

Q1 2024 - Voting Disclosure



Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation	Vote By Exception	Ballot Count
1825704	JP3942800008	Yamaha Motor Co., Ltd.	Asia	Japan	21/03/2024	Annual	Against	2.1,2.6,2.10	Lack of independence on board		1
1823952	JP3205800000	Kao Corp.	Asia	Japan	22/03/2024	Annual	Against	2.1	Concerns related to approach to board gender diversity		1
1825749	JP3256000005	Kyowa Kirin Co., Ltd.	Asia	Japan	22/03/2024	Annual	Against	2.8	Lack of independence on board		1
1827080	JP3922950005	MonotaRO Co., Ltd.	Asia	Japan	24/03/2024	Annual	Against	3	Concerns about overall board structure		1
1825135	JP3116000005	Asahi Group Holdings Ltd.	Asia	Japan	25/03/2024	Annual	All For	2.3	Concerns related to succession planning		1
1825124	JP3830800003	Bridgestone Corp.	Asia	Japan	26/03/2024	Annual	Against	2.3,2.4,2.5	Concerns related to succession planning		1
1825797	JP3360800001	Hulic Co., Ltd.	Asia	Japan	26/03/2024	Annual	Against	3.1,3.3	Concerns about overall board structure		1
								2.1,2.2	Concerns about overall performance		
								2.6,2.7,2.8	Concerns related to succession planning		
								2.9	Lack of independence on board		
1826280	JP3750500005	McDonald's Holdings Co. (Japan) Ltd.	Asia	Japan	26/03/2024	Annual	Against	3.2	Concerns about overall board structure		1
								2.3	Concerns related to attendance at board or committee meetings		
								4	Pay is misaligned with EOS remuneration principles		
1828064	JP3164720009	Renesas Electronics Corp.	Asia	Japan	26/03/2024	Annual	All For				1
1825748	JP3351600006	Shiseido Co., Ltd.	Asia	Japan	26/03/2024	Annual	All For				1
1828644	JP3845770001	HOSHIZAKI Corp.	Asia	Japan	27/03/2024	Annual	All For				1
1826276	JP3365600002	Suntory Beverage & Food Ltd.	Asia	Japan	27/03/2024	Annual	All For				1
1825127	JP3951600000	Unicharm Corp.	Asia	Japan	27/03/2024	Annual	All For				1
1827114	JP3112000009	AGC, Inc. (Japan)	Asia	Japan	28/03/2024	Annual	Against	2.1	Concerns about overall performance		1
								2.2	Concerns about overall performance		
								2.1	Concerns related to approach to board gender diversity		
1825140	JP3242800005	Canon, Inc.	Asia	Japan	28/03/2024	Annual	Against				1
1825759	JP3519400000	Chugai Pharmaceutical Co., Ltd.	Asia	Japan	28/03/2024	Annual	All For				1
1830546	JP3551520004	Dentsu Group, Inc.	Asia	Japan	28/03/2024	Annual	Against	1.2	Concerns about overall performance		1
								1.7	Lack of independence on board		
1825161	JP3258000003	Kirin Holdings Co., Ltd.	Asia	Japan	28/03/2024	Annual	All For				1
1829923	JP3283650004	KOSE Corp.	Asia	Japan	28/03/2024	Annual	All For				1
1828689	JP3688370000	Nippon Express Holdings, Inc.	Asia	Japan	28/03/2024	Annual	Against	2.5,3.2	Lack of independence on board		1
1826300	JP3188220002	Otsuka Holdings Co., Ltd.	Asia	Japan	28/03/2024	Annual	Against	1.2,1.10,1.11	Lack of independence on board		1
1829922	JP3322930003	SUMCO Corp.	Asia	Japan	28/03/2024	Annual	Against	2.2,2.3	Concerns related to succession planning		1
1827101	JP3637300009	Trend Micro, Inc.	Asia	Japan	28/03/2024	Annual	Against	4,5,6	Pay is misaligned with EOS remuneration principles		1
1812646	SG1C19000006	Fraser's Logistics & Commercial Trust	Asia	Singapore	23/01/2024	Annual	All For				1
1829915	SG1L01001701	DBS Group Holdings Ltd.	Asia	Singapore	28/03/2024	Annual	Against	6	Concerns related to inappropriate membership of committees		1
1812399	AU000000ALL7	Aristocrat Leisure Limited	Australia & New Zealand	Australia	22/02/2024	Annual	Against	1.3	Pay is misaligned with EOS remuneration principles		1
1807800	IL0006046119	Bank Leumi Le-Israel B.M.	Emerging Markets	Israel	04/01/2024	Special	Against	A,B1,B2	Administrative declaration		1
1814174	IL0006912120	Israel Discount Bank Ltd.	Emerging Markets	Israel	07/02/2024	Special	Against	A,B1,B2	Administrative declaration		1
1816072	IL0006954379	Mizrahi Tefahot Bank Ltd.	Emerging Markets	Israel	20/02/2024	Special	Against	A,B1,B2	Administrative declaration		1
1807648	TH0765010208	Airports of Thailand Public Co. Ltd.	Emerging Markets	Thailand	30/01/2024	Annual	Against	8	Insufficient/poor disclosure		1
