0011794037	Koninklijke Ahold Delhaize NV	Europe	Netherlands	05/07/2023	Extraordinary Shareholders	All For				1
1712111	NL0013654783	Prosus NV	Europe	Netherlands	23/08/2023	Annual	Against	2	Pay is misaligned with EOS remuneration principles		2
1768943	ES0014839607	Industria de Diseño Textil SA	Europe	Spain	11/07/2023	Annual	All For				2
1771044	SE0000379190	Castellum AB	Europe	Sweden	13/07/2023	Extraordinary Shareholders	All For				1
1777487	SE0000872095	Swedish Orphan Biovitrum AB	Europe	Sweden	15/08/2023	Extraordinary Shareholders	All For				1
1761995	CA0028121097	Saputo Inc.	North America	Canada	11/08/2023	Annual	All For				1
1768154	CA01626P1484	Alimentation Couche-Tard Inc.	North America	Canada	07/09/2023	Annual	Against	2,11	Concerns related to succession planning/Concerns related to board ethnic and/or racial diversity/Concerns related to approach to board diversity/Concerns about remuneration committee performance		1
							Against	3	Pay is misaligned with EOS remuneration principles		1
1779759	CA2918434077	Empire Company Limited	North America	Canada	14/09/2023	Annual	Against	1	Pay is misaligned with EOS remuneration principles		1
1763603	US8334451098	Snowflake Inc.	North America	USA	05/07/2023	Annual	Against	1b	Concerns about remuneration committee performance/Combined CEO/Chair/Concerns about overall board structure/Concerns related to approach to board diversity/Concerns to protect shareholder value/Lack of independent representation at board committees		1
							Against	2	Low shareholding requirement		1
1763991	US09215C1053	Black Knight, Inc.	North America	USA	12/07/2023	Annual	Against	1,2	Concerns related to approach to board gender diversity		1
1766789	US9285634021	VMware, Inc.	North America	USA	13/07/2023	Annual	Against	1a	Concerns about overall board structure		1
							Against	1c	Overboarded/Too many other time commitments		1
1767499	US16679L1098	Chewy, Inc.	North America	USA	14/07/2023	Annual	Against	1,4	Lack of independence on board/Lack of independent representation at board committees/Concerns related to approach to board gender diversity/Concerns about overall board structure/Concerns related to shareholder value		1
1771939	US5312297550	Liberty Media Corporation	North America	USA	17/07/2023	Special	All For				2
1766672	US21036P1084	Constellation Brands, Inc.	North America	USA	18/07/2023	Annual	Against	1d	Concerns about remuneration committee performance		2
							Against	1k	Concerns related to shareholder value		1
							Against	3	High variable pay ratio/Excessive CEO pay/Total pay targets a range above peer median/Options/PSUs vest in less than 36 months		1
							Against	5,6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
1768967	US30225T1025	Extra Space Storage Inc.	North America	USA	18/07/2023	Special	All For				3
1770370	US8155Q1031	McKesson Corporation	North America	USA	21/07/2023	Annual	Against	1g	Concerns about remuneration committee performance		2
							Against	3	High CEO to average NEO pay/High variable pay ratio		1
1770707	US23355L1061	DXC Technology Company	North America	USA	25/07/2023	Annual	Against	1j	Concerns about remuneration committee performance		1
							Against	1b	Concerns related to approach to board gender diversity		1
							Against	3	High CEO to average NEO pay/High variable pay ratio/Excessive CEO pay		1
1770554	US9182041080	VF Corp.	North America	USA	25/07/2023	Annual	All For				2
1772602	US0130911037	Albertsons Companies, Inc.	North America	USA	03/08/2023	Annual	Against	1d	Concerns related to approach to board gender diversity/Concerns related to approach to board diversity/Lack of independent representation at board committees/Concerns to protect shareholder value		1
1772922	US7512121010	Ralph Lauren Corporation	North America	USA	03/08/2023	Annual	Against	1,4	Concerns to protect shareholder value		1
1773278	US2856121099	Electronic Arts Inc.	North America	USA	10/08/2023	Annual	Against	1d	Concerns about remuneration committee performance		2
							Against	2	High variable pay ratio/Options/PSUs vest in less than 36 months		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
1774169	US74736K1016	Corvo, Inc.	North America	USA	15/08/2023	Annual	Against	1h 1a 2	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 No hedging policy Low shareholding requirement High variable pay ratio Options/PSUs vest in less than 36 months		2
1774582	US8326964058	The J. M. Smucker Company	North America	USA	16/08/2023	Annual	Against	1c 3	Concerns about remuneration committee performance High CEO to average NEO pay Options/PSUs vest in less than 36 months		2
1775874	US5950171042	Microchip Technology Incorporated	North America	USA	22/08/2023	Annual	Against	1.6 7	Concerns related to succession planning 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		2
1776523	US2681501092	Dynatrace, Inc.	North America	USA	23/08/2023	Annual	Against	1b 3	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 Concerns related to board ethnic and/or racial diversity Concerns to protect shareholder value No hedging policy High variable pay ratio Options/PSUs vest in less than 36 months		1
1778609	US2435371073	Deckers Outdoor Corporation	North America	USA	11/09/2023	Annual	All For				1
1779833	US6687711084	Gen Digital Inc.	North America	USA	12/09/2023	Annual	Against	1f 3	Concerns about remuneration committee performance No hedging policy High variable pay ratio Options/PSUs vest in less than 36 months		2
1779079	US6541061031	NIKE, Inc.	North America	USA	12/09/2023	Annual	Against	1a,1c,2,5,8	Shareholder proposal promotes better management of ESG opportunities and risks		3
