

Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation	Vote By Exception	Ballot Count
1823568	KW0EQ0100085	Kuwait Finance House KSC	Emerging Markets	Kuwait	18/03/2024	Annual	Against	12	Concerns to protect shareholder value		
1823569	KW0EQ0100085	Kuwait Finance House KSC	Emerging Markets	Kuwait	18/03/2024	Extraordinary Shareholders	All For	11	Insufficient basis to support a decision		
1822217	KW0EQ0100010	National Bank of Kuwait SAK	Emerging Markets	Kuwait	23/03/2024	Annual	Against	7,8,9	Insufficient/poor disclosure		
1827678	KW0EQ0100028	The Gulf Bank of Kuwait	Emerging Markets	Kuwait	23/03/2024	Annual	Against	12	Insufficient justification for related party transaction		
1827688	KW0EQ0100028	The Gulf Bank of Kuwait	Emerging Markets	Kuwait	23/03/2024	Extraordinary Shareholders	All For	10,11,14	Insufficient/poor disclosure		
1826542	KW0EQ0102065	Boubyan Bank KSC	Emerging Markets	Kuwait	24/03/2024	Annual	Against	7	Insufficient justification for related party transaction		
1826545	KW0EQ0102065	Boubyan Bank KSC	Emerging Markets	Kuwait	24/03/2024	Extraordinary Shareholders	All For	19	Insufficient/poor disclosure		
1813707	MYL244500004	Kuala Lumpur Kepong Berhad	Emerging Markets	Malaysia	21/02/2024	Annual	Against	2,3	Concerns related to approach to board gender diversity		
1821910	MXP606941179	Kimberly-Clark de Mexico SAB de CV	Emerging Markets	Mexico	29/02/2024	Annual	Against	2,13	Concerns related to inappropriate membership of committees		
1821910	MXP606941179	Kimberly-Clark de Mexico SAB de CV	Emerging Markets	Mexico	29/02/2024	Annual	Against	2,1,2,2.2,3.2,4.2,5.2,6.2,7.2	Concerns related to inappropriate membership of committees		
1821919	MXP000511016	Alfa SAB de CV	Emerging Markets	Mexico	06/03/2024	Annual	Against	3,2,9,2,10,2,11,2,12	Lack of independence on board		
1821920	MXP000511016	Alfa SAB de CV	Emerging Markets	Mexico	06/03/2024	Extraordinary Shareholders	All For	9	Lack of independence on board		
1822384	MX01K000002	Coca-Cola FEMSA SAB de CV	Emerging Markets	Mexico	19/03/2024	Annual	Against	5	Lack of independence on board		
1824777	MX01AC100006	Arca Continental SAB de CV	Emerging Markets	Mexico	21/03/2024	Annual	Against	5	Lack of independence on board		
1824778	MX01AC100006	Arca Continental SAB de CV	Emerging Markets	Mexico	21/03/2024	Extraordinary Shareholders	All For	5	Concerns related to approach to board gender diversity		
1829101	MXP225611567	CEMEX SAB de CV	Emerging Markets	Mexico	22/03/2024	Annual	Against	5.E,5.F 6.B,7.A,7.B,8.A 5.D 5.G	Concerns related to succession planning		
1829101	MXP225611567	CEMEX SAB de CV	Emerging Markets	Mexico	22/03/2024	Annual	Against	4.g	Concerns related to succession planning, EOS manual override. See analyst note.		
1822241	MXP320321310	Fomento Economico Mexicano SAB de CV	Emerging Markets	Mexico	22/03/2024	Annual	Against	4.g	Overboarded/Too many other time commitments		
1817895	FEPS12001003	Compania de Minas Buenaventura S.A.	Emerging Markets	Peru	22/02/2024	Special	All For		Overboarded/Too many other time commitments		
1829170	FEPS12001003	Compania de Minas Buenaventura S.A.	Emerging Markets	Peru	27/03/2024	Annual	All For				
1809123	PLATMS00018	Ateneo SA	Emerging Markets	Poland	03/01/2024	Special	All For				
1809839	PLCOMAR00012	Comarch SA	Emerging Markets	Poland	03/01/2024	Special	Against	5.b1,5.b2,5.c1,5.c2,5.c3,5.c	Insufficient/poor disclosure		
1809508	PLCPTRT00014	Captor Therapeutics SA	Emerging Markets	Poland	04/01/2024	Special	All For				
1810838	PLFORTE00012	Fabryki Mebli Forte SA	Emerging Markets	Poland	09/01/2024	Special	All For				
1811445	PLA340200015	Big Cheese Studio SA	Emerging Markets	Poland	10/01/2024	Special	Against	6,7	Insufficient/poor disclosure		
1811443	PLSTLSK00016	Sanok Rubber Company SA	Emerging Markets	Poland	12/01/2024	Special	Against	5	Pay is misaligned with EOS remuneration principles		
1814160	PLDINPL00011	Dino Polska SA	Emerging Markets	Poland	24/01/2024	Special	Against	5	Insufficient/poor disclosure		
1813884	PLRAFAK00018	RAFAKO SA	Emerging Markets	Poland	25/01/2024	Special	All For				
1813885	PLNEA000013	ENEA SA	Emerging Markets	Poland	30/01/2024	Special	Against	8,1,8,2,8,3	Insufficient/poor disclosure		
1814220	PLPGERU00010	PGE Polska Grupa Energetyczna SA	Emerging Markets	Poland	31/01/2024	Special	All For				
1814770	PLPKG0000016	Powszechna Kasa Oszczednosci Bank Polski SA	Emerging Markets	Poland	02/02/2024	Special	All For				
1814892	PLGPW0000017	Gielda Papierow Wartosciowych w Warszawie SA	Emerging Markets	Poland	05/02/2024	Special	Against	5,1,5,2,6,1,6,2,7	Shareholder proposal does not promote transparency		
1814875	PLKGM000017	KGHM Polska Miedz SA	Emerging Markets	Poland	13/02/2024	Special	All For				
1815445	PLZATRM0012	Grupa Azoty SA	Emerging Markets	Poland	14/02/2024	Special	All For				
1815278	PLZU0000011	Powszechny Zaklad Ubezpieczen SA	Emerging Markets	Poland	15/02/2024	Special	All For				
1817598	PLBNFTS00018	Benefit Systems SA	Emerging Markets	Poland	19/02/2024	Special	Against	8	Insufficient/poor disclosure		
1817621	PLPRBLG00010	Pure Biologics SA	Emerging Markets	Poland	19/02/2024	Special	Against	5	Issue of equity raises concerns about excessive dilution of existing shareholders		
1817456	PLOPTTC00011	CD Projekt SA	Emerging Markets	Poland	20/02/2024	Special	All For				
1818777	PLSTIGR00012	Columbus Energy SA	Emerging Markets	Poland	26/02/2024	Special	Against	5,1,5,2	Insufficient/poor disclosure		
1817379	PLSNKTK00019	Syneklik SA	Emerging Markets	Poland	26/02/2024	Annual	Against	10	Pay is misaligned with EOS remuneration principles		
1818940	PLACTIN00018	Action SA	Emerging Markets	Poland	28/02/2024	Special	All For				
1820682	PLAB00000019	AB SA	Emerging Markets	Poland	06/03/2024	Annual	Against	19	Insufficient/poor disclosure		
1819303	PLPKBEX00072	Poznanska Korporacja Budowlana Pekabex SA	Emerging Markets	Poland	06/03/2024	Special	All For	15,16	Pay is misaligned with EOS remuneration principles		
1821467	PLBOS0000019	Bank Ochrony Srodkowa SA	Emerging Markets	Poland	11/03/2024	Special	Against	6,7	Shareholder proposal promotes enhanced shareholder rights		
