

Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type	Votes For/Against Management	Agenda Item Numbers
2046133	JP3164720009	Renesas Electronics Corp.	Asia	Japan	25/03/2026	Annual	All For	
2045368	JP3166000004	Ebara Corp.	Asia	Japan	26/03/2026	Annual	All For	
2047872	JP33845770001	HQSHIZAKI Corp.	Asia	Japan	26/03/2026	Annual	Against	1.1,1.2
2045462	JP3368000000	Resonac Holdings Corp.	Asia	Japan	26/03/2026	Annual	Against	3.1
2046172	JP3112000009	AGC, Inc. (Japan)	Asia	Japan	27/03/2026	Annual	Against	3.1
2050066	SG1L01001701	DBS Group Holdings Ltd.	Asia	Singapore	31/03/2026	Annual	All For	
2039597	KR7012330007	Hyundai Mobis Co., Ltd.	Asia	South Korea	17/03/2026	Annual	Against	4.4
2041193	KR7005930003	Samsung Electronics Co., Ltd.	Asia	South Korea	18/03/2026	Annual	Against	1.3
2042899	KR7032630002	Samsung Life Insurance Co., Ltd.	Asia	South Korea	19/03/2026	Annual	All For	
2044627	KR7023220003	S. Energy Solution Ltd.	Asia	South Korea	20/03/2026	Annual	All For	
2040645	KR7028270008	Celltrion, Inc.	Asia	South Korea	24/03/2026	Annual	All For	
2046328	KR7088780003	Hana Financial Group, Inc.	Asia	South Korea	24/03/2026	Annual	All For	
2044937	KR7000660001	SK hynix, Inc.	Asia	South Korea	25/03/2026	Annual	Against	4.1
2044298	KR7402340004	SK Square Co. Ltd.	Asia	South Korea	25/03/2026	Annual	All For	
2044891	KR7005380001	Hyundai Motor Co., Ltd.	Asia	South Korea	26/03/2026	Annual	All For	
2038690	KR7105560007	KB Financial Group, Inc.	Asia	South Korea	26/03/2026	Annual	All For	
2051906	KR7006260004	LS Corp.	Asia	South Korea	26/03/2026	Annual	Against	3 7
2044938	KR7017670001	SK Telecom Co., Ltd.	Asia	South Korea	26/03/2026	Annual	All For	
2045628	KR7241560002	Doosan Bobcat, Inc.	Asia	South Korea	27/03/2026	Annual	Against	3
2045510	KR7064350002	HYUNDAI ROTEM Co.	Asia	South Korea	27/03/2026	Annual	Against	3.1 3.2,3.3
2044235	KR7021240007	COWAY Co., Ltd.	Asia	South Korea	31/03/2026	Annual	Against	4.1,4.2,5.5,6.1,7.1 2.8,2.9,4.3,4.4,5.6,6.2,7.2
2050990	KR7030200000	KT Corp.	Asia	South Korea	31/03/2026	Annual	Against	8
2044296	KR7051910008	LG Chem Ltd.	Asia	South Korea	31/03/2026	Annual	Against	5 1.6 2.7,3.1,3.2,3.3 2.8
2045344	BRTIMSACN0R5	TIM SA (Brazil)	Emerging Markets	Brazil	31/03/2026	Annual	Against	7 4 8
2045345	BRTIMSACN0R5	TIM SA (Brazil)	Emerging Markets	Brazil	31/03/2026	Extraordinary Shareholders	All For	
2031737	CNE1000010263	China Communications Services Corp. Ltd.	Emerging Markets	China	22/01/2026	Extraordinary Shareholders	All For	
2031895	CNE1000010263	China Communications Services Corp. Ltd.	Emerging Markets	China	22/01/2026	Special	All For	
2031898	CNE100001YQ9	Huatai Securities Co., Ltd.	Emerging Markets	China	23/01/2026	Extraordinary Shareholders	Against	3.2 2.3 1
2034295	CNE100000419	Weichai Power Co., Ltd.	Emerging Markets	China	30/01/2026	Extraordinary Shareholders	Against	3
2032357	CNE1000003X6	Ping An Insurance (Group) Company of China, Ltd.	Emerging Markets	China	13/02/2026	Extraordinary Shareholders	All For	
2039167	CNE000000QN5	Xiamen Xiangyu Co., Ltd.	Emerging Markets	China	26/02/2026	Special	Against	5 6 4
2030840	INE238A01034	Axis Bank Limited	Emerging Markets	India	18/01/2026	Special	All For	
2035935	INE090A01021	ICICI Bank Limited	Emerging Markets	India	20/02/2026	Special	All For	
2040371	INE040A01054	HDFC Bank Limited	Emerging Markets	India	19/03/2026	Special	All For	
2040475	INE082A01020	State Bank of India	Emerging Markets	India	27/03/2026	Special	All For	
2028407	MXP001661018	Grupo Aeroportuario del Sureste SA de CV	Emerging Markets	Mexico	26/01/2026	Ordinary Shareholders	All For	
2047915	PEP612001003	Compania de Minas Buenaventura SAA	Emerging Markets	Peru	30/03/2026	Annual	All For	
2031633	PLKGHM000017	KGHM Polska Miedz SA	Emerging Markets	Poland	20/01/2026	Special	All For	
2031358	PLPKO0000016	PKO Bank Polski SA	Emerging Markets	Poland	20/01/2026	Special	All For	