1779823	US64110D1046	NetApp, Inc.	North America	USA	13/09/2023	Annual	Against	1h 7 5	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles Shareholder proposal promotes appropriate accountability or incentivisation		2
1780940	US2058871029	Conagra Brands, Inc.	North America	USA	14/09/2023	Annual	Against	1j 3 6	Concerns about remuneration committee performance High CEO to average NEO pay High variable pay ratio Excessive CEO pay Shareholder proposal promotes appropriate accountability or incentivisation		2
1781179	US2371941053	Darden Restaurants, Inc.	North America	USA	20/09/2023	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks 2- SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		2
1781942	US31428X1063	FedEx Corporation	North America	USA	21/09/2023	Annual	Against	6,7,8 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
1779281	US8740541094	Take-Two Interactive Software, Inc.	North America	USA	21/09/2023	Annual	Against	1d 4	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles		2
1782554	US3703341046	General Mills, Inc.	North America	USA	26/09/2023	Annual	Against	11,5 6	Concerns to protect shareholder value Shareholder proposal promotes appropriate accountability or incentivisation		2
1781379	US5132721045	Lamb Weston Holdings, Inc.	North America	USA	28/09/2023	Annual	Against	1j 1b 2	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 Low shareholding requirement High variable pay ratio Excessive CEO pay Options/PSUs vest in less than 36 months		2
1698828	GB00B19NLV48	Experian Plc	United Kingdom	Jersey	19/07/2023	Annual	Against	2,3	Concerns with director compensation 2- Excessive CEO pay 3- High variable pay ratio 4- Low shareholding requirement		1
1768662	GB00B019KW72	J Sainsbury Plc	United Kingdom	United Kingdom	06/07/2023	Annual	All For			3	1
1712625	GB00B1FH8J72	Severn Trent Plc	United Kingdom	United Kingdom	06/07/2023	Annual	All For				2
1697671	GB00BDR05C01	National Grid Plc	United Kingdom	United Kingdom	10/07/2023	Annual	All For				2
1760722	GB0031743007	Burberry Group Plc	United Kingdom	United Kingdom	12/07/2023	Annual	Against	13 2	Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles		1
1770258	GB00B8W67662	Liberty Global Plc	United Kingdom	United Kingdom	13/07/2023	Court	All For				1
1770243	GB00B8W67662	Liberty Global Plc	United Kingdom	United Kingdom	13/07/2023	Court	All For				1
1770625	GB00B8W67662	Liberty Global Plc	United Kingdom	United Kingdom	13/07/2023	Special	All For				2
1770263	GB00B8W67662	Liberty Global Plc	United Kingdom	United Kingdom	13/07/2023	Special	All For				1
1761981	GB0002869419	Big Yellow Group Plc	United Kingdom	United Kingdom	20/07/2023	Annual	All For				1
1771365	GB0004052071	Halma Plc	United Kingdom	United Kingdom	20/07/2023	Annual	All For				1
1698829	GB0007908733	SSE Plc	United Kingdom	United Kingdom	20/07/2023	Annual	All For				1
1772057	GB00B39J2M42	United Utilities Group Plc	United Kingdom	United Kingdom	12/10/2023	Annual	All For				1
1760255	GB00B1H4HKS39	Vodafone Group Plc	United Kingdom	United Kingdom	25/07/2023	Annual	Against	13,23	Pay is misaligned with EOS remuneration principles		1
1773653	GB00BLJNXL82	Berkeley Group Holdings Plc	United Kingdom	United Kingdom	08/09/2023	Annual	Against	2	Pay is misaligned with EOS remuneration principles		1
1766736	GB00BYYFW23	Auto Trader Group Plc	United Kingdom	United Kingdom	14/09/2023	Annual	Against	2	Pay is misaligned with EOS remuneration principles		1
1780071	GB0002374006	Diageo Plc	United Kingdom	United Kingdom	28/09/2023	Annual	Against	4 3 2	The proposed DLTP can be awarded in the form of share options, which we cannot support. We prefer equity-based remuneration to take the form of performance shares instead of options, since the use of a strike price below which options are out-of-the-money changes significantly the risk-reward profile faced by their holders and can encourage management to focus too much on share price performance. The use of options also brings unnecessary complexity. We have concerns regarding the maximum pay opportunity. Our guideline is that a ratio of more than four times base salary is concerning, and more than six times is unlikely to gain our support without a compelling justification. In this remuneration policy, the maximum variable opportunity exceeds six times base salary. We also prefer equity-based remuneration to take the form of performance shares instead of options, since the use of a strike price below which options are out-of-the-money changes significantly the risk-reward profile faced by their holders and can encourage management to focus too much on share price performance. The use of options also brings unnecessary complexity. We informed Diageo Plc that we expected to vote against the remuneration policy on these grounds and did not receive a response. Without a sufficient justification from management, we cannot support this remuneration policy. While total variable pay sat below the six times base salary ratio threshold this year, we cannot support the remuneration report due to the granting of option shares under this year's long-term incentive awards. We prefer equity-based remuneration to take the form of performance shares instead of options, since the use of a strike price below which options are out-of-the-money changes significantly the risk-reward profile faced by their holders and can encourage management to focus too much on share price performance. The use of options also brings unnecessary complexity.		1