

Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type	Votes For/Against/Management	Agenda Item Numbers	Voting Explanation	Vote By Exception	Ballot Count
1870009	HK0992009065	Lenovo Group Limited	Asia	Hong Kong	18/07/2024	Annual	Against	3f 5,7 3a 3e	Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders Overboarded/Too many other time commitments Overboarded/Too many other time commitments Concerns related to attendance at board or committee meetings		
1882702	HK0000311099	China Resources Pharmaceutical Group Limited	Asia	Hong Kong	31/07/2024	Extraordinary Shareholders	All For				
1889950	HK0992009065	Lenovo Group Limited	Asia	Hong Kong	12/09/2024	Special	All For				
1895136	JP3828850002	Furuya Metal Co., Ltd.	Asia	Japan	26/09/2024	Annual	Against	1,1	Concerns related to approach to board gender diversity		
1880811	SG1175931496	Singapore Telecommunications Limited	Asia	Singapore	30/07/2024	Annual	All For				
1867046	KR1015760002	Korea Electric Power Corp.	Asia	South Korea	09/07/2024	Special	All For				
1873468	KR1036570000	NGsoft Corp.	Asia	South Korea	14/08/2024	Special	All For				
1881270	KR1402340004	SK Square Co., Ltd.	Asia	South Korea	14/08/2024	Special	All For				
1883807	KR1036710003	SK Innovation Co., Ltd.	Asia	South Korea	27/08/2024	Special	All For				
1886081	KR1009830001	HANWHA SOLUTIONS CORP.	Asia	South Korea	12/08/2024	Special	All For				
1886106	KR17352820005	HYBE Co., Ltd.	Asia	South Korea	12/09/2024	Special	All For				
1874122	BMG1466R1732	Borr Drilling Ltd.	Emerging Markets	Bermuda	14/08/2024	Annual	Against	4 5 10	A vote AGAINST Neil Glass (Item 4) is warranted due to their position as the chairman of the nomination committee combined with a lack of gender diversity on the board. A vote AGAINST candidate Mi Hong Yoon (Item 5) is warranted due to them being considered overboarded. A vote AGAINST this item is warranted, as the proposed director fees can be considered excessive in relation to comparable domestic peers.		
1872699	BMG4660A1036	Himalaya Shipping Ltd.	Emerging Markets	Bermuda	15/08/2024	Annual	Against	5 8	A vote AGAINST candidate Mi Hong Yoon (Item 5) is warranted due to them being considered overboarded, and due to their position as an executive on the board combined with the lack of a remuneration committee. A vote AGAINST this proposal is warranted due to the company practice of granting stock options to non-executive directors, which may impair their independence and might encourage risk taking in an organ whose main task is supervisory.		
1885217	BMG2108G1033	China Gas Holdings Limited	Emerging Markets	Bermuda	21/08/2024	Annual	Against	3a8 6 7 3a2,3a3 3a1	Concerns related to attendance at board or committee meetings Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees		
1886149	BMG0171K1018	Alibaba Health Information Technology Limited	Emerging Markets	Bermuda	30/08/2024	Annual	Against	5,7 8a,8b,8c,9	Issue of equity raises concerns about excessive dilution of existing shareholders Pay is misaligned with EOS remuneration principles		
1887470	BREOTLACNOR0	Equatorial Energia SA	Emerging Markets	Brazil	26/08/2024	Extraordinary Shareholders	Against	7	Concerns to protect shareholder value		
1885689	BRSANBCDAM13	Banco Santander (Brasil) SA	Emerging Markets	Brazil	30/08/2024	Extraordinary Shareholders	Abstain	2,3	Insufficient/poor disclosure		
1878495	KYG2453A1085	Country Garden Services Holdings Co. Ltd.	Emerging Markets	Cayman Islands	09/07/2024	Extraordinary Shareholders	Against	1,2,3	Pay is misaligned with EOS remuneration principles		
1878454	KYG892481041	Topsports International Holdings Limited	Emerging Markets	Cayman Islands	19/07/2024	Annual	Against	6,8	Issue of equity raises concerns about excessive dilution of existing shareholders		
1878831	KYG211461085	Chow Tai Fook Jewellery Group Ltd.	Emerging Markets	Cayman Islands	24/07/2024	Annual	Against	3e 3d 5b 5 3a	Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to succession planning Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity		
1885548	KYG126521064	Bosideng International Holdings Limited	Emerging Markets	Cayman Islands	20/08/2024	Annual	Against	3,3 3,2 5,7 3,1 8,9	Concerns related to succession planning Concerns related to succession planning Concerns about overall board structure Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board Pay is misaligned with EOS remuneration principles		
1881963	KYG017191142	Alibaba Group Holding Limited	Emerging Markets	Cayman Islands	22/08/2024	Annual	All For				2
1886732	KYG982771092	Xtep International Holdings Limited	Emerging Markets	Cayman Islands	23/08/2024	Extraordinary Shareholders	All For				
1883987	KYG9431R1039	Want Want China Holdings Limited	Emerging Markets	Cayman Islands	27/08/2024	Annual	Against	3a4 6,7 3a3 3a1	Inadequate management of deforestation risks Issue of equity raises concerns about excessive dilution of existing shareholders 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 Inadequate management of deforestation risks		
1877897	CNE1000047B9	Anker Innovations Technology Co., Ltd.	Emerging Markets	China	01/07/2024	Special	Against	5	Insufficient/poor disclosure		
1878112	CNE100001CQ5	Midea Group Co., Ltd.	Emerging Markets	China	02/07/2024	Special	Against	11,1 6,7,8 11,3,11,4,11,5,11,6	Combined CEO/Chair Concerns related to approach to board gender diversity Concerns related to shareholder rights Lack of independence on board		2
1878190	CNE000001CC6	FangDa Carbon New Material Co., Ltd.	Emerging Markets	China	03/07/2024	Special	Against	2,4 2,5	Concerns related to inappropriate membership of committees Lack of independence on board		
1878595	CNE1000015L5	Lingyi iTech (Guangdong) Co.	Emerging Markets	China	04/07/2024	Special	Against	1,1 1,3 1,2,1,4	Combined CEO/Chair Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees		
1878799	CNE1000031R9	Nanping Securities Co., Ltd.	Emerging Markets	China	05/07/2024	Special	All For				
1878807	CNE100002MR0	Ovctek China, Inc.	Emerging Markets	China	05/07/2024	Special	All For				
1878594	CNE100002BR3	Yunnan Enervy New Material Co., Ltd.	Emerging Markets	China	05/07/2024	Special	All For				
1879033	CNE100003R80	Beijing Roborock Technology Co., Ltd.	Emerging Markets	China	08/07/2024	Special	Against	1,2,3	Concerns to protect shareholder value		
1879313	CNE0000016P6	Southwest Securities Co., Ltd.	Emerging Markets	China	08/07/2024	Special	Against	5	Insufficient/poor disclosure		
1879046	CNE1000009P19	Western Mining Co., Ltd.	Emerging Markets	China	08/07/2024	Special	All For				
1879385	CNE100002B83	Yunnan Enervy New Material Co., Ltd.	Emerging Markets	China	08/07/2024	Special	All For				
1879042	CNE100000578	Fujian Sunner Development Co., Ltd.	Emerging Markets	China	09/07/2024	Special	Against	1,1 5,6,7 1,3,1,4,1,5	Concerns related to inappropriate membership of committees Insufficient/poor disclosure Lack of independence on board		