1820906	PLPLSEP00013	Polenergia SA	Emerging Markets	Poland	13/03/2024	Special	Against	5	Issue of equity raises concerns about excessive dilution of existing shareholders		
1822191	PLPHN0000014	Polski Holding Nieruchomosci SA	Emerging Markets	Poland	13/03/2024	Special	All For				
1822820	PLMRBLG00016	Milvud SA	Emerging Markets	Poland	18/03/2024	Special	Against	4,1,4,2,4,3	Insufficient/poor disclosure		
1823288	PLPRBLG00010	Pure Biologics SA	Emerging Markets	Poland	18/03/2024	Special	Against	5	Issue of equity raises concerns about excessive dilution of existing shareholders		
1824364	PLCPTRT00014	Captor Therapeutics SA	Emerging Markets	Poland	20/02/2024	Special	Against	7	Concerns to protect shareholder value		
1824979	PLCTINT00018	CI Games SA	Emerging Markets	Poland	21/03/2024	Special	Against	7	Insufficient/poor disclosure		
1826194	PLBNFTS00018	Benefit Systems SA	Emerging Markets	Poland	25/03/2024	Special	Against	8	Issue of equity raises concerns about excessive dilution of existing shareholders		
1824980	PLZCPLC00036	Grupa Azoty Zaklady Chemiczne Police SA	Emerging Markets	Poland	25/03/2024	Special	All For				
1827914	PLCC0000016	CCC SA	Emerging Markets	Poland	26/03/2024	Special	All For				
1827989	PLBIG0000016	Bank Millennium SA	Emerging Markets	Poland	27/03/2024	Annual	Against	13	Insufficient/poor disclosure		
1827929	PLBRE0000012	mBank SA	Emerging Markets	Poland	27/03/2024	Annual	Against	8,33 8,29 8,30 8,31 8,28	A vote AGAINST is warranted because the names of the proposed auditor is not disclosed in the draft resolution. A vote AGAINST is warranted because - The policy lacks KPIs and their weights under the STI plan; - Essential elements of the contractual terms of executives, including the cap on non-complete and severance payments, are not disclosed; - The policy includes a derogation clause which is of rather general nature. A vote AGAINST is warranted for this item because the number of supervisory board members has not been disclosed and the statute does not limit the size of the board. A vote AGAINST this item is warranted because the names of nominees are not disclosed in the draft resolution. A vote AGAINST this item is warranted because - The short-term incentives plan and granted awards lacks disclosure on performance indicators, threshold, target and maximum award limits, as well as level of achievement of targets applicable to the STI grants. - The concern is aggravated by the potential supervisory board's discretionary power in awarding bonuses to the company's executives; - The company has failed to disclose individual information on STI for each management board member; - The disclosure on deferred annual bonus lacks information about performance conditions as well as their targets and maximum values; - Contractual terms for the company's executives were not disclosed, as such it is impossible to assess whether the company complied with the European market standards.		
1828289	PLPRBLG00010	Pure Biologics SA	Emerging Markets	Poland	27/03/2024	Special	All For				
1827807	PLZAPUL00057	Grupa Azoty Zaklady Azotowe Pulawy SA	Emerging Markets	Poland	28/03/2024	Special	All For				

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1811749	ZAE000006896	Sasol Ltd.	Emerging Markets	South Africa	19/01/2024	Annual	Against	4.5 3.6.3	Concerns about remuneration committee performance Inadequate management of climate-related risks from exposure to coal Pay is misaligned with EOS remuneration principles Concerns to protect shareholder value.		
1810041	ZAE000015228	Harmony Gold Mining Co. Ltd.	Emerging Markets	South Africa	31/01/2024	Special	Against				
1806626	ZAE000134854	Clicks Group Ltd.	Emerging Markets	South Africa	01/02/2024	Annual	All For				
1816997	ZAE000259479	Pepkor Holdings Ltd.	Emerging Markets	South Africa	07/03/2024	Annual	All For				
1820191	TH0268010203	Advanced Info Service Public Co. Ltd.	Emerging Markets	Thailand	25/03/2024	Annual	Against	5.1	Concerns related to approach to board gender diversity		
1820512	TH0201A10Y01	Intouch Holdings Public Co. Ltd.	Emerging Markets	Thailand	26/03/2024	Annual	Against	5	Insufficient/poor disclosure		
1817521	TH0098010Y05	SCG Packaging Public Co., Ltd.	Emerging Markets	Thailand	26/03/2024	Annual	All For	5	Insufficient/poor disclosure.		
1817884	TH0003010204	The Siam Cement Public Co. Ltd.	Emerging Markets	Thailand	27/03/2024	Annual	Against	4.4	Concerns related to attendance at board or committee meetings		
1821961	TH0429010201	CP Axa Public Company Limited	Emerging Markets	Thailand	29/03/2024	Annual	Against	4.3 1.1	Concerns related to approach to board gender diversity Insufficient/poor disclosure		
1825650	TAAKBKN91N6	Akbank TAS	Emerging Markets	Turkey	22/03/2024	Annual	Against	5.9, 10, 13	This item warrants a vote AGAINST due to a lack of disclosure on the resolution.		
1829199	TRASISEW91Q3	Turkiye Sise ve Cam Fabrikalari AS	Emerging Markets	Turkey	26/03/2024	Annual	Against	8	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner.		
1826512	TREEREG91G3	Eregli Demir ve Calik Fabrikalari TAS	Emerging Markets	Turkey	28/03/2024	Annual	Against	9 13	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.		
1828267	TREPEGS00016	Pegasus Hava Tasimaciligi AS	Emerging Markets	Turkey	28/03/2024	Annual	All For	8			
1830345	TRASASAW91E4	Sasa Polyester Sanayi AS	Emerging Markets	Turkey	28/03/2024	Annual	Against	11 14	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST the prolongation of the authorized capital is warranted because the proposed ceiling allows the company to increase the share capital without preemptive rights by more than 20 percent. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.		
1829198	TRATOASO91H3	Tofas Turk Otomobil Fabrikasi AS	Emerging Markets	Turkey	28/03/2024	Annual	Against	10 5.8 12	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST this item is warranted, as the board does not meet the one third board independence requirement. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.		
