



Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type	Voicing Action	Agenda Item Numbers	Voicing Explanation	Vote By Exception	Ballot Count
1827301	HK0388045442	Hong Kong Exchanges and Clearing Limited	Asia	Hong Kong	24/04/2024	Annual	All For				1
1839865	HK0011000095	Hang Seng Bank Limited	Asia	Hong Kong	08/05/2024	Annual	Against	2	Concerns related to succession planning		1
1835067	HK0019000162	Swire Pacific Limited	Asia	Hong Kong	09/05/2024	Annual	Against	4	Issue of equity raises concerns about excessive dilution of existing shareholders		1
1847897	HK0004000045	The Wharf (Holdings) Ltd.	Asia	Hong Kong	09/05/2024	Annual	Against	1a,1b 2b,2d 6,7	Lack of independence on board Issue of equity raises concerns about excessive dilution of existing shareholders		1
1830755	HK0669013440	Teclonics Industries Company Limited	Asia	Hong Kong	10/05/2024	Annual	All For			3b,3c	1
1831267	HK0066009694	MTR Corporation Limited	Asia	Hong Kong	22/05/2024	Annual	Against	3a	Concerns related to inappropriate membership of committees		1
1837592	HK0003000038	The Hong Kong and China Gas Company Limited	Asia	Hong Kong	04/06/2024	Annual	Against	3.1 3.3 5.2,5.3 3.2	Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Lack of independence on board Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board		1
1856060	HK0144000764	China Merchants Port Holdings Company Limited	Asia	Hong Kong	20/06/2024	Annual	Against	3Ac 5A,5C 3Ab 3b	Concerns related to approach to board gender diversity Overboarded/Too many other time commitments Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board		1
1842013	HK2388011192	BOC Hong Kong (Holdings) Limited	Asia	Hong Kong	27/06/2024	Annual	Against		Concerns related to approach to board gender diversity		1
1835781	JP3047540004	Comforia Residential REIT, Inc.	Asia	Japan	23/04/2024	Special	All For				1
1839650	JP3420600003	Sekisui House, Ltd.	Asia	Japan	25/04/2024	Annual	All For				1
1859094	JP3047510007	GLP, J-REIT	Asia	Japan	20/05/2024	Special	Against	4.2	Concerns related to succession planning		1
1853581	JP3598600009	Toho Co. Ltd. (9802)	Asia	Japan	23/05/2024	Annual	Against	2,1,2,2	Concerns about overall performance		1
1861397	JP3835250006	BayCurrent Consulting, Inc.	Asia	Japan	28/05/2024	Annual	Against	3.1	Concerns related to approach to board gender diversity		1
1860714	JP3422950000	Seven & I Holdings Co., Ltd.	Asia	Japan	28/05/2024	Annual	Against	2.8	Concerns related to succession planning	2,1	1
1860710	JP3388200002	AEON Co., Ltd.	Asia	Japan	29/05/2024	Annual	Against	1.1,1.2 1.5 2	Concerns about overall performance Lack of independence on board Poison pill/anti-takeover measure not in investors interests		1
1868636	JP3885400006	MISUMI Group, Inc.	Asia	Japan	13/06/2024	Annual	All For				1
1866272	JP3160400002	Eisai Co., Ltd.	Asia	Japan	14/06/2024	Annual	All For				1
1868623	JP3774200004	Hankyu Hanshin Holdings, Inc.	Asia	Japan	14/06/2024	Annual	Against	2.1	Concerns to protect shareholder value		1
1869149	JP3226200006	KEYENCE Corp.	Asia	Japan	14/06/2024	Annual	Against	2.2	Concerns related to approach to board gender diversity		2
1868621	JP3351500008	Shizuoka Financial Group, Inc.	Asia	Japan	14/06/2024	Annual	Against	2.1,2.2 2.6	Concerns about overall performance Lack of independence on board		1
1867541	JP3475350009	Daiichi Sankyo Co., Ltd.	Asia	Japan	17/06/2024	Annual	Against	2.2	Concerns related to approach to board gender diversity		1
1868625	JP3233250004	JAPAN POST INSURANCE Co., Ltd.	Asia	Japan	17/06/2024	Annual	All For				1
1866778	JP3705200008	Japan Airlines Co., Ltd.	Asia	Japan	18/06/2024	Annual	All For				1
1868631	JP3946750001	Japan Post Bank Co., Ltd.	Asia	Japan	18/06/2024	Annual	Against	1.1	Concerns about overall performance		1
1867962	JP3571400005	Tokyo Electron Ltd.	Asia	Japan	18/06/2024	Annual	Against	1.1	Concerns about overall performance		1
1865770	JP3633400001	Toyota Motor Corp.	Asia	Japan	18/06/2024	Annual	Against	1.1 1.2 1.8 4	Concerns about overall performance 2- Concerns about overall performance 3- Concerns related to board gender diversity 4- Lack of independence on board Concerns about overall performance Lack of independence on board SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency	1,3,1.9	1
1868647	JP3955000009	Yokogawa Electric Corp.	Asia	Japan	18/06/2024	Annual	Against	3.1	Concerns about overall performance		1
1870386	JP3854600008	Honda Motor Co., Ltd.	Asia	Japan	19/06/2024	Annual	All For			1,1	1
1868638	JP3752900005	Japan Post Holdings Co., Ltd.	Asia	Japan	19/06/2024	Annual	Against	1.1	Concerns about overall performance		1
1867933	JP3496400007	KDDI Corp.	Asia	Japan	19/06/2024	Annual	All For				1
1868648	JP3304200003	Komatsu Ltd.	Asia	Japan	19/06/2024	Annual	Against	2.5	Lack of independence on board		1
1871072	JP3711600001	Nippon Sanso Holdings Corp.	Asia	Japan	19/06/2024	Annual	Against	3.1,3.2	Concerns about overall board structure		1
1867928	JP3753000003	Nippon Yusen KK	Asia	Japan	19/06/2024	Annual	Against	2.5	Lack of independence on board		1
1867963	JP3814800003	Subaru Corp.	Asia	Japan	19/06/2024	Annual	Against	2.1 2.3 2.2,3.1	Concerns related to approach to board gender diversity Inadequate management of climate-related risks Lack of independence on board		1
1867543	JP3659000008	West Japan Railway Co.	Asia	Japan	19/06/2024	Annual	Against	1.1	Concerns about overall performance		1
1870393	JP3931600005	Yakult Honsha Co., Ltd.	Asia	Japan	19/06/2024	Annual	Against	1.1	Concerns related to approach to board gender diversity		1
1871060	JP3942400007	Astellas Pharma, Inc.	Asia	Japan	20/06/2024	Annual	All For				1
1869192	JP3218900003	Capcom Co., Ltd.	Asia	Japan	20/06/2024	Annual	Against	2.2	Concerns related to approach to board gender diversity		1
1865722	JP3551500006	DENSO Corp.	Asia	Japan	20/06/2024	Annual	Against	1.1 1.2	Concerns about overall performance Concerns related to approach to board gender diversity		1
1866781	JP3783600004	East Japan Railway Co.	Asia	Japan	20/06/2024	Annual	Against	2.8	Lack of independence on board		1
1865754	JP3735400008	Nippon Telegraph & Telephone Corp.	Asia	Japan	20/06/2024	Annual	Against	2.2	Concerns about overall performance		1
1868650	JP3756100008	Nitori Holdings Co., Ltd.	Asia	Japan	20/06/2024	Annual	Against	1.1	Inadequate management of deforestation risks		1
1869151	JP3197600004	Ono Pharmaceutical Co., Ltd.	Asia	Japan	20/06/2024	Annual	Against	2.1,2.2	Concerns about overall performance		1
1868653	JP3970300004	Recruit Holdings Co., Ltd.	Asia	Japan	20/06/2024	Annual	All For				1
1867549	JP3973400009	Ricoh Co., Ltd.	Asia	Japan	20/06/2024	Annual	Against	2.1 2.2	Concerns about overall performance Concerns related to approach to board gender diversity		1
1870399	JP3400400002	ISCG Corp.	Asia	Japan	20/06/2024	Annual	Against	2.5,3	Concerns about overall performance		1
1869150	JP3194000001	Sekisui Chemical Co., Ltd.	Asia	Japan	20/06/2024	Annual	Against	2.1,2.2	Lack of independence on board		1
1868649	JP3347200002	Shionogi & Co., Ltd.	Asia	Japan	20/06/2024	Annual	All For				1
1871800	JP3732000009	SoftBank Corp.	Asia	Japan	20/06/2024	Annual	All For				1
1868672	JP3892100003	Sumitomo Mitsui Trust Holdings, Inc.	Asia	Japan	20/06/2024	Annual	Against	4.1,4.5 4.9 4.1 3.2 3.1	Concerns about overall performance Concerns related to approach to board gender diversity Concerns about overall board structure Concerns about overall performance		1
1869679	JP3443600006	TAISEI Corp.	Asia	Japan	20/06/2024	Annual	Against	3.1 3.4,3.5,3.9,3.11	Lack of independence on board Concerns related to approach to board gender diversity		2
1868661	JP3566800003	Central Japan Railway Co.	Asia	Japan	21/06/2024	Annual	Against	2.2 2.10	Lack of independence on board Concerns related to approach to board gender diversity		1
1868662	JP3305990008	Concordia Financial Group, Ltd.	Asia	Japan	21/06/2024	Annual	Against	1.1	Concerns related to approach to board gender diversity		1
1867936	JP3502200003	Daiwa Securities Group, Inc.	Asia	Japan	21/06/2024	Annual	All For				1
1872530	JP3799000009	HIROSE ELECTRIC CO., LTD.	Asia	Japan	21/06/2024	Annual	Against	2.1 2.7 2.9	Concerns related to approach to board gender diversity Concerns related to succession planning Lack of independence on board		1
1871076	JP3788600009	Hitachi Ltd.	Asia	Japan	21/06/2024	Annual	Against	1.8	Concerns related to succession planning		1
1867546	JP3143600009	I TOCHU Corp.	Asia	Japan	21/06/2024	Annual	All For				1



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1869671	JP3223800008	Kawasaki Kisen Kaisha, Ltd.	Asia	Japan	21/06/2024	Annual	Against	2.1	Concerns related to approach to board gender diversity		1
1869173	JP3260800002	Kintetsu Group Holdings Co., Ltd.	Asia	Japan	21/06/2024	Annual	Against	3.2	Concerns about overall board structure		1
								2.2	Concerns related to approach to board gender diversity		1
								2.1, 2.8, 2.10, 2.11, 2.12	Lack of independence on board		1
1869168	JP3877600001	Marubeni Corp.	Asia	Japan	21/06/2024	Annual	Against	1.1	Inadequate management of climate-related risks from exposure to coal		1
1869672	JP3869010003	Matsukawa Cocomark & Co.	Asia	Japan	21/06/2024	Annual	Against	2.2	Concerns related to approach to board gender diversity		1
1867573	JP3898400001	Mitsubishi Corp.	Asia	Japan	21/06/2024	Annual	Against	3.7	Lack of independence on board	3.1	1
1871079	JP3733000008	NEC Corp.	Asia	Japan	21/06/2024	Annual	Against	1.9, 1.10	Concerns about overall performance		1
1869443	JP3381000003	NIPPON STEEL CORP.	Asia	Japan	21/06/2024	Annual	Against	2.1, 2.8, 2.9, 3.1, 3.2	Lack of independence on board		1
								7	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation		1
								6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
								6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency		1
1870403	JP3684000007	Nitto Denko Corp.	Asia	Japan	21/06/2024	Annual	All For				1
1869183	JP3762900003	Nomura Real Estate Holdings, Inc.	Asia	Japan	21/06/2024	Annual	All For				1
1871754	JP3436100006	SoftBank Group Corp.	Asia	Japan	21/06/2024	Annual	Against	2.1	Concerns related to approach to board gender diversity		1
								2.8	Concerns about overall performance		1
1868657	JP3164630000	Square Enix Holdings Co., Ltd.	Asia	Japan	21/06/2024	Annual	All For				1
1869177	JP3404600003	Sumitomo Corp.	Asia	Japan	21/06/2024	Annual	Against	2.1	Inadequate management of climate-related risks		1
								2.1	exposure to coal		1
1872520	JP3351100007	Sysmex Corp.	Asia	Japan	21/06/2024	Annual	Against	2.2	Concerns related to approach to board gender diversity		1
1869161	JP3538800008	TDK Corp.	Asia	Japan	21/06/2024	Annual	Against	2.1	Concerns related to approach to board gender diversity		1
1869166	JP3597800006	Tobu Railway Co., Ltd.	Asia	Japan	21/06/2024	Annual	Against	3.3, 3.5	Concerns about overall board structure		1
								2.1	Concerns about overall performance		1
								2.2	Concerns about overall performance		1
								2.9	Concerns related to approach to board gender diversity		1
1872526	JP3635000007	Toyota Tsusho Corp.	Asia	Japan	21/06/2024	Annual	Against	2.1	Lack of independence on board		1
1871761	JP3940000007	Yamato Holdings Co., Ltd.	Asia	Japan	21/06/2024	Annual	Against	2.2	Inadequate management of climate-related risks		1
								1.1	Concerns about overall board structure		1
1872543	JP3783420007	Hikari Tsusho, Inc.	Asia	Japan	22/06/2024	Annual	All For		Concerns related to approach to board gender diversity		1
1869684	JP3778630008	Bandai Namco Holdings, Inc.	Asia	Japan	24/06/2024	Annual	Against	2.1	Concerns about overall performance		1
1866281	JP3476480003	Dai-ichi Life Holdings, Inc.	Asia	Japan	24/06/2024	Annual	Against	3.4, 3.5	Concerns related to inappropriate membership of committees		1
1869182	JP3890310000	MS&AD Insurance Group Holdings, Inc.	Asia	Japan	24/06/2024	Annual	Against	2.1	Lack of independence on board		1
1873109	JP3866800000	Panasonic Holdings Corp.	Asia	Japan	24/06/2024	Annual	All For		Concerns about overall performance		1
1871794	JP3165000005	Sompo Holdings, Inc.	Asia	Japan	24/06/2024	Annual	Against	2.1	Concerns about overall performance		1
								2.5	Concerns to protect shareholder value		1
								2.4	Concerns related to succession planning		1
1868687	JP3910660004	Tokio Marine Holdings, Inc.	Asia	Japan	24/06/2024	Annual	Against	2.1, 2.2	Concerns about overall performance		1
								2.9, 2.11	Concerns to protect shareholder value		1
1868669	JP3119600009	Ainomoto Co., Inc.	Asia	Japan	25/06/2024	Annual	All For		Lack of independence on board		1
1869695	JP3111200006	Asahi Kasei Corp.	Asia	Japan	25/06/2024	Annual	All For			1.1, 1.2	1
1871086	JP3830000000	Brother Industries, Ltd.	Asia	Japan	25/06/2024	Annual	Against	1.3	Concerns related to approach to board gender diversity		1
1869694	JP3486800000	Daito Trust Construction Co. Ltd.	Asia	Japan	25/06/2024	Annual	Against	3.7	Lack of independence on board		1
1869731	JP3386030005	JFE Holdings, Inc.	Asia	Japan	25/06/2024	Annual	Against	2.1	Concerns related to approach to board gender diversity		1
1869700	JP3210200006	Kajima Corp.	Asia	Japan	25/06/2024	Annual	Against	2.1	Concerns about overall performance		1
								2.2	Concerns about overall performance		1
1873118	JP3249600002	Kyocera Corp.	Asia	Japan	25/06/2024	Annual	All For		Concerns related to approach to board gender diversity		1
1870416	JP3684000007	Mazda Motor Corp.	Asia	Japan	25/06/2024	Annual	Against	2.2	Concerns related to approach to board gender diversity		1
								2.1	Inadequate management of climate-related risks		1
1870422	JP3897700005	Mitsubishi Chemical Group Corp.	Asia	Japan	25/06/2024	Annual	Against	2.2	Concerns related to approach to board gender diversity		1
1872562	JP3902400005	Mitsubishi Electric Corp.	Asia	Japan	25/06/2024	Annual	Against	2.7	Concerns about overall performance		1
1869701	JP3499800005	Mitsubishi HC Capital Inc.	Asia	Japan	25/06/2024	Annual	All For				1
1869702	JP3362700001	Mitsui O.S.K. Lines, Ltd.	Asia	Japan	25/06/2024	Annual	All For				1
1869691	JP3762600009	Nomura Holdings, Inc.	Asia	Japan	25/06/2024	Annual	All For				1
1870407	JP3200450009	ORIX Corp.	Asia	Japan	25/06/2024	Annual	All For				1
1873145	JP3421800008	SECOM Co., Ltd.	Asia	Japan	25/06/2024	Annual	Against	3.7	Concerns related to succession planning		1
1869703	JP3414750004	Seiko Epson Corp.	Asia	Japan	25/06/2024	Annual	All For				1
1869688	JP3435000003	Sony Group Corp.	Asia	Japan	25/06/2024	Annual	All For				1
1867554	JP3104890003	TIS, Inc. (Japan)	Asia	Japan	25/06/2024	Annual	All For				1
1869188	JP3621000003	Toray Industries, Inc.	Asia	Japan	25/06/2024	Annual	Against	2.1	Concerns about overall performance		1
								2.2	Concerns about overall performance		1
								2.8	Concerns related to approach to board gender diversity		1
								2.11	Concerns related to succession planning		1
1870417	JP3596200000	TOTO Ltd.	Asia	Japan	25/06/2024	Annual	Against	1.1	Lack of independence on board		1
								1.2	Concerns about overall performance		1
								1.8, 2.1, 2.2	Concerns related to approach to board gender diversity		1
1873114	JP3944130008	USS Co., Ltd.	Asia	Japan	25/06/2024	Annual	All For		Concerns about overall performance		1
1869444	JP3526600006	Chubu Electric Power Co., Inc.	Asia	Japan	26/06/2024	Annual	Against	16	As disclosing information on how climate-related risks and opportunities are factored in the selection of outside directors and statutory auditors and the board evaluation would be of value to Chubu Electric shareholders given the climate risks and other environmental impacts of the company's current strategy.		1
								3.1	Concerns about overall performance		1
								3.6	Concerns about overall performance		1
								10	Concerns about overall performance and Inadequate management of climate-related risks		1
									Inadequate management of climate-related risks from exposure to coal		1
									Lack of independence on board		1
1871816	JP3137200006	Isuzu Motors Ltd.	Asia	Japan	26/06/2024	Annual	Against	3.2	The proposed disclosure would promote accountability and help shareholders make better-informed decisions.		1
								3.1	Concerns related to approach to board gender diversity		1
1874384	JP3253900009	Kyortsu Maintenance Co., Ltd.	Asia	Japan	26/06/2024	Annual	Against	2.2	Lack of independence on board		1
								2.1, 2.11, 2.14	Concerns related to approach to board gender diversity		1
									Lack of independence on board		1



