

VOTE SUMMARY REPORT

REPORTING PERIOD: 01/01/2024 to 30/06/2024                      LOCATION(S): ALL LOCATIONS

Voting Statistics

	Total	Percent
Votable Meetings	295	
Meetings Voted	295	100.00%
Meetings with One or More Votes Against Management	226	76.61%
Votable Ballots	295	
Ballots Voted	295	100.00%

*Note: A meeting is votable when one or more ballots are eligible to vote at the meeting, and differences in votable meetings and ballots occurs when multiple ballots are available to vote for the same meeting.*

	Management Proposals		Shareholder Proposals		All Proposals	
	Total	Percent	Total	Percent	Total	Percent
Votable Proposals	5637		336		5973	
Proposals Voted	5607	99.47%	314	93.45%	5921	99.13%
FOR Votes	5036	89.34%	161	47.92%	5197	87.01%
AGAINST Votes	551	9.77%	148	44.05%	699	11.70%
ABSTAIN Votes	5	0.09%	0	0.00%	5	0.08%
WITHHOLD Votes	13	0.23%	5	1.49%	18	0.30%
Votes WITH Management	5040	89.41%	163	48.51%	5203	87.11%
Votes AGAINST Management	567	10.06%	151	44.94%	718	12.02%

*Note: Instructions of Do Not Vote are not considered voted; Frequency on Pay votes of 1, 2 or 3 Years are only reflected statistically, where applicable, but present in the underlying detail; and in cases of different votes submitted across ballots for a given meeting, votes cast are distinctly counted by type per proposal where total votes submitted may be higher than unique proposals voted.*

Mondi Plc

Meeting Date: 15/01/2024                      Country: United Kingdom                      Ticker: MNDI  
Record Date: 11/01/2024                      Meeting Type: Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Special Dividend	Mgmt	For	For
2	Approve Share Consolidation	Mgmt	For	For
3	Authorise Issue of Equity	Mgmt	For	For
4	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
5	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For

Costco Wholesale Corporation

Meeting Date: 18/01/2024                      Country: USA                      Ticker: COST  
Record Date: 10/11/2023                      Meeting Type: Annual

# Costco Wholesale Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Susan L. Decker	Mgmt	For	For
1b	Elect Director Kenneth D. Denman	Mgmt	For	For
1c	Elect Director Helena B. Foulkes	Mgmt	For	For
1d	Elect Director Richard A. Galanti	Mgmt	For	For
1e	Elect Director Hamilton E. James	Mgmt	For	For
1f	Elect Director W. Craig Jelinek	Mgmt	For	For
1g	Elect Director Sally Jewell	Mgmt	For	For
1h	Elect Director Jeffrey S. Raikes	Mgmt	For	For
1i	Elect Director John W. Stanton	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
1j	Elect Director Ron M. Vachris	Mgmt	For	For
1k	Elect Director Mary Agnes (Maggie) Wilderotter	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
4	Issue Audited Report on Fiduciary Relevance of Decarbonization Goal	SH	Against	Against

# Intuit Inc.

Meeting Date: 18/01/2024	Country: USA	Ticker: INTU
Record Date: 20/11/2023	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Eve Burton	Mgmt	For	For
1b	Elect Director Scott D. Cook	Mgmt	For	For
1c	Elect Director Richard L. Dalzell	Mgmt	For	For
1d	Elect Director Sasan K. Goodarzi	Mgmt	For	For
1e	Elect Director Deborah Liu	Mgmt	For	For
1f	Elect Director Tekedra Mawakana	Mgmt	For	For
1g	Elect Director Suzanne Nora Johnson	Mgmt	For	Against
Voter Rationale: Concerns about remuneration committee performance				
1h	Elect Director Ryan Roslansky	Mgmt	For	For

Intuit Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1i	Elect Director Thomas Szkutak	Mgmt	For	For
1j	Elect Director Raul Vazquez	Mgmt	For	For
1k	Elect Director Eric S. Yuan	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: High variable pay ratio Total pay targets a range above peer median Options/PSUs vest in less than 36 months				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
Voter Rationale: Annual vote provides for greater shareholder oversight				
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
5	Amend Omnibus Stock Plan	Mgmt	For	For
6	Report on Climate Risk in Retirement Plan Options	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				

Visa Inc.

Meeting Date: 23/01/2024	Country: USA	Ticker: V
Record Date: 24/11/2023	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Lloyd A. Carney	Mgmt	For	For
1b	Elect Director Kermit R. Crawford	Mgmt	For	For
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For	For
1d	Elect Director Ramon Laguarta	Mgmt	For	For
1e	Elect Director Teri L. List	Mgmt	For	For
1f	Elect Director John F. Lundgren	Mgmt	For	For
1g	Elect Director Ryan McInerney	Mgmt	For	For
1h	Elect Director Denise M. Morrison	Mgmt	For	Against
Voter Rationale: Concerns about remuneration committee performance				
1i	Elect Director Pamela Murphy	Mgmt	For	For
1j	Elect Director Linda J. Rendle	Mgmt	For	For
1k	Elect Director Maynard G. Webb, Jr.	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: High variable pay ratio Options/PSUs vest in less than 36 months				

Visa Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Ratify KPMG LLP as Auditors	Mgmt	For	For
4	Approve Class B Exchange Offer Program Certificate Amendments	Mgmt	For	For
5	Adjourn Meeting	Mgmt	For	For
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against

Sodexo SA

Meeting Date: 30/01/2024	Country: France	Ticker: SW
Record Date: 26/01/2024	Meeting Type: Ordinary Shareholders	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Distribution in Kind of Shares of Pluxee	Mgmt	For	For
2	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Accenture plc

Meeting Date: 31/01/2024	Country: Ireland	Ticker: ACN
Record Date: 04/12/2023	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jaime Ardila	Mgmt	For	For
1b	Elect Director Martin Brudermuller	Mgmt	For	For
1c	Elect Director Alan Jope	Mgmt	For	For
1d	Elect Director Nancy McKinstry	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
1e	Elect Director Beth E. Mooney	Mgmt	For	For
1f	Elect Director Gilles C. Pelisson	Mgmt	For	For
1g	Elect Director Paula A. Price	Mgmt	For	For
1h	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	For
1i	Elect Director Arun Sarin	Mgmt	For	For
1j	Elect Director Julie Sweet	Mgmt	For	For

Accenture plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1k	Elect Director Tracey T. Travis	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
3	Amend Omnibus Stock Plan	Mgmt	For	For
4	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For
5	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
6	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For
7	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	For	For
8	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For

Imperial Brands Plc

Meeting Date: 31/01/2024	Country: United Kingdom	Ticker: IMB
Record Date: 29/01/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Remuneration Policy	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
4	Approve Final Dividend	Mgmt	For	For
5	Re-elect Therese Esperdy as Director	Mgmt	For	Against
Voter Rationale: Concerns related to below-board gender diversity				
6	Re-elect Stefan Bomhard as Director	Mgmt	For	For
7	Re-elect Susan Clark as Director	Mgmt	For	For
8	Re-elect Diane de Saint Victor as Director	Mgmt	For	For
9	Re-elect Ngozi Edozien as Director	Mgmt	For	For
10	Re-elect Alan Johnson as Director	Mgmt	For	For
11	Re-elect Robert Kunze-Concewitz as Director	Mgmt	For	For
12	Re-elect Lukas Paravicini as Director	Mgmt	For	For
13	Re-elect Jonathan Stanton as Director	Mgmt	For	For

## Imperial Brands Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14	Elect Andrew Gilchrist as Director	Mgmt	For	For
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For
18	Authorise Issue of Equity	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## The Sage Group plc

Meeting Date: 01/02/2024	Country: United Kingdom	Ticker: SGE
Record Date: 30/01/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Final Dividend	Mgmt	For	For
4	Elect Roisin Donnelly as Director	Mgmt	For	For
5	Re-elect Andrew Duff as Director	Mgmt	For	For
6	Re-elect Sangeeta Anand as Director	Mgmt	For	For
7	Re-elect John Bates as Director	Mgmt	For	For
8	Re-elect Jonathan Bewes as Director	Mgmt	For	For
9	Re-elect Maggie Jones as Director	Mgmt	For	For
10	Re-elect Annette Court as Director	Mgmt	For	For
11	Re-elect Derek Harding as Director	Mgmt	For	For
12	Re-elect Steve Hare as Director	Mgmt	For	For
13	Re-elect Jonathan Howell as Director	Mgmt	For	For
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
15	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For

## The Sage Group plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For
17	Authorise Issue of Equity	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## Siemens AG

Meeting Date: 08/02/2024	Country: Germany	Ticker: SIE
Record Date: 01/02/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 4.70 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2022/23	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2022/23	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2022/23	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2022/23	Mgmt	For	For
3.5	Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2022/23	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2022/23	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2022/23	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2022/23	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.4	Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2022/23	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Michael Diekmann (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Regina Dugan (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2022/23	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2022/23	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Oliver Hartmann (from Sep. 14, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Keryn Lee James (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Harald Kern for Fiscal Year 2022/23	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2022/23	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Martina Merz (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Christian Pfeiffer (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2022/23	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2022/23	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Norbert Reithofer (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Kasper Rorsted for Fiscal Year 2022/23	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Nemat Shafik (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2022/23	Mgmt	For	For
4.21	Approve Discharge of Supervisory Board Member Michael Sigmund (until Aug. 31, 2023) for Fiscal Year 2022/23	Mgmt	For	For



Siemens AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.22	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2022/23	Mgmt	For	For
4.23	Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2022/23	Mgmt	For	For
4.24	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2022/23	Mgmt	For	For
4.25	Approve Discharge of Supervisory Board Member Gunnar Zukunft (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023/24	Mgmt	For	For
6	Approve Remuneration Policy	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
7	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
8	Approve Creation of EUR 480 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	For	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 15 Billion; Approve Creation of EUR 210 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For

Siemens Energy AG

**Meeting Date:** 26/02/2024

**Country:** Germany

**Ticker:** ENR

**Record Date:** 19/02/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Christian Bruch for Fiscal Year 2022/23	Mgmt	For	For
Voter Rationale: Inadequate management of climate-related risks				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.2	Approve Discharge of Management Board Member Maria Ferraro for Fiscal Year 2022/23	Mgmt	For	For
	<i>Voter Rationale: Inadequate management of climate-related risks</i>			
3.3	Approve Discharge of Management Board Member Karim Amin for Fiscal Year 2022/23	Mgmt	For	For
	<i>Voter Rationale: Inadequate management of climate-related risks</i>			
3.4	Approve Discharge of Management Board Member Tim Holt for Fiscal Year 2022/23	Mgmt	For	For
	<i>Voter Rationale: Inadequate management of climate-related risks</i>			
3.5	Approve Discharge of Management Board Member Anne-Laure Parrical de Chamard (from Nov. 1, 2022) for Fiscal Year 2022/23	Mgmt	For	For
	<i>Voter Rationale: Inadequate management of climate-related risks</i>			
3.6	Approve Discharge of Management Board Member Vinod Philip (from Oct. 1, 2022) for Fiscal Year 2022/23	Mgmt	For	For
	<i>Voter Rationale: Inadequate management of climate-related risks</i>			
4.1	Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2022/23	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Robert Kensbock for Fiscal Year 2022/23	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Hubert Lienhard for Fiscal Year 2022/23	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Guenter Augustat for Fiscal Year 2022/23	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Manfred Baereis for Fiscal Year 2022/23	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Manuel Bloemers for Fiscal Year 2022/23	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Christine Bortenlaenger for Fiscal Year 2022/23	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2022/23	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Andreas Feldmueller for Fiscal Year 2022/23	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.10	Approve Discharge of Supervisory Board Member Nadine Florian for Fiscal Year 2022/23	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Sigmar Gabriel for Fiscal Year 2022/23	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Horst Hakelberg for Fiscal Year 2022/23	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2022/23	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Hildegard Mueller for Fiscal Year 2022/23	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Laurence Mulliez for Fiscal Year 2022/23	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Thomas Pfann for Fiscal Year 2022/23	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Matthias Rebellius for Fiscal Year 2022/23	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2022/23	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Geisha Williams for Fiscal Year 2022/23	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Randy Zwirn for Fiscal Year 2022/23	Mgmt	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2023/24	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
7.1	Elect Veronika Grimm to the Supervisory Board	Mgmt	For	For
7.2	Elect Simone Menne to the Supervisory Board	Mgmt	For	For
8	Approve Remuneration of Supervisory Board	Mgmt	For	For
9	Approve Creation of EUR 399.7 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For
10	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Billion; Approve Creation of EUR 79.9 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For

Siemens Energy AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For

Apple Inc.

Meeting Date: 28/02/2024	Country: USA	Ticker: AAPL
Record Date: 02/01/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Wanda Austin	Mgmt	For	For
1b	Elect Director Tim Cook	Mgmt	For	For
1c	Elect Director Alex Gorsky	Mgmt	For	For
1d	Elect Director Andrea Jung	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
1e	Elect Director Art Levinson	Mgmt	For	For
1f	Elect Director Monica Lozano	Mgmt	For	For
1g	Elect Director Ron Sugar	Mgmt	For	For
1h	Elect Director Sue Wagner	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: EOS manual override. See analyst note.				
4	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against
5	Report on Standards and Procedures to Curate App Content	SH	Against	Against
6	Report on Median Gender/Racial Pay Gap	SH	Against	For
Voter Rationale: Shareholder proposal promotes better management of SEE opportunities and risks				
7	Report on Use of Artificial Intelligence	SH	Against	For
Voter Rationale: EOS manual override. See analyst note.				
8	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	Against

Deere & Company

Meeting Date: 28/02/2024	Country: USA	Ticker: DE
Record Date: 02/01/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Leanne G. Caret	Mgmt	For	Against
Voter Rationale: Concerns regarding Auditor tenure				
1b	Elect Director Tamra A. Erwin	Mgmt	For	For
1c	Elect Director Alan C. Heuberger	Mgmt	For	For
1d	Elect Director L. Neil Hunn	Mgmt	For	For
1e	Elect Director Michael O. Johanns	Mgmt	For	For
1f	Elect Director Clayton M. Jones	Mgmt	For	For
1g	Elect Director John C. May	Mgmt	For	For
1h	Elect Director Gregory R. Page	Mgmt	For	For
1i	Elect Director Sherry M. Smith	Mgmt	For	For
1j	Elect Director Dmitri L. Stockton	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
1k	Elect Director Sheila G. Talton	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Against
Voter Rationale: Concerns regarding Auditor tenure				
4	Report on GHG Reduction Policies and Their Impact on Revenue Generation	SH	Against	Against
5	Civil Rights and Non-Discrimination Audit Proposal	SH	Against	Against
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation				

Kone Oyj

Meeting Date: 29/02/2024

Record Date: 19/02/2024

Country: Finland

Meeting Type: Annual

Ticker: KNEBV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Call the Meeting to Order	Mgmt		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt		
5	Prepare and Approve List of Shareholders	Mgmt		
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 1.7475 per Class A Share and EUR 1.75 per Class B Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
12	Approve Remuneration of Directors in the Amount of EUR 220,000 for Chairman, EUR 125,000 for Vice Chairman and EUR 110,000 for Other Directors	Mgmt	For	For
13	Fix Number of Directors at Nine	Mgmt	For	For
14.a	Reelect Matti Alahuhta as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
14.b	Reelect Susan Duinhoven as Director	Mgmt	For	For
14.c	Reelect Marika Fredriksson as Director	Mgmt	For	For
14.d	Reelect Antti Herlin as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees Concerns to protect shareholder value				
14.e	Reelect Iiris Herlin as Director	Mgmt	For	For
14.f	Reelect Jussi Herlin as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
14.g	Elect Timo Ihamuotila as New Director	Mgmt	For	For
14.h	Reelect Ravi Kant as Director	Mgmt	For	For
14.i	Reelect Krishna Mikkilineni as Director	Mgmt	For	For
15	Approve Remuneration of Auditors	Mgmt	For	For
16	Fix Number of Auditors at One	Mgmt	For	For
17	Ratify Ernst & Young as Auditors	Mgmt	For	For

Kone Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
18	Authorize Share Repurchase Program	Mgmt	For	For
19	Approve Issuance of Shares and Options without Preemptive Rights	Mgmt	For	Against
Voter Rationale: Issue of equity raises concerns about excessive dilution of existing shareholders				
20	Close Meeting	Mgmt		

Novozymes A/S

Meeting Date: 04/03/2024	Country: Denmark	Ticker: NZYM.B
Record Date: 26/02/2024	Meeting Type: Extraordinary Shareholders	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Adoption of Novonesis AS as Secondary Name	Mgmt	For	For
2.a	Elect Jesper Brandgaard (Vice Chair) as Director	Mgmt	For	For
3.a	Elect Lise Kaae as Director	Mgmt	For	For
3.b	Elect Kevin Lane as Director	Mgmt	For	For
3.c	Elect Kim Stratton as Director	Mgmt	For	Abstain
Voter Rationale: Overboarded/Too many other time commitments				
4	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For

Orsted A/S

Meeting Date: 05/03/2024	Country: Denmark	Ticker: ORSTED
Record Date: 27/02/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
4	Approve Discharge of Management and Board	Mgmt	For	For

Orsted A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Approve Treatment of Net Loss	Mgmt	For	For
6.1	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For
6.2	Elect Lene Skole as Board Chairman	Mgmt	For	Abstain
Voter Rationale: Pay is misaligned with EOS remuneration principles				
6.3	Elect Andrew Brown as Vice Chairman	Mgmt	For	For
6.4A	Reelect Peter Korsholm as Director	Mgmt	For	For
6.4B	Reelect Dieter Wemmer as Director	Mgmt	For	For
6.4C	Reelect Julia King as Director	Mgmt	For	For
6.4D	Reelect Annica Bresky as Director	Mgmt	For	For
7	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK 800,000 for Deputy Chairman and DKK 400,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
8.1	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For
8.2	Ratify PricewaterhouseCoopers as Authorized Sustainability Auditor	Mgmt	For	For
9	Other Business	Mgmt		

QUALCOMM Incorporated

Meeting Date: 05/03/2024	Country: USA	Ticker: QCOM
Record Date: 08/01/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Sylvia Acevedo	Mgmt	For	For
1b	Elect Director Cristiano R. Amon	Mgmt	For	For
1c	Elect Director Mark Fields	Mgmt	For	For
1d	Elect Director Jeffrey W. Henderson	Mgmt	For	For
1e	Elect Director Gregory N. Johnson	Mgmt	For	For
1f	Elect Director Ann M. Livermore	Mgmt	For	For
1g	Elect Director Mark D. McLaughlin	Mgmt	For	For
1h	Elect Director Jamie S. Miller	Mgmt	For	For
1i	Elect Director Irene B. Rosenfeld	Mgmt	For	For
1j	Elect Director Kornelis (Neil) Smit	Mgmt	For	For
1k	Elect Director Jean-Pascal Tricoire	Mgmt	For	For



QUALCOMM Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1l	Elect Director Anthony J. Vinciquerra	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
4	Amend Omnibus Stock Plan	Mgmt	For	For
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For
6	Amend Bylaws to Add Federal Forum Selection Provision	Mgmt	For	For

Applied Materials, Inc.

Meeting Date: 07/03/2024	Country: USA	Ticker: AMAT
Record Date: 10/01/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Rani Borkar	Mgmt	For	For
1b	Elect Director Judy Bruner	Mgmt	For	For
1c	Elect Director Xun (Eric) Chen	Mgmt	For	For
1d	Elect Director Aart J. de Geus	Mgmt	For	For
1e	Elect Director Gary E. Dickerson	Mgmt	For	For
1f	Elect Director Thomas J. Iannotti	Mgmt	For	Against
Voter Rationale: Concerns about remuneration committee performance				
1g	Elect Director Alexander A. Karsner	Mgmt	For	For
1h	Elect Director Kevin P. March	Mgmt	For	For
1i	Elect Director Yvonne McGill	Mgmt	For	For
1j	Elect Director Scott A. McGregor	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: High variable pay ratioHigh CEO to average NEO pay				
3	Ratify KPMG LLP as Auditors	Mgmt	For	For
4	Report on Lobbying Payments and Policy	SH	Against	Against
5	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	For
Voter Rationale: Shareholder proposal promotes better management of SEE opportunities and risks				

Meeting Date: 07/03/2024	Country: Finland	Ticker: WRT1V
Record Date: 26/02/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Call the Meeting to Order	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt		
5	Prepare and Approve List of Shareholders	Mgmt		
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 0.32 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
11	Approve Remuneration of Directors in the Amount of EUR 200,000 for Chairman, EUR 105,000 for Vice Chairman and EUR 80,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For
12	Fix Number of Directors at Eight	Mgmt	For	For
13	Reelect Karen Bomba, Morten H. Engelstoft, Karin Falk, Johan Forssell, Tom Johnstone (Chair), Mats Rahmstrom, Tiina Tuomela and Mika Vehvilainen (Vice-Chair) as Directors	Mgmt	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
16	Approve Remuneration of the Assurance Firm for the Corporate Sustainability Reporting	Mgmt	For	For
17	Elect PricewaterhouseCoopers as Assurance Firm for the Corporate Sustainability Reporting	Mgmt	For	For
18	Amend Articles Re: General Meeting	Mgmt	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For
20	Approve Issuance of up to 57 Million Shares without Preemptive Rights	Mgmt	For	For

Wartsila Oyj Abp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
21	Close Meeting	Mgmt		

Analog Devices, Inc.

Meeting Date: 13/03/2024	Country: USA	Ticker: ADI
Record Date: 09/01/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Vincent Roche	Mgmt	For	For
1b	Elect Director Stephen M. Jennings	Mgmt	For	For
1c	Elect Director Andre Andonian	Mgmt	For	For
1d	Elect Director James A. Champy	Mgmt	For	For
1e	Elect Director Edward H. Frank	Mgmt	For	Against
Voter Rationale: Concerns about remuneration committee performance				
1f	Elect Director Laurie H. Glimcher	Mgmt	For	For
1g	Elect Director Karen M. Golz	Mgmt	For	For
1h	Elect Director Peter B. Henry	Mgmt	For	For
1i	Elect Director Mercedes Johnson	Mgmt	For	For
1j	Elect Director Ray Stata	Mgmt	For	For
1k	Elect Director Susie Wee	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: Excessive CEO pay. Low shareholding requirement				
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Adopt Simple Majority Vote	SH	Against	For
Voter Rationale: Shareholder proposal promotes enhanced shareholder rights				

Genmab A/S

Meeting Date: 13/03/2024	Country: Denmark	Ticker: GMAB
Record Date: 06/03/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	Mgmt	For	For
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
5.a	Reelect Deirdre P. Connelly as Director	Mgmt	For	For
5.b	Reelect Pernille Erenbjerg as Director	Mgmt	For	For
5.c	Reelect Rolf Hoffmann as Director	Mgmt	For	For
5.d	Reelect Elizabeth OFarrell as Director	Mgmt	For	For
5.e	Reelect Paolo Paoletti as Director	Mgmt	For	For
5.f	Reelect Anders Gersel Pedersen as Director	Mgmt	For	Abstain
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
6	Ratify Deloitte as Auditors	Mgmt	For	For
7.a	Approve Remuneration of Directors in the Amount of DKK 3 Million for Chairman, DKK 2.4 million for Vice Chairman, and DKK 2.1 million for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
7.b	Approve Director Indemnification	Mgmt	For	For
7.c	Amend Articles Re: Indemnification	Mgmt	For	For
7.d	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
7.e	Approve Creation of DKK 6.6 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 6.6 Million Pool of Capital without Preemptive Rights	Mgmt	For	For
7.f	Approve Equity Plan Financing Through Issuance of Warrants up to a Nominal Value of DKK 750,000	Mgmt	For	For
7.g	Authorize Share Repurchase Program	Mgmt	For	For
8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
9	Other Business	Mgmt		

## Starbucks Corporation

Meeting Date: 13/03/2024	Country: USA	Ticker: SBUX
Record Date: 05/01/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Ritch Allison	Mgmt	For	For
1b	Elect Director Andy Campion	Mgmt	For	For
1c	Elect Director Beth Ford	Mgmt	For	For
1d	Elect Director Melody Hobson	Mgmt	For	For
1e	Elect Director Jorgen Vig Knudstorp	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
1f	Elect Director Neal Mohan	Mgmt	For	For
1g	Elect Director Satya Nadella	Mgmt	For	For
1h	Elect Director Laxman Narasimhan	Mgmt	For	For
1i	Elect Director Daniel Servitje	Mgmt	For	For
1j	Elect Director Mike Sievert	Mgmt	For	For
1k	Elect Director Wei Zhang	Mgmt	For	For
1l	Elect Dissident Nominee Director Maria Echaveste	SH		
1m	Elect Dissident Nominee Director Joshua Gotbaum	SH		
1n	Elect Dissident Nominee Director Wilma B. Liebman	SH		
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Total pay is in the bottom quartile (low relative to peers)				
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Report on Plant-Based Milk Pricing	SH	Against	For
Voter Rationale: EOS manual override. See analyst note. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
5	Conduct Audit and Report on Systemic Discrimination	SH	Against	Against
6	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	Against

## Pandora AS

Meeting Date: 14/03/2024	Country: Denmark	Ticker: PNDORA
Record Date: 07/03/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
4	Approve Remuneration of Directors	Mgmt	For	For
5	Approve Allocation of Income and Dividends of DKK 18.00 Per Share	Mgmt	For	For
6.1	Reelect Peter A. Ruzicka as Director	Mgmt	For	For
6.2	Reelect Christian Frigast as Director	Mgmt	For	For
6.3	Reelect Lilian Fossum Biner as Director	Mgmt	For	For
6.4	Reelect Birgitta Stymne Goransson as Director	Mgmt	For	For
6.5	Reelect Marianne Kirkegaard as Director	Mgmt	For	For
6.6	Reelect Catherine Spindler as Director	Mgmt	For	For
6.7	Reelect Jan Zijderveld as Director	Mgmt	For	For
7	Ratify Ernst & Young as Auditor	Mgmt	For	For
8	Approve Discharge of Management and Board	Mgmt	For	For
9.1	Approve DKK 7 Million Reduction in Share Capital via Share Cancellation; Amend Articles Accordingly	Mgmt	For	For
9.2	Amend Remuneration Policy (Indemnification Scheme)	Mgmt	For	For
9.3A	Amend Remuneration Policy (Specification of the Derogation Clause)	Mgmt	For	For
9.3B	Amend Remuneration Policy (Short-Term Incentive Plan)	Mgmt	For	For
9.3C	Amend Remuneration Policy (Travel Allowance for Board Members)	Mgmt	For	For
9.4	Authorize Share Repurchase Program	Mgmt	For	For
9.5	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
10	Other Business	Mgmt		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
5.1	Designate Anna Magnusson as Inspector of Minutes of Meeting	Mgmt	For	For
5.2	Designate Carina Sverin as Inspector of Minutes of Meeting	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt		
8	Receive President's Report	Mgmt		
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For
10	Approve Allocation of Income and Dividends of SEK 8.50 Per Share	Mgmt	For	For
11.1	Approve Discharge of Jacob Aarup-Andersen	Mgmt	For	For
11.2	Approve Discharge of Signhild Arnegard Hansen	Mgmt	For	For
11.3	Approve Discharge of Anne-Catherine Berner	Mgmt	For	For
11.4	Approve Discharge of Annika Dahlberg	Mgmt	For	For
11.5	Approve Discharge of John Flint	Mgmt	For	For
11.6	Approve Discharge of Winnie Fok	Mgmt	For	For
11.7	Approve Discharge of Anna-Karin Glimstrom	Mgmt	For	For
11.8	Approve Discharge of Svein Tore Holsether	Mgmt	For	For
11.9	Approve Discharge of Charlotta Lindholm	Mgmt	For	For
11.10	Approve Discharge of Sven Nyman	Mgmt	For	For
11.11	Approve Discharge of Marika Ottander	Mgmt	For	For
11.12	Approve Discharge of Lars Ottersgard	Mgmt	For	For
11.13	Approve Discharge of Jesper Ovesen	Mgmt	For	For
11.14	Approve Discharge of Helena Saxon	Mgmt	For	For
11.15	Approve Discharge of Johan Torgeby (as Board Member)	Mgmt	For	For
11.16	Approve Discharge of Marcus Wallenberg	Mgmt	For	For

Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11.17	Approve Discharge of Johan Torgeby (as President)	Mgmt	For	For
12.1	Determine Number of Members (11) and Deputy Members (0) of Board	Mgmt	For	For
12.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
13.1	Approve Remuneration of Directors in the Amount of SEK 3.7 Million for Chairman, SEK 1.2 Million for Vice Chairman and SEK 925,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
13.2	Approve Remuneration of Auditors	Mgmt	For	For
14a1	Reelect Jacob Aarup Andersen as Director	Mgmt	For	For
14a2	Reelect Signhild Arnegard Hansen as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
14a3	Reelect Anne-Catherine Berner as Director	Mgmt	For	For
14a4	Reelect John Flint as Director	Mgmt	For	For
14a5	Reelect Winnie Fok as Director	Mgmt	For	For
14a6	Reelect Svein Tore Holsether as Director	Mgmt	For	For
14a7	Reelect Sven Nyman as Director	Mgmt	For	For
14a8	Reelect Lars Ottersgard as Director	Mgmt	For	For
14a9	Reelect Helena Saxon as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
14a10	Reelect Johan Torgeby as Director	Mgmt	For	For
14a11	Reelect Marcus Wallenberg as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments				
14b	Reelect Marcus Wallenberg as Board Chair	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments				
15	Ratify Ernst & Young as Auditors	Mgmt	For	For
16a	Approve Remuneration Report	Mgmt	For	For
16b	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
17a	Approve SEB All Employee Program 2024 for All Employees in Most of the Countries where SEB Operates	Mgmt	For	For
17b	Approve SEB Share Deferral Program 2024 for Group Executive Committee, Senior Managers and Key Employees	Mgmt	For	For



Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
17c	Approve SEB Restricted Share Program 2024 for Other than Senior Managers in Certain Business Units	Mgmt	For	For
18a	Authorize Share Repurchase Program	Mgmt	For	For
18b	Authorize Repurchase of Class A and/or Class C Shares and Reissuance of Repurchased Shares Inter Alia in for Capital Purposes and Long-Term Incentive Plans	Mgmt	For	For
18c	Approve Transfer of Class A Shares to Participants in 2024 Long-Term Equity Programmes	Mgmt	For	For
19	Approve Issuance of Convertibles without Preemptive Rights	Mgmt	For	For
20a	Approve SEK 411 Million Reduction in Share Capital for Transfer to Unrestricted Equity	Mgmt	For	For
20b	Approve Capitalization of Reserves of SEK 411 Million for a Bonus Issue	Mgmt	For	For
21	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	Mgmt	For	For
Voter Rationale: A vote FOR the proposal to appoint an auditor for foundations with linked administration appears uncontroversial.				
Shareholder Proposals Submitted by Carl Axel Bruno		Mgmt		
22	Change Bank Software	SH	None	Against
Voter Rationale: See analyst note.				
Shareholder Proposals Submitted by the Swedish Society for Nature Conservation and Greenpeace Nordic		Mgmt		
23	Instruct Board of Directors to Revise SEB Overall Strategy to be in Line with the Paris Agreement Goals	SH	None	Against
Voter Rationale: See analyst note.				
24	Close Meeting	Mgmt		

Orion Oyj

Meeting Date: 20/03/2024Country: FinlandTicker: ORNBV

Record Date: 08/03/2024Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Call the Meeting to Order	Mgmt		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt		
5	Prepare and Approve List of Shareholders	Mgmt		
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 1.62 Per Share; Approve Charitable Donations of up to EUR 350,000	Mgmt	For	For
9	Approve Discharge of Board, President and CEO	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against
<i>Voter Rationale: A vote AGAINST this item is warranted due to a lack of disclosure in key areas of remuneration such as variable remuneration caps and severance terms.</i>				
12	Approve Remuneration of Directors in the Amount of EUR 100,000 for Chairman, EUR 61,000 for Vice Chairman and EUR 50,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For
13	Fix Number of Directors at Eight	Mgmt	For	For
14	Reelect Kari Jussi Aho, Maziar Mike Doustdar, Ari Lehtoranta, Veli-Matti Mattila (Chair), Hilpi Rautelin, Eija Ronkainen and Karen Lykke Sorensen as Directors; Elect Henrik Stenqvist as New Director	Mgmt	For	Against
<i>Voter Rationale: A vote AGAINST this proposal is warranted for the following reasons: - Candidate Henrik Stenqvist is considered overboarded. Additionally, it is noted that the company maintains a share structure with unequal voting rights. At this moment, there are no shareholder representatives on the board.</i>				
15	Approve Remuneration of Auditors and Authorized Sustainability Auditors	Mgmt	For	For
16	Ratify KPMG as Auditors and Authorized Sustainability Auditors	Mgmt	For	For
17	Approve Issuance of up to 14 Million Class B Shares without Preemptive Rights	Mgmt	For	For
18	Close Meeting	Mgmt		

Meeting Date: 20/03/2024	Country: Finland	Ticker: STERV
Record Date: 08/03/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Call the Meeting to Order	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt		
5	Prepare and Approve List of Shareholders	Mgmt		
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 0.10 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against
Voter Rationale: A vote AGAINST this item is warranted because:- The company has provided only a limited and insufficient rationale for the choice to deviate from the policy regarding the new CEO's variable pay.- The company does not disclose achievement per performance criteria for both STIP and LTIP- There is insufficient specificity in the disclosure of relative weights for the performance metrics in the STIP, and no disclosure of relative weights for the LTIP(s).As such, the company's disclosure practices when viewed in their entirety are not in line with minimum expectations.				
11	Approve Remuneration of Directors in the Amount of EUR 215,270 for Chairman, EUR 121,540 for Vice Chairman and EUR 83,430 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
12	Fix Number of Directors at Eight	Mgmt	For	For
13	Reelect Hakan Buskhe (Vice-Chair), Elisabeth Fleuriot, Helena Hedblom, Astrid Hermann, Kari Jordan (Chair), Christiane Kuehne and Richard Nilsson as Directors; Elect Reima Rytsola as New Director	Mgmt	For	Abstain
Voter Rationale: A vote ABSTAIN on this proposal is warranted for the following reasons:- The chairman of the audit committee is non-independent.- The company maintains a share structure with unequal voting rights.				
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For

Stora Enso Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
16	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For
17	Approve Issuance of up to 2 Million Class R Shares without Preemptive Rights	Mgmt	For	For
18	Decision on Making Order	Mgmt		
19	Close Meeting	Mgmt		

Svenska Handelsbanken AB

Meeting Date: 20/03/2024

Country: Sweden

Ticker: SHB.A

Record Date: 12/03/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt		
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9	Approve Allocation of Income and Dividends of SEK 13.00 Per Share	Mgmt	For	For
10	Approve Remuneration Report	Mgmt	For	For
11	Approve Discharge of Board and President	Mgmt	For	For
12	Authorize Repurchase of up to 120 Million Class A and/or B Shares and Reissuance of Repurchased Shares	Mgmt	For	For
13	Authorize Share Repurchase Program	Mgmt	For	For
14	Approve Issuance of Convertible Capital Instruments Corresponding to a Maximum of 198 Million Shares without Preemptive Rights	Mgmt	For	For
15	Amend Articles Re: Chairman of Shareholders Meetings	Mgmt	For	For
16	Determine Number of Directors (9)	Mgmt	For	For

Svenska Handelsbanken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
17	Determine Number of Auditors (2)	Mgmt	For	For
18	Approve Remuneration of Directors in the Amount of SEK 3.9 Million for Chair, SEK 1.1 Million for Vice Chair and SEK 795,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
19.1	Reelect Jon Fredrik Baksaas as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
19.2	Reelect Helene Barnekow as Director	Mgmt	For	For
19.3	Reelect Stina Bergfors as Director	Mgmt	For	For
19.4	Reelect Hans Biorck as Director	Mgmt	For	For
19.5	Reelect Par Boman as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments				
19.6	Reelect Kerstin Hessius as Director	Mgmt	For	For
19.7	Elect Louise Lindh as New Director	Mgmt	For	For
19.8	Reelect Fredrik Lundberg as Director	Mgmt	For	Against
Voter Rationale: Overboarded/Too many other time commitments				
19.9	Reelect Ulf Riese as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
20	Reelect Par Boman as Board Chairman	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments				
21	Ratify PricewaterhouseCoopers and Deloitte as Auditors	Mgmt	For	For
22	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
23	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	Mgmt	For	For
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt		
24	Amend Bank's Mainframe Computers Software	SH	None	Against
25	Close Meeting	Mgmt		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of DKK 7.50 Per Share	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
5	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
6	Determine Number of Members and Deputy Members of Board	Mgmt	For	For
6.a	Reelect Martin Blessing as Director	Mgmt	For	For
6.b	Reelect Lars-Erik Brenoe Director	Mgmt	For	For
6.c	Reelect Jacob Dahl as Director	Mgmt	For	For
6.d	Reelect Raija-Leena Hankonen-Nybom as Director	Mgmt	For	For
6.e	Reelect Allan Polack as Director	Mgmt	For	For
6.f	Reelect Helle Valentin as Director	Mgmt	For	For
6.g	Elect Lieve Mostrey as New Director	Mgmt	For	For
6.h	Elect Martin Norkaer Larsen as New Director	Mgmt	For	For
7	Ratify Deloitte as Auditors	Mgmt	For	For
8	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For
9	Authorize Share Repurchase Program	Mgmt	For	For
10	Approve Remuneration of Directors in the Amount of DKK 2.6 Million for Chairman, DKK 1.3 Million for Vice Chair and DKK 790,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
11	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For
	Shareholder Proposals Submitted by Thomas Kudsk Larsen	Mgmt		

Danske Bank A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12.a	Approve Banking Benefits for Shareholders	SH	Against	Against
Voter Rationale: SH: Against shareholder resolution, against management recommendation / Shareholder proposal does not promote enhanced shareholder rights				
	Shareholder Proposals Submitted by ActionAid Denmark	Mgmt		
12.b1	Streamlining Climate Policy and Approach to Fossil Companies	SH	Against	Against
Voter Rationale: SH: Against shareholder resolution, against management recommendation / Shareholder proposal does not promote better management of ESG opportunities and risks				
12.b2	Exclusion of Shares in Companies within Exploration and Production of Oil and Gas	SH	Against	Against
Voter Rationale: SH: Against shareholder resolution, against management recommendation / Shareholder proposal does not promote better management of ESG opportunities and risks				
	Management Proposals	Mgmt		
13	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
14	Other Business	Mgmt		

Essity AB

Meeting Date: 21/03/2024	Country: Sweden	Ticker: ESSITY.B
Record Date: 13/03/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For
5	Approve Agenda of Meeting	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Receive President, Chairmen and Auditor Review	Mgmt		
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8.b	Approve Allocation of Income and Dividends of SEK 7.75 Per Share	Mgmt	For	For
8.c1	Approve Discharge of Ewa Bjorling	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.c2	Approve Discharge of Par Boman	Mgmt	For	For
8.c3	Approve Discharge of Maria Carell	Mgmt	For	For
8.c4	Approve Discharge of Annemarie Gardshol	Mgmt	For	For
8.c5	Approve Discharge of Magnus Groth	Mgmt	For	For
8.c6	Approve Discharge of Bjorn Gulden	Mgmt	For	For
8.c7	Approve Discharge of Jan Gurander	Mgmt	For	For
8.c8	Approve Discharge of Torbjorn Loof	Mgmt	For	For
8.c9	Approve Discharge of Barbara Milian Thoralfsson	Mgmt	For	For
8.c10	Approve Discharge of Bert Nordberg	Mgmt	For	For
8.c11	Approve Discharge of Lars Rebien Sorensen	Mgmt	For	For
8.c12	Approve Discharge of Louise Svanberg	Mgmt	For	For
8.c13	Approve Discharge of Susanna Lind	Mgmt	For	For
8.c14	Approve Discharge of Orjan Svensson	Mgmt	For	For
8.c15	Approve Discharge of Niclas Thulin	Mgmt	For	For
8.c16	Approve Discharge of Magnus Groth	Mgmt	For	For
9	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For
10	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 2.73 Million for Chairman and SEK 910,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
11.b	Approve Remuneration of Auditors	Mgmt	For	For
12.a	Reelect Ewa Bjorling as Director	Mgmt	For	For
12.b	Reelect Maria Carell as Director	Mgmt	For	For
12.c	Reelect Annemarie Gardshol as Director	Mgmt	For	For
12.d	Reelect Magnus Groth as Director	Mgmt	For	For
12.e	Reelect Jan Gurander as Director	Mgmt	For	For
12.f	Reelect Torbjorn Loof as Director	Mgmt	For	For
12.g	Reelect Bert Nordberg as Director	Mgmt	For	For
12.h	Reelect Barbara Milian Thoralfsson as Director	Mgmt	For	For
12.i	Elect Karl Aberg as New Director	Mgmt	For	Against
Voter Rationale: Concerns to protect shareholder value				
13	Elect Jan Gurander as Board Chair	Mgmt	For	For



Essity AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14	Ratify Ernst & Young as Auditor	Mgmt	For	For
15	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
17	Approve Cash-Based Incentive Program (Program 2024-2026) for Key Employees	Mgmt	For	For
18.a	Authorize Share Repurchase Program	Mgmt	For	For
18.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For

Nordea Bank Abp

Meeting Date: 21/03/2024Country: FinlandTicker: NDA.SE

Record Date: 11/03/2024Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Call the Meeting to Order	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt		
5	Prepare and Approve List of Shareholders	Mgmt		
6	Receive Financial Statements and Statutory Reports; Receive President Review	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 0.92 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12	Approve Remuneration of Directors in the Amount of EUR 365,000 for Chairman, EUR 171,000 for Vice Chairman and EUR 109,000 for Other Directors; Approve Legal and Administrative Fees; Approve Travel Expenses; Approve Remuneration for Committee Work	Mgmt	For	For
13	Determine Number of Members (10) and Deputy Members (1) of Board	Mgmt	For	For
14a	Reelect Sir Stephen Hester as Director (Chair)	Mgmt	For	For
14b	Reelect Petra van Hoeken as Director	Mgmt	For	For
14c	Reelect John Maltby as Director	Mgmt	For	For
14d	Reelect Risto Murto as Director	Mgmt	For	For
14e	Reelect Lene Skole as Director	Mgmt	For	For
14f	Reelect Per Stromberg as Director	Mgmt	For	For
14g	Reelect Jonas Synnergren as Director	Mgmt	For	For
14h	Reelect Arja Talma as Director	Mgmt	For	For
14i	Reelect Kjersti Wiklund as Director	Mgmt	For	For
14j	Elect Lars Rohde as new Director	Mgmt	For	For
15	Approve Remuneration of Auditors	Mgmt	For	For
16	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
17	Approve Remuneration of Authorized Sustainability Auditors	Mgmt	For	For
18	Ratify PricewaterhouseCoopers as Authorized Sustainability Auditor	Mgmt	For	For
19	Approve Issuance of Convertible Instruments without Preemptive Rights	Mgmt	For	For
20	Authorize Share Repurchase Program in the Securities Trading Business	Mgmt	For	For
21	Authorize Reissuance of Repurchased Shares	Mgmt	For	For
22	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
23	Approve Issuance of up to 30 Million Shares without Preemptive Rights	Mgmt	For	For
	Shareholder Proposals Submitted by Greenpeace Nordic, the Swedish Society for Nature Conservation and Mellemfolkeligt Samvirke / Action Aid Denmark	Mgmt		
24	Approve Business Activities in Line with the Paris Agreement	SH	Against	Against
25	Close Meeting	Mgmt		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of DKK 6.40 Per Share	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
5.1	Approve Remuneration of Directors in the Amount of DKK 3.4 Million for the Chairman, DKK 1.7 Million for the Vice Chairman and DKK 840,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
5.2a	Approve Indemnification of Board of Directors	Mgmt	For	For
5.2b	Approve Indemnification of Executive Management	Mgmt	For	For
5.2c	Amend Articles Re: Indemnification Scheme	Mgmt	For	For
5.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
6.1	Reelect Helge Lund (Chair) as Director	Mgmt	For	For
6.2	Reelect Henrik Poulsen (Vice Chair) as Director	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
6.3a	Reelect Laurence Debroux as Director	Mgmt	For	For
6.3b	Reelect Andreas Fibig as Director	Mgmt	For	For
6.3c	Reelect Sylvie Gregoire as Director	Mgmt	For	For
6.3d	Reelect Kasim Kutay as Director	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
6.3e	Reelect Christina Law as Director	Mgmt	For	For
6.3f	Reelect Martin Mackay as Director	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
7	Ratify Deloitte as Auditor	Mgmt	For	For
8.1	Approve DKK 4.5 Million Reduction in Share Capital via Share Cancellation of B Shares	Mgmt	For	For
8.2	Authorize Share Repurchase Program	Mgmt	For	For

Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.3	Approve Creation of DKK 44.7 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 44.7 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 44.7 Million	Mgmt	For	For
9	Other Business	Mgmt		

Tryg A/S

Meeting Date: 21/03/2024	Country: Denmark	Ticker: TRYG
Record Date: 14/03/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2.b	Approve Discharge of Management and Board	Mgmt	For	For
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
5	Approve Remuneration of Directors in the Amount of DKK 1.35 Million for Chairman, DKK 900,000 for Vice Chairman, and DKK 450,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
6.a	Approve DKK 92 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For
6.b	Approve Creation of DKK 308 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 308 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 30.8 Million	Mgmt	For	For
6.c	Authorize Share Repurchase Program	Mgmt	For	For
6.d	Amend Indemnification of Members of the Board of Directors and Executive Management; Amend Remuneration Policy	Mgmt	For	For
6.e	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For
7.1	Reelect Jukka Pertola as Member of Board	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.2	Reelect Carl-Viggo Ostlund as Member of Board	Mgmt	For	For
7.3	Reelect Mengmeng Du as Member of Board	Mgmt	For	For
7.4	Reelect Thomas Hofman-Bang as Director	Mgmt	For	For
7.5	Reelect Steffen Kragh as Director	Mgmt	For	For
7.6	Elect Benedicte Bakke Agerup as New Director	Mgmt	For	For
7.7	Elect Jorn Rise Andersen as New Director	Mgmt	For	For
7.8	Elect Claus Wistof as New Director	Mgmt	For	For
7.9	Elect Anne Kaltoft as New Director	Mgmt	For	For
8	Ratify PricewaterhouseCoopers as Auditors and Authorized Sustainability Auditors	Mgmt	For	For
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
10	Other Business	Mgmt		

Svenska Cellulosa AB SCA

Meeting Date: 22/03/2024

Country: Sweden

Ticker: SCA.B

Record Date: 14/03/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Elect Chairman of Meeting	Mgmt	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For
5	Approve Agenda of Meeting	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Receive President's Report	Mgmt		
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8.b	Approve Allocation of Income and Dividends of SEK 2.75 Per Share	Mgmt	For	For

Svenska Cellulosa AB SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.c1	Approve Discharge of Asa Bergman	Mgmt	For	For
8.c2	Approve Discharge of Par Boman	Mgmt	For	For
8.c3	Approve Discharge of Lennart Evrell	Mgmt	For	For
8.c4	Approve Discharge of Annemarie Gardshol	Mgmt	For	For
8.c5	Approve Discharge of Carina Hakansson	Mgmt	For	For
8.c6	Approve Discharge of Ulf Larsson (as Board Member)	Mgmt	For	For
8.c7	Approve Discharge of Martin Lindqvist	Mgmt	For	For
8.c8	Approve Discharge of Anders Sundstrom	Mgmt	For	For
8.c9	Approve Discharge of Barbara M. Thoralfsson	Mgmt	For	For
8.c10	Approve Discharge of Karl Aberg	Mgmt	For	For
8.c11	Approve Discharge of Employee Representative Niclas Andersson	Mgmt	For	For
8.c12	Approve Discharge of Employee Representative Roger Bostrom	Mgmt	For	For
8.c13	Approve Discharge of Employee Representative Maria Jonsson	Mgmt	For	For
8.c14	Approve Discharge of Deputy Employee Representative Stefan Lundkvist	Mgmt	For	For
8.c15	Approve Discharge of Deputy Employee Representative Malin Marklund	Mgmt	For	For
8.c16	Approve Discharge of Deputy Employee Representative Peter Olsson	Mgmt	For	For
8.c17	Approve Discharge of CEO Ulf Larsson	Mgmt	For	For
9	Determine Number of Directors (9) and Deputy Directors (0) of Board	Mgmt	For	For
10	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
11.1	Approve Remuneration of Directors in the Amount of SEK 2.1 Million for Chairman and SEK 715,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
11.2	Approve Remuneration of Auditors	Mgmt	For	For
12.1	Reelect Asa Bergman as Director	Mgmt	For	Against
Voter Rationale: Overboarded/Too many other time commitments				
12.2	Reelect Lennart Evrel as Director	Mgmt	For	For
12.3	Reelect Annemarie Gardshol as Director	Mgmt	For	For
12.4	Reelect Carina Hakansson as Director	Mgmt	For	For

Svenska Cellulosa AB SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12.5	Reelect Ulf Larsson as Director	Mgmt	For	For
12.6	Reelect Martin Lindqvist as Director	Mgmt	For	For
12.7	Reelect Anders Sundstrom as Director	Mgmt	For	For
12.8	Reelect Barbara M. Thoralfsson as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
12.9	Elect Helena Stjernholm as New Director	Mgmt	For	Against
Voter Rationale: Overboarded/Too many other time commitments				
13	Elect Helena Stjernholm as Board Chair	Mgmt	For	Against
Voter Rationale: Overboarded/Too many other time commitments				
14	Ratify Ernst & Young as Auditor	Mgmt	For	For
15	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
16	Approve Cash-Based Incentive Program (Program 2024-2026) for Key Employees	Mgmt	For	For
17	Close Meeting	Mgmt		

Kesko Oyj

Meeting Date: 26/03/2024

Country: Finland

Ticker: KESKOB

Record Date: 14/03/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Call the Meeting to Order	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt		
5	Prepare and Approve List of Shareholders	Mgmt		
6	Receive CEO's Review	Mgmt		
7	Receive Financial Statements and Statutory Reports	Mgmt		
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9	Approve Allocation of Income and Dividends of EUR 1.02 Per Share	Mgmt	For	For
10	Approve Discharge of Board and President	Mgmt	For	For
11	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against
Voter Rationale: A vote AGAINST this item is warranted because:- The performance share plan, in which the CEO and Deputy CEO participate, has performance periods of less than three years;- Lack of disclosure regarding the weights and the performance targets attached to the short-term incentive plan for the CEO;- There are concerns relating to pay-for-performance alignment.				
12	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against
Voter Rationale: A vote AGAINST this item is warranted because the performance share plan, in which the CEO participates, has performance periods of less than three years.				
13	Approve Remuneration of Directors in the Amount of EUR 107,000 for Chairman, EUR 66,000 for Vice Chairman and EUR 50,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For
14	Fix Number of Directors at Seven	Mgmt	For	For
15	Reelect Esa Kiiskinen, Peter Fagernas, Jannica Fagerholm, Piia Karhu, Jussi Perala and Timo Ritakallio as Directors; Elect Pauli Jaakola as New Director	Mgmt	For	Against
Voter Rationale: A vote AGAINST this proposal is warranted for the following reasons:- There is a lack of gender diversity on the board;- The new nominee is a representative of a shareholder benefitting from a share structure with unequal voting rights.				
16	Approve Remuneration of Auditors	Mgmt	For	For
17	Ratify Deloitte as Auditors	Mgmt	For	For
18	Approve Authorized Sustainability Remuneration of Auditors	Mgmt	For	For
19	Ratify Deloitte as Authorized Sustainability Auditors	Mgmt	For	For
20	Amend Articles	Mgmt	For	For
21	Authorize Share Repurchase Program	Mgmt	For	For
22	Approve Issuance of up to 33 Million Class B Shares without Preemptive Rights	Mgmt	For	For
23	Approve Charitable Donations of up to EUR 300,000	Mgmt	For	For
24	Close Meeting	Mgmt		

Sartorius Stedim Biotech SA

Meeting Date: 26/03/2024	Country: France	Ticker: DIM
Record Date: 22/03/2024	Meeting Type: Annual/Special	



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Discharge Directors	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 0.69 per Share	Mgmt	For	For
4	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 600,000	Mgmt	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
6	Approve Compensation of Joachim Kreuzburg, Chairman and CEO from January 1, 2023 to March 27, 2023	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
7	Approve Compensation of Rene Faber, Vice-CEO from January 1, 2023 to March 27, 2023	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
8	Approve Compensation of Joachim Kreuzburg, Chairman of the Board from March 28, 2023 to December 31, 2023	Mgmt	For	For
9	Approve Compensation of Rene Faber, CEO from March 28, 2023 to December 31, 2023	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
10	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
11	Approve Remuneration Policy of CEO	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
12	Reelect Susan Dexter as Director	Mgmt	For	For
13	Reelect Anne-Marie Graffin as Director	Mgmt	For	Against
	<i>Voter Rationale: Concerns about remuneration committee performance</i>			
14	Appoint PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For
15	Appoint PricewaterhouseCoopers Audit as Sustainability Auditor	Mgmt	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against
	<i>Voter Rationale: Poison pill/anti-takeover measure not in investors interests</i>			
	Extraordinary Business	Mgmt		

Sartorius Stedim Biotech SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
17	Amend Articles 17 and 22 of Bylaws Re: General Meetings	Mgmt	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million	Mgmt	For	Against
Voter Rationale: Poison pill/anti-takeover measure not in investors interests				
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million	Mgmt	For	Against
Voter Rationale: Issue of equity raises concerns about excessive dilution of existing shareholdersPoison pill/anti-takeover measure not in investors interests				
20	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 6 Million	Mgmt	For	Against
Voter Rationale: Issue of equity raises concerns about excessive dilution of existing shareholdersPoison pill/anti-takeover measure not in investors interests				
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 to 19	Mgmt	For	Against
Voter Rationale: Issue of equity raises concerns about excessive dilution of existing shareholdersPoison pill/anti-takeover measure not in investors interests				
22	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against
Voter Rationale: Poison pill/anti-takeover measure not in investors interests				
23	Authorize Capitalization of Reserves of Up to EUR 6 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
25	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For

SKF AB

Meeting Date: 26/03/2024	Country: Sweden	Ticker: SKF.B
Record Date: 18/03/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt		
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt		
8	Receive President's Report	Mgmt		
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For
10	Approve Allocation of Income and Dividends of SEK 7.50 Per Share	Mgmt	For	For
11.1	Approve Discharge of Board Member Hans Straberg	Mgmt	For	For
11.2	Approve Discharge of Board Member Hock Goh	Mgmt	For	For
11.3	Approve Discharge of Board Member Geert Follens	Mgmt	For	For
11.4	Approve Discharge of Board Member Hakan Buskhe	Mgmt	For	For
11.5	Approve Discharge of Board Member Susanna Schneerberg	Mgmt	For	For
11.6	Approve Discharge of Board Member Rickard Gustafson	Mgmt	For	For
11.7	Approve Discharge of Board Member Beth Ferreira	Mgmt	For	For
11.8	Approve Discharge of Board Member Therese Friberg	Mgmt	For	For
11.9	Approve Discharge of Board Member Richard Nilsson	Mgmt	For	For
11.10	Approve Discharge of Board Member Niko Pakalen	Mgmt	For	For
11.11	Approve Discharge of Board Member Jonny Hillber	Mgmt	For	For
11.12	Approve Discharge of Board Member Zarko Djurovic	Mgmt	For	For
11.13	Approve Discharge of Deputy Board Member Thomas Eliasson	Mgmt	For	For
11.14	Approve Discharge of Deputy Board Member Steve Norrman	Mgmt	For	For
11.15	Approve Discharge of President Rickard Gustafsson	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12	Determine Number of Members (10) and Deputy Members (0) of Board	Mgmt	For	For
13	Approve Remuneration of Directors in the Amount of SEK 2.8 Million for Chair, SEK 1.4 Million for Vice Chair and SEK 900,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
14.1	Reelect Hans Straberg as Director	Mgmt	For	Against
Voter Rationale: Overboarded/Too many other time commitments Concerns related to approach to board gender diversity				
14.2	Reelect Hock Goh as Director	Mgmt	For	For
14.3	Reelect Geert Follens as Director	Mgmt	For	For
14.4	Reelect Hakan Buskhe as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
14.5	Reelect Susanna Schneeberger as Director	Mgmt	For	For
14.6	Reelect Rickard Gustafson as Director	Mgmt	For	For
14.7	Reelect Beth Ferreira as Director	Mgmt	For	For
14.8	Reelect Therese Friberg as Director	Mgmt	For	For
14.9	Reelect Richard Nilsson as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
14.10	Reelect Niko Pakalen as Director	Mgmt	For	For
15	Reelect Hans Straberg as Board Chair	Mgmt	For	Against
Voter Rationale: Overboarded/Too many other time commitments Concerns related to approach to board gender diversity				
16	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
17	Approve 2024 Performance Share Program	Mgmt	For	For

Meeting Date: 27/03/2024	Country: Sweden	Ticker: SKA.B
Record Date: 19/03/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For
4	Approve Agenda of Meeting	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Designate Inspector(s) of Minutes of Meeting	Mgmt		
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive President's Report	Mgmt		
8	Receive Financial Statements and Statutory Reports	Mgmt		
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For
10	Approve Allocation of Income and Dividends of SEK 5.50 Per Share	Mgmt	For	For
11a	Approve Discharge of Hans Biorck	Mgmt	For	For
11b	Approve Discharge of Par Boman	Mgmt	For	For
11c	Approve Discharge of Jan Gurander	Mgmt	For	For
11d	Approve Discharge of Mats Hederos	Mgmt	For	For
11e	Approve Discharge of Fredrik Lundberg	Mgmt	For	For
11f	Approve Discharge of Catherine Marcus	Mgmt	For	For
11g	Approve Discharge of Ann E. Massey	Mgmt	For	For
11h	Approve Discharge of Asa Soderstrom Winberg	Mgmt	For	For
11i	Approve Discharge of Employee Representative Ola Falt	Mgmt	For	For
11j	Approve Discharge of Employee Representative Richard Horstedt	Mgmt	For	For
11k	Approve Discharge of Employee Representative Yvonne Stenman	Mgmt	For	For
11l	Approve Discharge of Deputy Employee Representative Goran Pajnic	Mgmt	For	For
11m	Approve Discharge of Deputy Employee Representative Hans Reinholdsson	Mgmt	For	For
11n	Approve Discharge of Deputy Employee Representative Anders Rattgard	Mgmt	For	For
11o	Approve Discharge of President Anders Danielsson	Mgmt	For	For
12a	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For
12b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
13a	Approve Remuneration of Directors in the Amount of SEK 2.4 Million for Chairman and SEK 800,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
13b	Approve Remuneration of Auditors	Mgmt	For	For
14a	Reelect Hans Biorck as Director	Mgmt	For	For