1829180	TRAISCTR91N2	Turkiye Is Bankasi AS	Emerging Markets	Turkey	29/03/2024	Annual	Against	6 9	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST this item is warranted as the company has failed to comply with the board independence requirement.		
1828489	TRAYKBN91N6	Yapi ve Kredi Bankasi AS	Emerging Markets	Turkey	29/03/2024	Annual	Against	8 6 13	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST this item is warranted because:- The board does not meet the one-third board independence requirement.- The company's audit committee includes two non-independent directors who are up for re-election. A vote AGAINST this proposal is warranted because the board would be able to issue shares up to 77.6 percent of the issued share capital without pre-emptive rights. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.		
1817921	AEEM000801010	Emirates NBD Bank (P. J. S. C)	Emerging Markets	United Arab Emirates	21/02/2024	Annual	All For				
1817862	AEAO000801018	Abu Dhabi Islamic Bank	Emerging Markets	United Arab Emirates	23/02/2024	Annual	All For				
1819221	AEEM000101016	First Abu Dhabi Bank PJSC	Emerging Markets	United Arab Emirates	05/03/2024	Annual	Against	11	Insufficient/poor disclosure		
1819238	AEAO000201011	Abu Dhabi Commercial Bank	Emerging Markets	United Arab Emirates	07/03/2024	Annual	All For				
1822354	AEEM0001001019	Multiply Group PJSC	Emerging Markets	United Arab Emirates	13/03/2024	Annual	All For				
1820915	AEAO0002001013	Aldar Properties PJSC	Emerging Markets	United Arab Emirates	19/03/2024	Annual	Against	7	Insufficient/poor disclosure		
1829600	AEAO06101017	Abu Dhabi National Oil Co. for Distribution PJSC	Emerging Markets	United Arab Emirates	27/03/2024	Annual	Against	11	Insufficient/poor disclosure		
1814932	AT00000652250	S IMMO AG	Europe	Austria	29/01/2024	Extraordinary Shareholders	Against	2	Insufficient/poor disclosure		
1814457	AT0000741053	EVN AG	Europe	Austria	01/02/2024	Annual	Against	3, 1.3, 2 9, 1.9, 2 4 6	Insufficient/poor disclosure Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles		
1812452	BE00003853703	MONTEA NV	Europe	Belgium	25/01/2024	Extraordinary Shareholders	Against	1, b, 2	Issue of equity raises concerns about excessive dilution of existing shareholders		
1812470	BE00003856730	Ascencio SCA	Europe	Belgium	31/01/2024	Annual	All For				
1814955	BE00003816338	Euronav NV	Europe	Belgium	07/02/2024	Special	Against	2.5	Concerns related to inappropriate membership of committees		
1814598	DK0060700516	Per Aarsleff Holding A/S	Europe	Denmark	29/01/2024	Annual	Abstain	6.1	Concerns related to approach to board gender diversity		
1812867	FI0009009377	CapMan Oyj	Europe	Finland	18/01/2024	Extraordinary Shareholders	Against	5.5	Issue of equity raises concerns about excessive dilution of existing shareholders		
1815375	FI4000410758	Musti Group Oyj	Europe	Finland	31/01/2024	Annual	Against	6.3	Issue of equity raises concerns about excessive dilution of existing shareholders		
1808483	FR0005691656	Trigano SA	Europe	France	09/01/2024	Annual/Special	Against	15	Poison pill/anti-takeover measure not in investors interests		
1812218	FR0000125585	Casino, Guichard-Perrachon SA	Europe	France	11/01/2024	Extraordinary Shareholders	All For				
1813069	FR0000053381	Derichebourg SA	Europe	France	30/01/2024	Annual/Special	Against	24 4 13 17 19, 20, 21, 22	Insufficient justification for related party transaction Lack of independence on board Poison pill/anti-takeover measure not in investors interests Poison pill/anti-takeover measure not in investors interests Issue of equity raises concerns about excessive dilution of existing shareholders		
1807781	DE0007480204	Deutsche EuroShop AG	Europe	Germany	08/01/2024	Extraordinary Shareholders	All For				
1812280	DE000050A0159	Schaeffler AG	Europe	Germany	02/02/2024	Extraordinary Shareholders	All For				
1812521	DE0000A0JL9W6	Verbio SE	Europe	Germany	02/02/2024	Annual	Against	4	Lack of independence on board 2- Lack of independent representation at board committees		
1812279	DE000FB80019	METRO AG	Europe	Germany	07/02/2024	Annual	Against	6.3 6.1 7	Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Lack of independent representation at board committees		
1812520	DE000STAB1L8	Stabilus SE	Europe	Germany	07/02/2024	Annual	Against	6	Pay is misaligned with EOS remuneration principles		
1810054	DE0007236101	Siemens AG	Europe	Germany	08/02/2024	Annual	Against	6.7	Pay is misaligned with EOS remuneration principles		
1809083	DE000TUAG505	TUI AG	Europe	Germany	13/02/2024	Annual	Against	3.1 9, 10 6.2	Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles Lack of independent representation at board committees		
1814490	DE0007257503	CECONOMY AG	Europe	Germany	14/02/2024	Annual	Against	7	Pay is misaligned with EOS remuneration principles		
1816450	GRS282183003	Jumbo SA	Europe	Greece	07/02/2024	Extraordinary Shareholders	All For				
1794623	IE0003864109	Greencore Group Plc	Europe	Ireland	25/01/2024	Annual	Against	3	Pay is misaligned with EOS remuneration principles		
1811227	IE00B4BNMY34	Accenture Plc	Europe	Ireland	31/01/2024	Annual	All For				
1813275	IT0004967292	FILA - Fabbrica Italiana Lapis ed Affini SpA	Europe	Italy	22/01/2024	Special	All For				
1811280	IT0005043507	OVS SpA	Europe	Italy	24/01/2024	Ordinary Shareholders	Against	2	Issue of equity raises concerns about excessive dilution of existing shareholders		
1811302	NO0010598983	Holseth Biocare ASA	Europe	Norway	04/01/2024	Extraordinary Shareholders	All For				
1812644	NO0010904523	Hexagon Purus ASA	Europe	Norway	11/01/2024	Extraordinary Shareholders	All For				
1813053	NO0012635832	Equinor ASA	Europe	Norway	15/01/2024	Ordinary Shareholders	All For				
1816896	NO0006000900	Sparebanken Vest	Europe	Norway	25/01/2024	Annual	All For				
1815850	NO0010360175	KMC Properties ASA	Europe	Norway	02/02/2024	Extraordinary Shareholders	Against	4	Insufficient/poor disclosure		
1816333	NO0003055501	Nordic Semiconductor ASA	Europe	Norway	06/02/2024	Extraordinary Shareholders	All For				
1819099	NO0010029804	SpareBank 1 Helgeland	Europe	Norway	14/02/2024	Annual	Against	1	Lack of independence on board		