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1871118	JP3885780001	Mizuho Financial Group, Inc.	Asia	Japan	26/06/2024	Annual	Against	1.8 1.9,1.11 1.1 2 3	Concern about his independence Concerns about overall performance Concerns related to approach to board gender diversity Disclosing information on how climate-related risks and opportunities are factored in the selection of outside directors and the board evaluation would be of value to Mizuho shareholders given the climate risk and other environmental impacts of the company's current strategy. Supporting this resolution would direct the company to continue enhancing its disclosure and fossil fuel financing policy in line with the investor's expectations		1
1871106	JP3675600005	Nissin Foods Holdings Co., Ltd.	Asia	Japan	26/06/2024	Annual	Against	3 2,4,2.5	Concerns about overall board structure Lack of independence on board		1
1872588	JP3201200007	Olympus Corp.	Asia	Japan	26/06/2024	Annual	Against	1.1	Concerns related to succession planning		1
1872580	JP3509610005	Resona Holdings, Inc.	Asia	Japan	26/06/2024	Annual	Against	2.1	Concerns about overall performance		1
1869681	JP3357200009	Shimadzu Corp.	Asia	Japan	26/06/2024	Annual	All For				1
1871112	JP3407400005	Sumitomo Electric Industries Ltd.	Asia	Japan	26/06/2024	Annual	Against	2.2	Concerns related to approach to board gender diversity		1
1867942	JP3539220008	T&D Holdings, Inc.	Asia	Japan	26/06/2024	Annual	Against	2.12 2.1	Lack of independence on board Concerns about overall performance		1
1872569	JP3463000004	Takeda Pharmaceutical Co., Ltd.	Asia	Japan	26/06/2024	Annual	Against	2.2 2.1	Concerns about overall performance Concerns related to approach to board gender diversity		1
1871114	JP3511800009	The Chiba Bank, Ltd.	Asia	Japan	26/06/2024	Annual	Against	4 3.1 3.8	Pay is misaligned with EOS remuneration principles Concerns about overall performance Concerns related to approach to board gender diversity		1
1870293	JP3228600007	The Kansai Electric Power Co., Inc.	Asia	Japan	26/06/2024	Annual	Against	3.1 3.5,3.7 13	Lack of independence on board EOS manual override. See analyst note. Lack of independence on board SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency		1
1869976	JP3585800000	Tokyo Electric Power Co. Holdings, Inc.	Asia	Japan	26/06/2024	Annual	Against	1.1 9	Lack of independence on board SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation		1
1873838	JP3399310006	ZOZO, Inc.	Asia	Japan	26/06/2024	Annual	All For				1
1872588	JP3429800000	ANA HOLDINGS INC.	Asia	Japan	27/06/2024	Annual	Against	2.2 2.9 2,4,2.5,2.8 2.1	Concerns about overall performance Concerns related to succession planning Lack of independence on board Lack of independence on board Concerns about overall performance		1
1870443	JP3481800005	DAIKIN INDUSTRIES Ltd.	Asia	Japan	27/06/2024	Annual	All For				1
1873199	JP3505000004	Daiwa House Industry Co., Ltd.	Asia	Japan	27/06/2024	Annual	Against	2.1,2.9,2.12	Lack of independence on board		1
1872592	JP3814000000	FUJIFILM Holdings Corp.	Asia	Japan	27/06/2024	Annual	Against	2.7	Lack of independence on board		1
1872584	JP3837800006	HOYA Corp.	Asia	Japan	27/06/2024	Annual	All For				2
1871875	JP3278600006	Keisei Electric Railway Co., Ltd.	Asia	Japan	27/06/2024	Annual	Against	3.1 2.1,2.10,2.13,2.15 4	Concerns about overall board structure Lack of independence on board While the proposal appears to be prescriptive, it gives management enough time for an orderly disposal, and the dissident does not demand Keisei sell its entire holding in OLC and the proposal would still leave the company with a sufficiently large stake in OLC to support large future investment needs. This proposal will remove an accounting "overhang" that has long distorted Keisei's performance and valuation, forcing management to be more disciplined in its capital allocation decisions and accountable for the performance of Keisei's operating businesses.		1
1873175	JP3918000005	Meiji Holdings Co., Ltd.	Asia	Japan	27/06/2024	Annual	All For				1
1871823	JP3899600005	Mitsubishi Estate Co., Ltd.	Asia	Japan	27/06/2024	Annual	Against	2.1,2.2 2.10	Concerns about overall performance Concerns related to approach to board gender diversity		1
1871846	JP3900000005	Mitsubishi Heavy Industries, Ltd.	Asia	Japan	27/06/2024	Annual	Against	2.2 2.1 2,5,2.6,2.7,3	Concerns about overall performance Lack of independence on board Lack of independence on board		1
1871837	JP3902900004	Mitsubishi UFJ Financial Group, Inc.	Asia	Japan	27/06/2024	Annual	Against	2,12,2.13 3 2,5,2.7 4	Concerns about overall performance Disclosing information on how climate-related risks and opportunities are factored in the selection of outside directors and the board evaluation would be of value to the company's shareholders given the climate risk and other environmental impacts of the company's current strategy. Lack of independence on board Supporting this resolution would direct the company to continue enhancing its disclosure and fossil fuel financing policy in line with the investor's expectations		1
1869695	JP3893200000	Mitsui Fudosan Co., Ltd.	Asia	Japan	27/06/2024	Annual	Against	3.1,3.2	Lack of independence on board		2
1871136	JP3914400001	Murata Manufacturing Co. Ltd.	Asia	Japan	27/06/2024	Annual	All For				1
1873977	JP3756600007	Nintendo Co., Ltd.	Asia	Japan	27/06/2024	Annual	Against	3.2 2.1 2.7	Concerns related to succession planning Inadequate management of climate-related risks Lack of independence on board		1
1871834	JP3190000004	Obayashi Corp.	Asia	Japan	27/06/2024	Annual	Against	2.1,2.2	Concerns about overall performance		1
1874917	JP3173400007	OBIC Co. Ltd.	Asia	Japan	27/06/2024	Annual	Against	2.2 2.1,2.5	Concerns related to approach to board gender diversity Lack of independence on board		1
1871840	JP3198900007	Oriental Land Co., Ltd.	Asia	Japan	27/06/2024	Annual	Against	3,2,3,3,4 6 2,2,2.9	Concerns about overall board structure Insufficient basis to support a decision Lack of independence on board		1
1870463	JP3180400008	Osaka Gas Co., Ltd.	Asia	Japan	27/06/2024	Annual	All For				2
1874413	JP3436120004	SBI Holdings, Inc.	Asia	Japan	27/06/2024	Annual	Against	1.2 1.1 1.9	Concerns about overall performance Concerns about overall performance Concerns related to approach to board gender diversity Concerns related to succession planning		1
1871822	JP3371200001	Shin-Etsu Chemical Co., Ltd.	Asia	Japan	27/06/2024	Annual	Against	2.2 2.5	Concerns related to approach to board gender diversity Concerns related to succession planning	3	1
1872756	JP3890350006	Sumitomo Mitsui Financial Group, Inc.	Asia	Japan	27/06/2024	Annual	Against	3.1 4 5	Concerns about overall performance Disclosing information on how climate-related risks and opportunities are factored in the selection of outside directors and the board evaluation would be of value to SMBC shareholders given the climate risk and other environmental impacts of the company's current strategy. Supporting this resolution would direct the company to continue enhancing its disclosure and fossil fuel financing policy in line with the investor's expectations		1
1871830	JP3409000001	Sumitomo Realty & Development Co., Ltd.	Asia	Japan	27/06/2024	Annual	Against	2	Concerns related to approach to board gender diversity		1
1869716	JP3573000001	Tokyo Gas Co., Ltd.	Asia	Japan	27/06/2024	Annual	All For		Lack of independence on board		1
1873184	JP3574200006	Tokyu Corp.	Asia	Japan	27/06/2024	Annual	Against	3,3,3.4 2,1,2,6,2.10	Concerns about overall board structure Lack of independence on board		1



Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type	Voicing Action	Agenda Item Numbers	Voicing Explanation	Vote By Exception	Ballot Count
1873180	JP3629000005	TOPPAN Holdings, Inc.	Asia	Japan	27/06/2024	Annual	Against	1.2	Concerns about overall performance		1
1872585	JP3429300001	Zensho Holdings Co., Ltd.	Asia	Japan	27/06/2024	Annual	Against	1.1	Lack of independence on board/Concerns about overall performance		1
1872869	JP3122400009	Advantest Corp.	Asia	Japan	28/06/2024	Annual	All For		Concerns related to approach to board gender diversity		1
1838985	SG1M31001969	United Overseas Bank Ltd. (Singapore)	Asia	Singapore	18/04/2024	Annual	All For				1
1838508	SG1V35936920	Capitaland India Trust	Asia	Singapore	19/04/2024	Annual	All For				1
1840594	SG1U68934629	Keppel Limited	Asia	Singapore	19/04/2024	Annual	All For				1
1844498	SG1U68934629	Keppel Limited	Asia	Singapore	19/04/2024	Extraordinary Shareholders	All For				1
1840665	SG1T56930848	Wilmar International Limited	Asia	Singapore	19/04/2024	Annual	Against	11	Pay is misaligned with EOS remuneration principles		1
1837249	SG2F08984575	Far East Hospitality Real Estate Investment Trust	Asia	Singapore	22/04/2024	Annual	All For				1
1842573	SG2D00968206	Hutchison Port Holdings Trust	Asia	Singapore	23/04/2024	Annual	All For				1
1842360	SG1R50925390	Sembcorp Industries Ltd.	Asia	Singapore	23/04/2024	Annual	All For				1
1842990	SG1M77909915	Capitaland Ascendas REIT	Asia	Singapore	26/04/2024	Annual	All For				1
1846978	SGXE34184239	Seatrium Ltd.	Asia	Singapore	26/04/2024	Annual	Against	3	Concerns related to inappropriate membership of committees		1
1840663	SG1F60858221	Singapore Technologies Engineering Ltd.	Asia	Singapore	26/04/2024	Annual	Against	5	Concerns related to attendance at board or committee meetings		1
1840661	SG1M51904654	Capitaland Integrated Commercial Trust	Asia	Singapore	29/04/2024	Annual	All For				1
1840676	SG1B51001017	Jardine Cycle & Carriage Limited	Asia	Singapore	29/04/2024	Annual	Against	7A	Issue of equity raises concerns about excessive dilution of existing shareholders		1
1845154	SG1S04926220	Oversea-Chinese Banking Corporation Limited	Asia	Singapore	30/04/2024	Annual	Against	8	Pay is misaligned with EOS remuneration principles		1
1862522	TW0002330008	Taiwan Semiconductor Manufacturing Co., Ltd.	Asia	Taiwan	04/06/2024	Annual	All For				1
1816992	AU000000SCG8	Scentre Group	Australia & New Zealand	Australia	04/04/2024	Annual	Against	5	Pay is misaligned with EOS remuneration principles		1
1811644	AU000000QBE8	QBE Insurance Group Limited	Australia & New Zealand	Australia	10/05/2024	Annual	All For				1
1830930	BMG4587L1090	Hongkong Land Holdings Ltd.	Emerging Markets	Bermuda	08/05/2024	Annual	Against	6	Insufficient/poor disclosure		1
1830963	BMG507361001	Jardine Matheson Holdings Ltd.	Emerging Markets	Bermuda	08/05/2024	Annual	Against	6	Lack of independent representation at board committees/Concerns related to inappropriate membership of committees/Insufficient/poor disclosure/Concerns about remuneration committee performance		1
1840949	BMG0450A1053	Arch Capital Group Ltd.	Emerging Markets	Bermuda	09/05/2024	Annual	Against	3	Concerns about overall board structure		2
1849891	BMG3223R1088	Everest Group, Ltd.	Emerging Markets	Bermuda	15/05/2024	Annual	All For	7	Inadequate management of climate-related risks		1
1841474	BMG491B1T1088	Invesco Ltd.	Emerging Markets	Bermuda	23/05/2024	Annual	Against	1a	Concerns about overall board structure		2
1842014	BMG2113B1081	China Resources Gas Group Limited	Emerging Markets	Bermuda	24/05/2024	Annual	Against	1.4	Concerns about remuneration committee performance		1
1828460	BMG0112X1056	Aegion Ltd.	Emerging Markets	Bermuda	12/06/2024	Annual	All For	3	Pay is misaligned with EOS remuneration principles		1
1859819	BMG667211046	Nonwoven Cruise Line Holdings Ltd.	Emerging Markets	Bermuda	13/06/2024	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation		1
1840317	KYG9960071028	WH Group Limited	Emerging Markets	Cayman Islands	09/05/2024	Annual	Against	3.6	Concerns related to approach to board gender diversity		1
1852780	KYG2177B1014	CK Asset Holdings Limited	Emerging Markets	Cayman Islands	23/05/2024	Annual	All For	3.4	Overboarded/Too many other time commitments		1
1838134	KYG217651051	CK Hutchison Holdings Limited	Emerging Markets	Cayman Islands	23/05/2024	Annual	Against	5A,5C	Concerns related to inappropriate membership of committees		1
1824575	HK000093390	HKT Trust and HKT Limited	Emerging Markets	Cayman Islands	30/05/2024	Annual	Against	3.2	Issue of equity raises concerns about excessive dilution of existing shareholders		1
1829721	CNE1000003J5	Jiangsu Expressway Company Limited	Emerging Markets	China	18/04/2024	Extraordinary Shareholders	Against	5,7	Insufficient/poor disclosure		1
1873433	CNE1000003J5	Jiangsu Expressway Company Limited	Emerging Markets	China	26/06/2024	Annual	Against	9,10	Pay is misaligned with EOS remuneration principles		1
1824326	AN8068571086	SLB	Emerging Markets	Curacao	03/04/2024	Annual	Against	3	Concerns related to shareholder rights		1
1830153	IL0011574030	Isracard Ltd.	Emerging Markets	Israel	11/04/2024	Annual/Special	Abstain	13.6,14.1,14.2	Concerns related to approach to board gender diversity		1
1837368	IL0011194789	Azrieli Group Ltd.	Emerging Markets	Israel	02/05/2024	Special	Against	12	Issue of equity raises concerns about excessive dilution of existing shareholders		1
1853035	IL0006290147	Teva Pharmaceutical Industries Limited	Emerging Markets	Israel	06/06/2024	Annual	Against	13.5	Lack of independence on board		1
1864582	IL0011741688	Global-e Online Ltd.	Emerging Markets	Israel	20/06/2024	Annual	All For	1,10	Concerns about remuneration committee performance		2
							1.9	Concerns related to approach to board gender diversity			1
							2	High variable pay ratio Total pay targets a range above peer median			1
							10	Considering that one of the two candidates may be elected to serve on the board, and without providing a negative assessment of the candidate's skills and qualifications, or her ability to effectively serve as a director, a vote ABSTAIN the election of Yael Shaham (item 10) is warranted.			1
							8	Considering that only four may be elected to serve on the board, and without providing a negative assessment of the candidate's skills and qualifications, or his ability to effectively serve as a director, a vote ABSTAIN the election of Shachar Oshri (item 8) is warranted.			1
							AB1,B2,B3	A vote AGAINST is warranted, as the proposed grant may be considered excessive and deviate from the company's compensation policy. Moreover, the company has not clearly disclosed how the size of the grant has been determined, therefore, preventing shareholder to assess, among other factors, whether the pay is in line with market practice.			1
							6	A vote AGAINST item 6 is warranted as Irit Sekler-Pilosof is a non-independent director and a member of the audit committee.			1
							2	A vote AGAINST this item is warranted because:- The company has significantly increased the payout opportunity of the discretionary bonus (special bonus) which may result in an excessive pay that is not in line with pay for performance principle and market practice:- The annual bonus plan provides very limited guidance on the performance criteria and minimum conditions used to determine the bonus payout, thus leaving excessive room for board discretion, and preventing shareholders to assess the stringency of the plan. In addition, the rigor of the performance criteria for the annual bonus appears questionable.			1
							B1,B2,B3	If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.			1
							A	Shareholders must indicate whether they are controlling shareholders or have a personal interest related to these agenda items, or else their ballots will not be counted.			1
							1D	1. Concerns about overall board structure 2.Concerns related to approach to board diversity 3.Concerns related to board ethnic and/or racial diversity			1
							1B	Concerns about remuneration committee performance			1
							2	Low shareholding requirement			1



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1851899	LR000862868	Royal Caribbean Group	Emerging Markets	Liberia	29/05/2024	Annual	Against	1a	Concerns related to succession planning. Concerns related to approach to board diversity		2
1828262	MX01GA000004	Grupo Aeroportuario del Pacifico SAB de CV	Emerging Markets	Mexico	25/04/2024	Annual	Against	12 8.g, 11 8.a,8.c	Concerns related to inappropriate membership of committees Lack of independence on board		1
1827988	MX01GA000004	Grupo Aeroportuario del Pacifico SAB de CV	Emerging Markets	Mexico	25/04/2024	Extraordinary Shareholders	All For		Concerns related to inappropriate membership of committees		1
1824895	PA1436583006	Carnival Corporation	Emerging Markets	Panama	05/04/2024	Annual	Against	12 13,14	Concerns about remuneration committee performance Total pay targets a range above peer median/High CEO to average NEO pay		2
1821392	AT0000652011	Erste Group Bank AG	Europe	Austria	22/05/2024	Annual	All For				1
1836910	BE0974293251	Anheuser-Busch InBev SA/NV	Europe	Belgium	24/04/2024	Annual	Against	A.7.b.A.7.c.A.7.d.A.7.g.A.7.h A.7.e.A.7.f A.9	Lack of independence on board Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles		2
1818314	BE0003739530	UCB SA	Europe	Belgium	25/04/2024	Annual/Special	Against	5,6	Pay is misaligned with EOS remuneration principles		1
1839153	BE0003739530	UCB SA	Europe	Belgium	25/04/2024	Extraordinary Shareholders	All For				1
1820249	BE0003797140	Groupe Bruxelles Lambert SA	Europe	Belgium	02/05/2024	Annual	Against	3 7	Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles		1
1843039	BE0003797140	Groupe Bruxelles Lambert SA	Europe	Belgium	02/05/2024	Extraordinary Shareholders	All For				1
1823084	BE0974264930	adeas SA/NV	Europe	Belgium	15/05/2024	Annual/Special	Against	3,1,3,2	Pay is misaligned with EOS remuneration principles		1
1854400	BE0974464977	Svenska NV	Europe	Belgium	23/05/2024	Annual	All For				1
1825248	BE0974259880	D'leteren Group	Europe	Belgium	30/05/2024	Annual	Against	5 3	Concerns related to succession planning Concerns related to inappropriate membership of committees Proposed term in policy exceeds appropriate limit		1
1860808	BE0974259880	D'leteren Group	Europe	Belgium	30/05/2024	Extraordinary Shareholders	Against	1,2,1,3,2,3	Issue of equity raises concerns about excessive dilution of existing shareholders		1
1833023	DK0010219153	RÖCKWOOL A/S	Europe	Denmark	10/04/2024	Annual	Abstain	7.5 7.2 4.9.b	Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles		1
1808228	FI0009000681	Nokia Oyj	Europe	Finland	03/04/2024	Annual	All For				2
1799223	FI0009005987	UPM-Kymmene Oyj	Europe	Finland	04/04/2024	Annual	Against	10	A vote AGAINST this item is warranted as the level of transparency for the company's variable pay plans is not aligned with current market expectations.		1
1818050	FI0009007884	Elsa Oyj	Europe	Finland	12/04/2024	Annual	Against	10 11	A vote AGAINST this item is warranted because the company has not disclosed ex-post the outcome or achievement levels of the individual metrics under the STIP or LTIP. As such, it is difficult to assess the stringency of the variable remuneration plans. A vote AGAINST this item is warranted because:- The STIP has no clearly defined cap;- The commitment-enhancing share-based plan is vaguely defined and uncapped (analogous to an uncapped discretionary mandate);- Termination benefits are not clearly limited;- The policy permits one-year performance periods for the LTIP "under special grounds";- The policy permits time-based equity grants which may vest after one year.		1
1802993	FI4000552500	Sampo Oyj	Europe	Finland	25/04/2024	Annual	All For				1
1821019	FR0000125486	VINCI SA	Europe	France	09/04/2024	Annual/Special	Against	8	Pay is misaligned with EOS remuneration principles		4
1818248	FR0000121014	LVMH Moët Hennessy Louis Vuitton SE	Europe	France	18/04/2024	Annual/Special	Against	9 4,7,8,10,11,12,14,15,18	Lack of independence on board Pay is misaligned with EOS remuneration principles		2
1818051	FR0000120628	AXA SA	Europe	France	23/04/2024	Annual/Special	All For				2
1821322	FR0000120321	L'Oréal SA	Europe	France	23/04/2024	Annual/Special	Against	5,6,7,8	Overboarded/Too many other time commitments		2
1835069	FR0000130452	Eiffage SA	Europe	France	24/04/2024	Annual/Special	Against	9,11	Pay is misaligned with EOS remuneration principles		1
1831453	FR0000120503	Bouygues SA	Europe	France	25/04/2024	Annual/Special	Against	4 8,11,12,13,21 18,22	Insufficient justification for related party transaction Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests		1
1826658	FR0000120644	Danone SA	Europe	France	25/04/2024	Annual/Special	All For				2
1824161	FR0010040865	Gecina SA	Europe	France	25/04/2024	Annual/Special	Against	12 8,11,25	Insufficient basis to support a decision Pay is misaligned with EOS remuneration principles		1
1835909	FR0000121485	Kering SA	Europe	France	25/04/2024	Annual/Special	Against	11	Insufficient/poor disclosure		5
1836926	FR0013451333	La Française des Jeux SA	Europe	France	25/04/2024	Annual/Special	Against	6,7	Lack of independence on board		1
1836901	FR0000124141	Veolia Environnement SA	Europe	France	25/04/2024	Annual/Special	All For				2
1836902	FR0000127771	Vivendi SE	Europe	France	29/04/2024	Annual/Special	Against	5,6,9,10,11,12,13,15	Pay is misaligned with EOS remuneration principles		1
1823516	FR0000120073	Air Liquide SA	Europe	France	30/04/2024	Annual/Special	All For				2
1825369	FR0010208488	ENGIE SA	Europe	France	30/04/2024	Annual/Special	Against	16	Pay is misaligned with EOS remuneration principles		1
1833625	FR0000121667	EssilorLuxottica SA	Europe	France	30/04/2024	Annual/Special	Against	5,6,7,9,10,19,33	Pay is misaligned with EOS remuneration principles		2
1821023	FR0000052292	Hermès International SCA	Europe	France	30/04/2024	Annual/Special	Against	5 13,14,15 7,8,9,11,19 6	Insufficient justification for related party transaction Lack of independence on board Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests		2
1826195	FR0000120578	Sanofi	Europe	France	30/04/2024	Annual/Special	Against	12,15,20	Pay is misaligned with EOS remuneration principles		2
1811645	FR0013326246	Unibail-Rodamco-Westfield SE	Europe	France	30/04/2024	Annual/Special	Against	6,7,8,11,16,17	Pay is misaligned with EOS remuneration principles		1
1841805	FR0000121964	Klepierre SA	Europe	France	03/05/2024	Annual/Special	Against	7	Overboarded/Too many other time commitments		1
1841803	FR0000121121	Eurazeo SE	Europe	France	07/05/2024	Annual/Special	Against	9 11,12,14,15,16,17,18,19,20	Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles		1
1830203	FR0010533075	Getlink SE	Europe	France	07/05/2024	Annual/Special	Against	15,18	Pay is misaligned with EOS remuneration principles		2
1828284	FR0000131104	BNP Paribas SA	Europe	France	14/05/2024	Annual/Special	Against	14,18	Pay is misaligned with EOS remuneration principles		2
1839807	FR0010313833	Arkema SA	Europe	France	15/05/2024	Annual/Special	All For				1
1841802	FR0000125338	Casoparma SE	Europe	France	16/05/2024	Annual/Special	All For				1
1846176	FR0014004L86	Dassault Aviation SA	Europe	France	16/05/2024	Annual/Special	Against	5,6,8,9 14	Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests		1
1839609	FR001400AJ45	Compagnie Generale des Etablissements Michelin S	Europe	France	17/05/2024	Annual/Special	Against	6,9,10	Pay is misaligned with EOS remuneration principles		1
1839806	FR0010340141	Aéroports de Paris ADP	Europe	France	21/05/2024	Annual/Special	Against	16 20,21,22,23 19	Concerns related to succession planning Insufficient basis to support a decision Insufficient justification for related party transaction		1
1837877	FR0000039299	Bolloré SE	Europe	France	22/05/2024	Annual/Special	Against	4 10,11,13 9	Lack of independence on board Concerns related to inappropriate membership of committees Poison pill/anti-takeover measure not in investors interests Insufficient justification for related party transaction		1
1839809	FR0000045072	Credit Agricole SA	Europe	France	22/05/2024	Annual/Special	Against	8,9,10,12,13	Lack of independence on board/Concerns related to inappropriate membership of committees		1
1825370	FR0000133308	Orange SA	Europe	France	22/05/2024	Annual/Special	Against	11,13,17	Pay is misaligned with EOS remuneration principles		1
1831457	FR0000130809	Société Générale SA	Europe	France	22/05/2024	Annual/Special	All For				1