Skanska AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14b	Reelect Par Boman as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments				
14c	Reelect Jan Gurander as Director	Mgmt	For	For
14d	Reelect Mats Hederos as Director	Mgmt	For	For
14e	Reelect Fredrik Lundberg as Director	Mgmt	For	Against
Voter Rationale: Overboarded/Too many other time commitments				
14f	Reelect Catherine Marcus as Director	Mgmt	For	For
14g	Reelect Asa Soderstrom Winberg as Director	Mgmt	For	For
14h	Elect Jayne McGivern as New Director	Mgmt	For	For
14i	Elect Henrik Sjolund as New Director	Mgmt	For	For
14j	Reelect Hans Biorck as Board Chair	Mgmt	For	For
15	Ratify Ernst & Young AB as Auditors	Mgmt	For	For
16	Approve Remuneration Report	Mgmt	For	For
17	Approve Equity Plan Financing	Mgmt	For	For
18	Authorize Class B Share Repurchase Program	Mgmt	For	For
19	Amend Articles Re: General Meeting	Mgmt	For	For
20	Close Meeting	Mgmt		

Volvo AB

Meeting Date: 27/03/2024Country: SwedenTicker: VOLV.B

Record Date: 19/03/2024Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt		
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive President's Report	Mgmt		
8	Receive Financial Statements and Statutory Reports	Mgmt		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For
10	Approve Allocation of Income and Dividends of SEK 7.50 Per Share and an Extra Dividend of SEK 10.50 Per Share	Mgmt	For	For
11.1	Approve Discharge of Matti Alahuhta	Mgmt	For	For
11.2	Approve Discharge of Bo Annvik	Mgmt	For	For
11.3	Approve Discharge of Jan Carlson	Mgmt	For	For
11.4	Approve Discharge of Eric Elzvik	Mgmt	For	For
11.5	Approve Discharge of Martha Finn Brooks	Mgmt	For	For
11.6	Approve Discharge of Kurt Jofs	Mgmt	For	For
11.7	Approve Discharge of Martin Lundstedt (Board Member)	Mgmt	For	For
11.8	Approve Discharge of Kathryn V. Marinello	Mgmt	For	For
11.9	Approve Discharge of Martina Merz	Mgmt	For	For
11.10	Approve Discharge of Hanne de Mora	Mgmt	For	For
11.11	Approve Discharge of Helena Stjernholm	Mgmt	For	For
11.12	Approve Discharge of Carl-Henric Svanberg	Mgmt	For	For
11.13	Approve Discharge of Lars Ask (Employee Representative)	Mgmt	For	For
11.14	Approve Discharge of Mats Henning (Employee Representative)	Mgmt	For	For
11.15	Approve Discharge of Mari Larsson (Employee Representative)	Mgmt	For	For
11.16	Approve Discharge of Urban Spannär (Employee Representative)	Mgmt	For	For
11.17	Approve Discharge of Danny Bilger (Deputy Employee Representative)	Mgmt	For	For
11.18	Approve Discharge of Camilla Johansson (Deputy Employee Representative)	Mgmt	For	For
11.19	Approve Discharge of Erik Svensson (Deputy Employee Representative)	Mgmt	For	For
11.20	Approve Discharge of Martin Lundstedt (as CEO)	Mgmt	For	For
12.1	Determine Number of Members (11) of Board of Directors	Mgmt	For	For
12.2	Determine Number Deputy Members (0) of Board of Directors	Mgmt	For	For
13	Approve Remuneration of Directors in the Amount of SEK 4.1 Million for Chairman and SEK 1.23 Million for Other Directors except CEO; Approve Remuneration for Committee Work	Mgmt	For	For

Volvo AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14.1	Reelect Matti Alahuhta as Director	Mgmt	For	For
14.2	Reelect Bo Annvik as Director	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
14.3	Elect Par Boman as New Director	Mgmt	For	Against
Voter Rationale: Overboarded/Too many other time commitments				
14.4	Reelect Jan Carlson as Director	Mgmt	For	For
14.5	Reelect Eric Elzvik as Director	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
14.6	Reelect Martha Finn Brooks as Director	Mgmt	For	For
14.7	Reelect Kurt Jofs as Director	Mgmt	For	For
14.8	Reelect Martin Lundstedt as Director	Mgmt	For	For
14.9	Reelect Kathryn V. Marinello as Director	Mgmt	For	For
14.10	Reelect Martina Merz as Director	Mgmt	For	For
14.11	Reelect Helena Stjernholm as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
15	Elect Par Boman as Board Chair	Mgmt	For	Against
Voter Rationale: Overboarded/Too many other time commitments				
16	Approve Remuneration of Auditors	Mgmt	For	For
17	Ratify Deloitte AB as Auditors	Mgmt	For	For
18.1	Elect Fredrik Persson to Serve on Nominating Committee	Mgmt	For	For
18.2	Elect Anders Oscarsson to Serve on Nominating Committee	Mgmt	For	For
18.3	Elect Carina Silberg to Serve on Nominating Committee	Mgmt	For	For
18.4	Elect Anders Algotsson to Serve on Nominating Committee	Mgmt	For	For
18.5	Elect Chairman of the Board to Serve on Nominating Committee	Mgmt	For	For
19	Approve Remuneration Report	Mgmt	For	For

HSBC Holdings Plc

Meeting Date: 03/04/2024	Country: United Kingdom	Ticker: HSBA
Record Date: 01/04/2024	Meeting Type: Special	



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	This Meeting is for Informational Purposes Only	Mgmt		
	Shareholders of HSBC are Invited to an Informal Meeting to Discuss the 2023 Results and Other Matters of Interest	Mgmt		

Nokia Oyj

Meeting Date: 03/04/2024	Country: Finland	Ticker: NOKIA
Record Date: 20/03/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Call the Meeting to Order	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt		
5	Prepare and Approve List of Shareholders	Mgmt		
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 0.13 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
12	Approve Remuneration of Directors in the Amount of EUR 440,000 to Chair, EUR 210,000 to Vice Chair and EUR 185,000 to Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For
13	Fix Number of Directors at Ten	Mgmt	For	For
14.1	Reelect Timo Ahopelto as Director	Mgmt	For	For
14.2	Reelect Sari Baldauf (Chair) as Director	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14.3	Reelect Elizabeth Crain as Director	Mgmt	For	For
14.4	Reelect Thomas Dannenfeldt as Director	Mgmt	For	For
14.5	Reelect Lisa Hook as Director	Mgmt	For	For
14.6	Elect Michael McNamara as New Director	Mgmt	For	For
14.7	Reelect Thomas Saueressig as Director	Mgmt	For	For
14.8	Reelect Soren Skou (Vice Chair) as Director	Mgmt	For	For
14.9	Reelect Carla Smits-Nusteling as Director	Mgmt	For	For
14.10	Reelect Kai Oistamo as Director	Mgmt	For	For
15	Approve Remuneration of Auditor	Mgmt	For	For
16	Ratify Deloitte as Auditor	Mgmt	For	For
17	Approve Authorized Sustainability Remuneration of Auditors	Mgmt	For	For
18	Ratify Deloitte as Authorized Sustainability Auditors	Mgmt	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For
20	Approve Issuance of up to 530 Million Shares without Preemptive Rights	Mgmt	For	For
21.1	Amend Corporate Purpose	Mgmt	For	For
21.2	Amend Articles Re: Auditor	Mgmt	For	For
21.3	Amend Articles Re: General Meeting	Mgmt	For	For
21.4	Amend Articles Re: Matters to be considered at the Annual General Meeting	Mgmt	For	For
22	Close Meeting	Mgmt		

Telefonaktiebolaget LM Ericsson

Meeting Date: 03/04/2024	Country: Sweden	Ticker: ERIC.B
Record Date: 22/03/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For
3	Approve Agenda of Meeting	Mgmt	For	For
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For

Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Designate Inspector(s) of Minutes of Meeting	Mgmt		
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Receive President and CEO Report; Allow Questions	Mgmt		
8.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8.2	Approve Remuneration Report	Mgmt	For	For
8.3.a	Approve Discharge of Board Member Jan Carlson	Mgmt	For	For
8.3.b	Approve Discharge of Board Member Ronnie Leten	Mgmt	For	For
8.3.c	Approve Discharge of Board Member Jacob Wallenberg	Mgmt	For	For
8.3.d	Approve Discharge of Board Member Jon Fredrik Baksaas	Mgmt	For	For
8.3.e	Approve Discharge of Board Member Nora Denzel	Mgmt	For	For
8.3.f	Approve Discharge of Board Member Carolina Dybeck Happe	Mgmt	For	For
8.3.g	Approve Discharge of Board Member Borje Ekholm	Mgmt	For	For
8.3.h	Approve Discharge of Board Member Eric A. Elzvik	Mgmt	For	For
8.3.i	Approve Discharge of Board Member Kurt Jofs	Mgmt	For	For
8.3.j	Approve Discharge of Board Member Kristin S. Rinne	Mgmt	For	For
8.3.k	Approve Discharge of Board Member Helena Stjernholm	Mgmt	For	For
8.3.l	Approve Discharge of Board Member Jonas Synnergren	Mgmt	For	For
8.3.m	Approve Discharge of Board Member Christy Wyatt	Mgmt	For	For
8.3.n	Approve Discharge of Employee Representative Torbjorn Nyman	Mgmt	For	For
8.3.o	Approve Discharge of Employee Representative Anders Ripa	Mgmt	For	For
8.3.p	Approve Discharge of Deputy Employee Representative Ulf Rosberg	Mgmt	For	For
8.3.q	Approve Discharge of Deputy Employee Representative Annika Salomonsson	Mgmt	For	For
8.3.r	Approve Discharge of Employee Representative Kjell-Ake Soting	Mgmt	For	For
8.3.s	Approve Discharge of Deputy Employee Representative Frans Frejdestedt	Mgmt	For	For

Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.3.t	Approve Discharge of Deputy Employee Representative Loredana Roslund	Mgmt	For	For
8.3.u	Approve Discharge of Deputy Employee Representative Stefan Wanstedt	Mgmt	For	For
8.3.v	Approve Discharge of President Borje Ekholm	Mgmt	For	For
8.4	Approve Allocation of Income and Dividends of SEK 2.70 Per Share	Mgmt	For	For
9	Determine Number Directors (10) and Deputy Directors (0) of Board	Mgmt	For	For
10	Approve Remuneration of Directors SEK 4.6 Million for Chairman and SEK 1.2 Million for Other Directors, Approve Remuneration for Committee Work	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
11.1	Reelect Jon Fredrik Baksaas as Director	Mgmt	For	For
11.2	Reelect Jan Carlson as Director	Mgmt	For	Against
Voter Rationale: Concerns related to attendance at board or committee meetings				
11.3	Reelect Carolina Dybeck Happe as Director	Mgmt	For	For
11.4	Reelect Borje Ekholm as Director	Mgmt	For	Against
Voter Rationale: Over-boarded/Too many other time commitments				
11.5	Reelect Eric A. Elzvik as Director	Mgmt	For	For
11.6	Reelect Kristin S. Rinne as Director	Mgmt	For	For
11.7	Reelect Jonas Synnergren as Director	Mgmt	For	For
11.8	Reelect Jacob Wallenberg as Director	Mgmt	For	For
11.9	Reelect Christy Wyatt as Director	Mgmt	For	For
11.10	Elect Karl Aberg as New Director	Mgmt	For	For
12	Reelect Jan Carlson as Board Chairman	Mgmt	For	For
13	Determine Number of Auditors (1)	Mgmt	For	For
14	Approve Remuneration of Auditor	Mgmt	For	For
15	Ratify Deloitte AB as Auditor	Mgmt	For	For
16.1	Approve Long-Term Variable Compensation Program 2024 (LTV 2024)	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
16.2	Approve Equity Plan Financing LTV 2024	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				

Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
16.3	Approve Alternative Equity Plan Financing of LTV 2024, if Item 16.2 is Not Approved	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
17	Approve Equity Plan Financing of LTV I 2023	Mgmt	For	For
18.1	Approve Equity Plan Financing of LTV 2021, LTV 2022 and LTV II 2023	Mgmt	For	For
18.2	Approve Equity Plan Financing of LTV 2021, LTV 2022 and LTV II 2023	Mgmt	For	For
19	Close Meeting	Mgmt		

The Walt Disney Company

Meeting Date: 03/04/2024Country: USATicker: DIS

Record Date: 05/02/2024Meeting Type: Proxy Contest

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Management Universal Proxy (White Proxy Card)	Mgmt		
	From the Combined List of Management & Dissident Nominees - Elect 12 Directors	Mgmt		
1A	Elect Management Nominee Director Mary T. Barra	Mgmt	For	For
1B	Elect Management Nominee Director Safra A. Catz	Mgmt	For	For
1C	Elect Management Nominee Director Amy L. Chang	Mgmt	For	For
1D	Elect Management Nominee Director D. Jeremy Darroch	Mgmt	For	For
1E	Elect Management Nominee Director Carolyn N. Everson	Mgmt	For	For
1F	Elect Management Nominee Director Michael B.G. Froman	Mgmt	For	For
1G	Elect Management Nominee Director James P. Gorman	Mgmt	For	For
1H	Elect Management Nominee Director Robert A. Iger	Mgmt	For	For
1I	Elect Management Nominee Director Maria Elena Lagomasino	Mgmt	For	For
Voter Rationale: concerns about remuneration committee performance				
1J	Elect Management Nominee Director Calvin R. McDonald	Mgmt	For	For
1K	Elect Management Nominee Director Mark G. Parker	Mgmt	For	For

# The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1L	Elect Management Nominee Director Derica W. Rice	Mgmt	For	For
1M	Elect Dissident Nominee Director Nelson Peltz	SH	Withhold	Withhold
1N	Elect Dissident Nominee Director James ("Jay") A. Rasulo	SH	Withhold	Withhold
1O	Elect Dissident Nominee Director Craig Hatkoff	SH	Withhold	Withhold
1P	Elect Dissident Nominee Director Jessica Schell	SH	Withhold	Withhold
1Q	Elect Dissident Nominee Director Leah Solivan	SH	Withhold	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: insufficient disclosure				
4	Amend Omnibus Stock Plan	Mgmt	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency				
7	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against
8	Report on Charitable Contributions	SH	Against	Against
9	Repeal Any Bylaw Provisions Adopted by the Board Without Shareholder Approval Subsequent to November 30, 2023	SH	Against	Against
10	Advisory Vote on Board Size and Related Vacancies	SH	Against	Against
	Dissident Universal Proxy (Blue Proxy Card) by TRIAN GROUP	Mgmt		
	From the Combined List of Management & Dissident Nominees - Elect 12 Directors	Mgmt		
1.1	Elect Dissident Nominee Director Nelson Peltz	SH	For	Do Not Vote
1.2	Elect Dissident Nominee Director James ("Jay") A. Rasulo	SH	For	Do Not Vote
	OPPOSED COMPANY NOMINEES	Mgmt		
1.1	Elect Management Nominee Director Michael B.G. Froman	Mgmt	Withhold	Do Not Vote
1.2	Elect Management Nominee Director Maria Elena Lagomasino	Mgmt	Withhold	Do Not Vote
	ACCEPTABLE COMPANY NOMINEES	Mgmt		

The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Management Nominee Director Mary T. Barra	Mgmt	None	Do Not Vote
1.2	Elect Management Nominee Director Safra A. Catz	Mgmt	None	Do Not Vote
1.3	Elect Management Nominee Director Amy L. Chang	Mgmt	None	Do Not Vote
1.4	Elect Management Nominee Director D. Jeremy Darroch	Mgmt	None	Do Not Vote
1.5	Elect Management Nominee Director Carolyn N. Everson	Mgmt	None	Do Not Vote
1.6	Elect Management Nominee Director James P. Gorman	Mgmt	None	Do Not Vote
1.7	Elect Management Nominee Director Robert A. Iger	Mgmt	None	Do Not Vote
1.8	Elect Management Nominee Director Calvin R. McDonald	Mgmt	None	Do Not Vote
1.9	Elect Management Nominee Director Mark G. Parker	Mgmt	None	Do Not Vote
1.10	Elect Management Nominee Director Derica W. Rice	Mgmt	None	Do Not Vote
	BLACKWELLS NOMINEES	Mgmt		
1.1	Elect Dissident Nominee Director Craig Hatkoff	SH	Withhold	Do Not Vote
1.2	Elect Dissident Nominee Director Jessica Schell	SH	Withhold	Do Not Vote
1.3	Elect Dissident Nominee Director Leah Solivan	SH	Withhold	Do Not Vote
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Do Not Vote
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Against	Do Not Vote
4	Amend Omnibus Stock Plan	Mgmt	None	Do Not Vote
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	None	Do Not Vote
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	None	Do Not Vote
7	Report on Gender-Based Compensation and Benefits Inequities	SH	None	Do Not Vote
8	Report on Charitable Contributions	SH	None	Do Not Vote
9	Repeal Any Bylaw Provisions Adopted by the Board Without Shareholder Approval Subsequent to November 30, 2023	SH	For	Do Not Vote
10	Advisory Vote on Board Size and Related Vacancies	SH	Against	Do Not Vote
	Dissident Universal Proxy (Green Proxy Card) by BLACKWELLS	Mgmt		

# The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	From the Combined List of Management & Dissident Nominees - Elect 12 Directors	Mgmt		
1a	Elect Dissident Nominee Director Craig Hatkoff	SH	For	Do Not Vote
1b	Elect Dissident Nominee Director Jessica Schell	SH	For	Do Not Vote
1c	Elect Dissident Nominee Director Leah Solivan	SH	For	Do Not Vote
	COMPANY NOMINEES	Mgmt		
1d	Elect Management Nominee Director Mary T. Barra	Mgmt	Withhold	Do Not Vote
1e	Elect Management Nominee Director Safra A. Catz	Mgmt	Withhold	Do Not Vote
1f	Elect Management Nominee Director Amy L. Chang	Mgmt	Withhold	Do Not Vote
1g	Elect Management Nominee Director D. Jeremy Darroch	Mgmt	Withhold	Do Not Vote
1h	Elect Management Nominee Director Carolyn N. Everson	Mgmt	Withhold	Do Not Vote
1i	Elect Management Nominee Director Michael B.G. Froman	Mgmt	Withhold	Do Not Vote
1j	Elect Management Nominee Director James P. Gorman	Mgmt	Withhold	Do Not Vote
1k	Elect Management Nominee Director Robert A. Iger	Mgmt	Withhold	Do Not Vote
1l	Elect Management Nominee Director Maria Elena Lagomasino	Mgmt	Withhold	Do Not Vote
1m	Elect Management Nominee Director Calvin R. McDonald	Mgmt	Withhold	Do Not Vote
1n	Elect Management Nominee Director Mark G. Parker	Mgmt	Withhold	Do Not Vote
1o	Elect Management Nominee Director Derica W. Rice	Mgmt	Withhold	Do Not Vote
	THE TRIAN GROUP NOMINEES	Mgmt		
1p	Elect Dissident Nominee Director Nelson Peltz	SH	Withhold	Do Not Vote
1q	Elect Dissident Nominee Director James ("Jay") A. Rasulo	SH	Withhold	Do Not Vote
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Do Not Vote
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Do Not Vote
4	Amend Omnibus Stock Plan	Mgmt	For	Do Not Vote
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	None	Do Not Vote



# The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	None	Do Not Vote
7	Report on Gender-Based Compensation and Benefits Inequities	SH	None	Do Not Vote
8	Report on Charitable Contributions	SH	None	Do Not Vote
9	Repeal Any Bylaw Provisions Adopted by the Board Without Shareholder Approval Subsequent to November 30, 2023	SH	None	Do Not Vote
10	Advisory Vote on Board Size and Related Vacancies	SH	For	Do Not Vote

# Rio Tinto Plc

Meeting Date: 04/04/2024	Country: United Kingdom	Ticker: RIO
Record Date: 02/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Resolutions 1 to 21 will be Voted on by Rio Tinto plc and Rio Tinto Limited Shareholders as a Joint Electorate	Mgmt		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Policy	Mgmt	For	Against
	Voter Rationale: Pay is misaligned with EOS remuneration principles			
3	Approve Remuneration Report for UK Law Purposes	Mgmt	For	Against
	Voter Rationale: Pay is misaligned with EOS remuneration principles			
4	Approve Remuneration Report for Australian Law Purposes	Mgmt	For	Against
	Voter Rationale: Pay is misaligned with EOS remuneration principles			
5	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	Mgmt	For	For
6	Elect Dean Valle as Director	Mgmt	For	For
7	Elect Susan Lloyd-Hurwitz as Director	Mgmt	For	For
8	Elect Martina Merz as Director	Mgmt	For	For
9	Elect Joc O'Rourke as Director	Mgmt	For	For
10	Re-elect Dominic Barton as Director	Mgmt	For	For
11	Re-elect Peter Cunningham as Director	Mgmt	For	For

Rio Tinto Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12	Re-elect Simon Henry as Director	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
13	Re-elect Kaisa Hietala as Director	Mgmt	For	For
14	Re-elect Sam Laidlaw as Director	Mgmt	For	For
15	Re-elect Jennifer Nason as Director	Mgmt	For	For
16	Re-elect Jakob Stausholm as Director	Mgmt	For	For
17	Re-elect Ngaire Woods as Director	Mgmt	For	For
18	Re-elect Ben Wyatt as Director	Mgmt	For	For
19	Reappoint KPMG LLP as Auditors	Mgmt	For	For
20	Authorise Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For
21	Authorise UK Political Donations and Expenditure	Mgmt	For	For
22	Resolution 22 will be Voted on by Rio Tinto plc and Rio Tinto Limited Shareholders as a Separate Electorates	Mgmt		
	Approve Amendments to Rio Tinto Limited's Constitution	Mgmt	For	For
	Resolutions 23 to 26 will be Voted on by Rio Tinto plc Shareholders Only	Mgmt		
23	Authorise Issue of Equity	Mgmt	For	For
24	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

UPM-Kymmene Oyj

Meeting Date: 04/04/2024	Country: Finland	Ticker: UPM
Record Date: 21/03/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Call the Meeting to Order	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt		

UPM-Kymmene Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Prepare and Approve List of Shareholders	Mgmt		
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 1.50 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: A vote AGAINST this item is warranted as the level of transparency for the company's variable pay plans is not aligned with current market expectations.				
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
12	Remuneration of Directors in the Amount of EUR 231,000 for Chairman, EUR 145,000 for Deputy Chairman and EUR 120,000 for Other Directors; Approve Compensation for Committee Work	Mgmt	For	For
13	Fix Number of Directors at Nine	Mgmt	For	For
14	Reelect Pia Aaltonen-Forsell, Henrik Ehrnrooth, Jari Gustafsson, Piia-Noora Kauppi, Topi Manner, Marjan Oudeman, Martin a Porta and Kim Wahl as Directors; Elect Melanie Maas-Brunner as New Director	Mgmt	For	For
15	Approve Remuneration of Auditors	Mgmt	For	For
16	Ratify Ernst & Young Oy as Auditor for FY 2025	Mgmt	For	For
17	Approve Issuance of up to 25 Million Shares without Preemptive Rights	Mgmt	For	For
18	Authorize Share Repurchase Program	Mgmt	For	For
19	Authorize Charitable Donations	Mgmt	For	For
20	Close Meeting	Mgmt		

Indutrade AB

Meeting Date: 09/04/2024	Country: Sweden	Ticker: INDТ
Record Date: 28/03/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		

## Indutrade AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Elect Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt		
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive Board's and Board Committee's Reports	Mgmt		
8	Receive Financial Statements and Statutory Reports	Mgmt		
9	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt		
10a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
10b	Approve Allocation of Income and Dividends of SEK 2.85 Per Share	Mgmt	For	For
10c	Approve Record Date for Dividend Payment	Mgmt	For	For
10d.1	Approve Discharge of Bo Annvik	Mgmt	For	For
10d.2	Approve Discharge of Susanna Campbell	Mgmt	For	For
10d.3	Approve Discharge of Anders Jernhall	Mgmt	For	For
10d.4	Approve Discharge of Bengt Kjell	Mgmt	For	For
10d.5	Approve Discharge of Kerstin Lindell	Mgmt	For	For
10d.6	Approve Discharge of Ulf Lundahl	Mgmt	For	For
10d.7	Approve Discharge of Katarina Martinson	Mgmt	For	For
10d.8	Approve Discharge of Krister Mellve	Mgmt	For	For
10d.9	Approve Discharge of Lars Pettersson	Mgmt	For	For
11	Receive Nominating Committee's Report	Mgmt		
12.1	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For
12.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
13.1	Approve Remuneration of Directors in the Amount of SEK 920,000 for Chairman and SEK 460,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
13.2	Approve Remuneration of Auditors	Mgmt	For	For
14.1a	Reelect Bo Annvik as Director	Mgmt	For	For

Indutrade AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14.1b	Reelect Susanna Campbell as Director	Mgmt	For	For
14.1c	Reelect Anders Jernhall as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees				
14.1d	Reelect Kerstin Lindell as Director	Mgmt	For	For
14.1e	Reelect Ulf Lundahl as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees Concerns regarding Auditor tenure				
14.1f	Reelect Katarina Martinson as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees				
14.1g	Reelect Lars Pettersson as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on board				
14.1h	Elect Pia Brantgarde Linder as New Director	Mgmt	For	For
14.2	Reelect Katarina Martinson as Board Chairman	Mgmt	For	Against
Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees				
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	Against
Voter Rationale: Concerns regarding Auditor tenure				
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
17	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
18.a	Approve Performance Share Incentive Plan LTIP 2024 for Key Employees	Mgmt	For	For
18.b	Approve Equity Plan Financing	Mgmt	For	For
19	Close Meeting	Mgmt		

Vestas Wind Systems A/S

Meeting Date: 09/04/2024	Country: Denmark	Ticker: VWS
Record Date: 02/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For

Vestas Wind Systems A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
5	Approve Remuneration of Directors in the Amount of DKK 1.4 Million for Chairman, DKK 946,764 for Vice Chairman and DKK 473,382 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
6.a	Reelect Anders Runevad as Director	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
6.b	Reelect Eva Merete Sofelde Berneke as Director	Mgmt	For	For
6.c	Reelect Helle Thorning-Schmidt as Director	Mgmt	For	For
6.d	Reelect Karl-Henrik Sundstrom as Director	Mgmt	For	For
6.e	Reelect Lena Marie Olving as Director	Mgmt	For	For
6.f	Elect William (Bill) Fehrman as New Director	Mgmt	For	For
6.g	Elect Henriette Hallberg Thygesen as New Director	Mgmt	For	For
7	Ratify Deloitte as Auditor	Mgmt	For	For
8.1	Amend Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
8.2	Authorize Share Repurchase Program	Mgmt	For	For
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
10	Other Business	Mgmt		

VINCI SA

Meeting Date: 09/04/2024	Country: France	Ticker: DG
Record Date: 05/04/2024	Meeting Type: Annual/Special	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For

VINCI SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 4.50 per Share	Mgmt	For	For
4	Reelect Benoit Bazin as Director	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
5	Appoint PricewaterhouseCoopers Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
7	Approve Remuneration Policy of Directors	Mgmt	For	For
8	Approve Remuneration Policy of Xavier Huillard, Chairman and CEO	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
9	Approve Compensation Report	Mgmt	For	For
10	Approve Compensation of Xavier Huillard, Chairman and CEO	Mgmt	For	For
11	Extraordinary Business	Mgmt	For	For
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt		
12	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
13	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For
14	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Airbus SE

Meeting Date: 10/04/2024Country: NetherlandsTicker: AIR

Record Date: 13/03/2024Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Annual Meeting Agenda	Mgmt	For	For
	Adopt Financial Statements	Mgmt		
	Approve Allocation of Income and Dividends	Mgmt		
3	Approve Extraordinary Dividend	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Approve Discharge of Non-Executive Directors	Mgmt	For	For
5	Approve Discharge of Executive Directors	Mgmt	For	For
6	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For
7	Approve Implementation of Remuneration Policy	Mgmt	For	For
8	Approve Remuneration Policy for Board of Directors	Mgmt	For	Against
Voter Rationale: 1- Insufficient disclosure2- Low shareholding requirement				
9	Reelect Rene Obermann as Non-Executive Director	Mgmt	For	For
10	Reelect Victor Chu as Non-Executive Director	Mgmt	For	For
11	Reelect Jean-Pierre Clamadiou as Non-Executive Director	Mgmt	For	For
12	Reelect Amparo Moraleda as Non-Executive Director	Mgmt	For	For
13	Elect Feiyu Xu as Non-Executive Director	Mgmt	For	For
14	Grant Board Authority to Issue Shares and Exclude Preemptive Rights for the Purpose of Employee Share Ownership Plans and Share-Related Long-Term Incentive Plans	Mgmt	For	For
15	Grant Board Authority to Issue Shares and Exclude Preemptive Rights for the Purpose of Company Funding	Mgmt	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
17	Approve Cancellation of Repurchased Shares	Mgmt	For	For

