

Q4 2023 Voting Disclosure



Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation	Vote By Exception	Ballot Count
1793948	HK0083000502	Sino Land Company Limited	Asia	Hong Kong	25/10/2023	Annual	Against	3.1 3.4 5.2,5.3 3.2,3.3,3.5	Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Combined CEO/Chair Concerns related to inappropriate membership of committees Lack of independence on board Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board		2
1796777	HK0000608585	New World Development Company Limited	Asia	Hong Kong	02/11/2023	Extraordinary Shareholders	All For				
1795157	HK0016000132	Sun Hung Kai Properties Limited	Asia	Hong Kong	02/11/2023	Annual	Against	3.1d 3.1c 6 7 3.1a,3.1b,3.1f	Concerns related to succession planning Concerns related to approach to board gender diversity Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board		2
1799188	HK0000608585	New World Development Company Limited	Asia	Hong Kong	21/11/2023	Annual	Against	3a 6 3c,3e,3f 7	Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board Pay is misaligned with EOS remuneration principles		1
1798792	JP3046390005	Daiwa House REIT Investment Corp.	Asia	Japan	28/11/2023	Special	All For				1
1802817	JP3802300008	FAST RETAILING CO., LTD.	Asia	Japan	30/11/2023	Annual	Against	1.2,1.3 1.1	Concern about independence due to tenure Concern about overall gender diversity at the board		1
1798793	JP3039710003	Japan Metropolitan Fund Investment Corp.	Asia	Japan	30/11/2023	Special	All For				2
1802624	JP3311400000	CyberAgent, Inc.	Asia	Japan	08/12/2023	Annual	Against	3.2 2.4	Concerns related to succession planning Lack of independence on board		1
1806024	JP3046190009	Invincible Investment Corp.	Asia	Japan	21/12/2023	Special	All For				1
1790775	SG1J26887955	Singapore Exchange Limited	Asia	Singapore	05/10/2023	Annual	All For				1
1793202	SG1U68934629	Keppel Limited	Asia	Singapore	18/10/2023	Extraordinary Shareholders	All For				1
1794385	SGXC61949712	Lendlease Global Commercial REIT	Asia	Singapore	31/10/2023	Annual	All For				1
1789638	AU000000CBA7	Commonwealth Bank of Australia	Australia & New Zealand	Australia	11/10/2023	Annual	All For				1
1787499	AU000000CSL8	CSL Limited	Australia & New Zealand	Australia	11/10/2023	Annual	Against	4.5	Pay is misaligned with EOS remuneration principles		1
1706079	AU000000IAG3	Insurance Australia Group Ltd.	Australia & New Zealand	Australia	11/10/2023	Annual	Against	2	Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles		1
1782335	AU000000AZJ1	Aurizon Holdings Limited	Australia & New Zealand	Australia	12/10/2023	Annual	All For	4.5			1
1788094	AU000000BXB1	Brambles Limited	Australia & New Zealand	Australia	12/10/2023	Annual	Against	6	Concerns regarding Auditor tenure		1
1759133	AU000000NCM7	Newcrest Mining Ltd.	Australia & New Zealand	Australia	13/10/2023	Court	All For				1
1791619	AU000000SGP0	Stockland	Australia & New Zealand	Australia	16/10/2023	Annual	Against	5.6	Pay is misaligned with EOS remuneration principles		2
1782599	AU000000TWE9	Treasury Wine Estates Limited	Australia & New Zealand	Australia	16/10/2023	Annual	Against	2d,2f,3,4	Pay is misaligned with EOS remuneration principles		1
1782595	AU000000COH5	Cochlear Limited	Australia & New Zealand	Australia	17/10/2023	Annual	Against	3.2 2.1,4.1	Concerns regarding Auditor tenure Pay is misaligned with EOS remuneration principles		1
1784080	AU000000IEL5	IDP Education Limited	Australia & New Zealand	Australia	17/10/2023	Annual	Against	2a,3	Pay is misaligned with EOS remuneration principles		1
1782964	AU000000TLS2	Telstra Group Limited	Australia & New Zealand	Australia	17/10/2023	Annual	Against	3a,4a,4b,5	Pay is misaligned with EOS remuneration principles		1