1879322	CNE000001G53	Shanghai Electric Power Co., Ltd.	Emerging Markets	China	09/07/2024	Special	All For				
1878471	CNE1000003K3	Jiangxi Copper Company Limited	Emerging Markets	China	10/07/2024	Extraordinary Shareholders	All For				
1879072	CNE1000003K3	Jiangxi Copper Company Limited	Emerging Markets	China	10/07/2024	Extraordinary Shareholders	All For				
1879819	CNE1000058S0	SoftStone Information Technology (Group) Co., Ltd.	Emerging Markets	China	11/07/2024	Special	Against	2,3,4,5,6,7	Insufficient/poor disclosure		
1879547	CNE000000LN6	Shanghai Aiko Solar Energy Co., Ltd.	Emerging Markets	China	11/07/2024	Special	All For				
1875782	CNE1000001Y8	AviChina Industry & Technology Company Limited	Emerging Markets	China	12/07/2024	Extraordinary Shareholders	Against	6 1	Concerns related to attendance at board or committee meetings Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity		
1879830	CNE000000QR6	CSSC Science & Technology Co., Ltd.	Emerging Markets	China	12/07/2024	Special	All For				
1880068	CNE1000023M7	Zhejiang Dinqal Machinery Co., Ltd.	Emerging Markets	China	12/07/2024	Special	All For				
1880314	CNE1000009P1	Goer Tek Inc.	Emerging Markets	China	15/07/2024	Special	Against	2,3	Pay is misaligned with EOS remuneration principles		
1880665	CNE000000X82	Younepi Fashion Co., Ltd.	Emerging Markets	China	15/07/2024	Special	All For				
1880783	CNE1000047B9	Anker Innovations Technology Co., Ltd.	Emerging Markets	China	16/07/2024	Special	Against	1,2,3	Concerns to protect shareholder value		
1880773	CNE100003R64	BQC International (China) Co., Ltd.	Emerging Markets	China	16/07/2024	Special	Against	1,2,3	Concerns related to shareholder rights		
1880654	CNE000001D56	China National Medicines Co., Ltd.	Emerging Markets	China	16/07/2024	Special	Against	1	Concerns related to shareholder rights		
1880785	CNE0000001C5	Hainan Airlines Holding Co., Ltd.	Emerging Markets	China	16/07/2024	Special	All For				
1880674	CNE100000K15	Shenzhen Capchem Technology Co., Ltd.	Emerging Markets	China	16/07/2024	Special	All For				
1880671	CNE00000017Y6	Yonyou Network Technology Co., Ltd.	Emerging Markets	China	16/07/2024	Special	All For				
1880930	CNE100000068	Hangzhou Oxygen Plant Group Co., Ltd.	Emerging Markets	China	17/07/2024	Special	All For				
1880951	CNE100002TX3	Shanghai Putailai New Energy Technology Co., Ltd.	Emerging Markets	China	17/07/2024	Special	All For				
1880932	CNE000000933	Shenzhen Energy Group Co., Ltd.	Emerging Markets	China	17/07/2024	Special	All For				
1880303	CNE10000051B1	AIMA Technology Group Co., Ltd.	Emerging Markets	China	18/07/2024	Special	Against	1	Concerns to protect shareholder value		







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1894189	CNE0000011C5	Hainan Airlines Holding Co., Ltd.	Emerging Markets	China	20/09/2024	Special	All For				
1893895	CNE0000016V4	Haohua Chemical Science & Technology Corp. Ltd	Emerging Markets	China	20/09/2024	Special	Against	5	Concerns related to shareholder rights		
1893860	CNE1000003G1	Industrial and Commercial Bank of China Limited	Emerging Markets	China	20/09/2024	Extraordinary Shareholders	All For	1,2	Concerns to protect shareholder value		
1894224	CNE1000003G1	Industrial and Commercial Bank of China Limited	Emerging Markets	China	20/09/2024	Extraordinary Shareholders	All For				
1893269	CNE1000015L5	Lingyi Tech (Guangdong) Co.	Emerging Markets	China	20/09/2024	Special	All For				
1874340	INE860A01027	HCL Technologies Limited	Emerging Markets	India	03/07/2024	Special	Against	2,3,4	Pay is misaligned with EOS remuneration principles		2
1874342	INE95A01012	IndusInd Bank Limited	Emerging Markets	India	04/07/2024	Special	Against		Concerns related to approach to board gender diversity		
1875495	INE028A01039	Bank of Baroda	Emerging Markets	India	05/07/2024	Annual	Against	3,1,3,2,3,3,3,4,3,5	Insufficient basis to support a decision		
1864744	INE028A01039	Bank of Baroda	Emerging Markets	India	05/07/2024	Annual	All For				
1877827	INE239A01024	Nestle India Ltd.	Emerging Markets	India	08/07/2024	Annual	All For				
1878477	INE205A01025	Vedanta Limited	Emerging Markets	India	10/07/2024	Annual	Against	4,7,8	Lack of independence on board Concerns related to inappropriate membership of committees Inadequate management of climate-related risks		
1852336	INE795G01014	HDFC Life Insurance Company Limited	Emerging Markets	India	15/07/2024	Annual	Against	9	Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity		
1852335	INE917I01010	Bajaj Auto Limited	Emerging Markets	India	16/07/2024	Annual	Against	7	Pay is misaligned with EOS remuneration principles		
1877299	INE203G01027	Indraprastha Gas Limited	Emerging Markets	India	16/07/2024	Special	Against	4	Concerns about candidate's experience/skills		
1878802	INE262H01021	Persistent Systems Limited	Emerging Markets	India	16/07/2024	Annual	All For	1,2	Lack of independence on board		
1878090	INE456K01017	Polycab India Limited	Emerging Markets	India	16/07/2024	Annual	Against	3	Concerns related to inappropriate membership of committees		
1878275	INE075A01022	Wipro Limited	Emerging Markets	India	18/07/2024	Annual	Against	6,7	Combined CEO/Chair Pay is misaligned with EOS remuneration principles		
1869490	INE787D01026	Balkrishna Industries Limited	Emerging Markets	India	19/07/2024	Annual	All For		Concerns related to inappropriate membership of committees		
1867216	INE236A01024	Bajaj Finance Limited	Emerging Markets	India	23/07/2024	Annual	Against	5	Concerns related to approach to board gender diversity		
1879856	INE685A01028	Torrent Pharmaceuticals Limited	Emerging Markets	India	23/07/2024	Annual	Against	6	Excessive CEO pay 2- Insufficient disclosure		
1857917	INE918I01026	Bajaj Finserv Limited	Emerging Markets	India	24/07/2024	Annual	All For	10	Insufficient/poor disclosure		
1857812	INE118A01012	Bajaj Holdings & Investment Ltd.	Emerging Markets	India	24/07/2024	Annual	All For				
1862803	INE067A01029	CG Power & Industrial Solutions Limited	Emerging Markets	India	24/07/2024	Annual	Against	4	Concerns related to inappropriate membership of committees		
1870521	INE208A01029	Ashok Leyland Limited	Emerging Markets	India	25/07/2024	Annual	Against	4	Concerns related to approach to board gender diversity		
1876674	INE127D01025	HDFC Asset Management Company Limited	Emerging Markets	India	25/07/2024	Annual	Against	7	Pay is misaligned with EOS remuneration principles		
1857749	INE356A01018	Mphasis Limited	Emerging Markets	India	25/07/2024	Annual	Against	5	Pay is misaligned with EOS remuneration principles		
1880592	INE949L01017	AU Small Finance Bank Limited	Emerging Markets	India	26/07/2024	Annual	All For	3,5	Lack of independence on board		
1857580	INE238A01034	Axis Bank Limited	Emerging Markets	India	26/07/2024	Annual	All For	4	Lack of independence on board		