Koninklijke Ahold Delhaize NV

Meeting Date: 10/04/2024	Country: Netherlands	Ticker: AD
Record Date: 13/03/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2.1	Receive Report of Management Board (Non-Voting)	Mgmt		
2.2	Discussion on Company's Corporate Governance Structure	Mgmt		



Koninklijke Ahold Delhaize NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.3	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
2.4	Adopt Financial Statements	Mgmt	For	For
2.5	Approve Dividends	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4.1	Approve Discharge of Management Board	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board	Mgmt	For	For
5.1	Reelect Bill McEwan to Supervisory Board	Mgmt	For	For
5.2	Reelect Helen Weir to Supervisory Board	Mgmt	For	Against
Voter Rationale: Proposed term in policy exceeds appropriate limit				
5.3	Reelect Frank van Zanten to Supervisory Board	Mgmt	For	For
5.4	Elect Robert Jan van de Kraats to Supervisory Board	Mgmt	For	For
5.5	Elect Laura Miller to Supervisory Board	Mgmt	For	For
6	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For
7.1	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For
7.2	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
7.3	Authorize Board to Acquire Common Shares	Mgmt	For	For
7.4	Approve Cancellation of Repurchased Shares	Mgmt	For	For
8	Close Meeting	Mgmt		

Telia Co. AB

Meeting Date: 10/04/2024

Country: Sweden

Ticker: TELIA

Record Date: 02/04/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For
4	Approve Agenda of Meeting	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Designate Inspectors (2) of Minutes of Meeting	Mgmt		
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports; Receive CEO and President Reports	Mgmt		
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9.a	Approve Allocation of Income and Dividends of SEK 2.00 Per Share	Mgmt	For	For
	Please Note That You Can Only Vote "Yes" on One of the Proposals Under Below Item 9.b	Mgmt		
9.b.1	Approve Record Date for Dividend Payment Proposal by the Board of Directors	Mgmt	For	For
	Shareholder Proposals Submitted by Sune Gunnarsson	Mgmt		
9.b.2	Approve Record Date for Dividend Payment Proposal by Shareholder	SH	None	Against
Voter Rationale: EOS manual override. See analyst note.				
	Management Proposals	Mgmt		
10.1	Approve Discharge of Johannes Ametsreiter	Mgmt	For	For
10.2	Approve Discharge of Ingrid Bonde	Mgmt	For	For
10.3	Approve Discharge of Luisa Delgado	Mgmt	For	For
10.4	Approve Discharge of Sarah Eccleston	Mgmt	For	For
10.5	Approve Discharge of Tomas Eliasson	Mgmt	For	For
10.6	Approve Discharge of Rickard Gustafson	Mgmt	For	For
10.7	Approve Discharge of Lars-Johan Jarnheimer	Mgmt	For	For
10.8	Approve Discharge of Jeanette Jager	Mgmt	For	For
10.9	Approve Discharge of Nina Linander	Mgmt	For	For
10.10	Approve Discharge of Jimmy Maymann	Mgmt	For	For
10.11	Approve Discharge of Stefan Carlsson	Mgmt	For	For
10.12	Approve Discharge of Martin Saaf	Mgmt	For	For
10.13	Approve Discharge of Rickard Wast	Mgmt	For	For
10.14	Approve Discharge of Allison Kirkby (CEO)	Mgmt	For	For
11	Approve Remuneration Report	Mgmt	For	For
12	Determine Number of Members (8) and Deputy Members of Board (0)	Mgmt	For	For

Telia Co. AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13	Approve Remuneration of Directors in the Amount of SEK 2 Million for Chairman, SEK 955,000 for Vice Chairman, and SEK 685,000 for Other Directors; Approve Remuneration for Audit Committee; Approve Remuneration for Committee Work	Mgmt	For	For
14.1	Reelect Johannes Ametsreiter as Director	Mgmt	For	For
14.2	Reelect Ingrid Bonde as Director	Mgmt	For	For
14.3	Reelect Luisa Delgado as Director	Mgmt	For	For
14.4	Reelect Sarah Eccleston as Director	Mgmt	For	For
14.5	Reelect Tomas Eliasson as Director	Mgmt	For	For
14.6	Reelect Rickard Gustafson as Director	Mgmt	For	For
14.7	Reelect Lars-Johan Jarnheimer as Director	Mgmt	For	For
14.8	Reelect Jeanette Jager as Director	Mgmt	For	For
15.1	Reelect Lars-Johan Jarnheimer as Board Chair	Mgmt	For	For
15.2	Reelect Ingrid Bonde as Vice Chairman	Mgmt	For	For
16	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
17	Approve Remuneration of Auditors	Mgmt	For	For
18	Ratify KPMG as Auditors	Mgmt	For	For
19	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
20.a	Approve Performance Share Program 2024/2027 for Key Employees	Mgmt	For	For
20.b	Approve Equity Plan Financing Through Transfer of Shares	Mgmt	For	For
21	Close Meeting	Mgmt		

AstraZeneca PLC

Meeting Date: 11/04/2024	Country: United Kingdom	Ticker: AZN
Record Date: 09/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Dividends	Mgmt	For	For
3	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
5a	Re-elect Michel Demare as Director	Mgmt	For	For
5b	Re-elect Pascal Soriot as Director	Mgmt	For	For
5c	Re-elect Aradhana Sarin as Director	Mgmt	For	For
5d	Re-elect Philip Broadley as Director	Mgmt	For	For
5e	Re-elect Euan Ashley as Director	Mgmt	For	For
5f	Re-elect Deborah DiSanzo as Director	Mgmt	For	For
5g	Re-elect Diana Layfield as Director	Mgmt	For	For
5h	Elect Anna Manz as Director	Mgmt	For	For
5i	Re-elect Sheri McCoy as Director	Mgmt	For	For
5j	Re-elect Tony Mok as Director	Mgmt	For	For
5k	Re-elect Nazneen Rahman as Director	Mgmt	For	For
5l	Re-elect Andreas Rummelt as Director	Mgmt	For	For
5m	Re-elect Marcus Wallenberg as Director	Mgmt	For	For
<i>Voter Rationale: EOS manual override. See analyst note.</i>				
6	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
7	Approve Remuneration Policy	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
8	Amend Performance Share Plan 2020	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
9	Authorise UK Political Donations and Expenditure	Mgmt	For	For
10	Authorise Issue of Equity	Mgmt	For	For
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
12	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
13	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
14	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Davide Campari-Milano NV

Meeting Date: 11/04/2024

Country: Netherlands

Ticker: CPR

Record Date: 14/03/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Annual Meeting Agenda	Mgmt		
	Open Meeting	Mgmt		
	Receive Annual Report	Mgmt		
2a	Receive Annual Report	Mgmt		
2b	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
2c	Adopt Financial Statements	Mgmt	For	For
3a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
3b	Approve Dividends	Mgmt	For	For
4a	Approve Discharge of Executive Directors	Mgmt	For	For
4b	Approve Discharge of Non-Executive Directors	Mgmt	For	Against
Voter Rationale: Concerns to protect shareholder value				
5a	Elect Matteo Fantacchiotti as Executive Director	Mgmt	For	For
5b	Elect Robert Kunze-Concewitz as Non-Executive Director	Mgmt	For	For
6	Approve Remuneration Policy	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
7	Approve Long Term Incentive Plan for the Members of the Lead Team	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
8	Approve Long Term Incentive Plan for Selected Beneficiaries, other than the Members of the Lead Team	Mgmt	For	For
9	Approve CFOO Last Mile Incentive Plan	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
10	Authorize Board to Repurchase Shares	Mgmt	For	Against
Voter Rationale: Issue of equity raises concerns about excessive dilution of existing shareholders				
11	Close Meeting	Mgmt		

Ferrovial SE

Meeting Date: 11/04/2024

Country: Netherlands

Ticker: FER

Record Date: 14/03/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2a	Receive Report of Management Board (Non-Voting)	Mgmt		
2b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
2c	Discussion on Company's Corporate Governance Structure	Mgmt		
2d	Approve Remuneration Report	Mgmt	For	For
2e	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Climate Strategy Report	Mgmt	For	Against
Voter Rationale: Inadequate management of climate-related risks				
4	Approve Discharge of Directors	Mgmt	For	For
5	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For
6a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For
6b	Grant Board Authority to Issue Shares Up To 5 Percent of Issued Capital for Purposes of Scrip Dividends	Mgmt	For	For
7a	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
7b	Authorize Board to Exclude Preemptive Rights from Share Issuances for Purposes of Scrip Dividends	Mgmt	For	For
8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
9	Approve Cancellation of Shares	Mgmt	For	For
10	Close Meeting	Mgmt		

Industrivarden AB

Meeting Date: 11/04/2024	Country: Sweden	Ticker: INDU.A
Record Date: 03/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For

Industrivarden AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Prepare and Approve List of Shareholders	Mgmt	For	For
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt		
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7.a	Receive Financial Statements and Statutory Reports	Mgmt		
7.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt		
7.c	Receive Board's Proposal on Allocation of Income and Dividends	Mgmt		
8	Receive President's Report	Mgmt		
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9.b	Approve Allocation of Income and Dividends of SEK 7.75 per Share	Mgmt	For	For
9c.1	Approve Discharge of Fredrik Lundberg	Mgmt	For	For
9c.2	Approve Discharge of Par Boman	Mgmt	For	For
9c.3	Approve Discharge of Christian Caspar	Mgmt	For	For
9c.4	Approve Discharge of Marika Fredriksson	Mgmt	For	For
9c.5	Approve Discharge of Bengt Kjell	Mgmt	For	For
9c.6	Approve Discharge of Katarina Martinso	Mgmt	For	For
9c.7	Approve Discharge of Lars Pettersson	Mgmt	For	For
9c.8	Approve Discharge of Helena Stjernholm	Mgmt	For	For
9c.9	Approve Discharge of CEO Helena Stjernholm	Mgmt	For	For
10	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For
11	Approve Remuneration of Directors in the Amount of SEK 2.4 Million for Chair, SEK 1.4 Million for Vice Chair and SEK 712,000 for Other Directors	Mgmt	For	For
12.a	Reelect Par Boman as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments				
12.b	Reelect Christian Caspar as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees				
12.c	Reelect Marika Fredriksson as Director	Mgmt	For	For

Industrivarden AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12.d	Reelect Bengt Kjell as Director	Mgmt	For	Against
Voter Rationale: Concerns related to attendance at board or committee meetings				
12.e	Reelect Fredrik Lundberg as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments				
12.f	Reelect Katarina Martinson as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on board				
12.g	Elect Fredrik Persson as New Director	Mgmt	For	For
12.h	Reelect Lars Pettersson as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on board				
12.i	Reelect Helena Stjernholm as Director	Mgmt	For	Against
Voter Rationale: Overboarded/Too many other time commitments				
12.j	Reelect Fredrik Lundberg as Board Chairman	Mgmt	For	Against
Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments				
13	Determine Number of Auditors (1)	Mgmt	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Ratify Deloitte as Auditors	Mgmt	For	For
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
17	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
18	Approve Performance Share Matching Plan	Mgmt	For	For
19	Close Meeting	Mgmt		

Elisa Oyj

Meeting Date: 12/04/2024	Country: Finland	Ticker: ELISA
Record Date: 02/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Call the Meeting to Order	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt		



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Prepare and Approve List of Shareholders	Mgmt		
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 2.25 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against
<i>Voter Rationale: A vote AGAINST this item is warranted because the company has not disclosed ex-post the outcome or achievement levels of the individual metrics under the STIP or LTIP. As such, it is difficult to assess the stringency of the variable remuneration plans.</i>				
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against
<i>Voter Rationale: A vote AGAINST this item is warranted because:- The STIP has no clearly defined cap;- The commitment-enhancing share-based plan is vaguely defined and uncapped (analogous to an uncapped discretionary mandate);- Termination benefits are not clearly limited;- The policy permits one-year performance periods for the LTIP "under special grounds";- The policy permits time-based equity grants which may vest after one year.</i>				
12	Approve Remuneration of Directors in the Amount of EUR 150,000 for Chairman, EUR 87,000 for Vice Chairman and the Chairman of the Committees and EUR 72,000 for Other Directors; Approve Meeting Fees	Mgmt	For	For
13	Fix Number of Directors at Eight	Mgmt	For	For
14	Reelect Maher Chebbo, Kim Ignatius, Katariina Kravi (Vice Chair), Pia Kall, Eva-Lotta Sjostedt, Anssi Vanjoki (Chair) and Antti Vasara as Directors; Elect Christoph Vitzthum as New Director	Mgmt	For	For
15	Approve Remuneration of Auditors	Mgmt	For	For
16	Ratify Ernst & Young Oy as Auditors	Mgmt	For	For
17	Authorize Share Repurchase Program	Mgmt	For	For
18	Approve Issuance of up to 15 Million Shares without Preemptive Rights	Mgmt	For	For
19	Approve Forfeiture of Shares in Elisa Oyj on Joint Account (Kymen Puhelin Oy)	Mgmt	For	For
20	Approve Forfeiture of Shares in Elisa Oyj on Joint Account (Telekarelia Oy)	Mgmt	For	For
21	Close Meeting	Mgmt		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3	Approve Elimination of Negative Reserves	Mgmt	For	For
4	Authorize Share Repurchase Program	Mgmt	For	For
5	Fix Number of Directors and Members of the Management Control Committee	Mgmt	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
6.1	Slate 1 Submitted by Management	Mgmt	For	For
6.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Against
Voter Rationale: Cumulative/slate voting in favour of individual candidates/slates				
7	Approve Remuneration of Directors and Members of the Management Control Committee	Mgmt	For	For
8	Approve Remuneration Policy	Mgmt	For	For
9	Approve Second Section of the Remuneration Report	Mgmt	For	For
10	Approve 2024 Group Incentive System	Mgmt	For	For
11	Approve Employees Share Ownership Plan	Mgmt	For	For
	Extraordinary Business	Mgmt		
1	Authorize Board to Increase Capital to Service the 2022 Group Incentive System	Mgmt	For	For
2	Authorize Board to Increase Capital to Service the 2023 Group Incentive System	Mgmt	For	For
3	Authorize Board to Increase Capital to Service the Long Term Incentive Plan 2020-2023	Mgmt	For	For
4	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Annual Meeting Agenda	Mgmt		
	Open Meeting	Mgmt		
	Receive Report of Management Board (Non-Voting)	Mgmt		
	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
2.c	Discussion on Company's Corporate Governance Structure	Mgmt		
2.d	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
2.e	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
2.f	Approve Dividends	Mgmt	For	For
2.g	Approve Discharge of Directors	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
3	Elect Claudia Parzani as Non-Executive Director	Mgmt	For	For
4.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For
4.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
6.a	Approve Cancellation of Common Shares	Mgmt	For	For
6.b	Approve Cancellation of All Class B Special Voting Shares	Mgmt	For	For
7	Close Meeting	Mgmt		

Adobe Inc.

Meeting Date: 17/04/2024Country: USATicker: ADBE

Record Date: 20/02/2024Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Cristiano Amon	Mgmt	For	For
1b	Elect Director Amy Banse	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
1c	Elect Director Brett Biggs	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1d	Elect Director Melanie Boulden	Mgmt	For	For
1e	Elect Director Frank Calderoni	Mgmt	For	For
1f	Elect Director Laura Desmond	Mgmt	For	For
1g	Elect Director Shantanu Narayen	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
1h	Elect Director Spencer Neumann	Mgmt	For	For
1i	Elect Director Kathleen Oberg	Mgmt	For	For
1j	Elect Director Dheeraj Pandey	Mgmt	For	For
1k	Elect Director David Ricks	Mgmt	For	For
1l	Elect Director Daniel Rosensweig	Mgmt	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
5	Require a Majority Vote Standard for the Election of Directors with Mandatory Resignation Policy	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks; EOS manual override. See analyst note.				
6	Report on Hiring of Persons with Arrest or Incarceration Records	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				

AerCap Holdings NV

Meeting Date: 17/04/2024

Record Date: 20/03/2024

Country: Netherlands

Meeting Type: Annual

Ticker: AER

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2	Receive Board Report (Non-Voting)	Mgmt		
3	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
4	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
5	Approve Discharge of Directors	Mgmt	For	For

## AerCap Holdings NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Approve Appointment of Peter L. Juhas as the Person Referred to in Article 16, Paragraph 8 of the Company's Articles of Association	Mgmt	For	For
7	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For
8a	Grant Board Authority to Issue Shares and Grant Additional Rights to Subscribe for Shares	Mgmt	For	For
8b	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 8a	Mgmt	For	For
9a	Authorize Repurchase Shares	Mgmt	For	For
9b	Conditional Authorization to Repurchase Additional Shares	Mgmt	For	For
10	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For
11	Allow Questions	Mgmt		
12	Open Meeting	Mgmt		

## Ferrari NV

Meeting Date: 17/04/2024

Country: Netherlands

Ticker: RACE

Record Date: 20/03/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2.a	Receive Director's Board Report (Non-Voting)	Mgmt		
2.b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
2.c	Discuss Corporate Governance Chapter in Board Report	Mgmt		
2.d	Approve Remuneration Report	Mgmt	For	For
2.e	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
2.f	Approve Dividends	Mgmt	For	For
2.g	Approve Discharge of Directors	Mgmt	For	For
3.a	Reelect John Elkann as Executive Director	Mgmt	For	Against
Voter Rationale: Inadequate management of climate-related risks				
3.b	Reelect Benedetto Vigna as Executive Director	Mgmt	For	For

Ferrari NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.c	Reelect Piero Ferrari as Non-Executive Director	Mgmt	For	For
3.d	Reelect Delphine Arnault as Non-Executive Director	Mgmt	For	Against
Voter Rationale: Overboarded/Too many other time commitments				
3.e	Reelect Francesca Bellettini as Non-Executive Director	Mgmt	For	Against
Voter Rationale: Overboarded/Too many other time commitments Concerns related to attendance at board or committee meetings				
3.f	Reelect Eduardo H. Cue as Non-Executive Director	Mgmt	For	For
3.g	Reelect Sergio Duca as Non-Executive Director	Mgmt	For	For
3.h	Reelect John Galantic as Non-Executive Director	Mgmt	For	For
3.i	Reelect Maria Patrizia Grieco as Non-Executive Director	Mgmt	For	For
3.j	Reelect Adam Keswick as Non-Executive Director	Mgmt	For	Against
Voter Rationale: Overboarded/Too many other time commitments				
3.k	Reelect Michelangelo Volpi as Non-Executive Director	Mgmt	For	For
4.1	Grant Board Authority to Issue Shares	Mgmt	For	For
4.2	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
5	Amend Remuneration Policy of Board of Directors	Mgmt	For	For
6	Authorize Repurchase of Up to 10 Percent of Issued Common Shares	Mgmt	For	For
7	Reappoint Auditors	Mgmt	For	For
8	Approve Awards to Executive Director	Mgmt	For	For
9	Close Meeting	Mgmt		

Beiersdorf AG

Meeting Date: 18/04/2024

Country: Germany

Ticker: BEI

Record Date: 27/03/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	Mgmt	For	For

Beiersdorf AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
7.1	Elect Donya-Florence Amer to the Supervisory Board	Mgmt	For	For
7.2	Elect Hong Chow to the Supervisory Board	Mgmt	For	For
7.3	Elect Wolfgang Herz to the Supervisory Board	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
7.4	Elect Uta Kemmerich-Keil to the Supervisory Board	Mgmt	For	For
7.5	Elect Frederic Pflanz to the Supervisory Board	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
7.6	Elect Reinhard Poellath to the Supervisory Board	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
7.7	Elect Beatrice Dreyfus as Alternate Supervisory Board Member	Mgmt	For	For
8	Amend Articles Re: Proof of Entitlement	Mgmt	For	For

LVMH Moët Hennessy Louis Vuitton SE

Meeting Date: 18/04/2024

Country: France

Ticker: MC

Record Date: 16/04/2024

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 13 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against
Voter Rationale: Insufficient justification for related party transaction				

# LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Reelect Antoine Arnault as Director	Mgmt	For	Against
	<i>Voter Rationale: Lack of independence on board</i>			
6	Elect Henri de Castries as Director	Mgmt	For	For
7	Elect Alexandre Arnault as Director	Mgmt	For	Against
	<i>Voter Rationale: Lack of independence on board</i>			
8	Elect Frederic Arnault as Director	Mgmt	For	Against
	<i>Voter Rationale: Lack of independence on board</i>			
9	Appoint Deloitte & Associes as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
11	Approve Compensation of Bernard Arnault, Chairman and CEO	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
12	Approve Compensation of Antonio Belloni, Vice-CEO	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
13	Approve Remuneration Policy of Directors	Mgmt	For	For
14	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
15	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
18	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For



LVMH Moet Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For

Orkla ASA

Meeting Date: 18/04/2024	Country: Norway	Ticker: ORK
Record Date: 11/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Elect Chairman of Meeting	Mgmt	For	For
2	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 6 Per Share	Mgmt	For	For
3	Approve Remuneration Statement (Advisory Vote)	Mgmt	For	Against
Voter Rationale: A vote AGAINST this item is warranted because the proposed remuneration report is below par in relation to market standards, particularly with regards to the downward adjustment mechanism to the exercise price under the warrant plan as well some of the assessment criteria in the short-term bonus plan.				
4	Discuss Company's Corporate Governance Statement	Mgmt		
5.1	Authorize Repurchase of Shares for Use in Employee Incentive Programs	Mgmt	For	Against
Voter Rationale: A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan in which it is reasonable to believe that warrants may be exercised below market price at grant. Additionally, the authorization is deemed excessive.				
5.2	Authorize Share Repurchase Program and Reissuance and/or Cancellation of Repurchased Shares	Mgmt	For	For
6.1	Reelect Stein Erik Hagen as Director	Mgmt	For	For
6.2	Reelect Liselott Kilaas as Director	Mgmt	For	For
6.3	Reelect Peter Agnefjall as Director	Mgmt	For	For
6.4	Reelect Christina Fagerberg as Director	Mgmt	For	For
6.5	Reelect Rolv Erik Ryssdal as Director	Mgmt	For	For
6.6	Reelect Caroline Hagen Kjos as Director	Mgmt	For	For
6.7	Elect Bengt Arve Rem as New Director	Mgmt	For	For
7	Reelect Stein Erik Hagen as Board Chairman	Mgmt	For	For
8.1	Elect Anders Christian Stray Ryssdal as Members of Nominating Committee	Mgmt	For	For
8.2	Elect Kjetil Houg as Members of Nominating Committee	Mgmt	For	For

Orkla ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.3	Elect Rebekka Glasser Herlofsen as Members of Nominating Committee	Mgmt	For	For
9	Elect Anders Christian Stray Ryssdal as Chair of Nominating Committee	Mgmt	For	For
10	Approve Remuneration of Directors	Mgmt	For	For
11	Approve Remuneration of Nominating Committee	Mgmt	For	For
12	Approve Remuneration of Auditors	Mgmt	For	For

Prysmian SpA

Meeting Date: 18/04/2024

Country: Italy

Ticker: PRY

Record Date: 09/04/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3	Fix Number of Directors	Mgmt	For	For
4	Fix Board Terms for Directors	Mgmt	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
5.1	Slate 1 Submitted by Management	Mgmt	For	For
5.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Against
Voter Rationale: Cumulative/slate voting in favour of individual candidates/slates				
6	Approve Remuneration of Directors	Mgmt	For	For
7	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
8	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
9	Approve Remuneration Policy	Mgmt	For	For
10	Approve Second Section of the Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				

SEGRO PLC

Meeting Date: 18/04/2024	Country: United Kingdom	Ticker: SGRO
Record Date: 16/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4	Re-elect Andy Harrison as Director	Mgmt	For	For
5	Re-elect Mary Barnard as Director	Mgmt	For	For
6	Re-elect Sue Clayton as Director	Mgmt	For	For
7	Re-elect Soumen Das as Director	Mgmt	For	For
8	Re-elect Carol Fairweather as Director	Mgmt	For	For
9	Re-elect Simon Fraser as Director	Mgmt	For	For
10	Re-elect David Sleath as Director	Mgmt	For	For
11	Re-elect Linda Yueh as Director	Mgmt	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For
15	Authorise Issue of Equity	Mgmt	For	For
16	Authorise Board to Offer Scrip Dividend	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Broadcom Inc.

Meeting Date: 22/04/2024	Country: USA	Ticker: AVGO
Record Date: 22/02/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Diane M. Bryant	Mgmt	For	For
1b	Elect Director Gayla J. Delly	Mgmt	For	For
1c	Elect Director Kenneth Y. Hao	Mgmt	For	For
1d	Elect Director Eddy W. Hartenstein	Mgmt	For	For
1e	Elect Director Check Kian Low	Mgmt	For	For
1f	Elect Director Justine F. Page	Mgmt	For	For
1g	Elect Director Henry Samueli	Mgmt	For	For
1h	Elect Director Hock E. Tan	Mgmt	For	For
1i	Elect Director Harry L. You	Mgmt	For	Against
Voter Rationale: Concerns about remuneration committee performance				
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: Excessive CEO payHigh CEO to average NEO pay				

Recordati SpA

Meeting Date: 22/04/2024Country: ItalyTicker: REC

Record Date: 11/04/2024Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.b	Approve Allocation of Income	Mgmt	For	For
2.a	Approve Remuneration Policy	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
2.b	Approve Second Section of the Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For

Meeting Date: 23/04/2024	Country: France	Ticker: CS
Record Date: 19/04/2024	Meeting Type: Annual/Special	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 1.98 per Share	Mgmt	For	For
4	Approve Compensation Report of Corporate Officers	Mgmt	For	For
5	Approve Compensation of Antoine Gosset-Grainville, Chairman of the Board	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
6	Approve Compensation of Thomas Buberl, CEO	Mgmt	For	For
7	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
8	Approve Remuneration Policy of CEO	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
9	Approve Remuneration Policy of Directors	Mgmt	For	For
10	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
11	Reelect Antoine Gosset-Grainville as Director	Mgmt	For	For
12	Reelect Clotilde Delbos as Director	Mgmt	For	For
13	Reelect Isabel Hudson as Director	Mgmt	For	For
14	Reelect Angelien Kemna as Director	Mgmt	For	For
15	Reelect Marie-France Tschudin as Director	Mgmt	For	For
16	Elect Helen Browne as Representative of Employee Shareholders to the Board	Mgmt	For	For
	Proposals Submitted by Employees of Axa Group	Mgmt		
A	Elect Stefan Bolliger as Representative of Employee Shareholders to the Board	SH	Against	Against
B	Elect Olivier Eugene as Representative of Employee Shareholders to the Board	SH	Against	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
C	Elect Benjamin Sauniere as Representative of Employee Shareholders to the Board	SH	Against	Against
D	Elect Mark Sundrakes as Representative of Employee Shareholders to the Board	SH	Against	Against
E	Elect Detlef Thedieck as Representative of Employee Shareholders to the Board	SH	Against	Against
17	Appoint KPMG SA as Auditor	Mgmt	For	For
18	Acknowledge End of Mandate of Patrice Morot as Alternate Auditor and Decision Not to Replace and Renew	Mgmt	For	For
19	Appoint Ernst & Young Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
20	Appoint KPMG SA as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
21	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	Mgmt	For	For
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
	Ordinary Business	Mgmt		
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Boliden AB

Meeting Date: 23/04/2024	Country: Sweden	Ticker: BOL
Record Date: 15/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For
4	Approve Agenda of Meeting	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Designate Inspectors of Minutes of Meeting	Mgmt		
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt		
8	Receive Board's Report	Mgmt		
9	Receive President's Report	Mgmt		
10	Receive Auditor's Report	Mgmt		
11	Accept Financial Statements and Statutory Reports	Mgmt	For	For
12	Approve Allocation of Income and Dividends of SEK 7.50 Per Share	Mgmt	For	For
13.1	Approve Discharge of Karl-Henrik Sundstrom (Chair)	Mgmt	For	For
13.2	Approve Discharge of Helene Bistrom	Mgmt	For	For
13.3	Approve Discharge of Tomas Eliasson	Mgmt	For	For
13.4	Approve Discharge of Per Lindberg	Mgmt	For	For
13.5	Approve Discharge of Perttu Louhiluoto	Mgmt	For	For
13.6	Approve Discharge of Elisabeth Nilsson	Mgmt	For	For
13.7	Approve Discharge of Pia Rudengren	Mgmt	For	For
13.8	Approve Discharge of Mikael Staffas as President	Mgmt	For	For
13.9	Approve Discharge of Jonny Johansson	Mgmt	For	For
13.10	Approve Discharge of Andreas Martensson	Mgmt	For	For
13.11	Approve Discharge of Johan Vidmark	Mgmt	For	For
13.12	Approve Discharge of Ronnie Allzen	Mgmt	For	For
13.13	Approve Discharge of Ola Holmstrom	Mgmt	For	For
13.14	Approve Discharge of Timo Popponen	Mgmt	For	For
13.15	Approve Discharge of Elin Soderlund	Mgmt	For	For
14.1	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For
14.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
15	Approve Remuneration of Directors in the Amount of SEK 2.03 Million for Chairman and SEK 675,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
16.a	Reelect Helene Bistrom as Director	Mgmt	For	For
16.b	Reelect Tomas Eliasson as Director	Mgmt	For	For
16.c	Reelect Per Lindberg as Director	Mgmt	For	For