1709527	AU000000ASX7	ASX Limited	Australia & New Zealand	Australia	19/10/2023	Annual	Against	3	Pay is misaligned with EOS remuneration principles		1
1778429	AU00000219529	The Lottery Corporation Limited	Australia & New Zealand	Australia	19/10/2023	Annual	Against	3.4	Pay is misaligned with EOS remuneration principles		1
1771935	AU000000TCL6	Transurban Group Ltd.	Australia & New Zealand	Australia	19/10/2023	Annual	Against	2b	Concerns regarding Auditor tenure		2
1784353	AU00000253502	Region Group	Australia & New Zealand	Australia	23/10/2023	Annual	Against	1.5	Pay is misaligned with EOS remuneration principles		1
1782775	AU000000DXS1	Dexus	Australia & New Zealand	Australia	25/10/2023	Annual	Against	1	Pay is misaligned with EOS remuneration principles		2
1784770	AU000000WES1	Wesfarmers Limited	Australia & New Zealand	Australia	26/10/2023	Annual	Against	2b,3,4	Pay is misaligned with EOS remuneration principles		1
1793231	AU000000WOW2	Woolworths Group Limited	Australia & New Zealand	Australia	26/10/2023	Annual	Against	2a	Concerns regarding Auditor tenure		1
1782766	AU00000154833	Endeavour Group Ltd. (Australia)	Australia & New Zealand	Australia	31/10/2023	Annual	All For				1
1783227	AU000000VCX7	Vicinity Centres	Australia & New Zealand	Australia	01/11/2023	Annual	Against	2	Pay is misaligned with EOS remuneration principles		1
1791456	AU00000030678	Coles Group Limited	Australia & New Zealand	Australia	03/11/2023	Annual	Against	2.3	Pay is misaligned with EOS remuneration principles		1
1762123	AU000000QAN2	Qantas Airways Limited	Australia & New Zealand	Australia	03/11/2023	Annual	Against	2d,3,4	Pay is misaligned with EOS remuneration principles		1
1791682	AU000000GGM2	Goodman Group	Australia & New Zealand	Australia	14/11/2023	Annual	Against	1.3	Concerns regarding Auditor tenure		1
1797172	AU000000MIN4	Mineral Resources Limited	Australia & New Zealand	Australia	16/11/2023	Annual	All For				1
1781961	AU000000REA9	REA Group Ltd	Australia & New Zealand	Australia	16/11/2023	Annual	Against	2.3	Pay is misaligned with EOS remuneration principles		1
1792553	AU000000SHL7	Sonic Healthcare Limited	Australia & New Zealand	Australia	16/11/2023	Annual	Against	2 5,6,8,9	Concerns regarding Auditor tenure Pay is misaligned with EOS remuneration principles		1
1797670	AU000000BSL0	Bluescope Steel Limited	Australia & New Zealand	Australia	21/11/2023	Annual	Against	2b	Concerns regarding Auditor tenure		1
1798510	AU000000FMG4	Fortescue Ltd.	Australia & New Zealand	Australia	21/11/2023	Annual	Against	3 1 2	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles Independent Chairman/adequate management of climate-related risks		1
1792505	AU000000MPL3	Medibank Private Ltd.	Australia & New Zealand	Australia	22/11/2023	Annual	Against	3.4	Pay is misaligned with EOS remuneration principles		1
1790991	AU000000PLS0	Pilbara Minerals Ltd.	Australia & New Zealand	Australia	23/11/2023	Annual	Against	1.6	Pay is misaligned with EOS remuneration principles		1
1797722	AU000000WTC3	WiseTech Global Limited	Australia & New Zealand	Australia	24/11/2023	Annual	Against	3	Concerns related to inappropriate membership of committees/Concerns regarding Auditor tenure		1
1803755	AU000000OR11	Orica Ltd.	Australia & New Zealand	Australia	13/12/2023	Annual	Against	3.5	Pay is misaligned with EOS remuneration principles		1
1756889	AU000000WBC1	Westpac Banking Corp.	Australia & New Zealand	Australia	14/12/2023	Annual	Against	2 6b	Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
1797173	AU000000NAB4	National Australia Bank Limited	Australia & New Zealand	Australia	15/12/2023	Annual	Against	2 5b	Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