1861260	INE121A01024	Cholamandalam Investment and finance Company	Emerging Markets	India	26/07/2024	Annual	All For		Lack of independence on board		
1881133	INE019A01038	JSW Steel Limited	Emerging Markets	India	26/07/2024	Annual	Against	4	Lack of independence on board		
1856436	INE669C01036	Tech Mahindra Limited	Emerging Markets	India	26/07/2024	Annual	Against	5	Inadequate management of climate-related risks from exposure to coal		
1863373	INE089A01023	Dr. Reddy's Laboratories Ltd.	Emerging Markets	India	29/07/2024	Annual	All For	10,11,12	Insufficient/poor disclosure		
1865680	INE259A01022	Colgate-Palmolive (India) Limited	Emerging Markets	India	30/07/2024	Annual	All For	14	Pay is misaligned with EOS remuneration principles		
1857816	INE721A01013	Shriram Finance Limited	Emerging Markets	India	30/07/2024	Annual	All For	7	Concerns related to inappropriate membership of committees		
1862550	INE484J01027	Godrej Properties Limited	Emerging Markets	India	31/07/2024	Annual	Against	3	Concerns related to inappropriate membership of committees		
1866482	INE101A01026	Mahindra & Mahindra Limited	Emerging Markets	India	31/07/2024	Annual	Against	3	Pay is misaligned with EOS remuneration principles		
1870429	INE854D01024	United Spirits Limited	Emerging Markets	India	31/07/2024	Annual	All For	7,8,13	Lack of independence on board		
1890236	INE883A01011	MRF Limited	Emerging Markets	India	01/08/2024	Annual	Against	10	Lack of independence on board		
1855789	INE974X01010	Tube Investments of India Limited	Emerging Markets	India	01/08/2024	Annual	All For	4	Concerns related to inappropriate membership of committees		
1861562	INE326A01037	Lupin Limited	Emerging Markets	India	02/08/2024	Annual	Against	4	Concerns related to inappropriate membership of committees		
1892993	INE637A01029	Kotak Mahindra Bank Limited	Emerging Markets	India	03/08/2024	Annual	All For				
1878967	INE044A01036	Sun Pharmaceutical Industries Limited	Emerging Markets	India	05/08/2024	Annual	All For				
1852536	INE070A01015	Shree Cement Limited	Emerging Markets	India	06/08/2024	Annual	Against	4	Concerns related to attendance at board or committee meetings		
1863988	INE494B01023	TVS Motor Company Limited	Emerging Markets	India	06/08/2024	Annual	All For	5	Inadequate management of climate-related risks from exposure to coal		
1872538	INE298A01020	Cummins India Limited	Emerging Markets	India	07/08/2024	Annual	Against	4	Overboarded/Too many other time commitments		
1883441	INE271C01023	DLF Limited	Emerging Markets	India	07/08/2024	Annual	Against	3,4	Concerns related to inappropriate membership of committees		
1862905	INE102D01028	Godrej Consumer Products Limited	Emerging Markets	India	07/08/2024	Annual	Against	3	Lack of independence on board		
1881356	INE318A01026	Pidilite Industries Limited	Emerging Markets	India	07/08/2024	Annual	Against	3	Lack of independence on board		
1882779	INE775A01035	Samvardhana Motherhood International Limited	Emerging Markets	India	11/08/2024	Special	All For	6,7	Concerns related to board gender diversity 2- Concerns related to inappropriate membership of committees		
1881725	INE463A01038	Berger Paints India Limited	Emerging Markets	India	12/08/2024	Annual	Against	7	3- Lack of independence on board		
1862594	INE216A01030	Britannia Industries Limited	Emerging Markets	India	12/08/2024	Annual	Against	6,5	Insufficient disclosure		
1870860	INE361B01024	Divi's Laboratories Limited	Emerging Markets	India	12/08/2024	Annual	Against	4	Insufficient disclosure 2- Lack of independence on board		
1892686	INE158A01026	Hero Motocorp Limited	Emerging Markets	India	12/08/2024	Annual	Against	4,5	Lack of independence on board		
1892692	INE860A01027	HCL Technologies Limited	Emerging Markets	India	13/08/2024	Annual	Against	2,3	Concerns related to inappropriate membership of committees		
1884408	INE481G01011	UltraTech Cement Ltd.	Emerging Markets	India	14/08/2024	Annual	Against	4	Concerns to protect shareholder value		
1883457	INE437A01024	Apollo Hospitals Enterprise Ltd.	Emerging Markets	India	17/08/2024	Special	All For	3	Overboarded/Too many other time commitments		
1885484	INE545U01014	Bandhan Bank Limited	Emerging Markets	India	20/08/2024	Annual	Against	3	Inadequate management of climate-related risks		
1885086	INE397D01024	Bharti Airtel Limited	Emerging Markets	India	20/08/2024	Annual	Against	3	Concerns related to inappropriate membership of committees		
1864657	INE059A01026	Cipla Limited	Emerging Markets	India	20/08/2024	Annual	Against	5	Lack of independence on board		
1883359	INE047A01021	Grasim Industries Limited	Emerging Markets	India	20/08/2024	Annual	Against	3,7,8	Concerns related to approach to board gender diversity		
1885009	INE020B01018	REC Limited	Emerging Markets	India	20/08/2024	Annual	Against	5	Overboarded/Too many other time commitments		
1885009	INE020B01018	REC Limited	Emerging Markets	India	20/08/2024	Annual	Against	3	Lack of independence on board		
1885009	INE020B01018	REC Limited	Emerging Markets	India	20/08/2024	Annual	Against	3	Concerns related to inappropriate membership of committees		

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1885947	INE134E01011	Power Finance Corporation Limited	Emerging Markets	India	21/08/2024	Annual	Against	5,6	Lack of independence on board		1
1884336	INE257A01026	Bharat Heavy Electricals Limited	Emerging Markets	India	22/08/2024	Annual	Against	3 7,8,10	Lack of independence on board Inadequate management of climate-related risks from exposure to coal Lack of independence on board		
1865279	INE066A01021	Eicher Motors Limited	Emerging Markets	India	22/08/2024	Annual	All For	3	Lack of independence on board		
1884391	INE038A01020	Hindalco Industries Limited	Emerging Markets	India	22/08/2024	Annual	Against	4	Lack of independence on board Concerns related to attendance at board or committee meetings Concerns related to inappropriate membership of committees		
1885948	INE752E01010	Power Grid Corporation of India Limited	Emerging Markets	India	22/08/2024	Annual	Against	5	Lack of independence on board Inadequate management of climate-related risks from exposure to coal		
1885367	INE006010446	Astral Limited	Emerging Markets	India	23/08/2024	Annual	Against	7,11	Concerns related to board gender diversity 2- Lack of independence on board		
1886623	INE646L01027	InterGlobe Aviation Limited	Emerging Markets	India	23/08/2024	Annual	Against	5,6	EOS manual override 2- Lack of independence on board		
1878392	INE670K01029	Macrotech Developers Ltd.	Emerging Markets	India	23/08/2024	Annual	Against	3,4	Concerns related to attendance at board or committee meetings		
1886521	INE002S01010	Mahanaqaq Gas Limited	Emerging Markets	India	23/08/2024	Annual	Against	4	Concerns related to inappropriate membership of committees		
1884906	INE123W01016	SBI Life Insurance Company Limited	Emerging Markets	India	23/08/2024	Special	All For	4	Concerns related to inappropriate membership of committees Inadequate management of climate-related risks		