								5.1,5.2,5.3,5.4,5.5	Lack of independence on board		
1820352	DK0060738599	Demant A/S	Europe	Denmark	06/03/2024	Annual	Abstain	6.a,6.b	Lack of independence on board		1
1821109	DK0010181759	Carlsberg A/S	Europe	Denmark	11/03/2024	Annual	Abstain	4	Concerns related to inappropriate membership of committees		1
								6.f	Concerns related to inappropriate membership of committees		
								6.b,6.h	Concerns to protect shareholder value		
								6.i	Over-boarded/Too many other time commitments		
								5.A	Pay is misaligned with EOS remuneration principles		
1820021	DK0010272202	Genmab A/S	Europe	Denmark	13/03/2024	Annual	Abstain	5.f	Concerns related to inappropriate membership of committees		1
								4.7.a,7.d	Pay is misaligned with EOS remuneration principles		
1822147	DK0010244508	A.P. Moller-Maersk A/S	Europe	Denmark	14/03/2024	Annual	Abstain	6.5	Overboarded/Too many other time commitments		1
								8.5	recommmendation / Shareholder proposal promotes better management of ESG opportunities and risks		
1820613	DK0060079531	DSV A/S	Europe	Denmark	14/03/2024	Annual	Against	5	Use of share options misaligned with EOS policy		1
1822100	DK0060252690	Pandora AS	Europe	Denmark	14/03/2024	Annual	Against				1
1778261	DK0010274414	Danske Bank A/S	Europe	Denmark	21/03/2024	Annual	Against	4,5	Pay is misaligned with EOS remuneration principles		1
1819361	DK0062498333	Novo Nordisk A/S	Europe	Denmark	21/03/2024	Annual	All For				1
1823626	DK0060636678	Tryg A/S	Europe	Denmark	21/03/2024	Annual	All For				1
1777308	FI0009014377	Orion Oyj	Europe	Finland	20/03/2024	Annual	Against	11	A vote AGAINST this item is warranted due to a lack of disclosure in key areas of remuneration such as variable remuneration caps and severance terms.		1
								14	A vote AGAINST this proposal is warranted for the following reasons: - Candidate Henrik Stenqvist is considered overboarded. Additionally, it is noted that the company maintains a share structure with unequal voting rights. At this moment, there are no shareholder representatives on the board.		
1789752	FI4000297767	Nordea Bank Abp	Europe	Finland	21/03/2024	Annual	All For				2
1818876	FI0009007132	Fortum Oyj	Europe	Finland	25/03/2024	Annual	Against	10	Insufficient disclosure		1
								11	A vote AGAINST this item is warranted because the proposed remuneration policy is below par in relation to market practice, particularly with regards to the lack of disclosure of a short-term bonus cap, and overall poor disclosure of long-term incentive plans.		
1811752	FR0000121220	Sodexo SA	Europe	France	30/01/2024	Ordinary Shareholders	All For				1
1810054	DE0007236101	Siemens AG	Europe	Germany	08/02/2024	Annual	Against	6.7	Pay is misaligned with EOS remuneration principles		2
1815391	DE0006231004	Infineon Technologies AG	Europe	Germany	23/02/2024	Annual	Against	10	Pay is misaligned with EOS remuneration principles		2
1812519	DE000ENER6Y0	Siemens Energy AG	Europe	Germany	26/02/2024	Annual	Against	6	Pay is misaligned with EOS remuneration principles		1
1816903	DE0005313704	Carl Zeiss Meditec AG	Europe	Germany	21/03/2024	Annual	Against	8	Lack of independence on board		1
								9	Proposed term in policy exceeds appropriate limit		
									Pay is misaligned with EOS remuneration principles		
1811227	IE00B4BNMY34	Accenture Plc	Europe	Ireland	31/01/2024	Annual	All For				3
1817253	IE00B7YQL619	Johnson Controls International Plc	Europe	Ireland	13/03/2024	Annual	All For				2
1821604	NL0000379121	Randstad NV	Europe	Netherlands	26/03/2024	Annual	Against	2c	Pay is misaligned with EOS remuneration principles		1
1825327	NO0010582521	Gjensidige Forsikring ASA	Europe	Norway	20/03/2024	Annual	Against	7	A vote AGAINST this item is warranted because of the company's practice to bundle the weights and not disclosing the targets or achievement of the individual KPIs utilized in the STIP.		1
								10.a	A vote AGAINST this proposal is warranted because less than half of the members on the remuneration committee are considered independent.		