Boliden AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
16.d	Reelect Perttu Louhiluoto as Director	Mgmt	For	For
16.e	Reelect Elisabeth Nilsson as Director	Mgmt	For	For
16.f	Reelect Pia Rudengren as Director	Mgmt	For	For
16.g	Reelect Karl-Henrik Sundstrom as Director	Mgmt	For	For
16.h	Elect Derek White as New Director	Mgmt	For	For
16.i	Reelect Karl-Henrik Sundstrom as Board Chairman	Mgmt	For	For
17	Approve Remuneration of Auditors	Mgmt	For	For
18	Ratify Deloitte as Auditors	Mgmt	For	For
19	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
20.1	Elect Lennart Franke as Member of Nominating Committee	Mgmt	For	For
20.2	Elect Karin Eliasson as Member of Nominating Committee	Mgmt	For	For
20.3	Elect Patrik Jonsson as Member of Nominating Committee	Mgmt	For	For
21.a	Approve Long-term Share Savings Programme (LTIP 2024/2027) for Key Employees	Mgmt	For	For
21.b1	Approve Transfer of 100,000 Shares to Participants in Long-term Share Savings Programme (LTIP 2024/2027)	Mgmt	For	For
21.b2	Approve Alternative Equity Plan Financing	Mgmt	For	For
22	Close Meeting	Mgmt		

L'Oreal SA

Meeting Date: 23/04/2024	Country: France	Ticker: OR
Record Date: 19/04/2024	Meeting Type: Annual/Special	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 6.60 per Share and an Extra of EUR 0.66 per Share to Long Term Registered Shares	Mgmt	For	For



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Elect Jacques Ripoll as Director	Mgmt	For	For
5	Reelect Beatrice Guillaume-Grabisch as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
6	Reelect Ilham Kadri as Director	Mgmt	For	Against
<i>Voter Rationale: Overboarded/Too many other time commitments</i>				
7	Reelect Jean-Victor Meyers as Director	Mgmt	For	Against
<i>Voter Rationale: Inadequate management of climate-related risks</i>				
8	Reelect Nicolas Meyers as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
9	Appoint Deloitte & Associes as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
10	Appoint Ernst & Young Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For
12	Approve Compensation of Jean-Paul Agon, Chairman of the Board	Mgmt	For	For
13	Approve Compensation of Nicolas Hieronimus, CEO	Mgmt	For	For
14	Approve Remuneration Policy of Directors	Mgmt	For	For
15	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
16	Approve Remuneration Policy of CEO	Mgmt	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
18	Extraordinary Business	Mgmt		
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
19	Authorize up to 0.6 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Final Dividend	Mgmt	For	For
4	Elect Rick Haythornthwaite as Director	Mgmt	For	For
5	Elect Paul Thwaite as Director	Mgmt	For	For
6	Re-elect Katie Murray as Director	Mgmt	For	For
7	Re-elect Frank Dangeard as Director	Mgmt	For	For
8	Re-elect Roisin Donnelly as Director	Mgmt	For	For
9	Re-elect Patrick Flynn as Director	Mgmt	For	For
10	Re-elect Yasmin Jetha as Director	Mgmt	For	For
11	Re-elect Stuart Lewis as Director	Mgmt	For	For
12	Re-elect Mark Seligman as Director	Mgmt	For	For
13	Re-elect Lena Wilson as Director	Mgmt	For	For
14	Reappoint Ernst and Young LLP as Auditors	Mgmt	For	For
15	Authorise the Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
16	Authorise Issue of Equity	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
19	Authorise Issue of Equity in Connection with Equity Convertible Notes	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with Equity Convertible Notes	Mgmt	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For
22	Authorise UK Political Donations and Expenditure	Mgmt	For	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
24	Approve Amendments to Directed Buyback Contract	Mgmt	For	For

NatWest Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
25	Authorise Off-Market Purchase of Ordinary Shares from HM Treasury	Mgmt	For	For
26	Authorise Off-Market Purchase of Preference Shares	Mgmt	For	For
27	Approve Employee Share Plan	Mgmt	For	For
28	Authorise Board to Offer Scrip Dividend	Mgmt	For	For

Taylor Wimpey Plc

Meeting Date: 23/04/2024	Country: United Kingdom	Ticker: TW
Record Date: 19/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3	Re-elect Robert Noel as Director	Mgmt	For	For
4	Re-elect Jennie Daly as Director	Mgmt	For	For
5	Re-elect Chris Carney as Director	Mgmt	For	For
6	Re-elect Humphrey Singer as Director	Mgmt	For	For
7	Re-elect Irene Dorner as Director	Mgmt	For	For
8	Re-elect Lord Jitesh Gadhia as Director	Mgmt	For	For
9	Re-elect Scilla Grimble as Director	Mgmt	For	For
10	Re-elect Mark Castle as Director	Mgmt	For	For
11	Re-elect Clodagh Moriarty as Director	Mgmt	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
14	Authorise Issue of Equity	Mgmt	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
18	Approve Remuneration Report	Mgmt	For	Against

Voter Rationale: Pay is misaligned with EOS remuneration principles

Taylor Wimpey Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

abrdn Plc

Meeting Date: 24/04/2024	Country: United Kingdom	Ticker: ABDN
Record Date: 22/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3	Reappoint KPMG LLP as Auditors	Mgmt	For	For
4	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
5	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
6A	Re-elect Sir Douglas Flint as Director	Mgmt	For	Against
Voter Rationale: Failure to provide DEI disclosures in line with UK listing rules				
6B	Re-elect Jonathan Asquith as Director	Mgmt	For	For
6C	Re-elect Stephen Bird as Director	Mgmt	For	For
6D	Re-elect John Devine as Director	Mgmt	For	For
6E	Re-elect Hannah Grove as Director	Mgmt	For	For
6F	Re-elect Pam Kaur as Director	Mgmt	For	For
6G	Re-elect Michael O'Brien as Director	Mgmt	For	For
6H	Re-elect Cathleen Raffaeli as Director	Mgmt	For	For
7	Elect Jason Windsor as Director	Mgmt	For	For
8	Authorise UK Political Donations and Expenditure	Mgmt	For	For
9	Authorise Issue of Equity	Mgmt	For	For
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
12	Authorise Issue of Equity in Relation to the Issue of Convertible Bonds	Mgmt	For	For
13	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issue of Convertible Bonds	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For
15	Approve Sharesave Plan	Mgmt	For	For
16	Approve Employee Share Plan	Mgmt	For	For
17	Approve Executive Long Term Incentive Plan	Mgmt	For	For

Anheuser-Busch InBev SA/NV

Meeting Date: 24/04/2024	Country: Belgium	Ticker: ABI
Record Date: 10/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
A.1	Receive Directors' Reports (Non-Voting)	Mgmt		
A.2	Receive Auditors' Reports (Non-Voting)	Mgmt		
A.3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt		
A.4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.82 per Share	Mgmt	For	For
A.5	Approve Discharge of Directors	Mgmt	For	For
A.6	Approve Discharge of Auditors	Mgmt	For	For
A.7.a	Reelect Michele Burns as Independent Director	Mgmt	For	For
A.7.b	Reelect Paul Cornet de Ways Ruart as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on board				
A.7.c	Reelect Gregoire de Spoelberch as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on board				
A.7.d	Reelect Paulo Lemann as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on board				
A.7.e	Reelect Alexandre Van Damme as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees				
A.7.f	Reelect Martin J. Barrington as Restricted Share Director	Mgmt	For	Against
Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees				

Anheuser-Busch InBev SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
A.7.g	Reelect Salvatore Mancuso as Restricted Share Director	Mgmt	For	Against
Voter Rationale: Lack of independence on board				
A.7.h	Reelect Alejandro Santo Domingo as Restricted Share Director	Mgmt	For	Against
Voter Rationale: Lack of independence on board				
A.8	Appoint PwC as Auditors for the Sustainability Reporting	Mgmt	For	For
A.9	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
B.10	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For

ASML Holding NV

Meeting Date: 24/04/2024	Country: Netherlands	Ticker: ASML
Record Date: 27/03/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2	Discuss the Company's Business, Financial Situation and ESG Sustainability	Mgmt		
3a	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
3b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
3c	Discussion on Company's Corporate Governance Structure and Compliance with the Corporate Governance Code	Mgmt		
3d	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
3e	Approve Dividends	Mgmt	For	For
4a	Approve Discharge of Management Board	Mgmt	For	For
4b	Approve Discharge of Supervisory Board	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
5	Approve Number of Shares for Management Board	Mgmt	For	For

ASML Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6a	Announce Intention to Reappoint C.D. Fouquet to Management Board	Mgmt		
6b	Announce Intention to Reappoint J.P. Koonmen to Management Board	Mgmt		
7a	Discuss Updated Profile of the Supervisory Board	Mgmt		
7b	Reelect A.P. Aris to Supervisory Board	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
7c	Reelect D.M. Durcan to Supervisory Board	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
7d	Reelect D.W.A. East to Supervisory Board	Mgmt	For	For
7e	Discuss Composition of the Supervisory Board	Mgmt		
8a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	Mgmt	For	For
8b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
10	Authorize Cancellation of Repurchased Shares	Mgmt	For	For
11	Other Business (Non-Voting)	Mgmt		
12	Close Meeting	Mgmt		

Assa Abloy AB

Meeting Date: 24/04/2024	Country: Sweden	Ticker: ASSA.B
Record Date: 16/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive President's Report	Mgmt		

Assa Abloy AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.a	Receive Financial Statements and Statutory Reports	Mgmt		
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt		
8.c	Receive Board's Report	Mgmt		
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9.b	Approve Allocation of Income and Dividends of SEK 5.40 Per Share	Mgmt	For	For
9.c	Approve Discharge of Board and President	Mgmt	For	For
10	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 3.2 Million for Chair, SEK 1.2 Million for Vice Chair and SEK 935,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
11.b	Approve Remuneration of Auditors	Mgmt	For	For
12	Reelect Johan Hjertonsson (Chairman), Carl Douglas (Vice Chairman), Erik Ekudden, Sofia Schorling Hogberg, Lena Olving, Victoria Van Camp, Joakim Weidemanis and Susanne Pahlen Aklundh as Directors	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Concerns related to attendance at board or committee meetings				
13	Ratify Ernst & Young as Auditors	Mgmt	For	For
14	Approve Remuneration Report	Mgmt	For	For
15	Authorize Class B Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
16	Approve Performance Share Matching Plan LTI 2024 for Senior Executives and Key Employees	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
17	Close Meeting	Mgmt		

Atlas Copco AB

Meeting Date: 24/04/2024	Country: Sweden	Ticker: ATCO.A
Record Date: 16/04/2024	Meeting Type: Annual	



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Opening of Meeting; Elect Chairman of Meeting	Mgmt	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For
3	Approve Agenda of Meeting	Mgmt	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Receive CEO's Report	Mgmt		
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8.b1	Approve Discharge of Jumana Al Sibai	Mgmt	For	For
8.b2	Approve Discharge of Staffan Bohman	Mgmt	For	For
8.b3	Approve Discharge of Johan Forssell	Mgmt	For	For
8.b4	Approve Discharge of Helene Mellquist	Mgmt	For	For
8.b5	Approve Discharge of Anna Ohlsson-Leijon	Mgmt	For	For
8.b6	Approve Discharge of Mats Rahmstrom	Mgmt	For	For
8.b7	Approve Discharge of Gordon Riske	Mgmt	For	For
8.b8	Approve Discharge of Hans Straberg	Mgmt	For	For
8.b9	Approve Discharge of Peter Wallenberg Jr	Mgmt	For	For
8.b10	Approve Discharge of Mikael Bergstedt	Mgmt	For	For
8.b11	Approve Discharge of Benny Larsson	Mgmt	For	For
8.b12	Approve Discharge of CEO Mats Rahmstrom	Mgmt	For	For
8.c	Approve Allocation of Income and Dividends of SEK 2.80 Per Share	Mgmt	For	For
8.d	Approve Record Date for Dividend Payment	Mgmt	For	For
9.a	Determine Number of Members (9) and Deputy Members of Board (0)	Mgmt	For	For
9.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
10.a1	Reelect Juman Al Sibai as Director	Mgmt	For	For
10.a2	Reelect Johan Forssell as Director	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on boardConcerns related to inappropriate membership of committees</i>				
10.a3	Reelect Helene Mellquist as Director	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10.a4	Reelect Anna Ohlsson-Leijon as Director	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on boardConcerns related to inappropriate membership of committees</i>				
10.a5	Reelect Gordon Riske as Director	Mgmt	For	For
10.a6	Reelect Hans Straberg as Director	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on boardConcerns related to inappropriate membership of committees</i>				
10.a7	Reelect Peter Wallenberg Jr as Director	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on boardConcerns related to inappropriate membership of committees</i>				
10.b1	Elect Vagner Rego as New Director	Mgmt	For	For
10.b2	Elect Karin Radstrom as New Director	Mgmt	For	For
10.c	Reelect Hans Straberg as Board Chair	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on boardConcerns related to inappropriate membership of committees</i>				
10.d	Ratify Ernst & Young as Auditors	Mgmt	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 3.42 Million to Chair and SEK 1.1 Million to Other Directors; Approve Remuneration for Committee Work; Approve Delivering Part of Remuneration in form of Synthetic Shares	Mgmt	For	For
11.b	Approve Remuneration of Auditors	Mgmt	For	For
12.a	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
12.b	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
12.c	Approve Stock Option Plan 2024 for Key Employees	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
13.a	Acquire Class A Shares Related to Personnel Option Plan	Mgmt	For	For
13.b	Acquire Class A Shares Related to Remuneration of Directors in the Form of Synthetic Shares	Mgmt	For	For
13.c	Transfer Class A Shares Related to Personnel Option Plan for 2024	Mgmt	For	For
13.d	Sell Class A Shares to Cover Costs Related to Synthetic Shares to the Board	Mgmt	For	For
13.e	Sell Class A to Cover Costs in Relation to the Personnel Option Plans for 2017, 2018, 2019, 2020 and 2021	Mgmt	For	For
14	Close Meeting	Mgmt		

Bank of America Corporation

Meeting Date: 24/04/2024

Country: USA

Ticker: BAC

Record Date: 01/03/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Sharon L. Allen	Mgmt	For	For
1b	Elect Director Jose (Joe) E. Almeida	Mgmt	For	For
1c	Elect Director Pierre J.P. de Weck	Mgmt	For	For
1d	Elect Director Arnold W. Donald	Mgmt	For	For
1e	Elect Director Linda P. Hudson	Mgmt	For	For
1f	Elect Director Monica C. Lozano	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
1g	Elect Director Brian T. Moynihan	Mgmt	For	For
1h	Elect Director Lionel L. Nowell, III	Mgmt	For	For
1i	Elect Director Denise L. Ramos	Mgmt	For	For
1j	Elect Director Clayton S. Rose	Mgmt	For	For
1k	Elect Director Michael D. White	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
1l	Elect Director Thomas D. Woods	Mgmt	For	For
1m	Elect Director Maria T. Zuber	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
5	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against
6	Report on Climate Lobbying	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
7	Report on Clean Energy Supply Financing Ratio	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
8	Provide Right to Act by Written Consent	SH	Against	Against
Voter Rationale: Shareholder proposal promotes enhanced shareholder rights				

Bank of America Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9	Require Independent Board Chair	SH	Against	For
Voter Rationale: SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation				
10	Improve Executive Compensation Program and Policy	SH	Against	Against
Voter Rationale: EOS manual override. See analyst note.				

British American Tobacco plc

Meeting Date: 24/04/2024Country: United KingdomTicker: BATS

Record Date: 22/04/2024Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
3	Reappoint KPMG LLP as Auditors	Mgmt	For	For
4	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
5	Re-elect Luc Jobin as Director	Mgmt	For	Against
Voter Rationale: Concerns related to below-board gender diversity				
6	Re-elect Tadeu Marroco as Director	Mgmt	For	For
7	Re-elect Kandy Anand as Director	Mgmt	For	For
8	Re-elect Karen Guerra as Director	Mgmt	For	For
9	Re-elect Holly Keller Koeppel as Director	Mgmt	For	For
10	Re-elect Veronique Laury as Director	Mgmt	For	For
11	Re-elect Darrell Thomas as Director	Mgmt	For	For
12	Elect Murray Keller as Director	Mgmt	For	For
13	Elect Serpil Timuray as Director	Mgmt	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For
15	Authorise Issue of Equity	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Bunzl Plc

Meeting Date: 24/04/2024	Country: United Kingdom	Ticker: BNZL
Record Date: 22/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3	Re-elect Peter Ventress as Director	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
4	Re-elect Frank van Zanten as Director	Mgmt	For	For
5	Re-elect Richard Howes as Director	Mgmt	For	For
6	Re-elect Lloyd Pitchford as Director	Mgmt	For	For
7	Re-elect Stephan Nanninga as Director	Mgmt	For	For
8	Re-elect Vin Murria as Director	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
9	Re-elect Pam Kirby as Director	Mgmt	For	For
10	Re-elect Jacky Simmonds as Director	Mgmt	For	For
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
13	Approve Remuneration Policy	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
14	Approve Remuneration Report	Mgmt	For	For
15	Approve Long Term Incentive Plan	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
16	Authorise Issue of Equity	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Croda International Plc

Meeting Date: 24/04/2024	Country: United Kingdom	Ticker: CRDA
Record Date: 22/04/2024	Meeting Type: Annual	

# Croda International Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Final Dividend	Mgmt	For	For
4	Elect Chris Good as Director	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
5	Elect Danuta Gray as Director	Mgmt	For	For
6	Re-elect Louisa Burdett as Director	Mgmt	For	For
7	Re-elect Roberto Cirillo as Director	Mgmt	For	For
8	Re-elect Jacqui Ferguson as Director	Mgmt	For	For
9	Re-elect Steve Foots as Director	Mgmt	For	For
10	Re-elect Julie Kim as Director	Mgmt	For	For
11	Re-elect Keith Layden as Director	Mgmt	For	For
12	Re-elect Nawal Ouzren as Director	Mgmt	For	For
13	Re-elect John Ramsay as Director	Mgmt	For	For
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For
17	Authorise Issue of Equity	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For
22	Approve Amendment to the Performance Share Plan 2014	Mgmt	For	For

# Eaton Corporation plc

Meeting Date: 24/04/2024	Country: Ireland	Ticker: ETN
Record Date: 26/02/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Craig Arnold	Mgmt	For	For
1b	Elect Director Silvio Napoli	Mgmt	For	For
1c	Elect Director Gregory R. Page	Mgmt	For	For
1d	Elect Director Sandra Pianalto	Mgmt	For	For
1e	Elect Director Robert V. Pragada	Mgmt	For	For
1f	Elect Director Lori J. Ryerkerk	Mgmt	For	Against
Voter Rationale: Concerns about remuneration committee performance				
1g	Elect Director Gerald B. Smith	Mgmt	For	Against
Voter Rationale: Concerns regarding Auditor tenure				
1h	Elect Director Dorothy C. Thompson	Mgmt	For	For
1i	Elect Director Darryl L. Wilson	Mgmt	For	For
2	Ratify Ernst & Young as Auditors and Authorize Their Remuneration	Mgmt	For	Against
Voter Rationale: Concerns regarding Auditor tenure				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: High variable pay ratioOptions/PSUs vest in less than 36 monthsExcessive CEO payHigh CEO to average NEO pay				
4	Authorize Issue of Equity with Pre-emptive Rights	Mgmt	For	For
5	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
6	Authorize Share Repurchase of Issued Share Capital	Mgmt	For	For

FinecoBank SpA

Meeting Date: 24/04/2024

Country: Italy

Ticker: FBK

Record Date: 15/04/2024

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3	Approve Remuneration Policy	Mgmt	For	For
4	Approve Second Section of the Remuneration Report	Mgmt	For	For

FinecoBank SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Approve 2024 Incentive System for Employees	Mgmt	For	For
6	Approve 2024-2026 Long Term Incentive Plan for Employees	Mgmt	For	For
7	Approve 2024 Incentive System for Personal Financial Advisors	Mgmt	For	For
8	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service 2024 Incentive System for Personal Financial Advisors	Mgmt	For	For
	Extraordinary Business	Mgmt		
1	Authorize Board to Increase Capital to Service 2024 Incentive System for Employees	Mgmt	For	For
2	Authorize Board to Increase Capital to Service 2023 Incentive System	Mgmt	For	For
3	Authorize Board to Increase Capital to Service 2024-2026 Long Term Incentive Plan	Mgmt	For	For

Intesa Sanpaolo SpA

Meeting Date: 24/04/2024	Country: Italy	Ticker: ISP
Record Date: 15/04/2024	Meeting Type: Annual/Special	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1b	Approve Allocation of Income	Mgmt	For	For
2a	Approve Remuneration Policy	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
2b	Approve Second Section of the Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
2c	Approve Annual Incentive Plan	Mgmt	For	For
3a	Authorize Share Repurchase Program	Mgmt	For	For
3b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Incentive Plans	Mgmt	For	For
3c	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
	Extraordinary Business	Mgmt		



Intesa Sanpaolo SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Authorize Cancellation of Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For

Lifco AB

Meeting Date: 24/04/2024	Country: Sweden	Ticker: LIFCO.B
Record Date: 16/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt		
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7.a	Receive Financial Statements and Statutory Reports	Mgmt		
7.b	Receive Group Consolidated Financial Statements and Statutory Reports	Mgmt		
7.c	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt		
7.d	Receive Board's Dividend Proposal	Mgmt		
8	Receive Report of Board and Committees	Mgmt		
9	Receive President's Report	Mgmt		
10	Accept Financial Statements and Statutory Reports	Mgmt	For	For
11	Approve Allocation of Income and Dividends of SEK 2.10 Per Share	Mgmt	For	For
12.a	Approve Discharge of Carl Bennet	Mgmt	For	For
12.b	Approve Discharge of Ulrika Dellby	Mgmt	For	For
12.c	Approve Discharge of Annika Espander	Mgmt	For	For
12.d	Approve Discharge of Dan Frohm	Mgmt	For	For
12.e	Approve Discharge of Erik Gabrielson	Mgmt	For	For
12.f	Approve Discharge of Ulf Grunander	Mgmt	For	For
12.g	Approve Discharge of Lina Juslin	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12.h	Approve Discharge of Anders Lindstrom	Mgmt	For	For
12.i	Approve Discharge of Tobias Nordin	Mgmt	For	For
12.j	Approve Discharge of Sofia Sandstrom	Mgmt	For	For
12.k	Approve Discharge of Caroline af Ugglas	Mgmt	For	For
12.l	Approve Discharge of Axel Wachtmeister	Mgmt	For	For
12.m	Approve Discharge of Per Waldemarson	Mgmt	For	For
13.a	Determine Number of Directors (9) and Deputy Directors (0) of Board	Mgmt	For	For
13.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
14.a	Approve Remuneration of Directors in the Amount of SEK 1.5 Million for Chair and SEK 731,100 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
14.b	Approve Remuneration of Auditors	Mgmt	For	For
15.a	Reelect Carl Bennet as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments				
15.b	Reelect Ulrika Dellby as Director	Mgmt	For	Against
Voter Rationale: Overboarded/Too many other time commitments				
15.c	Reelect Dan Frohm as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on board				
15.d	Reelect Erik Gabrielson as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on board				
15.e	Reelect Ulf Grunander as Director	Mgmt	For	For
15.f	Reelect Caroline af Ugglas as Director	Mgmt	For	For
15.g	Reelect Axel Wachtmeister as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on board				
15.h	Reelect Per Waldemarson as Director	Mgmt	For	For
15.i	Elect Anna Hallberg as New Director	Mgmt	For	For
15.j	Reelect Carl Bennet as Board Chair	Mgmt	For	Against
Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments				
16	Ratify PricewaterhouseCoopers AB as Auditors	Mgmt	For	For
17	Approve Remuneration Report	Mgmt	For	For
18	Close Meeting	Mgmt		

Moncler SpA

Meeting Date: 24/04/2024

Record Date: 15/04/2024

Country: Italy

Meeting Type: Annual

Ticker: MONC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Allocation of Income	Mgmt	For	For
2	Approve Second Section of the Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
4	Approve 2024 Performance Shares Plan	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				

The Cigna Group

Meeting Date: 24/04/2024

Record Date: 05/03/2024

Country: USA

Meeting Type: Annual

Ticker: CI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director David M. Cordani	Mgmt	For	For
1b	Elect Director William J. DeLaney	Mgmt	For	For
1c	Elect Director Eric J. Foss	Mgmt	For	For
1d	Elect Director Elder Granger	Mgmt	For	For
1e	Elect Director Neesha Hathi	Mgmt	For	For
1f	Elect Director George Kurian	Mgmt	For	For
1g	Elect Director Kathleen M. Mazzarella	Mgmt	For	Against
Voter Rationale: Concerns about remuneration committee performance				
1h	Elect Director Mark B. McClellan	Mgmt	For	For
1i	Elect Director Philip O. Ozuah	Mgmt	For	For
1j	Elect Director Kimberly A. Ross	Mgmt	For	For
1k	Elect Director Eric C. Wiseman	Mgmt	For	For
1l	Elect Director Donna F. Zarcone	Mgmt	For	For

The Cigna Group

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: High variable pay ratioOptions/PSUs vest in less than 36 monthsExcessive CEO pay				
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For
Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation				
5	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	SH	Against	Against

The Goldman Sachs Group, Inc.