2043100	TRAKCHOL91Q8	Koc Holding A.S.	Emerging Markets	Turkey	18/03/2026	Annual	Against	11,13
2044539	TREPEG500016	Pegasus Hava Tasimaciligi AS	Emerging Markets	Turkey	31/03/2026	Annual	Against	5
2048378	TRAI/SC/IR91N2	Turkiye Is Bankasi AS	Emerging Markets	Turkey	31/03/2026	Annual	Against	6,7
2036533	AEEO000801010	Emirates NBD Bank (P.J.S.C.)	Emerging Markets	United Arab Emirates	17/02/2026	Annual	All For	
2041093	AEEO000301011	Emaar Properties PJSC	Emerging Markets	United Arab Emirates	25/03/2026	Annual	Against	10
2040827	AEEO1388A243	Aleef Education Holding Plc	Emerging Markets	United Arab Emirates	31/03/2026	Annual	Against	8
2034341	FI0000730007	Andros AG	Europe	Austria	28/02/2026	Annual	Against	7.1
2000368	DK0010307558	Jyske Bank A/S	Europe	Denmark	17/03/2026	Annual	All For	
2038703	DK0010245508	A.P. Moller-Maersk A/S	Europe	Denmark	25/03/2026	Annual	Against	H.2,H.3,H.4
2039856	DK0010274414	Danske Bank A/S	Europe	Denmark	26/03/2026	Annual	All For	
2040211	DK0060636678	Tryk A/S	Europe	Denmark	26/03/2026	Annual	All For	
2038906	FI0009013403	Kone Oyj	Europe	Finland	05/03/2026	Annual	Against	20 13.b,13.g 13.f
2014627	FI0009003727	Wartsila Oyj Abp	Europe	Finland	12/03/2026	Annual	All For	
2001893	FI0009000202	Kesko Oyj	Europe	Finland	26/03/2026	Annual	Against	14 11
2027346	DE000STAB1L8	Stabilus SE	Europe	Germany	04/02/2026	Annual	Against	8 8
2027336	DE0007236101	Siemens AG	Europe	Germany	12/02/2026	Annual	All For	
2040023	DE0008231004	Infineon Technologies AG	Europe	Germany	19/02/2026	Annual	Against	
2034777	DE000ENERGY0	Siemens Energy AG	Europe	Germany	28/02/2026	Annual	All For	8.9
2029755	IE00B48NMY34	Accenture Plc	Europe	Ireland	28/01/2026	Annual	All For	
2035258	IE00BY7QL619	Johnson Controls International Plc	Europe	Ireland	04/03/2026	Annual	All For	
2034998	IE0001VNOZ81	TE Connectivity Plc	Europe	Ireland	11/03/2026	Annual	All For	
2035588	IT0005218360	Banco BPM SpA	Europe	Italy	23/02/2026	Extraordinary Shareholders	All For	
2038993	IT0000072170	Finmeccanica SpA	Europe	Italy	10/03/2026	Extraordinary Shareholders	All For	
1946674	IT0005229360	UniCredit SpA	Europe	Italy	31/03/2026	Annual/Special	All For	
2035149	NL0014332678	JDE Peet's NV	Europe	Netherlands	02/03/2026	Extraordinary Shareholders	All For	
2040234	NO0010582521	Gjensidige Forsikring ASA	Europe	Norway	26/03/2026	Annual	Against	10 12a
2039479	ES0113211835	Banco Bilbao Vizcaya Argentaria SA	Europe	Spain	19/03/2026	Annual	All For	
2044305	ES0116870314	Naturgy Energy Group SA	Europe	Spain	24/03/2026	Annual	Against	7.1 7.2,7.4 6
2044051	ES0178430E18	Telefonica SA	Europe	Spain	25/03/2026	Annual	Against	VIII,X
2045076	ES0113900J37	Banco Santander SA	Europe	Spain	26/03/2026	Annual	Against	5D
2043272	ES0113679137	Bankinter SA	Europe	Spain	26/03/2026	Annual	Against	7.2 11
2043124	ES0140609019	CaixaBank SA	Europe	Spain	26/03/2026	Annual	All For	
2008096	SE0006993770	Axford AB	Europe	Sweden	18/03/2026	Annual	Against	14.2,14.3,14.8 11
2034084	SE0000242455	Swedbank AB	Europe	Sweden	24/03/2026	Annual	All For	
2038319	SE0007100599	Svenska Handelsbanken AB	Europe	Sweden	25/03/2026	Annual	Against	18.H 18.C,19.1 18.G
2039879	SE0009922164	Essity AB	Europe	Sweden	26/03/2026	Annual	Against	12 12.f

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2040228	SE0000113250	Skanska AB	Europe	Sweden	31/03/2026	Annual	Against	14d 14g 14b 17
2036362	SE0000108656	Telefonaktiebolaget LM Ericsson	Europe	Sweden	31/03/2026	Annual	Against	11.2,12 8.2,10
2039689	SE0021628898	Volvo Car AB	Europe	Sweden	31/03/2026	Annual	Against	12b
2033538	CH001205267	Novartis AG	Europe	Switzerland	26/03/2026	Annual	Against	2.3,10
2042893	CH1499059583	Roche Holding AG	Europe	Switzerland	10/03/2026	Annual	No Action Taken	1
2041735	CH1499059583	Roche Holding AG	Europe	Switzerland	10/03/2026	Annual	Against	6.4,12 13 6.2,6.3,6.7,6.11,6.13 6.1 10.2 2.1,3,7,8