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1838584	FR0013280286	bioMerieux SA	Europe	France	23/05/2024	Annual/Special	Against	5 8 3 12,13,14,16,17,18,22 6	Concerns related to inappropriate membership of committees Insufficient basis to support a decision Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles Independent chair		1
1839811	FR0000121972	Schneider Electric SE	Europe	France	23/05/2024	Annual/Special	All For				2
1835072	FR0000121709	SEB SA	Europe	France	23/05/2024	Annual/Special	Against	5 4,7 6 9,10,12 14	Concerns about overall board structure Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Concerns about overall board structure Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests		1
1835914	FR0000051807	Teleperformance SE	Europe	France	23/05/2024	Annual/Special	Against	7,11,12	Pay is misaligned with EOS remuneration principles		1
1851275	FR0000120172	Carrefour SA	Europe	France	24/05/2024	Annual/Special	Against	5	Concerns related to inappropriate membership of committees	10	1
1851279	FR0010259150	Ipsen SA	Europe	France	28/05/2024	Annual/Special	Against	16 6 7 11,16	Pay is misaligned with EOS remuneration principles Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to succession planning Pay is misaligned with EOS remuneration principles		1
1847749	FR0010307819	Leqrand SA	Europe	France	29/05/2024	Annual/Special	All For				1
1855200	FR0000130577	Publicis Groupe SA	Europe	France	29/05/2024	Annual/Special	Against	31 8,13,24,41	Combined CEO/Chair Concerns related to succession planning Pay is misaligned with EOS remuneration principles		1
1852707	FR0000120404	Accor SA	Europe	France	31/05/2024	Annual/Special	Against	6,7,8 11,13	Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests		2
1828306	FR0000125007	Compagnie de Saint-Gobain SA	Europe	France	06/06/2024	Annual/Special	Against	5	Combined CEO/Chair		1
1862706	FR0006174348	Bureau Veritas SA	Europe	France	20/06/2024	Annual	Against	8 6 13,17	Concerns related to approach to board gender diversity Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles		1
1820343	DE0005557508	Deutsche Telekom AG	Europe	Germany	10/04/2024	Annual	Against	4	Concerns related to inappropriate membership of committees		2
1820907	DE0005200000	Beiersdorf AG	Europe	Germany	18/04/2024	Annual	Against	7,3,7,5,7,6 6	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles		1
1820358	DE0006048408	Henkel AG & Co. KGaA	Europe	Germany	22/04/2024	Annual	Against	7,2,7,6,8,1,8,4,8,5,8,6,8 7,4 7,1,8,2 8,7 9	Lack of independence on board Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles		1
1820857	DE000BASF111	BASF SE	Europe	Germany	25/04/2024	Annual	Against	6,2,8	Pay is misaligned with EOS remuneration principles		1
1820349	DE0008430026	Muenchener Rueckversicherungs-Gesellschaft AG	Europe	Germany	25/04/2024	Annual	Against	7,1 6	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles		2
1820856	DE000BAV0017	Bayer AG	Europe	Germany	26/04/2024	Annual	Against	15,6,10	Pay is misaligned with EOS remuneration principles		2
1820909	DE0005439004	Continental AG	Europe	Germany	26/04/2024	Annual	Against	9,1,9,4 9,5,9,10 6,7	Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles		1
1820863	DE000CBK1001	Commerzbank AG	Europe	Germany	30/04/2024	Annual	Against	4,1,6	Pay is misaligned with EOS remuneration principles		1
1821474	DE0006620006	GEA Group AG	Europe	Germany	30/04/2024	Annual	Against	5 3	Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles		1
1820346	DE000552004	Deutsche Post AG	Europe	Germany	03/05/2024	Annual	Against	3 4 7	Inadequate management of climate-related risks Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles		2
1820373	DE0008402215	Hannover Rueck SE	Europe	Germany	06/05/2024	Annual	Against	7,1,7,4 6	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles		1
1820905	DE0008232125	Deutsche Lufthansa AG	Europe	Germany	07/05/2024	Annual	Against	6,4 5	Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles		1
1821483	DE000TLX1005	Talanx AG	Europe	Germany	07/05/2024	Annual	Against	4,1 6	Lack of independence on board Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles		1
1820342	DE0008404005	Allianz SE	Europe	Germany	08/05/2024	Annual	Against	4,1 6	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles		2
1820344	DE0007100000	Mercedes-Benz Group AG	Europe	Germany	08/05/2024	Annual	Against	7	Pay is misaligned with EOS remuneration principles		2
1821482	DE0007010803	Rational AG	Europe	Germany	08/05/2024	Annual	Against	4	EOS manual override. See analyst note.		1
1820862	DE000A1ML7J1	Vonovia SE	Europe	Germany	08/05/2024	Annual	Against	6,7	Pay is misaligned with EOS remuneration principles		1
1820354	DE0005810055	Deutsche Boerse AG	Europe	Germany	14/05/2024	Annual	Against	8,2,8,5 10	Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles		2
1821469	DE0007030009	Rheinmetall AG	Europe	Germany	14/05/2024	Annual	Against	4 7,8	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles		1
1820348	DE0005190003	Bayerische Motoren Werke AG	Europe	Germany	15/05/2024	Annual	Against	6,1,6,2,7	Pay is misaligned with EOS remuneration principles		2
1820360	DE000DTR0CK8	Daimler Truck Holding AG	Europe	Germany	15/05/2024	Annual	Against	4,1 6	Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles		1
1820337	DE0007164600	SAP SE	Europe	Germany	15/05/2024	Annual	Against	6 7,2,7,3	Pay is misaligned with EOS remuneration principles Lack of independent representation at board committees		2
1820932	DE000SYM9999	Symrise AG	Europe	Germany	15/05/2024	Annual	Against	4 6	Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles		1
1820855	DE000A1EWWW0	adidas AG	Europe	Germany	16/05/2024	Annual	Against	5,6	Pay is misaligned with EOS remuneration principles		2
1820351	DE0005140008	Deutsche Bank AG	Europe	Germany	16/05/2024	Annual	Against	6	Pay is misaligned with EOS remuneration principles		1
1820858	DE000ENAG999	E.ON SE	Europe	Germany	16/05/2024	Annual	Against	6	Pay is misaligned with EOS remuneration principles		1
1820362	DE0005785802	Fresenius Medical Care AG	Europe	Germany	16/05/2024	Annual	Against	8,9	Pay is misaligned with EOS remuneration principles		1
1820363	DE0006047004	Heidelberg Materials AG	Europe	Germany	16/05/2024	Annual	Against	6,7,8,2	Pay is misaligned with EOS remuneration principles		1
1820361	DE0005785604	Fresenius SE & Co. KGaA	Europe	Germany	17/05/2024	Annual	Against	6	Pay is misaligned with EOS remuneration principles		1
1820372	DE000ZAL1111	Zalando SE	Europe	Germany	17/05/2024	Annual	Against	6,7	Pay is misaligned with EOS remuneration principles		1
1820934	DE0006989603	PUMA SE	Europe	Germany	22/05/2024	Annual	Against	4 6	Concerns related to inappropriate membership of committees Lack of independence on board Pay is misaligned with EOS remuneration principles		1
1820908	DE000A1DAH00	Brenntag SE	Europe	Germany	23/05/2024	Annual	Against	3 8 6	Inadequate management of climate-related risks Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles		1
1821480	DE0006452907	Nemetschek SE	Europe	Germany	23/05/2024	Annual	Against	6,8	Pay is misaligned with EOS remuneration principles		1



Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type	Voicing Action	Agenda Item Numbers	Voicing Explanation	Vote By Exception	Ballot Count
1821473	DE000EVNK013	Evonik Industries AG	Europe	Germany	04/06/2024	Annual	Against	6	Pay is misaligned with EOS remuneration principles		1
1855447	DE000A2NBX80	Istosne Real Estate Group SE	Europe	Germany	05/06/2024	Annual	All For				1
1821481	DE000A1ZDM80	Scout24 SE	Europe	Germany	05/06/2024	Annual	Against	6	Pay is misaligned with EOS remuneration principles		1
1821486	DE0005158703	Bechtle AG	Europe	Germany	11/06/2024	Annual	Against	4 9 6,7	Concerns related to inappropriate membership of committees Lack of independence on board Pay is misaligned with EOS remuneration principles		1
1827668	IE0001827041	CRH Plc	Europe	Ireland	25/04/2024	Annual	All For				1
1839267	IE00BW16H894	Flutter Entertainment Plc	Europe	Ireland	01/05/2024	Annual	Against	3	Pay is misaligned with EOS remuneration principles		1
1821894	IE0004906560	Kerry Group Plc	Europe	Ireland	02/05/2024	Annual	All For			4b	1
1838342	IE00BL509M33	Pentair plc	Europe	Ireland	07/05/2024	Annual	Against	1d	Concerns about remuneration committee performance		2
1845166	IE00DB9QZ111	Willis Towers Watson Public Limited Company	Europe	Ireland	22/05/2024	Annual	Against	1h,3	Options/PSUs vest in less than 36 months High CEO to average NEO pay		2
1852887	IE00BFR73W74	Alegion Plc	Europe	Ireland	06/06/2024	Annual	Against				2
1856227	IE00BK9ZQ367	Trane Technologies Plc	Europe	Ireland	06/06/2024	Annual	Against	1a,11,2,3	No clawback policy Options/PSUs vest in less than 36 months Excessive CEO pay High CEO to average NEO pay		2
1860554	IE00BLP1HW54	Aon Plc	Europe	Ireland	21/06/2024	Annual	All For				2
1810051	IT0005239360	UniCredit SpA	Europe	Italy	12/04/2024	Annual/Special	All For				2
1816471	IT0005218380	Banco BPM SpA	Europe	Italy	18/04/2024	Annual	All For				2
1804333	IT0004176001	Prisma SpA	Europe	Italy	18/04/2024	Annual	Against				1
1818586	IT0003828271	Recoard SpA	Europe	Italy	22/04/2024	Annual	Against	10	Pay is misaligned with EOS remuneration principles		1
1819749	IT000062072	Assicurazioni Generali SpA	Europe	Italy	23/04/2024	Annual/Special	Against	2.a,2.b	Pay is misaligned with EOS remuneration principles		1
1820359	IT0005090300	Infrastruttura Wireless Italiana SpA	Europe	Italy	23/04/2024	Annual	Against	4a,5a	Pay is misaligned with EOS remuneration principles		1
1812023	IT0000072170	FinisioBank SpA	Europe	Italy	24/04/2024	Annual/Special	All For	3.7,3.7bis,8.9	Pay is misaligned with EOS remuneration principles		1
1812227	IT0000072618	Intesa Sanpaolo SpA	Europe	Italy	24/04/2024	Annual/Special	Against	2b	Pay is misaligned with EOS remuneration principles		2
1800357	IT0004965148	Moncler SpA	Europe	Italy	24/04/2024	Annual	Against	2,4	Pay is misaligned with EOS remuneration principles		1
1810065	IT0003153415	SNAM SpA	Europe	Italy	07/05/2024	Annual	All For				2
1816287	IT0005176406	ENAV SpA	Europe	Italy	10/05/2024	Annual/Special	Against	1	Concerns related to shareholder rights		1
1818588	IT0003242622	TERNA Rete Elettrica Nazionale SpA	Europe	Italy	10/05/2024	Annual	Against	3,4	Pay is misaligned with EOS remuneration principles		1
1817037	IT0003128367	Enel SpA	Europe	Italy	23/05/2024	Annual	All For	3,4,5,1,5,2	Pay is misaligned with EOS remuneration principles		2
1818910	IT0003796171	Poste Italiane SpA	Europe	Italy	31/05/2024	Annual/Special	Against	1,2,1,5	Concerns related to shareholder rights		1
1841853	LU1598757687	ArcelorMittal SA	Europe	Luxembourg	30/04/2024	Annual	Against	VII	Concerns about human rights; EOS manual override. See analyst note.		1
1824967	LU2598331598	Tenaris SA	Europe	Luxembourg	30/04/2024	Annual/Special	Against	V	Pay is misaligned with EOS remuneration principles; EOS manual override. See analyst note.		1
1816241	NL0011794037	Koninklijke Ahold Delhaize NV	Europe	Netherlands	10/04/2024	Annual	Against	6	Inappropriate bundling of election of directors on a single vote Concerns related to approach to board gender diversity Combined CEO/Chair Concerns about overall board structure Inadequate management of climate-related risks		1
1827006	NL0015001F58	Ferrovial SE	Europe	Netherlands	11/04/2024	Annual	Against	5,2	Pay is misaligned with EOS remuneration principles		2
1819103	NL0015001IQ9	Shellfish NV	Europe	Netherlands	16/04/2024	Annual	Against	3	Proposed term in policy exceeds appropriate limit		2
1830251	NL0000687663	AerCap Holdings NV	Europe	Netherlands	17/04/2024	Annual	All For	2,d	Inadequate management of climate-related risks	2,g	2
1818775	NL0011585146	Ferrari NV	Europe	Netherlands	17/04/2024	Annual	Against	3	Pay is misaligned with EOS remuneration principles		1
1799450	NL0000009082	Royal KPN NV	Europe	Netherlands	17/04/2024	Annual	Against	3,a	Inadequate management of climate-related risks		2
1811641	NL0011821202	ING Groep NV	Europe	Netherlands	22/04/2024	Annual	All For	3,d,3,j	Overboarded/Too many other time commitments		1
1832852	NL0015006R6	CTP NV	Europe	Netherlands	23/04/2024	Annual	Against	3,e	Overboarded/Too many other time commitments Concerns related to attendance at board or committee meetings		1
1818546	NL0011540547	ABN AMRO Bank NV	Europe	Netherlands	24/04/2024	Annual	All For	4	Pay is misaligned with EOS remuneration principles		1
1818545	NL0010273215	ASML Holding NV	Europe	Netherlands	24/04/2024	Annual	Against	6a,6b	Issue of equity raises concerns about excessive dilution of existing shareholders		1
1826088	NL0013267909	Akzo Nobel NV	Europe	Netherlands	25/04/2024	Annual	All For	2b,4	Pay is misaligned with EOS remuneration principles		2
1834654	NL0012866412	BE Semiconductor Industries NV	Europe	Netherlands	25/04/2024	Annual	Against	3a	Pay is misaligned with EOS remuneration principles		2
1817514	NL0000008977	Heineken Holding NV	Europe	Netherlands	25/04/2024	Annual	Against	5,b,6	Pay is misaligned with EOS remuneration principles		1
1817513	NL0000009165	Heineken NV	Europe	Netherlands	25/04/2024	Annual	Against	9	Lack of independence on board		1
1835397	NL0000379121	Randstad NV	Europe	Netherlands	25/04/2024	Annual	Against	6b	Inadequate management of climate-related risks	3,6a	1
1820237	NL0000009538	Koninklijke Philips NV	Europe	Netherlands	26/04/2024	Extraordinary Shareholders	All For				1
1822065	NL0000395903	Wolters Kluwer NV	Europe	Netherlands	07/05/2024	Annual	Against	2,e	Pay is misaligned with EOS remuneration principles		1
1821071	NL0000334118	ASM International NV	Europe	Netherlands	08/05/2024	Annual	All For	4,a	Proposed term in policy exceeds appropriate limit		2
1818542	NL0010801007	IMCD NV	Europe	Netherlands	13/05/2024	Annual	Against	6a	Concerns related to succession planning		1
1823520	NL0006294274	Euronext NV	Europe	Netherlands	14/05/2024	Annual	Against	2,c	Pay is misaligned with EOS remuneration principles		1
1823562	NL0012969182	Adven NV	Europe	Netherlands	15/05/2024	Annual	Against	3	Pay is misaligned with EOS remuneration principles		1
1841781	NL0015000Y2	Universal Music Group NV	Europe	Netherlands	16/05/2024	Annual	Against	7	Concerns related to succession planning		1
1838332	NL0000226223	STMicroelectronics NV	Europe	Netherlands	16/05/2024	Annual	Against	9,b,9,d	Concerns related to inappropriate membership of committees Lack of independence on board		1
1846616	NL0009434992	L'vondell/Basell Industries N.V.	Europe	Netherlands	24/05/2024	Annual	All For	9,c	Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments		2
1851135	NL0012059018	EXOR NV	Europe	Netherlands	28/05/2024	Annual	Against	8,9,a,9,e	Lack of independence on board		1
1830228	NL0011872643	ASR Nederland NV	Europe	Netherlands	29/05/2024	Annual	All For	4	Pay is misaligned with EOS remuneration principles		1
1850279	NL0009538784	NXP Semiconductors N.V.	Europe	Netherlands	29/05/2024	Annual	Against	19 20 16	Inadequate management of climate-related risks Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles		1
1823564	NL0014332678	JDE Peet's NV	Europe	Netherlands	30/05/2024	Annual	Against	4,a	Inadequate management of climate-related risks		1
1844659	NL0012846349	Unibail-Rodamco-Westfield NV	Europe	Netherlands	12/06/2024	Annual	Against	2,c,3,b,3,c	Inadequate management of climate-related risks Concerns related to shareholder rights		1
1864375	NL0015001WM6	QIAGEN NV	Europe	Netherlands	21/06/2024	Annual	Against	10	Pay is misaligned with EOS remuneration principles		2
1830228	NL0011872643	ASR Nederland NV	Europe	Netherlands	29/05/2024	Annual	All For	3i	Concerns about remuneration committee performance	2,d,7,e	1
1850279	NL0009538784	NXP Semiconductors N.V.	Europe	Netherlands	29/05/2024	Annual	Against	10	High variable pay ratio High CEO to average NEO pay		2
1823564	NL0014332678	JDE Peet's NV	Europe	Netherlands	30/05/2024	Annual	Against	5,b	Concerns related to succession planning		1
1844659	NL0012846349	Unibail-Rodamco-Westfield NV	Europe	Netherlands	12/06/2024	Annual	Against	2,c	High variable pay ratio 2- Pay is misaligned with EOS remuneration principles		1
1864375	NL0015001WM6	QIAGEN NV	Europe	Netherlands	21/06/2024	Annual	Against	6,a,6,b	Pay is misaligned with EOS remuneration principles		1
								1,2	Pay is misaligned with EOS remuneration principles		1
								5,h	Concerns related to inappropriate membership of committees		1



Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation	Vote By Exception	Ballot Count
1834677	NO0003733800	Orkla ASA	Europe	Norway	18/04/2024	Annual	Against	5.1 3	A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan in which it is reasonable to believe that warrants may be exercised below market price at grant. Additionally, the authorization is deemed excessive. A vote AGAINST this item is warranted because the proposed remuneration report is below par in relation to market standards, particularly with regards to the downward adjustment mechanism to the exercise price under the warrant plan as well some of the assessment criteria in the short-term bonus plan.		1
1845649	NO0010161896	DNB Bank ASA	Europe	Norway	29/04/2024	Annual	All For				1
1850814	NO0003043309	Kongsberg Gruppen ASA	Europe	Norway	07/05/2024	Annual	Against	9	A vote AGAINST this item is warranted because the LTIP is based on a one-year performance period.		1
1851086	NO0010063308	Telenor ASA	Europe	Norway	07/05/2024	Annual	Against	15.2 11 9 15.1	A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with an insufficient performance and backward-looking performance criteria. A vote AGAINST this item because the LTIP is below par in relation to market standards, particularly with reference to the insufficient performance period and use of backward-looking performance criteria. A vote AGAINST this proposal is warranted as the proposed fees can be considered excessive as the total remuneration (i.e., per meeting fees based on the number of meetings in recent years) significantly exceeds market practice.		1
1820831	NO0010208051	Yara International ASA	Europe	Norway	28/05/2024	Annual	Against	13	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
1865794	NO0010310956	SaMar ASA	Europe	Norway	06/06/2024	Annual	Against	9 10	A vote AGAINST this item is warranted because the proposed remuneration report is below par in relation to market standards, particularly with regards to the insufficient STIP disclosure, and poor ex-post disclosure of vested LTIP awards. A vote AGAINST this resolution is warranted because:- Vesting/performance period for awards is less than three years-. A third of the awards do not have any performance criteria attached.		1
1838289	PTJMT0AE0001	Jeronimo Martins SGPS SA	Europe	Portugal	18/04/2024	Annual	All For				1
1831602	ES0178430E18	Telefonica SA	Europe	Spain	11/04/2024	Annual	All For			4.1	1
1831434	ES0105046009	Aena S.M.E., SA	Europe	Spain	18/04/2024	Annual	Against	9	Insufficient evidence of alignment to 1.5 degrees		2
1836724	ES0130670112	Endesa SA	Europe	Spain	24/04/2024	Annual	Against	15,16	Pay is misaligned with EOS remuneration principles		1
1837007	ES0105068007	Celnex Telecom SA	Europe	Spain	25/04/2024	Annual	Against	10	Pay is misaligned with EOS remuneration principles		1
1845987	ES0105025003	MERLIN Properties SOCIMI SA	Europe	Spain	08/05/2024	Annual	All For				1
1837669	ES0167050915	ACS Actividades de Construccion y Servicios SA	Europe	Spain	09/05/2024	Annual	Against	4.1 5,6,7,10	Concerns related to below-board gender diversity 2- Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles		1
1836727	ES0144580Y14	Iberdrola SA	Europe	Spain	17/05/2024	Annual	Against	15	Pay is misaligned with EOS remuneration principles		3
1861293	ES0173093024	Redeia Corporacion SA	Europe	Spain	03/06/2024	Annual	Against	10,3	Pay is misaligned with EOS remuneration principles		1
1855943	ES0109067019	Amadeus IT Group SA	Europe	Spain	05/06/2024	Annual	Against	3,8	Pay is misaligned with EOS remuneration principles		1
1826793	SE0000108656	Telefonaktiebolaget LM Ericsson	Europe	Sweden	03/04/2024	Annual	Against	11.2 11.4 10,16.1,16.2,16.3	Concerns related to attendance at board or committee meetings Over-boarded/Too many other time commitments Pay is misaligned with EOS remuneration principles		1
1824742	SE0000108847	LE Lundsbergforetagen AB	Europe	Sweden	10/04/2024	Annual	Against	12 14	Overboarded/Too many other time commitmentsLack of independence on board Pay is misaligned with EOS remuneration principles		1
1824727	SE0000667925	Telia Co. AB	Europe	Sweden	10/04/2024	Annual	All For				1
1817711	SE0000190126	Industrivarden AB	Europe	Sweden	11/04/2024	Annual	Against	12,d 12,f,12,h 12,b 12,a,12,e,12,j 12,i 17	Concerns related to attendance at board or committee meetings Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles		2
1792826	SE0021921269	Saab AB	Europe	Sweden	11/04/2024	Annual	Against	11.1,11,k 11,f 11,j,11,l 13,14,a,14,b,14,c	Lack of independence on board Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Overboarded/Too many other time commitments Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles		1
1818383	SE0011090018	Holmen AB	Europe	Sweden	16/04/2024	Annual	Against	16 14	Insufficient/poor disclosure Lack of independence on board Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments		1
1791692	SE0001662230	Husqvarna AB	Europe	Sweden	18/04/2024	Annual	Against	11a,1,11a,3,11a,5,11a,6,11b	Lack of independence on board Concerns related to inappropriate membership of committees		1
1799220	SE0007100581	Assa Abloy AB	Europe	Sweden	24/04/2024	Annual	Against	12 16	Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Concerns related to attendance at board or committee meetings Pay is misaligned with EOS remuneration principles		1
1824716	SE0017486889	Atlas Copco AB	Europe	Sweden	24/04/2024	Annual	Against	10,a2,10,a4,10,a6,10,a7,10,c 12,a,12,b,12,c	Lack of independence on board Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles		1
1824758	SE0000695876	Alfa Laval AB	Europe	Sweden	25/04/2024	Annual	Against	13.2 13.8,13.9	Concerns related to approach to board gender diversity Concerns related to attendance at board or committee meetings		1
1826024	SE0015961909	Hexagon AB	Europe	Sweden	29/04/2024	Annual	Against	12.1,12.4,12.5,12,10	Concerns related to inappropriate membership of committees		1
1791693	SE0000667891	Sandvik Aktiebolag	Europe	Sweden	29/04/2024	Annual	Against	14.6 14.4,15 17,18,19	Concerns related to inappropriate membership of committees Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles		1
1824726	SE0000106270	H&M Hennes & Mauritz AB	Europe	Sweden	03/05/2024	Annual	Against	18 12.2,12.6,14	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Pay is misaligned with EOS remuneration principles		1
1793938	SE0000379190	Castellum AB	Europe	Sweden	07/05/2024	Annual	All For				1
1824719	SE0015811963	Investor AB	Europe	Sweden	07/05/2024	Annual	Against	14,D 14,J,14,M 14,A,14,C,14,F,14,G,14,H,1 5 14,i 9,17	Concerns related to attendance at board or committee meetings Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Lack of independence on board Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles		1
1824764	SE0000163594	Securitas AB	Europe	Sweden	08/05/2024	Annual	Against	13 10	Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Concerns related to attendance at board or committee meetings Pay is misaligned with EOS remuneration principles		1
1824767	SE0000872095	Swedish Orphan Biovitrum AB	Europe	Sweden	14/05/2024	Annual	Against	19 15,f,15,g 15,c,15,e	Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees		1
1824752	SE0005190238	Tele2 AB	Europe	Sweden	15/05/2024	Annual	Against	16,17,18,A1,18,B1,18,C 18	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles		1



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1812768	CH0038863350	Nestle SA	Europe	Switzerland	18/04/2024	Annual	Against	1.2	Pay is misaligned with EOS remuneration principles		1
1817917	CH0244767585	UBS Group AG	Europe	Switzerland	24/04/2024	Annual	Against	1.3	Insufficient transparency on the nutritional values of the global portfolio		1
1845305	CH1216478797	DSM-Firmenich AG	Europe	Switzerland	07/05/2024	Annual	Against	2,11	Inadequate management of climate-related risks		1
1848300	CH1300646267	Bunge Global SA	Europe	Switzerland	15/05/2024	Annual	Against	8	Pay is misaligned with EOS remuneration principles		2
1842913	CH0044328745	Chubb Limited	Europe	Switzerland	16/05/2024	Annual	Against	5,3	Insufficient/poor disclosure		2
1852589	CH0198251305	Coca-Cola HBC AG	Europe	Switzerland	21/05/2024	Annual	Against	A	Pay is misaligned with EOS remuneration principles		1
1855485	CH0114405324	Garmin Ltd.	Europe	Switzerland	07/06/2024	Annual	All For	15	Insufficient/poor disclosure		1
1855965	CH0102983182	ITE Connectivity Ltd.	Europe	Switzerland	12/06/2024	Special	All For	5.1,1	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
1815539	CA1360691010	Canadian Imperial Bank of Commerce	North America	Canada	04/04/2024	Annual	Against	9	Total pay targets a range above peer medianExcessive CEO pay		1
1814428	CA0641491075	The Bank of Nova Scotia	North America	Canada	09/04/2024	Annual	Against	5.1,6	Concerns about overall board structure		1
1821211	CA3039011026	Fairfax Financial Holdings Limited	North America	Canada	11/04/2024	Annual	Against	5.1.1	Failure to provide DEI disclosures in line with UK listing rules		1
1815595	CA7800871021	Royal Bank of Canada	North America	Canada	11/04/2024	Annual	Against	9	Pay is misaligned with EOS remuneration principles		2
1815072	CA0636711016	Bank of Montreal	North America	Canada	16/04/2024	Annual	Against	7	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
1808055	CA8911605092	The Toronto-Dominion Bank	North America	Canada	18/04/2024	Annual/Special	Against	6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks	1,11	1
1818221	CA6330671034	National Bank of Canada	North America	Canada	19/04/2024	Annual/Special	Against	6	Management of ESG opportunities and risks		1
1822600	CA13646K1084	Canadian Pacific Kansas City Limited	North America	Canada	24/04/2024	Annual	Against	1.12	Concerns related to approach to board gender diversity		1
1834143	CA46071W2058	InterRent Real Estate Investment Trust	North America	Canada	24/04/2024	Annual	Against	6	Concerns related to approach to board gender diversity		1
1819452	CA9528451052	West Fraser Timber Co. Ltd.	North America	Canada	24/04/2024	Annual	Against	1.7	EOS manual override. See analyst note.		1
1825693	US48203R1041	Juniper Networks, Inc.	North America	USA	02/04/2024	Special	All For	1.11,3	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		2
1819315	US2546871060	The Walt Disney Company	North America	USA	03/04/2024	Proxy Contest	Against	6	Pay is misaligned with EOS remuneration principles		3
1827701	US8318652091	A. O. Smith Corporation	North America	USA	09/04/2024	Annual	Against	3	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency	11	3
1827700	US9640581007	The Bank of New York Mellon Corporation	North America	USA	09/04/2024	Annual	Against	1,1,2,1.1,1.2,1.3,1.4,1.5,1.6,1.7,1.8,1.9,1.10,2.3,4,5,6,7,8,9,10,1a,1b,1c,2,3,4,5,6,7,8,9,10	Concerns regarding Auditor tenure		2
1821015	US42824C1099	Hewlett Packard Enterprise Company	North America	USA	10/04/2024	Annual	All For	1.1	Lack of independent representation at board committees		2
1827640	US5260571048	Lennar Corporation	North America	USA	10/04/2024	Annual	Against	4	Concerns related to shareholder value		2
1822529	US8716071076	Synopsys, Inc.	North America	USA	10/04/2024	Annual	Against	7,2	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		2
1828581	US2605571031	Dow Inc.	North America	USA	11/04/2024	Annual	Against	3	Shareholder proposal promotes transparency	11	2
1829725	US3167731005	Fifth Third Bancorp	North America	USA	16/04/2024	Annual	Against	11	Concerns about remuneration committee performance		2
1825012	US46266C1053	IQVIA Holdings, Inc.	North America	USA	16/04/2024	Annual	All For	1j	Concerns related to approach to board gender diversity		2
1829726	US55261F1049	M&T Bank Corporation	North America	USA	16/04/2024	Annual	Against	2	High variable pay ratioExcessive CEO payHigh CEO to average NEO pay		2
1830410	US6153691059	Moody's Corporation	North America	USA	16/04/2024	Annual	Against	7	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		2
1830528	US6658591044	Northern Trust Corporation	North America	USA	16/04/2024	Annual	All For	6	Shareholder proposal promotes better management of SEE opportunities and risks		2
1831158	US7445731067	Public Service Enterprise Group Incorporated	North America	USA	16/04/2024	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation		2
1829897	US9029733048	U.S. Bancorp	North America	USA	16/04/2024	Annual	All For	3	Concerns regarding Auditor tenure		2
1829218	US9633201069	Whirlpool Corporation	North America	USA	16/04/2024	Annual	Against	1c	Concerns about remuneration committee performance		1
1828583	US00724F1012	Adobe Inc.	North America	USA	17/04/2024	Annual	Against	1h,3	Concerns related to succession planning		2
1831029	US4461501045	Huntington Bancshares Incorporated	North America	USA	17/04/2024	Annual	Against	1a	Concerns related to approach to board gender diversity		2
1829221	US7591EP1005	Regions Financial Corporation	North America	USA	17/04/2024	Annual	All For	2	High variable pay ratioOptions/PSUs vest in less than 36 monthsExcessive CEO payHigh CEO to average NEO pay		2



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1830352	US8243481061	The Sherwin-Williams Company	North America	USA	17/04/2024	Annual	Against	1a 1c,3 2 4	Concerns about remuneration committee performance Excessive CEO pay 2- High variable pay ratio 3- Options vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights		2
1829808	US14448C1045	Carrier Global Corporation	North America	USA	18/04/2024	Annual	Against	1g 2 4	Concerns about remuneration committee performance High variable pay ratio Excessive CEO pay Shareholder proposal promotes transparency		2
1831111	US1252691001	CF Industries Holdings, Inc.	North America	USA	18/04/2024	Annual	All For				2
1831591	US4448591028	Humana Inc.	North America	USA	18/04/2024	Annual	Against	1e 1h 3 6	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity High variable pay ratio Options/PSUs vest in less than 36 months High CEO to average NEO pay Shareholder proposal promotes enhanced shareholder rights		2
1831157	US6907421019	Owens Corning	North America	USA	18/04/2024	Annual	All For				1
1831112	US6935061076	PPG Industries, Inc.	North America	USA	18/04/2024	Annual	Against	1,1	Concerns about overall board structure		2
1825689	US11135F1012	Broadcom Inc.	North America	USA	22/04/2024	Annual	Against	1i 3	Concerns about remuneration committee performance Excessive CEO pay High CEO to average NEO pay		2
1825672	US40434L1052	HP Inc.	North America	USA	22/04/2024	Annual	All For				2
1840580	US0905722072	Bio-Rad Laboratories, Inc.	North America	USA	23/04/2024	Annual	Against	1,2	Concerns related to shareholder value		2
1834904	US16119P1084	Charter Communications, Inc.	North America	USA	23/04/2024	Annual	Against	1b 1d 2 5,6	Concerns about remuneration committee performance Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency	1e	2
1832814	US2003401070	Comerica Incorporated	North America	USA	23/04/2024	Annual	All For				1
1834951	US2227955026	Cousins Properties Incorporated	North America	USA	23/04/2024	Annual	Against	1f 1i 2	Concerns about remuneration committee performance Concerns related to approach to board diversity Low shareholding requirement		1
1834084	US55354G1004	MSCI Inc.	North America	USA	23/04/2024	Annual	Against	1i	Concerns related to approach to board gender diversity		2
1833911	US71140461093	Revvity, Inc.	North America	USA	23/04/2024	Annual	Against	1a 3 4	Concerns about remuneration committee performance Low shareholding requirement Options/PSUs vest in less than 36 months High CEO to average NEO pay Shareholder proposal promotes enhanced shareholder rights		2
1834880	US7757111049	Rollins, Inc.	North America	USA	23/04/2024	Annual	Against	1,2	Concerns related to approach to board gender diversity Concerns about overall board structure		2
1832154	US89832C1094	Truist Financial Corporation	North America	USA	23/04/2024	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency		2
1832817	US9553061055	West Pharmaceutical Services, Inc.	North America	USA	23/04/2024	Annual	Against	1g	Concerns related to approach to board diversity Concerns related to approach to board gender diversity		2
1835692	US03076C1062	Ameriprise Financial, Inc.	North America	USA	24/04/2024	Annual	Against	1c 1d 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Inadequate management of deforestation risks High variable pay ratio Options/PSUs vest in less than 36 months Excessive CEO pay High CEO to average NEO pay		2
1833881	US0584981064	Ball Corporation	North America	USA	24/04/2024	Annual	Against	1g	Concerns about overall board structure		2
1832357	US0605051046	Bank of America Corporation	North America	USA	24/04/2024	Annual	Against	6,7 9	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation		2
1835365	US0997241064	BorgWarner Inc.	North America	USA	24/04/2024	Annual	Against	1E,2	High variable pay ratio Excessive CEO pay		2
1832447	US6516391066	Newmont Corporation	North America	USA	24/04/2024	Annual	Against	1,9	Inadequate management of climate-related risks		2
1835164	US8793601050	Teledyne Technologies Incorporated	North America	USA	24/04/2024	Annual	Against	1,2 6	Concerns related to succession planning Concerns related to approach to board gender diversity Concerns about overall board structure		2
1835694	US1255231003	The Cigna Group	North America	USA	24/04/2024	Annual	Against	1g 2 4	Shareholder proposal promotes enhanced shareholder rights Concerns about remuneration committee performance High variable pay ratio Options/PSUs vest in less than 36 months Excessive CEO pay Shareholder proposal promotes appropriate accountability or incentivisation		2
1835533	US38141G1040	The Goldman Sachs Group, Inc.	North America	USA	24/04/2024	Annual	Against	3 6,7,8 11 5 4	Concerns regarding Auditor tenure EOS manual override. See analyst note. Shareholder proposal promotes better management of SEE opportunities and risks Shareholder proposal promotes transparency	1e,1h	1
1834114	US6934751057	The PNC Financial Services Group, Inc.	North America	USA	24/04/2024	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		2
1834595	US3848021040	W.W. Grainger, Inc.	North America	USA	24/04/2024	Annual	All For				2
1832155	US0536111091	Avery Dennison Corporation	North America	USA	25/04/2024	Annual	All For				2
1832453	US1746101054	Citizens Financial Group, Inc.	North America	USA	25/04/2024	Annual	All For				2
1835343	US25754A2015	Dominos Pizza, Inc.	North America	USA	25/04/2024	Annual	Against	1,4,3,4	Shareholder proposal promotes enhanced shareholder rights		2
1835687	US2810201077	Edison International	North America	USA	25/04/2024	Annual	Against	1c 1i	Concerns about remuneration committee performance Inadequate management of climate-related risks		2
1830440	US3119001044	Fastenal Company	North America	USA	25/04/2024	Annual	Against	3	Options/PSUs vest in less than 36 months Excessive CEO pay High CEO to average NEO pay		2
1834594	US37940X1028	Global Payments Inc.	North America	USA	25/04/2024	Annual	Against	5	Shareholder proposal promotes enhanced shareholder rights		2
1836017	US37959E1029	Globe Life Inc.	North America	USA	25/04/2024	Annual	All For	1d,2,4	Shareholder proposal promotes transparency		2
1835696	US40412C1018	HCA Healthcare, Inc.	North America	USA	25/04/2024	Annual	Against	3 7 6 1d	Options vesting in under 36 months Excessive CEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency		2
1834112	US42250P1030	Healthpeak Properties, Inc.	North America	USA	25/04/2024	Annual	Against	1h 1b 2	Concerns about remuneration committee performance Concerns related to approach to board diversity High variable pay ratio Options/PSUs vest in less than 36 months		2
1831800	US46120E6023	Intuitive Surgical, Inc.	North America	USA	25/04/2024	Annual	Against	6	Shareholder proposal promotes better management of SEE opportunities and risks		2
1815431	US4456581077	J.B. Hunt Transport Services, Inc.	North America	USA	25/04/2024	Annual	All For				2
1833883	US4781601046	Johnson & Johnson	North America	USA	25/04/2024	Annual	Against	1c,1f,2,3	High variable pay ratio Options/PSUs vest in less than 36 months Excessive CEO pay		2
1834676	US7170811035	Pfizer Inc.	North America	USA	25/04/2024	Annual	Against	2	Shareholder proposal promotes appropriate accountability or incentivisation		2
1832980	US8330341012	Snap-on Incorporated	North America	USA	25/04/2024	Annual	Against	1,1 3	Concerns related to approach to board gender diversity Concerns related to approach to board diversity Options/PSUs vest in less than 36 months High CEO to average NEO pay		2