Meeting Date: 24/04/2024	Country: USA	Ticker: GS
Record Date: 26/02/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Michele Burns	Mgmt	For	For
1b	Elect Director Mark Flaherty	Mgmt	For	For
1c	Elect Director Kimberley Harris	Mgmt	For	For
1d	Elect Director Kevin Johnson	Mgmt	For	For
1e	Elect Director Ellen Kullman	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
1f	Elect Director Lakshmi Mittal	Mgmt	For	For
1g	Elect Director Thomas Montag	Mgmt	For	For
1h	Elect Director Peter Oppenheimer	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
1i	Elect Director David Solomon	Mgmt	For	For
1j	Elect Director Jan Tighe	Mgmt	For	For
1k	Elect Director David Viniar	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Against
Voter Rationale: EOS manual override. See analyst note.				
4	Require Independent Board Chair	SH	Against	For
Voter Rationale: SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation				

The Goldman Sachs Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Report on Lobbying Payments and Policy	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency				
6	Report on Efforts to Prevent Discrimination	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
7	Issue Environmental Justice Report	SH	Against	For
Voter Rationale: EOS manual override. See analyst note.				
8	Report on Clean Energy Supply Financing Ratio	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
9	Review Proxy Voting Record and Policies Related to Climate Change and Diversity	SH	Against	Against
10	Restrict spending on climate change-related analysis or actions	SH	Against	Against
11	Report on Pay Equity	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
12	Adopt Director Election Resignation Bylaw *Withdrawn Resolution*	SH		

Trelleborg AB

Meeting Date: 24/04/2024	Country: Sweden	Ticker: TREL.B
Record Date: 16/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Elect Chairman of Meeting	Mgmt	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For
6	Receive President's Report	Mgmt		
7	Receive Financial Statements and Statutory Reports	Mgmt		
8	Receive Board and Committees Reports	Mgmt		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9.b	Approve Allocation of Income and Dividends of SEK 6.75 Per Share	Mgmt	For	For
9c.1	Approve Discharge of Johan Malmquist	Mgmt	For	For
9c.2	Approve Discharge of Gunilla Fransson	Mgmt	For	For
9c.3	Approve Discharge of Monica Gimre	Mgmt	For	For
9c.4	Approve Discharge of Henrik Lange	Mgmt	For	For
9c.5	Approve Discharge of Peter Nilsson	Mgmt	For	For
9c.6	Approve Discharge of Anne Mette Olesen	Mgmt	For	For
9c.7	Approve Discharge of Jan Stahlberg	Mgmt	For	For
9c.8	Approve Discharge of Jimmy Faltin	Mgmt	For	For
9c.9	Approve Discharge of Maria Eriksson	Mgmt	For	For
9c.10	Approve Discharge of Lars Pettersson	Mgmt	For	For
9c.11	Approve Discharge of Magnus Olofsson	Mgmt	For	For
9c.12	Approve Discharge of CEO Peter Nilsson	Mgmt	For	For
9c.13	Approve Discharge of Hans Biorck	Mgmt	For	For
10	Receive Nominating Committee's Report	Mgmt		
11	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For
12.1	Approve Remuneration of Directors in the Amount of SEK 2.15 Million for Chairman and SEK 725,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
12.2	Approve Remuneration of Auditors	Mgmt	For	For
13a	Reelect Gunilla Fransson as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
13b	Reelect Monica Gimre as Director	Mgmt	For	For
13c	Reelect Johan Malmquist as Director	Mgmt	For	Against
Voter Rationale: Overboarded/Too many other time commitments				
13d	Reelect Peter Nilsson as Director	Mgmt	For	For
13e	Reelect Anne Mette Olesen as Director	Mgmt	For	For
13f	Reelect Jan Stahlberg as Director	Mgmt	For	For
13g	Reelect Henrik Lange as Director	Mgmt	For	For

Trelleborg AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13h	Reelect Johan Malmquist as Board Chair	Mgmt	For	Against
Voter Rationale: Overboarded/Too many other time commitments				
14	Ratify Deloitte as Auditors	Mgmt	For	For
15	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
17a	Approve Performance Share Plan for Key Employees	Mgmt	For	For
17b	Approve Equity Plan Financing Through Repurchase of Own Shares	Mgmt	For	For
17c	Approve Equity Plan Financing Through Transfer of Own Series B Shares	Mgmt	For	For
18	Authorize Share Repurchase Program	Mgmt	For	For
19	Approve SEK 139.5 Million Reduction in Share Capital via Share Cancellation; Approve Capitalization of Reserves of SEK 139.5 Million for a Bonus Issue	Mgmt	For	For
20	Close Meeting	Mgmt		

Admiral Group Plc

**Meeting Date:** 25/04/2024

**Country:** United Kingdom

**Ticker:** ADM

**Record Date:** 23/04/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
3	Approve Remuneration Policy	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
4	Approve Final Dividend	Mgmt	For	For
5	Re-elect Michael Rogers as Director	Mgmt	For	For
6	Re-elect Milena Mondini-de-Focatiis as Director	Mgmt	For	For

## Admiral Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Re-elect Geraint Jones as Director	Mgmt	For	For
8	Re-elect Evelyn Bourke as Director	Mgmt	For	For
9	Re-elect Michael Brierley as Director	Mgmt	For	For
10	Re-elect Andrew Crossley as Director	Mgmt	For	For
11	Re-elect Karen Green as Director	Mgmt	For	For
12	Elect Fiona Muldoon as Director	Mgmt	For	For
13	Re-elect Jayaprakasa Rangaswami as Director	Mgmt	For	For
14	Re-elect Justine Roberts as Director	Mgmt	For	For
15	Re-elect William Roberts as Director	Mgmt	For	For
16	Reappoint Deloitte LLP as Auditors	Mgmt	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For
19	Authorise Issue of Equity	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## Akzo Nobel NV

Meeting Date: 25/04/2024	Country: Netherlands	Ticker: AKZA
Record Date: 28/03/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2a	Receive Report of Management Board (Non-Voting)	Mgmt		
2b	Discussion on Company's Corporate Governance Structure	Mgmt		
3a	Adopt Financial Statements	Mgmt	For	For
3b	Discuss on the Company's Dividend Policy	Mgmt		



Akzo Nobel NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3c	Approve Allocation of Income and Dividends	Mgmt	For	For
3d	Approve Remuneration Report	Mgmt	For	For
4a	Approve Discharge of Management Board	Mgmt	For	For
4b	Approve Discharge of Supervisory Board	Mgmt	For	For
5a	Amend Remuneration Policy of Management Board	Mgmt	For	For
5b	Amend Remuneration Policy for Supervisory Board	Mgmt	For	For
6a	Elect J.M. de Bakker to Supervisory Board	Mgmt	For	For
6b	Elect U. Wolf to Supervisory Board	Mgmt	For	For
6c	Elect W.A. Kolk to Supervisory Board	Mgmt	For	For
6d	Reelect B.E. Grote to Supervisory Board	Mgmt	For	For
7a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For
7b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
9	Authorize Cancellation of Repurchased Shares	Mgmt	For	For
10	Close Meeting	Mgmt		

Alfa Laval AB

Meeting Date: 25/04/2024	Country: Sweden	Ticker: ALFA
Record Date: 17/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt		
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive CEO's Report	Mgmt		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Receive Financial Statements and Statutory Reports	Mgmt		
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9.b	Approve Allocation of Income and Dividends of SEK 7.50 Per Share	Mgmt	For	For
9.c1	Approve Discharge of CEO Tom Erixon	Mgmt	For	For
9.c2	Approve Discharge of Dennis Jonsson	Mgmt	For	For
9.c3	Approve Discharge of Finn Rausing	Mgmt	For	For
9.c4	Approve Discharge of Henrik Lange	Mgmt	For	For
9.c5	Approve Discharge of Jorn Rausing	Mgmt	For	For
9.c6	Approve Discharge of Lilian Fossum Biner	Mgmt	For	For
9.c7	Approve Discharge of Nadine Crauwels	Mgmt	For	For
9.c8	Approve Discharge of Ray Mauritsson	Mgmt	For	For
9.c9	Approve Discharge of Ulf Wiinberg	Mgmt	For	For
9.c10	Approve Discharge of Anna Muller	Mgmt	For	For
9.c11	Approve Discharge of Bror Garcia Lantz	Mgmt	For	For
9.c12	Approve Discharge of Henrik Nielsen	Mgmt	For	For
9.c13	Approve Discharge of Johan Ranhog	Mgmt	For	For
9.c14	Approve Discharge of Johnny Hulthen	Mgmt	For	For
9.c15	Approve Discharge of Stefan Sandell	Mgmt	For	For
9.c16	Approve Discharge of Leif Norkvist	Mgmt	For	For
10	Approve Remuneration Report	Mgmt	For	For
11.1	Determine Number of Directors (9) and Deputy Directors (0) of Board	Mgmt	For	For
11.2	Fix Number of Auditors (2) and Deputy Auditors (2)	Mgmt	For	For
12.1	Approve Remuneration of Directors in the Amount of SEK 2.05 Million to the Chair and SEK 680,000 to Other Directors	Mgmt	For	For
12.2	Approve Remuneration of Committee Work	Mgmt	For	For
12.3	Approve Remuneration of Auditors	Mgmt	For	For
13.1	Reelect Dennis Jonsson as Director	Mgmt	For	For
13.2	Reelect Finn Rausing as Director	Mgmt	For	Against
Voter Rationale: Concerns related to approach to board gender diversity				
13.3	Reelect Henrik Lange as Director	Mgmt	For	For
13.4	Reelect Jorn Rausing as Director	Mgmt	For	For

Alfa Laval AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13.5	Reelect Lilian Fossum Biner as Director	Mgmt	For	For
13.6	Reelect Ray Mauritsson as Director	Mgmt	For	For
13.7	Reelect Ulf Wiinberg as Director	Mgmt	For	For
13.8	Reelect Anna Muller as Director	Mgmt	For	Against
Voter Rationale: Concerns related to attendance at board or committee meetings				
13.9	Reelect Nadine Crauwels as Director	Mgmt	For	Against
Voter Rationale: Concerns related to attendance at board or committee meetings				
13.10	Reelect Dennis Jonsson as Board Chair	Mgmt	For	For
13.11	Ratify Andreas Troberg as Auditor	Mgmt	For	For
13.12	Ratify Hanna Fehland as Auditor	Mgmt	For	For
13.13	Ratify Henrik Jonzen as Deputy Auditor	Mgmt	For	For
13.14	Ratify Andreas Mast as Deputy Auditor	Mgmt	For	For
14	Close Meeting	Mgmt		

BASF SE

Meeting Date: 25/04/2024	Country: Germany	Ticker: BAS
Record Date: 18/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 3.40 per Share	Mgmt	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For
4	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
6.1	Reelect Stefan Asenkerschbaumer to the Supervisory Board	Mgmt	For	For
6.2	Reelect Kurt Bock to the Supervisory Board	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
6.3	Reelect Thomas Carell to the Supervisory Board	Mgmt	For	For

BASF SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.4	Reelect Liming Chen to the Supervisory Board	Mgmt	For	For
6.5	Reelect Alessandra Genco to the Supervisory Board	Mgmt	For	For
6.6	Elect Tamara Weinert to the Supervisory Board	Mgmt	For	For
7	Approve Creation of EUR 300 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For
8	Approve Remuneration Policy	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
9	Approve Remuneration of Supervisory Board	Mgmt	For	For
10	Approve Remuneration Report	Mgmt	For	For

Bouygues SA

Meeting Date: 25/04/2024Country: FranceTicker: EN

Record Date: 23/04/2024Meeting Type: Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 1.90 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against
Voter Rationale: Insufficient justification for related party transaction				
5	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,100,000	Mgmt	For	For
6	Approve Remuneration Policy of Directors	Mgmt	For	For
7	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
8	Approve Remuneration Policy of CEO and Vice-CEOs	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For

Bouygues SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10	Approve Compensation of Martin Bouygues, Chairman of the Board	Mgmt	For	For
11	Approve Compensation of Olivier Roussat, CEO	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
12	Approve Compensation of Pascal Grange, Vice-CEO	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
13	Approve Compensation of Edward Bouygues, Vice-CEO	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
14	Reelect Martin Bouygues as Director	Mgmt	For	For
15	Reelect Pascaline de Dreuzy as Director	Mgmt	For	For
16	Appoint Mazars as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
17	Appoint Ernst & Young Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
18	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Mgmt	For	Against
Voter Rationale: Poison pill/anti-takeover measure not in investors interests				
Extraordinary Business		Mgmt		
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
21	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
22	Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer	Mgmt	For	Against
Voter Rationale: Poison pill/anti-takeover measure not in investors interests				
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Danone SA

Meeting Date: 25/04/2024	Country: France	Ticker: BN
Record Date: 23/04/2024	Meeting Type: Annual/Special	

## Danone SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 2.10 per Share	Mgmt	For	For
4	Reelect Gilbert Ghostine as Director	Mgmt	For	For
5	Reelect Lise Kingo as Director	Mgmt	For	For
6	Appoint Mazars & Associates as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For
8	Approve Compensation of Antoine de Saint-Afrique, CEO	Mgmt	For	For
9	Approve Compensation of Gilles Schnepp, Chairman of the Board	Mgmt	For	For
10	Approve Remuneration Policy of Executive Corporate Officers	Mgmt	For	For
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
12	Approve Remuneration Policy of Directors	Mgmt	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
14	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For
15	Amend Article 27 of Bylaws Re: Cap on Voting Rights	Mgmt	For	For
	Ordinary Business	Mgmt		
16	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

## Heineken Holding NV

**Meeting Date:** 25/04/2024

**Country:** Netherlands

**Ticker:** HEIO

**Record Date:** 28/03/2024

**Meeting Type:** Annual

Heineken Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Receive Report of Management Board (Non-Voting)	Mgmt		
2	Discussion on Company's Corporate Governance Structure	Mgmt		
3	Approve Remuneration Report	Mgmt	For	For
4	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
5	Discussion on Allocation of Income	Mgmt		
6	Approve Discharge of Directors	Mgmt	For	For
7.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
7.b	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For
7.c	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
8	Approve Remuneration Policy	Mgmt	For	For
9	Reelect J.F.M.L. van Boxmeer as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on board				
10	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For

Heineken NV

Meeting Date: 25/04/2024	Country: Netherlands	Ticker: HEIA
Record Date: 28/03/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1a	Receive Report of Executive Board (Non-Voting)	Mgmt		
1b	Discussion on Implementation of Revised Dutch Corporate Governance Code	Mgmt		
1c	Approve Remuneration Report	Mgmt	For	For
1d	Adopt Financial Statements	Mgmt	For	For
1e	Receive Explanation on Company's Dividend Policy	Mgmt		
1f	Approve Dividends	Mgmt	For	For

Heineken NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1g	Approve Discharge of Executive Directors	Mgmt	For	For
1h	Approve Discharge of Supervisory Board	Mgmt	For	For
2a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
2b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For
2c	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
3	Amend Remuneration Policy for Executive Board	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
4a	Approve Remuneration Policy for Supervisory Board	Mgmt	For	For
4b	Approve Remuneration of Supervisory Board	Mgmt	For	For
5	Reelect R.G.S. van den Brink to Executive Board	Mgmt	For	For
6a	Reelect R.J.M.S. Huet to Supervisory Board	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
6b	Reelect P. Mars Wright to Supervisory Board	Mgmt	For	Against
Voter Rationale: Inadequate management of climate-related risks				
6c	Elect P.T.F.M. Wennink to Supervisory Board	Mgmt	For	For
7	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For

Intuitive Surgical, Inc.

Meeting Date: 25/04/2024

Country: USA

Ticker: ISRG

Record Date: 29/02/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Craig H. Barratt	Mgmt	For	For
1b	Elect Director Joseph C. Beery	Mgmt	For	For
1c	Elect Director Lewis Chew	Mgmt	For	For
1d	Elect Director Gary S. Guthart	Mgmt	For	For
1e	Elect Director Amal M. Johnson	Mgmt	For	For
1f	Elect Director Sreelakshmi Kolli	Mgmt	For	For
1g	Elect Director Amy L. Ladd	Mgmt	For	For



Intuitive Surgical, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1h	Elect Director Keith R. Leonard, Jr.	Mgmt	For	For
1i	Elect Director Jami Dover Nachtsheim	Mgmt	For	For
1j	Elect Director Monica P. Reed	Mgmt	For	For
1k	Elect Director Mark J. Rubash	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Total pay is in the bottom quartile (low relative to peers)				
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For
6	Report on Gender/Racial Pay Gap	SH	Against	For
Voter Rationale: Shareholder proposal promotes better management of SEE opportunities and risks				

Johnson & Johnson

Meeting Date: 25/04/2024Country: USATicker: JNJ

Record Date: 27/02/2024Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Darius Adamczyk	Mgmt	For	For
1b	Elect Director Mary C. Beckerle	Mgmt	For	For
1c	Elect Director D. Scott Davis	Mgmt	For	Against
Voter Rationale: Concerns regarding Auditor tenure				
1d	Elect Director Jennifer A. Doudna	Mgmt	For	For
1e	Elect Director Joaquin Duato	Mgmt	For	For
1f	Elect Director Marillyn A. Hewson	Mgmt	For	Against
Voter Rationale: Concerns about remuneration committee performance				
1g	Elect Director Paula A. Johnson	Mgmt	For	For
1h	Elect Director Hubert Joly	Mgmt	For	For
1i	Elect Director Mark B. McClellan	Mgmt	For	For
1j	Elect Director Anne M. Mulcahy	Mgmt	For	For
1k	Elect Director Mark A. Weinberger	Mgmt	For	For
1l	Elect Director Nadja Y. West	Mgmt	For	For

Johnson & Johnson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1m	Elect Director Eugene A. Woods	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: High variable pay ratioOptions/PSUs vest in less than 36 monthsExcessive CEO pay				
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Against
Voter Rationale: Concerns regarding Auditor tenure				
4	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against
5	Report on Impact of Extended Patent Exclusivities on Product Access	SH		

Kering SA

Meeting Date: 25/04/2024	Country: France	Ticker: KER
Record Date: 23/04/2024	Meeting Type: Annual/Special	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 14 per Share	Mgmt	For	For
4	Ratify Appointment of Maureen Chiquet as Director	Mgmt	For	For
5	Reelect Jean-Pierre Denis as Director	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
6	Elect Rachel Duan as Director	Mgmt	For	For
7	Elect Giovanna Melandri as Director	Mgmt	For	For
8	Elect Dominique D Hinnin as Director	Mgmt	For	For
9	Appoint Deloitte & Associes as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
10	Appoint PricewaterhouseCoopers Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
11	Approve Transaction with Maureen Chiquet, Director	Mgmt	For	Against
Voter Rationale: Insufficient/poor disclosure				

Kering SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12	Approve Compensation Report of Corporate Officers	Mgmt	For	For
13	Approve Compensation of Francois-Henri Pinault, Chairman and CEO	Mgmt	For	For
14	Approve Compensation of Jean-Francois Palus, Vice-CEO	Mgmt	For	For
15	Approve Remuneration Policy of Executive Corporate Officer	Mgmt	For	For
16	Approve Remuneration Policy of Directors	Mgmt	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
18	Extraordinary Business	Mgmt		
	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	Mgmt	For	For
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans for Employees of International Subsidiaries	Mgmt	For	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

London Stock Exchange Group plc

Meeting Date: 25/04/2024

Country: United Kingdom

Ticker: LSEG

Record Date: 23/04/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4	Approve Remuneration Policy	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
5	Re-elect Dominic Blakemore as Director	Mgmt	For	For
6	Re-elect Martin Brand as Director	Mgmt	For	For
7	Re-elect Kathleen DeRose as Director	Mgmt	For	For
8	Re-elect Tsega Gebreyes as Director	Mgmt	For	For

London Stock Exchange Group plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9	Re-elect Scott Guthrie as Director	Mgmt	For	For
10	Re-elect Cressida Hogg as Director	Mgmt	For	For
11	Re-elect Val Rahmani as Director	Mgmt	For	For
12	Re-elect Don Robert as Director	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
13	Re-elect David Schwimmer as Director	Mgmt	For	For
14	Re-elect William Vereker as Director	Mgmt	For	For
15	Elect Michel-Alain Proch as Director	Mgmt	For	For
16	Appoint Deloitte LLP as Auditors	Mgmt	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
18	Authorise Issue of Equity	Mgmt	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For
20	Approve Equity Incentive Plan	Mgmt	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
24	Authorise Off-Market Purchase of Shares from Consortium Shareholders	Mgmt	For	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Metso Corp.

Meeting Date: 25/04/2024	Country: Finland	Ticker: METSO
Record Date: 15/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Call the Meeting to Order	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Prepare and Approve List of Shareholders	Mgmt		
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 0.36 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against
<i>Voter Rationale: A vote AGAINST this item is warranted due to the following:- Lack of disclosure regarding performance criteria in the LTIP;- Lack of disclosure regarding the vesting period of awards under the LTIP;- The presence of an uncapped discretionary mandate; and- Lack of disclosure regarding potential termination benefits.</i>				
11	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
12	Approve Remuneration of Directors in the Amount of EUR 171,000 for Chairman, EUR 87,000 for Vice Chairman, and EUR 70,500 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For
13	Fix Number of Directors at Nine	Mgmt	For	For
14	Reelect Brian Beamish, Klaus Cawen (Vice Chair), Terhi Koipijarvi, Niko Pakalen, Ian W. Pearce, Reima Rytola, Emanuela Speranza, Kari Stadigh (Chair) and Arja Talma as Directors	Mgmt	For	For
15	Approve Remuneration of Auditors and Authorized Sustainability Auditors	Mgmt	For	For
16	Ratify Ernst & Young as Auditors and Authorized Sustainability Auditors	Mgmt	For	For
17	Authorize Share Repurchase Program	Mgmt	For	For
18	Approve Issuance of up to 82 Million Shares without Preemptive Rights	Mgmt	For	For
19	Approve Charitable Donations of up to EUR 350,000	Mgmt	For	For
20	Close Meeting	Mgmt		

Muenchener Rueckversicherungs-Gesellschaft AG

Meeting Date: 25/04/2024	Country: Germany	Ticker: MUV2
Record Date: 18/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 15.00 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Joachim Wenning for Fiscal Year 2023	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Thomas Blunck for Fiscal Year 2023	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Nicholas Gartside for Fiscal Year 2023	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Stefan Golling for Fiscal Year 2023	Mgmt	For	For
3.5	Approve Discharge of Management Board Member Christoph Jurecka for Fiscal Year 2023	Mgmt	For	For
3.6	Approve Discharge of Management Board Member Achim Kassow for Fiscal Year 2023	Mgmt	For	For
3.7	Approve Discharge of Management Board Member Michael Kerner for Fiscal Year 2023	Mgmt	For	For
3.8	Approve Discharge of Management Board Member Clarisse Kopff for Fiscal Year 2023	Mgmt	For	For
3.9	Approve Discharge of Management Board Member Mari-Lizette Malherbe for Fiscal Year 2023	Mgmt	For	For
3.10	Approve Discharge of Management Board Member Markus Riess for Fiscal Year 2023	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Nikolaus von Bomhard for Fiscal Year 2023	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Anne Horstmann for Fiscal Year 2023	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Ann-Kristin Achleitner for Fiscal Year 2023	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Clement Booth for Fiscal Year 2023	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Ruth Brown for Fiscal Year 2023	Mgmt	For	For

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.6	Approve Discharge of Supervisory Board Member Stephan Eberl for Fiscal Year 2023	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Frank Fassin for Fiscal Year 2023	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Ursula Gather for Fiscal Year 2023	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Gerd Haeusler for Fiscal Year 2023	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Angelika Herzog for Fiscal Year 2023	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Renata Bruengger for Fiscal Year 2023	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Stefan Kaindl for Fiscal Year 2023	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Carinne Knoche-Brouillon for Fiscal Year 2023	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Gabriele Muecke for Fiscal Year 2023	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Ulrich Plottke for Fiscal Year 2023	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Manfred Rassy for Fiscal Year 2023	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Carsten Spohr for Fiscal Year 2023	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2023	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Markus Wagner for Fiscal Year 2023	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Maximilian Zimmerer for Fiscal Year 2023	Mgmt	For	For
5.1	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2024 and for the Review of the Interim Financial Statements for Fiscal Year 2024 and First Quarter of Fiscal Year 2025	Mgmt	For	For
5.2	Ratify EY GmbH & Co. KG as Auditors of Sustainability Report for Fiscal Year 2024	Mgmt	For	For

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
7.1	Elect Nikolaus von Bomhard to the Supervisory Board	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
7.2	Elect Clement Booth to the Supervisory Board	Mgmt	For	For
7.3	Elect Roland Busch to the Supervisory Board	Mgmt	For	For
7.4	Elect Julia Jaekel to the Supervisory Board	Mgmt	For	For
7.5	Elect Renata Bruengger to the Supervisory Board	Mgmt	For	For
7.6	Elect Carinne Knoche-Brouillon to the Supervisory Board	Mgmt	For	For
7.7	Elect Victoria Ossadnik to the Supervisory Board	Mgmt	For	For
7.8	Elect Carsten Spohr to the Supervisory Board	Mgmt	For	For
7.9	Elect Jens Weidmann to the Supervisory Board	Mgmt	For	For
7.10	Elect Maximilian Zimmerer to the Supervisory Board	Mgmt	For	For
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For

Persimmon Plc

Meeting Date: 25/04/2024	Country: United Kingdom	Ticker: PSN
Record Date: 23/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4	Re-elect Roger Devlin as Director	Mgmt	For	For
5	Re-elect Dean Finch as Director	Mgmt	For	For
6	Re-elect Nigel Mills as Director	Mgmt	For	For
7	Re-elect Annemarie Durbin as Director	Mgmt	For	For



Persimmon Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Re-elect Andrew Wyllie as Director	Mgmt	For	For
9	Re-elect Shirine Khoury-Haq as Director	Mgmt	For	For
10	Elect Alexandra Depledge as Director	Mgmt	For	For
11	Elect Colette O'Shea as Director	Mgmt	For	For
12	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
13	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For
15	Authorise Issue of Equity	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Pfizer Inc.

Meeting Date: 25/04/2024	Country: USA	Ticker: PFE
Record Date: 28/02/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ronald E. Blaylock	Mgmt	For	For
1.2	Elect Director Albert Bourla	Mgmt	For	For
1.3	Elect Director Susan Desmond-Hellmann	Mgmt	For	For
1.4	Elect Director Joseph J. Echevarria	Mgmt	For	For
1.5	Elect Director Scott Gottlieb	Mgmt	For	For
1.6	Elect Director Helen H. Hobbs	Mgmt	For	For
1.7	Elect Director Susan Hockfield	Mgmt	For	For
1.8	Elect Director Dan R. Littman	Mgmt	For	For
1.9	Elect Director Shantanu Narayen	Mgmt	For	For
1.10	Elect Director Suzanne Nora Johnson	Mgmt	For	For

Voter Rationale: Concerns regarding Auditor tenure

Pfizer Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.11	Elect Director James Quincey	Mgmt	For	For
1.12	Elect Director James C. Smith	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
Voter Rationale: Concerns regarding Auditor tenure				
3	Amend Omnibus Stock Plan	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
5	Require Independent Board Chair	SH	Against	For
Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation				
6	Report on Congruency of Political Spending with Company Stated Values and Priorities	SH	Against	Against
7	Amend Director Resignation Processes *Withdrawn Resolution*	SH		
8	Report on Corporate Contributions	SH	Against	Against

RELX Plc

Meeting Date: 25/04/2024	Country: United Kingdom	Ticker: REL
Record Date: 23/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
3	Approve Final Dividend	Mgmt	For	For
4	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
6	Elect Bianca Tetteroo as Director	Mgmt	For	For
7	Re-elect Paul Walker as Director	Mgmt	For	For
8	Re-elect Erik Engstrom as Director	Mgmt	For	For
9	Re-elect Nick Luff as Director	Mgmt	For	For
10	Re-elect Alistair Cox as Director	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Re-elect June Felix as Director	Mgmt	For	For
12	Re-elect Charlotte Hogg as Director	Mgmt	For	For
13	Re-elect Robert MacLeod as Director	Mgmt	For	For
14	Re-elect Andrew Sukawaty as Director	Mgmt	For	For
15	Re-elect Suzanne Wood as Director	Mgmt	For	For
16	Authorise Issue of Equity	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Meeting Date: 25/04/2024	Country: Finland	Ticker: SAMPO
Record Date: 15/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Call the Meeting to Order	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt		
5	Prepare and Approve List of Shareholders	Mgmt		
6	Receive Financial Statements and Statutory Reports; Receive Board's Report; Receive Auditor's Report	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 1.80 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
12	Approve Remuneration of Directors in the Amount of EUR 235,000 for Chair, EUR 135,000 for Vice Chairman and EUR 104,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
13	Fix Number of Directors at Nine	Mgmt	For	For
14	Reelect Christian Clausen, Georg Ehrnrooth, Jannica Fagerholm, Steve Langan, Risto Murto, Antti Makinen, Markus Rauramo and Annica Witschard as Directors; Elect Astrid Strange as New Director	Mgmt	For	For
15	Approve Remuneration of Auditor; Approve Remuneration of Auditor for the Sustainability Reporting	Mgmt	For	For
16	Ratify Deloitte as Auditor and Auditor for the Sustainability Reporting	Mgmt	For	For
17	Authorize Share Repurchase Program	Mgmt	For	For
18	Authorize Board of Directors to Resolve upon a Share Issue without Payment	Mgmt	For	For
19	Close Meeting	Mgmt		

Schroders Plc

Meeting Date: 25/04/2024	Country: United Kingdom	Ticker: SDR
Record Date: 23/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4	Elect Iain Mackay as Director	Mgmt	For	For
5	Elect Richard Oldfield as Director	Mgmt	For	For
6	Elect Annette Thomas as Director	Mgmt	For	For
7	Elect Frederic Wakeman as Director	Mgmt	For	For
8	Re-elect Dame Elizabeth Corley as Director	Mgmt	For	For
9	Re-elect Peter Harrison as Director	Mgmt	For	For
10	Re-elect Ian King as Director	Mgmt	For	For

Schroders Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Re-elect Rakhi Goss-Custard as Director	Mgmt	For	For
12	Re-elect Deborah Waterhouse as Director	Mgmt	For	For
13	Re-elect Matthew Westerman as Director	Mgmt	For	For
14	Re-elect Claire Fitzalan Howard as Director	Mgmt	For	For
15	Re-elect Leonie Schroder as Director	Mgmt	For	For
16	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
17	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For
19	Approve Waiver of Rule 9 of the Takeover Code	Mgmt	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Texas Instruments Incorporated

Meeting Date: 25/04/2024

Country: USA

Ticker: TXN

Record Date: 28/02/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mark A. Blinn	Mgmt	For	For
1b	Elect Director Todd M. Bluedorn	Mgmt	For	For
1c	Elect Director Janet F. Clark	Mgmt	For	For
1d	Elect Director Carrie S. Cox	Mgmt	For	For
1e	Elect Director Martin S. Craighead	Mgmt	For	Against
Voter Rationale: Concerns about remuneration committee performance				
1f	Elect Director Reginald DesRoches	Mgmt	For	For
1g	Elect Director Curtis C. Farmer	Mgmt	For	For
1h	Elect Director Jean M. Hobby	Mgmt	For	For
1i	Elect Director Haviv Ilan	Mgmt	For	For
1j	Elect Director Ronald Kirk	Mgmt	For	For
1k	Elect Director Pamela H. Patsley	Mgmt	For	For

## Texas Instruments Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1l	Elect Director Robert E. Sanchez	Mgmt	For	For
1m	Elect Director Richard K. Templeton	Mgmt	For	For
2	Approve Omnibus Stock Plan	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: High variable pay ratioOptions/PSUs vest in less than 36 months				
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For
Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation				
6	Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				

## The Weir Group Plc

Meeting Date: 25/04/2024	Country: United Kingdom	Ticker: WEIR
Record Date: 23/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Final Dividend	Mgmt	For	For
4	Re-elect Barbara Jeremiah as Director	Mgmt	For	For
5	Re-elect Jon Stanton as Director	Mgmt	For	For
6	Elect Brian Puffer as Director	Mgmt	For	For
7	Elect Andrew Agg as Director	Mgmt	For	For
8	Re-elect Dame Nicola Brewer as Director	Mgmt	For	For
9	Elect Penelope Freer as Director	Mgmt	For	For
10	Re-elect Tracey Kerr as Director	Mgmt	For	For
11	Re-elect Ben Magara as Director	Mgmt	For	For
12	Re-elect Stephen Young as Director	Mgmt	For	For
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

The Weir Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
15	Authorise Issue of Equity	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