1818857	NO0006001502	Sparebanken Sor AS	Europe	Norway	14/02/2024	Annual	Against	1	Lack of independence on board		
1811383	ES0129743318	Ielecnon SA	Europe	Spain	23/01/2024	Extraordinary Shareholders	All For				

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1811429	SE0005878543	HANZA AB	Europe	Sweden	08/01/2024	Extraordinary Shareholders	All For				
1810038	SE0003366871	SAS AB	Europe	Sweden	10/01/2024	Extraordinary Shareholders	All For				
1810300	SE0012116390	Vipacav Group AB	Europe	Sweden	10/01/2024	Extraordinary Shareholders	All For				
1811430	SE0009897018	HMS Networks AB	Europe	Sweden	26/01/2024	Extraordinary Shareholders	All For				
1814598	SE0001161654	Note AB	Europe	Sweden	29/01/2024	Extraordinary Shareholders	All For				
1812304	SE0018012494	Modern Times Group MTG AB	Europe	Sweden	30/01/2024	Extraordinary Shareholders	All For				
1814266	SE0013512506	FastPartner AB	Europe	Sweden	02/02/2024	Extraordinary Shareholders	All For				
1814255	SE0017083272	Nivika Fastlighter AB	Europe	Sweden	05/02/2024	Annual	Against	12.a1 12.a2, 12.a3, 12.a4, 12.a5, 12.a7, 12.a8	Concerns related to approach to board gender diversity Lack of independence on board		
1814456	SE0008091581	Bonava AB	Europe	Sweden	07/02/2024	Extraordinary Shareholders	All For				
1814780	DE0006766504	Aurubis AG	Europe	Germany	15/02/2024	Annual	Against	6	Pay is misaligned with EOS remuneration principles		
1814961	FR0014005HJ9	OVH Groupe SAS	Europe	France	15/02/2024	Annual/Special	Against	17, 18, 20, 22 9, 12, 24, 25	Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles		
1817335	SE0007871645	Kindred Group Plc	Europe	Malta	16/02/2024	Extraordinary Shareholders	All For				
1816828	NO0010187032	Mamora ASA	Europe	Norway	18/02/2024	Extraordinary Shareholders	All For				
1817012	BE0974298202	Xior Student Housing NV	Europe	Belgium	19/02/2024	Extraordinary Shareholders	Against	2, 2.a	Issue of equity raises concerns about excessive dilution of existing shareholders		
1816276	DK0061412772	Cadeler A/S	Europe	Denmark	20/02/2024	Extraordinary Shareholders	All For				
1820040	NO0010751910	Sparebank 1 Ostlandet	Europe	Norway	21/02/2024	Annual	Against	2	Lack of independence on board		
1815521	DE000A1TNU77	Deutsche Beteiligungs AG	Europe	Germany	22/02/2024	Annual	Against	6 12, 13 5, 10	Concerns related to succession planning Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles		
1819057	DK0060520450	Napatech A/S	Europe	Denmark	22/02/2024	Extraordinary Shareholders	Against	1, 2 3	Pay is misaligned with EOS remuneration principles Use of share options is misaligned with EOS policy. The exercise price of options can also be set below market price at grant.		
1817336	SE0007789409	Xbrane Biopharma AB	Europe	Sweden	22/02/2024	Extraordinary Shareholders	All For				
1821097	NO0006000801	SpareBank 1 Nord-Norge	Europe	Norway	23/02/2024	Annual	Against	1	A vote AGAINST this proposal is warranted because the overall level of board independence is deemed insufficient. Indeed, it is noted that the company has failed to disclose individual independence classifications of the board of directors. As such, each board member is assumed non-independent. Considering the company's status as a widely-held company, the lack of independence on the board is problematic not only on an overall level, but also on a committee level. Key committees such as the remuneration and audit committee must be at least 50 independent in widely-held companies.		
1817541	IT0005366601	Antares Vision SpA	Europe	Italy	28/02/2024	Ordinary Shareholders	Against	2, 12, 3 3, 4	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles		
1817017	FR0011950732	Elior Group SA	Europe	France	28/02/2024	Annual/Special	Against	4 6 15	Insufficient justification for related party transaction Pay is misaligned with EOS remuneration principles Poison pill/anti-takeover measure not in investors interests		
1818371	FI0009006308	HKScan Oyj	Europe	Finland	28/02/2024	Extraordinary Shareholders	Against	7	Double voting rights		
1816892	NL0012365084	NSI NV	Europe	Netherlands	28/02/2024	Extraordinary Shareholders	All For				
1789798	DK0060854669	Ringkjobing Landbobank A/S	Europe	Denmark	28/02/2024	Annual	All For	8			
1819957	SE0003917798	Sivers Semiconductors AB	Europe	Sweden	28/02/2024	Extraordinary Shareholders	Against	8	Concerns related to approach to board gender diversity		
1818113	DK0060952919	Netcompany Group A/S	Europe	Denmark	29/02/2024	Annual	Against	4	Pay is misaligned with EOS remuneration principles		
1820843	DK0060336014	Novonosis AS Novozymes AS	Europe	Denmark	04/03/2024	Extraordinary Shareholders	Abstain	3, c	Overboarded/Too many other time commitments		
1819235	SE0002591420	Tobii AB	Europe	Sweden	04/03/2024	Extraordinary Shareholders	All For				
1812066	CH0012005267	Novartis AG	Europe	Switzerland	05/03/2024	Annual	Against	5, 3, 10	Pay is misaligned with EOS remuneration principles		
1823827	NO0012483207	Sparebanken More	Europe	Norway	06/03/2024	Annual	Against	6, a, b, 6, c, 6, d, 6, e	A vote AGAINST these proposals is warranted because the company has failed to disclose the independence classifications of the company's board members. As such, it is not possible to assess the independence of the board.		
1821918	DK0060670776	Sparekassen Sjælland-Fyn A/S	Europe	Denmark	07/03/2024	Annual	Against	8, c 4	Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles		
1822692	NO0013162693	Nordic Mining ASA	Europe	Norway	11/03/2024	Extraordinary Shareholders	All For				
1822089	DK0060083210	D/S Norden A/S	Europe	Denmark	12/03/2024	Annual	Abstain Against	D, 1, D, 3 F, 2 F, 1, F, 4	Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles		
1822315	FI4000198031	Qt Group Plc	Europe	Finland	12/03/2024	Annual	Against	10 11 14	A vote AGAINST this item is warranted because the company provides lagged disclosure for half the short-term incentive plan (i.e., the H2 2023 earning period is not treated by the 2023 remuneration report). Furthermore, concerns are noted regarding the lack of retrospective disclosure of targets for the annual bonus and the CEO's notable base salary increase(s) without supporting rationale.		