2042280	CH0012221716	ABB Ltd.	Europe	Switzerland	19/03/2026	Annual	Against	11
2034659	CH0276534614	Zehnder Group AG	Europe	Switzerland	19/03/2026	Annual	Against	6.1,2,6.1,4,6.2,1,6.2,3 6.1,1,6.1,7 4.3
2035812	CH0008742519	Swisscom AG	Europe	Switzerland	25/03/2026	Annual	Against	9 4.7
2038873	CH1256740924	SGS SA	Europe	Switzerland	26/03/2026	Annual	Against	7 4.1,7,4,3,3 1,3
2027685	US22160K1051	Costco Wholesale Corporation	North America	USA	15/01/2026	Annual	Against	2,3
2029498	US4663131039	Jabil Inc.	North America	USA	22/01/2026	Annual	Against	16,1g
2030761	US0758871091	Becton, Dickinson and Company	North America	USA	27/01/2026	Annual	All For	
2028425	US92826C8394	Visa Inc.	North America	USA	27/01/2026	Annual	All For	
2031887	US9418481035	Waters Corporation	North America	USA	27/01/2026	Special	All For	
2031690	US6819191064	Omnicom Group Inc.	North America	USA	28/01/2026	Special	All For	
2030398	US4817741025	Karvee Inc.	North America	USA	29/01/2026	Special	All For	
2030387	US4943681035	Emberly-Clark Corporation	North America	USA	29/01/2026	Special	All For	
2029754	US2910111044	Emerson Electric Co.	North America	USA	03/02/2026	Annual	Against	1c,3 1a
2031602	US3546131018	Franklin Resources, Inc.	North America	USA	03/02/2026	Annual	Against	1j 4
2031093	US0495601058	Alamos Energy Corporation	North America	USA	04/02/2026	Annual	All For	
2031884	US4364401012	Hologic, Inc.	North America	USA	05/02/2026	Special	Against	2
2030595	US9024941034	Tyson Foods, Inc.	North America	USA	05/02/2026	Annual	Against	1f 1i 4 3 6,7 9
2032983	US0304201033	American Water Works Company, Inc.	North America	USA	10/02/2026	Special	All For	
2032984	US2867051022	Essential Utilities, Inc.	North America	USA	10/02/2026	Special	All For	
2031657	US7390311091	Rockwell Automation, Inc.	North America	USA	10/02/2026	Annual	Against	A,1
2031881	US89370C1009	PTC Inc.	North America	USA	11/02/2026	Annual	All For	
2031880	US83088M1027	Skyworks Solutions, Inc.	North America	USA	11/02/2026	Special	All For	
2033783	US7547301090	Raymond James Financial, Inc.	North America	USA	19/02/2026	Annual	All For	
2033995	US0378331005	Apple Inc.	North America	USA	24/02/2026	Annual	All For	
2034823	US2441991054	Deere & Company	North America	USA	25/02/2026	Annual	Against	3
2035193	US6556631025	Nordson Corporation	North America	USA	02/03/2026	Annual	Against	1,2 3
2035717	US0076671007	AECOM	North America	USA	03/03/2026	Annual	All For	3
2037078	US3032501047	Fair Isaac Corporation	North America	USA	04/03/2026	Annual	Against	1f 2
2036159	US0307351055	Censora, Inc.	North America	USA	05/03/2026	Annual	All For	
2036255	US8936411003	TransDigm Group Incorporated	North America	USA	05/03/2026	Annual	All For	
2036255	US0328541051	Analog Devices, Inc.	North America	USA	11/03/2026	Annual	Against	9
2037343	US0382221051	Applied Materials, Inc.	North America	USA	12/03/2026	Annual	All For	
2036779	US3156161024	F5, Inc.	North America	USA	12/03/2026	Annual	Against	2 1b
2037864	US4228061093	HEICO Corporation	North America	USA	13/03/2026	Annual	Against	1i 1e 2
2036160	US7475231036	QUALCOMM Incorporated	North America	USA	17/03/2026	Annual	Against	6
2038976	US00846U1016	Qellent Technologies, Inc.	North America	USA	18/03/2026	Annual	Against	1,3
2036164	US2546871060	The Walt Disney Company	North America	USA	18/03/2026	Annual	Against	1i,2
2036770	US49338L1035	Keysight Technologies, Inc.	North America	USA	19/03/2026	Annual	Against	1,2
2036792	US8552441094	Starbucks Corporation	North America	USA	25/03/2026	Annual	Against	1a 2 1c,1d 5 4
2041029	US1717793095	Ciena Corporation	North America	USA	26/03/2026	Annual	Against	1a 3
2030831	GB0032089863	Next Plc	United Kingdom	United Kingdom	15/01/2026	Special	All For	
2033790	GB00B5Z6P330	Reckitt Benckiser Group Plc	United Kingdom	United Kingdom	27/01/2026	Special	All For	