1820147	ES0113211835	Banco Bilbao Vizcaya Argentaria SA	Europe	Spain	14/03/2024	Annual	Against	6	Pay is misaligned with EOS remuneration principles		3
1823165	ES0130960018	Enagas SA	Europe	Spain	20/03/2024	Annual	Against	6.1	Concerns related to inappropriate membership of committees		1
1822699	ES0113900J37	Banco Santander SA	Europe	Spain	21/03/2024	Annual	Against	3.G,6.A,6.F	Pay is misaligned with EOS remuneration principles		2
1822198	ES0140609019	CaixaBank SA	Europe	Spain	21/03/2024	Annual	All For				1
1822912	SE0000148884	Skandinaviska Enskilda Banken AB	Europe	Sweden	19/03/2024	Annual	Against	14a2,14a9	Concerns related to inappropriate membership of committees		1
								14a11,14b	Concerns related to inappropriate membership of committees		
									Overboarded/Too many other time commitments		
1821914	SE0007100599	Svenska Handelsbanken AB	Europe	Sweden	20/03/2024	Annual	Against	19.1,19.5,19.8,19.9,20	Overboarded/Too many other time commitments		1
1823294	SE0009922164	Essity AB	Europe	Sweden	21/03/2024	Annual	Against	12.i	Concerns to protect shareholder value		1
								15,16	Pay is misaligned with EOS remuneration principles		

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1821085	SE0000112724	Svenska Cellulosa AB SCA	Europe	Sweden	22/03/2024	Annual	Against	12.9,13	Overboarded/Too many other time commitments		1
1823100	SE0000108227	SKF AB	Europe	Sweden	26/03/2024	Annual	Against	12.1,12.8,15 14.4,14.9	Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees		1
1818473	SE0000242455	Swedbank AB	Europe	Sweden	26/03/2024	Annual	All For	14.1,15	Overboarded/Too many other time commitments		1
1793189	SE0016844831	Volvo Car AB	Europe	Sweden	26/03/2024	Annual	Against	16	Pay is misaligned with EOS remuneration principles		1
1823693	SE0000115446	Volvo AB	Europe	Sweden	27/03/2024	Annual	Against	12.b,12.k	Concerns related to inappropriate membership of committees		1
1816686	CH0102993182	TE Connectivity Ltd.	Europe	Switzerland	13/03/2024	Annual	Against	12.c 11.a,14	Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments		1
1823693	SE0000115446	Volvo AB	Europe	Sweden	27/03/2024	Annual	Against	14.3,14.11,15	Overboarded/Too many other time commitments		2
1816686	CH0102993182	TE Connectivity Ltd.	Europe	Switzerland	13/03/2024	Annual	Against	1h 8,9 1e	Concerns about remuneration committee performance High variable pay ratio Total pay targets a range above peer median Options/PSUs vest in less than 36 months Excessive CEO pay High CEO to average NEO pay		2
1802582	CA59162N1096	Metro Inc.	North America	Canada	30/01/2024	Annual	Against	5	Inadequate management of climate-related risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights		1
1803353	CA12532H1047	CGI Inc.	North America	Canada	31/01/2024	Annual	Against	1.8 4 3	Concerns related to shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights		1
1817653	CA0089118776	Air Canada	North America	Canada	28/03/2024	Annual	Abstain Against	A B 1.11 1.12 4 6	Concerns about remuneration committee performance Concerns related to approach to board diversity Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights		1
1818019	CA70137W1086	Parkland Corporation	North America	Canada	28/03/2024	Annual	Against	1.1 3	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles		1
1806323	US98980G1022	Zscaler, Inc.	North America	USA	05/01/2024	Annual	Against	3	Insufficient action taken on low say-on-pay results		1
1811632	US23331A1097	D.R. Horton, Inc.	North America	USA	17/01/2024	Annual	Against	1b 1f 2	Concerns about remuneration committee performance Concerns related to succession planning Concerns related to approach to board gender diversity Concerns related to approach to board diversity		2
1809510	US22160K1051	Costco Wholesale Corporation	North America	USA	18/01/2024	Annual	All For		Low shareholding requirement High variable pay ratio Excessive CEO pay		3
1806332	US4612021034	Intuit Inc.	North America	USA	18/01/2024	Annual	Against	1g 2 6	Concerns about remuneration committee performance High variable pay ratio Total pay targets a range above peer median Options/PSUs vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		3
