

Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation	Vote By Exception	Ballot Count
1932283	HK0388045442	Hong Kong Exchanges and Clearing Limited	Asia	Hong Kong	30/04/2025	Annual	All For				1
1940990	HK0000069689	AIA Group Limited	Asia	Hong Kong	23/05/2025	Annual	Against	5	Concerns related to approach to board gender diversity Overboarded/Too many other time commitments		1
1960830	HK0012000102	Henderson Land Development Company Limited	Asia	Hong Kong	03/06/2025	Annual	Against	3.5 3.1 3.4 5B,5C	Concerns related to approach to board gender diversity Concerns related to succession planning Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to succession planning Overboarded/Too many other time commitments Issue of equity raises concerns about excessive dilution of existing shareholders		1
1961713	JP3932000007	YASKAWA Electric Corp.	Asia	Japan	28/05/2025	Annual	Against	1.1,1.2	Concerns about overall performance		1
1969281	JP3982200002	Rorze Corp.	Asia	Japan	29/05/2025	Annual	Against	3.2	Concerns about overall board structure		1
1975170	JP3551500006	DENSO Corp.	Asia	Japan	13/06/2025	Annual	Against	1.1,1.2	Concerns related to approach to board gender diversity		1
1976217	JP3236200006	KEYENCE Corp.	Asia	Japan	13/06/2025	Annual	Against	2.2	Concerns related to approach to board gender diversity Concerns about overall performance		2
1975255	JP3571400005	Tokyo Electron Ltd.	Asia	Japan	17/06/2025	Annual	Against	1.1	Concerns about overall performance		3
1974540	JP3160400002	Eisai Co., Ltd.	Asia	Japan	18/06/2025	Annual	Against	2.1 2.6	Concerns about overall performance Concerns related to approach to board gender diversity		1
1976218	JP3233250004	JAPAN POST INSURANCE Co., Ltd.	Asia	Japan	18/06/2025	Annual	Against	1.1	Concerns about overall performance		1
1975230	JP3347200002	Shionogi & Co., Ltd.	Asia	Japan	18/06/2025	Annual	All For				2
1974550	JP3559000008	West Japan Railway Co.	Asia	Japan	18/06/2025	Annual	All For				1
1977759	JP3942400007	Astellis Pharma Inc.	Asia	Japan	19/06/2025	Annual	All For				1
1977751	JP3854600008	Honda Motor Co., Ltd.	Asia	Japan	19/06/2025	Annual	All For				1
1976223	JP3304200003	Komatsu Ltd.	Asia	Japan	19/06/2025	Annual	Against	2.5	Lack of independence on board		1
1978231	JP3933800009	I.Y. Corp.	Asia	Japan	19/06/2025	Annual	All For				1
1976213	JP3197600004	Ono Pharmaceutical Co., Ltd.	Asia	Japan	19/06/2025	Annual	Against	2.1,2.2	Concerns related to approach to board gender diversity Concerns about overall performance		2
1978233	JP3955000009	Yokokawa Electric Corp.	Asia	Japan	19/06/2025	Annual	Against	2.1,2.2	Concerns about overall performance		2
1976225	JP3218900003	Calsonic Co., Ltd.	Asia	Japan	20/06/2025	Annual	All For				1
1975729	JP3305990008	Consordia Financial Group, Ltd.	Asia	Japan	20/06/2025	Annual	Against	2.1	Concerns about overall performance		1
1975176	JP3783600004	East Japan Railway Co.	Asia	Japan	20/06/2025	Annual	Against	2.1,2.2 3.3	Concerns about overall performance Lack of independence on board		1
1976224	JP3183200009	Japan Exchange Group, Inc.	Asia	Japan	20/06/2025	Annual	Against	1.2	Concerns about overall performance		1
1976646	JP3223800008	Kawasaki Kisen Kaisha, Ltd.	Asia	Japan	20/06/2025	Annual	All For				1
1980342	JP3879250003	MARUWA CO., LTD.	Asia	Japan	20/06/2025	Annual	All For				1
1979608	JP3734800000	NIDEC Corp.	Asia	Japan	20/06/2025	Annual	All For				1
1977219	JP3494600004	SCREEN Holdings Co. Ltd.	Asia	Japan	20/06/2025	Annual	Against	2.1,2.2	Concerns related to approach to board gender diversity Concerns about overall performance		1
1978234	JP3351500008	Shizuoka Financial Group, Inc.	Asia	Japan	20/06/2025	Annual	Against	2.1,2.2 2.6	Concerns about overall performance Lack of independence on board		1
1976228	JP3892100003	Sumitomo Mitsui Trust Group, Inc.	Asia	Japan	20/06/2025	Annual	All For			3.1,3.4	1
1976744	JP3778630008	Bandai Namco Holdings, Inc.	Asia	Japan	23/06/2025	Annual	Against	3.1,3.2	Concerns about overall performance		1
1974546	JP3476480003	Dai-ichi Life Holdings, Inc.	Asia	Japan	23/06/2025	Annual	All For				1
1977217	JP3475350009	Daiichi Sankyo Co., Ltd.	Asia	Japan	23/06/2025	Annual	Against	2.1,2.2	Concerns about overall performance		1
1979004	JP3818000006	Fujitsu Ltd.	Asia	Japan	23/06/2025	Annual	All For				2
1976233	JP3910660004	Tokyo Marine Holdings, Inc.	Asia	Japan	23/06/2025	Annual	Against	2.1,2.8,2.10	Lack of independence on board		2
1979002	JP3543600000	DISCO Corp.	Asia	Japan	24/06/2025	Annual	All For				1
1977226	JP3894900004	Isetan Mitsukoshi Holdings Ltd.	Asia	Japan	24/06/2025	Annual	Against	2.1	Concerns about overall performance		1
1977769	JP3946750001	Japan Post Bank Co., Ltd.	Asia	Japan	24/06/2025	Annual	Against	1.1	Concerns about overall performance		1
1978323	JP3885780001	Mizuho Financial Group, Inc.	Asia	Japan	24/06/2025	Annual	Against	1.6 1.9,1.11 1.1 2.3	Concern about his independence on the board Concerns about overall performance Concerns related to approach to board gender diversity Insufficient consideration of climate change in audit and accounts		1
1980283	JP3651400008	Namura Shipbuilding Co., Ltd.	Asia	Japan	24/06/2025	Annual	Against	2.1,2.2	Concerns related to approach to board gender diversity Concerns about overall performance		2
1978756	JP3435000009	Sony Group Corp.	Asia	Japan	24/06/2025	Annual	All For				2
1979007	JP3546800008	Terumo Corp.	Asia	Japan	24/06/2025	Annual	Against	2.6	Lack of independence on board		1
1974552	JP3104890003	TIS, Inc. (Japan)	Asia	Japan	24/06/2025	Annual	Against	2.4,2.6,2.9 2.2 2.1	Lack of independence on board Lack of independence on board Concerns about overall performance Lack of independence on board Concerns about overall performance		1
1976705	JP3566800003	Central Japan Railway Co.	Asia	Japan	25/06/2025	Annual	Against	3.1 2.1,2.2 2.9	Concerns about overall board structure Concerns related to approach to board gender diversity Lack of independence on board		1
1979015	JP3788600009	Hitachi Ltd.	Asia	Japan	25/06/2025	Annual	All For				1
1979026	JP3862400003	Makita Corp.	Asia	Japan	25/06/2025	Annual	Against	2.1	Concerns related to approach to board gender diversity		1
1979020	JP3500610005	Resona Holdings, Inc.	Asia	Japan	25/06/2025	Annual	Against	1.1	Concerns about overall performance		1
1977785	JP3814800003	Subaru Corp.	Asia	Japan	25/06/2025	Annual	Against	2.1,2.3	Concerns related to approach to board gender diversity		1
1977239	JP3837800006	HOYA Corp.	Asia	Japan	26/06/2025	Annual	All For				3
1980961	JP3435750009	M3, Inc.	Asia	Japan	26/06/2025	Annual	All For				2
1981585	JP3173400007	OBIC Co. Ltd.	Asia	Japan	26/06/2025	Annual	Against	2.5,2.6 2.1,2.2	Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity		2
1974039	JP3970300004	Recruit Holdings Co. Ltd.	Asia	Japan	26/06/2025	Annual	All For				2
1983914	JP3974900007	Rempoint, Inc.	Asia	Japan	26/06/2025	Annual	Against	1 2.1	Shareholder proposal does not promote enhanced shareholder rights Concerns related to approach to board gender diversity		1
1980471	JP3343200006	Sanrio Co., Ltd.	Asia	Japan	26/06/2025	Annual	Against	2.1 3.2	Concerns about overall performance Lack of independence on board Concerns related to inappropriate membership of committees		1
1975761	JP3539220008	T&D Holdings, Inc.	Asia	Japan	26/06/2025	Annual	Against	2.1,2.2	Concerns related to approach to board gender diversity Concerns about overall performance		1
1981028	JP3636550006	Tomy Co., Ltd.	Asia	Japan	26/06/2025	Annual	All For				1
1983616	JP3613000003	Toyo Suisan Kaisha, Ltd.	Asia	Japan	26/06/2025	Annual	Against	2.2 2.1 6.1,6.2	Concerns about overall performance Concerns about overall performance Inadequate management of deforestation risks Shareholder proposal promotes appropriate accountability or incentivisation		1
1981591	JP3399310006	ZOZO, Inc.	Asia	Japan	26/06/2025	Annual	Against	2.2	Concerns related to succession planning		1
1979720	JP3122400009	Advantest Corp.	Asia	Japan	27/06/2025	Annual	All For				2
1977245	JP3481800005	DAIKIN INDUSTRIES Ltd.	Asia	Japan	27/06/2025	Annual	Against	2.2	Concerns about overall performance		1
1979722	JP3505000004	Daiwa House Industry Co., Ltd.	Asia	Japan	27/06/2025	Annual	Against	2.1 3.1,3.2 3.8 3.11	Concerns about overall performance Inadequate management of climate-related risks Concerns related to approach to board gender diversity Concerns related to succession planning Lack of independence on board		1
1979703	JP3802400006	FANUC Corp.	Asia	Japan	27/06/2025	Annual	All For				2
1981609	JP3805010000	Fukuoka Financial Group, Inc.	Asia	Japan	27/06/2025	Annual	Against	2.1,2.2	Concerns related to approach to board gender diversity Concerns about overall performance		1
1979057	JP3899600005	Mitsubishi Estate Co., Ltd.	Asia	Japan	27/06/2025	Annual	Against	2.1,2.2 2.10 2.9	Concerns about overall performance Concerns related to approach to board gender diversity Lack of independence on board		1

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1980282	JP3902900004	Mitsubishi UFJ Financial Group, Inc.	Asia	Japan	27/06/2025	Annual	Against	2.12.2, 13.2, 14.2, 15.3.4	Concerns about overall performance Inadequate management of climate-related risks Lack of independence on board.		2
1978327	JP3914400001	Murata Manufacturing Co. Ltd.	Asia	Japan	27/06/2025	Annual	Against	2.1	Concerns related to approach to board gender diversity		1
1980993	JP3756600007	Nintendo Co., Ltd.	Asia	Japan	27/06/2025	Annual	All For	2.3, 2.5, 2.9	Concerns related to approach to board gender diversity	2.1, 2.7	2
1979055	JP3198900007	Oriental Land Co., Ltd.	Asia	Japan	27/06/2025	Annual	Against	2.6	Lack of independence on board		1
1981615	JP3436120004	SBI Holdings, Inc.	Asia	Japan	27/06/2025	Annual	Against	1.1, 1.15	Concerns related to approach to board gender diversity Lack of independence on board		1
1979054	JP3371200001	Shin-Etsu Chemical Co., Ltd.	Asia	Japan	27/06/2025	Annual	Against	2.2, 2.5, 4.1	Concerns related to approach to board gender diversity Concerns related to succession planning Pay is misaligned with EOS remuneration principles		1
1979058	JP3162600005	SMC Corp. (Japan)	Asia	Japan	27/06/2025	Annual	Against	2.1	Concerns related to approach to board gender diversity Concerns related to succession planning		1
1981000	JP3436100006	SoftBank Group Corp.	Asia	Japan	27/06/2025	Annual	Against	2.9, 2.10, 2.9, 3.1, 2.8, 4	Concerns about overall board structure 2- Concerns related to board composition 3- Concerns related to board gender diversity 4- Concerns related to succession planning Concerns related to potential conflict of interests 2- Lack of independence on board Lack of independence on board Pay is misaligned with EOS remuneration principles		1
1980281	JP3890350006	Sumitomo Mitsui Financial Group, Inc.	Asia	Japan	27/06/2025	Annual	Against	2.2, 3.4, 2.10	Concerns about overall performance Inadequate management of climate-related risks Lack of independence on board		1
1977265	JP3397200001	Suzuki Motor Corp.	Asia	Japan	27/06/2025	Annual	Against	2.1	EOS manual override		1
1980415	JP3351100007	Symex Corp.	Asia	Japan	27/06/2025	Annual	Against	2.1, 2.2	Concerns related to approach to board gender diversity		1
1979063	JP3511800009	The Chiba Bank, Ltd.	Asia	Japan	27/06/2025	Annual	Against	2.1, 2.6, 2.7	Concerns about overall performance Concerns related to succession planning Lack of independence on board		1
1984276	JP3783420007	Hikari Tsushin, Inc.	Asia	Japan	28/06/2025	Annual	Against	2.2	Concerns related to succession planning		1
1943876	SGXE21576413	Genling Singapore Limited	Asia	Singapore	14/04/2025	Annual	Against	3, 5(b)	Concerns related to approach to board gender diversity Concerns to protect shareholder value		1
1943879	SG1M51904654	Capital and Integrated Commercial Trust	Asia	Singapore	22/04/2025	Annual	All For				1
1949040	SG1M77906915	Capital and Ascendas REIT	Asia	Singapore	25/04/2025	Annual	All For				1
1967940	TW0002330008	Taiwan Semiconductor Manufacturing Co., Ltd.	Asia	Taiwan	03/06/2025	Annual	All For				2
1923204	AU000000SCG8	Scentre Group	Australia & New	Australia	09/04/2025	Annual	All For				1
1917941	AU000000GPF18	The GPT Group	Australia & New	Australia	01/05/2025	Annual	Against	3	Pay is misaligned with EOS remuneration principles		1
1906341	AU000000QBE9	QBE Insurance Group Limited	Australia & New	Australia	09/05/2025	Annual	All For				1
1942983	BMG7496G1033	RenaissanceRE Holdings Ltd.	Emerging Mark	Bermuda	06/05/2025	Annual	Against	1b	Concerns related to board composition Concerns about overall board structure		1
1944752	BMG0450A1053	Arch Capital Group Ltd.	Emerging Mark	Bermuda	07/05/2025	Annual	Against	1a	Concerns about overall board structure		1
1945046	BMG3198U1027	Essent Group Ltd.	Emerging Mark	Bermuda	07/05/2025	Annual	Against	1.2, 3	Concerns about overall board structure Concerns about remuneration committee performance No clawback policy/High CEO to average NEO pay		1
1954593	BMG3223R1088	Everest Group, Ltd.	Emerging Mark	Bermuda	14/05/2025	Annual	Against	1.1	Concerns related to board composition		1
1952943	BMG3922B1072	Genpact Limited	Emerging Mark	Bermuda	22/05/2025	Annual	All For				1
1947076	BMG491BT1088	Invesco Ltd.	Emerging Mark	Bermuda	23/05/2025	Annual	All For				1
1959176	BMG0750C1082	Avast Computer Systems Ltd.	Emerging Mark	Bermuda	04/06/2025	Annual	All For				1
1957662	BMG9460G1015	Valaris Limited	Emerging Mark	Bermuda	12/06/2025	Annual	Against	1e	Concerns related to board composition		1
1942880	KYG875721634	Tencent Holdings Limited	Emerging Mark	Cayman Islands	14/05/2025	Annual	Against	3a	Concerns related to succession planning	5	1
1966481	KYG5264Y1089	Kingsoft Corporation Limited	Emerging Mark	Cayman Islands	29/05/2025	Annual	Against	3.1, 3.3, 8, 5.7	Concerns related to approach to board gender diversity Concerns related to succession planning Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders		1
1959157	KYG2121R1039	China Literature Limited	Emerging Mark	Cayman Islands	30/05/2025	Annual	Against	2b, 2c, 4A, 4C, 2A	Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board		1
1974015	KYG596691041	Meltan	Emerging Mark	Cayman Islands	09/06/2025	Annual	All For				1
1963253	KYG532631028	Kuaishou Technology	Emerging Mark	Cayman Islands	19/06/2025	Annual	Against	4, 2, 8.9	Concerns related to approach to board gender diversity Inadequate management of climate-related risks Issue of equity raises concerns about excessive dilution of existing shareholders		1
1954080	KYG1098A1013	Billibili, Inc.	Emerging Mark	Cayman Islands	20/06/2025	Annual	Against	4, 6, 7.9	Concerns related to approach to board gender diversity Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders		1
1962108	KYG5074A1004	JD Health International, Inc.	Emerging Mark	Cayman Islands	20/06/2025	Annual	Against	5a, 5c	Issue of equity raises concerns about excessive dilution of existing shareholders		1
1955844	KYG2215N1097	NetEase Cloud Music Inc.	Emerging Mark	Cayman Islands	25/06/2025	Annual	Against	2c, 2a, 5.6	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders		1
1956983	KYG6427A1022	NetEase, Inc.	Emerging Mark	Cayman Islands	25/06/2025	Annual	Against	1b, 1d, 1e, 2	Concerns related to succession planning Concerns to protect shareholder value		1
1979251	KYG8918W1069	Tongcheng Travel Holdings Ltd.	Emerging Mark	Cayman Islands	26/06/2025	Annual	Against	2a1, 2a2, 5A, 2a3	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders Overboarded/Too many other time commitments		1
1973887	KYG9066F1019	Trip.com Group Limited	Emerging Mark	Cayman Islands	30/06/2025	Annual	All For				1
1975435	CNE1000020Y7	ZhongAn Online P&C Insurance Co., Ltd.	Emerging Mark	China	20/06/2025	Annual	Against	7.2, 7.6, 4, 9	Concerns about overall performance Concerns related to approach to board gender diversity Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders		1
1975439	IL0011334468	CyberArk Software Ltd.	Emerging Mark	Israel	24/06/2025	Annual	All For				1
1931223	AT0000746409	VERBUND AG	Europe	Austria	29/04/2025	Annual	All For				1
1923777	BE0003739530	UCB SA	Europe	Belgium	24/04/2025	Annual/Special	Against	5.6	Pay is misaligned with EOS remuneration principles		1
1924054	BE0974293251	Anheuser-Busch InBev SA/NV	Europe	Belgium	30/04/2025	Annual	Against	9, 7a, 7b, 7c	Insufficient/poor disclosure Lack of independence on board		1
1926552	BE0003797140	Groupe Bruxelles Lambert SA	Europe	Belgium	02/05/2025	Annual	Against	5.2, 5.3, 7.8	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles		1
1949209	BE0003797140	Groupe Bruxelles Lambert SA	Europe	Belgium	02/05/2025	Extraordinary Shareholders	Against	7.9	Issue of equity raises concerns about excessive dilution of existing shareholders		1
1924843	DK0063855168	ROCKWOOL A/S	Europe	Denmark	02/04/2025	Annual	Abstain	7.4, 4	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles		1
1924140	DK0060336014	Novonosis (Novozymes A/S)	Europe	Denmark	03/04/2025	Annual	All For				1
1912296	DK0060094928	Orsted A/S	Europe	Denmark	03/04/2025	Annual	Against	3.6	Pay is misaligned with EOS remuneration principles		1
1924138	DK0061539921	Vestas Wind Systems A/S	Europe	Denmark	08/04/2025	Annual	Abstain	6.a, 4	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles		2