1879996	INE628G01035	YES BANK Ltd.	Emerging Markets	India	23/08/2024	Annual	Against	2	Concerns related to attendance at board or committee meetings		
1886774	INE220G01021	Jindal Stainless Limited	Emerging Markets	India	26/08/2024	Extraordinary Shareholders	All For	2	Concerns related to attendance at board or committee meetings		
1887269	INE123W01016	SBI Life Insurance Company Limited	Emerging Markets	India	26/08/2024	Annual	Against	4	Concerns related to approach to board gender diversity Concerns related to attendance at board or committee meetings		
1884682	INE095A01012	IndusInd Bank Limited	Emerging Markets	India	27/08/2024	Annual	Against	3	Concerns related to approach to board gender diversity		
1889002	INE585B01010	Maruti Suzuki India Limited	Emerging Markets	India	27/08/2024	Annual	All For	3			
1886605	INE603J01030	PI Industries Limited	Emerging Markets	India	27/08/2024	Annual	Against	5	Concerns related to inappropriate membership of committees		
1886567	INE628A01026	UPL Limited	Emerging Markets	India	27/08/2024	Annual	All For	6	Pay is misaligned with EOS remuneration principles		
1887291	INE263A01024	Bharat Electronics Limited	Emerging Markets	India	28/08/2024	Annual	Against	1	Lack of independence on board		
1886934	INE123A01013	GAAIL (India) Limited	Emerging Markets	India	28/08/2024	Annual	Against	2,3	Lack of independence on board Inadequate management of climate-related risks		
1887054	INE068F01020	Hindustan Aeronautics Ltd.	Emerging Markets	India	28/08/2024	Annual	Against	2,3	Lack of independence on board Inadequate management of climate-related risks		
1867464	INE663F01024	Info Edge (India) Limited	Emerging Markets	India	28/08/2024	Annual	Against	3	Concerns related to approach to board gender diversity		
1887270	INE758T01015	Zomato Ltd.	Emerging Markets	India	28/08/2024	Annual	Against	2	Concerns related to inappropriate membership of committees		
1886272	INE406A01037	Aurobindo Pharma Limited	Emerging Markets	India	29/08/2024	Annual	Against	10	Concerns to protect shareholder value		
1884829	INE192R01011	Avenue Supermarts Limited	Emerging Markets	India	29/08/2024	Annual	All For	4			
1886321	INE067A01029	CG Power & Industrial Solutions Limited	Emerging Markets	India	29/08/2024	Special	Against	1	Pay is misaligned with EOS remuneration principles		
1880743	INE090A01021	ICICI Bank Limited	Emerging Markets	India	29/08/2024	Annual	All For	4			
1886323	INE726G01019	ICICI Prudential Life Insurance Company Limited	Emerging Markets	India	29/08/2024	Special	All For	4			
1887756	INE121J01017	Indus Towers Ltd.	Emerging Markets	India	29/08/2024	Annual	Against	2,4,8 5	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		
1885901	INE797F01020	Jubilant Foodworks Limited	Emerging Markets	India	29/08/2024	Annual	Against	4	Concerns related to approach to board gender diversity		
1885700	INE733E01010	NTPC Limited	Emerging Markets	India	29/08/2024	Annual	Against	4	Pay is misaligned with EOS remuneration principles		
1886299	INE775A01035	Sarvachhanna Motherson International Limited	Emerging Markets	India	29/08/2024	Annual	Against	3	Lack of independence on board Inadequate management of climate-related risks Inadequate management of climate-related risks from exposure to coal		
1887321	INE437A01024	Apollo Hospitals Enterprise Ltd.	Emerging Markets	India	30/08/2024	Annual	Against	3	Concerns related to approach to board gender diversity		
1885963	INE917I01010	Bajaj Auto Limited	Emerging Markets	India	30/08/2024	Special	All For	4			
1887819	INE092T01019	IDFC FIRST Bank Limited	Emerging Markets	India	30/08/2024	Annual	All For	4			
1886752	INE335Y01020	Indian Railway Catering and Tourism Corporation Ltd	Emerging Markets	India	30/08/2024	Annual	Against	3	Lack of independence on board		
1888131	INE749A01030	Jindal Steel & Power Limited	Emerging Markets	India	30/08/2024	Annual	Against	6	Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity		
1887574	INE758E01017	Jio Financial Services Ltd.	Emerging Markets	India	30/08/2024	Annual	All For	3	Inadequate management of climate-related risks from exposure to coal		
1889574	INE073K01018	Sona BLW Precision Forgings Ltd.	Emerging Markets	India	30/08/2024	Special	All For	1			
1889045	INE481G01011	Ultra Tech Cement Ltd.	Emerging Markets	India	30/08/2024	Count	All For	1			
1886576	INE300M01099	Varun Beverages Limited	Emerging Markets	India	30/08/2024	Special	All For	1			
1887593	INE484J01027	Godrej Properties Limited	Emerging Markets	India	04/09/2024	Special	All For	1	Lack of independence on board		
1888242	INE121A01024	Cholamandalam Investment and Finance Company Limited	Emerging Markets	India	07/09/2024	Special	All For	1			
1888538	INE765G01017	ICICI Lombard General Insurance Company Limited	Emerging Markets	India	08/09/2024	Special	All For	1			
1889366	INE220G01021	Jindal Stainless Limited	Emerging Markets	India	10/09/2024	Annual	All For	1			
1884870	INE040H01021	Suzlon Energy Limited	Emerging Markets	India	10/09/2024	Annual	Against	2	Concerns related to approach to board gender diversity		
1889065	INE089A01023	Dr. Reddy's Laboratories Ltd.	Emerging Markets	India	12/09/2024	Special	All For	1			
1890026	INE82J01020	One 97 Communications Limited	Emerging Markets	India	12/09/2024	Annual	Against	2	Concerns related to approach to board gender diversity		
1887473	INE211B01039	The Phoenix Mills Limited	Emerging Markets	India	13/09/2024	Annual	Against	5	Concerns related to inappropriate membership of committees		
1891345	INE776C01039	GMR Airports Ltd.	Emerging Markets	India	16/09/2024	Annual	Against	6	Pay is misaligned with EOS remuneration principles		
1889867	INE463A01038	Berger Paints India Limited	Emerging Markets	India	17/09/2024	Special	Against	12	Concerns related to approach to board gender diversity		
1890407	INE356A01018	Mphasis Limited	Emerging Markets	India	19/09/2024	Special	All For	5,8	Pay is misaligned with EOS remuneration principles		
1885116	ID1000169003	P.T. G. To. Cojak Tokopedia Tbk	Emerging Markets	Indonesia	30/09/2024	Special	All For	1			
1883994	MYL1015000006	AMMB Holdings Berhad	Emerging Markets	Malaysia	25/09/2024	Extraordinary Shareholders	All For	1			
1888980	MXCFE170008	Prologis Property Mexico SA de CV	Emerging Markets	Mexico	04/09/2024	Special	Against	2	Insufficient prior disclosure		
1878370	PEP612001003	Compania de Minas Buenaventura S.A.A.	Emerging Markets	Peru	12/07/2024	Special	All For	1			
1872206	PLBG20000010	BNP Paribas Bank Polska SA	Emerging Markets	Poland	02/07/2024	Special	Against	6 5.1 5.2	A vote AGAINST this item is warranted because the composition of the supervisory board after the upcoming AGM is unknown. A vote AGAINST this item is warranted because the name of director to be recalled has not been disclosed. The company has failed to disclose the nominee's name in the draft resolutions. Therefore, support is not warranted.		