1826921	CH0012032048	Roche Holding AG	Europe	Switzerland	12/03/2024	Annual	All For				
1812084	CH0012032048	Roche Holding AG	Europe	Switzerland	12/03/2024	Annual	Against	2, 1, 3, 1, 3, 2, 6, 1, 6, 2, 6, 3, 6, 7, 6 11, 6, 12, 6, 14, 7, 11	Pay is misaligned with EOS remuneration principles		
1799557	FI4000519236	F-Secure Oyj	Europe	Finland	13/03/2024	Annual	Against	13 10	A vote AGAINST these proposals is warranted due to the presence of an executive on the board combined with the absence of a remuneration committee. Furthermore, Pertti Ervi is considered overboarded. A vote AGAINST this proposal is warranted as the remuneration report is below par in relation to market standards, particularly with regard to: - The lagged LTIP disclosure, which is in deviation of market practice, and in deviation of investor expectations. - The failure to disclose a rationale which explains background to the transaction bonus and why it was deemed necessary to deviate from the remuneration policy. - The lack of clear ex-post disclosure in the remuneration report on the features of the annual bonus.		
1799809	FI0009000400	Fiskars Oyj Abp	Europe	Finland	13/03/2024	Annual	Against	10	A vote AGAINST this item is warranted because a majority of the LTIP awards granted to the CEO and deputy CEO consist of a matching share plan with a larger than 1:1 matching ratio and no performance conditions.		
1817962	FI0009000277	TietoEVRY Oyj	Europe	Finland	13/03/2024	Annual	Against	11	A vote AGAINST this item is warranted because the policy does not disclose what the maximum termination benefits might be.		
1822147	DK0010244508	A.P. Moller-Maersk A/S	Europe	Denmark	14/03/2024	Annual	Abstain Against	6, 5 8, 5	Overboarded/Too many other time commitments SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		
1822381	DK0061802139	ALK-Abello A/S	Europe	Denmark	14/03/2024	Annual	Abstain	6, a 8, b 4, 10, c	Concerns related to approach to board gender diversity Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles		
1820147	ES0113211835	Banco Bilbao Vizcaya Argentaria SA	Europe	Spain	14/03/2024	Annual	Against	6	Pay is misaligned with EOS remuneration principles		
1819664	FR0000053324	Compagnie des Alpes SA	Europe	France	14/03/2024	Annual/Special	Against	8 5 6, 7 11, 12, 14, 15	Concerns regarding Auditor tenure Concerns related to attendance at board or committee meetings Lack of independence on board Pay is misaligned with EOS remuneration principles		
1816693	CH0030486770	Daetwyler Holding AG	Europe	Switzerland	14/03/2024	Annual	Against	4, 1, 3, 4, 7, 3 4, 3, 5, 1 4, 4, 4, 5, 4, 6, 5, 2 4, 2	Insufficient/poor disclosure Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Concerns to protect shareholder value Lack of independence on board Concerns related to inappropriate membership of committees Concerns to protect shareholder value		
1822108	FI4000513437	Evli Plc	Europe	Finland	14/03/2024	Annual	Against	13	A vote AGAINST this proposal is warranted because candidate Robert Ingman is considered overboarded.		

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1790642	FI4000312251	Kojamo Oyj	Europe	Finland	14/03/2024	Annual	Against	11 14 10	A vote AGAINST this item is warranted because the proposed remuneration policy is below par in relation to market standards, particularly with regards to the presence of an uncap discretionary mandate in the policy, as well as an overall poor disclosure regarding the short-term and long-term incentive plans (i.e., the STIP does not have a clearly defined maximum cap, and the board may resolve on new LTIPs, at its discretion). A vote AGAINST this proposal is warranted because the candidate Anne Koutonen is overboarded. A vote AGAINST this proposal is warranted because the proposed remuneration report is below par in relation to market standards, especially concerning the lack of disclosure concerning the short-term incentive plan (i.e., no individual weights disclosed for the CEO's STIP, in addition to a vaguely defined maximum cap).		1
1822100	DK0060252690	Pandora AS	Europe	Denmark	14/03/2024	Annual	All For				1
1806976	FI4000153580	Talenom Oyj	Europe	Finland	14/03/2024	Annual	Against	10 13	A vote AGAINST this item is warranted because the proposed remuneration report is below par in relation to market standards, particularly with regard to lagging of disclosure on annual bonus and performance criteria. The remuneration policy is below par in relation to market standards with regard to undefined performance period (and vesting period) for LTIP and severance payment. In addition, this item does not warrant support because of the bundling of the remuneration policy and report under the same item on the AGM agenda. This leaves investors unable to express their opinion separately on the policy and the report and is below prevailing market standards. A vote AGAINST this proposal is warranted because of lack of gender diversity on the board.		1
1801803	FI0009800643	YIT Oyj	Europe	Finland	14/03/2024	Annual	Against	10 11	A vote AGAINST these proposals is warranted because of concerns regarding the discretionary remuneration bonus plan for the CEO and other executives. A vote AGAINST this item is warranted because it is below par in relation to market standards, particularly with regards to the disclosure of variable remuneration and severance terms.		1
1824132	DK0060655629	DFDS A/S	Europe	Denmark	15/03/2024	Annual	Abstain	5.a	Concerns related to inappropriate membership of committees		1
1822810	SE0007871645	Kindred Group Plc	Europe	Malta	15/03/2024	Extraordinary Shareholders	All For				1
1819159	NL0015000AU7	Peppo Group NV	Europe	Netherlands	15/03/2024	Annual	Against	6c 6b,6f 2b,8.g	Concerns about overall board structure Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles		1
1823508	DK0010274844	Solar A/S	Europe	Denmark	15/03/2024	Annual	All For				1
1819193	FI4000567029	Finnair Oyj	Europe	Finland	18/03/2024	Annual	Against	13	A vote AGAINST this proposal is warranted because candidate Sanna Mari Suvanto-Harsaae is overboarded.		1
1825108	CH0108503795	Meyer Burger Technology AG	Europe	Switzerland	18/03/2024	Extraordinary Shareholders	Against	4	Insufficient/poor disclosure		1
1814966	SE0005366871	SAS AB	Europe	Sweden	18/03/2024	Annual	Against	11.a,11.h 15	Overboarded/Too many other time commitments Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles		1
1801950	FI4000369947	Citycon Oyj	Europe	Finland	19/03/2024	Annual	Against	10 13 17	A vote AGAINST this item is warranted because: - The exercisable options awarded to the CEO under the LTIP have a vesting period of less than three years; - The restricted shares vested in 2023 to the CEO have a vesting period of less than three years; - There is no disclosure of achievement levels nor targets for the individual STI-metrics; - The company provides lagged disclosure for STI payment and does not disclose the amount earned in 2023; - There are concerns related to pay-for-performance alignment. A vote AGAINST this proposal is warranted for the following reasons: - The chairman of the audit committee is non-independent. - There is a lack of gender diversity on the board. A vote AGAINST this proposal to repurchase company shares is warranted because the company would be able to repurchase more than 10 percent of its share capital.		1
1822090	DK0060083210	D/S Norden A/S	Europe	Denmark	19/03/2024	Extraordinary Shareholders	All For				1
1778262	FI0009014351	Oriola Corp.	Europe	Finland	19/03/2024	Annual	Against	19 13	A vote AGAINST the issuance authorization under Item 19 is warranted because it explicitly includes the possibility to issue additional super voting shares. A vote AGAINST this item is warranted because candidate Yrjö Narhinen is overboarded.		1