2011372	GB00B06K4675	Compass Group Plc	United Kingdom	United Kingdom	05/02/2026	Annual	All For	
2024805	GB0082831003	The Sage Group plc	United Kingdom	United Kingdom	05/02/2026	Annual	All For	
2039873	GB00064811250	ME Group International Plc	United Kingdom	United Kingdom	28/02/2026	Special	All For	
2039583	GB0003718474	Games Workshop Group Plc	United Kingdom	United Kingdom	05/03/2026	Special	All For	
2034922	GB00B1N72094	Safestore Holdings Plc	United Kingdom	United Kingdom	18/03/2026	Annual	All For	

Voting Explanation	Vote By Exception	Ballot Count
		1
		1
Concerns related to approach to board gender diversity		1
Concerns related to overall performance		1
Concerns related to overall performance		1
	5	1
Concerns related to level of board independence		1
Concerns related to overall board structures that may result in the reduction of shareholder rights [BoardStructure5]	4	2
		1
		1
		1
Concerns related to approach to board gender diversity		2
	3.2	1
		1
Concerns related to board gender diversity not meeting the thresholds as outlined in our policy [BoardCompositionGL1]		1
Concerns that remuneration policy design is insufficiently aligned to long-term shareholder value, in particular appearing to display an insufficient combination of simplicity of design, alignment of incentives to long-term company success, material executive shareholdings, accountability of the board to compensation outcomes, and good engagement between the company and investors [Remuneration1]		1
		1
Concerns related to combined Chair/CEO role		1
Concerns related to membership of a key committee, which in line with our voting policy should comprise fully independent directors only in order to better protect shareholder interests and avoid undue influence on key committee decisions and oversight [BoardStructure3]		1
Concern that the Chair and CEO role are combined, which can lead to a lack of independent oversight of management, particularly when insufficiently balanced by the presence of a Lead Independent Director with adequate powers to ensure the board may act independently of the Chair in certain circumstances [IndividualDirector2]		1
Concerns related to the level of independent directors on the board, which in line with our policy should comprise a majority of directors in order to better protect minority shareholder interests [BoardStructure1]		1
EOS manual override Concerns related to protecting shareholder value, in situations where a board initiates actions or decisions that could potentially diminish, compromise, or place shareholder interests at risk [Miscellaneous4]		1
Shareholder proposal promotes actions that should help achieve long-term value creation while safeguarding shareholder interests [ShareholderProposal8]		1
Concerns related to board gender diversity not meeting the thresholds as outlined in our policy [BoardCompositionGL1]		1
Concerns related to board composition and the balance of skills, experience and range of industry and sector experience which generally contribute towards good governance across different types of issues that must be addressed by the business over time [BoardCompositionUS1]		1
Concerns related to protecting shareholder value, in situations where a board initiates actions or decisions that could potentially diminish, compromise, or place shareholder interests at risk [Miscellaneous4]		1
Shareholder proposal promotes actions that should help achieve long-term value creation while safeguarding shareholder interests [ShareholderProposal8]		1
Shareholder proposal seeks to protect and, where appropriate, advance shareholder rights on behalf of institutional investors [ShareholderProposal9]		1
Concerns related to inadequate reporting		1
Concerns related to level of board independence Inappropriate bundling of election of directors on a single vote		1