1877612	PLMRCTR00015	Mercator Medical SA	Emerging Markets	Poland	09/07/2024	Special	All For	9	A vote AGAINST is warranted because: - The remuneration report fails to disclose sufficient information about the LTIP; - Terms of the exit payments of former executive, Jacek Kujawa, are not disclosed;		
1878033	PLLPP0000011	LPP SA	Emerging Markets	Poland	12/07/2024	Annual	Against	13 11.4, 11.7	A vote AGAINST is warranted due to the lack of disclosure of the nominees' names. A vote AGAINST these items are warranted because Piotr Piechocki and Jagoda Piechocka are designated shareholder representatives of Semper Simul Foundation, the beneficiary of the company's unequal voting structure.		
1878739	PLALQR00045	Allor Bank SA	Emerging Markets	Poland	17/07/2024	Special	All For	1			
1879361	PLZATR000012	Grupa Azoty SA	Emerging Markets	Poland	18/07/2024	Special	All For	1			

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1882084	PLPZU0000011	Powszechny Zaklad Ubezpieczen SA	Emerging Markets	Poland	18/07/2024	Annual	Against	7 8 1.1,1.2,1.3,1.4,1.5,1.6,1.7,1.8 6.1,6.2	A vote AGAINST this item is warranted because the composition of the supervisory board after the upcoming AGM is unknown. A vote AGAINST this item is warranted because:- Significant fixed pay increases (approx. 12 percent) have not been explained;- The company provided a general list of the performance metrics, without their respective weights, targets, maximum award levels as well as achievement levels per executive. More detailed information on KPIs, applied targets with weights, minimum and maximum thresholds is valuable in order to help investors comprehend the reward for performance and would furthermore be in line with the European Commission draft guidelines on standardized presentation of the remuneration report and general investor sentiment on minimum disclosure expectations.- The supervisory board is vested with discretionary powers to set performance conditions of the STI, evaluate their levels of achievement, and allocate variable remuneration to the company's executives. Votes AGAINST Items 1.1 - 1.8 are warranted because shareholders are better served by postponing the decision on discharge of the management board members for the fiscal year 2023. Votes AGAINST these items are warranted because the name of the director to be recalled and the name of the candidate to be elected have not been disclosed by the company.		
1879362	PLZAPUL00057	Grupa Azoty Zaklady Azotowe Pulawy SA	Emerging Markets	Poland	19/07/2024	Special	All For				
1879377	PLZCPLC00036	Grupa Azoty Zaklady Chemiczne Police SA	Emerging Markets	Poland	19/07/2024	Special	All For				
1879451	PLATPRT100018	Auto Partner SA	Emerging Markets	Poland	23/07/2024	Special	All For				
1880699	PLABS0000018	Asseco Business Solutions SA	Emerging Markets	Poland	25/07/2024	Special	Against		A vote AGAINST this item is warranted because the company has failed to disclose the nominee's name.		
1881122	PLSELNA00010	Selena FM SA	Emerging Markets	Poland	30/07/2024	Special	Against		A vote AGAINST this item is warranted because the company has failed to disclose the nominee's name.		
1888176	PLPEKAK000016	BANK POLSKA KASA OPIEKI SA	Emerging Markets	Poland	06/09/2024	Special	Against		A vote AGAINST is warranted as the names of the candidates to the supervisory board are not disclosed.		
1879808	SA19HG521213	Nahdi Medical Co.	Emerging Markets	Saudi Arabia	18/09/2024	Extraordinary Shareholders	Not Voted				
1878079	ZAE000132577	Vodacom Group Ltd.	Emerging Markets	South Africa	17/07/2024	Annual	Against	2,3	Lack of independence on board		
1879462	ZAE000325783	Naspers Ltd.	Emerging Markets	South Africa	22/08/2024	Annual	Against	4,2 5,4 6 2,5 6,7 8 9	Pay is misaligned with EOS remuneration principles Concerns about remuneration committee performance Concerns related to inappropriate membership of committees Concerns related to potential conflict of interests 2- Concerns to protect shareholder value 3- Multiple voting rights Concerns to protect shareholder value Concerns to protect shareholder value 2- Pay is misaligned with EOS remuneration principles Issue of capital raises concerns about excessive dilution of existing shareholders		
1873171	TH0221B10205	BTS Group Holdings Public Company Limited	Emerging Markets	Thailand	25/07/2024	Annual	Against	7,1 15 7,2	Concerns related to approach to board gender diversity Insufficient/poor disclosure Overboarded/Too many other time commitments		
1888571	INE027H01010	Max Healthcare Institute Limited	Emerging Markets	India	20/09/2024	Annual	All For				
1891000	CNE000001BM7	Shandong Hualu-Hengsheng Chemical Co., Ltd.	Emerging Markets	China	20/09/2024	Special	All For				
1893888	CNE000000MK0	Shanghai Jin Jiang International Hotels Co., Ltd.	Emerging Markets	China	20/09/2024	Special	Against	1,2,3	Pay is misaligned with EOS remuneration principles		
1892223	CNE000000529	Tonglin Nonferrous Metals Group Co., Ltd.	Emerging Markets	China	20/09/2024	Special	Against	4,6,7	Concerns to protect shareholder value		
1893275	CNE100001X85	Yongxin Special Materials Technology Co., Ltd.	Emerging Markets	China	20/09/2024	Special	All For				
1893442	CNE000001K55	Zhejiang Supor Co., Ltd.	Emerging Markets	China	20/09/2024	Special	Against	1,2,3,4	Pay is misaligned with EOS remuneration principles		
1895085	CNE100000577	Bank of Ningbo Co., Ltd.	Emerging Markets	China	23/09/2024	Special	Against		Insufficient/poor disclosure		
1895101	CNE100002747	Caitong Securities Co., Ltd.	Emerging Markets	China	23/09/2024	Special	All For				
1886273	TH0428010201	CP Axtra Public Company Limited	Emerging Markets	Thailand	23/09/2024	Special	Against	7,1,7,2,7,3,7,5,7,6,7,7,7,8,7 10,7,11,7,14,7,15,7,17,7,18 7,8,7,12,7,13 11	Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns about overall performance Insufficient/poor disclosure		
1893338	CNE1000031P3	Foxconn Industrial Internet Co., Ltd.	Emerging Markets	China	23/09/2024	Special	All For				
1894633	CNE000001816	Joincare Pharmaceutical Group Industry Co., Ltd.	Emerging Markets	China	23/09/2024	Special	Against	3	Shareholder proposal does not promote transparency		
1896273	CNE100000V46	Shenzhen Inovance Technology Co., Ltd.	Emerging Markets	China	23/09/2024	Special	All For				
1893280	CNE100001T55	Yifeng Pharmacy Chain Co., Ltd.	Emerging Markets	China	23/09/2024	Special	Against	4	Shareholder proposal does not promote enhanced shareholder rights		
1895784	CNE1000001Z5	Bank of China Limited	Emerging Markets	China	24/09/2024	Extraordinary Shareholders	All For				
1895309	CNE1000001Z5	Bank of China Limited	Emerging Markets	China	24/09/2024	Extraordinary Shareholders	All For				
1893891	CNE0000012Q3	BTG Hotels (Group) Co., Ltd.	Emerging Markets	China	24/09/2024	Special	Against	2 5,4,5,5	Insufficient/poor disclosure Lack of independence on board		
1897305	CNE1000033C7	Huizhou Desay SV Automotive Co., Ltd.	Emerging Markets	China	24/09/2024	Special	All For				