1807901	US5951121038	Micron Technology, Inc.	North America	USA	18/01/2024	Annual	Against	1a 2	Concerns about remuneration committee performance Excessive CEO pay 2- High variable pay ratio 3- Low shareholding requirement		2
1809956	US86800U1043	Super Micro Computer, Inc.	North America	USA	22/01/2024	Annual	Against	1a 4	Concerns related to approach to board gender diversity Concerns about overall board structure Pay is misaligned with EOS remuneration principles		1
1811363	US0758871091	Becton, Dickinson and Company	North America	USA	23/01/2024	Annual	Against	1.4 3	Concerns about remuneration committee performance High variable pay ratio Options/PSUs vest in less than 36 months High CEO to average NEO pay		2
1809416	US92826C8394	Visa Inc.	North America	USA	23/01/2024	Annual	Against	1h 2	Concerns about remuneration committee performance High variable pay ratio Options/PSUs vest in less than 36 months		2
1809639	US0091581068	Air Products and Chemicals, Inc.	North America	USA	25/01/2024	Annual	Against	2 1c	Excessive severance 2- High variable pay ratio 3- Total pay targets a range above peer median Concerns about remuneration committee performance		2
1811497	US1488061029	Catalent, Inc.	North America	USA	25/01/2024	Annual	Against	1d	Concerns related to approach to board gender diversity Concerns related to approach to board diversity		2
1810718	US4663131039	Jabil Inc.	North America	USA	25/01/2024	Annual	Against	1e 5	Concerns related to approach to board gender diversity Concerns related to approach to board diversity Shareholder proposal promotes appropriate accountability or incentivisation		1
1809646	US9314271084	Walgreens Boots Alliance, Inc.	North America	USA	25/01/2024	Annual	Against	7 6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation		2
1810829	US96145D1054	WestRock Company	North America	USA	26/01/2024	Annual	All For				2
1812270	US4404521001	Hormel Foods Corporation	North America	USA	30/01/2024	Annual	Against	4	EOS manual override. See analyst note.		2
1809870	US2910111044	Emerson Electric Co.	North America	USA	06/02/2024	Annual	Against	5 1d 2 2 1a 6	Concerns regarding Auditor tenure Concerns related to approach to board gender diversity Concerns about overall board structure Concerns about remuneration committee performance Inadequate management of climate-related risks Concerns regarding Auditor tenure High variable pay ratio High CEO to average NEO pay Inadequate management of climate-related risks Shareholder proposal promotes enhanced shareholder rights		2
1813599	US3546131018	Franklin Resources, Inc.	North America	USA	06/02/2024	Annual	Against	1j 1k 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Inadequate management of deforestation risks Pay is misaligned with EOS remuneration principles		2
1812391	US7739031091	Rockwell Automation, Inc.	North America	USA	06/02/2024	Annual	Against	A.1 A.2 B	Concerns about overall board structure Concerns about remuneration committee performance High variable pay ratio Options/PSUs vest in less than 36 months High CEO to average NEO pay		2
1814003	US0495601058	Atmos Energy Corporation	North America	USA	07/02/2024	Annual	Against	1g 1i 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity Low shareholding requirement Excessive CEO pay High CEO to average NEO pay		3
1812555	US9024941034	Tyson Foods, Inc.	North America	USA	08/02/2024	Annual	Against	1e 1j 5 3,4,6	Concerns about human rights 2- Concerns about reducing shareholder rights 3- Lack of independent representation at board committees EOS manual override. See analyst note. Concerns about remuneration committee performance EOS manual override. See analyst note. 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 better management of ESG opportunities and risks		2
1815438	US3032501047	Fair Isaac Corporation	North America	USA	14/02/2024	Annual	Against	1g 2	Concerns about remuneration committee performance High variable pay ratio Options/PSUs vest in less than 36 months Excessive CEO pay High CEO to average NEO pay		2
1814563	US69370C1009	PTC Inc.	North America	USA	14/02/2024	Annual	All For				2
1815597	US42250P1030	Healthpeak Properties, Inc.	North America	USA	21/02/2024	Special	All For				3

