

Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation	Vote By Exception	Ballot Count
1787515	JP3828850002	Furuya Metal Co., Ltd.	Asia	Japan	26/09/2023	Annual	Against	2,2	Lack of independence on board		1
1773614	SG1T75931496	Singapore Telecommunications Limited	Asia	Singapore	28/07/2023	Annual	Against	1,9	Lack of independence on board		1
1776049	KYG686121032	Pacific Textiles Holdings Limited	Emerging Markets	Cayman Islands	10/08/2023	Annual	Against	13 3a 5,7	Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders		1
1782865	KYG017191142	Alibaba Group Holding Limited	Emerging Markets	Cayman Islands	28/09/2023	Annual	All For				2
1772575	CNE100001Q05	Midea Group Co. Ltd.	Emerging Markets	China	13/07/2023	Special	Against	6	Lack of independence on board		2
1783530	CNE0000018R8	Kweichow Moutai Co., Ltd.	Emerging Markets	China	07/09/2023	Special	All For				1
1765327	JINE238A01034	Axis Bank Limited	Emerging Markets	India	28/07/2023	Annual	All For				1
1774911	JINE040A01034	HDFC Bank Ltd.	Emerging Markets	India	11/08/2023	Annual	All For				1
1777138	JINE545U01014	Bandhan Bank Limited	Emerging Markets	India	18/08/2023	Annual	Against	5	Concerns related to approach to board gender diversity		1
1778813	JINE860A01027	HCL Technologies Limited	Emerging Markets	India	22/08/2023	Annual	Against	3	Concerns related to inappropriate membership of committees		1
1777010	JINE066A01021	Eicher Motors Limited	Emerging Markets	India	23/08/2023	Annual	Against	2 6	Lack of independence on board Lack of independence on board		1
1780945	JINE002A01018	Reliance Industries Ltd.	Emerging Markets	India	28/08/2023	Annual	Against	3 4	Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity		1
1780391	JINE030A01027	Hindustan Unilever Limited	Emerging Markets	India	07/09/2023	Special	All For				1
1787853	PL STL SK000016	Sanku Rubber Company SA	Emerging Markets	Poland	28/09/2023	Special	Against	5,6	Pay is misaligned with EOS remuneration principles		1
1787820	PL TORPL000016	TORPOL SA	Emerging Markets	Poland	28/09/2023	Special	Against	5,6	Pay is misaligned with EOS remuneration principles		1
1779043	ZAE000325783	Naspers Ltd.	Emerging Markets	South Africa	24/08/2023	Annual	Against	1,4 6 7 8	Concerns related to inappropriate membership of committees Concerns to protect shareholder value Concerns to protect shareholder value 2- Multiple voting rights Inappropriate use of one-time awards 2- Pay is misaligned with EOS remuneration principles Issue of capital raises concerns about excessive dilution of existing shareholders 2- Multiple voting rights Multiple voting rights Pay is misaligned with EOS remuneration principles		1
1774534	JAT0000720008	Telekom Austria AG	Europe	Austria	01/08/2023	Extraordinary Shareholders	All For				1
1782375	FR0000074122	SIL SA	Europe	France	21/09/2023	Annual	Against	6,7,10,11,12,13,14,15	Pay is misaligned with EOS remuneration principles		1
1784152	FR0000054470	Ubisoft Entertainment SA	Europe	France	27/09/2023	Annual/Special	Against	4	Insufficient justification for related party transaction		1
1784161	FR0010221234	Eutelsat Communications SA	Europe	France	28/09/2023	Extraordinary Shareholders	All For				1
1757576	DE0005785802	Fresenius Medical Care AG & Co. KGaA	Europe	Germany	14/07/2023	Extraordinary Shareholders	All For				1
1778453	IT0005187460	B.F. SpA	Europe	Italy	27/09/2023	Extraordinary Shareholders	Against	1	Insufficient/poor disclosure		1
1763052	NL0011794037	Koninklijke Ahold Delhaize NV	Europe	Netherlands	05/07/2023	Extraordinary Shareholders	All For				1
1788516	NO0003033102	Kongsberg Automotive ASA	Europe	Norway	27/09/2023	Extraordinary Shareholders	All For				1
1789048	NO0010876642	Cloudberry Clean Energy ASA	Europe	Norway	28/09/2023	Extraordinary Shareholders	All For				1
1768943	ES0148396007	Industria de Diseno Textil SA	Europe	Spain	11/07/2023	Annual	All For				1
1784709	LU1048328220	teDreams ODIGEO SA	Europe	Spain	27/09/2023	Annual	Against	8	Pay is misaligned with EOS remuneration principles		1
1777487	SE0000872095	Swedish Orphan Biovitrum AB	Europe	Sweden	15/08/2023	Extraordinary Shareholders	All For				1