1791270	AU000000ANZ3	ANZ Group Holdings Limited	Australia & New Zealand	Australia	21/12/2023	Annual	All For				1
1717129	NZEBOE0001S6	EBOS Group Limited	Australia & New Zealand	New Zealand	24/10/2023	Annual	Against	3 2	Concerns regarding Auditor tenure Pay is misaligned with EOS remuneration principles		1
1783231	NZTELE0001S4	Spark New Zealand Ltd.	Australia & New Zealand	New Zealand	03/11/2023	Annual	All For				1
1794488	IL0011301780	Wix.com Ltd.	Emerging Markets	Israel	06/11/2023	Annual	Against	2	Pay is misaligned with EOS remuneration principles		1
1793917	IL0006625771	Bank Hapoalim BM	Emerging Markets	Israel	08/11/2023	Annual	Abstain	4.7	Concerns about candidate's experience/skills		1
1803306	IL0006954379	Mizrachi Telahot Bank Ltd.	Emerging Markets	Israel	20/12/2023	Annual	Against	A,B1,B2	Administrative declaration		1
1802646	BE0003470755	Solvay SA	Europe	Belgium	08/12/2023	Extraordinary Shareholders	Against	A,B1,B2 18	Administrative declaration Inappropriate use of one-time awards 2- Pay is misaligned with EOS remuneration principles		1
1804341	DK0060448595	Coloplast A/S	Europe	Denmark	07/12/2023	Annual	Abstain	8,10,12 7.1	Poison pill/anti-takeover measure not in investors interests Concerns related to inappropriate membership of committees		1
1793100	FR0000120693	Pernod Ricard SA	Europe	France	10/11/2023	Annual/Special	Against	4.6,3 9,10	Pay is misaligned with EOS remuneration principles		2
1802099	FR0000121220	Sodexo SA	Europe	France	15/12/2023	Annual/Special	All For				1
1782326	IE00B1N1Y115	Medtronic Plc	Europe	Ireland	19/10/2023	Annual	All For				2
1789119	IE00BKVD2N49	Seagate Technology Holdings Plc	Europe	Ireland	23/10/2023	Annual	All For				2
1792538	IT0005239360	UniCredit SpA	Europe	Italy	27/10/2023	Extraordinary Shareholders	All For				2
1790190	IT0000062957	Mediobanca Banca di Credito Finanziario SpA	Europe	Italy	28/10/2023	Annual/Special	Against	3a,2			1
1781169	CH1300646267	Bunge Global SA	Europe	Switzerland	05/10/2023	Extraordinary Shareholders	All For				2

Q4 2023 Voting Disclosure

Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation	Vote By Exception	Ballot Count
1784333	US7496851038	RPM International Inc.	North America	USA	05/10/2023	Annual	Against	1.3 1.2	Concerns around tenure and independence Concerns related to approach to board gender diversity Concerns related to approach to board diversity		1
1783463	US03769M1062	Apollo Global Management, Inc.	North America	USA	06/10/2023	Annual	Against	1.10	Concerns about overall board structure		1
1785009	US7427181091	The Procter & Gamble Company	North America	USA	10/10/2023	Annual	Against	1n,2 7	Concerns related to approach to board diversity Concerns regarding Auditor tenure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights		3
1789183	US6516391066	Newmont Corporation	North America	USA	11/10/2023	Special	All For				2
1787740	US7043261079	Paychex, Inc.	North America	USA	12/10/2023	Annual	Against	1g	Concerns related to succession planning Concerns related to approach to board gender diversity Concerns related to approach to board diversity		2
1790461	US9778521024	Wolfspeed, Inc.	North America	USA	23/10/2023	Annual	Against	1.1 1.7 5 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Excessive CEO pay Total pay targets a range above peer median Pay is misaligned with EOS remuneration principles		1
1791222	US1729081059	Cintas Corporation	North America	USA	24/10/2023	Annual	Against	1h 5,6	Concerns related to board gender diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		2