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1815043	US7547301090	Raymond James Financial, Inc.	North America	USA	22/02/2024	Annual	Against	1b 1f 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversity		2
1815577	US0378331005	Apple Inc.	North America	USA	28/02/2024	Annual	Against	3,7 6	High variable pay ratio Excessive CEO pay High CEO to average NEO pay EOS manual override. See analyst note.	1d	2
1815395	US2441991054	Deere & Company	North America	USA	28/02/2024	Annual	Against	1a,3 6	Shareholder proposal promotes better management of SEE opportunities and risks Concerns regarding Auditor tenure		2
1817144	US6556631025	Nordson Corporation	North America	USA	05/03/2024	Annual	Against	1,2 1,4 3	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns about overall board structure Low shareholding requirement Options/PSUs vest in less than 36 months		2
1816943	US7475251036	QUALCOMM Incorporated	North America	USA	05/03/2024	Annual	All For				2
1817847	US0382221051	Applied Materials, Inc.	North America	USA	07/03/2024	Annual	Against	1f 2 5	Concerns about remuneration committee performance High variable pay ratio High CEO to average NEO pay Shareholder proposal promotes better management of SEE opportunities and risks		2
1816945	US4364401012	Hologic, Inc.	North America	USA	07/03/2024	Annual	Against	1d 2	Concerns about remuneration committee performance Low shareholding requirement High variable pay ratio Total pay targets a range above peer median Options/PSUs vest in less than 36 months Excessive CEO pay High CEO to average NEO pay		2
1818143	US8936411003	TransDigm Group Incorporated	North America	USA	07/03/2024	Annual	Against	3	Excessive CEO pay 2- Executive salary increases without robust justification 3- Insufficient action taken on low say-on-pay results	1,1,1,6	2
1818499	US03073E1055	Cencora, Inc.	North America	USA	12/03/2024	Annual	All For				2
1817071	US0326541051	Analog Devices, Inc.	North America	USA	13/03/2024	Annual	Against	1e 2 4	Concerns about remuneration committee performance Excessive CEO pay. Low shareholding requirement Shareholder proposal promotes enhanced shareholder rights		2
1829895	US8552441094	Starbucks Corporation	North America	USA	13/03/2024	Annual	Against	4	EOS manual override. See analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		2
1819425	US00846U1016	Agilent Technologies, Inc.	North America	USA	14/03/2024	Annual	Against	1,2 1,1 2 4	Concerns about overall board structure 2- Concerns related to below-board gender diversity Concerns about remuneration committee performance High variable pay ratio 2- Options vest in less than 36 months 3- High CEO to average NEO pay SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes enhanced shareholder rights		2
1818243	US3156161024	F5, Inc.	North America	USA	14/03/2024	Annual	Against	1d	Concerns related to approach to board gender diversity		2
1819496	US4228061093	HEICO Corporation	North America	USA	15/03/2024	Annual	Against	2	Excessive CEO pay 2- High variable pay ratio 3- Insufficient disclosure 4- Total pay targets a range above peer median	1,4	2
1818503	US00766T1007	AECOM	North America	USA	19/03/2024	Annual	All For			1,1	1
1819545	US2166485019	The Cooper Companies, Inc.	North America	USA	19/03/2024	Annual	Against	1,1 3	Concerns about remuneration committee performance Low shareholding requirement High CEO to average NEO pay Excessive severance		2
1820056	US8910921084	The Toro Company	North America	USA	19/03/2024	Annual	Against	2 3	EOS manual override. See analyst note. Options/PSUs vest in less than 36 months High CEO to average NEO pay	1,1,1,2	1
1818489	US49338L1035	Keysight Technologies, Inc.	North America	USA	21/03/2024	Annual	Against	1,1 7	Concerns related to approach to board gender diversity Concerns about overall board structure Shareholder proposal promotes enhanced shareholder rights		2
1811981	GB00BMW6CP49	Mondi Plc	United Kingdom	United Kingdom	15/01/2024	Special	All For				1
1809404	GB00B8C3BL03	The Sage Group plc	United Kingdom	United Kingdom	01/02/2024	Annual	All For				1
1805444	GB00BD6K4575	Compass Group Plc	United Kingdom	United Kingdom	08/02/2024	Annual	All For				2