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1833179	US8825081040	Texas Instruments Incorporated	North America	USA	25/04/2024	Annual	Against	6 1e,3,5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		2
1822417	CA87241L1094	TFI International Inc.	North America	Canada	25/04/2024	Annual/Special	Against	1.10 1.7 3	Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance Concerns related to approach to board diversity Concerns related to succession planning Pay is misaligned with EOS remuneration principles		1
1835685	US0028241000	Abbott Laboratories	North America	USA	26/04/2024	Annual	Against	1.11,3	High variable pay ratio Options/PSUs vest in less than 36 months High CEO to average NEO pay		2
1822414	CA0084741085	Agnico Eagle Mines Limited	North America	Canada	26/04/2024	Annual/Special	All For				4
1819825	CA1363751027	Canadian National Railway Company	North America	Canada	26/04/2024	Annual	Against	7 1,2,5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Pay is misaligned with EOS remuneration principles		2
1835695	US15189T1079	CenterPoint Energy, Inc.	North America	USA	26/04/2024	Annual	Against	1g 1h2 1a 3 4	Concerns about remuneration committee performance Concerns regarding Auditor tenure Concerns related to board gender diversity 2- Inadequate management of climate-related risks Excessive CEO pay 2- Low shareholding requirement SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		3
1835713	US22052L1044	Corteva, Inc.	North America	USA	26/04/2024	Annual	Against	1a 1d 2	Concerns about remuneration committee performance Concerns related to approach to board diversity Options/PSUs vest in less than 36 months High CEO to average NEO pay		2
1833269	US15677J1088	Dayforce, Inc.	North America	USA	26/04/2024	Annual	Against	1a 2	Concerns about remuneration committee performance High, variable pay, ratio to hedging policy Options/PSUs vest in less than 36 months		1
1833923	US3841091040	Graco Inc.	North America	USA	26/04/2024	Annual	Against	1c 3	Concerns about remuneration committee performance Concerns about overall board structure No shares granted in LTIP Options/PSUs vest in less than 36 months Excessive severance Excessive CEO pay High CEO to average NEO pay		1
1829259	US4878361082	Kellanova	North America	USA	26/04/2024	Annual	Against	1c,2,3,5,6,7	Shareholder proposal promotes better management of SEE opportunities and risks		2
1831609	US8545021011	Stanley Black & Decker, Inc.	North America	USA	26/04/2024	Annual	Against	4 2	Concerns regarding Auditor tenure High variable pay ratio Options/PSUs vest in less than 36 months	1d,1f	1
1834890	US9897011071	Zions Bancorporation, National Association	North America	USA	26/04/2024	Annual	All For				1
1828408	US3724601055	Genuine Parts Company	North America	USA	29/04/2024	Annual	Against	1.7 1.5 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Low shareholding requirement		2
1841513	US70432V1026	Paycom Software, Inc.	North America	USA	29/04/2024	Annual	Against	1.3	Concerns related to approach to board gender diversity Concerns about overall board structure Concerns to protect shareholder value		2
1819530	CA0679011084	Barrick Gold Corporation	North America	Canada	30/04/2024	Annual	Against	1.3 3	Concerns with remuneration committee performance Excessive CEO pay 2- Pay is in top quartile and not aligned with performance		1
1836765	US1729674242	Citigroup Inc.	North America	USA	30/04/2024	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation		2
1837199	US21037T1097	Constellation Energy Corporation	North America	USA	30/04/2024	Annual	Against	1,2	Concerns related to approach to board gender diversity Concerns about overall board structure Inadequate management of climate-related risks		2
1836496	US29472R1086	Equity LifeStyle Properties, Inc.	North America	USA	30/04/2024	Annual	All For				2
1837182	US30161N1019	Exelon Corporation	North America	USA	30/04/2024	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation		3
1835366	US3024913036	FMC Corporation	North America	USA	30/04/2024	Annual	Against	1b,2	Concerns regarding Auditor tenure		1
1832156	US4592001014	International Business Machines Corporation	North America	USA	30/04/2024	Annual	Against	4,7,8	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		2
1837183	US6937181088	PACCAR Inc	North America	USA	30/04/2024	Annual	Against	5 1.5 1,11 3 6	Annual vote provides for greater shareholder oversight Concerns about remuneration committee performance Concerns related to board gender diversity 2- Inadequate management of climate-related risks Low shareholding requirement 2- PSUs vest in less than 36 months 3- Total pay targets a range above peer median 4- High CEO to average NEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency		2
1837016	US9694571004	The Williams Companies, Inc.	North America	USA	30/04/2024	Annual	All For				3
1834902	US9256521090	VICI Properties Inc.	North America	USA	30/04/2024	Annual	All For				3
1836307	US9497461015	Wells Fargo & Company	North America	USA	30/04/2024	Annual	Against	1k 6,7,8 10,11,12	Concerns about human rights SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency		2
1836495	US1423391002	Carlisle Companies Incorporated	North America	USA	01/05/2024	Annual	Against	1c 1b 5	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns about overall board structure Options/PSUs vest in less than 36 months High CEO to average NEO pay		1
1836749	US29670G1022	Essential Utilities, Inc.	North America	USA	01/05/2024	Annual	Against	1.5 2	Concerns about remuneration committee performance Low shareholding requirement		1
1838317	US30040W1080	Eversource Energy	North America	USA	01/05/2024	Annual	Against	1,1 1,9 2 4	Combined CEO/Chair Concerns about remuneration committee performance Excessive CEO pay High CEO to average NEO pay Shareholder proposal promotes enhanced shareholder rights		3
1838022	US3137451015	Federal Realty Investment Trust	North America	USA	01/05/2024	Annual	Against	4	Insufficient/poor disclosure		2
1835722	US31946M1036	First Citizens BancShares, Inc.	North America	USA	01/05/2024	Annual	Against	1,13 2	Concerns about reducing shareholder rights 2- Concerns about remuneration committee performance 3- Concerns related to board ethnic and/or racial diversity 4- Concerns related to board gender diversity Pay is misaligned with EOS remuneration principles		1
1837429	US4595061015	International Flavors & Fragrances Inc.	North America	USA	01/05/2024	Annual	Against	5	Shareholder proposal promotes better management of SEE opportunities and risks		1
1838939	US50012A1088	Kodiak Gas Services, Inc.	North America	USA	01/05/2024	Annual	All For				1
1837970	US529531015	MGM Resorts International	North America	USA	01/05/2024	Annual	Against	1j	Concerns related to approach to board diversity		2
1837723	US60855R1005	Molina Healthcare, Inc.	North America	USA	01/05/2024	Annual	Against	1g 1e 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity Low shareholding requirement High variable pay ratio Excessive CEO pay High CEO to average NEO pay		2
1838330	US7134481081	PepsiCo, Inc.	North America	USA	01/05/2024	Annual	Against	1c 3 10 9	Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. EOS manual override. See analyst note.		2
1841206	US73278L1052	Pool Corporation	North America	USA	01/05/2024	Annual	Against	1h	Concerns related to approach to board gender diversity		2
1837015	US7588491032	Regency Centers Corporation	North America	USA	01/05/2024	Annual	Against	1e 2	Concerns about remuneration committee performance Low shareholding requirement High CEO to average NEO pay		3



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1836536	US78409Y1044	S&P Global Inc.	North America	USA	01/05/2024	Annual	All For				3
1836151	US1912161007	The Coca-Cola Company	North America	USA	01/05/2024	Annual	Against	1.7 1.14,5	Concerns about remuneration committee performance Concerns regarding Auditor tenure		2
1820676	CA0213611001	AltaGas Ltd.	North America	Canada	02/05/2024	Annual	Against	2	Excessive CEO pay High variable pay ratio Options/PSUs vest in less than 36 months		1
1820677	CA0553487604	BCE Inc.	North America	Canada	02/05/2024	Annual	All For				1
1837193	US1011371077	Boston Scientific Corporation	North America	USA	02/05/2024	Annual	Against	3	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles		1
1837727	US1273871087	Cadence Design Systems, Inc.	North America	USA	02/05/2024	Annual	Against	1i 2	Concerns about remuneration committee performance High variable pay ratio Options/PSUs vest in less than 36 months High CEO to average NEO pay		3
1837222	US14040H1059	Capital One Financial Corporation	North America	USA	02/05/2024	Annual	Against	1 4 5	Concerns about remuneration committee performance Concerns to protect shareholder value Low shareholding requirement		2
1838339	US1713401024	Church & Dwight Co., Inc.	North America	USA	02/05/2024	Annual	All For				2
1838038	US2193501051	Coming Incorporated	North America	USA	02/05/2024	Annual	Against	1h 2 5	Concerns about remuneration committee performance Excessive CEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency		2
1831120	US2333311072	DTE Energy Company	North America	USA	02/05/2024	Annual	Against	1i 1i,3	Combined CEO/Chair 2. Concerns related to succession planning 3. Concerns related to approach to board gender diversity Concerns regarding Auditor tenure		2
1837722	US2774321002	Eastman Chemical Company	North America	USA	02/05/2024	Annual	Against	1.2 1.10 1.9 3 4	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity Inadequate management of climate-related risks Low shareholding requirement SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		2
1835711	US2788651006	Ecolab Inc.	North America	USA	02/05/2024	Annual	Against	1.9 3 4	Concerns about remuneration committee performance Low shareholding requirement Options/PSUs vest in less than 36 months High CEO to average NEO pay High variable pay ratio 2- Options vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation	1d	2
1838069	US2944291051	Enuffx Inc.	North America	USA	02/05/2024	Annual	All For				2
1822404	CA3495531079	Fortis Inc.	North America	Canada	02/05/2024	Annual/Special	Against	1.7 1.2 3	Concerns about remuneration committee performance Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles		1
1821007	CA39138C1068	Great-West Lifeco Inc.	North America	Canada	02/05/2024	Annual	Against	1.14	Lack of independent representation at board committees Concerns related to approach to board diversity Concerns related to succession planning Concerns related to shareholder value		1
1832449	US4943681035	Kimberly-Clark Corporation	North America	USA	02/05/2024	Annual	Against	1.11,2	Concerns regarding Auditor tenure		2
1820727	CA5394811015	Loblaws Companies Limited	North America	Canada	02/05/2024	Annual	Against	1.5 3 4	Concerns about remuneration committee performance Inappropriate use of one-time awards 2- Pay is in top quartile and not aligned with performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights		1
1838040	US5007541064	The Kraft Heinz Company	North America	USA	02/05/2024	Annual	Against	4 5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes better management of SEE opportunities and risks		2
1821233	CA8911021050	Toromont Industries Ltd.	North America	Canada	02/05/2024	Annual/Special	Against	1.3 1.1 3	Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity Concerns related to approach to board diversity Pay is misaligned with EOS remuneration principles		1
1836353	US9113121068	United Parcel Service, Inc.	North America	USA	02/05/2024	Annual	Against	1h 6 4	Concerns to protect shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights		2
1837185	US9831341071	Wynn Resorts, Limited	North America	USA	02/05/2024	Annual	Against	1.1 3	Concerns about overall board structure Concerns about remuneration committee performance Low shareholding requirement		1
1836293	US00287Y1091	AbbVie Inc.	North America	USA	03/05/2024	Annual	Against	8 1a,3,6,7	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes transparency	1e	2
1837661	US1258961002	CMS Energy Corporation	North America	USA	03/05/2024	Annual	All For				3
1837414	US2600031080	Dover Corporation	North America	USA	03/05/2024	Annual	Against	1j 3	Concerns about remuneration committee performance Low shareholding requirement High variable pay ratio High CEO to average NEO pay		2
1838329	US29364G1031	Entergy Corporation	North America	USA	03/05/2024	Annual	All For				2
1822405	CA4495861060	IGM Financial Inc.	North America	Canada	03/05/2024	Annual	Against	1.7 1.13 3	Concerns about remuneration committee performance Lack of independent representation at board committees Concerns related to approach to board diversity Concerns related to succession planning Pay is misaligned with EOS remuneration principles		1
1838015	US4523081093	Illinois Tool Works Inc.	North America	USA	03/05/2024	Annual	Against	1h 1i 2 5	Concerns about remuneration committee performance Concerns related to approach to board gender diversity High variable pay ratio Options/PSUs vest in less than 36 months Excessive CEO pay High CEO to average NEO pay Shareholder proposal promotes appropriate accountability or incentivisation		2
1837712	US5184151042	Lattice Semiconductor Corporation	North America	USA	03/05/2024	Annual	Against	1.7 1.9 3	Concerns about remuneration committee performance Concerns related to approach to board diversity Low shareholding requirement High variable pay ratio Excessive CEO pay		1
1841875	US8793691069	Teleflex Incorporated	North America	USA	03/05/2024	Annual	Against	1d 1e 2 4	Concerns about overall board structure Concerns about remuneration committee performance Low shareholding requirement Options/PSUs vest in less than 36 months Excessive severance High CEO to average NEO pay Shareholder proposal promotes appropriate accountability or incentivisation		2
1821002	CA87262K1057	TMX Group Limited	North America	Canada	03/05/2024	Annual/Special	Against	2j 3	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles		1



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1814773	US0846707026	Berkshire Hathaway Inc.	North America	USA	04/05/2024	Annual	Against	1.5 1.6 1.11 1.9 1.8 2,3,4 5	1. Concerns related to approach to board gender diversity 2. Concerns related to shareholder value 3. Concerns about remuneration committee performance 4. EOS manual override. See analyst note. 1. Concerns related to approach to board gender diversity 2. Concerns related to shareholder value 3. Concerns about remuneration committee performance 4. EOS manual override. See analyst note. 1. Concerns related to approach to board gender diversity 2. Concerns related to shareholder value 3. EOS manual override. See analyst note. 3. Concerns about remuneration committee performance 1. Concerns related to approach to board gender diversity. 2. Concerns related to shareholder value. 3. Concerns about remuneration committee performance Inadequate management of climate-related risks. 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. EOS manual override. See analyst note.		2
1837025	US1720621010	Cincinnati Financial Corporation	North America	USA	04/05/2024	Annual	Against	1.7 1.4 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns related to succession planning Low shareholding requirement		2
1837529	US0010551028	Aflac Incorporated	North America	USA	06/05/2024	Annual	Against	1i 1j 2	Concerns about remuneration committee performance Concerns related to shareholder value High variable pay ratio Excessive CEO pay		2
1835562	US0258161092	American Express Company	North America	USA	06/05/2024	Annual	Against	1b 3 5 6	Concerns about remuneration committee performance Excessive CEO pay High variable pay ratio SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks	1a	2
1838340	US5324571083	Eli Lilly and Company	North America	USA	06/05/2024	Annual	Against	8 1b,2,6,7,9	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes transparency	1c	2
1840550	US45168D1046	IDEXX Laboratories, Inc.	North America	USA	06/05/2024	Annual	Against	1b 4	Concerns about overall board structure SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks	1d	2
1837458	US60770K1079	Moderna, Inc.	North America	USA	06/05/2024	Annual	Against	1a 1b 2	Concerns about overall board structure Concerns to protect shareholder value Concerns about remuneration committee performance Excessive perquisites 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		1
1838337	US7458671010	PulteGroup, Inc.	North America	USA	06/05/2024	Annual	Against	1j 3	Concerns about remuneration committee performance High variable pay ratio		2
1839589	US4278661081	The Hershey Company	North America	USA	06/05/2024	Annual	Against	1,10 4,5	Concerns related to shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		2
1839033	US90353T1007	Uber Technologies, Inc.	North America	USA	06/05/2024	Annual	Against	2	High variable pay ratio Options/PSUs vest in less than 36 months Excessive CEO pay	1e,1j	2
1839554	US0126531013	Albermarle Corporation	North America	USA	07/05/2024	Annual	Against	1j 2	Concerns about remuneration committee performance Excessive CEO pay High CEO to average NEO pay		1
1845948	US02005N1000	Ally Financial Inc.	North America	USA	07/05/2024	Annual	All For				1
1833067	US0311001004	AMETEK, Inc.	North America	USA	07/05/2024	Annual	Against	1c 1b,3	Concerns about overall board structure Concerns regarding Auditor tenure		2
1838224	US3635761097	Arthur J. Gallagher & Co.	North America	USA	07/05/2024	Annual	Against	1a 3	Concerns about remuneration committee performance Low shareholding requirement		2
1838736	US0718131099	Baxter International Inc.	North America	USA	07/05/2024	Annual	Against	1f 2 6	Concerns about remuneration committee performance Options/PSUs vest in less than 36 months High variable pay ratio Shareholder proposal promotes appropriate accountability or incentivisation		2
1841565	US1101221083	Bristol-Myers Squibb Company	North America	USA	07/05/2024	Annual	Against	5,6	Shareholder proposal promotes appropriate accountability or incentivisation		2
1839699	US2358511028	Danaher Corporation	North America	USA	07/05/2024	Annual	Against	1c,1i,4,5	Shareholder proposal promotes better management of SEE opportunities and risks		3
1837736	US2372661015	Darling Ingredients Inc.	North America	USA	07/05/2024	Annual	All For				1
1838333	US25746U1097	Dominion Energy, Inc.	North America	USA	07/05/2024	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation	1j	3
1839573	US28176E1082	Edwards Lifesciences Corporation	North America	USA	07/05/2024	Annual	Against	1,4 2	Concerns about remuneration committee performance Concerns related to approach to board diversity High variable pay ratio Options/PSUs vest in less than 36 months		2
1839599	US3021301094	Expeditors International of Washington, Inc.	North America	USA	07/05/2024	Annual	Against	1,8 6 5	Concerns related to approach to board diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes better management of SEE opportunities and risks		2
1838423	US34964C1062	Fortune Brands Innovations, Inc.	North America	USA	07/05/2024	Annual	Against	1b	Concerns about overall board structure 2- Concerns about remuneration committee performance 3- Concerns related to board ethnic and/or racial diversity 4- Concerns related to board gender diversity	3	1
1834895	US3696043013	GE Aerospace	North America	USA	07/05/2024	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation		2
1820679	CA9611485090	George Weston Limited	North America	Canada	07/05/2024	Annual	Against	1,4 3	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles		1
1839031	US4435106079	Hubbell Incorporated	North America	USA	07/05/2024	Annual	Against	1,4 2	Concerns about remuneration committee performance Low shareholding requirement		2
1839400	US45167R1041	IDEX Corporation	North America	USA	07/05/2024	Annual	Against	1a 5	Concerns about overall board structure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		2
1840880	US4581401001	Intel Corporation	North America	USA	07/05/2024	Annual	All For				2
1838660	US49446R1095	Kimco Realty Corporation	North America	USA	07/05/2024	Annual	Against	1f	Concerns related to approach to board gender diversity		3
1838051	US5018892084	LKQ Corporation	North America	USA	07/05/2024	Annual	All For				2
1836654	US62944T1051	NVR, Inc.	North America	USA	07/05/2024	Annual	Against	1e	EOS manual override. See analyst note. Shareholder proposal promotes transparency	1e	2
1840784	US6819191064	Omnicom Group, Inc.	North America	USA	07/05/2024	Annual	Against	1,7 1,3 2	Concerns about remuneration committee performance Concerns related to succession planning Low shareholding requirement		2
1839023	US74460D1090	Public Storage	North America	USA	07/05/2024	Annual	All For				3



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1825015	CA74935Q1072	RB Global, Inc.	North America	Canada	07/05/2024	Annual/Special	Against	1h 1k 4 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns related to shareholder rights High variable pay ratio Options/PSUs vest in less than 36 months Excessive CEO pay High CEO to average NEO pay		1
1836277	US74144T1088	T. Rowe Price Group, Inc.	North America	USA	07/05/2024	Annual	All For				2
1838424	US0079031078	Advanced Micro Devices, Inc.	North America	USA	08/05/2024	Annual	Against	1b,3,4	Shareholder proposal promotes appropriate accountability or incentivisation		2
1839043	US1152361010	Brown & Brown, Inc.	North America	USA	08/05/2024	Annual	Against	1,12	Concerns related to approach to board gender diversity Concerns related to approach to board diversity		2
1841924	US1598641074	Charles River Laboratories International, Inc.	North America	USA	08/05/2024	Annual	Against	1,10 2 4	Concerns about remuneration committee performance Options/PSUs vest in less than 36 months Excessive CEO pay High CEO to average NEO pay		2
1838998	US1264081035	CSX Corporation	North America	USA	08/05/2024	Annual	Against	1d 1h 3	Shareholder proposal promotes better management of SEE opportunities and risks Concerns about remuneration committee performance Inadequate management of climate-related risks from exposure to coal Concerns related to approach to board diversity Options/PSUs vest in less than 36 months High variable pay ratio		3
1820795	CA29250N1050	Enbridge Inc.	North America	Canada	08/05/2024	Annual	Against	1,12 1,4 3 5	Concerns about remuneration committee performance EOS manual override. See analyst note. Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. EOS manual override. See analyst note.	1,8,2	2
1841506	US3364331070	Frist Solar, Inc.	North America	USA	08/05/2024	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation		2
1841507	US375581036	Gilead Sciences, Inc.	North America	USA	08/05/2024	Annual	Against	7	Shareholder proposal promotes appropriate accountability or incentivisation		2
1822532	CA45823T1066	Intact Financial Corporation	North America	Canada	08/05/2024	Annual	Against	1,10 4	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles		1
1841869	US49456B1017	Kinder Morgan, Inc.	North America	USA	08/05/2024	Annual	Against	1,13 5	Inadequate management of climate-related risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks	1,4,1,5,	2
1822406	CA4969024047	Kinross Gold Corporation	North America	Canada	08/05/2024	Annual	Against	1,3 4	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles		1
1824923	CA67077M1086	Nutrien Ltd.	North America	Canada	08/05/2024	Annual	All For				1
1840950	US6951561090	Packaging Corporation of America	North America	USA	08/05/2024	Annual	Against	1,9	Concerns related to approach to board gender diversity Concerns related to approach to board diversity		2
1840552	US6289061091	Simon Property Group, Inc.	North America	USA	08/05/2024	Annual	Against	1A	Concerns related to succession planning Concerns related to shareholder value Concerns related to approach to board gender diversity Concerns related to approach to board diversity		3
1842396	US05352A1007	Avantor, Inc.	North America	USA	09/05/2024	Annual	Against	1i	Concerns related to approach to board gender diversity		1
1839585	US12541W2098	C.H. Robinson Worldwide, Inc.	North America	USA	09/05/2024	Annual	Against	1f 2	Concerns about remuneration committee performance Excessive perquisites Excessive CEO pay High CEO to average NEO pay		2
1822194	CA13321L1085	Cameco Corporation	North America	Canada	09/05/2024	Annual	Abstain Against	D A6 C	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles		1
1842935	CA1366812024	Canadian Tire Corporation, Limited	North America	Canada	09/05/2024	Annual	Against	1,1	Lack of independent representation at board committees Concerns related to shareholder value		1
1836291	US12572Q1058	OME Group Inc.	North America	USA	09/05/2024	Annual	Against	1d 1k 3	Concerns about remuneration committee performance Concerns related to succession planning Concerns related to approach to board gender diversity Concerns related to shareholder value Concerns related to approach to board diversity Low shareholding requirement Excessive CEO pay High CEO to average NEO pay		2
1835406	US2547091080	Discover Financial Services	North America	USA	09/05/2024	Annual	Against	1,7	Concerns about overall board structure		2
1838033	US26441C2044	Duke Energy Corporation	North America	USA	09/05/2024	Annual	Against	1k 3	Concerns about remuneration committee performance High variable pay ratio High CEO to average NEO pay	1c	1
1842007	US3453708600	Ford Motor Company	North America	USA	09/05/2024	Annual	Against	1h 7 5	Concerns related to board gender diversity 2- Concerns to protect shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. EOS manual override. See analyst note. Shareholder proposal promotes enhanced shareholder rights	1f	2
1822496	CA45075E1043	IA Financial Corporation Inc.	North America	Canada	09/05/2024	Annual	Against	2 1,10 3 6,7 5	Concerns regarding Auditor tenure Concerns about remuneration committee performance Low shareholding requirement 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		1
1839016	US4932671088	KeyCorp.	North America	USA	09/05/2024	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation		2
1841508	US5178341070	Las Vegas Sands Corp.	North America	USA	09/05/2024	Annual	Against	1,4 1,3 1,6	Concerns about remuneration committee performance Insufficient action taken on low say-on-pay results Low shareholding requirement Lack of independence on board Concerns related to approach to board gender diversity Concerns related to approach to board diversity Combined CEO/Chair		1
1841561	US50212V1008	LPL Financial Holdings Inc.	North America	USA	09/05/2024	Annual	Against	1f 3	Concerns about remuneration committee performance High variable pay ratio High CEO to average NEO pay		1
1820213	CA56501R1064	Manulife Financial Corp.	North America	Canada	09/05/2024	Annual	Against	1,1 1,2,2	Concerns about remuneration committee performance Concerns regarding Auditor tenure Pay is misaligned with EOS remuneration principles		1
1836665	US5926881054	Mettler-Toledo International Inc.	North America	USA	09/05/2024	Annual	Against	1,6 3	Concerns related to approach to board diversity Concerns about remuneration committee performance Low shareholding requirement		2
1837104	US6558441084	Norfolk Southern Corporation	North America	USA	09/05/2024	Proxy Contest	Abstain Against	1t 3 1a,1b,1i,1j,1m 4	Concerns about candidate's experience/skills SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks No Action Taken		3
1838052	US6703461052	Nucor Corporation	North America	USA	09/05/2024	Annual	Against	1,4	Concerns related to board ethnic and/or racial diversity 2- Concerns related to board gender diversity		2
1824360	CA7392391016	Power Corporation of Canada	North America	Canada	09/05/2024	Annual	Against	1,3 4,8 7	Lack of independent representation at board committees Concerns related to succession planning Concerns related to board ethnic and/or racial diversity Concerns related to approach to board diversity Concerns related to shareholder value 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 SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. EOS manual override. See analyst note.		1
1841903	US74340W1036	Prologis, Inc.	North America	USA	09/05/2024	Annual	Against	1d,1e,2,6	Shareholder proposal promotes enhanced shareholder rights		3