1722756	SE0016828511	Embracer Group AB	Europe	Sweden	21/09/2023	Annual	Against	11,b,12,e,12,g 12,i	Concerns related to Non-audit fees Concerns related to Non-audit fees Insufficient/poor disclosure		1
1787896	SE0007695823	Rekurs Holding AB	Europe	Sweden	28/09/2023	Extraordinary Shareholders	All For				1
1714289	CH0210483332	Compagnie Financiere Richemont SA	Europe	Switzerland	06/09/2023	Annual	Against	5,1 10,3 11 9,2,9,3	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Concerns related to shareholder rights Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles Insufficient/poor disclosure		2
1777538	CH0012005267	Novartis AG	Europe	Switzerland	15/09/2023	Extraordinary Shareholders	Against	3	Insufficient/poor disclosure		1
1770370	US58155Q1031	McKesson Corporation	North America	USA	21/07/2023	Annual	Against	1g	Concerns about remuneration committee performance		1
1770707	US23355L1061	DXC Technology Company	North America	USA	25/07/2023	Annual	Against	1j 1b 3	Concerns about remuneration committee performance Concerns related to approach to board gender diversity High CEO to average NEO pay/High variable pay ratio		1
1772922	US7512121010	Ralph Lauren Corporation	North America	USA	03/08/2023	Annual	Against	1,4	Excessive CEO pay		1
1773278	US2855121099	Electronic Arts Inc.	North America	USA	10/08/2023	Annual	Against	1d	Concerns about remuneration committee performance		1
1774169	US74736K1016	Oorvo, Inc.	North America	USA	15/08/2023	Annual	Against	2 1a 2	High variable pay ratio/Options/PSUs vest in less than 36 months Concerns about remuneration committee performance Concerns related to approach to board gender diversity/Concerns related to approach to board diversity High CEO to average NEO pay/No hedging policy/Low shareholding requirement/High variable pay ratio/Options/PSUs vest in less than 36 months		1
1774582	US8326964058	The J. M. Smucker Company	North America	USA	16/08/2023	Annual	Against	1c 3	Concerns about remuneration committee performance High CEO to average NEO pay/Options/PSUs vest in less than 36 months		1
1775874	US950171042	Microchip Technology Incorporated	North America	USA	22/08/2023	Annual	Against	1,6 7	Concerns related to succession planning Concerns related to approach to board gender diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
1778079	US6541081031	NIKE, Inc.	North America	USA	12/09/2023	Annual	Against	1a,1c,2,5,6	Shareholder proposal promotes better management of ESG opportunities and risks		1
1780340	US2058871029	Gonagra Brands, Inc.	North America	USA	14/08/2023	Annual	Against	3 6 7	Concerns about remuneration committee performance High CEO to average NEO pay/High variable pay ratio/Excessive CEO pay Shareholder proposal promotes appropriate accountability or incentivisation		1
1781179	US2371941053	Darden Restaurants, Inc.	North America	USA	20/09/2023	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks 2- SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
1782554	US3703341046	General Mills, Inc.	North America	USA	26/09/2023	Annual	Against	11,5 6	Concerns to protect shareholder value Shareholder proposal promotes appropriate accountability or incentivisation		1
1770176	GB00BKDRYJ47	Airtel Africa Plc	United Kingdom	United Kingdom	04/07/2023	Annual	Against	6 3,4	Failure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles		1
1768662	GB00B019KW72	J. Sainsbury Plc	United Kingdom	United Kingdom	06/07/2023	Annual	All For				3
1768512	GB00BYW0PQ60	Land Securities Group Plc	United Kingdom	United Kingdom	06/07/2023	Annual	All For				1
1760722	GB0031743007	Burberry Group Plc	United Kingdom	United Kingdom	12/07/2023	Annual	Against	13 2	Overboarded/Too many other time commitments Pay is misaligned with EOS remuneration principles		1
1772057	GB00B39J2M42	United Utilities Group Plc	United Kingdom	United Kingdom	21/07/2023	Annual	All For				1
1760255	GB00B4HAKS39	Vodafone Group Plc	United Kingdom	United Kingdom	25/07/2023	Annual	Against	13,23	Pay is misaligned with EOS remuneration principles		1