UCB SA

Meeting Date: 25/04/2024

Country: Belgium

Ticker: UCB

Record Date: 11/04/2024

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Annual/Special Meeting Agenda	Mgmt		
	Ordinary Part	Mgmt		
	Receive Directors' Reports (Non-Voting)	Mgmt		
	Receive Auditors' Reports (Non-Voting)	Mgmt		
	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt		
4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 1.36 per Share	Mgmt	For	For
5	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
6	Approve Remuneration Policy	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
7	Approve Discharge of Directors	Mgmt	For	For
8	Approve Discharge of Auditors	Mgmt	For	For
9.1.A	Elect Pierre Gurdjian as Director	Mgmt	For	For
9.1.B	Indicate Pierre Gurdjian as Independent Director	Mgmt	For	For
9.2.A	Reelect Ulf Wiinberg as Director	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9.2.B	Indicate Ulf Wiinberg as Independent Director	Mgmt	For	For
9.3	Elect Charles-Antoine Janssen as Director	Mgmt	For	For
9.4.A	Elect Nefertiti Greene as Director	Mgmt	For	For
9.4.B	Indicate Nefertiti Greene as Independent Director	Mgmt	For	For
9.5.A	Elect Dolca Thomas as Director	Mgmt	For	For
9.5.B	Indicate Dolca Thomas as Independent Director	Mgmt	For	For
9.6.A	Elect Rodolfo Savitzky as Director	Mgmt	For	For
9.6.B	Indicate Rodolfo Savitzky as Independent Director	Mgmt	For	For
10	Ratify Mazars, Permanently Represented by Sebastien Schueremans, as Auditors and Approve Auditors' Remuneration	Mgmt	For	For
	Special Part	Mgmt		
11	Approve Long-Term Incentive Plans	Mgmt	For	For
12.1	Approve Change-of-Control Clause Re: EMTN Program Renewal	Mgmt	For	For
12.2	Approve Change-of-Control Clause Re: Schuldschein Loan Agreements Entered on 24 August 2023	Mgmt	For	For

Meeting Date: 25/04/2024	Country: Belgium	Ticker: UCB
Record Date: 11/04/2024	Meeting Type: Extraordinary Shareholders	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Shareholders Meeting Agenda	Mgmt		
1	Receive Special Board Report	Mgmt		
2	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital and Amend Article 6 of the Articles of Association	Mgmt	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For



Meeting Date: 25/04/2024	Country: Belgium	Ticker: UMI
Record Date: 11/04/2024	Meeting Type: Annual/Special	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
A.1	Annual Meeting Agenda	Mgmt		
	Ordinary Shareholders' Meeting Agenda	Mgmt		
	Receive Supervisory Board's and Auditors' Reports (Non-Voting)	Mgmt		
A.2	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
A.3	Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.80 per Share	Mgmt	For	For
A.4	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt		
A.5	Approve Discharge of Supervisory Board Members	Mgmt	For	For
A.6	Approve Discharge of Auditors	Mgmt	For	For
A.7.1	Reelect Thomas Leysen as Member of the Supervisory Board	Mgmt	For	Against
Voter Rationale: Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees				
A.7.2	Reelect Koenraad Debackere as an Independent Member of the Supervisory Board	Mgmt	For	For
A.7.3	Reelect Mark Garrett as an Independent Member of the Supervisory Board	Mgmt	For	For
A.7.4	Reelect Birgit Behrendt as an Independent Member of the Supervisory Board	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
A.7.5	Elect Frederic Oudea as Member of the Supervisory Board	Mgmt	For	For
A.7.6	Elect Philip Eykerman as an Independent Member of the Supervisory Board	Mgmt	For	For
A.8	Approve Remuneration of the Members of the Supervisory Board	Mgmt	For	For
A.9.1	Ratify EY BV, Represented by Marnix Van Dooren and Eef Naessens, as Auditors and Approve Auditors' Remuneration	Mgmt	For	For
A.9.2	Appoint EY as Auditor for the Sustainability Reporting	Mgmt	For	For
	Special Shareholders' Meeting Agenda	Mgmt		

Umicore SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
B.1.1	Approve Change-of-Control Clause Re: Grant Agreement	Mgmt	For	For
B.1.2	Approve Change-of-Control Clause Re: Sustainability-linked Revolving Facility Agreement	Mgmt	For	For
B.1.3	Approve Change-of-Control Clause Re: Finance Contract	Mgmt	For	For

Abbott Laboratories

Meeting Date: 26/04/2024	Country: USA	Ticker: ABT
Record Date: 28/02/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Robert J. Alpern	Mgmt	For	For
1.2	Elect Director Claire Babineaux-Fontenot	Mgmt	For	For
1.3	Elect Director Sally E. Blount	Mgmt	For	For
1.4	Elect Director Robert B. Ford	Mgmt	For	For
1.5	Elect Director Paola Gonzalez	Mgmt	For	For
1.6	Elect Director Michelle A. Kumbier	Mgmt	For	For
1.7	Elect Director Darren W. McDew	Mgmt	For	For
1.8	Elect Director Nancy McKinstry	Mgmt	For	For
1.9	Elect Director Michael G. O'Grady	Mgmt	For	For
1.10	Elect Director Michael F. Roman	Mgmt	For	For
1.11	Elect Director Daniel J. Starks	Mgmt	For	Against
Voter Rationale: Concerns about remuneration committee performance				
1.12	Elect Director John G. Stratton	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: High variable pay ratioOptions/PSUs vest in less than 36 monthsHigh CEO to average NEO pay				

Bayer AG

Meeting Date: 26/04/2024	Country: Germany	Ticker: BAYN
Record Date: 19/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of EUR 0.11 per Share for Fiscal Year 2023	Mgmt	For	For
2	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For
4.1	Elect Horst Baier to the Supervisory Board	Mgmt	For	For
4.2	Elect Ertharin Cousin to the Supervisory Board	Mgmt	For	For
4.3	Elect Lori Schechter to the Supervisory Board	Mgmt	For	For
4.4	Elect Nancy Simonian to the Supervisory Board	Mgmt	For	For
4.5	Elect Jeffrey Ubben to the Supervisory Board	Mgmt	For	For
5	Approve Remuneration Policy	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
6	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
7.1	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For
7.2	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For
8	Approve Affiliation Agreement with Bayer CropScience AG	Mgmt	For	For
9	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for Fiscal Year 2024 and First Quarter of Fiscal Year 2025	Mgmt	For	For
10	Voting Instructions for Motions or Nominations by Shareholders that are not Made Accessible Before the AGM and that are Made or Amended in the Course of the AGM	Mgmt	None	Against
<i>Voter Rationale: Insufficient/poor disclosure</i>				

**Continental AG**

**Meeting Date:** 26/04/2024      **Country:** Germany      **Ticker:** CON  
**Record Date:** 04/04/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Nikolai Setzer for Fiscal Year 2023	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Katja Garcia Vila for Fiscal Year 2023	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Philipp von Hirschheydt for Fiscal Year 2023	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Christian Koetz for Fiscal Year 2023	Mgmt	For	For
3.5	Approve Discharge of Management Board Member Philip Nelles for Fiscal Year 2023	Mgmt	For	For
3.6	Approve Discharge of Management Board Member Ariane Reinhart for Fiscal Year 2023	Mgmt	For	For
3.7	Approve Discharge of Management Board Member Olaf Schick for Fiscal Year 2023	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Wolfgang Reitzle for Fiscal Year 2023	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Hasan Allak for Fiscal Year 2023	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Christiane Benner for Fiscal Year 2023	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Dorothea von Boxberg for Fiscal Year 2023	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Stefan Buchner for Fiscal Year 2023	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Gunter Dunkel for Fiscal Year 2023	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Francesco Grioli for Fiscal Year 2023	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Michael Iglhaut for Fiscal Year 2023	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.9	Approve Discharge of Supervisory Board Member Satish Khatau for Fiscal Year 2023	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Isabel Knauf for Fiscal Year 2023	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Carmen Loeffler for Fiscal Year 2023	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Sabine Neuss for Fiscal Year 2023	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Rolf Nonnenmacher for Fiscal Year 2023	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Dirk Nordmann for Fiscal Year 2023	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Lorenz Pfau for Fiscal Year 2023	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Klaus Rosenfeld for Fiscal Year 2023	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Georg Schaeffler for Fiscal Year 2023	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Joerg Schoenfelder for Fiscal Year 2023	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Stefan Scholz for Fiscal Year 2023	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Elke Volkmann for Fiscal Year 2023	Mgmt	For	For
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For
5.2	Ratify PricewaterhouseCoopers GmbH as Auditors for the Review of Interim Financial Statements for Fiscal Year 2024	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
7	Approve Remuneration Policy for the Management Board	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For
9.1	Elect Gunter Dunkel to the Supervisory Board Until 2026 AGM	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board</i>				

Continental AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9.2	Elect Satish Khatu to the Supervisory Board Until 2026 AGM	Mgmt	For	For
9.3	Elect Sabine Neuss to the Supervisory Board Until 2026 AGM	Mgmt	For	For
9.4	Elect Wolfgang Reitzle to the Supervisory Board Until 2026 AGM	Mgmt	For	Against
Voter Rationale: Lack of independence on board				
9.5	Elect Georg Schaeffler to the Supervisory Board Until 2026 AGM	Mgmt	For	Against
Voter Rationale: Lack of independence on boardConcerns related to inappropriate membership of committees				
9.6	Elect Dorothea von Boxberg to the Supervisory Board Until 2028 AGM	Mgmt	For	For
9.7	Elect Stefan Buchner to the Supervisory Board Until 2028 AGM	Mgmt	For	For
9.8	Elect Isabel Knauf to the Supervisory Board Until 2028 AGM	Mgmt	For	For
9.9	Elect Rolf Nonnenmacher to the Supervisory Board Until 2028 AGM	Mgmt	For	For
9.10	Elect Klaus Rosenfeld to the Supervisory Board Until 2028 AGM	Mgmt	For	Against
Voter Rationale: Lack of independence on boardConcerns related to inappropriate membership of committees				
10	Amend Articles Re: Supervisory Board Chair	Mgmt	For	For
11	Amend Articles Re: Proof of Entitlement	Mgmt	For	For

Evolution AB

Meeting Date: 26/04/2024

Country: Sweden

Ticker: EVO

Record Date: 18/04/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2.1	Elect Fredrik Palm as Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For
4	Approve Agenda of Meeting	Mgmt	For	For
5.1	Designate Erik Sprinchorn as Inspector of Minutes of Meeting	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For

Evolution AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.b	Approve Allocation of Income and Dividends of EUR 2.65 Per Share	Mgmt	For	For
7.c1	Approve Discharge of Jens von Bahr	Mgmt	For	For
7.c2	Approve Discharge of Fredrik Osterberg	Mgmt	For	For
7.c3	Approve Discharge of Ian Livingstone	Mgmt	For	For
7.c4	Approve Discharge of Joel Citron	Mgmt	For	For
7.c5	Approve Discharge of Jonas Engwall	Mgmt	For	For
7.c6	Approve Discharge of Mimi Drake	Mgmt	For	For
7.c7	Approve Discharge of Sandra Urie	Mgmt	For	For
7.c8	Approve Discharge of Martin Carlesund	Mgmt	For	For
8	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For
9	Approve Remuneration of Directors in the Amount of EUR 400,000 to Chairman and EUR 100,000 for Other Directors	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
10.1	Reelect Jens von Bahr (Chair) as Director	Mgmt	For	For
10.2	Reelect Joel Citron as Director	Mgmt	For	For
10.3	Reelect Mimi Drake as Director	Mgmt	For	For
10.4	Reelect Ian Livingstone as Director	Mgmt	For	For
10.5	Reelect Sandra Urie as Director	Mgmt	For	For
10.6	Reelect Fredrik Osterberg as Director	Mgmt	For	For
11	Approve Remuneration of Auditors	Mgmt	For	For
12.1	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
13	Approve Nomination Committee Procedures	Mgmt	For	For
14	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
15	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
16	Authorize Share Repurchase Program	Mgmt	For	For
17	Authorize Reissuance of Repurchased Shares	Mgmt	For	For
18	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For

Evolution AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
19	Approve EUR 13,722.05 Reduction in Share Capital via Share Cancellation; Approve EUR 13,722.05 Increase in Share Capital Through a Bonus Issue	Mgmt	For	For
20	Approve Transfer of Shares to the Sellers of BTG	Mgmt	For	For
21	Close Meeting	Mgmt		

Kingspan Group Plc

Meeting Date: 26/04/2024

Country: Ireland

Ticker: KRX

Record Date: 22/04/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3a	Re-elect Jost Massenberg as Director	Mgmt	For	For
3b	Re-elect Gene Murtagh as Director	Mgmt	For	For
3c	Re-elect Geoff Doherty as Director	Mgmt	For	For
3d	Re-elect Russell Shiels as Director	Mgmt	For	For
3e	Re-elect Gilbert McCarthy as Director	Mgmt	For	For
3f	Re-elect Linda Hickey as Director	Mgmt	For	For
3g	Re-elect Anne Heraty as Director	Mgmt	For	For
3h	Re-elect Eimear Moloney as Director	Mgmt	For	For
3i	Re-elect Paul Murtagh as Director	Mgmt	For	For
3j	Re-elect Senan Murphy as Director	Mgmt	For	For
3k	Elect Louise Phelan as Director	Mgmt	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
5	Approve Remuneration Report	Mgmt	For	For
6	Authorise Issue of Equity	Mgmt	For	For
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
8	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
9	Authorise Market Purchase of Shares	Mgmt	For	For
10	Authorise Reissuance of Treasury Shares	Mgmt	For	For



Kingspan Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Merck KGaA

Meeting Date: 26/04/2024	Country: Germany	Ticker: MRK
Record Date: 04/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt		
2	Accept Financial Statements and Statutory Reports for Fiscal Year 2023	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	For
4	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	Against
Voter Rationale: Inadequate management of climate-related risks				
5	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For
6	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For
7	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
8.1	Elect Katja Garcia Vila to the Supervisory Board	Mgmt	For	For
8.2	Elect Michael Kleinemeier to the Supervisory Board	Mgmt	For	Against
Voter Rationale: Lack of independent representation at board committees				
8.3	Elect Carla Kriwet to the Supervisory Board	Mgmt	For	For
8.4	Elect Barbara Lambert to the Supervisory Board	Mgmt	For	For
8.5	Elect Stefan Palzer to the Supervisory Board	Mgmt	For	For
8.6	Elect Susanne Schaffert to the Supervisory Board	Mgmt	For	For
9	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For
10	Amend Articles Re: Proof of Entitlement	Mgmt	For	For

Pearson Plc

Meeting Date: 26/04/2024	Country: United Kingdom	Ticker: PSON
Record Date: 24/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3	Elect Omar Abbosh as Director	Mgmt	For	For
4	Elect Alison Dolan as Director	Mgmt	For	For
5	Elect Alex Hardiman as Director	Mgmt	For	For
6	Re-elect Sherry Coutu as Director	Mgmt	For	Against
Voter Rationale: Concerns about remuneration committee performance				
7	Re-elect Sally Johnson as Director	Mgmt	For	For
8	Re-elect Omid Kordestani as Director	Mgmt	For	For
9	Re-elect Esther Lee as Director	Mgmt	For	For
10	Re-elect Graeme Pitkethly as Director	Mgmt	For	For
11	Re-elect Annette Thomas as Director	Mgmt	For	For
12	Re-elect Lincoln Wallen as Director	Mgmt	For	For
13	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
14	Approve Save for Shares Plan	Mgmt	For	For
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
17	Authorise Issue of Equity	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Smurfit Kappa Group Plc

Meeting Date: 26/04/2024	Country: Ireland	Ticker: SKG
Record Date: 22/04/2024	Meeting Type: Annual	

# Smurfit Kappa Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Remuneration Policy	Mgmt	For	For
4	Approve Final Dividend	Mgmt	For	For
5a	Re-elect Irial Finan as Director	Mgmt	For	For
5b	Re-elect Anthony Smurfit as Director	Mgmt	For	For
5c	Re-elect Ken Bowles as Director	Mgmt	For	For
5d	Re-elect Anne Anderson as Director	Mgmt	For	For
5e	Re-elect Frits Beurskens as Director	Mgmt	For	For
5f	Re-elect Carol Fairweather as Director	Mgmt	For	For
5g	Re-elect Mary Lynn Ferguson-McHugh as Director	Mgmt	For	For
5h	Re-elect Kaisa Hietala as Director	Mgmt	For	For
Voter Rationale: EOS Manual override. See analyst note.				
5i	Re-elect James Lawrence as Director	Mgmt	For	For
5j	Re-elect Lourdes Melgar as Director	Mgmt	For	For
5k	Re-elect Jorgen Rasmussen as Director	Mgmt	For	For
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
7	Authorise Issue of Equity	Mgmt	For	For
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
10	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
11	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

# Hexagon AB

Meeting Date: 29/04/2024	Country: Sweden	Ticker: HEXA.B
Record Date: 19/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt		
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive President's Report	Mgmt		
8.a	Receive Financial Statements and Statutory Reports	Mgmt		
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt		
8.c	Receive the Board's Dividend Proposal	Mgmt		
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9.b	Approve Allocation of Income and Dividends of EUR 0.13 Per Share	Mgmt	For	For
9.c1	Approve Discharge of Ola Rollen	Mgmt	For	For
9.c2	Approve Discharge of Gun Nilsson	Mgmt	For	For
9.c3	Approve Discharge of Marta Schorling	Mgmt	For	For
9.c4	Approve Discharge of John Brandon	Mgmt	For	For
9.c5	Approve Discharge of Sofia Schorling Hogberg	Mgmt	For	For
9.c6	Approve Discharge of Brett Watson	Mgmt	For	For
9.c7	Approve Discharge of Erik Huggers	Mgmt	For	For
9.c8	Approve Discharge of Ulrika Francke	Mgmt	For	For
9.c9	Approve Discharge of Henrik Henriksson	Mgmt	For	For
9c.10	Approve Discharge of Patrick Soderlund	Mgmt	For	For
9c.11	Approve Discharge of Paolo Guglielmini	Mgmt	For	For
9c.12	Approve Discharge of Ola Rollen	Mgmt	For	For
10	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For
11.1	Approve Remuneration of Directors in the Amount of SEK 2.4 Million for Chair and SEK 740,000 for Other Directors	Mgmt	For	For

Hexagon AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11.2	Approve Remuneration of Auditors	Mgmt	For	For
12.1	Reelect Ola Rollen as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
12.2	Reelect Marta Schorling Andreen as Director	Mgmt	For	For
12.3	Reelect John Brandon as Director	Mgmt	For	For
12.4	Reelect Sofia Schorling Hogberg as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
12.5	Reelect Gun Nilsson as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
12.6	Reelect Brett Watson as Director	Mgmt	For	For
12.7	Reelect Erik Huggers as Director	Mgmt	For	For
12.8	Elect Annika Falkengren as New Director	Mgmt	For	For
12.9	Elect Ralph Haupter as New Director	Mgmt	For	For
12.10	Reelect Ola Rollen as Board Chair	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
12.11	Ratify PricewaterhouseCoopers AB as Auditors	Mgmt	For	For
13	Reelect Mikael Ekdahl (Chair), Jan Dworsky, Brett Watson and Daniel Kristiansson as Members of Nominating Committee	Mgmt	For	For
14	Approve Remuneration Report	Mgmt	For	For
15	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
16	Approve Performance Share Program 2024/2027 for Key Employees	Mgmt	For	For
17	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
18	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For
19	Close Meeting	Mgmt		

Ocado Group Plc

Meeting Date: 29/04/2024	Country: United Kingdom	Ticker: OCDO
Record Date: 25/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Policy	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
3	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
4	Re-elect Rick Haythornthwaite as Director	Mgmt	For	Against
<i>Voter Rationale: Failure to provide DEI disclosures in line with UK listing rules</i>				
5	Re-elect Tim Steiner as Director	Mgmt	For	For
6	Re-elect Stephen Daintith as Director	Mgmt	For	For
7	Re-elect Jorn Rausing as Director	Mgmt	For	For
8	Re-elect Andrew Harrison as Director	Mgmt	For	For
9	Re-elect Emma Lloyd as Director	Mgmt	For	For
10	Re-elect Julie Southern as Director	Mgmt	For	For
11	Re-elect Nadia Shouraboura as Director	Mgmt	For	For
12	Re-elect Julia Brown as Director	Mgmt	For	For
13	Elect Rachel Osborne as Director	Mgmt	For	For
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For
17	Approve Performance Share Plan	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
18	Authorise Issue of Equity	Mgmt	For	For
19	Authorise Issue of Equity in Connection with a Rights Issue	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Meeting Date: 29/04/2024	Country: Sweden	Ticker: SAND
Record Date: 19/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2.1	Elect Patrik Marcellus as Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt		
5	Approve Agenda of Meeting	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt		
8	Receive President's Report	Mgmt		
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For
10.1	Approve Discharge of Johan Molin	Mgmt	For	For
10.2	Approve Discharge of Jennifer Allerton	Mgmt	For	For
10.3	Approve Discharge of Claes Boustedt	Mgmt	For	For
10.4	Approve Discharge of Marika Fredriksson	Mgmt	For	For
10.5	Approve Discharge of Andreas Nordbrandt	Mgmt	For	For
10.6	Approve Discharge of Helena Stjernholm	Mgmt	For	For
10.7	Approve Discharge of Stefan Widing	Mgmt	For	For
10.8	Approve Discharge of Kai Warn	Mgmt	For	For
10.9	Approve Discharge of Thomas Andersson	Mgmt	For	For
10.10	Approve Discharge of Thomas Lilja	Mgmt	For	For
10.11	Approve Discharge of Fredrik Haf	Mgmt	For	For
10.12	Approve Discharge of Erik Knebel	Mgmt	For	For
10.13	Approve Discharge of CEO Stefan Widing	Mgmt	For	For
11	Approve Allocation of Income and Dividends of SEK 5.50 Per Share	Mgmt	For	For
12	Determine Number of Directors (8) and Deputy Directors (0) of Board; Determine Number of Auditors (1) and Deputy Auditors	Mgmt	For	For

Sandvik Aktiebolag

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13	Approve Remuneration of Directors in the Amount of SEK 3 Million for Chairman and SEK 800,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration for Auditor	Mgmt	For	For
14.1	Elect Susanna Schneeberger as New Director	Mgmt	For	For
14.2	Reelect Claes Boustedt as Director	Mgmt	For	For
14.3	Reelect Marika Fredriksson as Director	Mgmt	For	For
14.4	Reelect Johan Molin as Director	Mgmt	For	Against
Voter Rationale: Inadequate management of climate-related risks				
14.5	Reelect Andreas Nordbrandt as Director	Mgmt	For	For
14.6	Reelect Helena Stjernholm as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
14.7	Reelect Stefan Widing as Director	Mgmt	For	For
14.8	Reelect Kai Warn as Director	Mgmt	For	For
15	Reelect Johan Molin as Board Chair	Mgmt	For	Against
Voter Rationale: Inadequate management of climate-related risks				
16.1	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
17	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
18	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
19	Approve Performance Share Matching Plan LTIP 2024 for Key Employees	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
20	Authorize Share Repurchase Program	Mgmt	For	For
21	Close Meeting	Mgmt		

Air Liquide SA

Meeting Date: 30/04/2024	Country: France	Ticker: AI
Record Date: 26/04/2024	Meeting Type: Annual/Special	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		



## Air Liquide SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 3.20 per Share	Mgmt	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
5	Reelect Kim Ann Mink as Director	Mgmt	For	For
6	Reelect Monica de Virgiliis as Director	Mgmt	For	For
7	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
8	Approve Compensation of Francois Jackow, CEO	Mgmt	For	For
9	Approve Compensation of Benoit Potier, Chairman of the Board	Mgmt	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For
11	Approve Remuneration Policy of CEO	Mgmt	For	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For
14	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.5 Million	Mgmt	For	For
15	Appoint PricewaterhouseCoopers Audit as Authorized Sustainability Auditors	Mgmt	For	For
16	Appoint KPMG S.A. as Authorized Sustainability Auditors	Mgmt	For	For
	Extraordinary Business	Mgmt		
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
18	Authorize Capitalization of Reserves of Up to EUR 320 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For
21	Amend Article 11 of Bylaws Re: Age Limit of Directors	Mgmt	For	For
22	Amend Article 12 of Bylaws Re: Age Limit of Chairman of the Board	Mgmt	For	For
	Ordinary Business	Mgmt		

Air Liquide SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Aker BP ASA

Meeting Date: 30/04/2024	Country: Norway	Ticker: AKRBP
Record Date: 23/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Registration of Attending Shareholders and Proxies	Mgmt		
2	Elect Chairman of Meeting; Designate Inspector of Minutes of Meeting	Mgmt	For	For
3	Approve Notice of Meeting and Agenda	Mgmt	For	For
4	Accept Financial Statements and Statutory Reports; Receive Corporate Governance Report	Mgmt	For	For
5	Approve Remuneration Statement	Mgmt	For	For
6	Approve Remuneration of Auditors	Mgmt	For	Against
Voter Rationale: A vote AGAINST the remuneration of the auditors is warranted given that the non-audit fees are 63.7 percent of the total fees received by the audit firm during the fiscal year, raising substantial doubts over the independence of the auditor.				
7	Approve Remuneration of Directors in the Amount of NOK 950,000 for Chairman, NOK 509,000 for Deputy Chair and NOK 446,000 for Other Directors	Mgmt	For	For
8	Approve Remuneration of Nomination Committee	Mgmt	For	For
9	Reelect Oyvind Eriksen, Trond Brandsrud, Valborg Lundegaard and Charles Ashley Heppenstall as Directors; Elect Doris Reiter as New Director	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
10	Reelect Svein Oskar Stoknes, Ingebret Hisdal and Donna Riley as Members of Nominating Committee	Mgmt	For	For
11	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	Against
Voter Rationale: A vote AGAINST these proposals to repurchase company shares is warranted because the authorizations may be used under the circumstances mentioned in Section 6-17 of the Securities Trading Act, which enables a company to use capital to thwart takeovers.				

Aker BP ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Against
Voter Rationale: A vote AGAINST this proposal to repurchase company shares is warranted because the authorizations may be used under the circumstances mentioned in Section 6-17 of the Securities Trading Act, which enables a company to use capital to thwart takeovers.				
13	Authorize Board to Distribute Dividends	Mgmt	For	For
14	Proposal for Resolution from the Norwegian People's Aid	Mgmt		
	Discuss with Stakeholders Company's Position and Mutually Acceptable Solution	SH	Against	Against

Anglo American Plc

Meeting Date: 30/04/2024	Country: United Kingdom	Ticker: AAL
Record Date: 26/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3	Elect John Heasley as Director	Mgmt	For	For
4	Re-elect Stuart Chambers as Director	Mgmt	For	Against
Voter Rationale: Failure to provide DEI disclosures in line with UK listing rules				
5	Re-elect Duncan Wanblad as Director	Mgmt	For	For
6	Re-elect Ian Tyler as Director	Mgmt	For	For
7	Re-elect Magali Anderson as Director	Mgmt	For	For
8	Re-elect Ian Ashby as Director	Mgmt	For	For
9	Re-elect Marcelo Bastos as Director	Mgmt	For	For
10	Re-elect Hilary Maxson as Director	Mgmt	For	For
11	Re-elect Hixonia Nyasulu as Director	Mgmt	For	For
12	Re-elect Nonkululeko Nyembezi as Director	Mgmt	For	For
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
15	Approve Remuneration Report	Mgmt	For	For

Anglo American Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
16	Authorise Issue of Equity	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Citigroup Inc.

Meeting Date: 30/04/2024	Country: USA	Ticker: C
Record Date: 04/03/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Ellen M. Costello	Mgmt	For	For
1b	Elect Director Grace E. Dailey	Mgmt	For	For
1c	Elect Director Barbara J. Desoer	Mgmt	For	For
1d	Elect Director John C. Dugan	Mgmt	For	For
1e	Elect Director Jane N. Fraser	Mgmt	For	For
1f	Elect Director Duncan P. Hennes	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
1g	Elect Director Peter B. Henry	Mgmt	For	For
1h	Elect Director S. Leslie Ireland	Mgmt	For	For
1i	Elect Director Renee J. James	Mgmt	For	For
1j	Elect Director Gary M. Reiner	Mgmt	For	For
1k	Elect Director Diana L. Taylor	Mgmt	For	For
1l	Elect Director James S. Turley	Mgmt	For	For
1m	Elect Director Casper W. von Koskull	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
4	Amend Omnibus Stock Plan	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
5	Require Independent Board Chair	SH	Against	For
Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation				

Citigroup Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Report on Respecting Indigenous Peoples' Rights	SH	Against	Against
Voter Rationale: EOS manual override. See analyst note.				
7	Amend Director Election Resignation Bylaw *Withdrawn Resolution*	SH		
8	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	SH	Against	Against
9	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against
10	Disclose Board Oversight Regarding Material Risks Associated with Animal Welfare	SH	Against	Against
Voter Rationale: EOS manual override. See analyst note.				