1792867	US7010941042	Parker-Hannifin Corporation	North America	USA	25/10/2023	Annual	Against	1h 2	Concerns about remuneration committee performance High variable pay ratio Excessive CEO pay Options/PSUs vest in less than 36 months Excessive severance		2
1791376	US09073M1045	Bio-Techne Corporation	North America	USA	26/10/2023	Annual	Against	2b 2a 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity Low shareholding requirement		2
1792700	US4824801009	KLA Corporation	North America	USA	01/11/2023	Annual	Against	1.6 3	Concerns about remuneration committee performance Low shareholding requirement High variable pay ratio Excessive CEO pay		2
1792954	US8760301072	Tapestry, Inc.	North America	USA	02/11/2023	Annual	Against	1b 3	Concerns about remuneration committee performance Low shareholding requirement		1
1793782	US5128071082	Lam Research Corporation	North America	USA	07/11/2023	Annual	Against	2 1c	High CEO to average NEO pay High variable pay ratio Options/PSUs vest in less than 36 months Concerns about remuneration committee performance		2
1792699	US0530151036	Automatic Data Processing, Inc.	North America	USA	08/11/2023	Annual	All For				2
1793840	US1113311034	Broadridge Financial Solutions, Inc.	North America	USA	09/11/2023	Annual	Against	1h 2	Concerns about remuneration committee performance High variable pay ratio Excessive CEO pay Options/PSUs vest in less than 36 months		2
1795664	US4262811015	Jack Henry & Associates, Inc.	North America	USA	14/11/2023	Annual	All For				2
1793638	US14149Y1082	Cardinal Health, Inc.	North America	USA	15/11/2023	Annual	Against	5	Shareholder proposal promotes appropriate accountability or incentivisation		2
1795333	US65249B1098	News Corp	North America	USA	15/11/2023	Annual	Against	1c 1d 3	Concerns about remuneration committee performance Concerns related to shareholder value Concerns with non-executive director compensation 2- Insufficient disclosure 3- Low shareholding requirement		1
1792958	US68389X1054	Oracle Corporation	North America	USA	15/11/2023	Annual	Against	4,6,7	Shareholder proposal promotes better management of SEE opportunities and risks	1.6	2
1795575	US1890541097	The Clorox Company	North America	USA	15/11/2023	Annual	All For				2
1794902	US9581021055	Western Digital Corporation	North America	USA	15/11/2023	Annual	Against	1h	Concerns related to approach to board diversity		2
1795558	US7611521078	ResMed Inc.	North America	USA	16/11/2023	Annual	Against	1h 3	Concerns about remuneration committee performance High variable pay ratio Options/PSUs vest in less than 36 months		2
1792950	US35137L1052	Fox Corporation	North America	USA	17/11/2023	Annual	Against	1g	Concerns related to approach to board gender diversity Concerns related to shareholder value Combined CEO/Chairman		2
1795578	US8718291078	Sysco Corporation	North America	USA	17/11/2023	Annual	Against	1i 2 5	Concerns about remuneration committee performance High CEO to average NEO pay High variable pay ratio Options/PSUs vest in less than 36 months Shareholder proposal promotes better management of SEE opportunities and risks		2
1793993	US5184391044	The Estee Lauder Companies, Inc.	North America	USA	17/11/2023	Annual	Against	1a,3	Excessive CEO pay No hedging policy Options/PSUs vest in less than 36 months		2
1797902	US1344291091	Campbell Soup Company	North America	USA	29/11/2023	Annual	Against	6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		2
1801525	US8486371045	Splunk Inc.	North America	USA	29/11/2023	Special	All For				1
1798235	US0494681010	Atlassian Corporation	North America	USA	06/12/2023	Annual	Against	1i	Concerns related to shareholder value Concerns related to shareholder rights		1