1893355	CNE1000069S0	ScottStone Information Technology (Group) Co., Ltd.	Emerging Markets	China	24/09/2024	Special	Against		Lack of independence on board		
1894691	CNE1000002Y6	Liaoning Port Company Limited	Emerging Markets	China	24/09/2024	Extraordinary Shareholders	All For				
1891935	INE584A01023	NMDC Limited	Emerging Markets	India	24/09/2024	Annual	Against	4	Lack of independence on board		
1893986	CNE000000GX5	Tangshan Jidong Cement Co., Ltd.	Emerging Markets	China	24/09/2024	Special	All For		Lack of independence on board Concerns related to approach to board gender diversity Inadequate management of climate-related risks		
1897011	CNE100000619	Western Mining Co., Ltd.	Emerging Markets	China	24/09/2024	Special	Against	2 3,4,5,6	Concerns related to shareholder rights Insufficient/poor disclosure		
1895153	INE364U01010	Adani Green Energy Limited	Emerging Markets	India	25/09/2024	Extraordinary Shareholders	Against	1	Insufficient basis to support a decision		
1897582	CNE100002YQ7	Aniyo Foods Group Co., Ltd.	Emerging Markets	China	25/09/2024	Special	Against	2	Lack of independence on board		
1893722	INE111A01025	Container Corp. of India Ltd.	Emerging Markets	India	25/09/2024	Annual	Against	3 7,8,9 4	Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Lack of independence on board Concerns related to inappropriate membership of committees		
1897373	CNE100000H44	Lepu Medical Technology (Beijing) Co., Ltd.	Emerging Markets	China	25/09/2024	Special	All For				
1892561	CNE1000006R0	Navinfo Co., Ltd.	Emerging Markets	China	25/09/2024	Special	All For				
1897543	CNE100001Z58	Range Intelligent Computing Technology Group Co.	Emerging Markets	China	25/09/2024	Special	All For				
1897775	MXP000511016	Alfa SAB de CV	Emerging Markets	Mexico	25/09/2024	Extraordinary Shareholders	All For				
1893541	INE702C01027	APL Apollo Tubes Limited	Emerging Markets	India	26/09/2024	Annual	Against	4	Concerns related to inappropriate membership of committees		
1897025	CNE100001T15	CECEP Wind-Power Corp.	Emerging Markets	China	26/09/2024	Special	All For				
1892285	INE271C01023	DLF Limited	Emerging Markets	India	26/09/2024	Special	All For				
1894183	CNE000000VB0	New Hope Liuhe Co., Ltd.	Emerging Markets	China	26/09/2024	Special	All For				
1897746	CNE0000016P6	Southwest Securities Co., Ltd.	Emerging Markets	China	26/09/2024	Special	All For				
1892832	CNE100000L55	Yantai Jereh Oilfield Services Group Co., Ltd.	Emerging Markets	China	26/09/2024	Special	All For				
1897873	CNE100004900	Zhongtai Securities Co., Ltd.	Emerging Markets	China	26/09/2024	Special	All For				
1899050	CNE100001ZM0	Beijing E-hualu Information Technology Co., Ltd.	Emerging Markets	China	27/09/2024	Special	All For				
1895730	CNE000001CS2	China United Network Communications Ltd.	Emerging Markets	China	27/09/2024	Special	All For				
1895731	CNE100000KW8	China XD Electric Co., Ltd.	Emerging Markets	China	27/09/2024	Special	All For				
1891836	BR5BSPACNOR5	Companhia de Saneamento Basico do Estado de S	Emerging Markets	Brazil	27/09/2024	Extraordinary Shareholders	Abstain Against	3,4,1,4,2,4,3,4,4,4,4,5,4,6,7 4,8,4,9,8 2,10 1	Insufficient/poor disclosure Insufficient/poor disclosure Lack of independence on board Overboarded/Too many other time commitments Concerns related to inappropriate membership of committees Inappropriate bundling of election of directors on a single vote		
1893407	CNE1000051N6	Eversdisplay Optonics (Shanghai) Co., Ltd.	Emerging Markets	China	27/09/2024	Special	Against		Insufficient/poor disclosure		
1898022	CNE100002VW1	Guangzhou Kingmed Diagnostics Group Co., Ltd.	Emerging Markets	China	27/09/2024	Special	Against	6,1 2 3,4,5 6,4,6,5 6,2,6,3 1,1,1,2	Combined CEO/Chair Concerns related to shareholder rights 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		
1897322	CNE100002FK9	Guotai Junan Securities Co., Ltd.	Emerging Markets	China	27/09/2024	Extraordinary Shareholders	Against	1,1,1,2	Concerns related to approach to board gender diversity		
1894322	INE203G01027	Indraprastha Gas Limited	Emerging Markets	India	27/09/2024	Annual	All For				
1897992	CNE000000WN3	Luxi Chemical Group Co., Ltd.	Emerging Markets	China	27/09/2024	Special	Against	1,1,1,3,1,4	Concerns related to approach to board gender diversity		

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1887784	TH6068010Y02	Muanothai Capital Public Co. Ltd.	Emerging Markets	Thailand	27/09/2024	Extraordinary Shareholders	Against	4	Insufficient/poor disclosure		
1892856	INE761H01022	Page Industries Limited	Emerging Markets	India	27/09/2024	Special Annual	All For				
1896134	INE417T01026	PB Fintech Ltd.	Emerging Markets	India	27/09/2024	Annual	Against	9	Concerns to protect shareholder value		
1890076	CNE100001M79	Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	Emerging Markets	China	27/09/2024	Extraordinary Shareholders	Against	11	Pay is misaligned with EOS remuneration principles		
1897760	CNE100002DP3	Shenzhen Senior Technology Material Co., Ltd.	Emerging Markets	China	27/09/2024	Special Annual	Against	1,2,3	Concerns related to approach to board gender diversity		
1897747	CNE000000KF4	Wuchan Zhongda Group Co., Ltd.	Emerging Markets	China	27/09/2024	Special Annual	All For		Pay is misaligned with EOS remuneration principles		
1893480	INE102D01028	Godrej Consumer Products Limited	Emerging Markets	India	28/09/2024	Special Annual	All For				
1898950	TH0221R10205	BTS Group Holdings Public Company Limited	Emerging Markets	Thailand	30/09/2024	Extraordinary Shareholders	Against	9	Insufficient/poor disclosure		
1898313	CNE1000049X9	CNGR Advanced Material Co., Ltd.	Emerging Markets	China	30/09/2024	Special Annual	All For				
1897109	BRENEVACKOR6	Eneva SA	Emerging Markets	Brazil	30/09/2024	Extraordinary Shareholders	All For				
1898773	CNE1000098P7	GeerLeek Inc.	Emerging Markets	China	30/09/2024	Special Annual	All For				
1895185	INE414G01012	Muthoot Finance Limited	Emerging Markets	India	30/09/2024	Annual	Against	8	Concerns related to approach to board gender diversity		
1893658	BRSUZBACNOR0	Suzano SA	Emerging Markets	Brazil	30/09/2024	Extraordinary Shareholders	All For	9,10,11,12,13,14,15	Pay is misaligned with EOS remuneration principles		
1897470	KYG8918W1069	Tongcheng Travel Holdings Ltd.	Emerging Markets	Cayman Islands	30/09/2024	Extraordinary Shareholders	All For				
1873373	IT0000066123	BPER Banca SpA	Europe	Italy	03/07/2024	Ordinary Shareholders	All For				
1821498	AT0000969985	AT & S Austria Technologie & Systemtechnik AG	Europe	Austria	04/07/2024	Annual	Against	6	A vote AGAINST the remuneration report is warranted because: - There is insufficient ex-post disclosure to explain the evolution of variable payouts versus company performance. - Significant shareholder dissent levels in relation to the underlying remuneration policy and the previous year's remuneration report do not appear to have been addressed.		