1825325	DK0060036564	Spar Nord Bank A/S	Europe	Denmark	19/03/2024	Annual	Abstain	10.a 10.c	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles		1
1822114	FI4000170915	Alisa Bank Plc	Europe	Finland	20/03/2024	Annual	Against	6 10	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles A vote AGAINST this item is warranted because: There is a lack of disclosure of performance criteria, weights, and targets in the LTIP; - The performance periods of the share appreciation plan and PSP are insufficient; - The CEO's base salary was significantly increased without supporting rationale.		1
1792824	SE0006993770	Axfood AB	Europe	Sweden	20/03/2024	Annual	Against	15.1,15.3 12	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles		1
1825348	SE0000188518	Catella AB	Europe	Sweden	20/03/2024	Extraordinary Shareholders	Against	8	Pay is misaligned with EOS remuneration principles		1
1824776	DK0061804770	H. Lundbeck A/S	Europe	Denmark	20/03/2024	Annual	Against	4	Pay is misaligned with EOS remuneration principles		1
1820829	FI0009004824	Kemira Oyj	Europe	Finland	20/03/2024	Annual	All For				1
1826132	DK0010287663	NKT A/S	Europe	Denmark	20/03/2024	Annual	Abstain	8.b 5	Overboarded/Too many other time commitments EOS manual override. See analyst note.		1
1822176	SE0004977692	Platzer Fastigheter Holding AB	Europe	Sweden	20/03/2024	Annual	Against	15 13a.5,13a.6 13a.4,13b	Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity		1
1821914	SE0007100599	Svenska Handelsbanken AB	Europe	Sweden	20/03/2024	Annual	Against	19.1,19.5,19.8,19.9,20	Overboarded/Too many other time commitments		2
1820481	SE0008241491	SynAct Pharma AB	Europe	Sweden	20/03/2024	Extraordinary Shareholders	All For				1
1821452	FI4000519228	WithSecure Corp.	Europe	Finland	20/03/2024	Annual	Against	10 13	A vote AGAINST this item is warranted because the company has not disclosed the performance targets or outcome of the long-term incentive plan. Additionally, concerns are noted regarding the share allocation under existing long-term incentive plans. A vote AGAINST this proposal is warranted for the following reasons:- There is a lack of gender diversity on the board.		1
1825966	DK0060257814	Zealand Pharma A/S	Europe	Denmark	20/03/2024	Annual	Against	10 7,8	Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles		1
1798285	CH0012221716	ABB Ltd	Europe	Switzerland	21/03/2024	Annual	Against	11	Insufficient/poor disclosure		1
1813057	CH0024590272	ALSO Holding AG	Europe	Switzerland	21/03/2024	Annual	Against	7.1,1.7,3.1 7.1,2.7,1.3,7.3,2.7,3.3 2,6,2,6,3 5	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles Performance-related pay/awards for non-executives		1
1816860	AT0000730007	Andritz AG	Europe	Austria	21/03/2024	Annual	Against	8 10.1,10.2	A vote AGAINST the remuneration report is warranted because:- Significant shareholder dissent on the previous year's remuneration report has not been addressed. At the 2023 AGM, only 57 percent of shareholders overall supported the 2022 remuneration report. Of this, the free float approval rate was only 16 percent.- There is insufficiently robust disclosure in regard to the EUR 4.3 million in termination payments granted to one executive. Although part of this represents a legal obligation under the Austrian Salaried Employees Act, the company does not provide a further breakdown of the severance pay and the basis for the variable components. Votes AGAINST these items are warranted because:- These items concern additional instructions from the shareholder to the proxy in case new or amended voting items are introduced at the meeting by shareholders (Item 10.1) or the management and/or supervisory boards (Item 10.2); and- The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against these items on a precautionary basis.		2
1821723	FR0010481960	Argan SA	Europe	France	21/03/2024	Annual/Special	Against	15 6 7,9,10,11,16	Insufficient justification for related party transaction Pay is misaligned with EOS remuneration principles		1
1821760	SE0000191827	Atrium Lundsberg AB	Europe	Sweden	21/03/2024	Annual	Against	12,16	Overboarded/Too many other time commitments		1
1822198	ES01140609019	CaixaBank SA	Europe	Spain	21/03/2024	Annual	All For				1
1816903	DE0005313704	Carl Zeiss Meditec AG	Europe	Germany	21/03/2024	Annual	Against	8 9	Lack of independence on board Proposed term in policy exceeds appropriate limit Pay is misaligned with EOS remuneration principles		1

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1781304	FI0009009617	eQ Oyj	Europe	Finland	21/03/2024	Annual	Against	10 13	A vote AGAINST the proposed remuneration report is warranted due to the lack of retrospective disclosure on performance criteria, targets, weightings, and achievement levels related to variable remuneration. A vote AGAINST this proposal is warranted due to the presence of an executive full-time chairman on the board combined with the lack of an audit committee.		
1822200	SE0000170375	Hufvudstaden AB	Europe	Sweden	21/03/2024	Annual	Against	14 15	Lack of independence on boardConcerns about overall board structureOverboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles		1
1782657	DK0010307958	Jyske Bank A/S	Europe	Denmark	21/03/2024	Annual	All For				
1815479	FI0009010854	Lassila & Tikanoja Oyj	Europe	Finland	21/03/2024	Annual	Against	11	A vote AGAINST this item is warranted because the proposed remuneration policy does not contain short-term cap.		1
1811263	FI0009000251	Lindex Group Plc	Europe	Finland	21/03/2024	Annual	Against	10	A vote AGAINST this item is warranted because of the lack of disclosure regarding the performance criteria and outcome for the STI and LTI plans.		1
1820633	SE0009806607	Munters Group AB	Europe	Sweden	21/03/2024	Annual	Against	13.d, 13.e, 14.a 15, 17	Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles		1
1823125	DK0060907293	Niifisk Holding A/S	Europe	Denmark	21/03/2024	Annual	Abstain	16, 17	Overboarded/Too many other time commitmentsConcerns related to approach to board gender diversity		1
1789754	FI4000297767	Nordea Bank Abp	Europe	Finland	21/03/2024	Annual	All For				
1819361	DK0062498333	Nova Nordisk A/S	Europe	Denmark	21/03/2024	Annual	All For				
1827913	DK0061141215	NTG Nordic Transport Group A/S	Europe	Denmark	21/03/2024	Annual	Against	6, 6.7 6.2 4, 8.d	Concerns regarding Auditor tenure Concerns related to approach to board gender diversity Pay is misaligned with EOS remuneration principles		2
1811983	CH0000816824	OC Oerlikon Corp. AG	Europe	Switzerland	21/03/2024	Annual	Against	5.1 5.7, 6.4 13 9, 12	Combined CEO/Chair Concerns related to inappropriate membership of committees Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles		1
1826605	DK0010311471	Sydbank A/S	Europe	Denmark	21/03/2024	Annual	All For				
1823626	DK0060636678	Tryk A/S	Europe	Denmark	21/03/2024	Annual	All For				
1820350	FI4000074984	Valmet Corp.	Europe	Finland	21/03/2024	Annual	Against	11 10	A vote AGAINST this item is warranted because:- The level of disclosure for STIP and LTIP are below market practice.- The performance period for the LTIP is one year for 75 percent of the plan's weight. A vote AGAINST this item is warranted due to the presence of an uncapped discretionary mandate in the policy.		1
1828477	NO0010768500	Atlantic Sapphire ASA	Europe	Norway	22/03/2024	Extraordinary Shareholders	Against	7	A vote AGAINST this issuance authorization is warranted because the potential share capital increase is excessive.		
1812236	CH0022288228	EFG International AG	Europe	Switzerland	22/03/2024	Annual	Against	7, 1.a, 7.1.c, 7.1.d, 8.1, 8.3, 8.4 11 2, 6.2, 6.3	Concerns related to inappropriate membership of committees Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles		
1826073	PTPTCPAM0009	Pharol SGPS SA	Europe	Portugal	22/03/2024	Annual	Against	8			1
1811775	FI4000123195	Enento Group Oyj	Europe	Finland	25/03/2024	Annual	All For				
1799224	FI0009001127	Alandsbanken Abp	Europe	Finland	26/03/2024	Annual	Against	11 10 18	A vote AGAINST the proposed remuneration policy is warranted due to the uncapped discretionary mandate to grant sign-on bonuses under extraordinary circumstances, and the lack of clearly stated termination benefit limits. A vote AGAINST the proposed remuneration report is warranted as there is a lack of disclosure on STIP achievement and targets. Further, one-third of the STI is based on undefined personal goals. A vote AGAINST this issuance authorization is warranted because the potential share capital increase is excessive.		2
1822817	FR0010386334	Clariane SE	Europe	France	26/03/2024	Extraordinary Shareholders	All For				
1813061	CH0126673539	DKSH Holding AG	Europe	Switzerland	26/03/2024	Annual	Against	9 6, 1.9 5, 3	Insufficient/poor disclosure Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles		
1812233	CH0023888554	Implenia AG	Europe	Switzerland	26/03/2024	Annual	Against	9	Insufficient/poor disclosure		1
1779204	FI0009000665	Metsa Board Oyj	Europe	Finland	26/03/2024	Annual	Abstain Against	14 11 10 12	A vote ABSTAIN this proposal is warranted for the following reasons: - Less than half of the members on the remuneration committee are considered independent. - The company operates a share structure with unequal voting rights and there are shareholder representatives on the board. A vote AGAINST this item is warranted because the proposed remuneration policy is below par in relation to market standards, particularly with regard to disclosure of the performance criteria for variable remuneration plans as well as the presence of an uncapped discretionary mandate. A vote AGAINST this item is warranted because the proposed remuneration report is below par in relation to market standards, particularly with regard to pension payments to non-executive directors, lagged disclosure of performance outcome under the short-term incentive plan and excessive pension payments to the CEO. A vote AGAINST this remuneration proposal is warranted because non-executive directors would be paid pension contributions.		
1823658	CH0011108872	Mobimo Holding AG	Europe	Switzerland	26/03/2024	Annual	Against	8	Insufficient/poor disclosure		1
1824844	SE0000949331	Nobia AB	Europe	Sweden	26/03/2024	Extraordinary Shareholders	All For				
1827696	FI0009900401	Olvi Oyj	Europe	Finland	26/03/2024	Annual	Against	16 10 11	A vote AGAINST is warranted because the company has failed to provide a rationale in favor of the proposal. A vote AGAINST this item is warranted because of below par disclosure surrounding the STIP, as well as an insufficient performance and vesting period for the matching plan. A vote AGAINST this item is warranted because of short-term bonus caps and since the policy permits insufficient performance and vesting periods.		1
1827809	FI4000306733	Oma Saastopankki Oyj	Europe	Finland	26/03/2024	Annual	Against	17 10, 11	A vote AGAINST this issuance authorization is warranted because the potential share capital increase is excessive. A vote AGAINST this item is warranted because the proposed remuneration policy is below par in relation to market standards, particularly with regard to insufficient performance period and lack of disclosure of potential termination benefits.		1
1824076	SE0000111940	Ratos AB	Europe	Sweden	26/03/2024	Annual	Against	15, 1 19 16 17	Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles		
1817969	CH1256740924	SGS SA	Europe	Switzerland	26/03/2024	Annual	Against	7 4, 1.4.4, 3.2 1, 3	Insufficient/poor disclosure Over-boarded/Too many other time commitments Pay is misaligned with EOS remuneration principles		1
1811684	CH0418792922	Sika AG	Europe	Switzerland	26/03/2024	Annual	Against	7	Insufficient/poor disclosure		
1818473	SE0000242455	Svebank AB	Europe	Sweden	26/03/2024	Annual	All For				
1801280	FI4000252127	Terveyystalo Oyj	Europe	Finland	26/03/2024	Annual	Against	10	A vote AGAINST this item is warranted because:- The explanation concerning the company's STIP performance is limited. - The performance period for the vested LTIP is less than three years. - There is some ambiguity around disclosure of performance of vested LTIP.		
1801296	FI0009900682	Vaisala Oyj	Europe	Finland	26/03/2024	Annual	Against	11	A vote AGAINST this item is warranted because the proposed remuneration policy was not available in due time before the general meeting.		1
1801273	FI0009009377	CapMan Oyj	Europe	Finland	27/03/2024	Annual	Against	10 13	A vote AGAINST this item is warranted because the proposed remuneration report is below par in relation to market standards, particularly with regards to insufficient vesting and performance periods in the company's ongoing LTIP, including lack of disclosure of retrospective disclosure of performance targets for LTI awards. A vote AGAINST this proposal is warranted for because an executive sits on the remuneration committee and the candidate Johan Bygge is considered overboarded.		

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1791554	SE0016589188	Electrolux AB	Europe	Sweden	27/03/2024	Annual	Against	13.a 13.h 16.17	Concerns related to inappropriate membership of committees Concerns to protect shareholder value Concerns to protect shareholder value Pay is misaligned with EOS remuneration principles		1
1812234	CH0030380734	HUBER+SUHNER AG	Europe	Switzerland	27/03/2024	Annual	Against	12 7	Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles		1
1820851	CH0273774791	Intershop Holding AG	Europe	Switzerland	27/03/2024	Annual	Against	5.5 5.1.1.5.2.5.3.1 6 4.1.2 5.1.2.5.1.3.5.3.2.5.3.3 1.3	Concerns regarding Auditor tenure Concerns regarding Auditor tenure 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 Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles		1
1819379	FI0009005870	Konecranes Oyj	Europe	Finland	27/03/2024	Annual	Against	11 14	A vote AGAINST this item is warranted because the proposed remuneration policy is below par in relation to market standards, particularly with regards to the lack of disclosure regarding main features of the performance share plan, including lack of disclosure regarding the performance criteria and performance and vesting periods, in addition to the uncapped RSU grant mandate as a form of retention tool. A vote AGAINST this proposal is warranted because candidate Pasi Laine is considered overboarded.		1
1800601	GRSS393509009	Mullins SA	Europe	Greece	27/03/2024	Extraordinary Shareholders	All For				1
1829827	SE1003954454	Samhallsbryggeribolaget i Norden AB	Europe	Sweden	27/03/2024	Extraordinary Shareholders	All For				1
1811386	CH0008742913	Swisscom AG	Europe	Switzerland	27/03/2024	Annual	Against	4.6.5 9	Concerns related to inappropriate membership of committees Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles		1
1812742	IT000498065	Anima Holding SpA	Europe	Italy	28/03/2024	Annual/Special	Against	3 2.2	Concerns related to shareholder rights Pay is misaligned with EOS remuneration principles		1
1811985	CH0190891181	Leonteq AG	Europe	Switzerland	28/03/2024	Annual	Against	10.11	Insufficient/poor disclosure		1
1809416	US282626C8394	Visa Inc.	North America	USA	23/01/2024	Annual	Against	1h 2	Concerns about remuneration committee performance High variable pay ratio Options/PSUs vest in less than 36 months		2
1809646	US9314271084	Walgreens Boots Alliance, Inc.	North America	USA	25/01/2024	Annual	Against	7 6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation		1
1813599	US3546131018	Franklin Resources, Inc.	North America	USA	06/02/2024	Annual	Against	1j 3k	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Inadequate management of deforestation risks Pay is misaligned with EOS remuneration principles		1
1815438	US3032501047	Fair Isaac Corporation	North America	USA	14/02/2024	Annual	Against	1g 2	Concerns about remuneration committee performance High variable pay ratioOptions/PSUs vest in less than 36 monthsExcessive CEO payHigh CEO to average NEO pay		1
1815577	US0378331005	Apple Inc.	North America	USA	28/02/2024	Annual	Against	3.7 6	EOS manual override. See analyst note. Shareholder proposal promotes better management of SEE opportunities and risks	1d	2
1817847	US0382221051	Applied Materials, Inc.	North America	USA	07/03/2024	Annual	Against	1f 2 5	Concerns about remuneration committee performance High variable pay ratioHigh CEO to average NEO pay Shareholder proposal promotes better management of SEE opportunities and risks		1
1816945	US4364401012	Hologic, Inc.	North America	USA	07/03/2024	Annual	Against	1d 2	Concerns about remuneration committee performance Low shareholding requirementHigh variable pay ratioTotal pay targets a range above peer medianOptions/PSUs vest in less than 36 monthsExcessive CEO payHigh CEO to average NEO pay		1
1818499	US03073E1055	Cencora, Inc.	North America	USA	12/03/2024	Annual	All For				1
1805445	GB001826634	Diploma Plc	United Kingdom	United Kingdom	17/01/2024	Annual	Against	3	Concerns related to ethnic and/or racial diversity Concerns related to below-board gender diversity Failure to provide DEI disclosures in line with UK listing rule		1
1812267	GB00B1JQDM80	Marston's Plc	United Kingdom	United Kingdom	23/01/2024	Annual	All For				1
1812259	GB00B1FPEH53	Mitchells & Butlers Plc	United Kingdom	United Kingdom	23/01/2024	Annual	Against	8 4 3	Concerns related to succession planningConcerns related to approach to board gender diversity Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles		1
1808947	GB00B0N8QD54	Britvic Plc	United Kingdom	United Kingdom	25/01/2024	Annual	Abstain	11			1
1807277	GB00BK57YK08	Treatt Plc	United Kingdom	United Kingdom	25/01/2024	Annual	Against	2.13	Pay is misaligned with EOS remuneration principles		1
1810413	GB0000667013	Avon Protection Plc	United Kingdom	United Kingdom	26/01/2024	Annual	All For				1
1812267	GB00BYM1K758	On The Beach Group Plc	United Kingdom	United Kingdom	26/01/2024	Annual	All For				1
1810016	GB00B2PDGW16	WH Smith Plc	United Kingdom	United Kingdom	26/01/2024	Annual	Against	10 2	Lack of independent representation at board committees Pay is misaligned with EOS remuneration principles		1
1809368	GB00BFZNLB60	AJ Bell Plc	United Kingdom	United Kingdom	30/01/2024	Annual	All For				1
1811258	GB00BMVQDZ84	Auction Technology Group Plc	United Kingdom	United Kingdom	30/01/2024	Annual	Against	3	Overboarded/Too many other time commitments		1
1812065	GB00BGBN7C04	SSP Group Plc	United Kingdom	United Kingdom	30/01/2024	Annual	All For				1
1809404	GB00B8C3BL03	The Sage Group plc	United Kingdom	United Kingdom	01/02/2024	Annual	All For				1
1816240	GB00B0WMMW03	QinetiQ Group plc	United Kingdom	United Kingdom	08/02/2024	Special	All For				1
1806149	GB0030927254	ASOS Plc	United Kingdom	United Kingdom	07/02/2024	Annual	Against	15.16	Concerns related to succession planning Overboarded/Too many other time commitments		1
1811734	GB00BYZNR041	Future Plc	United Kingdom	United Kingdom	07/02/2024	Annual	All For				1
1806100	GB00B04V1276	Granger Plc	United Kingdom	United Kingdom	07/02/2024	Annual	All For				1
1808880	GB0009292243	Victrex Plc	United Kingdom	United Kingdom	09/02/2024	Annual	All For				1
1810344	GB00B45C9X44	Chemring Group Plc	United Kingdom	United Kingdom	23/02/2024	Annual	All For				1
1820097	GB00B4WFW713	LondonMetric Property Plc	United Kingdom	United Kingdom	27/02/2024	Special	All For				1
1820015	GB00BYQ46T41	LXI REIT PLC	United Kingdom	United Kingdom	27/02/2024	Court	All For				1
1820081	GB00BYQ46T41	LXI REIT PLC	United Kingdom	United Kingdom	27/02/2024	Special	All For				1
1817596	GB00BD45SH49	Integrain Holdings Plc	United Kingdom	United Kingdom	29/02/2024	Annual	Against	2	Pay is misaligned with EOS remuneration principles		1
1811856	GB00D6GN030	Virgin Money UK Plc	United Kingdom	United Kingdom	01/03/2024	Annual	Against	2	Pay is misaligned with EOS remuneration principles		1
1818430	GB00B2N6PM57	Paragon Banking Group Plc	United Kingdom	United Kingdom	06/03/2024	Annual	All For				1
1818434	GB00B1N7Z394	Safestore Holdings Plc	United Kingdom	United Kingdom	13/03/2024	Annual	Against	2	Pay is misaligned with EOS remuneration principles		1
1822878	GB00BF4HY189	Bank of Georgia Group Plc	United Kingdom	United Kingdom	14/03/2024	Special	All For				1
1821468	GB00B8VZXT93	Crest Nicholson Holdings Plc	United Kingdom	United Kingdom	19/03/2024	Annual	Against	12	Pay is misaligned with EOS remuneration principles		1