

ISIF Voting Disclosure - Q3 2025

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
1996010	JP3689500001	Oracle Corp Japan	Asia	Japan	22/08/2025	Annual	All For				1
2002871	JP3979200007	Lasertec Corp.	Asia	Japan	26/09/2025	Annual	All For				1
1992190	SG1M71906915	Capitaland Ascendas REIT	Asia	Singapore	30/07/2025	Extraordinary Shareholders	All For				1
1918662	AU000000SU146	Suncorp Group Limited	Australia & New Zealand	Australia	25/09/2025	Annual	Against	1.2	Pay is misaligned with EOS remuneration principles		1
1928548	NZXR06000152	Xero Limited	Australia & New Zealand	New Zealand	21/08/2025	Annual	Against	5	Pay is misaligned with EOS remuneration principles		1
1992027	BMG0171K1018	Alibaba Health Information Technology Limited	Emerging Markets	Bermuda	08/08/2025	Annual	Against	5.7 2b	Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board. Concerns related to inappropriate membership of committees		1
1987814	KYG393871085	GlobalFoundries Inc.	Emerging Markets	Cayman Islands	29/07/2025	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
1997734	KYG017191142	Alibaba Group Holding Limited	Emerging Markets	Cayman Islands	25/09/2025	Annual	Against	3.2, 3.3	Concerns related to succession planning	4	1
1994454	KYG017191142	Alibaba Group Holding Limited	Emerging Markets	Cayman Islands	25/09/2025	Annual	Against	3.2, 3.3	Concerns related to succession planning	4	2
1989265	IL0011762130	monday.com Ltd.	Emerging Markets	Israel	31/07/2025	Annual	All For				1
1994148	IL0010824113	Check Point Software Technologies Ltd.	Emerging Markets	Israel	03/09/2025	Annual	All For				1
2000664	IL0002730112	NICE Ltd. (Israel)	Emerging Markets	Israel	30/09/2025	Annual	Against	A,B1,B2,B3			1
1998278	DK0060094928	Orsted A/S	Europe	Denmark	05/09/2025	Extraordinary Shareholders	All For				1
1980640	FR0010220475	Alstom SA	Europe	France	10/07/2025	Annual/Special	All For				1
1989860	DE0007500001	thyssenkrupp AG	Europe	Germany	08/08/2025	Extraordinary Shareholders	All For				1
1967006	IE00059Y5762	Linde Plc	Europe	Ireland	29/07/2025	Annual	All For				1
1964991	IT0000062967	Mediterranea Banca di Credito Finanziario SpA	Europe	Italy	21/08/2025	Ordinary Shareholders	All For				1
1974627	NL0013654783	Prosus NV	Europe	Netherlands	20/08/2025	Annual	Against	11.4 2, 7	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles	15	2
2003489	NL0013056914	Elastic N.V.	Europe	Netherlands	30/09/2025	Annual	Against	1b	Concerns about overall board structure		1
1986393	ES0148396007	Industria de Diseno Textil SA	Europe	Spain	15/07/2025	Annual	All For				1
1976170	US8334451098	Snowflake Inc.	North America	USA	02/07/2025	Annual	Against	1c 2	Lack of independent representation at board committees Concerns related to board composition Concerns related to management of environment-related business risks Concerns about overall board structure Concerns to protect shareholder value Concerns about remuneration committee performance No clawback policy Options/PSUs vest in less than 36 months Excessive CEO pay High CEO to average NEO pay		2
1984628	US21036P1084	Constellation Brands, Inc.	North America	USA	15/07/2025	Annual	Against	1c,1f,3	No clawback policy Options/PSUs vest in less than 36 months High variable pay ratio High CEO to average NEO pay		1
1960480	US9168961038	Uranium Energy Corp.	North America	USA	17/07/2025	Annual	Against	1.4 3	Concerns about remuneration committee performance Low shareholding requirement No hedging policy No clawback policy High CEO to average NEO pay		1
1980908	US79589L1061	Samsara Inc.	North America	USA	29/07/2025	Annual	Against	1.5 1.8 3	Concerns about remuneration committee performance Concerns to protect shareholder value Low shareholding requirement		1
1988271	US5815501031	McKesson Corporation	North America	USA	30/07/2025	Annual	All For				1
1990572	US16119P1084	Charter Communications, Inc.	North America	USA	31/07/2025	Special	All For				1
1987812	US29275V1029	EnerSys	North America	USA	31/07/2025	Annual	Against	1.1	Concerns about overall board structure		1