Pav is misaligned with EOS remuneration principles		1
		1
		1
Concerns related to approach to board gender diversity Concerns related to level of board independence		1
Concerns related to inappropriate membership of committees		1
Issue of equity raises concerns about excessive dilution of existing shareholders		1
Concerns related to approach to board gender diversity		1
	2	1
Concerns related to inadequate reporting		1
Concerns related to protecting shareholder value		1
Concerns related to shareholder rights		1
		2
		2
		1
		1
		1
		1
		1
Concerns related to inadequate reporting		1
Concerns related to the level of independent directors on the board, which in line with our policy should comprise a majority of directors in order to better protect minority shareholder interests [BoardStructure1]		1
Concerns related to membership of a key committee, which in line with our voting policy should comprise fully independent directors only in order to better protect shareholder interests and avoid undue influence on key committee decisions and oversight [BoardStructure3]		1
Concerns related to insufficient disclosures made available by the company to enable recommendation of shareholder support for the management team's proposal [Disclosure1]		1
		1
Concerns related to the level of independent directors on the board, which in line with our policy should comprise a majority of directors in order to better protect minority shareholder interests [BoardStructure1]	6	1
Concerns related to insufficient disclosures made available by the company to enable recommendation of shareholder support for the management team's proposal [Disclosure1]		1
Concerns related to overall board structures that may result in the reduction of shareholder rights [BoardStructure5]		1
		1
Shareholder proposal would result in material additional disclosures that would be decision-useful to investors and would be an efficient use of company resources [ShareholderProposal10]		1
		1
Concerns related to double voting rights		1
Concerns related to inappropriate membership of committees		1
Concerns related to protecting shareholder value Concerns related to inappropriate membership of committees		1
		1
Concerns related to protecting shareholder value		1
Pav is misaligned with EOS remuneration principles		1
Concerns related to inadequate reporting		1
Pav is misaligned with EOS remuneration principles		1
Pav is misaligned with EOS remuneration principles		2
		1
		2
		1
		2
		2
		2
		2
		1
Concern that the director has insufficient time to dedicate to the their directorship, particularly at times of heavy demand for board oversight, taking into account other commitments including relevant board, executive and other formal positions [DirectorElection1]		1
	2.1.10	1
Concerns related to inappropriate membership of committees Concerns related to level of board independence		1
Concerns related to level of board independence		1
Pav is misaligned with EOS remuneration principles		1
Pav is misaligned with EOS remuneration principles		1
Pav is misaligned with EOS remuneration principles		1
Concerns related to succession planning Concerns related to non-independent Chair		1
Pav is misaligned with EOS remuneration principles		1
	6.2.6.5	1
Concerns related to inappropriate membership of committees		1
Pav is misaligned with EOS remuneration principles		1
		1
Concerns related to inappropriate membership of committees		2
Concerns related to inappropriate membership of committees Concerns related to potential overboarding		1
Concerns related to potential overboarding		1
Concerns related to inappropriate membership of committees		1
Concerns related to inappropriate membership of committees Concerns related to potential overboarding		1

Voting Explanation	Vote By Exception	Ballot Count