								8.b			
								8.c			
								8.d	Votes AGAINST Georg Riedl and Gertrude Tumpel-Gugerell are warranted because their proposed terms of office exceed four years.		
									Votes AGAINST the non-independent nominees, Georg Riedl and Karin Schupp, are warranted because of the failure to establish a sufficiently independent board.		
									Votes AGAINST the non-independent nominees, Georg Riedl and Karin Schupp, are warranted because of the failure to establish a sufficiently independent board. A vote AGAINST the current remuneration and nomination committee chair, Georg Riedl, is further warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes AGAINST Georg Riedl and Gertrude Tumpel-Gugerell are warranted because their proposed terms of office exceed four years.		
1873233	ES0113211835	Banco Bilbao Vizcaya Argentaria SA	Europe	Spain	04/07/2024	Extraordinary Shareholders	All For				
1821510	AT0000AGRANA3	AGRANA Beteiligungs-AG	Europe	Austria	05/07/2024	Annual	Against	7	A vote AGAINST the remuneration report is warranted because:- Discretionary awards were paid in the year under review (accelerated vesting of former CEO's LTIP).- Base salaries increased without a compelling rationale.		
1812603	CH0025536027	Burckhardt Compression Holding AG	Europe	Switzerland	05/07/2024	Annual	Against	7	Insufficient/poor disclosure		
1880872	NL0011832936	Cosmo Pharmaceuticals NV	Europe	Netherlands	05/07/2024	Extraordinary Shareholders	Against	6,7	Pay is misaligned with EOS remuneration principles		
1823623	CH0582581713	Dotikon ES Holding AG	Europe	Switzerland	05/07/2024	Annual	Against	6,2,7,2	Concerns related to inappropriate membership of committees		
								12	Insufficient/poor disclosure		
								3	Pay is misaligned with EOS remuneration principles		
								5	Pay is misaligned with EOS remuneration principles		
1822778	DE0006083405	HORNBACH Holding AG & Co. KGaA	Europe	Germany	05/07/2024	Annual	Against	5	Pay is misaligned with EOS remuneration principles		
1878860	NO0010360173	KMC Properties ASA	Europe	Norway	05/07/2024	Extraordinary Shareholders	All For				
1824205	DE0006916604	Pfeiffer Vacuum Technology AG	Europe	Germany	05/07/2024	Annual	Against	3,1	Concerns related to inappropriate membership of committees		
								2,1,3,2,3,3,3,4,3,5,3,6	EOS manual override		
								5	Pay is misaligned with EOS remuneration principles		
1875071	ES0148396007	Industria de Diseño Textil SA	Europe	Spain	09/07/2024	Annual	Against	7,c	Inadequate management of climate-related risks.		
1878215	FI4000552500	Sampo Ovi	Europe	Finland	09/07/2024	Extraordinary Shareholders	All For				
1872968	IT0005366601	Antares Vision SpA	Europe	Italy	10/07/2024	Annual/Special	Against	3,1,3,2,3,3,2,3,4,3,5,4,1,2,4	Concerns related to shareholder rights		
								2,4,3	Pay is misaligned with EOS remuneration principles		
								1			
								5,6,7			
1872442	NL0011794037	Koninklijke Ahold Delhaize NV	Europe	Netherlands	10/07/2024	Extraordinary Shareholders	All For				
1811293	IE0002424939	DCC Plc	Europe	Ireland	11/07/2024	Annual	All For				5(b)
1821583	DE0005772206	Fielmann Group AG	Europe	Germany	11/07/2024	Annual	Against	7	Lack of independence on board Concerns related to inappropriate membership of committees		
								5,9	Pay is misaligned with EOS remuneration principles		
1875160	FR0000054470	Ubisoft Entertainment SA	Europe	France	11/07/2024	Annual/Special	Against	6,7,8,9,10,11,12	Pay is misaligned with EOS remuneration principles		
1866150	IT0001000109	Catena Media plc	Europe	Italy	17/07/2024	Extraordinary Shareholders	All For				
1821822	DE0007297004	Suedzucker AG	Europe	Germany	18/07/2024	Annual	Against	4	Lack of independence on board Concerns related to inappropriate membership of committees		
1878625	BE0003720340	Retail Estates NV	Europe	Belgium	22/07/2024	Annual	Against	7	Pay is misaligned with EOS remuneration principles		
1875075	LU1072616219	B&M European Value Retail SA	Europe	Luxembourg	23/07/2024	Annual	Against	16	Pay is misaligned with EOS remuneration principles		
								7,8	Concerns about overall board structure		
1878647	LU1072616219	B&M European Value Retail SA	Europe	Luxembourg	23/07/2024	Extraordinary Shareholders	All For				
1817826	GRS323003012	Eurobank Ergasias Services & Holdings SA	Europe	Greece	23/07/2024	Annual	Against	14,9	Pay is misaligned with EOS remuneration principles		
								9	A vote AGAINST the election of Irene (Rena) Rouvitha Panou (Item 14.9), the chairperson of the nominating committee, is warranted because the board composition does not comply with the minimum requirements on gender diversity.		
								10			
								12	A vote AGAINST this item is warranted because significant concerns are raised with variable remuneration.		
								7	A vote AGAINST this item is warranted because the policy keeps foreseeing potentially excessive severance payments to executives, and termination payments to the non-executive chairman, and provides for particularly high pension payments to executives and pension contributions to the non-executive chairman. In addition, information on variable pay is insufficient.		
								11	A vote AGAINST this item is warranted due to a lack of disclosure around performance conditions.		
									A vote AGAINST this item is warranted due to insufficient information on variable pay.		
									A vote AGAINST this item is warranted, as the company keeps increasing board fees without providing a compelling rationale.		
1816764	GRS015003007	Alpha Services & Holdings SA	Europe	Greece	24/07/2024	Annual	All For				
1821492	AT0000818802	DO & CO AG	Europe	Austria	25/07/2024	Annual	Against	7	A vote AGAINST Daniela Neuberger is warranted because her term of office would exceed four years.		
								8	A vote AGAINST the remuneration report is warranted because:- Significant dissent on past remuneration report and remuneration policy votes are not explicitly addressed in the meeting materials.- One executive's base salary increased without explanation for the second consecutive year.- Compensation elements to the outgoing Gottfried Neumeister are not clearly disclosed.		
								9	A vote AGAINST this resolution is warranted because:- The company provides insufficient information to determine whether the new LTI is sufficiently long-time oriented and aligned with shareholder interests.- Specific metrics underlying STI and LTI and their weightings are not defined.- The proposed policy contains significant scope for the award of discretionary payments, including "special remuneration", sign-on and retention payments, as well as the carryover of overperformance on variable pay to the following financial year.		
1822785	DE0007314007	Heidelberger Druckmaschinen AG	Europe	Germany	25/07/2024	Annual	All For				
1881576	GRS003003035	National Bank of Greece SA	Europe	Greece	25/07/2024	Annual	Against	13	A vote AGAINST this item is warranted because the share buyback will finance a stock award plan where problematic characteristics have been identified.		