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1844983	CA7481932084	Quebecor, Inc.	North America	Canada	09/05/2024	Annual	Against	1.2 3 5 6	Concerns related to board ethnic and/or racial diversity Concerns related to shareholder value Concerns about remuneration committee performance No shares granted in LTP No hedging policy SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
1844949	US7837711079	Ryman Hospitality Properties, Inc.	North America	USA	09/05/2024	Annual	All For				3
1838692	US8168511090	Sempra	North America	USA	09/05/2024	Annual	Against	1a 1g,2 1f 3 1e 5	Concerns about remuneration committee performance Concerns regarding Auditor tenure Concerns related to approach to board gender diversity Excessive CEO pay 2- Low shareholding requirement Inadequate management of climate-related risks Shareholder proposal promotes better management of SEE opportunities and risks		1
1822509	CA85472N1096	Stantec Inc.	North America	Canada	09/05/2024	Annual	Against	1.8 3	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles		1
1841418	US8581191009	Steel Dynamics, Inc.	North America	USA	09/05/2024	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation		2
1839559	US8636671013	Stryker Corporation	North America	USA	09/05/2024	Annual	Against	1c 3 4	Concerns about remuneration committee performance Low shareholding requirement Options/PSUs vest in less than 36 months Excessive CEO pay Shareholder proposal promotes transparency		2
1820796	CA8667961053	Sun Life Financial Inc.	North America	Canada	09/05/2024	Annual	Against	1.4	Inadequate management of deforestation risks		1
1821052	CA87971M1032	TELUS Corporation	North America	Canada	09/05/2024	Annual	Against	1.8 3	Concerns about remuneration committee performance High variable pay ratio Excessive CEO pay High CEO to average NEO pay		1
1842315	US8807701029	Teradyne, Inc.	North America	USA	09/05/2024	Annual	Against	1a,2	Low shareholding requirement High variable pay ratio Options/PSUs vest in less than 36 months		2
1839591	US8923561067	Tractor Supply Company	North America	USA	09/05/2024	Annual	Against	1.8,3	Options/PSUs vest in less than 36 months High CEO to average NEO pay		2
1842132	US9022521051	Tyler Technologies, Inc.	North America	USA	09/05/2024	Annual	Against	1.1 5	Concerns related to approach to board gender diversity Concerns related to approach to board diversity Shareholder proposal promotes enhanced shareholder rights		2
1839607	US9078181081	Union Pacific Corporation	North America	USA	09/05/2024	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		3
1840567	US9113631090	United Rentals, Inc.	North America	USA	09/05/2024	Annual	Against	1f 3	Concerns about remuneration committee performance Options/PSUs vest in less than 36 months High CEO to average NEO pay		2
1839025	US92343V1044	Verizon Communications Inc.	North America	USA	09/05/2024	Annual	Against	1.0 5,6,7	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes transparency		2
1841020	US92939U1060	WEC Energy Group, Inc.	North America	USA	09/05/2024	Annual	Against	5	proposal strengthens shareholder rights	1.3	3
1842103	US9604131022	Westlake Corporation	North America	USA	09/05/2024	Annual	Against	1.4 3	Concerns related to approach to board gender diversity Concerns about overall board structure Lack of independence on board SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		3
1827942	CA92938W2022	WSP Global Inc.	North America	Canada	09/05/2024	Annual/Special	All For				1
1842019	US9892071054	Zebra Technologies Corporation	North America	USA	09/05/2024	Annual	Against	1b 1a 2	Concerns about overall board structure Concerns about remuneration committee performance Low shareholding requirement		1
1841484	US00971T1016	Akamai Technologies, Inc.	North America	USA	10/05/2024	Annual	Against	1.3 5 2 7	Concerns about remuneration committee performance Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles Shareholder proposal promotes enhanced shareholder rights		2
1842141	US02665T3068	American Homes 4 Rent	North America	USA	10/05/2024	Annual	Against	1f	Concerns related to approach to board gender diversity Concerns about overall board diversity		2
1842393	US05464C1018	Axon Enterprise, Inc.	North America	USA	10/05/2024	Annual	Against	1G 2,3,4	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles		2
1838999	US1331311027	Camden Property Trust	North America	USA	10/05/2024	Annual	Against	1b	Concerns related to succession planning		2
1840179	US1941621039	Colgate-Palmolive Company	North America	USA	10/05/2024	Annual	Against	1b 4 3	Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation Total pay targets a range above peer median Options/PSUs vest in less than 36 months High variable pay ratio High CEO to average NEO pay		2
1841242	US23345M1071	DT Midstream, Inc.	North America	USA	10/05/2024	Annual	Against	1.1 1.6	Concerns related to approach to board gender diversity Inadequate management of climate-related risks		1
1840204	US5719032022	Marriott International, Inc.	North America	USA	10/05/2024	Annual	Against	1g 3 4 5	Concerns about remuneration committee performance Excessive perquisites Options/PSUs vest in less than 36 months Excessive CEO pay High variable pay ratio High CEO to average NEO pay Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes better management of SEE opportunities and risks		2
1842918	US5745991068	Masco Corporation	North America	USA	10/05/2024	Annual	Against	1a 1b 2 5	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns about overall board structure Options/PSUs vest in less than 36 months High CEO to average NEO pay Shareholder proposal promotes enhanced shareholder rights		2
1825003	CA7063271034	Pembina Pipeline Corporation	North America	Canada	10/05/2024	Annual	Against	1.8 1.3 3	Concerns about remuneration committee performance Inadequate management of climate-related risks Pay is misaligned with EOS remuneration principles		1
1838884	US7433151039	The Progressive Corporation	North America	USA	10/05/2024	Annual	All For				2
1841510	US8926721064	Tradeweb Markets Inc.	North America	USA	10/05/2024	Annual	Against	1.3 1.1 3	Concerns about overall board structure Concerns related to shareholder value Concerns about remuneration committee performance Low shareholding requirement		1
1839026	US9291601097	Vulcan Materials Company	North America	USA	10/05/2024	Annual	Against	1c 1a 2	Concerns about overall board structure Concerns about remuneration committee performance High variable pay ratio Options/PSUs vest in less than 36 months		2
1842402	US9581021055	Western Digital Corporation	North America	USA	10/05/2024	Special	All For				2
1840529	US8621861043	Weyerhaeuser Company	North America	USA	10/05/2024	Annual	All For				2
1821268	CA9628791027	Wheaton Precious Metals Corp.	North America	Canada	10/05/2024	Annual/Special	Against	a4 c	Concerns about remuneration committee performance Excessive CEO pay Low shareholding requirement		1
1839702	US98956P1021	Zimmer Biomet Holdings, Inc.	North America	USA	10/05/2024	Annual	All For				2
1843859	US05722G1004	Baker Hughes Company	North America	USA	13/05/2024	Annual	Against	1.6	Concerns related to approach to board gender diversity Concerns related to approach to board diversity		2
1837734	US1508701034	Celanese Corporation	North America	USA	13/05/2024	Annual	Against	1f 1a 3	Combined CEO/Chair Concerns about remuneration committee performance Options/PSUs vest in less than 36 months High CEO to average NEO pay		2



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1831775	CA21037X1006	Constellation Software Inc.	North America	Canada	13/05/2024	Annual	Against	1.6	Concerns related to board ethnic and/or racial diversity. Concerns related to approach to board diversity.		1
1838334	US26142V1052	DraftKings Inc.	North America	USA	13/05/2024	Annual	Against	1.7 1.10 3 4	Concerns about remuneration committee performance Concerns related to shareholder value/Combined CEO/Chair/Concerns related to approach to board diversity Low shareholding requirement Shareholder proposal promotes transparency		1
1843692	US4601461035	International Paper Company	North America	USA	13/05/2024	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation		2
1842706	US65473P1057	NISource Inc.	North America	USA	13/05/2024	Annual	Against	1e	Inadequate management of climate-related risks		3
1840333	US88579Y1010	3M Company	North America	USA	14/05/2024	Annual	Against	1d 3 3	Concerns about remuneration committee performance High variable pay ratio - 2- Options vest in less than 36 months		2
1844478	US0152711091	Alexandria Real Estate Equities, Inc.	North America	USA	14/05/2024	Annual	Against	1c	Concerns related to approach to board diversity/Concerns related to shareholder rights		3
1841559	US15135B1017	Certene Corporation	North America	USA	14/05/2024	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		2
1842916	US2310211063	Cummins Inc.	North America	USA	14/05/2024	Annual	Against	7 14,15	Inadequate management of climate-related risks. EOS manual override. See analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation		2
1841555	US2971781057	Essex Property Trust, Inc.	North America	USA	14/05/2024	Annual	All For				3
1828545	CA4932711001	Keyera Corp.	North America	Canada	14/05/2024	Annual	Against	1d	Inadequate management of climate-related risks		1
1845131	US5049221055	Labcorp Holdings Inc.	North America	USA	14/05/2024	Annual	Against	1g 2 6 5 4	Concerns about remuneration committee performance Options/PSUs vest in less than 36 months/High CEO to average NEO pay 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. EOS manual override - see analyst note SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights. EOS manual override - see analyst note	1j	2
1844328	US5404241086	Loews Corporation	North America	USA	14/05/2024	Annual	Against	1D	Concerns related to approach to board gender diversity/Concerns related to approach to board diversity/Concerns related to succession planning		2
1840996	US6200763075	Motorola Solutions, Inc.	North America	USA	14/05/2024	Annual	Against	1h 3	Concerns about remuneration committee performance Excessive CEO pay/High variable pay ratio/High CEO to average NEO pay		2
1841721	US7443201022	Prudential Financial, Inc.	North America	USA	14/05/2024	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation		2
1841549	US43098M1027	Skyworks Solutions, Inc.	North America	USA	14/05/2024	Annual	Against	11	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		2
1842943	US8666741041	Sun Communities, Inc.	North America	USA	14/05/2024	Annual	Against	1g 1c 2	Concerns about remuneration committee performance Concerns related to approach to board diversity/Concerns related to succession planning Low shareholding requirement		2
1842941	US0200021014	The Allstate Corporation	North America	USA	14/05/2024	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation	1k,2	2
1843854	US92276F1003	Ventas, Inc.	North America	USA	14/05/2024	Annual	All For				3
1843781	US94106L1098	Waste Management, Inc.	North America	USA	14/05/2024	Annual	Against	1d 3	Concerns about remuneration committee performance Total pay targets a range above peer median. Options/PSUs vest in less than 36 months. High CEO to average NEO pay.		3
1843847	US0268747849	American International Group, Inc.	North America	USA	15/05/2024	Annual	Against	1e 1b 2 4	Concerns about remuneration committee performance Inadequate management of deforestation risks Insufficient action taken on low say-on-pay results Shareholder proposal promotes appropriate accountability or incentivisation		2
1839384	US0304201033	American Water Works Company, Inc.	North America	USA	15/05/2024	Annual	All For				3
1845089	US0357108390	Annaly Capital Management, Inc.	North America	USA	15/05/2024	Annual	Against	1l 2	Concerns about remuneration committee performance Total pay targets a range above peer median/Excessive CEO pay		1
1845101	US09247X1019	BlackRock, Inc.	North America	USA	15/05/2024	Annual	Against	6	Shareholder proposal promotes appropriate accountability or incentivisation		2
1842448	US0367521038	Elevance Health, Inc.	North America	USA	15/05/2024	Annual	Against	1.1,3	Concerns regarding Auditor tenure	1,2	2
1845073	US29355A1079	Enphase Energy, Inc.	North America	USA	15/05/2024	Annual	Against	1.2 2	Concerns related to approach to board gender diversity/Concerns about remuneration committee performance/Concerns about overall board structure Options/PSUs vest in less than 36 months/Excessive CEO pay		2
1844491	US3377381088	Fiserv, Inc.	North America	USA	15/05/2024	Annual	All For				2
1843340	US4062161017	Halliburton Company	North America	USA	15/05/2024	Annual	Against	1l	Concerns related to approach to board gender diversity		2
1845719	US43300A2033	Hilton Worldwide Holdings Inc.	North America	USA	15/05/2024	Annual	Against	1g 3	Concerns about remuneration committee performance Excessive perquisites/Options/PSUs vest in less than 36 months/Excessive CEO pay/High variable pay ratio/High CEO to average NEO pay		3
1845768	US44107P1049	Host Hotels & Resorts, Inc.	North America	USA	15/05/2024	Annual	Against	1.1 3	Concerns about remuneration committee performance High variable pay ratio/High CEO to average NEO pay		2
1844681	US4485791028	Hyatt Hotels Corporation	North America	USA	15/05/2024	Annual	Against	1.2 4	Concerns related to approach to board gender diversity/Concerns related to approach to board diversity/Concerns about overall board structure/Concerns related to shareholder value/Concerns related to shareholder rights/Concerns about remuneration committee performance Low shareholding requirement		2
1844253	US46187W1071	Invitation Homes, Inc.	North America	USA	15/05/2024	Annual	All For				3
1844492	US60871R2094	Molson Coors Beverage Company	North America	USA	15/05/2024	Annual	Against	1.3 2	Lack of independent representation at board committees/Concerns related to shareholder value/Concerns about remuneration committee performance Low shareholding requirement		2
1850626	US6795801009	Old Dominion Freight Line, Inc.	North America	USA	15/05/2024	Annual	Against	1.8 5	Concerns related to approach to board gender diversity. Concerns related to approach to board diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		2
1844456	US7595091023	Reliance, Inc.	North America	USA	15/05/2024	Annual	Against	1h	Inadequate management of climate-related risks		1
1849774	US7703231032	Robert Half Inc.	North America	USA	15/05/2024	Annual	All For				2
1845582	US8447411088	Southwest Airlines Co.	North America	USA	15/05/2024	Annual	Against	1b 1c 2 5	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Low shareholding requirement/High variable pay ratio Shareholder proposal promotes appropriate accountability or incentivisation		1
1844504	US8574771031	State Street Corporation	North America	USA	15/05/2024	Annual	All For				2
1845903	US4165151048	The Hartford Financial Services Group, Inc.	North America	USA	15/05/2024	Annual	Against	1i 3	Concerns about remuneration committee performance Options/PSUs vest in less than 36 months/High variable pay ratio/High CEO to average NEO pay		2
1843851	US89417E1091	The Travelers Companies, Inc.	North America	USA	15/05/2024	Annual	Against	1d 3 4,5 7 6	Concerns about remuneration committee performance - 2- Concerns related to board gender diversity Excessive CEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes better management of SEE opportunities and risks		2



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1844817	US9139031002	Universal Health Services, Inc.	North America	USA	15/05/2024	Annual	Against	1	Pay is misaligned with EOS remuneration principles		2
1845720	US9234511064	Verisk Analytics, Inc.	North America	USA	15/05/2024	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation		2
1845081	US92532F1003	Vertex Pharmaceuticals Incorporated	North America	USA	15/05/2024	Annual	Against	1,8 3 5 4	Concerns about remuneration committee performance PSUs vest in less than 36 months Excessive CEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights		2
1846580	US0320951017	Amphenol Corporation	North America	USA	16/05/2024	Annual	Against	1,5 1,2 4 6	Concerns about remuneration committee performance Lack of independent representation at board committees Low shareholding requirement Shareholder proposal promotes appropriate accountability or incentivisation		2
1845085	US00206R1023	AT&T Inc.	North America	USA	16/05/2024	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation	1,2	2
1841553	US0534841012	AvalonBay Communities, Inc.	North America	USA	16/05/2024	Annual	Against	1f 1k 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Options/PSUs vest in less than 36 months High variable pay ratio		3
1844873	US12503M1080	Cboe Global Markets, Inc.	North America	USA	16/05/2024	Annual	Against	1k,4 5	Concerns to protect shareholder value Shareholder proposal promotes appropriate accountability or incentivisation		2
1844485	US1858991011	Cleveland-Cliffs Inc.	North America	USA	16/05/2024	Annual	Against	1,2	Concerns about remuneration committee performance	2	1
1845934	US1266501006	CVS Health Corporation	North America	USA	16/05/2024	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		2
1843840	US26210C1045	Dropbox, Inc.	North America	USA	16/05/2024	Annual	Against	1,4	Concerns related to approach to board diversity		1
1844274	US4180561072	Hasbro, Inc.	North America	USA	16/05/2024	Annual	Against	1,3 2	Concerns about remuneration committee performance Excessive perquisites Low shareholding requirement Options/PSUs vest in less than 36 months		2
1843363	US4511071064	IDACORP, Inc.	North America	USA	16/05/2024	Annual	Against	1,5 1,9,3 2 1,6	Concerns about remuneration committee performance Concerns regarding Auditor tenure Excessive severance High CEO to average NEO pay Inadequate management of climate-related risks		1
1845090	US4523271090	Illumina, Inc.	North America	USA	16/05/2024	Annual	Against	1d	Concerns related to approach to board diversity		1
1844571	US5218652049	Lear Corporation	North America	USA	16/05/2024	Annual	Against	1g 3	Concerns about remuneration committee performance Excessive CEO pay High variable pay ratio		1
1844428	US5261071071	Lennox International Inc.	North America	USA	16/05/2024	Annual	Against	1,2	Concerns about overall board structure		1
1841977	US5717481023	Marsh & McLennan Companies, Inc.	North America	USA	16/05/2024	Annual	Against	1i 2	Concerns about remuneration committee performance Options/PSUs vest in less than 36 months Excessive CEO pay		3
1850701	US5732841060	Martin Marietta Materials, Inc.	North America	USA	16/05/2024	Annual	All For				3
1842450	US67103H1077	O'Reilly Automotive, Inc.	North America	USA	16/05/2024	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation		2
1844907	US6821891057	ON Semiconductor Corporation	North America	USA	16/05/2024	Annual	Against	1j 2	Concerns about remuneration committee performance High variable pay ratio High CEO to average NEO pay		2
1845966	US68902V1070	Otis Worldwide Corporation	North America	USA	16/05/2024	Annual	Against	2	Concerns about remuneration committee performance		2
1845045	US69331C1080	PG&E Corporation	North America	USA	16/05/2024	Annual	All For				3
1842737	US4370761029	The Home Depot, Inc.	North America	USA	16/05/2024	Annual	Against	8 5 1c,1g,3,9	EOS manual override. See analyst notes. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency Shareholder proposal promotes appropriate accountability or incentivisation		2
1843905	US9297401088	Westinghouse Air Brake Technologies Corporation	North America	USA	16/05/2024	Annual	Against	1a	Concerns about overall board structure		2
1843764	US98419M1009	Xylem Inc.	North America	USA	16/05/2024	Annual	All For				2
1845924	US9884981013	Yum! Brands, Inc.	North America	USA	16/05/2024	Annual	Against	1d,3,4	Shareholder proposal promotes better management of SEE opportunities and risks		2
1843333	US0188021085	Alliant Energy Corporation	North America	USA	17/05/2024	Annual	Against	1f 2 1d	1. Concerns about overall board structure 2. Inadequate management of climate-related risks 1. Excessive CEO pay 2. High CEO to average NEO pay 3. Total pay targets a range above peer median. Concerns about remuneration committee performance		2
1842969	US45866F1049	Intercontinental Exchange, Inc.	North America	USA	17/05/2024	Annual	Against	1e 2 4	Concerns about remuneration committee performance Excessive CEO pay 2- Inappropriate use of one-time awards 3- Options vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation		2
1825670	CA9410681013	Waste Connections, Inc.	North America	Canada	17/05/2024	Annual	Against	1b	Inadequate management of climate-related risks		1
1848175	US2091151041	Consolidated Edison, Inc.	North America	USA	20/05/2024	Annual	Against	1c,2 1g	Concerns regarding Auditor tenure Inadequate management of climate-related risks		3
1848005	US12514G1085	CDW Corporation	North America	USA	21/05/2024	Annual	Against	1h 2	Concerns about remuneration committee performance Options/PSUs vest in less than 36 months High variable pay ratio		2
1844823	US36266G1076	GE Healthcare Technologies, Inc.	North America	USA	21/05/2024	Annual	Against	1i 2	Concerns about remuneration committee performance Options/PSUs vest in less than 36 months Excessive severance Excessive CEO pay High variable pay ratio		1
1847927	US8064071025	Henry Schein, Inc.	North America	USA	21/05/2024	Annual	Against	1g	Concerns related to succession planning		2
1846290	US46625H1005	JPMorgan Chase & Co.	North America	USA	21/05/2024	Annual	Against	1a,2 9 5,7,10	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 better management of SEE opportunities and risks		2
1846821	US59522J1034	Mid-America Apartment Communities, Inc.	North America	USA	21/05/2024	Annual	Against	1b 1i 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity		3
1846776	US74251V1026	Principal Financial Group, Inc.	North America	USA	21/05/2024	Annual	Against	1,1	Low shareholding requirement Options/PSUs vest in less than 36 months		2
1841886	US92338C1036	Veralto Corp.	North America	USA	21/05/2024	Annual	All For				2
1847571	US0162551016	Align Technology, Inc.	North America	USA	22/05/2024	Annual	Against	1,6 3 4	Concerns about remuneration committee performance No clawback policy Excessive CEO pay High variable pay ratio High CEO to average NEO pay		2
1848566	US0231351067	Amazon.com, Inc.	North America	USA	22/05/2024	Annual	Against	1f 6,8,11,12,13,14,17 7	Concerns about human rights SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency		3
1847956	US03027X1000	American Tower Corporation	North America	USA	22/05/2024	Annual	Against	4,5	Shareholder proposal promotes better management of SEE opportunities and risks		3
1849854	US03064D1081	American Realty Trust, Inc.	North America	USA	22/05/2024	Annual	Against	1h	Concerns related to approach to board gender diversity Concerns related to approach to board diversity		1
1851896	US03662Q1058	ANSYS, Inc.	North America	USA	22/05/2024	Special	All For				1



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1849626	US1011211018	Boston Properties, Inc.	North America	USA	22/05/2024	Annual	Against	1e 1g	Concerns about remuneration committee performance Concerns related to approach to board gender diversity		3
1845958	US1220171060	Burlington Stores, Inc.	North America	USA	22/05/2024	Annual	Against	2 1b 3	Excessive CEO pay/High variable pay ratio Concerns about overall board structure Concerns about remuneration committee performance		1
1849278	US12504L1098	CBRE Group, Inc.	North America	USA	22/05/2024	Annual	Against	1b 1f 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Options/PSUs vest in less than 36 months		2
1848597	US22822V1017	Crown Castle Inc.	North America	USA	22/05/2024	Proxy Contest	No Action Taken	1a,1b,1c,1d,1e,1f,1g,1h,2,3,4	High variable pay ratio		2
1848178	US24906P1093	DENTSPLY SIRONA Inc.	North America	USA	22/05/2024	Annual	All For				1
1854288	US2521311074	DexCom, Inc.	North America	USA	22/05/2024	Annual	Against	4	Shareholder proposal promotes better management of SEE opportunities and risks	1,3	2
1847591	US29452E1010	Equitable Holdings, Inc.	North America	USA	22/05/2024	Annual	Against	1g 3 1c	Shareholder proposal promotes transparency Concerns about remuneration committee performance Excessive CEO pay/High variable pay ratio Inadequate management of deforestation risks		1
1842419	US3379321074	FirstEnergy Corp.	North America	USA	22/05/2024	Annual	Against	1,5 4	Inadequate management of climate-related risks Inadequate management of climate-related risks from exposure to coal SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks	1,6,3	2
1846745	US4432011082	Howmet Aerospace Inc.	North America	USA	22/05/2024	Annual	Against	1b	Concerns related to approach to board diversity		2
1847563	US45784P1012	Insteel Corporation	North America	USA	22/05/2024	Annual	Against	1,3 2	Concerns about overall board structure Concerns about remuneration committee performance Low shareholding requirement Options/PSUs vest in less than 36 months High variable pay ratio High CEO to average NEO pay		2
1844876	US5705351048	Market Group Inc.	North America	USA	22/05/2024	Annual	Against	1k 5	Concerns related to approach to board gender diversity Concerns related to approach to board diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
1846777	US5801351017	McDonald's Corporation	North America	USA	22/05/2024	Annual	Against	1j 1c 7 2 6,8	Concerns about human rights 2- EOS manual override. See analyst note. Concerns about remuneration committee performance EOS manual override. See analyst note. 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks High variable pay ratio 2- Options vest in less than 36 months 3- Use of share options misaligned with EOS policy 4- Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		2
1845947	US6092071058	Mondelez International, Inc.	North America	USA	22/05/2024	Annual	Against	7,8	Shareholder proposal does not promote better management of ESG opportunities and risk		2
1848182	US64125C1099	Neurocrine Biosciences, Inc.	North America	USA	22/05/2024	Annual	Against	6 1,2 1,3 2	Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance Concerns related to succession planning Concerns about overall board structure Low shareholding requirement		1
1831817	CA6665111002	Northland Power Inc.	North America	Canada	22/05/2024	Annual	All For				1
1847636	US70450Y1038	PayPal Holdings, Inc.	North America	USA	22/05/2024	Annual	Against	1e,1g,2,3	Pay is misaligned with EOS remuneration principles		2
1845022	US7234841010	Pinnacle West Capital Corporation	North America	USA	22/05/2024	Annual	Against	1,5,3	Concerns regarding Auditor tenure		1
1847108	US7782961038	Ross Stores, Inc.	North America	USA	22/05/2024	Annual	Against	1b 2 4	Concerns about remuneration committee performance Options/PSUs vest in less than 36 months Excessive CEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		2
1846615	US82968B1035	Sirius XM Holdings Inc.	North America	USA	22/05/2024	Annual	Against	1,8 1,5	Lack of independent representation at board committees Concerns related to approach to board diversity Overboarded/Too many other time commitments		1
1849878	US8425871071	The Southern Company	North America	USA	22/05/2024	Annual	Against	1h 6	Inadequate management of climate-related risks from exposure to coal SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks	1g,2	3
1847150	US8835561023	Thermo Fisher Scientific Inc.	North America	USA	22/05/2024	Annual	Against	2	Options/PSUs vest in less than 36 months High variable pay ratio	1k	2
1849918	US9100471096	United Airlines Holdings, Inc.	North America	USA	22/05/2024	Annual	Against	1h	Concerns related to approach to board diversity Concerns related to shareholder value		1
1847644	US98389B1008	Xcel Energy Inc.	North America	USA	22/05/2024	Annual	Against	2	Excessive severance Excessive CEO pay/High CEO to average NEO pay	1h,1i	3
1847996	US98978V1035	Zoetis Inc.	North America	USA	22/05/2024	Annual	Against	1i,11,2	Options/PSUs vest in less than 36 months High variable pay ratio High CEO to average NEO pay		2
1845120	US0259321042	American Financial Group, Inc.	North America	USA	23/05/2024	Annual	Against	1,10	Concerns related to succession planning Concerns related to approach to board gender diversity Concerns related to approach to board diversity		1
1848198	US0394831020	Archer-Daniels-Midland Company	North America	USA	23/05/2024	Annual	Against	1a,3 4	Concerns regarding Auditor tenure Shareholder proposal promotes appropriate accountability or incentivisation		2
1845106	US04621X1081	Asurant, Inc.	North America	USA	23/05/2024	Annual	All For				2
1849863	US0826572087	Bentley Systems, Inc.	North America	USA	23/05/2024	Annual	Against	1,6 1,5 2	Concerns about remuneration committee performance Lack of independence on board Concerns related to succession planning Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns related to board ethnic and/or racial diversity Concerns related to shareholder value Low shareholding requirement		1
1850278	US16411R2085	Cheniere Energy, Inc.	North America	USA	23/05/2024	Annual	Against	1i 2	Concerns about remuneration committee performance Excessive severance Excessive CEO pay/High variable pay ratio High CEO to average NEO pay Inadequate management of climate-related risks		2
1849876	US2772761019	EastGroup Properties, Inc.	North America	USA	23/05/2024	Annual	Against	1a	Concerns related to approach to board gender diversity		1
1827905	CA2908761018	Emera Incorporated	North America	Canada	23/05/2024	Annual	Against	1,3 4	Concerns about remuneration committee performance No hedging policy Low shareholding requirement High CEO to average NEO pay		1
1849895	US29444U7000	Equinix, Inc.	North America	USA	23/05/2024	Annual	Against	1h 2	Concerns about remuneration committee performance Options/PSUs vest in less than 36 months High variable pay ratio		3
1844486	US30225T1025	Extra Space Storage Inc.	North America	USA	23/05/2024	Annual	All For				2
1848189	US49177V1025	Kenvue Inc.	North America	USA	23/05/2024	Annual	Against	1f	Concerns about remuneration committee performance		2
1849866	US5627501092	Manhattan Associates, Inc.	North America	USA	23/05/2024	Annual	Against	1a 2	Options/PSUs vest in less than 36 months Excessive CEO pay/High CEO to average NEO pay Lack of independent representation at board committees Concerns related to succession planning Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns about overall board structure Concerns about remuneration committee performance Low shareholding requirement Options/PSUs vest in less than 36 months High variable pay ratio High CEO to average NEO pay		1
1845935	US6081901042	Mohawk Industries, Inc.	North America	USA	23/05/2024	Annual	Against	1,1	Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns about overall board structure Concerns related to succession planning		1



Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation	Vote By Exception	Ballot Count
1845922	US6174464486	Morgan Stanley	North America	USA	23/05/2024	Annual	Against	1k,3 7 6	EOS manual override. See analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		2
1842977	US65339F1012	NextEra Energy, Inc.	North America	USA	23/05/2024	Annual	Against	3 4,5	Options/PSUs vest in less than 36 months Excessive severance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks	1d	3
1844575	US68235P1084	ONE Gas, Inc.	North America	USA	23/05/2024	Annual	All For				1
1848179	US72352L1061	Pinterest, Inc.	North America	USA	23/05/2024	Annual	Against	1a	Concerns related to approach to board gender diversityConcerns about overall board structureConcerns related to shareholder value		1
1847637	US7607591002	Republic Services, Inc.	North America	USA	23/05/2024	Annual	All For			1d	2
1849887	US78410G1040	SBA Communications Corporation	North America	USA	23/05/2024	Annual	Against	1.4	Concerns about overall board structure		2
1845108	US81762P1021	ServiceNow, Inc.	North America	USA	23/05/2024	Annual	Against	1b,2,4	Shareholder proposal promotes enhanced shareholder rights		2
1845606	US8085131055	The Charles Schwab Corporation	North America	USA	23/05/2024	Annual	Against	1.2 3 6	Concerns about overall board structure Concerns related to shareholder value Inadequate management of deforestation risks Concerns about remuneration committee performance Concerns related to succession planning Excessive CEO pay 2- Low shareholding requirement 3- Options vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		2
1849921	US4606901001	The Interpublic Group of Companies, Inc.	North America	USA	23/05/2024	Annual	Against	1.10 3 4	Concerns about remuneration committee performance High variable pay ratioHigh CEO to average NEO pay Shareholder proposal promotes appropriate accountability or incentivisation		1
1845092	US9026531049	UDR, Inc.	North America	USA	23/05/2024	Annual	Against	1f 1d 2	Concerns about remuneration committee performance Concerns related to succession planning Low shareholding requirementOptions/PSUs vest in less than 36 monthsExcessive CEO pay		3
1848203	US92343E1029	VeriSign, Inc.	North America	USA	23/05/2024	Annual	Against	1.4	Concerns related to approach to board gender diversityConcerns related to approach to board diversity		2
1849574	US9418481035	Waters Corporation	North America	USA	23/05/2024	Annual	Against	1.8 1.1 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Low shareholding requirement		2
1849354	US95040Q1040	Welltower Inc.	North America	USA	23/05/2024	Annual	All For				3
1849334	US74762E1029	Quanta Services, Inc.	North America	USA	24/05/2024	Annual	All For			1,3,11f	2
1849871	US15118V2079	Celsus Holdings, Inc.	North America	USA	28/05/2024	Annual	Against	1.7	Concerns to protect shareholder value		1
1848979	US58933Y1055	Merck & Co., Inc.	North America	USA	28/05/2024	Annual	All For				2
1849853	US88339J1051	The Trade Desk, Inc.	North America	USA	28/05/2024	Annual	Against	3 1.2	Annual vote provides for greater shareholder oversight Concerns about overall board structureConcerns related to shareholder valueConcerns about remuneration committee performance		1
1850329	US1488061029	Catalent, Inc.	North America	USA	29/05/2024	Special	All For				1
1851848	US2561631068	DocuSign, Inc.	North America	USA	29/05/2024	Annual	Against	1b 3 4	Concerns about overall board structureConcerns to protect shareholder valueConcerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh variable pay ratio Shareholder proposal promotes better management of ESG opportunities and risks		1
1845964	US2566771059	Dollar General Corporation	North America	USA	29/05/2024	Annual	Against	1d 2	Concerns about remuneration committee performance No shares granted in LTIHigh CEO to average NEO pay		2
1851990	US30303M1027	Meta Platforms, Inc.	North America	USA	29/05/2024	Annual	Against	1.1 1.2 1.6 9 6,8,10,11,14 13	Concerns about human rights 2- Concerns to protect shareholder value 3- Pay is misaligned with EOS remuneration principles Lack of independence on board SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation		2
1850669	US7841171033	SEI Investments Company	North America	USA	29/05/2024	Annual	Against	1a	Concerns to protect shareholder value Concerns related to succession planningConcerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns about overall board structure		1
1849955	US78467J1007	SS&C Technologies Holdings, Inc.	North America	USA	29/05/2024	Annual	Against	1a 2	Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns about overall board structureConcerns about remuneration committee performance Low shareholding requirement		1
1851197	US9699041011	Williams-Sonoma, Inc.	North America	USA	29/05/2024	Annual	Against	1.4 2	Concerns about remuneration committee performance Excessive CEO payHigh variable pay ratioHigh CEO to average NEO pay		1
1853439	US46284V1017	Iron Mountain Incorporated	North America	USA	30/05/2024	Annual	Against	1h	Concerns about remuneration committee performance	3	2
1850675	US7561091049	Realty Income Corporation	North America	USA	30/05/2024	Annual	Against	1f	Concerns about remuneration committee performance		3
1848969	US7710491033	Roblox Corp.	North America	USA	30/05/2024	Annual	Against	3 1.1	Low shareholding requirementExcessive CEO payHigh variable pay ratioHigh CEO to average NEO pay Concerns related to approach to board gender diversityConcerns about overall board structureConcerns related to shareholder value		1
1851838	US0311621009	Amgen Inc.	North America	USA	31/05/2024	Annual	All For				2
1838076	CA05577W2004	BRP Inc.	North America	Canada	31/05/2024	Annual	Against	1.10 3	Lack of independent representation at board committeesConcerns related to shareholder valueConcerns about remuneration committee performance No shares granted in LTIPLow shareholding requirementHigh CEO to average NEO pay		1
1851182	US29414B1044	EPAM Systems, Inc.	North America	USA	31/05/2024	Annual	Against	4 1d	Concerns about overall board structure		2
1852198	US5486611073	Lowe's Companies, Inc.	North America	USA	31/05/2024	Annual	Against	1.9 2	Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh variable pay ratio		2
1854309	US91324P1021	UnitedHealth Group Incorporated	North America	USA	03/06/2024	Annual	All For			1b	2
1852943	US9344231041	Warner Bros. Discovery, Inc.	North America	USA	03/06/2024	Annual	Against	5 1,3,3,4,6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation	1.5	2
1858355	US9426222009	Watsco, Inc.	North America	USA	03/06/2024	Annual	Against	2	Low shareholding requirementExcessive CEO pay		1
1853386	US03990B1017	Ares Management Corporation	North America	USA	04/06/2024	Annual	Against	1g 1j	Concerns about remuneration committee performance Lack of independent representation at board committeesConcerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns related to shareholder value		1



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1855030	US09857L1089	Booking Holdings Inc.	North America	USA	04/06/2024	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation		2
1856200	US12008R1077	Builders FirstSource, Inc.	North America	USA	04/06/2024	Annual	Against	1.1	Concerns related to approach to board gender diversity		2
1853352	US18915M1071	Cloudflare, Inc.	North America	USA	04/06/2024	Annual	Against	1.1 3	Concerns related to approach to board diversity Concerns related to overall board structure Concerns related to approach to board diversity Concerns about overall board structure Concerns related to shareholder value Concerns about remuneration committee performance Excessive perquisites No hedging policy Excessive CEO pay High variable pay ratio		1
1854697	US1924461023	Cognizant Technology Solutions Corporation	North America	USA	04/06/2024	Annual	Against	1g	Concerns about remuneration committee performance		2
1855420	US37045V1008	General Motors Company	North America	USA	04/06/2024	Annual	Against	1a 2 3 4,6,7	Concerns related to approach to board gender diversity High variable pay ratio High CEO to average NEO pay Pay is in top quartile and not aligned with performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks	1b	1
1855006	US48203R1041	Juniper Networks, Inc.	North America	USA	04/06/2024	Annual	Against	1a 3	Concerns about remuneration committee performance No clawback policy Options/PSUs vest in less than 36 months		2
1838935	CA7669101031	RioCan Real Estate Investment Trust	North America	Canada	04/06/2024	Annual	Against	1.7 1.10 3	Concerns about remuneration committee performance Concerns related to approach to board diversity Excessive CEO pay Low shareholding requirement		2
1838346	CA82509L1076	Shopify Inc.	North America	Canada	04/06/2024	Annual/Special	Against	1C 1B 5 3.4	Concerns about remuneration committee performance Concerns related to shareholder value Insufficient action taken on low say-on-pay results 2- Low shareholding requirement Pay is misaligned with EOS remuneration principles		1
1856464	US8725401090	The TJX Companies, Inc.	North America	USA	04/06/2024	Annual	Against	1c,3,4	Shareholder proposal promotes better management of SEE opportunities and risks		2
1853373	US0090661010	Airbnb, Inc.	North America	USA	05/06/2024	Annual	Against	1.3 1.2 4 5	Concerns related to approach to board gender diversity Concerns about overall board structure Concerns related to shareholder value Concerns related to attendance at board or committee meetings Concerns to protect shareholder value Shareholder proposal promotes transparency		2
1857002	US02376R1023	American Airlines Group Inc.	North America	USA	05/06/2024	Annual	Against	1.8 1.7 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Low shareholding requirement		1
1855005	US03831W1080	AppLovin Corporation	North America	USA	05/06/2024	Annual	Against	1b	Concerns about remuneration committee performance Concerns related to shareholder value		1
1853340	US23804L1035	Datadog, Inc.	North America	USA	05/06/2024	Annual	Against	1b 1a 2	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns about overall board structure Concerns related to shareholder value Low shareholding requirement		1
1845890	US26614N1028	DuPont de Nemours, Inc.	North America	USA	05/06/2024	Annual	Against	2 1j	1. Excessive CEO pay 2. High variable pay ratio 3. High CEO to average NEO pay Concerns about remuneration committee performance		1
1858467	US31620M1062	Fidelity National Information Services, Inc.	North America	USA	05/06/2024	Annual	Against	1g 2	Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns about remuneration committee performance Options/PSUs vest in less than 36 months Excessive CEO pay High variable pay ratio		1
1834104	CA4488112083	Hydro One Limited	North America	Canada	05/06/2024	Annual	Against	1B	Inadequate management of climate-related risks		2
1855872	US57060D1081	MarketAxess Holdings Inc.	North America	USA	05/06/2024	Annual	Against	1e 3 6	Concerns about remuneration committee performance Options/PSUs vest in less than 36 months High CEO to average NEO pay Shareholder proposal promotes appropriate accountability or incentivisation		1
1856046	US58733R1023	MercadoLibre, Inc.	North America	USA	05/06/2024	Annual	Against	1.1,2	Low shareholding requirement		1
1857674	US69608A1088	Palantir Technologies, Inc.	North America	USA	05/06/2024	Annual	Against	1.4	Concerns related to approach to board gender diversity Concerns related to shareholder value Concerns about remuneration committee performance		1
1830536	CA8849038085	Thomson Reuters Corporation	North America	Canada	05/06/2024	Annual	Against	1.6	Lack of independent representation at board committees Concerns related to approach to board diversity		1
1857288	US9311421039	Walmart Inc.	North America	USA	05/06/2024	Annual	Against	1d 1e 2 4,5,6,7,9	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity Excessive CEO pay 2- PSUs vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		2
1854717	US1696561059	Chipotle Mexican Grill, Inc.	North America	USA	06/06/2024	Annual	Against	1.4 2 6,7,8,9	Concerns about remuneration committee performance Options/PSUs vest in less than 36 months Excessive CEO pay High variable pay ratio SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		2
1857998	US2199481068	Corpay, Inc.	North America	USA	06/06/2024	Annual	Against	1h	Concerns related to approach to board gender diversity Concerns related to approach to board diversity		2
1858139	US22160N1090	CoStar Group, Inc.	North America	USA	06/06/2024	Annual	Against	1a 3	Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance Excessive CEO pay 2- High variable pay ratio 3- Options vest in less than 36 months 4- Total pay targets a range above peer median	1g	2
1858261	US23918K1088	DaVita Inc.	North America	USA	06/06/2024	Annual	All For	1f	Concerns about remuneration committee performance		2
1851170	US3666511072	Gartner, Inc.	North America	USA	06/06/2024	Annual	Against	1g 2	Concerns related to succession planning Options/PSUs vest in less than 36 months High CEO to average NEO pay		2
1857019	US3802371076	GoDaddy Inc.	North America	USA	06/06/2024	Annual	Against	1c 2	Concerns about overall board structure Concerns about remuneration committee performance Options/PSUs vest in less than 36 months High CEO to average NEO pay		1
1856950	US5500211090	Julienon athletica inc.	North America	USA	06/06/2024	Annual	Against	1d 3	Concerns about overall board structure Concerns about remuneration committee performance Low shareholding requirement Total pay targets a range above peer median Options/PSUs vest in less than 36 months Excessive CEO pay High variable pay ratio		2
1852574	US64110L1061	Netflix, Inc.	North America	USA	06/06/2024	Annual	Against	1d 3 4 8	Concerns related to succession planning Excessive CEO pay SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks	1i	2
1834120	CA76131D1033	Restaurant Brands International Inc.	North America	Canada	06/06/2024	Annual	Against	10 11 5,6,7	Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes better management of SEE opportunities and risks		1
1855328	US61945C1036	The Mosaic Company	North America	USA	06/06/2024	Annual	All For				2
1857721	US90138F1021	Twilio Inc.	North America	USA	06/06/2024	Annual	Against	1.1	Concerns about overall board structure Concerns to protect shareholder value		1