Concern that the director has insufficient time to dedicate to the their directorship, particularly at times of heavy demand for board oversight, taking into account other commitments including relevant board, executive and other formal positions.[DirectorElection1]		1
Concerns related to membership of a key committee, which in line with our voting policy should comprise fully independent directors only in order to better protect shareholder interests and avoid undue influence on key committee decisions and oversight.[BoardStructure3]		
Concerns related to membership of a key committee, which in line with our voting policy should comprise fully independent directors only in order to better protect shareholder interests and avoid undue influence on key committee decisions and oversight.[BoardStructure3] Concern that the director has insufficient time to dedicate to the their directorship, particularly at times of heavy demand for board oversight, taking into account other commitments including relevant board, executive and other formal positions.[DirectorElection1]		
Concerns that remuneration policy design is insufficiently aligned to long-term shareholder value, in particular appearing to display an insufficient combination of simplicity of design, alignment of incentives to long-term company success, material executive shareholdings, accountability of the board to compensation outcomes, and good engagement between the company and investors.[Remuneration1]		
Concern that the director has insufficient time to dedicate to the their directorship, particularly at times of heavy demand for board oversight, taking into account other commitments including relevant board, executive and other formal positions.[DirectorElection1] Concerns related to board gender diversity not meeting the thresholds as outlined in our policy.[BoardCompositionGL1]		1
Concerns that remuneration policy design is insufficiently aligned to long-term shareholder value, in particular appearing to display an insufficient combination of simplicity of design, alignment of incentives to long-term company success, material executive shareholdings, accountability of the board to compensation outcomes, and good engagement between the company and investors.[Remuneration1]		
Concern that the director has insufficient time to dedicate to the their directorship, particularly at times of heavy demand for board oversight, taking into account other commitments including relevant board, executive and other formal positions.[DirectorElection1]		1
Pay is misaligned with EOS remuneration principles		1
Administrative declaration		1
Concerns related to Auditor tenure		2
Concerns related to inadequate reporting		
Concerns related to inappropriate membership of committees		
Concerns related to inappropriate membership of committees Concerns related to non-independent Chair		
Concerns related to shareholder rights		
Pay is misaligned with EOS remuneration principles		
Concerns related to inadequate reporting		
Concerns related to inadequate reporting		1
Concerns related to inappropriate membership of committees Concerns related to level of board independence		
Concerns related to level of board independence		
Pay is misaligned with EOS remuneration principles		
Concerns related to inadequate reporting		1
Concerns related to inappropriate membership of committees		
Concerns related to inadequate reporting		1
Inadequate management of climate-related risks		
Pay is misaligned with EOS remuneration principles		
		1
Concerns related to attendance at board or committee meetings		1
		1
		1
		2
		2
		2
Concerns related to Auditor tenure		1
Concerns related to overall board structure		
Concerns related to remuneration committee performance		
Pay is misaligned with EOS remuneration principles		1
Pay is misaligned with EOS remuneration principles		1