1987862	US7512121010	Ralph Lauren Corporation	North America	USA	31/07/2025	Annual	Against	1.1	Concerns to protect shareholder value		1
1988954	US2855121099	Electronic Arts Inc.	North America	USA	14/08/2025	Annual	All For				1
1963169	US3026352088	FS KKR Capital Corp.	North America	USA	15/08/2025	Annual	Against	1.3	Concerns related to board composition Concerns about overall board structure Concerns to protect shareholder value		1
1991447	US5950171042	Microchip Technology Incorporated	North America	USA	19/08/2025	Annual	Against	1e 3	Concerns about remuneration committee performance Low shareholding requirement No clawback policy High CEO to average NEO pay		1
1991723	US2681501092	Dynatrace, Inc.	North America	USA	20/08/2025	Annual	Against	1b 3	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 monthsHigh variable pay ratio		1
1995429	US2435371073	Deckers Outdoor Corporation	North America	USA	08/09/2025	Annual	All For				1
1995664	US6687711084	Gen Digital Inc.	North America	USA	09/09/2025	Annual	All For				2
1993684	US6541061031	NIKE, Inc.	North America	USA	09/09/2025	Annual	Against	1b	Concerns to protect shareholder value		1
1995435	US64110D1046	NetApp, Inc.	North America	USA	10/09/2025	Annual	Against	1d 5	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles		2
1995100	US88339J1051	The Trade Desk, Inc.	North America	USA	16/09/2025	Special	Against	1.2	Concerns to protect shareholder value		1
1997067	US2371941053	Darden Restaurants, Inc.	North America	USA	17/09/2025	Annual	Against	1.3 4	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
1910900	GB00819NLV48	Experian Plc	United Kingdom	Jersey	16/07/2025	Annual	Against	2 15, 16	Use of more than two types of concurrent variable pay arrangements Total maximum variable pay is equal or >6 times base salary Use of more than two types of concurrent variable pay arrangements Total maximum variable pay is equal or >6 times base salary		2
1993539	JE00B4T3BW64	Glencore Plc	United Kingdom	Jersey	05/08/2025	Special	All For				1
1995797	JE00BF5ORG45	Yellow Cake Plc	United Kingdom	Jersey	04/09/2025	Annual	Against	5	Overboarded/Too many other time commitments		1
1980663	GB00BM8Q5M07	JD Sports Fashion Plc	United Kingdom	United Kingdom	02/07/2025	Annual	Against	15 3 23	Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency		1
1973895	GB00BDR05C01	National Grid Plc	United Kingdom	United Kingdom	09/07/2025	Annual	All For				1
1974084	GB00BYW0PQ60	Land Securities Group Plc	United Kingdom	United Kingdom	10/07/2025	Annual	Against	2	Low shareholding requirement		1
1975768	GB00B1FH8J72	Severn Trent Plc	United Kingdom	United Kingdom	10/07/2025	Annual	All For				1
1975769	GB0003096442	RS Group Plc	United Kingdom	United Kingdom	17/07/2025	Annual	Against	2, 19	Pay is misaligned with EOS remuneration principles		1
1924078	GB00B39J2M42	United Utilities Group Plc	United Kingdom	United Kingdom	18/07/2025	Annual	Against	9	Lack of independent representation at board committees		2
1986620	GB0004052071	Halma Plc	United Kingdom	United Kingdom	24/07/2025	Annual	All For				1
1994955	GB000536739	Ashtead Group Plc	United Kingdom	United Kingdom	02/09/2025	Annual	Against	4	Failure to provide DEI disclosures in line with UK listing rules		2
1991789	GB00B172W111	Ja2 Plc	United Kingdom	United Kingdom	04/09/2025	Annual	All For				1
1997053	GB00BPRGD003	Berkeley Group Holdings Plc	United Kingdom	United Kingdom	05/09/2025	Annual	Against	9 6 4 3	Concerns about overall board structure Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Total maximum variable pay is equal or greater than 6 times base salary		1
1998435	US0420682058	Arm Holdings Plc	United Kingdom	United Kingdom	09/09/2025	Annual	Against	5 2	Lack of independence on board Lack of independent representation at board committees Concerns related to board composition Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles TSR performance metric vests below median Total maximum variable pay is equal or greater than 6 times base salary		1