								11	A vote AGAINST this item is warranted due to lack of sufficient disclosure (i.e., performance metrics and targets) on equity awards vested. It is further highlighted that the salary of the CEO increased significantly exceeding the proposed amount indicated at the 2023 AGM. However, his salary is not considered excessive		
1877955	LU1250154413	ADLER Group SA	Europe	Luxembourg	09/08/2024	Extraordinary Shareholders	All For				



Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type	Votes For/Against Management	Agenda Item Numbers	Voting Explanation	Vote By Exception	Ballot Count
1884813	DE0007461006	PVA TePla AG	Europe	Germany	30/08/2024	Annual	Against	11 7.1,7.4	Concerns related to shareholder rights Concerns related to succession planning		
1812600	CH0210483332	Compagnie Financiere Richemont SA	Europe	Switzerland	11/09/2024	Annual	Against	5,2.5,17 10 9,3	Pay is misaligned with EOS remuneration principles Concerns related to inappropriate membership of committees Insufficient/poor disclosure Pay is misaligned with EOS remuneration principles		
1890340	DK0010307958	Jyske Bank A/S	Europe	Denmark	17/09/2024	Extraordinary Shareholders	All For				
1824757	SE0016828511	Embracer Group AB	Europe	Sweden	19/09/2024	Annual	Against	12.a,12.d 12.c,12.e 12.b	Concerns related to attendance at board or committee meetings Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Concerns related to attendance at board or committee meetings		
1892017	NO0010631567	SpareBank 1 SR-Bank ASA	Europe	Norway	19/09/2024	Extraordinary Shareholders	All For				
1835884	GR5282189203	Jumbo SA	Europe	Greece	28/09/2024	Extraordinary Shareholders	All For				
1878113	US0527691069	Autodesk, Inc.	North America	USA	16/07/2024	Annual	Against	1f 3 5	Concerns about remuneration committee performance Options/PSUs vest in less than 36 months High variable pay ratio High CEO to average NEO pay Shareholder proposal promotes appropriate accountability or incentivisation		
1879371	US58155Q1031	McKesson Corporation	North America	USA	31/07/2024	Annual	Against	1d	Shareholder proposal promotes appropriate accountability or incentivisation	1h	1
1878154	US2855121099	Electronic Arts Inc.	North America	USA	01/08/2024	Annual	Against	1d 2	Concerns about remuneration committee performance Options/PSUs vest in less than 36 months High variable pay ratio		
1879121	US7512121010	Ralph Lauren Corporation	North America	USA	01/08/2024	Annual	Against	1,3	Concerns related to shareholder value Concerns about overall board structure		
1880708	US74736K1016	Qorvo, Inc.	North America	USA	13/08/2024	Annual	Against	1f 2	Concerns related to approach to board gender diversity Concerns about remuneration committee performance Low shareholding requirement Options/PSUs vest in less than 36 months High CEO to average NEO pay		
1880514	US8326964058	The J. M. Smucker Company	North America	USA	14/08/2024	Annual	All For				
1882176	US9501711042	Microchip Technology Incorporated	North America	USA	20/08/2024	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks	1f	1
1884876	US2435371073	Deckers Outdoor Corporation	North America	USA	09/09/2024	Annual	Against	1e 3	Concerns about remuneration committee performance No hedging policy No clawback policy		
1885919	US6687711084	Cap Digital Inc.	North America	USA	10/09/2024	Annual	All For				
1885339	US6541061031	NIKE, Inc.	North America	USA	10/09/2024	Annual	Against	6	Shareholder proposal promotes better management of SEE opportunities and risks		
1885682	US64110D1046	NetApp, Inc.	North America	USA	11/09/2024	Annual	Against	1h 2 4	Concerns about remuneration committee performance Low shareholding requirement High variable pay ratio Pay is misaligned with EOS remuneration principles		
1887891	US2058871029	Conagra Brands, Inc.	North America	USA	18/09/2024	Annual	Against	1j 3	Concerns about remuneration committee performance Excessive CEO pay High variable pay ratio High CEO to average NEO pay		1
1888808	US31428X1063	FedEx Corporation	North America	USA	23/09/2024	Annual	Against	6,8	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
1888796	US3703341046	General Mills, Inc.	North America	USA	24/09/2024	Annual	Against	1k,3 4,5	Concerns regarding Auditor tenure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
1874887	GB0031274998	Marks & Spencer Group Plc	United Kingdom	United Kingdom	02/07/2024	Annual	All For				2
1876414	GB00BKDRYJ47	Airtel Africa Plc	United Kingdom	United Kingdom	03/07/2024	Annual	Against	4	Concerns related to below-board gender diversity		
1873289	GB00BVGBWW93	Assura Plc	United Kingdom	United Kingdom	04/07/2024	Annual	Against	12	Concerns related to below-board gender diversity		
1805217	GB00BF5H9P87	Great Portland Estates Plc	United Kingdom	United Kingdom	04/07/2024	Annual	All For				
1874223	GB00B019KW72	J Sainsbury Plc	United Kingdom	United Kingdom	04/07/2024	Annual	All For				
1874224	GB00BM8Q5M07	JD Sports Fashion Plc	United Kingdom	United Kingdom	04/07/2024	Annual	Against	1f 2	Failure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles		
1875821	GB0030913577	BT Group Plc	United Kingdom	United Kingdom	11/07/2024	Annual	All For				
1875104	GB00BMH18Q19	Bvies Technology Group Plc	United Kingdom	United Kingdom	11/07/2024	Annual	Against	2,3	Pay is misaligned with EOS remuneration principles		
1877454	GB00BL6NGV24	Dr. Martens Plc	United Kingdom	United Kingdom	11/07/2024	Annual	All For				
1866844	GB00BYW0PQ60	Land Securities Group Plc	United Kingdom	United Kingdom	11/07/2024	Annual	Against	2,3	Pay is misaligned with EOS remuneration principles		
1877224	GB00BJ62K685	Pets At Home Group Plc	United Kingdom	United Kingdom	11/07/2024	Annual	Against	4E 3	Concerns about overall board structure Pay is misaligned with EOS remuneration principles		
1872900	GB00BNR41868	Renew Plc	United Kingdom	United Kingdom	11/07/2024	Annual	Against	4	Failure to provide DEI disclosures in line with UK listing rules		
1865774	GB0031743007	Burberry Group Plc	United Kingdom	United Kingdom	16/07/2024	Annual	Against	11	Overboarded/Too many other time commitments		
1866929	GB00B7N0K053	Premier Foods Plc	United Kingdom	United Kingdom	18/07/2024	Annual	Against	2	Pay is misaligned with EOS remuneration principles		
1817322	GB00B38J2M42	United Utilities Group Plc	United Kingdom	United Kingdom	19/07/2024	Annual	All For				
1877232	GB0006650450	Oxford Instruments Plc	United Kingdom	United Kingdom	25/07/2024	Annual	Against	4	Failure to provide DEI disclosures in line with UK listing rules		
1869401	GB00BP92CJ43	Tate & Lyle Plc	United Kingdom	United Kingdom	25/07/2024	Annual	All For	2	Pay is misaligned with EOS remuneration principles		
1878886	GB0000558888	discover E Group Plc	United Kingdom	United Kingdom	26/07/2024	Annual	All For				
1865531	GB00BH4HKS39	Vodafone Group Plc	United Kingdom	United Kingdom	30/07/2024	Annual	All For				
1885263	GB0000536739	Ashtead Group Plc	United Kingdom	United Kingdom	04/09/2024	Annual	Against	5	Concerns related to below-board gender diversity		
1888325	GB00BL9YR756	Wise Plc	United Kingdom	United Kingdom	18/09/2024	Annual	Against	3,16 2,3	Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles		