



Q4 2024 - VOTING DISCLOSURE

Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation	Vote By Exception	Ballot Count
1900555	HK0083000502	Sino Land Company Limited	Asia	Hong Kong	23/10/2024	Annual	Against	3.1 3.4 5.2,5.3	Concerns related to approach to board gender diversityConcerns related to succession planningOverboarded/Too many other time commitments		2
1896418	HK0016000132	Sun Hung Kai Properties Limited	Asia	Hong Kong	07/11/2024	Annual	Against	3.1a,3.1b,3.1d,3.1e,3.1f,6.7	Concerns related to inappropriate membership of committeesLack of independence on board		1
1909383	JP3802300008	FAST RETAILING CO., LTD.	Asia	Japan	28/11/2024	Annual	Against	2.1 2.2,2.3,3.1	Concerns related to approach to board gender diversity		1
1908939	JP3027680002	Japan Real Estate Investment Corp.	Asia	Japan	11/12/2024	Special	All For		Concerns related to succession planning		1
1913600	JP3048190009	Invincible Investment Corp.	Asia	Japan	19/12/2024	Special	All For				1
1912999	JP3771800004	Hamamatsu Photonics K.K.	Asia	Japan	20/12/2024	Annual	Against	3.3	Concerns about overall board structure		1
1908890	SG126387952	CapitaLife Commercial Trust	Asia	Singapore	10/10/2024	Annual	All For				1
1903171	SG1M51904854	Capital and Integrated Commercial Trust	Asia	Singapore	29/10/2024	Extraordinary Shareholders	All For				1
1901966	SGXC61549712	Landsec Global Commercial REIT	Asia	Singapore	29/10/2024	Annual	All For				1
1828830	AU00000219529	The Lottory Corporation Limited	Australia & New Zealand	Australia	01/10/2024	Annual	Against	3	Pay is misaligned with EOS remuneration principles		1
1880099	AU0000000REAG	REA Group Ltd	Australia & New Zealand	Australia	09/10/2024	Annual	Against	3b	Lack of independence on board Overboarded/Too many other time commitments		1
1833489	AU0000000TL52	Telstra Group Limited	Australia & New Zealand	Australia	15/10/2024	Annual	Against	5 4b	Pay is misaligned with EOS remuneration principles		1
1833339	AU0000000CBA7	Commonwealth Bank of Australia	Australia & New Zealand	Australia	16/10/2024	Annual	All For		Pay is misaligned with EOS remuneration principles		1
1891075	AU0000000SGP9	Stockland	Australia & New Zealand	Australia	21/10/2024	Annual	Against	5,6,7	Pay is misaligned with EOS remuneration principles		1
1874549	AU0000000SUN6	Suncorp Group Limited	Australia & New Zealand	Australia	22/10/2024	Annual	Against	7,8	Pay is misaligned with EOS remuneration principles		1
1879089	AU0000000TCL6	Transurban Group Ltd	Australia & New Zealand	Australia	22/10/2024	Annual	Against	3	Pay is misaligned with EOS remuneration principles		1
1889057	AU0000000EXB1	Brambles Limited	Australia & New Zealand	Australia	24/10/2024	Annual	All For	3	Pay is misaligned with EOS remuneration principles		1
1805783	AU0000000IAC3	Insurance Australia Group Limited	Australia & New Zealand	Australia	24/10/2024	Annual	Against	5	Pay is misaligned with EOS remuneration principles		1
1889958	AU0000000REH4	Reece Limited	Australia & New Zealand	Australia	24/10/2024	Annual	Against	4 2 5,6,8	Concerns related to inappropriate membership of committees Lack of independence on board Pay is misaligned with EOS remuneration principles		1
1899805	AU0000000CAR3	CAR Group Limited	Australia & New Zealand	Australia	25/10/2024	Annual	All For				1
1889498	AU0000000COH5	Cochlear Limited	Australia & New Zealand	Australia	25/10/2024	Annual	All For				1
1811965	AU0000000ASX7	ASX Limited	Australia & New Zealand	Australia	28/10/2024	Annual	Against	3	Pay is misaligned with EOS remuneration principles		1
1888905	AU0000000CSL6	CSL Limited	Australia & New Zealand	Australia	29/10/2024	Annual	Against	3	Pay is misaligned with EOS remuneration principles		1
1822272	AU0000000VCX7	Victory Centre	Australia & New Zealand	Australia	29/10/2024	Annual	Against	3	Pay is misaligned with EOS remuneration principles		1
1833492	AU0000000DXS1	Devox	Australia & New Zealand	Australia	30/10/2024	Annual	Against	3	Pay is misaligned with EOS remuneration principles		1
1822271	AU0000000WES1	Westfarmers Limited	Australia & New Zealand	Australia	31/10/2024	Annual	Against	4,5	Pay is misaligned with EOS remuneration principles		1
1889887	AU0000000WOW2	Woodworths Group Limited	Australia & New Zealand	Australia	31/10/2024	Annual	Against	3b	Shareholder proposal promotes better management of SEE opportunities and risks		1
1892876	AU0000000FMG4	Fortescue Ltd	Australia & New Zealand	Australia	06/11/2024	Annual	Against	1,7,8	Pay is misaligned with EOS remuneration principles		1
1892308	AU000000030678	Coles Group Limited	Australia & New Zealand	Australia	12/11/2024	Annual	Against	3	Pay is misaligned with EOS remuneration principles		1
1867486	AU0000000MPL3	Medibank Private Limited	Australia & New Zealand	Australia	13/11/2024	Annual	Against	2	Shareholder proposal promotes better management of SEE opportunities and risks		1
1833061	AU0000000CPJ5	CompuLink Limited	Australia & New Zealand	Australia	14/11/2024	Annual	Against	3	Pay is misaligned with EOS remuneration principles		1
1884304	AU0000000GMS2	Goodman Group	Australia & New Zealand	Australia	14/11/2024	Annual	Against	3,4,5,6,7	Pay is misaligned with EOS remuneration principles		1
1889097	AU00000364754	SGH Limited	Australia & New Zealand	Australia	14/11/2024	Annual	Against	6	Concerns to protect shareholder value		1
1889957	AU0000000BSL0	Bluescope Steel Limited	Australia & New Zealand	Australia	19/11/2024	Annual	All For	4	Pay is misaligned with EOS remuneration principles		1
1899560	AU0000000SHL7	Sonic Healthcare Limited	Australia & New Zealand	Australia	19/11/2024	Annual	Against	1	Concerns related to inappropriate membership of committees		1
1895116	AU0000000NS18	Northern Star Resources Ltd	Australia & New Zealand	Australia	20/11/2024	Annual	Against	4,5	Pay is misaligned with EOS remuneration principles		1
1811674	AU0000000WTC3	WineTech Global Limited	Australia & New Zealand	Australia	22/11/2024	Annual	Against	1,2	Pay is misaligned with EOS remuneration principles		1
1862223	NZTEL000134	Spark New Zealand Ltd	Australia & New Zealand	New Zealand	07/11/2024	Annual	All For				1
1900039	KY6217651051	OK Hutchison Holdings Limited	Emerging Markets	Cayman Islands	17/10/2024	Annual	All For				1
1909718	CNE1000003J5	Jiangsu Expressway Company Limited	Emerging Markets	China	25/11/2024	Extraordinary Shareholders	Against	4,2,4,3	Concerns related to approach to board gender diversity		1
1890720	IL0002810146	ICL Group Ltd	Emerging Markets	Israel	09/10/2024	Special	All For				1
1898776	IL0010824113	Check Point Software Technologies Ltd	Emerging Markets	Israel	31/10/2024	Annual	All For				1
1888486	IE00BTN1Y115	Medtronic Plc	Europe	Ireland	17/10/2024	Annual	Against	1i	Concerns about remuneration committee performance		1
1895121	IE00BKVD2N49	Seagate Technology Holdings Plc	Europe	Ireland	19/10/2024	Annual	All For	3	any... Save to Library Options/PSUs vest in less than 36 months High variable pay ratio		1
1900157	IT0000062957	Mediocredito Centrale di Credito Finanziario SPA	Europe	Italy	28/10/2024	Annual/Special	Against	3a	Pay is misaligned with EOS remuneration principles		1
1897635	LU2290522684	INPact SA	Europe	Luxembourg	10/10/2024	Extraordinary Shareholders	Against	3	Concerns related to inappropriate membership of committees		1
1890355	NL0000009082	Novat KPN NV	Europe	Netherlands	01/10/2024	Extraordinary Shareholders	All For	2			1
1898521	NL0000395903	Volters Kluwer NV	Europe	Netherlands	28/10/2024	Extraordinary Shareholders	All For	3			1
1890878	US7496851038	RPM International Inc.	North America	USA	03/10/2024	Annual	Against	3	Options/PSUs vest in less than 36 months Excessive severance High CEO to average NEO pay		1
1891169	US7427181091	The Procter & Gamble Company	North America	USA	08/10/2024	Annual	Against	1i,2 4	Concerns regarding Auditor tenure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks	1e	2
1893688	US7043381079	Packtech Inc.	North America	USA	10/10/2024	Annual	Against	1i	Concerns related to approach to board gender diversity Concerns related to approach to board diversity		1
1896294	US4601461035	International Flavors & Fragrances Corporation	North America	USA	11/10/2024	Annual	Against	1g	Concerns about remuneration committee performance		1
1896645	US7010941042	Parker-Hannifin Corporation	North America	USA	23/10/2024	Annual	Against	2 3 4 5 6 7	Options/PSUs vest in less than 36 monthsExcessive severanceHigh variable pay ratio Concerns related to approach to board diversity Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
1899480	US1729081059	Cintas Corporation	North America	USA	29/10/2024	Annual	Against	1g 3 6 5 7	Options/PSUs vest in less than 36 monthsExcessive CEO payHigh variable pay ratioHigh CEO to average NEO pay Concerns related to approach to board diversity Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles Shareholder proposal promotes better management of SEE opportunities and risks		1
1900220	US4876361082	Kellanark Inc.	North America	USA	01/11/2024	Annual	Against	2	Shareholder proposal promotes transparency		1
1900446	US5128073652	Lam Research Corporation	North America	USA	05/11/2024	Annual	Against	1i 1e 2	Pay is misaligned with EOS remuneration principles Concerns about remuneration committee performance Concerns related to approach to board gender diversity Options/PSUs vest in less than 36 monthsExcessive CEO payHigh variable pay ratioHigh CEO to average NEO pay		1
1899483	US0530151036	Automatic Data Processing, Inc.	North America	USA	06/11/2024	Annual	All For	2	Concerns about remuneration committee performance		1
1898968	US1414911082	Cardinal Health, Inc.	North America	USA	06/11/2024	Annual	Against	1i 1 1.6 3	Excessive CEO payHigh variable pay ratioHigh CEO to average NEO pay 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		1
1899591	US4624801009	KLA Corporation	North America	USA	06/11/2024	Annual	Against	3			1

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1899448	US5184391044	The Estee Lauder Companies, Inc.	North America	USA	08/11/2024	Annual	Against	1a 1d 3 4	Concerns about remuneration committee performance Lack of independent representation at board committees Concerns related to succession planning Concerns about overall board structure Concerns related to shareholder value Overboarded/Too many other time commitments No hedging policy Options/PSUs vest in less than 36 months Excessive CEO pay High variable pay ratio Pay is misaligned with EOS remuneration principles		2
1902256	US4262811015	Jack Henry & Associates, Inc.	North America	USA	12/11/2024	Annual	All For				1
1901924	US1113311034	Brookridge Financial Solutions, Inc.	North America	USA	14/11/2024	Annual	Against	1g 2	Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsExcessive CEO payHigh variable pay ratioHigh CEO to average NEO pay		1
1900450	US68389X1054	Oracle Corporation	North America	USA	14/11/2024	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
1902263	US8716291078	Sysco Corporation	North America	USA	15/11/2024	Annual	Against	1j 2 5	Concerns about remuneration committee performance Options/PSUs vest in less than 36 monthsHigh variable pay ratioHigh CEO to average NEO pay Shareholder proposal promotes better management of SEE opportunities and risks		1
1900786	US35137L1052	Fox Corporation	North America	USA	19/11/2024	Annual	Against	1g	Concerns related to approach to board gender diversity Concerns related to shareholder value		1
1903273	US1344291091	The Campbell's Company	North America	USA	19/11/2024	Annual	Against	5	Shareholder proposal promotes better management of SEE opportunities and risks		1
1902246	US7611521078	ResMed Inc.	North America	USA	20/11/2024	Annual	Against	1d 1i	Concerns about remuneration committee performance Concerns related to approach to board gender diversity		1
1902601	US1690541097	The Clorox Company	North America	USA	20/11/2024	Annual	All For	3	Options/PSUs vest in less than 36 months High CEO to average NEO pay		1
1902944	US9581021055	Western Digital Corporation	North America	USA	20/11/2024	Annual	Against	1c 2 1g	Concerns about remuneration committee performance Concerns related to approach to board diversity Low shareholding requirement		1
1904304	US31488V1070	Ferguson Enterprises Inc.	North America	USA	05/12/2024	Annual	Against	1j	Concerns related to approach to board diversity		2
1906239	US2172041061	Copart, Inc.	North America	USA	06/12/2024	Annual	Against	1.8 1.4	Concerns related to board gender diversity 2- Concerns related to succession planning 3- Concerns related to approach to board diversity		1
1906372	US92556V1061	Matris Inc.	North America	USA	06/12/2024	Annual	Against	1B	Concerns with director's independence Concerns related to approach to board gender diversity		1
1909046	US17275R1023	Cisco Systems, Inc.	North America	USA	09/12/2024	Annual	Against	1h,2	Excessive CEO payHigh variable pay ratio		1
1906254	US5949181045	Microsoft Corporation	North America	USA	10/12/2024	Annual	Against	6 9 2	Additional transparency through an independent assessment would benefit shareholders and stakeholders Better understand potential legal, regulatory, and reputational risks associated with AI training data sourcing Excessive CEO compensation compared to peer group, high variable pay ratio	1,2,1,9	2
1907846	US6974351057	Palo Alto Networks, Inc.	North America	USA	10/12/2024	Annual	Against	1c 4	Concerns about overall board structure Insufficient action taken on low say-on-pay results	1a	1
1906021	US0494681010	Atlassian Corporation	North America	USA	11/12/2024	Annual	Against	1j	Concerns related to approach to board gender diversity Concerns related to shareholder value Concerns related to shareholder rights		1
1906253	US29109X1063	Aspen Technology, Inc.	North America	USA	17/12/2024	Annual	Against	1b 3	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		1
1908282	US0533321024	AutoZone, Inc.	North America	USA	18/12/2024	Annual	Against	5	Low shareholding requirement Shareholder proposal promotes appropriate accountability or incentivisation		1
1907967	US3030751057	FactSet Research Systems Inc.	North America	USA	19/12/2024	Annual	Against	1a 3 4	Concerns about overall board structure Concerns about remuneration committee performance Low shareholding requirement Shareholder proposal promotes appropriate accountability or incentivisation		1
1900252	JE00B1F3079	Ancor Plc	United Kingdom	Jersey	08/11/2024	Annual	All For				1
1909542	JE00BTDN8H13	Activ Plc	United Kingdom	Jersey	02/12/2024	Court	All For				1
1909540	JE00BTDN8H13	Activ Plc	United Kingdom	Jersey	02/12/2024	Extraordinary Shareholders	All For				1
1896603	GB00B1VZ0M25	Hargreaves Lansdown Plc	United Kingdom	United Kingdom	14/10/2024	Court	All For				1
1895562	GB00B1VZ0M25	Hargreaves Lansdown Plc	United Kingdom	United Kingdom	14/10/2024	Special	All For				1
1895237	GB0000811801	Barratt Redrow Plc	United Kingdom	United Kingdom	23/10/2024	Annual	All For				1
1903509	GB00B1WY2338	Smiths Group Plc	United Kingdom	United Kingdom	13/11/2024	Annual	Against	5 3,4	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles		1