1777364	GB000536739	Ashstead Group Plc	United Kingdom	United Kingdom	08/09/2023	Annual	Against	2	Excessive CEO pay; 2- High variable pay ratio		1
1766355	GB00BNTK2237	Aston Martin Lagonda Global Holdings Plc	United Kingdom	United Kingdom	13/09/2023	Special	All For				1
1775345	GB00BMTK2014	Coopson Group Plc	United Kingdom	United Kingdom	13/09/2023	Annual	Against	2,3,15	Pay is misaligned with EOS remuneration principles		1
1775345	GB006650450	Oxford Instruments Plc	United Kingdom	United Kingdom	13/09/2023	Annual	All For				1
1784957	GB00B1QH8P22	Fraser Group Plc	United Kingdom	United Kingdom	20/08/2023	Annual	Against	3 2	Concerns related to below-board gender diversity Concerns related to ethnic and/or racial diversity Failure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles		2
1778651	GB0003718474	Games Workshop Group Plc	United Kingdom	United Kingdom	20/09/2023	Annual	Against	10	Pay is misaligned with EOS remuneration principles		1
1777902	GB00B06QF875	IG Group Holdings plc	United Kingdom	United Kingdom	20/09/2023	Annual	Against	2	Pay is misaligned with EOS remuneration principles		1
1772048	GB00BZ0D6727	Kainos Group Plc	United Kingdom	United Kingdom	21/09/2023	Annual	All For				1
1782538	GB0007388407	Liontrust Asset Management Plc	United Kingdom	United Kingdom	21/09/2023	Annual	All For				1
1789219	GB00BYQB9V88	TI Fluid Systems Plc	United Kingdom	United Kingdom	22/09/2023	Special	Against	1	Concerns to protect shareholder value		1
1789724	GB00BNTVWJ75	Synthermer Plc	United Kingdom	United Kingdom	25/09/2023	Special	All For				1
1777559	GB00B41H7391	Redde Northgate Plc	United Kingdom	United Kingdom	26/09/2023	Annual	All For				1

Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation	Vote By Exception	Ballot Count
1777000	GB00BJTNFH41	AQ World Plc	United Kingdom	United Kingdom	27/09/2023	Annual	Against	2	Pay is misaligned with EOS remuneration principles		1
1777370	GB00BN44PZ54	Baltic Classifieds Group Plc	United Kingdom	United Kingdom	27/09/2023	Annual	Against	15	Consents to proposed shareholder vote		1
1780071	GB0002374006	Diageo Plc	United Kingdom	United Kingdom	28/09/2023	Annual	Against	4	The proposed DLTP can be awarded in the form of share options, which we cannot support. We prefer equity-based remuneration to take the form of performance shares instead of options, since the use of a strike price below which options are out-of-the-money changes significantly the risk-reward profile faced by their holders and can encourage management to focus too much on share price performance. The use of options also brings unnecessary complexity.		1
								3	We have concerns regarding the maximum pay opportunity. Our guideline is that a ratio of more than four times base salary is concerning, and more than six times is unlikely to gain our support without a compelling justification. In this remuneration policy, the maximum variable opportunity exceeds six times base salary. We also prefer equity-based remuneration to take the form of performance shares instead of options, since the use of a strike price below which options are out-of-the-money changes significantly the risk-reward profile faced by their holders and can encourage management to focus too much on share price performance. The use of options also brings unnecessary complexity. We informed Diageo Plc that we expected to vote against the remuneration policy on these grounds and did not receive a response. Without a sufficient justification from management, we cannot support this remuneration policy.		
								2	While total variable pay sat below the six times base salary ratio threshold this year, we cannot support the remuneration report due to the granting of option shares under this year's long-term incentive awards. We prefer equity-based remuneration to take the form of performance shares instead of options, since the use of a strike price below which options are out-of-the-money changes significantly the risk-reward profile faced by their holders and can encourage management to focus too much on share price performance. The use of options also brings unnecessary complexity.		