Concerns related to inappropriate membership of committees Concerns related to protecting shareholder value		2
Concerns related to remuneration committee performance		
Excessive CEO pay 2- Excessive executive chair compensation		1
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 enhanced shareholder rights		
		1
		1
Concerns related to overall board structure		1
		1
		1
		1
		2
		2
Concerns related to Auditor tenure	1a	1
Concerns related to overall board structure Concerns related to remuneration committee performance		1
Low shareholding requirement No clawback policy Options/PSUs vest in less than 36 months		
Concerns related to remuneration committee performance		1
Options/PSUs vest in less than 36 months High variable pay ratio High CEO to average NEO pay		
	1, 1, 3	1
SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation	1c, 2	1
		1
Concerns that remuneration policy design is insufficiently aligned to long-term shareholder value, in particular appearing to display an insufficient combination of simplicity of design, alignment of incentives to long-term company success, material executive shareholdings, accountability of the board to compensation outcomes; and good engagement between the company and investors. [Remuneration1]		2
Concerns related to remuneration committee performance		
Concerns related to management of environment-related business risks		
Concerns related to succession planning Concerns related to board composition Concerns related to protecting shareholder value Concerns related to remuneration committee performance Concerns related to combined Chair/CEO role		2
Low shareholding requirement		
Shareholder proposal promotes appropriate accountability or incentivisation		2
Concerns related to overall board structure		
Concerns related to the tenure of the auditor, which can indicate a lack of independence, compromised audit quality and excessive familiarity even if the audit partners have transitioned more frequently [Auditor1]		2
Concerns related to overall board structure		
Shareholder proposal promotes appropriate accountability or incentivisation		
Concerns related to the governance of executive compensation due to repeated incidents of development of remuneration proposals which appear insufficiently aligned to long-term value for the company and for shareholders.[Remuneration5]		
Concerns that compensation for certain Named Executive Directors is inappropriately high relative to performance with compensation beyond what is necessary is an indicator of lack of effective governance and a poor use of limited company funds.[Remuneration2] 2- Concerns that compensation for certain Named Executive Directors is inappropriately high relative to performance, based on the ratio of variable pay to fixed salary with compensation beyond what is necessary is an indicator of lack of effective governance and a poor use of limited company funds.[RemunerationUS6] 3- Concerns that remuneration is insufficiently aligned to long-term shareholder value, based on performance share units being granted which vest over a relatively short time-scale of less than 36 months.[Remuneration13]		
Concerns that the board is not appropriately managing risks in its business and wider supply chain related to the respect of human rights which are relevant and material to business opportunity and risk and that changes in board composition would help improve governance and the effectiveness of management in pursuit of long-term value creation.[HumanRights1]		
Shareholder proposal promotes appropriate accountability or incentivisation		
Shareholder proposal promotes enhanced shareholder rights		
Concerns related to overall board structure Concerns related to remuneration committee performance		1
Low shareholding requirement Options/PSUs vest in less than 36 months High variable pay ratio		
		1
		1
		1
		2
		1
		1