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1924825	FI0009007132	Fortum Oyj	Europe	Finland	01/04/2025	Annual	Against	10, 11	Pay is misaligned with EOS remuneration principles		1
1924845	FI0009014377	Orion Oyj	Europe	Finland	03/04/2025	Annual	Against	10	A vote AGAINST this item is warranted because 50 percent of the STIP is based on vaguely defined performance criteria, up from 40 percent last year. Further concerns are noted as the company has failed to provide ex post disclosure of targets attached to the variable incentive plans		1
1916184	FI4000552500	Sampo Oyj	Europe	Finland	23/04/2025	Annual	All For				2
1935342	FR0000064578	Covivio SA	Europe	France	17/04/2025	Annual/Special	Against	7,8,10,11,28	Pay is misaligned with EOS remuneration principles		1
1933336	FR0010040865	Gecina SA	Europe	France	17/04/2025	Annual/Special	Against	12	Concerns related to inappropriate membership of committees		1
1925336	FR0000121014	LVMH Moët Hennessy Louis Vuitton SE	Europe	France	17/04/2025	Annual/Special	Against	4,10,11,12,14,19,20,21,22,2,3,24,29	Pay is misaligned with EOS remuneration principles		1
1926520	FR0000125486	VINCI SA	Europe	France	17/04/2025	Annual/Special	Against	4,14	Pay is misaligned with EOS remuneration principles		2
1935343	FR0000120644	Danone SA	Europe	France	24/04/2025	Annual/Special	All For				1
1929134	FR0000121446	Keolis SA	Europe	France	24/04/2025	Annual/Special	All For				1
1942207	FR0000121984	Kiepert SA	Europe	France	24/04/2025	Annual/Special	All For				1
1926527	FR0000120321	L'Oréal SA	Europe	France	29/04/2025	Annual/Special	Against	4	Concerns related to inappropriate membership of committees		2
1943312	FR0013326246	Unibail-Rodamco-Westfield SE	Europe	France	29/04/2025	Annual/Special	Against	16	Pay is misaligned with EOS remuneration principles		1
1938870	FR0000121667	EssilorLuxottica SA	Europe	France	30/04/2025	Annual/Special	Against	18	Concerns related to inappropriate membership of committees		1
1944058	FR0000052292	Hermès International SCA	Europe	France	30/04/2025	Annual/Special	Against	6,7,8,9,10,13,14,28	Pay is misaligned with EOS remuneration principles		1
								5,9,10,12	Pay is misaligned with EOS remuneration principles		1
								27,28	Concerns to protect shareholder value		1
								5	Insufficient justification for related party transaction		1
								7,8,9,11	Pay is misaligned with EOS remuneration principles		1
								6,21,25	Poison pill/anti-takeover measure not in investors interests		1
								22,24,26	Poison pill/anti-takeover measure not in investors interests Issue of equity raises concerns about excessive dilution of existing shareholders		1
1940642	FR0000120578	Sanofi	Europe	France	30/04/2025	Annual/Special	Against	12,15	Pay is misaligned with EOS remuneration principles		2
1946696	FR0010908533	Edenred SE	Europe	France	07/05/2025	Annual/Special	Against	6	Overboarded/Too many other time commitments		1
								14	Pay is misaligned with EOS remuneration principles		1
1946710	FR0000121972	Schneider Electric SE	Europe	France	07/05/2025	Annual/Special	All For				2
1940511	FR0010533075	Getlink SE	Europe	France	14/05/2025	Annual/Special	Against	12,15,18	Pay is misaligned with EOS remuneration principles		1
1952433	FR0014004L86	Dassault Aviation SA	Europe	France	16/05/2025	Annual/Special	Against	14	Concerns related to shareholder rights		2
								10	Insufficient/poor disclosure		1
								4,5,6,8,9	Pay is misaligned with EOS remuneration principles		1
								11	Poison pill/anti-takeover measure not in investors interests		1
1953946	FR0010259150	Ipsen SA	Europe	France	21/05/2025	Annual/Special	Against	21,22,23	Concerns to protect shareholder value		1
								6	Lack of independence on board Concerns related to inappropriate membership of committees		1
								12,26	Pay is misaligned with EOS remuneration principles		1
								8,23	Pay is misaligned with EOS remuneration principles		1
1954877	FR0014003TT8	Dassault Systemes SE	Europe	France	22/05/2025	Annual/Special	Against				1
1956315	FR0013451333	FDJ United	Europe	France	22/05/2025	Annual/Special	All For				1
1951258	FR0013506730	Valloirec SA	Europe	France	22/05/2025	Annual/Special	Against	6,10	Pay is misaligned with EOS remuneration principles		1
1957809	FR0004125920	Amundi SA	Europe	France	27/05/2025	Annual/Special	Against	19	Voting related to alignment with 1,5 degrees scenario		1
1952436	FR0010307819	Leclerc SA	Europe	France	27/05/2025	Annual/Special	All For				2
1949108	FR0000125007	Compagnie de Saint-Gobain SA	Europe	France	05/06/2025	Annual/Special	Against	8	Overboarded/Too many other time commitments		1
								14,25,26	Pay is misaligned with EOS remuneration principles		1
1925861	DE0005200000	Beiersdorf AG	Europe	Germany	17/04/2025	Annual	Against	4	Concerns related to shareholder rights		1
								6,7	Lack of independence on board Concerns related to inappropriate membership of committees		1
								10	Pay is misaligned with EOS remuneration principles		1
1925808	DE000BAY0017	Bayer AG	Europe	Germany	25/04/2025	Annual	Against	5	Insufficient/poor disclosure		1
								7,8	Pay is misaligned with EOS remuneration principles		1
1925809	DE0006599905	Merck KGaA	Europe	Germany	25/04/2025	Annual	Against	7,8	Pay is misaligned with EOS remuneration principles		1
1926090	DE000KBX1006	Knorr-Bremse AG	Europe	Germany	30/04/2025	Annual	Against	8	Concerns related to shareholder rights		1
								6	Pay is misaligned with EOS remuneration principles		1
1925780	DE0008430026	Muenchener Rueckversicherungs-Gesellschaft AG	Europe	Germany	30/04/2025	Annual	Against	6,7	Pay is misaligned with EOS remuneration principles		1
1925784	DE0005552004	Deutsche Post AG	Europe	Germany	02/05/2025	Annual	Against	6,c	Concerns related to inappropriate membership of committees		2
								11,12	Pay is misaligned with EOS remuneration principles		1
1925776	DE0008404005	Allianz SE	Europe	Germany	08/05/2025	Annual	Against	4,a,6,7	Pay is misaligned with EOS remuneration principles		1
1946203	DE000A0D9PT0	MTU Aero Engines AG	Europe	Germany	08/05/2025	Annual	Against	8	Pay is misaligned with EOS remuneration principles		1
1925837	DE0007030009	Rheinmetall AG	Europe	Germany	13/05/2025	Annual	Against	8,3	Concerns related to inappropriate membership of committee		1
								7,8	Pay is misaligned with EOS remuneration principles		1
1925771	DE0007164600	SAP SE	Europe	Germany	13/05/2025	Annual	Against	6	Pay is misaligned with EOS remuneration principles		2
1925883	DE0005810055	Deutsche Boerse AG	Europe	Germany	14/05/2025	Annual	Against	9,10	Pay is misaligned with EOS remuneration principles		1
1925832	DE000DTR0CK8	Daimler Truck Holding AG	Europe	Germany	27/05/2025	Annual	Against	6	Pay is misaligned with EOS remuneration principles		1
								8	Concerns related to shareholder rights		1
								6,7	Pay is misaligned with EOS remuneration principles		1
1955205	DE000A1ML7J1	Vonovia SE	Europe	Germany	28/05/2025	Annual	Against				1
1939159	IE0004927939	Kingspan Group Plc	Europe	Ireland	01/06/2025	Annual	All For				1
1943364	IE00BGH1M568	Perrigo Company plc	Europe	Ireland	01/06/2025	Annual	Against	1,5	Concerns related to board composition		1
1942259	IE00028FXN24	Smurfit WestRock Plc	Europe	Ireland	02/06/2025	Annual	All For				1
1943655	IE00BL509M33	Pentair plc	Europe	Ireland	06/06/2025	Annual	Against	1d	Concerns about remuneration committee performance		1
								2	No clawback policy/Options/PSUs vest in less than 36 months		1
1940782	IE0001827041	CRH Plc	Europe	Ireland	08/06/2025	Annual	All For				1
1947679	IE00BD86Q211	Willis Towers Watson Public Limited Company	Europe	Ireland	15/06/2025	Annual	All For				1
1948933	IE00BDVJQ056	iVent Electric Plc	Europe	Ireland	16/06/2025	Annual	All For				1
1957898	IE00BFT3W74	Allegion Plc	Europe	Ireland	05/06/2025	Annual	All For				1
1906053	IE00BK9ZQ967	Trane Technologies Plc	Europe	Ireland	05/06/2025	Annual	Against	11,3	Concerns regarding Auditor tenure		1
1960556	IE00BLNN3691	Weatherford International plc	Europe	Ireland	11/06/2025	Annual	Against	1c	Concerns related to board composition		1
								1d	Concerns related to management of environment-related business risks		1
1964551	IE00BLP1HW54	Acn Plc	Europe	Ireland	27/06/2025	Annual	Against	1,1	Concerns related to succession planning		1
1907982	IT0004965148	Moncler SpA	Europe	Italy	16/04/2025	Annual	Against	4,1,4,2,4,4,2,4,5	Insufficient/poor disclosure		1
								4,3			1
1909318	IT0004176001	Prisma SpA	Europe	Italy	16/04/2025	Annual/Special	Against	3,8,9	Pay is misaligned with EOS remuneration principles		1
1939704	IT0000062072	Assicurazioni Generali SpA	Europe	Italy	23/04/2025	Annual/Special	Against	2b,1,3a	Pay is misaligned with EOS remuneration principles		1
								4b			1
1917821	IT0003492391	DiaSorin SpA	Europe	Italy	28/04/2025	Annual	Against	3,1,3,2,3,4,4,1,2,4,2,4,3	Pay is misaligned with EOS remuneration principles		1
								2,1,2,2,5,6			1
1913955	IT0000072170	FincsoBank SpA	Europe	Italy	29/04/2025	Annual/Special	All For				1
1924218	IT0003828271	Recordati SpA	Europe	Italy	29/04/2025	Annual	Against	2,a,2,b	Insufficient/poor disclosure		1
								2,e	Pay is misaligned with EOS remuneration principles		1
								3,b			1
1924782	IT0005218380	Banco BPM SpA	Europe	Italy	30/04/2025	Annual	All For				1

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1923052	IT0003242622	TERNA Rete Elettrica Nazionale SpA	Europe	Italy	21/05/2025	Annual	Against	3,4,5,1,5,2	Pay is misaligned with EOS remuneration principles		1
1932815	LU1778762911	Spotify Technology SA	Europe	Luxembourg	09/04/2025	Annual	Against	4b 4a 3	Concerns to protect shareholder value Concerns to protect shareholder value Combined CEO/Chair Pay is misaligned with EOS remuneration principles		1
1943922	FR0014000MR3	Eurofins Scientific SE	Europe	Luxembourg	24/04/2025	Annual/Special	Against	9,10	Pay is misaligned with EOS remuneration principles		1
1950469	LU1598757687	ArcelorMittal SA	Europe	Luxembourg	06/05/2025	Annual	Against	7	High variable pay ratio 2- Insufficient disclosure		1
1950962	LU2598331598	Tenaris SA	Europe	Luxembourg	06/05/2025	Annual/Special	Against	6 2,3 8 10	Concerns related to approach to board gender diversity Combined CEO/Chair Concerns about overall board structure Inappropriate bundling of election of directors on a single vote Inadequate management of climate-related risks Issue of equity raises concerns about excessive dilution of existing shareholders		1
1954799	LU2290522684	InPost SA	Europe	Luxembourg	15/05/2025	Annual	Against	7,9	Pay is misaligned with EOS remuneration principles		1
1955337	LU2290522684	InPost SA	Europe	Luxembourg	15/05/2025	Extraordinary Shareholders	Against	3 2	Concerns related to shareholder rights Issue of equity raises concerns about excessive dilution of existing shareholder		1
1976521	LU1673108939	Aroundtown SA	Europe	Luxembourg	24/06/2025	Annual	Against	8	Pay is misaligned with EOS remuneration principles		1
1935341	NL0000687663	AerCap Holdings NV	Europe	Netherlands	16/04/2025	Annual	Against	5,6b	Pay is misaligned with EOS remuneration principles		1
1922049	NL0015435975	Davide Campari-Milano NV	Europe	Netherlands	16/04/2025	Annual	Against	5j 5g 8 6 2b,7	Concerns related to attendance at board or committee meetings Issue of equity raises concerns about excessive dilution of existing shareholders Issue of equity raises concerns about excessive dilution of existing shareholders Issue of equity raises concerns about excessive dilution of existing shareholders Double voting rights Pay is misaligned with EOS remuneration principles		1
1922516	NL0011585146	Ferrari NV	Europe	Netherlands	16/04/2025	Annual	Against	3a 3d	Concerns related to management of environment-related business risks Overboarded/Too many other time commitments		1
1924210	NL0000009165	Heineken NV	Europe	Netherlands	17/04/2025	Annual	Against	4,b 4,a 1,b	Concerns related to inappropriate membership of committees Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles		1
1923213	NL0011821202	ING Groep NV	Europe	Netherlands	22/04/2025	Annual	All For				1
1924206	NL0010273215	ASML Holding NV	Europe	Netherlands	23/04/2025	Annual	Against	3a,5,6	Pay is misaligned with EOS remuneration principles		2
1924207	NL0012866412	BE Semiconductor Industries NV	Europe	Netherlands	23/04/2025	Annual	Against	6,7,a	Pay is misaligned with EOS remuneration principles		1
1939685	NL0015001FS8	Ferrovial SE	Europe	Netherlands	24/04/2025	Annual	Against	3	Concerns related to management of environment-related business risks		2
1938881	NL0013267909	Akzo Nobel NV	Europe	Netherlands	25/04/2025	Annual	All For				1
1927430	NL0000009538	Koninklijke Philips NV	Europe	Netherlands	08/05/2025	Annual	Against	3,d	Pay is misaligned with EOS remuneration principles		1
1927436	NL0000334118	ASM International NV	Europe	Netherlands	12/05/2025	Annual	Against	3,a	Pay is misaligned with EOS remuneration principles		1
1944403	NL0010545861	CNH Industrial N.V.	Europe	Netherlands	12/05/2025	Annual	Against	1c, 1D, 2A	No clawback policy Excessive CEO pay High CEO to average NEO pay	4A	1
1946630	NL0015000Y2	Universal Music Group NV	Europe	Netherlands	14/05/2025	Annual	Against	8,c 9 3	Concerns related to inappropriate membership of committees Inappropriate use of one-time awards 2- Insufficient disclosure Insufficient disclosure 2- Pay is misaligned with EOS remuneration principles		1
1949939	NL0012969182	Adyen NV	Europe	Netherlands	15/05/2025	Annual	All For				1
1931146	NL0010773842	NN Group NV	Europe	Netherlands	15/05/2025	Annual	Against	4	Pay is misaligned with EOS remuneration principles		1
1927425	NL0000395903	Wolters Kluwer NV	Europe	Netherlands	15/05/2025	Annual	Against	6 2,c	Concerns related to succession planning Pay is misaligned with EOS remuneration principles		1
1924796	NL0012059018	EXOR NV	Europe	Netherlands	22/05/2025	Annual	Against	2,b, 3,c	Pay is misaligned with EOS remuneration principles		1
1946670	NL0000226223	STMicroelectronics NV	Europe	Netherlands	28/05/2025	Annual	All For				1
1955691	NL0012846349	Unibail-Rodamco-Westfield NV	Europe	Netherlands	11/06/2025	Annual	Against	7,8 9 1	Concerns related to inappropriate membership of committees Concerns related to succession planning Pay is misaligned with EOS remuneration principles		1
1933388	NL0014332678	JDE Peet's NV	Europe	Netherlands	19/06/2025	Annual	Against	5,d 6,a 2,b, 6,b 10,f 10,e 5,12	Concerns related to inappropriate membership of committees High variable pay ratio 2- Inappropriate use of one-time awards 3- Insufficient disclosure Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Concerns related to management of environment-related business risks Pay is misaligned with EOS remuneration principles		1
1971953	NL0015002CX3	QIAGEN NV	Europe	Netherlands	26/06/2025	Annual	Against				1
1924142	NO0010161896	DNB Bank ASA	Europe	Norway	29/04/2025	Annual	All For				1
1924838	NO0013536151	Kongsberg Gruppen ASA	Europe	Norway	07/05/2025	Annual	Against	11,11,3 9,10,13	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles		1
1924846	NO0010310956	SalMar ASA	Europe	Norway	18/06/2025	Annual	Against	10,11	Pay is misaligned with EOS remuneration principles		1
1940958	PTEDP0A0M0009	EDP SA	Europe	Portugal	10/04/2025	Annual	Against	3,1,3,2,3,3	Pay is misaligned with EOS remuneration principles		1
1933431	ES0113900J37	Banco Santander SA	Europe	Spain	03/04/2025	Annual	Against	7A,7F	Pay is misaligned with EOS remuneration principles		2
1933513	ES0127797019	EDP Renováveis SA	Europe	Spain	03/04/2025	Annual	Against	11 6 8	Concerns to protect shareholder value Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles		1
1931651	ES0105046017	Aena S.M.E. SA	Europe	Spain	09/04/2025	Annual	Against	7,4 12	Concerns related to succession planning Voting related to alignment with 1.5 degrees scenario		2
1929645	ES0140609019	CaixaBank SA	Europe	Spain	10/04/2025	Annual	All For				1
1945666	ES0130670112	Endesa SA	Europe	Spain	29/04/2025	Annual	Against	8	Pay is misaligned with EOS remuneration principles		1
1960709	ES0109607019	Amadeus IT Group SA	Europe	Spain	03/06/2025	Annual	Against	3	Pay is misaligned with EOS remuneration principles		1
1978109	ES0173093024	Redelsa Corporacion SA	Europe	Spain	30/06/2025	Annual	All For				1
1924595	SE0000148884	Skandinaviska Enskilda Banken AB	Europe	Sweden	01/04/2025	Annual	Against	14a2,14a5,14a9,14b	Concerns related to inappropriate membership of committees		2
1924146	SE0000115446	Volvo AB	Europe	Sweden	02/04/2025	Annual	Against	14,3,14,11,15	Overboarded/Too many other time commitments		1
1925174	SE0000112724	Svenska Cellulosa AB SCA	Europe	Sweden	04/04/2025	Annual	Against	12,9 15 12,1,12,7,13	Concerns related to inappropriate membership of committees 2- Lack of independent representation at board committees 3- Non-independent Chairman Insufficient disclosure 2- Pay is misaligned with EOS remuneration principles Overboarded/Too many other time commitments		1
1925217	SE0000108847	LE Lundsbergföretagen AB	Europe	Sweden	09/04/2025	Annual	Against	12	Lack of independence on board Inadequate management of climate-related risks Overboarded/Too many other time commitments		1
1923903	SE0000190126	Industrivärden AB	Europe	Sweden	10/04/2025	Annual	Against	12,b,12,h 12,a,12,e,12,j 12,f 16	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 Lack of independence on board Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles		1
1924847	SE0021921269	Saab AB	Europe	Sweden	10/04/2025	Annual	Against	11,11,1j 11,h,11,j 11,e 13,14,15,a,15,b,15,c	Concerns related to approach to board gender diversity Overboarded/Too many other time commitments Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles		1
1924139	SE0007100581	Assa Abloy AB	Europe	Sweden	23/04/2025	Annual	Against	12 14,16	Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Lack of independence on board Pay is misaligned with EOS remuneration principles		1

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1924839	SE0000695876	Alfa Laval AB	Europe	Sweden	29/04/2025	Annual	Against	13.5,13.9	Concerns related to inappropriate membership of committees		1
1924136	SE0017486889	Atlas Copco AB	Europe	Sweden	29/04/2025	Annual	Against	10.a2,10.a6,10.b 12.a,12.b 14.6 18	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles		3
1924246	SE0000667891	Sandvik Aktiebolag	Europe	Sweden	29/04/2025	Annual	Against	12.1,12.3,12.4,12.10	Concerns related to inappropriate membership of committees		1
1924601	SE0015961909	Hexagon AB	Europe	Sweden	05/05/2025	Annual	Against	12b	Pay is misaligned with EOS remuneration principles	8d,10a,1	3
1902138	SE0015658109	Epiroc AB	Europe	Sweden	08/05/2025	Annual	Against	15(c)	Concerns related to inappropriate membership of committees		1
1924834	SE0005190238	Tele2 AB	Europe	Sweden	13/05/2025	Annual	Against	18	Pay is misaligned with EOS remuneration principles		1
1925175	SE0015988019	NIBE Industrier AB	Europe	Sweden	15/05/2025	Annual	Against	13	Concerns related to inappropriate membership of committees		1
1917799	CH0011075394	Zurich Insurance Group AG	Europe	Switzerland	09/04/2025	Annual	Against	18	Pay is misaligned with EOS remuneration principles		2
1914159	CH0102484968	Julius Baer Gruppe AG	Europe	Switzerland	10/04/2025	Annual	Against	1.2,6 8	Pay is misaligned with EOS remuneration principles Insufficient/poor disclosure		1
1918944	CH1175448666	Straumann Holding AG	Europe	Switzerland	10/04/2025	Annual	Against	1.2 6,4,7,2 10 13	Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Insufficient/poor disclosure		1
1913518	CH0244767585	UBS Group AG	Europe	Switzerland	10/04/2025	Annual	Against	6,2,6,8,7,3 3 12 2	Concerns related to inappropriate membership of committees EOS manual override Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles		2
1918937	CH0126881561	Swiss Re AG	Europe	Switzerland	11/04/2025	Annual	Against	7 1.2 10	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles Insufficient/poor disclosure		2
1921733	CH1243598427	Sandoz Group AG	Europe	Switzerland	15/04/2025	Annual	Against	7,1,5,7,4 7,1,7,7,2,1 9	Concerns regarding Auditor tenure Concerns related to board gender diversity Insufficient/poor disclosure		1
1918939	CH0010570759	Chocoladefabriken Lindt & Sprüngli AG	Europe	Switzerland	16/04/2025	Annual	Against	7,1,1,7,1,2,7,1,3,7,1,4,7,2,2 2	Lack of independence on board Pay is misaligned with EOS remuneration principles		1
1918938	CH0030170408	Geberit AG	Europe	Switzerland	16/04/2025	Annual	Against	5,1,3,8,1,9	Pay is misaligned with EOS remuneration principles		2
1922819	CH0038863350	Nestle SA	Europe	Switzerland	16/04/2025	Annual	Against	1.2	Pay is misaligned with EOS remuneration principles		1
1901176	CH0012410517	Baloise Holding AG	Europe	Switzerland	25/04/2025	Annual	Against	4,1,1,1 1,2,6,1,6,2	Concerns related to below-board gender diversity Pay is misaligned with EOS remuneration principles		1
1918940	CH0130293662	BKW AG	Europe	Switzerland	29/04/2025	Annual	Against	5,b,3 5,a,2,5,b,1 6 1,b	Concerns related to inappropriate membership of committees Concerns related to inappropriate management of climate-related risks Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles		1
1899766	CH0311864901	VAT Group AG	Europe	Switzerland	29/04/2025	Annual	Against	7,1,8	Pay is misaligned with EOS remuneration principles		1
1921836	CH0432492467	Alcon AG	Europe	Switzerland	06/05/2025	Annual	Against	10 5,1	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles		1
1947652	CH1216478797	DSM-Firmenich AG	Europe	Switzerland	06/05/2025	Annual	Against	9 1,3	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles		1
1913696	CH0025238863	Kuehne + Nagel International AG	Europe	Switzerland	07/05/2025	Annual	Against	4,1,d,4,3,a 7,2 6 8	Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Insufficient basis to support a decision Insufficient disclosure		1
1921732	CH0531751755	Banque Cantonale Vaudoise	Europe	Switzerland	08/05/2025	Annual	Against	7,1 10	Concerns related to succession planning Insufficient/poor disclosure		1
1937070	CH0013841017	Lonza Group AG	Europe	Switzerland	09/05/2025	Annual	Against	11 3	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles		1
1921818	CH0014852781	Swiss Life Holding AG	Europe	Switzerland	14/05/2025	Annual	Against	5,7,7 5,1 5,6,5,11 9	Concerns regarding Auditor tenure Concerns related to below-board gender diversity Concerns related to inappropriate membership of committees Insufficient/poor disclosure		1
1948942	CH0044328745	Chubb Limited	Europe	Switzerland	15/05/2025	Annual	Against	5,12 A 13	Concerns related to board composition Insufficient/poor disclosure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of SEE opportunities and risks		1
1951212	CH0024608827	Partners Group Holding AG	Europe	Switzerland	21/05/2025	Annual	Against	7	Insufficient/poor disclosure		1
1962329	CH0012410517	Baloise Holding AG	Europe	Switzerland	23/05/2025	Extraordinary Shareholders	Against	2,1,2,2	Insufficient/poor disclosure		1
1960211	CH0114405324	Garmin Ltd.	Europe	Switzerland	06/06/2025	Annual	Against	5b,7b	Concerns related to management of environment-related business risks		1
1915382	CH0012549785	Sonova Holding AG	Europe	Switzerland	10/06/2025	Annual	Against	4,1,6 6 1,3	Concerns related to inappropriate membership of committees Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles		1
1921568	CA7800871021	Royal Bank of Canada	North America	Canada	10/04/2025	Annual/Special	Against	1,11 3 7,10,12	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
1915402	CA8911605092	The Toronto-Dominion Bank	North America	Canada	10/04/2025	Annual	Against	1,10,1,13 4,5,8	Concerns to protect shareholder value For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
1928034	CA0084741085	Agnico Eagle Mines Limited	North America	Canada	25/04/2025	Annual/Special	All For				1
1927653	CA13646K1084	Canadian Pacific Kansas City Limited	North America	Canada	30/04/2025	Annual/Special	Against	4	Concerns related to shareholder rights		1
1929588	CA2861812014	Element Fleet Management Corp.	North America	Canada	02/05/2025	Annual	All For				1
1937785	CA74935Q1072	RB Global, Inc.	North America	Canada	05/05/2025	Annual/Special	All For				1
1925912	CA06849F1080	Barrick Mining Corporation	North America	Canada	06/05/2025	Annual/Special	All For				1
1927652	CA87262K1057	TMX Group Limited	North America	Canada	06/05/2025	Annual/Special	All For				1
1928060	CA45823T1066	Intact Financial Corporation	North America	Canada	07/05/2025	Annual	All For				1
1928047	CA49690Z0407	Kinross Gold Corporation	North America	Canada	07/05/2025	Annual	Against	1,2	Concerns related to board composition		1
1930219	CA67077M1086	Nutrien Ltd.	North America	Canada	07/05/2025	Annual	All For				1
1929153	CA05534B7604	BCE, Inc.	North America	Canada	08/05/2025	Annual	Against	5	EOS manual override		1
1927955	CA39138C1068	Great-West Lifeco Inc.	North America	Canada	08/05/2025	Annual/Special	Against	6 1,14	Concerns related to management of environment-related business risks Lack of independent representation at board committees Concerns related to succession planning Concerns related to shareholder value		1

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1928066	CA45075E1043	IA Financial Corporation Inc.	North America	Canada	08/05/2025	Annual	Against	4,5	For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
1927609	CA5503721063	Lundin Mining Corporation	North America	Canada	08/05/2025	Annual	Against	1f	Concerns related to approach to board diversity		1
1929560	CA55018R1064	Manulife Financial Corporation	North America	Canada	08/05/2025	Annual	Against	1,2,2	Concerns regarding Auditor tenure		1
1922407	US42824C1099	Hewlett Packard Enterprise Company	North America	USA	02/04/2025	Annual	Against	3	Pay is misaligned with EOS remuneration principles	1a	2
1929562	US87162W1009	TD SYNNEX Corporation	North America	USA	02/04/2025	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights		2
1929220	US2166485019	The Cooper Companies, Inc.	North America	USA	02/04/2025	Annual	All For				2
1931337	US14448C1045	Carrier Global Corporation	North America	USA	09/04/2025	Annual	Against	1h	Concerns about remuneration committee performance		1
1928073	US8716071076	Synopsys, Inc.	North America	USA	10/04/2025	Annual	Against	2 4 6	High variable pay ratio. High CEO to average NEO pay Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh variable pay ratioHigh CEO to average NEO pay Shareholder proposal promotes appropriate accountability or incentivisation		2
1935012	US3167731005	Fifth Third Bancorp.	North America	USA	15/04/2025	Annual	Against	1i	Concerns to protect shareholder value		1
1934815	US55261F1049	M&T Bank Corporation	North America	USA	15/04/2025	Annual	All For			1,9	1
1935645	US6153691059	Moody's Corporation	North America	USA	15/04/2025	Annual	All For			1q	1
1940722	US6907421019	Owens Corning	North America	USA	15/04/2025	Annual	All For				3
1934334	US72346Q1040	Pinnacle Financial Partners, Inc.	North America	USA	15/04/2025	Annual	Against	1f 1a	Concerns about remuneration committee performance Concerns related to succession planning		1
1939798	US7436061052	Prosperity Bancshares, Inc.	North America	USA	15/04/2025	Annual	Against	1,4	Low shareholding requirement. Excessive severance Concerns related to board composition. Concerns related to succession planning		1
1935437	US0640581007	The Bank of New York Mellon Corporation	North America	USA	15/04/2025	Annual	All For				1
1935665	US9029733048	U.S. Bancorp.	North America	USA	15/04/2025	Annual	All For				1
1935658	US9633201069	Whirlpool Corporation	North America	USA	15/04/2025	Annual	Against	1d 1g,3 1a	Concerns about remuneration committee performance Concerns regarding Auditor tenure Concerns related to board composition		1
1940951	US8354951027	Sonoco Products Company	North America	USA	16/04/2025	Annual	Against	2 4	Options/PSUs vest in less than 36 months. High variable pay ratio Shareholder proposal promotes transparency		1
1936157	US8243481061	The Sherwin-Williams Company	North America	USA	16/04/2025	Annual	Against	1f,4	Concerns regarding Auditor tenure		1
1937052	US00123Q1040	AGNC Investment Corp.	North America	USA	17/04/2025	Annual	All For				1
1936800	US4448591028	Humana Inc.	North America	USA	17/04/2025	Annual	Against	1q	Concerns related to board composition		1
1936320	US45841N1072	Interactive Brokers Group, Inc.	North America	USA	17/04/2025	Annual	Against	1a 1f 1b 3	Concerns about remuneration committee performance Concerns related to attendance at board or committee meetings Lack of independence on board. Lack of independent representation at board committees Low shareholding requirement		1
1937110	US48666K1097	KB Home	North America	USA	17/04/2025	Annual	Against	1,8 2	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles		1
1936280	US6935061076	PPG Industries, Inc.	North America	USA	17/04/2025	Annual	All For				1
1935661	US8825081040	Texas Instruments Incorporated	North America	USA	17/04/2025	Annual	Against	1b 1d,1k 4	EOS manual override Overboarded/Too many other time commitments Shareholder proposal promotes appropriate accountability or incentivisation		2
1936672	US7365088472	Portland General Electric Company	North America	USA	18/04/2025	Annual	Against	1b	Concerns related to management of environment-related business risks		1
1934355	US11135F1012	Broadcom Inc.	North America	USA	21/04/2025	Annual	All For				2
1933639	US00724F1012	Adobe Inc.	North America	USA	22/04/2025	Annual	Against	1b,4,5	Shareholder proposal promotes appropriate accountability or incentivisation		2
1937656	US0605051046	Bank of America Corporation	North America	USA	22/04/2025	Annual	Against	7,8	For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks	1f,1,4	3
1945690	US0905722072	Bio-Rad Laboratories, Inc.	North America	USA	22/04/2025	Annual	Against	1,1,1,2 3	Concerns related to shareholder value Shareholder proposal promotes appropriate accountability or incentivisation		2
1940155	US16119P1084	Charter Communications, Inc.	North America	USA	22/04/2025	Annual	Against	4	Shareholder proposal promotes transparency	1d	1
1940149	US1714841087	Churchill Downs Incorporated	North America	USA	22/04/2025	Annual	Against	1,1	Concerns related to board composition		1
1939305	US6658591044	Northern Trust Corporation	North America	USA	22/04/2025	Annual	All For				1
1939031	US7140461093	Revvity, Inc.	North America	USA	22/04/2025	Annual	Against	1a 3 1e 5	Concerns about remuneration committee performance Low shareholding requirementOptions/PSUs vest in less than 36 monthsHigh variable pay ratioHigh CEO to average NEO pay Overboarded/Too many other time commitments Shareholder proposal promotes appropriate accountability or incentivisation		1
1940151	US7757111049	Rollins, Inc.	North America	USA	22/04/2025	Annual	Against	1,4	Concerns related to board composition. Concerns about overall board structure		1
1938977	US05329W1027	AutoNation, Inc.	North America	USA	23/04/2025	Annual	Against	1i 5 4	Concerns related to management of environment-related business risks Shareholder proposal promotes better management of SEE opportunities and risks Shareholder proposal promotes transparency		1
1939358	US11120U1051	Brixmor Property Group Inc.	North America	USA	23/04/2025	Annual	All For				1
1942088	US12740C1036	Cadence Bank	North America	USA	23/04/2025	Annual	Against	1,3	Concerns about overall board structure		1
1940657	US25754A2015	Domino's Pizza, Inc.	North America	USA	23/04/2025	Annual	Against	6	Shareholder proposal promotes appropriate accountability or incentivisation	1,8	1
1938377	US8404411097	SouthState Corporation	North America	USA	23/04/2025	Annual	Against	1k	Concerns related to board composition		1
1940702	US8793601050	Teledyne Technologies Incorporated	North America	USA	23/04/2025	Annual	Against	1,3 5	Concerns related to succession planning. Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation		1
1940959	US1255231003	The Cigna Group	North America	USA	23/04/2025	Annual	All For				1
1940824	US38141G1040	The Goldman Sachs Group, Inc.	North America	USA	23/04/2025	Annual	Against	2 7 1c,3,4	Inappropriate use of one-time awards SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Pay is misaligned with EOS remuneration principles	1j	1
1938293	US6934751057	The PNC Financial Services Group, Inc.	North America	USA	23/04/2025	Annual	Against	1f	Concerns related to management of environment-related business risks		1
1939152	US80278Q1085	UFP Industries, Inc.	North America	USA	23/04/2025	Annual	Against	1a	Concerns related to board composition. Concerns about overall board structure		1
1940947	US3810201077	Edison International	North America	USA	24/04/2025	Annual	Against	1i	Concerns related to management of environment-related business risks		1
1932064	US3119001044	Fastenal Company	North America	USA	24/04/2025	Annual	All For				2
1940150	US37940X1028	Global Payments, Inc.	North America	USA	24/04/2025	Annual	Against	1d,2	Options/PSUs vest in less than 36 months. High variable pay ratio		2
1940960	US40412C1018	HCA Healthcare, Inc.	North America	USA	24/04/2025	Annual	Against	1d 7 1b,3,6	Concerns about overall board structure, Concerns related to board composition SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation		1
1939289	US42250P1030	Healthpeak Properties, Inc.	North America	USA	24/04/2025	Annual	Against	1b	Shareholder proposal promotes appropriate accountability or incentivisation		2
1939672	US46266C1053	IQVIA Holdings, Inc.	North America	USA	24/04/2025	Annual	Against	1b,2,5	Concerns related to board composition Shareholder proposal promotes appropriate accountability or incentivisation		1
1939007	US4781601046	Johnson & Johnson	North America	USA	24/04/2025	Annual	Against	1a,3,5	Shareholder proposal promotes better management of SEE opportunities and risks		2
1942681	US5339001068	Lincoln Electric Holdings, Inc.	North America	USA	24/04/2025	Annual	Against	1,5,2 1,9	Concerns regarding Auditor tenure Concerns related to board composition		1
1938522	US5367971034	Lithia Motors, Inc.	North America	USA	24/04/2025	Annual	Against	1g 1e,2 5	Concerns related to management of environment-related business risks Pay is misaligned with EOS remuneration principles Shareholder proposal promotes appropriate accountability or incentivisation		1

Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation	Vote By Exception	Ballot Count
1940916	US5370081045	Littelfuse, Inc.	North America	USA	24/04/2025	Annual	All For			1e	1
1943610	US5528481030	MGIC Investment Corporation	North America	USA	24/04/2025	Annual	All For				1
1938978	US6515871076	NewMarket Corporation	North America	USA	24/04/2025	Annual	Against		Concerns related to succession planning Concerns related to board composition Concerns related to management of environment-related business risks		2
1940116	US7170811035	Pfizer Inc.	North America	USA	24/04/2025	Annual	Against	1.4	Options/PSUs vest in less than 36 months High variable pay ratio		2
1937048	US7509171069	Rambus Inc.	North America	USA	24/04/2025	Annual	Against	1a	Concerns related to board composition Concerns about overall board structure		1
1941273	US78709Y1055	Sala, Inc.	North America	USA	24/04/2025	Annual	Against	1.9	Concerns related to management of environment-related business risks		1
1938979	US8330341012	Snap-on Incorporated	North America	USA	24/04/2025	Annual	Against	1.1	Concerns related to succession planning Concerns related to board composition		1
1939294	US87161C5013	Synovus Financial Corp.	North America	USA	24/04/2025	Annual	All For				1
1940946	US0028241000	Abbott Laboratories	North America	USA	25/04/2025	Annual	All For				2
1912229	US12740C1036	Cadence Bank	North America	USA	25/04/2025	Special	All For				1
1940802	US2005251036	Commerce Bancshares, Inc.	North America	USA	25/04/2025	Annual	Against	2.3	Concerns about remuneration committee performance		1
								1.1	Concerns related to succession planning Concerns related to board composition Concerns about overall board structure		
								4	Options/PSUs vest in less than 36 months Excessive severance		
1939062	US3841091040	Graco Inc.	North America	USA	25/04/2025	Annual	Against	1c	Concerns about overall board structure Concerns about remuneration committee performance		1
								3	No shares granted in LTIP Options/PSUs vest in less than 36 months Excessive severance High CEO to average NEO pay		
1940615	US2244081046	Crane Company	North America	USA	28/04/2025	Annual	All For				1
1942495	US8525411025	STAG Industrial, Inc.	North America	USA	28/04/2025	Annual	Against	1e	Concerns related to board composition		1
1940703	US89055F1030	TopBuild Corp.	North America	USA	28/04/2025	Annual	All For				1
1940846	US0258161092	American Express Company	North America	USA	29/04/2025	Annual	Against	1b	Overboarded/Too many other time commitments		1
1941449	US0454871056	Associated Banc-Corp	North America	USA	29/04/2025	Annual	All For				1
1942053	US1729674242	Citigroup Inc.	North America	USA	29/04/2025	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation		2
1941573	US2003401070	Comerica Incorporated	North America	USA	29/04/2025	Annual	Against	1.11	Concerns related to board composition		1
1942490	US21037T1097	Constellation Energy Corporation	North America	USA	29/04/2025	Annual	Against	1.1	Concerns about overall board structure Concerns related to board composition Concerns related to management of environment-related business risks		1
								1.2, 1.5	Concerns related to management of environment-related business risks		
1942095	US2227955026	Cousins Properties Incorporated	North America	USA	29/04/2025	Annual	Against	1i	Concerns related to board composition		1
1942041	US29472R1086	Equity LifeStyle Properties, Inc.	North America	USA	29/04/2025	Annual	Against	1.4	Concerns related to management of environment-related business risks		1
1941574	US3205171057	First Horizon Corporation	North America	USA	29/04/2025	Annual	All For				1
1937756	US4592001014	International Business Machines Corporation	North America	USA	29/04/2025	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks	1g, 1i, 3	2
1937064	US4972661064	Kirby Corporation	North America	USA	29/04/2025	Annual	Against	1.1	Concerns about overall board structure		1
1945280	US5747951003	Masimo Corporation	North America	USA	29/04/2025	Annual	Against	1.1	Concerns related to board composition Concerns about overall board structure		1
1942487	US6937181088	PACCAR Inc	North America	USA	29/04/2025	Annual	Against	1.12	1) Concerns related to board composition 2) Concerns related to management of environment-related business risks		1
								4	Shareholder proposal promotes appropriate accountability or incentivisation		
1942491	US7587501039	Regal Rexnord Corporation	North America	USA	29/04/2025	Annual	Against	1k	Concerns related to board composition		1
1941256	US89832Q1094	Trust Financial Corporation	North America	USA	29/04/2025	Annual	Against	1c	Concerns related to management of environment-related business risks		1
								1i	EOS manual override Concerns about remuneration committee performance		
								2	EOS manual override. Pay is misaligned with EOS remuneration principles		
1940713	US8027881088	UMB Financial Corporation	North America	USA	29/04/2025	Annual	Against	1.4	Concerns related to succession planning		1
1941306	US9256521090	VICI Properties Inc.	North America	USA	29/04/2025	Annual	All For				1
1942493	US9497461015	Wells Fargo & Company	North America	USA	29/04/2025	Annual	Against	1k	Concerns about human rights 2- Concerns about remuneration committee performance		2
								3	Concerns regarding Auditor tenure		
								1g	Concerns to protect shareholder value 2- Concerns related to management of environment-related business risks		
								2	Pay is misaligned with EOS remuneration principles		
								4, 5, 6, 7	Shareholder proposal promotes better management of SEE opportunities and risks		
1943634	US03076C1062	Ameriprise Financial, Inc.	North America	USA	30/04/2025	Annual	Against	1c	Concerns about remuneration committee performance		1
								2	Options/PSUs vest in less than 36 monthsHigh variable pay ratioHigh CEO to average NEO pay		
1941791	US1423391002	Carlisle Companies Incorporated	North America	USA	30/04/2025	Annual	Against	1a	Concerns about overall board structure Concerns about remuneration committee performance Combined CEO/Chair		1
								2	Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay		
1940681	US1924221039	Cognex Corporation	North America	USA	30/04/2025	Annual	Against	1.2	Concerns related to board composition Concerns about overall board structure	1.1, 3	1
1943661	US22052L1044	Corteva, Inc.	North America	USA	30/04/2025	Annual	Against	1a	Concerns about remuneration committee performance		1
								1d	Concerns related to board composition		
								2	No clawback policyOptions/PSUs vest in less than 36 monthsHigh variable pay ratio		
1943597	US2298991090	Cullen/Frost Bankers, Inc.	North America	USA	30/04/2025	Annual	Against	1.10	Concerns related to board composition		1
1949640	US32054K1034	First Industrial Realty Trust, Inc.	North America	USA	30/04/2025	Annual	Against	1.6	Concerns related to board composition		1
1940167	US3434121022	Fluor Corporation	North America	USA	30/04/2025	Annual	Against	1H	Concerns about remuneration committee performance		1
								1B	Concerns related to board composition		
								2	Options/PSUs vest in less than 36 monthsHigh variable pay ratioHigh CEO to average NEO pay		
1939296	US37637Q1058	Glacier Bancorp., Inc.	North America	USA	30/04/2025	Annual	All For				1
1938524	US60770K1079	Moderna, Inc.	North America	USA	30/04/2025	Annual	Against	1c	Concerns about overall board structure Concerns related to management of environment-related business risks		1
								1a	Concerns about remuneration committee performance		
								2	Options/PSUs vest in less than 36 monthsExcessive CEO pay		
1941576	US60855R1005	Molina Healthcare, Inc.	North America	USA	30/04/2025	Annual	Against	1g	Concerns about remuneration committee performance		1
								1e	Concerns related to board composition		
								2	Low shareholding requirementOptions/PSUs vest in less than 36 monthsExcessive CEO payHigh CEO to average NEO pay		
								5	Shareholder proposal promotes appropriate accountability or incentivisation		
1940945	US6516391066	Newmont Corporation	North America	USA	30/04/2025	Annual	All For				2
1950684	US72147K1088	Pilgrims Pride Corporation	North America	USA	30/04/2025	Annual	Against	1a	Lack of independent representation at board committees Lack of independence on board Concerns related to board composition Concerns about remuneration committee performance		1
								3	Low shareholding requirement		
1946278	US73278L1052	Pool Corporation	North America	USA	30/04/2025	Annual	Against	1i	Concerns related to board composition		1
1940995	US7458671010	PulteGroup, Inc.	North America	USA	30/04/2025	Annual	All For				1
1945650	US6163001071	Selective Insurance Group, Inc.	North America	USA	30/04/2025	Annual	All For				1
1940949	US6501111073	The New York Times Company	North America	USA	30/04/2025	Annual	Against	1.4	Concerns related to shareholder value		1
1938789	US3848021040	W. W. Grainger, Inc.	North America	USA	30/04/2025	Annual	Against	1c	Combined CEO/Chair		2
1942496	US1011371077	Boston Scientific Corporation	North America	USA	01/05/2025	Annual	Against	1j	Concerns about remuneration committee performance		1
								2	Options/PSUs vest in less than 36 monthsHigh variable pay ratio		
								4	Shareholder proposal promotes enhanced shareholder rights		
1942931	US1713401024	Church & Dwight Co., Inc.	North America	USA	01/05/2025	Annual	Against	1j	Concerns related to board composition		1

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1943536	US2193501051	Corning Incorporated	North America	USA	01/05/2025	Annual	Against	1c, 3 1b	Concerns regarding Auditor tenure Concerns related to board composition		1
1944366	US2283681060	Crown Holdings, Inc.	North America	USA	01/05/2025	Annual	Against	1, 5, 2, 4	Shareholder proposal promotes transparency		1
1948901	US29261A1007	Encompass Health Corporation	North America	USA	01/05/2025	Annual	Against	1e 1g 3	Concerns about remuneration committee performance Concerns related to management of environment-related business risks Options/PSUs vest in less than 36 months High CEO to average NEO pay		1
1942037	US40637H1095	Halozyme Therapeutics, Inc.	North America	USA	01/05/2025	Annual	Against	1A	Concerns about overall board structure		2
1940980	US46120E6023	Intuitive Surgical, Inc.	North America	USA	01/05/2025	Annual	Against	6	Shareholder proposal promotes appropriate accountability or incentivisation		1
1941287	US5926881054	Mettler-Toledo International Inc.	North America	USA	01/05/2025	Annual	Against	1, 5	Concerns related to board composition		2
1941572	US8448951025	Southwest Gas Holdings, Inc.	North America	USA	01/05/2025	Annual	All For				1
1943298	US85571B1052	Starwood Property Trust, Inc.	North America	USA	01/05/2025	Annual	Against	1, 8	Concerns related to board composition		1
1942680	US2600031080	Dover Corporation	North America	USA	02/05/2025	Annual	Against	1i 3 4	Concerns about remuneration committee performance Low shareholding requirement No clawback policy High CEO to average NEO pay Shareholder proposal promotes appropriate accountability or incentivisation		1
1943441	US4523081093	Illinois Tool Works Inc.	North America	USA	02/05/2025	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation	1i	2
1942920	US5184151042	Lattice Semiconductor Corporation	North America	USA	02/05/2025	Annual	Against	1, 7 1, 9 3	Concerns about remuneration committee performance Concerns related to board composition Low shareholding requirementNo clawback policyHigh variable pay ratioHigh CEO to average NEO pay		1
1939019	US7835491082	Ryder System, Inc.	North America	USA	02/05/2025	Annual	Against	1a	Concerns related to board composition		1
1942927	US9897011071	Zions Bancorporation, National Association	North America	USA	02/05/2025	Annual	All For				1
1940972	US0846707026	Berkshire Hathaway Inc.	North America	USA	03/05/2025	Annual	Against	1, 9 1, 8 7	1) Concerns related to shareholder value 2) Concerns related to succession planning 3) Concerns about remuneration committee performance Concerns related to management of environment-related business risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
1942544	US1720621010	Cincinnati Financial Corporation	North America	USA	03/05/2025	Annual	Against	1, 6 1, 3 3	Concerns about remuneration committee performance Concerns related to succession planning Concerns related to board composition Low shareholding requirementOptions/PSUs vest in less than 36 months		1
1942753	US0010551028	Aflac Incorporated	North America	USA	05/05/2025	Annual	Against	1j 1k 2	Concerns about remuneration committee performance Concerns related to shareholder value No hedging policyNo clawback policyHigh variable pay ratio		1
1943886	US5324571083	Eli Lilly and Company	North America	USA	05/05/2025	Annual	Against	1a 3 1e 2	Concerns regarding Auditor tenure 2- Overboarded/Too many other time commitments Concerns about remuneration committee performance Options/PSUs vest in less than 36 months High CEO to average NEO pay		1
1944387	US90353T1007	Uber Technologies, Inc.	North America	USA	05/05/2025	Annual	Against	1e 2	Concerns about remuneration committee performance Options/PSUs vest in less than 36 months High CEO to average NEO pay		1
1943479	US02005N1000	Ally Financial Inc.	North America	USA	06/05/2025	Annual	All For				1
1944697	US0427351004	Arrow Electronics, Inc.	North America	USA	06/05/2025	Annual	Against	1, 1 4	Concerns related to board composition Shareholder proposal promotes enhanced shareholder rights		1
1945691	US1101221083	Bristol-Myers Squibb Company	North America	USA	06/05/2025	Annual	All For				1
1950060	US12503M1080	Cboe Global Markets, Inc.	North America	USA	06/05/2025	Annual	Against	5	Shareholder proposal promotes transparency		1
1945005	US1252691001	CF Industries Holdings, Inc.	North America	USA	06/05/2025	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation		1
1945456	US2358511028	Danaher Corporation	North America	USA	06/05/2025	Annual	Against	1e 1c, 1i	Overboarded/Too many other time commitments Concerns to protect shareholder value		2
1946068	US23345M1071	DT Midstream, Inc.	North America	USA	06/05/2025	Annual	Against	1, 3 1, 6 5	Concerns related to board composition Concerns related to management of environment-related business risks Shareholder proposal promotes appropriate accountability or incentivisation		1
1944913	US3021301094	Expeditors International of Washington, Inc.	North America	USA	06/05/2025	Annual	Against	1, 7 1, 6	Concerns related to board composition Concerns to protect shareholder value		1
1940156	US3696043013	GE Aerospace	North America	USA	06/05/2025	Annual	Against	1a 2	Concerns about remuneration committee performance No clawback policyHigh variable pay ratioHigh CEO to average NEO pay		1
1944375	US4435106079	Hubbell Incorporated	North America	USA	06/05/2025	Annual	Against	1, 2, 2	Low shareholding requirement Options/PSUs vest in less than 36 months		1
1946055	US4581401001	Intel Corporation	North America	USA	06/05/2025	Annual	Against	1j 1e 4	Concerns about remuneration committee performance Insufficient oversight of Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles		1
1941973	US62944T1051	NVR, Inc.	North America	USA	06/05/2025	Annual	Against	1d 4	Concerns related to succession planning Shareholder proposal promotes appropriate accountability or incentivisation		1
1946584	US6819191064	Omnicom Group Inc.	North America	USA	06/05/2025	Annual	Against	1g 1c 2 4	Concerns about remuneration committee performance Concerns related to succession planning No hedging policyNo clawback policyHigh variable pay ratio Shareholder proposal promotes appropriate accountability or incentivisation		1
1946484	US6882392011	Oshkosh Corporation	North America	USA	06/05/2025	Annual	Against	1, 1 3	Concerns about remuneration committee performance No clawback policyHigh variable pay ratio		1
1945701	US72703H1014	Planet Fitness, Inc.	North America	USA	06/05/2025	Annual	Against	1, 2 4 8	Concerns about overall board structure Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles Shareholder proposal promotes better management of SEE opportunities and risks		1
1946114	US8175651046	Service Corporation International	North America	USA	06/05/2025	Annual	Against	1j 1f, 3	Concerns related to succession planning Concerns related to management of environment-related business risks Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay		1
1944396	US8290731053	Simpson Manufacturing Co., Inc.	North America	USA	06/05/2025	Annual	All For				1
1945688	US4278661081	The Hershey Company	North America	USA	06/05/2025	Annual	Against	1h	Concerns related to shareholder value Combined CEO/Chair		1
1944149	US89531P1057	Trex Company, Inc.	North America	USA	06/05/2025	Annual	Against	1, 2	Concerns about overall board structure		1
1959384	US912909AU28	United States Steel Corporation	North America	USA	06/05/2025	Annual	Against	1g, 3 1f	Concerns regarding Auditor tenure Concerns related to board composition		2
1943637	US9553061055	West Pharmaceutical Services, Inc.	North America	USA	06/05/2025	Annual	All For				1
1945710	US02665T3068	American Homes 4 Rent	North America	USA	07/05/2025	Annual	Against	1k	Concerns related to board composition		1
1939053	US0311001004	AMETEK, Inc.	North America	USA	07/05/2025	Annual	Against	3 1a 2	Concerns regarding Auditor tenure Concerns regarding Auditor tenure Concerns about remuneration committee performance Concerns about overall board structure		2
1946806	US0383361039	AptarGroup, Inc.	North America	USA	07/05/2025	Annual	Against	1b	No clawback policyOptions/PSUs vest in less than 36 monthsHigh CEO to average NEO pay		1
1944409	US1152361010	Brown & Brown, Inc.	North America	USA	07/05/2025	Annual	Against	1, 1, 1 1d	Concerns about overall board structure Concerns related to board composition Concerns about remuneration committee performance		1
1944986	US1264081035	CSX Corporation	North America	USA	07/05/2025	Annual	Against	1h 3	Concerns related to board composition No clawback policyOptions/PSUs vest in less than 36 monthsHigh variable pay ratio		2
1942918	US2372661015	Darling Ingredients Inc.	North America	USA	07/05/2025	Annual	Against	1h	Concerns related to board composition		1
1944142	US3397501012	Floor & Decor Holdings, Inc.	North America	USA	07/05/2025	Annual	Against	1i 7	Concerns related to board composition Shareholder proposal promotes appropriate accountability or incentivisation		1

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1946413	US3755581036	Gilead Sciences, Inc.	North America	USA	07/05/2025	Annual	Against	5,6	Shareholder proposal promotes better management of SEE opportunities and risks		1
1947291	US45168D1046	IDEXX Laboratories, Inc.	North America	USA	07/05/2025	Annual	Against	6 1c	SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes enhanced shareholder rights Concerns about overall board structure		2
1945545	US4884011002	Kemper Corporation	North America	USA	07/05/2025	Annual	All For				1
1947319	US7134481081	PepsiCo, Inc.	North America	USA	07/05/2025	Annual	Against	1c 6 3 1i 7	Concerns about remuneration committee performance EOS manual override High CEO to average NEO pay, high variable pay ratio Oversight of Overboarded/Too many other time commitments SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
1947292	US74460D1090	Public Storage	North America	USA	07/05/2025	Annual	All For				1
1944773	US78409V1044	S&P Global Inc.	North America	USA	07/05/2025	Annual	Against	1,5 2	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles		1
1942489	US0138721065	Alcoa Corporation	North America	USA	08/05/2025	Annual	All For			(b,1)	1
1944395	US02043Q1076	Amylam Pharmaceuticals, Inc.	North America	USA	08/05/2025	Annual	Against	1d 1c 4	Concerns about overall board structure Concerns about remuneration committee performance No clawback policy/Options/PSUs vest in less than 36 monthsHigh variable pay ratio		1
1945054	US0394831020	Archer-Daniels-Midland Company	North America	USA	08/05/2025	Annual	Against	1a,3	Concerns regarding Auditor tenure		1
1929994	US0528001094	Aurify, Inc.	North America	USA	08/05/2025	Annual	Against	1,4	Concerns related to board composition		1
1947315	US05352A1007	Avantor, Inc.	North America	USA	08/05/2025	Annual	Against	1h 3	Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay		2
1945031	US1273871087	Cadence Design Systems, Inc.	North America	USA	08/05/2025	Annual	Against	1,1 2 4	Concerns about remuneration committee performance Low shareholding requirement No clawback policy Options/PSUs vest in less than 36 months Shareholder proposal promotes transparency		1
1946534	US14040H1059	Capital One Financial Corporation	North America	USA	08/05/2025	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation		1
1942916	US12572Q1058	CME Group Inc.	North America	USA	08/05/2025	Annual	Against	1c, 1h, 1m, 1n 1i 3	Concerns related to management of environment-related business risks Concerns related to management of environment-related business risks Concerns related to management of environment-related business risks Concerns related to succession planning Concerns related to board composition Concerns related to shareholder value Concerns related to management of environment-related business risks Low shareholding requirement No clawback policy High CEO to average NEO pay		1
1946132	US2315611010	Curtiss-Wright Corporation	North America	USA	08/05/2025	Annual	Against	1,2 1,8 3	Concerns about remuneration committee performance Concerns related to board composition Concerns related to management of environment-related business risks No clawback policyExcessive severance		1
1946133	US2521311074	DexCom, Inc.	North America	USA	08/05/2025	Annual	Against	1,3	Concerns related to board composition		2
1944404	US2788651006	Ecolab Inc.	North America	USA	08/05/2025	Annual	Against	1e 2	Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh variable pay ratio		1
1945685	US28176E1082	Edwards Lifesciences Corporation	North America	USA	08/05/2025	Annual	Against	1,5 2	Concerns about remuneration committee performance Concerns related to board composition No clawback policyOptions/PSUs vest in less than 36 months		1
1947299	US2944291051	Equifax Inc.	North America	USA	08/05/2025	Annual	All For				1
1947316	US29605J1060	ESAB Corporation	North America	USA	08/05/2025	Annual	Against	1d 3 4	Concerns about overall board structure Concerns about remuneration committee performance No clawback policyOptions/PSUs vest in less than 36 months Pay is misaligned with EOS remuneration principles		1
1945025	US4282911084	Hexcel Corporation	North America	USA	08/05/2025	Annual	Against	1e 2	Concerns about remuneration committee performance No clawback policyOptions/PSUs vest in less than 36 monthsExcessive severanceHigh CEO to average NEO pay		1
1945288	US45167R1041	IDEX Corporation	North America	USA	08/05/2025	Annual	Against	1b, 1c 2 4	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		2
1946209	US5463471053	Louisiana-Pacific Corporation	North America	USA	08/05/2025	Annual	Against	1b	Concerns related to board composition Concerns about overall board structure Concerns related to management of environment-related business risks		1
1946135	US6247561029	Mueller Industries, Inc.	North America	USA	08/05/2025	Annual	Against	1,5 1,2 3	Concerns about remuneration committee performance Concerns related to board composition Low shareholding requirement		1
1947268	US8558441084	Norfolk Southern Corporation	North America	USA	08/05/2025	Annual	All For				2
1944148	US6703481052	Nucor Corporation	North America	USA	08/05/2025	Annual	Against	1,4	Concerns related to board composition		1
1930096	CA68272K1030	ONEX Corporation	North America	Canada	08/05/2025	Annual	Against	1B	Concerns related to succession planning Concerns related to shareholder value Inadequate management of climate-related risks		1
1947698	US74340W1036	Proctus, Inc.	North America	USA	08/05/2025	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation		2
1951748	CA7481932084	Quebecor, Inc.	North America	Canada	08/05/2025	Annual	Against	1,1 3	Concerns related to shareholder value Concerns about remuneration committee performance High variable pay ratio No hedging policy No shares granted in LTIP High CEO to average NEO pay		1
1944980	US8636671013	Stryker Corporation	North America	USA	08/05/2025	Annual	Against	1g 7	Overboarded/Too many other time commitments SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
1927664	CA8667961053	Sun Life Financial Inc.	North America	Canada	08/05/2025	Annual	All For				1
1945309	US74144T1088	T. Rowe Price Group, Inc.	North America	USA	08/05/2025	Annual	Against	1f 4	Concerns related to board composition Shareholder proposal promotes appropriate accountability or incentivisation		2
1945016	US9078181081	Union Pacific Corporation	North America	USA	08/05/2025	Annual	All For				2
1941626	US9113121068	United Parcel Service, Inc.	North America	USA	08/05/2025	Annual	Against	1g 4	Concerns related to shareholder value Shareholder proposal promotes enhanced shareholder rights		1
1945681	US9113631090	United Rentals, Inc.	North America	USA	08/05/2025	Annual	All For				2
1944389	US00287Y1091	Avaya Inc.	North America	USA	09/05/2025	Annual	Against	5	Shareholder proposal promotes enhanced shareholder rights		1
1925921	CA4495861060	IGM Financial Inc.	North America	Canada	09/05/2025	Annual	Against	1,15	Concerns related to inappropriate membership of committees Concerns related to succession planning		1
1947328	US6177001095	Morningstar, Inc.	North America	USA	09/05/2025	Annual	Against	1f 1h 2	Concerns about remuneration committee performance Concerns related to succession planning No clawback policyHigh variable pay ratio		1
1946813	US8807701029	Teradyne, Inc.	North America	USA	09/05/2025	Annual	Against	1c 5	Overboarded/Too many other time commitments Shareholder proposal promotes transparency		2
1944217	US7433151039	The Progressive Corporation	North America	USA	09/05/2025	Annual	All For				2
1944472	US9291601097	Vulcan Materials Company	North America	USA	09/05/2025	Annual	Against	1c 1d 1a 3	Concerns about overall board structure Concerns about remuneration committee performance Concerns related to management of environment-related business risks Options/PSUs vest in less than 36 months High variable pay ratio		1
1945459	US9621661043	Weyerhaeuser Company	North America	USA	09/05/2025	Annual	All For				1
1927304	CA9628791027	Wheaton Precious Metals Corp.	North America	Canada	09/05/2025	Annual/Special	All For				2

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1948617	US55306N1046	MKS, Inc.	North America	USA	12/05/2025	Annual	Against	1.2	Concerns related to board composition Concerns about overall board structure		1
1949611	US0003602069	AAON, Inc.	North America	USA	13/05/2025	Annual	Against	1a	Concerns related to board composition Concerns about overall board structure		1
1944362	US3635761097	Arthur J. Gallagher & Co.	North America	USA	13/05/2025	Annual	All For				1
1944385	US1910981026	Coca-Cola Consolidated, Inc.	North America	USA	13/05/2025	Annual	Against	1.10 1.11	Concerns related to management of environment-related business risks Lack of independent representation at board committees Concerns related to succession planning Concerns related to board composition Concerns to protect shareholder value		1
1948300	US2310211063	Cummins Inc.	North America	USA	13/05/2025	Annual	Against	14	Shareholder proposal promotes appropriate accountability or incentivisation		1
1947317	US2971781057	Essex Property Trust, Inc.	North America	USA	13/05/2025	Annual	Against	1h	Lack of independent representation at board committees		1
1948000	US31847R1023	First American Financial Corporation	North America	USA	13/05/2025	Annual	Against	1.1 6	Concerns about overall board structure Shareholder proposal promotes enhanced shareholder rights		1
1950237	US4990491049	Knight-Swift Transportation Holdings Inc.	North America	USA	13/05/2025	Annual	Against	11 4	Concerns related to succession planning Shareholder proposal promotes transparency		1
1949623	US5627501092	Manhattan Associates, Inc.	North America	USA	13/05/2025	Annual	Against	1a 2	Concerns related to board composition Concerns about overall board structure Concerns about remuneration committee performance Low shareholding requirementNo clawback policyOptions/PSUs vest in less than 36 monthsHigh variable pay ratioHigh CEO to average NEO pay		1
1944569	US5534981064	MSA Safety Incorporated	North America	USA	13/05/2025	Annual	Against	1.1	Concerns related to board composition Concerns about overall board structure		1
1942714	US6374171063	NNN REIT, Inc.	North America	USA	13/05/2025	Annual	All For				1
1946581	US7443201022	Prudential Financial, Inc.	North America	USA	13/05/2025	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation		1
1945702	US7561091049	Realty Income Corporation	North America	USA	13/05/2025	Annual	All For				1
1947311	US8168511090	Sempra	North America	USA	13/05/2025	Annual	Against	1h.2	Concerns regarding Auditor tenure	1f	1
1948951	US92276F1003	Ventas, Inc.	North America	USA	13/05/2025	Annual	All For				1
1948844	US94106L1098	Waste Management, Inc.	North America	USA	13/05/2025	Annual	All For				2
1948127	US98419M1009	Xylem Inc.	North America	USA	13/05/2025	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation		1
1940984	US0079031078	Advanced Micro Devices, Inc.	North America	USA	14/05/2025	Annual	All For				2
1948940	US0097111016	Akamai Technologies, Inc.	North America	USA	14/05/2025	Annual	Against	1.3 7 5 2 8	Concerns about remuneration committee performance Concerns related to shareholder rights Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles Shareholder proposal promotes appropriate accountability or incentivisation		1
1949663	US0268747849	American International Group, Inc.	North America	USA	14/05/2025	Annual	Against	1f 1b 2	Concerns about remuneration committee performance Concerns related to management of environment-related business risks Insufficient action taken on low say-on-pay results		2
1949382	US03027X1000	American Tower Corporation	North America	USA	14/05/2025	Annual	All For				2
1950293	US0357108390	Annaly Capital Management, Inc.	North America	USA	14/05/2025	Annual	All For				2
1953431	US23282W6057	Cytokinetics, Incorporated	North America	USA	14/05/2025	Annual	Against	1a 5	Concerns about overall board structure Concerns related to board composition Concerns about remuneration committee performance Low shareholding requirementNo clawback policyOptions/PSUs vest in less than 36 months		1
1947697	US0367521038	Elevance Health, Inc.	North America	USA	14/05/2025	Annual	Against	1.3.3	Concerns regarding Auditor tenure		2
1950983	US3364331070	First Solar, Inc.	North America	USA	14/05/2025	Annual	Against	1.6	Concerns related to board composition		1
1949642	US3377381088	Fiserv, Inc.	North America	USA	14/05/2025	Annual	Against	1.9	Concerns related to board composition Concerns related to management of environment-related business risks		1
1948301	US34964C1062	Fortune Brands Innovations, Inc.	North America	USA	14/05/2025	Annual	Against	4 1b 3	Concerns about remuneration committee performance. Pay is misaligned with EOS remuneration principles.	1c	1
1946828	US36828A1016	GE Vernova, Inc.	North America	USA	14/05/2025	Annual	Against	1a	Concerns about overall board structure		1
1949481	US60871R2094	Molson Coors Beverage Company	North America	USA	14/05/2025	Annual	Against	1.2	Lack of independent representation at board committees Concerns related to board composition Concerns related to shareholder value		1
1951021	US6800331075	Old National Bancorp	North America	USA	14/05/2025	Annual	Against	1.3 2	Concerns about remuneration committee performance Low shareholding requirementNo clawback policy		1
1949624	US68404L2016	Option Care Health, Inc.	North America	USA	14/05/2025	Annual	All For				1
1930118	CA7392391016	Power Corporation of Canada	North America	Canada	14/05/2025	Annual	Against	1.6 1.3 3 7	Concerns about remuneration committee performance Concerns related to board composition 2- Concerns related to succession planning 3- Lack of independent representation at board committees 4- Concerns to protect shareholder value Inappropriate use of one-time awards 2- Low shareholding requirement 3- Options vest in less than 36 months SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
1948618	US74164M1080	Primerica, Inc.	North America	USA	14/05/2025	Annual	All For				1
1948840	US8288061091	Simon Property Group, Inc.	North America	USA	14/05/2025	Annual	Against	4 1A	Concerns to protect shareholder value Concerns related to board composition		1
1948282	US88023U1016	Sonnigroup International, Inc.	North America	USA	14/05/2025	Annual	Against	1e 3	Concerns about remuneration committee performance No clawback policy Options/PSUs vest in less than 36 months High CEO to average NEO pay		1
1947693	US5962781010	The Middleby Corporation	North America	USA	14/05/2025	Annual	Against	1b	Concerns related to management of environment-related business risks		1
1949977	US9139031002	Universal Health Services, Inc.	North America	USA	14/05/2025	Annual	Against	1.1 3	Concerns about overall board structure Concerns related to shareholder value Concerns related to management of environment-related business risks Shareholder proposal promotes appropriate accountability or incentivisation		1
1946855	US92338C1036	Verallto Corp.	North America	USA	14/05/2025	Annual	Against	1b	Concerns about overall board structure		1
1950282	US92532F1003	Vertex Pharmaceuticals Incorporated	North America	USA	14/05/2025	Annual	Against	1.2 4	Overboarded/Too many other time commitments Shareholder proposal promotes appropriate accountability or incentivisation		1
1950980	US0084921008	Agree Realty Corporation	North America	USA	15/05/2025	Annual	Against	1.3	Concerns about overall board structure		1
1950819	US0320951017	Amphenol Corporation	North America	USA	15/05/2025	Annual	Against	1.4.3	No clawback policyNo shares granted in LTIPOptions/PSUs vest in less than 36 months		2
1950505	US00206R1023	AT&T Inc.	North America	USA	15/05/2025	Annual	All For				2
1950998	US09290D1019	BlackRock, Inc.	North America	USA	15/05/2025	Annual	Against	1d 2 10,1p	Concerns about remuneration committee performance Insufficient action taken on low say-on-pay results Overboarded/Too many other time commitments		1
1951947	US16411R2085	Cheniere Energy, Inc.	North America	USA	15/05/2025	Annual	Against	1j 2	Concerns about remuneration committee performance No clawback policy Excessive severance High variable pay ratio		1
1949658	US1858991011	Cleveland-Cliffs Inc.	North America	USA	15/05/2025	Annual	All For				1
1951066	US26210C1045	Dropbox, Inc.	North America	USA	15/05/2025	Annual	Against	1.1 5	Concerns related to board composition Concerns to protect shareholder value Shareholder proposal promotes appropriate accountability or incentivisation		1
1950119	US3719011096	Gentex Corporation	North America	USA	15/05/2025	Annual	Against	1.2	Concerns related to board composition Concerns related to management of environment-related business risks		1
1950799	US5049221055	Labcorp Holdings Inc.	North America	USA	15/05/2025	Annual	All For				1
1950995	US5128161099	Lamar Advertising Company	North America	USA	15/05/2025	Annual	Against	1.2	Concerns related to succession planning Concerns related to shareholder value Concerns related to board composition		1
1946838	US5717481023	Marsh & McLennan Companies, Inc.	North America	USA	15/05/2025	Annual	All For				1
1955970	US5732841060	Martin Marietta Materials, Inc.	North America	USA	15/05/2025	Annual	All For			1.1	1

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1951071	US6174464486	Morgan Stanley	North America	USA	15/05/2025	Annual	Against	5 4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency Pay is misaligned with EOS remuneration principles		2
1946072	US6200763075	Motorola Solutions, Inc.	North America	USA	15/05/2025	Annual	Against	1d	Concerns about human rights		1
1948383	US67103H1077	O'Reilly Automotive, Inc.	North America	USA	15/05/2025	Annual	Against	1a	Concerns related to management of environment-related business risks		2
1950200	US6821891057	ON Semiconductor Corporation	North America	USA	15/05/2025	Annual	Against	1f	Concerns related to board composition		1
1951022	US68902V1070	Otis Worldwide Corporation	North America	USA	15/05/2025	Annual	Against	1f 2 4	Concerns about remuneration committee performance Options/PSUs vest in less than 36 months High variable pay ratio High CEO to average NEO pay Shareholder proposal promotes transparency		1
1950503	US74834L1008	Quest Diagnostics Incorporated	North America	USA	15/05/2025	Annual	Against	1.10	Concerns related to management of environment-related business risks		1
1951009	US7599161095	Repligen Corporation	North America	USA	15/05/2025	Annual	All For				1
1927676	CA85472H1096	Stanley, Inc.	North America	Canada	15/05/2025	Annual	All For				1
1950805	US6826811098	Texas Roadhouse, Inc.	North America	USA	15/05/2025	Annual	Against	1.7 4	Concerns related to management of environment-related business risks Shareholder proposal promotes better management of SEE opportunities and risks		1
1949990	US9297401088	Westinghouse Air Brake Technologies Corporation	North America	USA	15/05/2025	Annual	Against	1a	Concerns about overall board structure		1
1957678	US96208T1043	WEX Inc.	North America	USA	15/05/2025	Annual	All For				1
1946415	US98311A1051	Wyndham Hotels & Resorts, Inc.	North America	USA	15/05/2025	Annual	Against	1e 1c 2	Concerns about remuneration committee performance Concerns related to board composition No clawback policy Excessive severance High CEO to average NEO pay		1
1949635	US9837931008	XPO, Inc.	North America	USA	15/05/2025	Annual	Against	1.2	Concerns related to management of environment-related business risks		1
1951002	US9884981013	Yum! Brands, Inc.	North America	USA	15/05/2025	Annual	Against	3 7 1d,5	Pay is in top quartile and not aligned with performance Options/PSUs vest in less than 36 months Excessive CEO pay High CEO to average NEO pay Shareholder proposal promotes better management of SEE opportunities and risks Shareholder proposal promotes better management of SEE opportunities and risks		1
1950494	US1999081045	Comfort Systems USA, Inc.	North America	USA	16/05/2025	Annual	Against	1.10	Concerns related to board composition		1
1951421	US2582781009	Dorman Products, Inc.	North America	USA	16/05/2025	Annual	Against	1G	Concerns related to board composition		1
1949637	US34354P1057	Flowserve Corporation	North America	USA	16/05/2025	Annual	All For				1
1948319	US45866F1049	Intercontinental Exchange, Inc.	North America	USA	16/05/2025	Annual	All For				1
1949622	US49803T3005	Kite Realty Group Trust	North America	USA	16/05/2025	Annual	Against	1k	Lack of independent representation at board committees Concerns related to board composition		1
1950851	US5150981018	Landstar System, Inc.	North America	USA	16/05/2025	Annual	All For				1
1949659	US58506Q1094	Medpace Holdings, Inc.	North America	USA	16/05/2025	Annual	Against	3 5	Low shareholding requirement No clawback policy No shares granted in LTIP Shareholder proposal promotes enhanced shareholder rights		1
1945700	US26142V1052	DraftKings Inc.	North America	USA	19/05/2025	Annual	Against	1.7 1.1 1.10 5 3	Concerns about remuneration committee performance Concerns to protect shareholder value Concerns to protect shareholder value Concerns related to management of environment-related business risks For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency Pay is misaligned with EOS remuneration principles		1
1951734	US7607591002	Republic Services, Inc.	North America	USA	19/05/2025	Annual	Against	1l	EOS manual override		1
1952260	US09061G1013	BioMarin Pharmaceutical Inc.	North America	USA	20/05/2025	Annual	All For				2
1950260	US1220171090	Burlington Stores, Inc.	North America	USA	20/05/2025	Annual	Against	1d	Concerns about overall board structure		1
1952775	US1011211018	BXP, Inc.	North America	USA	20/05/2025	Annual	Against	1f	Concerns related to board composition		1
1952765	US12514G1085	CDW Corporation	North America	USA	20/05/2025	Annual	Against	1h 2	Concerns about remuneration committee performance No clawback policyOptions/PSUs vest in less than 36 monthsHigh variable pay ratio		1
1952276	US16115Q3083	Chart Industries, Inc.	North America	USA	20/05/2025	Annual	All For				1
1950820	US2296631094	CubeSmart	North America	USA	20/05/2025	Annual	Against	1.3 4	Concerns about remuneration committee performance No clawback policyOptions/PSUs vest in less than 36 monthsExcessive severance		1
1953587	US27579R1041	East West Bancorp, Inc.	North America	USA	20/05/2025	Annual	All For				1
1952262	US42226K1051	Healthcare Realty Trust Incorporated	North America	USA	20/05/2025	Annual	Against	1.10	Concerns related to board composition		1
1951338	US46625H1005	JPMorgan Chase & Co.	North America	USA	20/05/2025	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation	1h	2
1951731	US5801351017	McDonald's Corporation	North America	USA	20/05/2025	Annual	Against	1i	Concerns about human rights		1
1952658	US62955J1034	NOV Inc.	North America	USA	20/05/2025	Annual	Against	1i	Concerns related to management of environment-related business risks		1
1952255	US8305661055	Skechers U.S.A., Inc.	North America	USA	20/05/2025	Annual	Against	1.1 1.3	Concerns about remuneration committee performance Concerns related to management of environment-related business risks Concerns related to succession planning Concerns about overall board structure Concerns to protect shareholder value Concerns related to board composition		1
1946054	US8926721064	Tradeweb Markets Inc.	North America	USA	20/05/2025	Annual	Against	1.3	Concerns about overall board structure Concerns to protect shareholder value		1
1950855	US92345Y1064	Verisk Analytics, Inc.	North America	USA	20/05/2025	Annual	Against	6	Shareholder proposal promotes appropriate accountability or incentivisation		1
1951723	US0162551016	Align Technology, Inc.	North America	USA	21/05/2025	Annual	Against	1.6 1.4 6 2 7	Concerns about remuneration committee performance Concerns related to management of environment-related business risks Concerns related to shareholder rights No clawback policyHigh variable pay ratioExcessive CEO payHigh CEO to average NEO pay Shareholder proposal promotes appropriate accountability or incentivisation		1
1953358	US0231351067	Amazon.com, Inc.	North America	USA	21/05/2025	Annual	Against	1d 3 4.8 6,9,10	Concerns about remuneration committee performance Concerns about human rights Pay is misaligned with EOS remuneration principles Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes better management of opportunities and risks	1i	3
1949629	US0534841012	AvalonBay Communities, Inc.	North America	USA	21/05/2025	Annual	Against	1k	Concerns related to board composition		1
1953993	US1844961078	Clean Harbors, Inc.	North America	USA	21/05/2025	Annual	Against	1.3	Concerns about overall board structure		1
1951657	US22822V1017	Crown Castle Inc.	North America	USA	21/05/2025	Annual	All For				1
1953740	US29444U7000	Equinix, Inc.	North America	USA	21/05/2025	Annual	Against	1g 2 3	Concerns about remuneration committee performance Options/PSUs vest in less than 36 months High variable pay ratio High CEO to average NEO pay Pay is misaligned with EOS remuneration principles		2
1951011	US29452E1010	Equitable Holdings, Inc.	North America	USA	21/05/2025	Annual	Against	1d 8	Concerns related to management of environment-related business risks Shareholder proposal promotes appropriate accountability or incentivisation		2
1948958	US30225T1025	Extra Space Storage Inc.	North America	USA	21/05/2025	Annual	All For				1
1951422	US3886891015	Graphic Packaging Holding Company	North America	USA	21/05/2025	Annual	Against	1.2,4 3	Shareholder proposal promotes appropriate accountability or incentivisation Concerns related to board composition Concerns about overall board structure Concerns to protect shareholder value		1
1949871	US4485791028	Hyatt Hotels Corporation	North America	USA	21/05/2025	Annual	Against	1.3 3	Shareholder proposal promotes appropriate accountability or incentivisation		1
1951720	US4523271090	illumina, Inc.	North America	USA	21/05/2025	Annual	Against	1G	Concerns related to board composition		2
1952624	US4571871023	Ingredion Incorporated	North America	USA	21/05/2025	Annual	Against	1b 2	Concerns about remuneration committee performance No clawback policyOptions/PSUs vest in less than 36 monthsHigh CEO to average NEO pay		1
1951948	US45073V1089	ITT Inc.	North America	USA	21/05/2025	Annual	All For				1
1954351	US48020Q1076	Jones Lang LaSalle Incorporated	North America	USA	21/05/2025	Annual	Against	1g 2	Concerns about remuneration committee performance No hedging policy No clawback policy High variable pay ratio		1

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1950040	US5705351048	Markel Group Inc.	North America	USA	21/05/2025	Annual	Against	1b 4 5	Concerns related to board composition SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes enhanced shareholder rights		1
1952957	US64125C1099	Neurocrine Biosciences, Inc.	North America	USA	21/05/2025	Annual	Against	1.2	Shareholder proposal promotes enhanced shareholder rights		2
1958564	US6795801009	Old Dominion Freight Line, Inc.	North America	USA	21/05/2025	Annual	Against	1.8 5	Concerns related to management of environment-related business risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of SEE opportunities and risks		1
1951074	US6833441057	Onto Innovation Inc.	North America	USA	21/05/2025	Annual	Against	1g 1c 2	Concerns about remuneration committee performance Concerns related to board composition Low shareholding requirement No clawback policy High CEO to average NEO pay		1
1953746	US7593516047	Reinsurance Group of America, Incorporated	North America	USA	21/05/2025	Annual	All For				1
1950324	US7595091023	Reliance, Inc.	North America	USA	21/05/2025	Annual	Against	1g	Concerns related to board composition Concerns related to management of environment-related business risks		2
1951909	US7782961038	Ross Stores, Inc.	North America	USA	21/05/2025	Annual	Against	1k	Concerns related to succession planning Concerns related to board composition		1
1952256	US85208M1027	Sprouts Farmers Market, Inc.	North America	USA	21/05/2025	Annual	Against	1.1 2	Concerns related to board composition, Concerns related to management of environment-related business risks Concerns about remuneration committee performance No hedging policy, Options/PSUs vest in less than 36 monthsHigh CEO to average NEO pay		1
1953681	US4165151048	The Hartford Insurance Group, Inc.	North America	USA	21/05/2025	Annual	Against	1i 3 5	Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh variable pay ratioHigh CEO to average NEO pay Shareholder proposal promotes appropriate accountability or incentivisation		1
1951013	US89417E1091	The Travelers Companies, Inc.	North America	USA	21/05/2025	Annual	Against	3 5 6	Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation		1
1951938	US8835561023	Thermo Fisher Scientific Inc.	North America	USA	21/05/2025	Annual	Against	1f 12	EOS manual override Options/PSUs vest in less than 36 monthsHigh variable pay ratioExcessive CEO pay		1
1948900	US9427491025	Watts Water Technologies, Inc.	North America	USA	21/05/2025	Annual	Against	1.2	Concerns to protect shareholder value		1
1954597	US9478901096	Webster Financial Corporation	North America	USA	21/05/2025	Annual	All For				1
1952746	US98978V1035	Zoetis Inc.	North America	USA	21/05/2025	Annual	All For				1
1951725	US0082521081	Affiliated Managers Group, Inc.	North America	USA	22/05/2025	Annual	All For				1
1950923	US0259321042	American Financial Group, Inc.	North America	USA	22/05/2025	Annual	Against	1.11	Concerns related to succession planning Concerns related to board composition		1
1949975	US26614N1028	DuPont de Nemours, Inc.	North America	USA	22/05/2025	Annual	All For				1
1953816	US27727E1019	EastGroup Properties, Inc.	North America	USA	22/05/2025	Annual	Against	1a	Concerns related to board composition		1
1952952	US29414B1044	EPAM Systems, Inc.	North America	USA	22/05/2025	Annual	Against	1a 9	Concerns about overall board structure Shareholder proposal promotes enhanced shareholder rights		1
1952186	US3434981011	Flowers Foods, Inc.	North America	USA	22/05/2025	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation		1
1966031	US45784P1012	Insulet Corporation	North America	USA	22/05/2025	Annual	Against	1.1 1.3 2	Concerns about overall board structure Concerns about remuneration committee performance No clawback policy, Options/PSUs vest in less than 36 months High variable pay ratio		1
1952963	US49177J1025	Kenvue Inc.	North America	USA	22/05/2025	Annual	All For				1
1951634	US49714P1084	Kinsale Capital Group, Inc.	North America	USA	22/05/2025	Annual	Against	1i	Concerns related to board composition		1
1952280	US5653941030	Maplebear Inc.	North America	USA	22/05/2025	Annual	Against	1a 3	Concerns about overall board structure committee performance Low shareholding requirement		1
1951070	US5763231090	MasTec, Inc.	North America	USA	22/05/2025	Annual	Against	1.2 1.3	Concerns related to board composition Concerns related to succession planning Concerns about overall board structure Concerns related to management of environment-related business risks		1
1947302	US8802231042	Old Republic International Corporation	North America	USA	22/05/2025	Annual	Against	1b	Concerns about overall board structureConcerns related to board composition		1
1952969	US72352L1061	Pinterest, Inc.	North America	USA	22/05/2025	Annual	Against	1d 4	Concerns related to board composition Concerns about overall board structure Concerns to protect shareholder value Concerns related to management of environment-related business risks		1
1954108	US74762E1029	Quanta Services, Inc.	North America	USA	22/05/2025	Annual	All For				2
1950802	US7802871084	Royal Gold, Inc.	North America	USA	22/05/2025	Annual	Against	1a	Concerns related to board composition Concerns about overall board structure		1
1951075	US81762P1021	ServiceNow, Inc.	North America	USA	22/05/2025	Annual	All For				2
1954646	US87724P1066	Taylor Morrison Home Corporation	North America	USA	22/05/2025	Annual	All For				2
1954657	US88033C4073	Tenet Healthcare Corporation	North America	USA	22/05/2025	Annual	Against	1.6	Concerns related to management of environment-related business risks		1
1950742	US8085131055	The Charles Schwab Corporation	North America	USA	22/05/2025	Annual	Against	1.3,1.5,3,4	Shareholder proposal promotes appropriate accountability or incentivisation		1
1951429	US43707E1029	The Home Depot, Inc.	North America	USA	22/05/2025	Annual	Against	5.6 4	In line with EOS expectations to improve board independence communication	1c	1
1953526	US91529Y1064	Unum Group	North America	USA	22/05/2025	Annual	All For				1
1952288	US9120081099	US Foods Holding Corp.	North America	USA	22/05/2025	Annual	Against	4 1a 2	Concerns about remuneration committee performance Low shareholding requirement		1
1954590	US92343E1029	Veeva Systems, Inc.	North America	USA	22/05/2025	Annual	All For				2
1951639	US92343V1044	Verizon Communications Inc.	North America	USA	22/05/2025	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency		1
1952268	US9290421091	Vornado Realty Trust	North America	USA	22/05/2025	Annual	Against	1.2	Concerns related to succession planning		1
1953770	US9290891004	Voya Financial, Inc.	North America	USA	22/05/2025	Annual	All For				1
1953029	US9418481035	Waters Corporation	North America	USA	22/05/2025	Annual	Against	1.9 3	Concerns about remuneration committee performance Low shareholding requirement No clawback policy Options/PSUs vest in less than 36 months High CEO to average NEO pay		1
1954119	US95040Q1040	Welltower Inc.	North America	USA	22/05/2025	Annual	All For				1
1953783	US95082P1057	WESCO International, Inc.	North America	USA	22/05/2025	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation		1
1950325	US9741551033	Wingstop Inc.	North America	USA	22/05/2025	Annual	Against	1.1	Concerns about overall board structure		1
1950289	US97650W1080	Wintrust Financial Corporation	North America	USA	22/05/2025	Annual	All For				1
1952691	US0311621009	Amgen Inc.	North America	USA	23/05/2025	Annual	All For				1
1952967	US67079K1007	NuScale Power Corporation	North America	USA	23/05/2025	Annual	Against	1.8	Lack of independent representation at board committees Concerns related to board composition Concerns to protect shareholder value		1
1951636	US78410G1040	SBA Communications Corporation	North America	USA	23/05/2025	Annual	Against	1.3 1j,1m 5 4	Concerns about overall board structure Concerns related to succession planning Overboarded/Too many other time commitments SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency Shareholder proposal promotes better management of SEE opportunities and risks		3
1952964	US8933Y1055	Merck & Co., Inc.	North America	USA	27/05/2025	Annual	Against				
1952959	US88339J1051	The Trade Desk, Inc.	North America	USA	27/05/2025	Annual	Against	1.1 1.2 2	Concerns about overall board structure Concerns to protect shareholder value Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles		2

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1956894	US30161Q1040	Exelixis, Inc.	North America	USA	28/05/2025	Annual	All For				2
1956879	BRJ1NPNDR005	Juniper Networks, Inc.	North America	USA	28/05/2025	Annual	All For				1
1950283	US5770811025	Mattel, Inc.	North America	USA	28/05/2025	Annual	Against	1d 1i 3 1c,1h 5	Concerns about human rights Concerns about remuneration committee performance Inappropriate use of one-time awards 2- Pay is in top quartile and not aligned with performance 3- High CEO to average NEO pay Overboarded/Too many other time commitments SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		2
1957711	US30303M1027	Meta Platforms, Inc.	North America	USA	28/05/2025	Annual	Against	1.12 1.2 1.1 1.8 1.5 3,4,5 8,9,10,12,14 6 7	Concerns about human rights Concerns about overall board structure 2- Concerns about remuneration committee performance Concerns about overall board structure 2- Concerns about remuneration committee performance 3- Concerns related to board composition Lack of independence on board Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency		2
1956896	US70975L1070	Penumbra, Inc.	North America	USA	28/05/2025	Annual	Against	1.1	Concerns about overall board structure Combined CEO/Chair		1
1955525	US7841171033	SEI Investments Company	North America	USA	28/05/2025	Annual	Against	1a	Concerns related to succession planning Concerns related to board composition Concerns about overall board structure		2
1955766	US05464C1018	Axon Enterprise, Inc.	North America	USA	29/05/2025	Annual	Against	2 1c	Excessive CEO pay 2- Inappropriate use of one-time awards Concerns about remuneration committee performance		1
1954598	US1167941087	Bruker Corporation	North America	USA	29/05/2025	Annual	Against	1.1 1.4 4	Concerns about remuneration committee performance Concerns related to board composition Concerns about overall board structure Pay is misaligned with EOS remuneration principles		1
1956884	US2561631068	DocuSign, Inc.	North America	USA	29/05/2025	Annual	Against	1b 3	Concerns about overall board structure Concerns to protect shareholder value Concerns about remuneration committee performance Insufficient action taken on low say-on-pay results		2
1956215	US3666511072	Gardner, Inc.	North America	USA	29/05/2025	Annual	Against	1g	Concerns related to succession planning		1
1957919	US46284V1017	Iron Mountain Incorporated	North America	USA	29/05/2025	Annual	All For				2
1943535	CA67000B1040	Novanta Inc.	North America	Canada	29/05/2025	Annual	Against	1A 2	Concerns about remuneration committee performance Low shareholding requirement No clawback policy Options/PSUs vest in less than 36 months		1
1957753	US0200021014	The Allstate Corporation	North America	USA	29/05/2025	Annual	All For				2
1957672	US14316J1088	The Carlyle Group Inc.	North America	USA	29/05/2025	Annual	Against	1.5	Concerns about overall board structure		1
1956810	US61945C1036	The Mosaic Company	North America	USA	29/05/2025	Annual	All For				1
1955108	US98966P1021	Zimmer Biomet Holdings, Inc.	North America	USA	29/05/2025	Annual	All For				1
1956892	US0404132054	Arista Networks, Inc.	North America	USA	30/05/2025	Annual	Against	1.3	Concerns about overall board structure	1.1,2	2
1957236	US5486611073	Lowes Companies, Inc.	North America	USA	30/05/2025	Annual	Against	1.2	Concerns related to management of environment-related business risks		1
1957689	US78351F1075	Ryan Specialty Holdings, Inc.	North America	USA	30/05/2025	Annual	Against	1.1 6,9	Concerns related to attendance at board or committee meetings Concerns related to board composition Concerns about overall board structure Concerns to protect shareholder value Concerns to protect shareholder value		2
1958884	US91324P1021	UnitedHealth Group Incorporated	North America	USA	02/06/2025	Annual	Against	1g 1b 2	Concerns about human rights Concerns about remuneration committee performance EOS manual override		2
1962254	US9426222009	Walgreens, Inc.	North America	USA	02/06/2025	Annual	All For				1
1959557	US09857L1089	Booking Holdings Inc.	North America	USA	03/06/2025	Annual	Against	1.6 4	Overboarded/Too many other time commitments Shareholder proposal promotes appropriate accountability or incentivisation		1
1957922	US19244E1023	Cognizant Technology Solutions Corporation	North America	USA	03/06/2025	Annual	All For				1
1958210	US23804L1035	Datadog, Inc.	North America	USA	03/06/2025	Annual	Against	4	Concerns to protect shareholder value		1
1959652	US37045V1008	General Motors Company	North America	USA	03/06/2025	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
1939988	CA76131D1033	Restaurant Brands International Inc.	North America	Canada	03/06/2025	Annual	Against	4,5	SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks	1.1,2	1
1955512	US76169C1009	Rexford Industrial Realty, Inc.	North America	USA	03/06/2025	Annual	All For				1
1962976	US0090661010	Airbnb, Inc.	North America	USA	04/06/2025	Annual	Against	1.2 1.3 3 4	Concerns about human rights Concerns about overall board structure 2- Concerns about remuneration committee performance 3- Concerns related to board composition 4- Concerns to protect shareholder value EOS manual override		1
1961527	US03676B1026	Antero Midstream Corporation	North America	USA	04/06/2025	Annual	Against	1.2	Shareholder proposal promotes enhanced shareholder rights Concerns related to board composition Concerns about overall board structure Concerns to protect shareholder value		1
1960499	US03782L1017	Apian Corporation	North America	USA	04/06/2025	Annual	Against	1.7	Lack of independence on board Lack of independent representation at board committees Concerns related to board composition Concerns to protect shareholder value Combined CEO/Chair		1
1959187	US03831W1080	Apollavin Corporation	North America	USA	04/06/2025	Annual	Against	1d	Concerns to protect shareholder value		1
1962930	US3795772082	Globus Medical, Inc.	North America	USA	04/06/2025	Annual	Against	1a 2	Lack of independent representation at board committees Concerns related to board composition Concerns about overall board structure Concerns to protect shareholder value Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles		1
1961581	US3802371076	GoDaddy, Inc.	North America	USA	04/06/2025	Annual	All For				2
1961510	US4435731009	HubSpot, Inc.	North America	USA	04/06/2025	Annual	Against	1a,1b,3,6	Shareholder proposal promotes enhanced shareholder rights		1
1962070	US8606301021	Stifel Financial Corp.	North America	USA	04/06/2025	Annual	Against	1.8	Concerns related to board composition		1
1961554	US86800U3023	Super Micro Computer, Inc.	North America	USA	04/06/2025	Annual	Against	1a 2 4	Concerns about overall board structure Concerns about remuneration committee performance Low shareholding requirement No clawback policy No shares granted in LTIP High CEO to average NEO pay Pay is misaligned with EOS remuneration principles		1
1935753	CA8849038085	Thomson Reuters Corporation	North America	Canada	04/06/2025	Annual	Against	1.5 4	Concerns related to board composition SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
1960610	US98138H1014	Workday, Inc.	North America	USA	04/06/2025	Annual	Against	1b	Concerns related to board composition Concerns about overall board structure Concerns to protect shareholder value		2
1958887	US00402L1070	Academy Sports and Outdoors, Inc.	North America	USA	05/06/2025	Annual	Against	1a	Concerns about overall board structure		1
1958891	US18915M1071	Cloudflare, Inc.	North America	USA	05/06/2025	Annual	Against	1.3	Concerns about overall board structure Concerns to protect shareholder value		1

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1960125	US29084Q1004	EMCOR Group, Inc.	North America	USA	05/06/2025	Annual	All For				1
1957675	US3580541049	Freshworks Inc.	North America	USA	05/06/2025	Annual	Against	1.3	Concerns about overall board structure Concerns to protect shareholder value		1
1957705	US64110L1061	Netflix, Inc.	North America	USA	05/06/2025	Annual	Against	1d,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	1f	2
1962060	US69608A1088	Palantir Technologies, Inc.	North America	USA	05/06/2025	Annual	Against	1.4	Concerns related to board composition Concerns to protect shareholder value Concerns about remuneration committee performance		2
1953878	US7034811015	Patterson-UTI Energy, Inc.	North America	USA	05/06/2025	Annual	Against	1.9	Concerns related to management of environment-related business risks		1
1958976	US70450Y1038	PayPal Holdings, Inc.	North America	USA	05/06/2025	Annual	Against	1e,3,6	Shareholder proposal promotes appropriate accountability or incentivisation		1
1961534	US79466L3024	Salesforce, Inc.	North America	USA	05/06/2025	Annual	Against	1h,11,4	No clawback policy Options/PSUs vest in less than 36 months High variable pay ratio		2
1959799	US8036071004	Sarepta Therapeutics, Inc.	North America	USA	05/06/2025	Annual	Against	1.1	Concerns about overall board structure		1
1960555	US8726571016	TPG Inc.	North America	USA	05/06/2025	Annual	Against	2a,2b,2c,2d,2e,2f,2g,2h,2i 1c 1h,1i	Concerns about overall board structure 2- Concerns to protect shareholder value 3- Lack of independence on board Concerns about remuneration committee performance Concerns to protect shareholder value Lack of independence on board Concerns related to attendance at board or committee meetings		1
1959642	US9222801022	Varonis Systems, Inc.	North America	USA	05/06/2025	Annual	Against	1.2	Concerns related to board composition Concerns about overall board structure		1
1961782	US9311421039	Walmart Inc.	North America	USA	05/06/2025	Annual	Against	10 1k	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Concerns related to board composition		1
1962910	US02079K3059	Alphabet Inc.	North America	USA	06/06/2025	Annual	Against	1g,1i 7,12,14 1j,8	EOS manual override SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes enhanced shareholder rights	1a,1d,1i	1
1963013	US03769M1062	Apollo Global Management, Inc.	North America	USA	06/06/2025	Annual	Against	1.1	Concerns about remuneration committee performance		2
1956906	US03990B1017	Ares Management Corporation	North America	USA	06/06/2025	Annual	Against	4 1g 1j 3	Annual vote provides for greater shareholder oversight Concerns about remuneration committee performance Lack of independent representation at board committees Concerns related to board composition Concerns to protect shareholder value Low shareholding requirement		1
1962849	US2538681030	Digital Realty Trust, Inc.	North America	USA	06/06/2025	Annual	Against	1b 3 5	Concerns about remuneration committee performance No clawback policy Excessive severance High CEO to average NEO pay Shareholder proposal promotes better management of SEE opportunities and risks		2
1959203	US6819361006	Omega Healthcare Investors, Inc.	North America	USA	06/06/2025	Annual	Against	1a	Concerns related to board composition		1
1958197	US8725901040	T-Mobile US, Inc.	North America	USA	06/06/2025	Annual	Against	1,13	Lack of independence on board Lack of independent representation at board committees Concerns related to board composition		1
1962965	US09581B1035	Blue Owl Capital Inc.	North America	USA	09/06/2025	Annual	Against	4 1b 3	Annual vote provides for greater shareholder oversight Lack of independence on board Concerns about overall board structure Concerns to protect shareholder value Combined CEO/Chair Concerns about remuneration committee performance Low shareholding requirement		1
1963016	US25402D1028	DigitalOcean Holdings, Inc.	North America	USA	09/06/2025	Annual	All For				1
1965964	US15872M1045	ChampionX Corporation	North America	USA	10/06/2025	Annual	Against	1,7	Concerns related to management of environment-related business risks		1
1963014	US22704E1096	Cross, Inc.	North America	USA	10/06/2025	Annual	Against	1.1	Concerns related to board composition Concerns about overall board structure		1
1966121	US45337C1027	Incyte Corporation	North America	USA	10/06/2025	Annual	Against	1.2 2 3	Concerns about remuneration committee performance No clawback policy Options/PSUs vest in less than 36 months High variable pay ratio Pay is misaligned with EOS remuneration principles		2
1966640	US80874P1093	Light & Wonder, Inc.	North America	USA	10/06/2025	Annual	Against	1.5 1.9 3	Concerns about remuneration committee performance Concerns related to board composition Pay is misaligned with EOS remuneration principles		1
1962796	US7766961061	Roper Technologies, Inc.	North America	USA	10/06/2025	Annual	All For				1
1967426	US8725401090	The TJX Companies, Inc.	North America	USA	10/06/2025	Annual	All For				2
1962943	US90138F1021	Twilio Inc.	North America	USA	10/06/2025	Annual	Against	1.1	Concerns about overall board structure		2
1964588	US0028962076	Abercrombie & Fitch Co.	North America	USA	11/06/2025	Annual	All For				1
1964897	US02376R1023	American Airlines Group Inc.	North America	USA	11/06/2025	Annual	Against	1,11 3 1.9	Concerns about remuneration committee performance Excessive CEO pay 2- Low shareholding requirement 3- No clawback policy 4- Pay is misaligned with EOS remuneration principles Overboarded/Too many other time commitments		1
1967000	US1491231015	Caterpillar, Inc.	North America	USA	11/06/2025	Annual	Against	1,5,2	Concerns regarding Auditor tenure		1
1962270	US1696561059	Chipotle Mexican Grill, Inc.	North America	USA	11/06/2025	Annual	Against	1d,2	EOS manual override - see analyst note		2
1960524	US20717M1036	Confluent, Inc.	North America	USA	11/06/2025	Annual	Against	1c	Lack of independent representation at board committees Concerns about overall board structure Concerns to protect shareholder value		1
1967118	US2199481068	Corpay, Inc.	North America	USA	11/06/2025	Annual	Against	1c 1h 3 4	Concerns about remuneration committee performance Concerns related to board composition No clawback policyOptions/PSUs vest in less than 36 monthsHigh variable pay ratioHigh CEO to average NEO pay		1
1968026	US2533931026	Dick's Sporting Goods, Inc.	North America	USA	11/06/2025	Annual	Against	1e 1f 4 2	1) Concerns related to succession planning 2) Concerns related to board composition 3) Concerns to protect shareholder value Concerns about remuneration committee performance Concerns to protect shareholder value Low shareholding requirement		1
1943723	CA25675T1075	Dollarama Inc.	North America	Canada	11/06/2025	Annual	Against	8 9	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights	1D	1
1962850	US26603R1068	Duolingo, Inc.	North America	USA	11/06/2025	Annual	Against	1,1	Concerns about overall board structure Concerns to protect shareholder value Combined CEO/Chair		1
1966112	US29977A1051	Evercore Inc.	North America	USA	11/06/2025	Annual	All For				1
1964458	US31620R3030	Fidelity National Financial, Inc.	North America	USA	11/06/2025	Annual	Against	1,3 2 4 3	Concerns related to board composition Concerns about overall board structure Concerns about remuneration committee performance Concerns to protect shareholder value No hedging policyNo clawback policyOptions/PSUs vest in less than 36 months Shareholder proposal promotes appropriate accountability or incentivisation		1
1962202	US33768G1076	FirstCash Holdings, Inc.	North America	USA	11/06/2025	Annual	Against	1c	Concerns related to board composition Concerns about overall board structure		1
1962252	US35671D8570	Freeport-McMoRan, Inc.	North America	USA	11/06/2025	Annual	All For				1
1966046	US5500211090	JulieMon athletics Inc.	North America	USA	11/06/2025	Annual	Against	1c 1a 3	Concerns about overall board structure Concerns about remuneration committee performance Low shareholding requirementNo clawback policyOptions/PSUs vest in less than 36 monthsHigh variable pay ratio		2