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1858349	US02079K3059	Alphabet Inc.	North America	USA	07/06/2024	Annual	Against	1i 1g 8,11,12,13,14 7,10 1j,9	Concerns related to below-board gender diversity 2- Concerns to protect shareholder value Concerns related to below-board gender diversity 2- Concerns to protect shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes enhanced shareholder rights	1d,1e	3
1848196	US03662Q1058	ANSYS, Inc.	North America	USA	07/06/2024	Annual	Against	1C 3 4	Concerns about overall board structure Concerns about remuneration committee performance Low shareholding requirement Options/PSUs vest in less than 36 months Excessive CEO pay High CEO to average NEO pay		1
1855774	US0404131064	Arista Networks, Inc.	North America	USA	07/06/2024	Annual	Against	1.1	Shareholder proposal promotes appropriate accountability or incentivisation		2
1857420	US2539681030	Digital Realty Trust, Inc.	North America	USA	07/06/2024	Annual	Against	1b 3	Concerns about remuneration committee performance No clawback policy Excessive severance High variable pay ratio		3
1835446	CA1349211054	Canadian Apartment Properties Real Estate Investm	North America	Canada	10/06/2024	Annual	Against	1.8 3	Concerns about remuneration committee performance Excessive CEO pay Low shareholding requirement High CEO to average NEO pay		1
1857997	US20030N1019	Comcast Corporation	North America	USA	10/06/2024	Annual	Against	3 4 1.5	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 Concerns about remuneration committee performance	1.1	2
1858318	US49271V1008	Keurig Dr Pepper Inc.	North America	USA	10/06/2024	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		2
1860542	US12769G1004	Caesars Entertainment, Inc.	North America	USA	11/06/2024	Annual	Against	1f 1d 4 5	Concerns about remuneration committee performance Concerns related to approach to board diversity Pay is misaligned with EOS remuneration principles Shareholder proposal promotes better management of SEE opportunities and risks		2
1857811	US35671D8570	Freeport-McMoRan, Inc.	North America	USA	11/06/2024	Annual	All For			1.1,1.12	1
1857052	US4435731009	HubSpot, Inc.	North America	USA	11/06/2024	Annual	Against	1a,1c,3	No clawback policy Options/PSUs vest in less than 36 months Excessive CEO pay High CEO to average NEO pay		1
1858455	US6311031081	Nasdaq, Inc.	North America	USA	11/06/2024	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation		2
1856884	US87165B1035	Synchrony Financial	North America	USA	11/06/2024	Annual	Against	1i 3	Concerns about remuneration committee performance Excessive CEO pay High CEO to average NEO pay		2
1855758	US90384S3031	Ulta Beauty, Inc.	North America	USA	11/06/2024	Annual	Against	1e 1b 3	Concerns about overall board structure Concerns about remuneration committee performance Options/PSUs vest in less than 36 months High variable pay ratio High CEO to average NEO pay		2
1861342	US0865161014	Best Buy Co., Inc.	North America	USA	12/06/2024	Annual	All For				2
1860399	US1491231015	Caterpillar, Inc.	North America	USA	12/06/2024	Annual	Against	1.1,2 4 5	Concerns regarding Auditor tenure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency	1,9,3	2
1862210	US2533931026	Dick's Sporting Goods, Inc.	North America	USA	12/06/2024	Annual	Against	1i 1e 2 4	Concerns about remuneration committee performance Concerns related to succession planning Concerns related to approach to board gender diversity Concerns related to shareholder value Low shareholding requirement Shareholder proposal promotes better management of SEE opportunities and risks		1
1838130	CA25675T1075	Dollarama Inc.	North America	Canada	12/06/2024	Annual	Against	1D 1E,3	Concerns related to succession planning Excessive CEO pay Low shareholding requirement High CEO to average NEO pay		1
1836316	CA26153W1095	Dream Industrial Real Estate Investment Trust	North America	Canada	12/06/2024	Annual	All For				1
1857707	US31620R3030	Fidelity National Financial, Inc.	North America	USA	12/06/2024	Annual	Against	1.4 2 3	Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns about remuneration committee performance Concerns related to shareholder rights No hedging policy No clawback policy Options/PSUs vest in less than 36 months		1
1859751	US45337C1027	Incyte Corporation	North America	USA	12/06/2024	Annual	Against	1.2 2	Concerns about remuneration committee performance Options/PSUs vest in less than 36 months High variable pay ratio		2
1858173	US7766961061	Roper Technologies, Inc.	North America	USA	12/06/2024	Annual	Against	2 2 4	1. Excessive CEO pay 2. High variable pay ratio 3. High CEO to average NEO pay SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes enhanced shareholder rights	1.8	2
1858473	US8725901040	T-Mobile US, Inc.	North America	USA	12/06/2024	Annual	Against	1.13	Lack of independence on board Lack of independent representation at board committees Concerns related to approach to board gender diversity		2
1860362	US87612E1064	Target Corporation	North America	USA	12/06/2024	Annual	Against	1i 1i,2 3 5,6	Concerns about remuneration committee performance Concerns regarding Auditor tenure Low shareholding requirement SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		2
1858278	US0844231029	W. R. Berkley Corporation	North America	USA	12/06/2024	Annual	Against	1d 1e 2	Concerns about remuneration committee performance Concerns related to succession planning Concerns about overall board structure No hedging policy Excessive CEO pay		2
1854278	US29786A1060	Etsy, Inc.	North America	USA	13/06/2024	Annual	Against	1c 2 4	Concerns about overall board structure Concerns to protect shareholder value Concerns about remuneration committee performance Low shareholding requirement No clawback policy Excessive CEO pay High variable pay ratio Pay is misaligned with EOS remuneration principles		2
1857423	US36467J1088	Gaming and Leisure Properties, Inc.	North America	USA	13/06/2024	Annual	Against	1.5 1.6 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity Excessive CEO pay High CEO to average NEO pay		1
1860408	US3687361044	Generac Holdings Inc.	North America	USA	13/06/2024	Annual	Against	1.2 1.1 3 4	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns about overall board structure Options/PSUs vest in less than 36 months High CEO to average NEO pay Pay is misaligned with EOS remuneration principles		1
1858516	US45687V1061	Indersoll Rand Inc.	North America	USA	13/06/2024	Annual	All For				2
1860429	US5380341090	Live Nation Entertainment, Inc.	North America	USA	13/06/2024	Annual	Against	1.4 1.8 3 1.7	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity Insufficient action taken on low say-on-pay results Low shareholding requirement Overboarded/ Too many other time commitments		2



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1860291	US6098391054	Monolithic Power Systems, Inc.	North America	USA	13/06/2024	Annual	Against	1.1 3 4	Concerns related to succession planning Concerns related to approach to board gender diversity Concerns about overall board structure Concerns about remuneration committee performance Low shareholding requirement Total pay targets a range above peer median No hedging policy No clawback policy Excessive CEO pay		2
1858404	US61174X1090	Monster Beverage Corporation	North America	USA	13/06/2024	Annual	Against	1,10	Concerns related to succession planning Concerns related to approach to board diversity		2
1856850	US88160R1014	Tesla, Inc.	North America	USA	13/06/2024	Annual	Against	1a 4 3 2 2b 6,11 8,9,12 7	Shareholder proposal promotes appropriate accountability or incentivisation Concerns related to approach to board gender diversity 1. Concerns related to approach to board gender diversity 2. Concerns related to approach to board diversity 3. Concerns about overall board structure 4. Inadequate management of climate-related risks 1. Pay is misaligned with EOS remuneration principles 2. Excessive CEO pay Concerns to protect shareholder value EOS manual override Lack of independence on board SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights		2
1842891	CA2499061083	The Descartes Systems Group Inc.	North America	Canada	13/06/2024	Annual	Against	1.2 4	Concerns about remuneration committee performance High variable pay ratio Excessive CEO pay		1
1841130	US92936U1097	W. P. Carey Inc.	North America	USA	13/06/2024	Annual	All For				1
1858576	US96145D1054	WestRock Company	North America	USA	13/06/2024	Special	All For				2
1862175	US98980L1017	Zoom Video Communications, Inc.	North America	USA	13/06/2024	Annual	Against	1.3 3	Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns about overall board structure Concerns related to shareholder value Concerns about remuneration committee performance		1
1856922	US19260Q1076	Coinbase Global, Inc.	North America	USA	14/06/2024	Annual	Against	1.7 1.6	Insufficient action taken on low say-on-pay results Low shareholding requirement Concerns about remuneration committee performance Lack of independent representation at board committees Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns related to shareholder value		1
1858428	US34959E1091	Fortinet, Inc.	North America	USA	14/06/2024	Annual	All For				2
1856870	US75886F1075	Regeneron Pharmaceuticals, Inc.	North America	USA	14/06/2024	Annual	Against	1c 4	Concerns about overall board structure Concerns related to shareholder value Concerns related to succession planning Shareholder proposal promotes enhanced shareholder rights		2
1862991	US22788C1053	CrowdStrike Holdings, Inc.	North America	USA	18/06/2024	Annual	Against	1,2,1,3,3	Excessive perquisites No clawback policy Options/PSUs vest in less than 36 months Excessive CEO pay High variable pay ratio		1
1857931	US57636Q1040	Mastercard Incorporated	North America	USA	18/06/2024	Annual	Against	1c,2,4	Shareholder proposal promotes transparency		2
1859103	US59156R1086	MetLife, Inc.	North America	USA	18/06/2024	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation		2
1863480	US98138H1014	Workday, Inc.	North America	USA	18/06/2024	Annual	Against	1c 3 3a,4 d	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles Concerns to protect shareholder value Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns to protect shareholder value		1
1857658	US92537N1081	Vertiv Holdings Co.	North America	USA	19/06/2024	Annual	Against				1
1858381	US09062X1037	Biogen Inc.	North America	USA	20/06/2024	Annual	All For				2
1859090	US2473617023	Delta Air Lines, Inc.	North America	USA	20/06/2024	Annual	Against	1e,1i,2,5	Shareholder proposal promotes better management of SEE opportunities and risks		1
1863238	US2567461080	Dollar Tree, Inc.	North America	USA	20/06/2024	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation		2
1858402	US25809K1051	DoorDash, Inc.	North America	USA	20/06/2024	Annual	Against	1a	Concerns about overall board structure Concerns to protect shareholder value		1
1857004	US2786421030	eBay Inc.	North America	USA	20/06/2024	Annual	Against	1a 3 3	Concerns about remuneration committee performance Total pay targets a range above peer median Excessive CEO pay High variable pay ratio		2
1851189	US29476L1070	Equity Residential	North America	USA	20/06/2024	Annual	Against	1.3 3 3	Concerns about remuneration committee performance No clawback policy Options/PSUs vest in less than 36 months Excessive CEO pay		3
1864308	US6792951054	Okta, Inc.	North America	USA	20/06/2024	Annual	Against	1.3 3	Concerns about overall board structure Concerns to protect shareholder value Concerns about remuneration committee performance No clawback policy Excessive CEO pay High variable pay ratio		1
1860450	US57667L1070	Match Group, Inc.	North America	USA	21/06/2024	Annual	Against	1c	Concerns about overall board structure		2
1859088	US03769M1062	Apollo Global Management, Inc.	North America	USA	24/06/2024	Annual	Against	1.1 1,10	Concerns about remuneration committee performance Concerns related to approach to board diversity		1
1847439	CA11284V1058	Brookfield Renewable Corporation	North America	Canada	24/06/2024	Annual	All For				1
1864306	US14313H1027	CarMax, Inc.	North America	USA	25/06/2024	Annual	Against	1b 1e 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns about overall board structure Inadequate management of climate-related risks Low shareholding requirement		1
1859532	US30212P3038	Expedia Group, Inc.	North America	USA	25/06/2024	Annual	Against	1g 1i	Concerns related to shareholder value Overboarded/Too many other time commitments		2
1866729	US60937P1066	MongoDB, Inc.	North America	USA	25/06/2024	Annual	Against	1,1	Concerns about overall board structure Concerns to protect shareholder value		1
1865677	US67066G1040	NVIDIA Corporation	North America	USA	26/06/2024	Annual	Against	4	SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes enhanced shareholder rights		3
1859569	US91307C1027	United Therapeutics Corporation	North America	USA	26/06/2024	Annual	Against	1i 1a 2	Concerns about remuneration committee performance Concerns related to succession planning No clawback policy Excessive CEO pay High variable pay ratio		1
1866228	US0708301041	Bath & Body Works, Inc.	North America	USA	27/06/2024	Annual	All For				2
1867469	US24703L2025	Dell Technologies Inc.	North America	USA	27/06/2024	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks	1.8	1
1866722	US79466L3024	Salesforce, Inc.	North America	USA	27/06/2024	Annual	Against	1j 5 6	Concerns about remuneration committee performance Excessive perquisites Low shareholding requirement Options/PSUs vest in less than 36 months Excessive CEO pay High variable pay ratio		2
1866092	US5010441013	The Kroger Co.	North America	USA	27/06/2024	Annual	Against	1g 1d,3 2 6	Shareholder proposal promotes appropriate accountability or incentivisation Concerns about remuneration committee performance Concerns regarding Auditor tenure Low shareholding requirement No clawback policy Options/PSUs vest in less than 36 months SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		2
1823178	GB0009895292	AstraZeneca PLC	United Kingdom	United Kingdom	11/04/2024	Annual	Against	6,7,8	Pay is misaligned with EOS remuneration principles		2
1831942	GB00B52N1N88	SEGRO PLC	United Kingdom	United Kingdom	18/04/2024	Annual	All For				1
1822286	GB00BM8P1Y71	NatWest Group Plc	United Kingdom	United Kingdom	23/04/2024	Annual	All For				1
1826536	GB0008782301	Taylor Wimpey Plc	United Kingdom	United Kingdom	23/04/2024	Annual	Against				1
1832442	JE00B783TY65	Aptiv Plc	United Kingdom	Jersey	24/04/2024	Annual	All For				1



Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type	Voicing Action	Agenda Item Numbers	Voicing Explanation	Vote By Exception	Ballot Count
1825288	GB00B0744B38	Bunzl Plc	United Kingdom	United Kingdom	24/04/2024	Annual	All For				1
1830731	GB00B02J6398	Admiral Group Plc	United Kingdom	United Kingdom	25/04/2024	Annual	Against	2,3	Concerns to protect shareholder value		1
1824071	GB00B0LCW083	Hikma Pharmaceuticals Plc	United Kingdom	United Kingdom	25/04/2024	Annual	Against	8	Lack of independent representation at board committees		1
1837459	GB00B0SWJX34	London Stock Exchange Group plc	United Kingdom	United Kingdom	25/04/2024	Annual	Against	4	Pay is misaligned with EOS remuneration principles		1
1821707	GB00B2B0DG97	RELX Plc	United Kingdom	United Kingdom	25/04/2024	Annual	Against	2	Pay is misaligned with EOS remuneration principles		1
1834730	GB0006776081	Pearson Plc	United Kingdom	United Kingdom	26/04/2024	Annual	Against	6	Concerns about remuneration committee performance		1
1826076	GB0009223206	Smith & Nephew plc	United Kingdom	United Kingdom	01/05/2024	Annual	Against	13	Pay is misaligned with EOS remuneration principles		1
1819178	GB00B10RZP78	Unilever Plc	United Kingdom	United Kingdom	01/05/2024	Annual	All For	2,3,19	Failure to provide DEI disclosures in line with UK listing rules		1
1804988	GB00B0YBM80	Aviva Plc	United Kingdom	United Kingdom	02/05/2024	Annual	Abstain		Pay is misaligned with EOS remuneration principles	2,3,10	1
1843725	GB00BNGDN821	Metrose Industries Plc	United Kingdom	United Kingdom	02/05/2024	Annual	All For	11			1
1822290	GB00B24CGK77	Reckitt Benckiser Group Plc	United Kingdom	United Kingdom	02/05/2024	Annual	Against	2	Pay is misaligned with EOS remuneration principles		1
1809396	GB0005405286	HSBC Holdings Plc	United Kingdom	United Kingdom	03/05/2024	Annual	All For				1
1823067	GB00BHJYC057	InterContinental Hotels Group Plc	United Kingdom	United Kingdom	03/05/2024	Annual	Against	2	Pay is misaligned with EOS remuneration principles		1
1824034	GB00BMWC6P49	Mondi Plc	United Kingdom	United Kingdom	03/05/2024	Annual	All For				1
1828807	GB00BN7SWP63	GSK Plc	United Kingdom	United Kingdom	08/05/2024	Annual	Against	2	Pay is misaligned with EOS remuneration principles		1
1827686	GB00BMX86B70	Haleon Plc	United Kingdom	United Kingdom	08/05/2024	Annual	Against	4	Failure to provide DEI disclosures in line with UK listing rules		1
1830733	GB00B082RF11	Rentokil Initial Plc	United Kingdom	United Kingdom	08/05/2024	Annual	All For	12	Overboarded/Too many other time commitments		1
1837660	JE00B8KF9B49	WPP Plc	United Kingdom	Jersey	08/05/2024	Annual	Against	2	Pay is misaligned with EOS remuneration principles		1
1823503	GB001348658	Barclays PLC	United Kingdom	United Kingdom	09/05/2024	Annual	All For	3			1
1826520	GB0002652740	Derwent London Plc	United Kingdom	United Kingdom	10/05/2024	Annual	All For				1
1824559	GB0004082847	Standard Chartered Plc	United Kingdom	United Kingdom	10/05/2024	Annual	All For				1
1845718	GB0004082847	Standard Chartered Plc	United Kingdom	United Kingdom	10/05/2024	Special	All For				1
1840441	GB00BGXQNP29	Phoenix Group Holdings Plc	United Kingdom	United Kingdom	14/05/2024	Annual	All For				1
1852937	GB0000811801	Barrat Developments Plc	United Kingdom	United Kingdom	15/05/2024	Special	All For				1
1824033	GB0008706128	Lloyds Banking Group Plc	United Kingdom	United Kingdom	16/05/2024	Annual	All For				1
1837278	GB0032089863	Nest Plc	United Kingdom	United Kingdom	16/05/2024	Annual	Against	2	Pay is misaligned with EOS remuneration principles		1
1825961	GB0006928617	The LINITE Group Plc	United Kingdom	United Kingdom	16/05/2024	Annual	All For				1
1835383	GB00BDCPN049	Coca-Cola Europacific Partners plc	United Kingdom	United Kingdom	22/05/2024	Annual	Against	4,6	Concerns related to inappropriate membership of committees		1
1830129	GB0005603997	Legal & General Group Plc	United Kingdom	United Kingdom	23/05/2024	Annual	All For	23	Concerns to protect shareholder value		1
1817934	GB0007099541	Prudential Plc	United Kingdom	United Kingdom	23/05/2024	Annual	Against	2	Pay is misaligned with EOS remuneration principles		1
1827323	GB00B62G9D36	Shaftebury Capital Plc	United Kingdom	United Kingdom	23/05/2024	Annual	Against	4	Failure to provide DEI disclosures in line with UK listing rules		1
1830073	GB0031638363	Intertek Group Plc	United Kingdom	United Kingdom	24/05/2024	Annual	Against	6	Failure to provide DEI disclosures in line with UK listing rules		1
1824015	JE00B4T3BW64	Glencore Plc	United Kingdom	Jersey	29/05/2024	Annual	Against	12	Inadequate management of climate-related risks		1
1852284	JE00B1VNS43	Ferguson Plc	United Kingdom	Jersey	30/05/2024	Special	Against	2,D	Concerns related to shareholder rights		2
1822118	GB00B033F229	Centrica Plc	United Kingdom	United Kingdom	05/06/2024	Annual	Against	2,G	Poison pill/anti-takeover measure not in investors interests		1
1856883	GB00BMVP7Y09	Royalty Pharma Plc	United Kingdom	United Kingdom	06/06/2024	Annual	Against	1g	Pay is misaligned with EOS remuneration principles		1
1847855	GB00BLGZ9862	Tesco Plc	United Kingdom	United Kingdom	14/06/2024	Annual	All For		Concerns related to approach to board gender diversity		1
1860820	GB00B1KJ408	Whitbread Plc	United Kingdom	United Kingdom	18/06/2024	Annual	Against	7	Failure to provide DEI disclosures in line with UK listing rules		1
1838536	GB0033195214	Kingfisher plc	United Kingdom	United Kingdom	20/06/2024	Annual	All For	2	Pay is misaligned with EOS remuneration principles		1
1857578	GB00BMJ6DW54	Informa Plc	United Kingdom	United Kingdom	21/06/2024	Annual	Against	5	Concerns about overall board structure		1
1869015	GB00B1YW4409	3i Group PLC	United Kingdom	United Kingdom	27/06/2024	Annual	Against	12,13	Pay is misaligned with EOS remuneration principles		1
								2	Pay is misaligned with EOS remuneration principles		1