1797911	US17275R1023	Cisco Systems, Inc.	North America	USA	06/12/2023	Annual	Against	1e 3 6	Concerns about remuneration committee performance Excessive executive chair compensation 2- High variable pay ratio 3- Inappropriate use of one-time awards SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency		2
1799887	US91879Q1094	Vail Resorts, Inc.	North America	USA	06/12/2023	Annual	Against	1d 3	Concerns about remuneration committee performance Low shareholding requirement		1
1800133	US0900431000	Bill Holdings, Inc.	North America	USA	07/12/2023	Annual	Against	1.4 1.2 3	Concerns about remuneration committee performance Concerns to protect shareholder value Concerns about overall board structure High variable pay ratio Options/PSUs vest in less than 36 months Excessive CEO pay		1
1798481	US5949181045	Microsoft Corporation	North America	USA	07/12/2023	Annual	Against	1.09 2 9 11,13 10	Concerns about remuneration committee performance High variable pay ratio 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 better management of ESG opportunities and risks 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency		3
1800121	US2172041061	Copart, Inc.	North America	USA	08/12/2023	Annual	Against	1.8 1.5 2	Concerns related to succession planning Concerns related to approach to board gender diversity Concerns related to approach to board diversity EOS manual override, concerns around compensation structure EOS manual override, due to a lack of responsiveness to shareholders following the low vote in support of last year's say on pay proposal, especially on the attainment of personal goals		2
1800725	US6974351057	Palo Alto Networks, Inc.	North America	USA	12/12/2023	Annual	Against	1d 1b 3 4	Concerns about overall board structure Concerns about remuneration committee performance Excessive perquisites High variable pay ratio Excessive CEO pay High CEO to average NEO pay Pay is misaligned with EOS remuneration principles		2
1799403	US29109X1063	Aspen Technology, Inc.	North America	USA	14/12/2023	Annual	Against	1g	Lack of independent representation at board committees Concerns related to approach to board gender diversity		1
1800448	US3030751057	FactSet Research Systems Inc.	North America	USA	14/12/2023	Annual	Against	1a	Concerns about overall board structure		2
1802335	US92556V1061	Viatis Inc.	North America	USA	15/12/2023	Annual	Against	1B	Concerns related to approach to board gender diversity		2

Q4 2023 Voting Disclosure



Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation	Vote By Exception	Ballot Count
1801334	US0533321024	AutoZone, Inc.	North America	USA	20/12/2023	Annual	Against	1.8 3	Concerns about remuneration committee performance High variable pay ratio Options/PSUs vest in less than 36 months Excessive CEO pay High CEO to average NEO pay		2
1793470	JE00BJ1F3079	Amcor Plc	United Kingdom	Jersey	08/11/2023	Annual	All For				2
1793553	JE00BJVNSS43	Ferguson Plc	United Kingdom	Jersey	28/11/2023	Annual	Against	1h	Concerns related to below-board gender diversity Concerns related to approach to board diversity		2
1775760	GB00BM805M07	JD Sports Fashion Plc	United Kingdom	United Kingdom	09/10/2023	Special	All For				1
1789220	GB0000811801	Barratt Developments Plc	United Kingdom	United Kingdom	18/10/2023	Annual	All For				1
1779181	GB00B1WY2338	Smiths Group Plc	United Kingdom	United Kingdom	16/11/2023	Annual	All For				1
1802654	GB0006731235	Associated British Foods Plc	United Kingdom	United Kingdom	08/12/2023	Annual	All For				1
1756198	GB00B1VZ0M25	Hargreaves Lansdown Plc	United Kingdom	United Kingdom	08/12/2023	Annual	Against	4	Pay is misaligned with EOS remuneration principles		1