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1964579	US6311031081	Nasdaq, Inc.	North America	USA	11/06/2025	Annual	All For				1
1968009	US74624M1027	Pure Storage, Inc.	North America	USA	11/06/2025	Annual	Against	3 1.1	Insufficient action taken on low say-on-pay results Lack of independent representation at board committees Concerns about overall board structure Concerns related to board composition Concerns to protect shareholder value Combined CEO/Chair Concerns about remuneration committee performance		1
1960507	US74758T3032	Qualys, Inc.	North America	USA	11/06/2025	Annual	Against	1.2 3	Concerns about overall board structure Concerns about remuneration committee performance No clawback policy/Options/PSUs vest in less than 36 months+High variable pay ratio		1
1964514	US87612E1064	Target Corporation	North America	USA	11/06/2025	Annual	Against	1c 11.2	Concerns about overboarded directors Concerns regarding Auditor tenure		1
1960520	US90384S3031	Ulta Beauty, Inc.	North America	USA	11/06/2025	Annual	Against	1e	Concerns related to management of environment-related business risks		1
1962979	US0844231029	W. R. Berkley Corporation	North America	USA	11/06/2025	Annual	Against	1a	Concerns related to succession planning Concerns about overall board structure		2
1960511	US8676381092	Western Alliance Bancorporation	North America	USA	11/06/2025	Annual	Against	1.12	Concerns related to board composition		1
1966265	US9699041011	Williams-Sonoma, Inc.	North America	USA	11/06/2025	Annual	Against	1.4 2	Concerns about remuneration committee performance Low shareholding requirementNo clawback policy+High variable pay ratio+High CEO to average NEO pay		1
1966043	US30063P1057	Exact Sciences Corporation	North America	USA	12/06/2025	Annual	Against	1e	Concerns about overall board structure		1
1964892	US31620M1062	Fidelity National Information Services, Inc.	North America	USA	12/06/2025	Annual	All For				2
1967866	US33829M1018	Five Below, Inc.	North America	USA	12/06/2025	Annual	All For				1
1961590	US36467W1099	GameStop Corp.	North America	USA	12/06/2025	Annual	Against	1.2	Concerns related to board composition Concerns related to management of environment-related business risks		1
1965367	US36467J1088	Gaming and Leisure Properties, Inc.	North America	USA	12/06/2025	Annual	Against	1.5	Concerns related to board composition		1
1962916	US45687Y1061	Ingersoll Rand, Inc.	North America	USA	12/06/2025	Annual	All For				2
1964541	US5949724083	MicroStrategy Incorporated	North America	USA	12/06/2025	Annual	Against	1.7	Concerns related to board composition Concerns to protect shareholder value		1
1962931	US61174X1090	Monster Beverage Corporation	North America	USA	12/06/2025	Annual	Against	1l	Concerns related to succession planning Concerns related to board composition		2
1967503	US6811161099	Ollie's Bargain Outlet Holdings, Inc.	North America	USA	12/06/2025	Annual	Against	1d	Concerns related to board composition		1
1962253	US78573L1061	Sabra Health Care REIT, Inc.	North America	USA	12/06/2025	Annual	All For				1
1962968	US87256C1018	TKO Group Holdings, Inc.	North America	USA	12/06/2025	Annual	Against	1.8 1.2	Concerns about remuneration committee performance Lack of independent representation at board committeesConcerns related to board composition		1
1946847	US92936U1097	W. P. Carey Inc.	North America	USA	12/06/2025	Annual	All For				2
1967498	US98980L1017	Zoom Communications, Inc.	North America	USA	12/06/2025	Annual	Against	1.3 3	Concerns related to board composition Concerns about overall board structure Concerns to protect shareholder value Concerns about remuneration committee performance Low shareholding requirement		2
1964887	US03783C1009	AppFolio, Inc.	North America	USA	13/06/2025	Annual	Against	1.3	Concerns about overall board structure Concerns to protect shareholder value		1
1962940	US34959E1091	Fortinet, Inc.	North America	USA	13/06/2025	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation		2
1967400	US5738741041	Marvel Technology, Inc.	North America	USA	13/06/2025	Annual	Against	1c 4	Concerns related to board composition Shareholder proposal promotes appropriate accountability or incentivisation		2
1965370	US75886F1075	Regeneron Pharmaceuticals, Inc.	North America	USA	13/06/2025	Annual	Against	1b	Concerns related to succession planning Concerns about overall board structure Concerns to protect shareholder value		1
1966566	US82452J1097	Shift4 Payments, Inc.	North America	USA	13/06/2025	Annual	Against	1.1 1.3	Concerns to protect shareholder value Lack of independent representation at board committees Concerns related to board composition Concerns about overall board structure Concerns to protect shareholder value		1
1967081	US04342Y1047	Asana, Inc.	North America	USA	16/06/2025	Annual	Against	1.1	Concerns about overall board structure Concerns to protect shareholder value		1
1963088	US09062X1037	Biogen Inc.	North America	USA	17/06/2025	Annual	Against	1a	Concerns related to board composition		1
1962811	US8522341036	Block, Inc.	North America	USA	17/06/2025	Annual	Against	1.3 4	Concerns about overall board structure Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles		1
1965844	US3020811044	ExlService Holdings, Inc.	North America	USA	17/06/2025	Annual	Against	1d	Concerns related to board composition		1
1964472	US58733R1023	MercadoLibre, Inc.	North America	USA	17/06/2025	Annual	Against	1a, 1b 2	Concerns related to inappropriate membership of committees Low shareholding requirement		1
1966065	US59156R1086	MetLife, Inc.	North America	USA	17/06/2025	Annual	All For				1
1967127	US65336K1034	Nextstar Media Group, Inc.	North America	USA	17/06/2025	Annual	Against	1d 1h 2	Concerns about remuneration committee performance Concerns related to succession planning Combined CEO/Chair No clawback policy Options/PSUs vest in less than 36 months High CEO to average NEO pay		1
1963040	US7055731035	Pegasystems Inc.	North America	USA	17/06/2025	Annual	Against	1.7 1.8 2 3	Concerns about remuneration committee performance Concerns related to board composition Combined CEO/Chair Low shareholding requirementNo shares granted in LTIPOptions/PSUs vest in less than 36 months Pay is misaligned with EOS remuneration principles		1
1945716	CA82509L1076	Shopify Inc.	North America	Canada	17/06/2025	Annual	Against	1C, 1E, 3	Insufficient action taken on low say-on-pay results Low shareholding requirement		1
1964558	US78442P1066	SLM Corporation	North America	USA	17/06/2025	Annual	Against	1l	Concerns related to board composition		1
1962815	US87165B1035	Synchrony Financial	North America	USA	17/06/2025	Annual	Against	1b	Concerns related to board composition		1
1967193	US8962391004	Trimble Inc.	North America	USA	17/06/2025	Annual	Against	1.4	Concerns related to board composition		1
1968742	US0527691069	Autodesk, Inc.	North America	USA	18/06/2025	Annual	Against	1d 1f 3	Concerns about remuneration committee performance Concerns related to board composition No clawback policy Options/PSUs vest in less than 36 months High variable pay ratio		2
1962862	US19260Q1076	Coinbase Global, Inc.	North America	USA	18/06/2025	Annual	Against	1.10 1.2, 1.5 1.9 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 board composition Concerns to protect shareholder value Low shareholding requirement		1
1962485	US20030N1019	Comcast Corporation	North America	USA	18/06/2025	Annual	Against	1.1, 6	Shareholder proposal promotes appropriate accountability or incentivisation		2
1968745	US22788C1053	CrowdStrike Holdings, Inc.	North America	USA	18/06/2025	Annual	Against	1.3 1.1	Concerns about overall board structure Concerns to protect shareholder value Concerns about remuneration committee performance		1
1964484	US45674M1018	Informatica Inc.	North America	USA	18/06/2025	Annual	Against	1.2	Lack of independence on board Lack of independent representation at board committees Concerns related to board composition Concerns about overall board structure		1
1962864	US49271V1008	Keurig Dr. Pepper Inc.	North America	USA	18/06/2025	Annual	All For				1
1965512	US57667L1070	Match Group, Inc.	North America	USA	18/06/2025	Annual	Against	1b 1a 3	Concerns about remuneration committee performance Lack of independent representation at board committeesConcerns about overall board structure Pay is misaligned with EOS remuneration principles		1
1966148	US76954A1034	Rivian Automotive, Inc.	North America	USA	18/06/2025	Annual	Against	1c 1b 3	Concerns related to management of environment-related business risks Concerns about remuneration committee performance Concerns to protect shareholder value Concerns about overall board structure Concerns related to board composition Low shareholding requirement		1
1968332	US9224751084	Veeva Systems Inc.	North America	USA	18/06/2025	Annual	Against	1d 1h 1g	Concerns related to board composition 2- Lack of independent representation at board committees Overboarded/Too many other time commitments Concerns about remuneration committee performance		2

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1962071	US92537N1081	Vertiv Holdings Co.	North America	USA	18/06/2025	Annual	Against	1e 1g 1d 2	Concerns about remuneration committee performance Concerns related to attendance at board or committee meetings Concerns related to board composition Concerns related to management of environment-related business risks Concerns to protect shareholder value No clawback policy No shares granted in LTIP Options/PSUs vest in less than 36 months High CEO to average NEO pay		2
1971961	US05550J1016	BJ's Wholesale Club Holdings, Inc.	North America	USA	19/06/2025	Annual	Against	1.8 5	Concerns related to management of environment-related business risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
1962991	US2473617023	Delta Air Lines, Inc.	North America	USA	19/06/2025	Annual	Against	1f	Concerns related to board composition		1
1944343	CA46579R1047	Vartheta Mines Ltd.	North America	Canada	19/06/2025	Annual	All For				1
1967502	US37637K1088	GitLab Inc.	North America	USA	20/06/2025	Annual	Against	1.2 3	Concerns about overall board structure Concerns to protect shareholder value Concerns about remuneration committee performance Low shareholding requirement		1
1972997	US21874C1027	Core & Main, Inc.	North America	USA	24/06/2025	Annual	Against	1.1	1) Concerns about overall board structure 2) Concerns to protect shareholder value		1
1966028	US25809K1051	DoorDash, Inc.	North America	USA	24/06/2025	Annual	Against	1b.4	Concerns to protect shareholder value		2
1949505	CA4488112083	Hydro One Limited	North America	Canada	24/06/2025	Annual/Special	Against	2A	Inadequate management of climate-related risks		1
1964486	US57636Q1040	Mastercard Incorporated	North America	USA	24/06/2025	Annual	All For				2
1969753	US6792951054	Okta, Inc.	North America	USA	24/06/2025	Annual	Against	1.1	Concerns related to board composition Concerns about overall board structure Concerns to protect shareholder value		2
1967089	US2786421030	eBay Inc.	North America	USA	25/06/2025	Annual	Against	1a 4 5	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles Shareholder proposal promotes appropriate accountability or incentivisation		2
1973102	US67066G1040	NVIDIA Corporation	North America	USA	25/06/2025	Annual	All For			1f,1,2	2
1973650	US81730H1095	SentinelOne, Inc.	North America	USA	25/06/2025	Annual	Against	1.3 1.2 3	Concerns about remuneration committee performance Concerns related to board composition Concerns about overall board structure Concerns to protect shareholder value No clawback policy Options/PSUs vest in less than 36 months High variable pay ratio Excessive CEO pay		1
1967109	US22160N1090	CoStar Group, Inc.	North America	USA	26/06/2025	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks	1h,3	1
1956204	US29476L1070	Equity Residential	North America	USA	26/06/2025	Annual	All For				1
1973104	US90364P1027	UIPath, Inc.	North America	USA	26/06/2025	Annual	Against	1b	Concerns related to board composition Concerns to protect shareholder value		1
1965408	US91307C1027	United Therapeutics Corporation	North America	USA	26/06/2025	Annual	Against	1a	Concerns related to succession planning Concerns related to management of environment-related business risks		2
1965977	US03662Q1058	ANSYS, Inc.	North America	USA	27/06/2025	Annual	Against	1G 1E 3	Concerns about overall board structure Concerns about remuneration committee performance Low shareholding requirementOptions/PSUs vest in less than 36 monthsHigh CEO to average NEO pay		1
1973100	US10316T1043	Box, Inc.	North America	USA	27/06/2025	Annual	Against	1a 1b 3	Concerns about overall board structure Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles		1
1975660	US80837P1066	MongoDB, Inc.	North America	USA	30/06/2025	Annual	Against	1.2	Concerns about overall board structure		2
1920233	GB0007188757	Rio Tinto Plc	United Kingdom	United Kingdom	30/04/2025	Annual	Against	2.3	Pay is misaligned with EOS remuneration principles		1
1928686	GB0009895292	AstraZeneca PLC	United Kingdom	United Kingdom	11/04/2025	Annual	Against	6	Pay is misaligned with EOS remuneration principles		1
1938017	GB00BPQY8M80	Aviva Plc	United Kingdom	United Kingdom	15/04/2025	Special	All For				1
1934035	GB00B0744838	Bunzl Plc	United Kingdom	United Kingdom	23/04/2025	Annual	All For				2
1927589	GB00B2B0DG97	RELX Plc	United Kingdom	United Kingdom	24/04/2025	Annual	Against	2	Pay is misaligned with EOS remuneration principles		2
1940973	GB00BDSFG982	TechnipFMC plc	United Kingdom	United Kingdom	25/04/2025	Annual	Against	1e 1c 2.4 16	Concerns about remuneration committee performance Concerns related to management of environment-related business risks High variable pay ratio High CEO to average NEO pay Pay is misaligned with EOS remuneration principles		1
1919014	GB00BTK05J60	Anglo American Plc	United Kingdom	United Kingdom	30/04/2025	Annual	Against				1
1952066	GB00BTK05J60	Anglo American Plc	United Kingdom	United Kingdom	30/04/2025	Special	All For				1
1921445	GB00BPQY8M80	Aviva Plc	United Kingdom	United Kingdom	30/04/2025	Annual	All For				1
1943483	JE00BYPZJM29	Janus Henderson Group Plc	United Kingdom	Jersey	30/04/2025	Annual	All For				1
1948163	GB00BNGDN821	Melrose Industries Plc	United Kingdom	United Kingdom	30/04/2025	Annual	Against	7 2	Failure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles		1
1927866	GB00B5ZN1N88	SEGRO PLC	United Kingdom	United Kingdom	30/04/2025	Annual	All For				1
1925371	GB00B10RZP78	Unilever Plc	United Kingdom	United Kingdom	30/04/2025	Annual	All For				1
1946123	GB00B0SWJX34	London Stock Exchange Group plc	United Kingdom	United Kingdom	01/05/2025	Annual	Against	12 3	Failure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles Total maximum variable pay is equal or >6 times base salary		1
1943719	GB00BP9LHF23	Schroders Plc	United Kingdom	United Kingdom	01/05/2025	Annual	Against	6	Lack of independent representation at board committees		1
1902629	GB0005405286	HSBC Holdings Plc	United Kingdom	United Kingdom	02/05/2025	Annual	Against	3	Total maximum variable pay is equal or >6 times base salary		1
1940671	GB0006776081	Pearson Plc	United Kingdom	United Kingdom	02/05/2025	Annual	All For				1
1927511	GB0031348658	Barclays PLC	United Kingdom	United Kingdom	07/05/2025	Annual	Against	3.4	High variable pay ratio		2
1932545	GB00BN7SWP83	GSK Plc	United Kingdom	United Kingdom	07/05/2025	Annual	All For				1
1935911	GB00B02C8F11	Rentok Initial Plc	United Kingdom	United Kingdom	07/05/2025	Annual	Against	4	Failure to provide DEI disclosures in line with UK listing rules		1
1945778	GB0000456144	Antofagasta Plc	United Kingdom	United Kingdom	08/05/2025	Annual	Against	6 4 2	Concerns related to attendance at board or committee meetings Lack of independent representation at board committees Concerns related to approach to below-board gender diversity TSR performance metric vests below median Low shareholding requirement		1
1935910	GB00B24CGK77	Reckitt Benckiser Group Plc	United Kingdom	United Kingdom	08/05/2025	Annual	Against	20 2.3	Use of share options in remuneration policy Use of share options in remuneration policy Total maximum variable pay is equal or >6 times base salary		1
1935896	GB00B02J6398	Admiral Group Plc	United Kingdom	United Kingdom	09/05/2025	Annual	Against	2	Pay is misaligned with EOS remuneration principles		2
1954320	GB00BMVP7Y09	Royalty Pharma Plc	United Kingdom	United Kingdom	12/05/2025	Annual/Special	Against	6h	Concerns related to board composition Concerns related to management of environment-related business risks		2
1952370	GB0007099541	Prudential Plc	United Kingdom	United Kingdom	14/05/2025	Annual	Against	2	Total maximum variable pay is equal or >6 times base salary		1
1951880	GB00BWFQGN14	Spirax Group Plc	United Kingdom	United Kingdom	14/05/2025	Annual	All For				1
1945842	GB0032089863	Next Plc	United Kingdom	United Kingdom	15/05/2025	Annual	Against	11 2 3	Failure to provide DEI disclosures in line with UK listing rules TSR metric (either absolute or relative) represents >6% of LTI Use of time-based restricted shares in remuneration policy		1
1941800	GB00BNCST391	Deliveroo Plc	United Kingdom	United Kingdom	20/05/2025	Annual	Against	24 24 2 7.18	Concerns related to board composition Concerns to protect shareholder value High variable pay ratio Lack of independent representation at board committees		1
1927882	GB00BDCPN049	Coca-Cola Europacific Partners plc	United Kingdom	United Kingdom	22/05/2025	Annual	Against	13 8 2	Total maximum variable pay is equal or >6 times base salary Failure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles		1
1935967	GB00BL6K5J42	Endeavour Mining Plc	United Kingdom	United Kingdom	22/05/2025	Annual	Against				1
1934867	GB0031638363	Interlec Group Plc	United Kingdom	United Kingdom	22/05/2025	Annual	Against				1

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1917804	JE00B4T3BW64	Glencore Plc	United Kingdom	Jersey	28/05/2025	Annual	Against	13	Pay is misaligned with EOS remuneration principles		1
1932612	GB00BMX86B70	Haleon Plc	United Kingdom	United Kingdom	28/05/2025	Annual	All For				1
1973012	GB0000536739	Ashtead Group Plc	United Kingdom	United Kingdom	10/06/2025	Court	All For				2
1972979	GB0000536739	Ashtead Group Plc	United Kingdom	United Kingdom	10/06/2025	Special	All For				2
1969601	GB00BLGZ3962	Tesco Plc	United Kingdom	United Kingdom	12/06/2025	Annual	All For				1
1966937	GB00BMJ6DW54	Informa Plc	United Kingdom	United Kingdom	19/06/2025	Annual	All For				2
1976376	GB00B1YW4409	3i Group PLC	United Kingdom	United Kingdom	26/06/2025	Annual	All For				2