Hermes International SCA

Meeting Date: 30/04/2024	Country: France	Ticker: RMS
Record Date: 26/04/2024	Meeting Type: Annual/Special	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Discharge of General Managers	Mgmt	For	For
4	Approve Allocation of Income and Dividends of EUR 25 per Share	Mgmt	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against
Voter Rationale: Insufficient justification for related party transaction				
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against
Voter Rationale: Poison pill/anti-takeover measure not in investors interests				
7	Approve Compensation Report of Corporate Officers	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
8	Approve Compensation of Axel Dumas, General Manager	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				

Hermes International SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9	Approve Compensation of Emile Hermes SAS, General Manager	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
10	Approve Compensation of Eric de Seynes, Chairman of the Supervisory Board	Mgmt	For	For
11	Approve Remuneration Policy of General Managers	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
12	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For
13	Reelect Matthieu Dumas as Supervisory Board Member	Mgmt	For	Against
Voter Rationale: Lack of independence on board				
14	Reelect Blaise Guerrand as Supervisory Board Member	Mgmt	For	Against
Voter Rationale: Lack of independence on board				
15	Reelect Olympia Guerrand as Supervisory Board Member	Mgmt	For	Against
Voter Rationale: Lack of independence on board				
16	Reelect Alexandre Viros as Supervisory Board Member	Mgmt	For	For
17	Appoint PricewaterhouseCoopers Audit as Authorized Sustainability Auditors	Mgmt	For	For
Extraordinary Business		Mgmt		
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
19	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
20	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

International Business Machines Corporation

Meeting Date: 30/04/2024

Country: USA

Ticker: IBM

Record Date: 01/03/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Marianne C. Brown	Mgmt	For	For
1b	Elect Director Thomas Buberl	Mgmt	For	For
1c	Elect Director David N. Farr	Mgmt	For	For

# International Business Machines Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1d	Elect Director Alex Gorsky	Mgmt	For	For
1e	Elect Director Michelle J. Howard	Mgmt	For	For
1f	Elect Director Arvind Krishna	Mgmt	For	For
1g	Elect Director Andrew N. Liveris	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
1h	Elect Director Frederick William McNabb, III	Mgmt	For	For
1i	Elect Director Michael Miebach	Mgmt	For	For
1j	Elect Director Martha E. Pollack	Mgmt	For	For
1k	Elect Director Peter R. Voser	Mgmt	For	For
1l	Elect Director Frederick H. Waddell	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
1m	Elect Director Alfred W. Zollar	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
4	Report on Lobbying Payments and Policy	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
5	Report on Risks Related to Operations in China	SH	Against	Against
6	Provide Right to Act by Written Consent	SH	Against	Against
Voter Rationale: Shareholder proposal promotes enhanced shareholder rights				
7	Report on Climate Lobbying	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
8	Adopt Science-Based GHG Emissions Targets Including for Value Chain Emissions	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				

## Nexi SpA

Meeting Date: 30/04/2024	Country: Italy	Ticker: NEXI
Record Date: 19/04/2024	Meeting Type: Annual/Special	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements, Statutory Reports, and Allocation of Income	Mgmt	For	For
2a	Approve Remuneration Policy	Mgmt	For	Against
	Voter Rationale: Pay is misaligned with EOS remuneration principles			
2b	Approve Second Section of the Remuneration Report	Mgmt	For	Against
	Voter Rationale: Pay is misaligned with EOS remuneration principles			
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
4	Elect Francesco Casiraghi as Director and Approve Director's Remuneration	Mgmt	For	For
	Extraordinary Business	Mgmt		
1	Authorize Cancellation of Treasury Shares without Reduction of Share Capital	Mgmt	For	For

Novonesis AS Novozymes AS

Meeting Date: 30/04/2024Country: DenmarkTicker: NSIS.B

Record Date: 23/04/2024Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of DKK 2 Per Share	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against
	Voter Rationale: Pay is misaligned with EOS remuneration principles			
5	Approve Remuneration of Directors in the Amount of DKK 1.6 Million for Chairman, DKK 1.09 Million for Vice Chairman and DKK 545,700 for Other Directors; ApproveRemuneration for Committee Work; Approve Remuneration for Committee Work	Mgmt	For	For
6.a	Reelect Cornelis (Cees) de Jong (Chair) as Director	Mgmt	For	For
	Voter Rationale: EOS manual override. See analyst note.			



Novonesis AS Novozymes AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.a	Reelect Jesper Brandgaard (Vice Chair) as Director	Mgmt	For	For
8.a	Reelect Heine Dalsgaard as Director	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
8.b	Reelect Sharon James as Director	Mgmt	For	For
8.c	Reelect Kasim Kutay as Director	Mgmt	For	For
8.d	Reelect Lise Kaae as Director	Mgmt	For	For
8.e	Reelect Kevin Lane as Director	Mgmt	For	For
8.f	Reelect Morten Otto Alexander Sommer as Director	Mgmt	For	For
8.g	Reelect Kim Stratton as Director	Mgmt	For	For
9.a	Ratify Ernst & Young as Auditors	Mgmt	For	For
10.a	Approve Creation of DKK 93.7 Million Pool of Capital in B Shares without Preemptive Rights; DKK 93.7 Million Pool of Capital with Preemptive Rights; and Pool of Capital in Warrants without Preemptive Rights	Mgmt	For	For
10.b	Authorize Share Repurchase Program	Mgmt	For	For
10.c	Authorize Board to Decide on the Distribution of Extraordinary Dividends	Mgmt	For	For
10.d1	Allow General Meetings to be Held in English	Mgmt	For	For
10.d2	Approve Maximum Increase in Share Under Articles 5.1, 5.2 and 5.3 up to DKK 103 Million	Mgmt	For	For
10.d3	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For
10.d4	Amend Articles Re: Editorial Changes	Mgmt	For	For
11	Amend Remuneration Policy	Mgmt	For	For
12	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
13	Other Business	Mgmt		

Sanofi

Meeting Date: 30/04/2024	Country: France	Ticker: SAN
Record Date: 26/04/2024	Meeting Type: Annual/Special	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 3.76 per Share	Mgmt	For	For
4	Reelect Rachel Duan as Director	Mgmt	For	For
5	Reelect Lise Kingo as Director	Mgmt	For	For
6	Elect Clotilde Delbos as Director	Mgmt	For	For
7	Elect Anne-Francoise Nesmes as Director	Mgmt	For	For
8	Elect John Sundy as Director	Mgmt	For	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For
10	Approve Compensation of Serge Weinberg, Chairman of the Board from January 1, 2023 to May 25, 2023	Mgmt	For	For
11	Approve Compensation of Frederic Oudea, Chairman of the Board Since May 25, 2023	Mgmt	For	For
12	Approve Compensation of Paul Hudson, CEO	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
13	Approve Remuneration Policy of Directors	Mgmt	For	For
14	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
15	Approve Remuneration Policy of CEO	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
16	Appoint Mazars as Auditor	Mgmt	For	For
17	Appoint Mazars as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
18	Appoint PricewaterhouseCoopers Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
20	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For
Ordinary Business		Mgmt		
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Wells Fargo & Company

Meeting Date: 30/04/2024	Country: USA	Ticker: WFC
Record Date: 04/03/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Steven D. Black	Mgmt	For	For
1b	Elect Director Mark A. Chancy	Mgmt	For	For
1c	Elect Director Celeste A. Clark	Mgmt	For	For
Voter Rationale: EOS manual override				
1d	Elect Director Theodore F. Craver, Jr.	Mgmt	For	For
Voter Rationale: Concerns regarding Auditor tenure				
1e	Elect Director Richard K. Davis	Mgmt	For	For
1f	Elect Director Fabian T. Garcia	Mgmt	For	For
1g	Elect Director Wayne M. Hewett	Mgmt	For	For
1h	Elect Director CeCelia G. Morken	Mgmt	For	For
1i	Elect Director Maria R. Morris	Mgmt	For	For
1j	Elect Director Felicia F. Norwood	Mgmt	For	For
1k	Elect Director Ronald L. Sargent	Mgmt	For	Against
Voter Rationale: Concerns about human rights				
1l	Elect Director Charles W. Scharf	Mgmt	For	For
1m	Elect Director Suzanne M. Vautrinot	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: EOS manual override				

Wells Fargo & Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Ratify KPMG LLP as Auditors	Mgmt	For	For
Voter Rationale: Concerns regarding Auditor tenure				
4	Opt Out of Section 203 of the Delaware General Corporation Law	Mgmt	For	For
5	Eliminate Supermajority Vote Requirement to Amend the Local Directors Provision	Mgmt	For	For
6	Report on Prevention of Workplace Harassment and Discrimination	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
7	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
8	Report on Respecting Indigenous Peoples' Rights	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
9	Issue Audited Report on Climate Transition Policies	SH	Against	Against
10	Report on Climate Lobbying	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency				
11	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency				
12	Report on Lobbying Payments and Policy	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency				
13	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against

PepsiCo, Inc.

Meeting Date: 01/05/2024	Country: USA	Ticker: PEP
Record Date: 01/03/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Segun Agbaje	Mgmt	For	For
1b	Elect Director Jennifer Bailey	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1c	Elect Director Cesar Conde	Mgmt	For	Against
Voter Rationale: Concerns about remuneration committee performance				
1d	Elect Director Ian Cook	Mgmt	For	For
1e	Elect Director Edith W. Cooper	Mgmt	For	For
1f	Elect Director Susan M. Diamond	Mgmt	For	For
1g	Elect Director Dina Dublon	Mgmt	For	For
1h	Elect Director Michelle Gass	Mgmt	For	For
1i	Elect Director Ramon L. Laguarta	Mgmt	For	For
1j	Elect Director Dave J. Lewis	Mgmt	For	For
1k	Elect Director David C. Page	Mgmt	For	For
1l	Elect Director Robert C. Pohlad	Mgmt	For	For
1m	Elect Director Daniel Vasella	Mgmt	For	For
1n	Elect Director Darren Walker	Mgmt	For	For
1o	Elect Director Alberto Weisser	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: Excessive CEO payHigh CEO to average NEO payHigh variable pay ratioExcessive perquisites				
4	Amend Omnibus Stock Plan	Mgmt	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against
6	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against
Voter Rationale: See analyst note.				
7	Amend Bylaws to Adopt a Director Election Resignation	SH	Against	Against
8	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	SH	Against	Against
Voter Rationale: EOS manual override. See analyst note.				
9	Report on Risks Related to Biodiversity and Nature Loss	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. EOS manual override. See analyst note.				
10	Report on Third-Party Racial Equity Audit	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation				
11	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	SH	Against	Against
12	Issue Transparency Report on Global Public Policy and Political Influence	SH	Against	Against

S&P Global Inc.

Meeting Date: 01/05/2024

Country: USA

Ticker: SPGI

Record Date: 11/03/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Marco Alvera	Mgmt	For	For
1.2	Elect Director Jacques Esculier	Mgmt	For	For
1.3	Elect Director Gay Huey Evans	Mgmt	For	For
1.4	Elect Director William D. Green	Mgmt	For	For
1.5	Elect Director Stephanie C. Hill	Mgmt	For	For
1.6	Elect Director Rebecca Jacoby	Mgmt	For	For
1.7	Elect Director Robert P. Kelly	Mgmt	For	For
1.8	Elect Director Ian P. Livingston	Mgmt	For	For
1.9	Elect Director Maria R. Morris	Mgmt	For	For
1.10	Elect Director Douglas L. Peterson	Mgmt	For	For
1.11	Elect Director Richard E. Thornburgh	Mgmt	For	For
1.12	Elect Director Gregory Washington	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
3	Amend Deferred Compensation Plan	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

Smith & Nephew plc

Meeting Date: 01/05/2024

Country: United Kingdom

Ticker: SN

Record Date: 29/04/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Policy	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
3	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
4	Approve Final Dividend	Mgmt	For	For
5	Elect Jeremy Maiden as Director	Mgmt	For	For

Smith & Nephew plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Elect Simon Lowth as Director	Mgmt	For	For
7	Elect John Rogers as Director	Mgmt	For	For
8	Re-elect Rupert Soames as Director	Mgmt	For	For
9	Re-elect Jo Hallas as Director	Mgmt	For	For
10	Re-elect John Ma as Director	Mgmt	For	For
11	Re-elect Katarzyna Mazur-Hofsaess as Director	Mgmt	For	For
12	Re-elect Deepak Nath as Director	Mgmt	For	For
13	Re-elect Marc Owen as Director	Mgmt	For	Against
Voter Rationale: Failure to provide DEI disclosures in line with UK listing rules				
14	Re-elect Angie Risley as Director	Mgmt	For	For
Voter Rationale: EOS manual override.				
15	Re-elect Bob White as Director	Mgmt	For	For
16	Appoint Deloitte LLP as Auditors	Mgmt	For	For
17	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
18	Authorise Issue of Equity	Mgmt	For	For
19	Approve Restricted Share Plan	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

The Coca-Cola Company

Meeting Date: 01/05/2024

Country: USA

Ticker: KO

Record Date: 04/03/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Herb Allen	Mgmt	For	For
1.2	Elect Director Marc Bolland	Mgmt	For	For
1.3	Elect Director Ana Botin	Mgmt	For	For

## The Coca-Cola Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.4	Elect Director Christopher C. Davis	Mgmt	For	For
1.5	Elect Director Barry Diller	Mgmt	For	For
1.6	Elect Director Carolyn Everson	Mgmt	For	For
1.7	Elect Director Helene D. Gayle	Mgmt	For	Against
Voter Rationale: Concerns about remuneration committee performance				
1.8	Elect Director Thomas S. Gayner	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
1.9	Elect Director Alexis M. Herman	Mgmt	For	For
1.10	Elect Director Maria Elena Lagomasino	Mgmt	For	For
1.11	Elect Director Amity Millhiser	Mgmt	For	For
1.12	Elect Director James Quincey	Mgmt	For	For
1.13	Elect Director Caroline J. Tsay	Mgmt	For	For
1.14	Elect Director David B. Weinberg	Mgmt	For	Against
Voter Rationale: Concerns regarding Auditor tenure				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: Excessive CEO payHigh variable pay ratioOptions/PSUs vest in less than 36 months				
3	Approve Omnibus Stock Plan	Mgmt	For	For
4	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Against
Voter Rationale: Concerns regarding Auditor tenure				
6	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	SH	Against	Against
7	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	SH	Against	Against
Voter Rationale: EOS manual override. See analyst note.				
8	Report on Risks Caused by the Decline in the Quality of Accessible Medical Care	SH	Against	Against

## Unilever Plc

Meeting Date: 01/05/2024	Country: United Kingdom	Ticker: ULVR
Record Date: 29/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For



Unilever Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
3	Approve Remuneration Policy	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
4	Approve Climate Transition Action Plan	Mgmt	For	For
5	Elect Fernando Fernandez as Director	Mgmt	For	For
6	Re-elect Adrian Hennah as Director	Mgmt	For	For
7	Re-elect Andrea Jung as Director	Mgmt	For	For
8	Re-elect Susan Kilsby as Director	Mgmt	For	For
9	Re-elect Ruby Lu as Director	Mgmt	For	For
10	Elect Ian Meakins as Director	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
11	Elect Judith McKenna as Director	Mgmt	For	For
12	Re-elect Nelson Peltz as Director	Mgmt	For	For
13	Re-elect Hein Schumacher as Director	Mgmt	For	For
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For
17	Authorise Issue of Equity	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For
22	Adopt New Articles of Association	Mgmt	For	For

Aviva Plc

Meeting Date: 02/05/2024	Country: United Kingdom	Ticker: AV
Record Date: 30/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
<i>Voter Rationale: EOS manual override. See analyst note.</i>				
3	Approve Remuneration Policy	Mgmt	For	For
<i>Voter Rationale: EOS manual override. See analyst note.</i>				
4	Approve Climate-Related Financial Disclosure	Mgmt	For	For
5	Approve Final Dividend	Mgmt	For	For
6	Elect Ian Clark as Director	Mgmt	For	For
7	Re-elect George Culmer as Director	Mgmt	For	For
8	Re-elect Amanda Blanc as Director	Mgmt	For	For
9	Re-elect Charlotte Jones as Director	Mgmt	For	For
10	Re-elect Andrea Blance as Director	Mgmt	For	For
11	Re-elect Mike Craston as Director (WITHDRAWN)	Mgmt	None	Abstain
12	Re-elect Patrick Flynn as Director	Mgmt	For	For
13	Re-elect Shonaid Jemmett-Page as Director	Mgmt	For	For
14	Re-elect Mohit Joshi as Director	Mgmt	For	For
15	Re-elect Pippa Lambert as Director	Mgmt	For	For
16	Re-elect Jim McConville as Director	Mgmt	For	For
17	Re-elect Michael Mire as Director	Mgmt	For	For
18	Appoint Ernst & Young LLP as Auditors	Mgmt	For	For
19	Authorise Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
20	Authorise UK Political Donations and Expenditure	Mgmt	For	For
21	Authorise Issue of Equity	Mgmt	For	For
22	Authorise Issue of Equity in Relation to Any Issuance of SII Instruments	Mgmt	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Relation to Any Issuance of SII Instruments	Mgmt	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
26	Authorise Market Purchase of 8 3/4 % Preference Shares	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
27	Authorise Market Purchase of 8 3/8 % Preference Shares	Mgmt	For	For
28	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For
29	Adopt New Articles of Association	Mgmt	For	For

Groupe Bruxelles Lambert SA

Meeting Date: 02/05/2024	Country: Belgium	Ticker: GBLB
Record Date: 18/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Receive Directors' and Auditors' Reports (Non-Voting)	Mgmt		
2.1	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt		
2.2	Adopt Financial Statements	Mgmt	For	For
3	Approve Discharge of Directors	Mgmt	For	Against
Voter Rationale: Concerns to protect shareholder value				
4	Approve Discharge of Auditors	Mgmt	For	For
5.1	Reelect Ian Gallienne as Director	Mgmt	For	For
5.2	Ratify PricewaterhouseCoopers, Permanently Represented by Alexis Van Bavel SRL as Auditors and Approve Auditors' Remuneration	Mgmt	For	For
5.3	Appoint PricewaterhouseCoopers as Auditors for the Sustainability Reporting	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	For
7	Approve Remuneration Policy	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
8.1	Receive Special Board Report Re: Article 7:227 of the Company Code with Respect to the Guarantees in Item 8.2	Mgmt		
8.2	Approve Guarantee to Acquire Shares under Profit-Sharing Plan	Mgmt	For	For
9	Transact Other Business	Mgmt		

## Groupe Bruxelles Lambert SA

Meeting Date: 02/05/2024	Country: Belgium	Ticker: GBLB
Record Date: 18/04/2024	Meeting Type: Extraordinary Shareholders	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Shareholders' Meeting Agenda	Mgmt		
1	Approve Cancellation of Treasury Shares	Mgmt	For	For
2	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For

## Kerry Group Plc

Meeting Date: 02/05/2024	Country: Ireland	Ticker: KRZ
Record Date: 28/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3a	Elect Genevieve Berger as Director	Mgmt	For	For
3b	Elect Catherine Godson as Director	Mgmt	For	For
3c	Elect Liz Hewitt as Director	Mgmt	For	For
4a	Re-elect Gerry Behan as Director	Mgmt	For	For
4b	Re-elect Fiona Dawson as Director	Mgmt	For	For
Voter Rationale: EOS manual override.				
4c	Re-elect Emer Gilvarry as Director	Mgmt	For	For
4d	Re-elect Michael Kerr as Director	Mgmt	For	For
4e	Re-elect Marguerite Larkin as Director	Mgmt	For	For
4f	Re-elect Tom Moran as Director	Mgmt	For	For
4g	Re-elect Christopher Rogers as Director	Mgmt	For	For
4h	Re-elect Patrick Rohan as Director	Mgmt	For	For
4i	Re-elect Edmond Scanlon as Director	Mgmt	For	For
4j	Re-elect Jinlong Wang as Director	Mgmt	For	For
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For

## Kerry Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Approve Remuneration Report	Mgmt	For	For
7	Approve Remuneration Policy	Mgmt	For	For
8	Amend 2021 Long-Term Incentive Plan	Mgmt	For	For
9	Authorise Issue of Equity	Mgmt	For	For
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	For	For
12	Authorise Market Purchase of A Ordinary Shares	Mgmt	For	For
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## Melrose Industries Plc

Meeting Date: 02/05/2024	Country: United Kingdom	Ticker: MRO
Record Date: 30/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Remuneration Policy	Mgmt	For	For
4	Approve Final Dividend	Mgmt	For	For
5	Approve 2024 Melrose Performance Share Plan	Mgmt	For	For
6	Re-elect Peter Dilnot as Director	Mgmt	For	For
7	Elect Matthew Gregory as Director	Mgmt	For	For
8	Re-elect Justin Dowley as Director	Mgmt	For	For
9	Re-elect David Lis as Director	Mgmt	For	For
10	Re-elect Charlotte Twynning as Director	Mgmt	For	For
11	Re-elect Heather Lawrence as Director	Mgmt	For	For
12	Elect Gillian Elcock as Director	Mgmt	For	For
13	Appoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
15	Authorise Issue of Equity	Mgmt	For	For

Melrose Industries Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For
20	Approve Reduction of Capital	Mgmt	For	For

Reckitt Benckiser Group Plc

Meeting Date: 02/05/2024

Country: United Kingdom

Ticker: RKT

Record Date: 30/04/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
3	Approve Final Dividend	Mgmt	For	For
4	Re-elect Andrew Bonfield as Director	Mgmt	For	For
5	Re-elect Olivier Bohuon as Director	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note				
6	Re-elect Margherita Della Valle as Director	Mgmt	For	For
7	Re-elect Mehmoood Khan as Director	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note				
8	Re-elect Elane Stock as Director	Mgmt	For	For
9	Re-elect Mary Harris as Director	Mgmt	For	For
10	Re-elect Sir Jeremy Darroch as Director	Mgmt	For	For
11	Re-elect Tamara Ingram as Director	Mgmt	For	For
12	Elect Kris Licht as Director	Mgmt	For	For
13	Elect Shannon Eisenhardt as Director	Mgmt	For	For
14	Elect Marybeth Hays as Director	Mgmt	For	For
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For

Reckitt Benckiser Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For
18	Authorise Issue of Equity	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

RTX Corporation

Meeting Date: 02/05/2024	Country: USA	Ticker: RTX
Record Date: 05/03/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Tracy A. Atkinson	Mgmt	For	For
1b	Elect Director Christopher T. Calio	Mgmt	For	For
1c	Elect Director Leanne G. Caret	Mgmt	For	For
1d	Elect Director Bernard A. Harris, Jr.	Mgmt	For	For
1e	Elect Director Gregory J. Hayes	Mgmt	For	For
1f	Elect Director George R. Oliver	Mgmt	For	For
1g	Elect Director Robert K. (Kelly) Ortberg	Mgmt	For	For
1h	Elect Director Ellen M. Pawlikowski	Mgmt	For	For
1i	Elect Director Denise L. Ramos	Mgmt	For	For
1j	Elect Director Fredric G. Reynolds	Mgmt	For	For
1k	Elect Director Brian C. Rogers	Mgmt	For	For
1l	Elect Director James A. Winnefeld, Jr.	Mgmt	For	For
1m	Elect Director Robert O. Work	Mgmt	For	For
Voter Rationale: EOS manual override. See client note.				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For

RTX Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Report on Lobbying Payments and Policy	SH	Against	For
Voter Rationale: Shareholder proposal promotes transparency				
6	Report on Efforts to Reduce GHG Emissions in Alignment with Paris Agreement Goal	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
7	Report on Human Rights Impact Assessment	SH	Against	For
Voter Rationale: Shareholder proposal promotes better management of SEE opportunities and risks				

United Parcel Service, Inc.

Meeting Date: 02/05/2024	Country: USA	Ticker: UPS
Record Date: 05/03/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Carol Tome	Mgmt	For	For
1b	Elect Director Rodney Adkins	Mgmt	For	For
1c	Elect Director Eva Boratto	Mgmt	For	For
1d	Elect Director Michael Burns	Mgmt	For	For
1e	Elect Director Wayne Hewett	Mgmt	For	For
1f	Elect Director Angela Hwang	Mgmt	For	For
1g	Elect Director Kate Johnson	Mgmt	For	For
1h	Elect Director William Johnson	Mgmt	For	Against
Voter Rationale: Concerns to protect shareholder value				
1i	Elect Director Franck Moison	Mgmt	For	For
1j	Elect Director Christiana Smith Shi	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
1k	Elect Director Russell Stokes	Mgmt	For	For
1l	Elect Director Kevin Warsh	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights				



United Parcel Service, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Report on Risks Arising from Voluntary Carbon-Reduction Commitments	SH	Against	Against
6	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				

AbbVie Inc.

Meeting Date: 03/05/2024	Country: USA	Ticker: ABBV
Record Date: 04/03/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Roxanne S. Austin	Mgmt	For	Against
Voter Rationale: Concerns about remuneration committee performance				
1b	Elect Director Richard A. Gonzalez	Mgmt	For	For
1c	Elect Director Susan E. Quaggin	Mgmt	For	For
1d	Elect Director Rebecca B. Roberts	Mgmt	For	For
1e	Elect Director Glenn F. Tilton	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: Excessive perquisitesHigh variable pay ratioOptions/PSUs vest in less than 36 monthsExcessive CEO pay				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
Voter Rationale: Annual vote provides for greater shareholder oversight				
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For
6	Adopt Simple Majority Vote	SH	Against	For
Voter Rationale: Shareholder proposal promotes enhanced shareholder rights				
7	Report on Lobbying Payments and Policy	SH	Against	For
Voter Rationale: Shareholder proposal promotes transparency				
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				

Deutsche Post AG

Meeting Date: 03/05/2024

Record Date: 26/04/2024

Country: Germany

Meeting Type: Annual

Ticker: DHL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.85 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	Against
Voter Rationale: Inadequate management of climate-related risks				
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	Against
Voter Rationale: Lack of independent representation at board committees				
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and Auditors for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For
6.1	Elect Ann-Kristin Achleitner to the Supervisory Board	Mgmt	For	For
6.2	Elect Hans-Ulrich Engel to the Supervisory Board	Mgmt	For	For
6.3	Reelect Heinrich Hiesinger to the Supervisory Board	Mgmt	For	For
7	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				

H&M Hennes & Mauritz AB

Meeting Date: 03/05/2024

Record Date: 24/04/2024

Country: Sweden

Meeting Type: Annual

Ticker: HM.B

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt		
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For

H&M Hennes & Mauritz AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Receive Financial Statements and Statutory Reports	Mgmt		
8	Comments by Auditor, Chair of The Board and CEO; Questions from Shareholders to The Board and Management	Mgmt		
9a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9b.1	Approve Allocation of Income and Dividends of SEK 6.50	Mgmt	For	For
	Please Note That You Can Only Vote "Yes" on One of the Proposals Under Below Item 9.b2	Mgmt		
9b2.1	Approve May 7, 2024 and November 8, 2024 as Record Dates for Dividend Payments	Mgmt	For	For
	Shareholder Proposals Submitted by Sune Gunnarsson	Mgmt		
9b2.2	Approve May 7, 2024 as Record Date for Dividend Payment	SH	None	Against
	Voter Rationale: Concerns about reducing shareholder rights			
	Management Proposals	Mgmt		
9.c1	Approve Discharge of Board Member Karl-Johan Persson	Mgmt	For	For
9.c2	Approve Discharge of Board Member Stina Bergfors	Mgmt	For	For
9.c3	Approve Discharge of Board Member Anders Dahlvig	Mgmt	For	For
9.c4	Approve Discharge of Board Member Danica Kragic Jensfelt	Mgmt	For	For
9.c5	Approve Discharge of Board Member Lena Patriksson Keller	Mgmt	For	For
9.c6	Approve Discharge of Board Member Christian Sievert	Mgmt	For	For
9.c7	Approve Discharge of Board Member Christina Synnergren	Mgmt	For	For
9.c8	Approve Discharge of Board Member Erica Wiking Hager	Mgmt	For	For
9.c9	Approve Discharge of Board Member Niklas Zennstrom	Mgmt	For	For
9.c10	Approve Discharge of Employee Representative Ingrid Godin	Mgmt	For	For
9.c11	Approve Discharge of Employee Representative Tim Gahnstrom	Mgmt	For	For
9.c12	Approve Discharge of Employee Representative Louise Wikholm	Mgmt	For	For
9.c13	Approve Discharge of Employee Representative Margareta Welinder	Mgmt	For	For
9.c14	Approve Discharge of Employee Representative Hampus Glanzelius	Mgmt	For	For

H&M Hennes & Mauritz AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9.c15	Approve Discharge of Employee Representative Agneta Gustafsson	Mgmt	For	For
9.c16	Approve Discharge of Employee Representative Ramon Horvath	Mgmt	For	For
9.c17	Approve Discharge of Helena Helmersson (CEO)	Mgmt	For	For
10.1	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For
10.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
11.1	Approve Remuneration of Directors in the Amount of SEK 1.9 Million for Chairman and SEK 825,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
11.2	Approve Remuneration of Auditors	Mgmt	For	For
12.1	Reelect Stina Bergfors as Director	Mgmt	For	For
12.2	Reelect Anders Dahlvig as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
12.3	Reelect Danica Kragic Jensfelt as Director	Mgmt	For	For
12.4	Reelect Lena Patriksson Keller as Director	Mgmt	For	For
12.5	Reelect Karl-Johan Persson as Director	Mgmt	For	For
12.6	Reelect Christian Sievert as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
12.7	Reelect Christina Synnergren as Director	Mgmt	For	For
12.8	Reelect Helena Saxon as Director	Mgmt	For	For
12.9	Reelect Karl-Johan Persson as Board Chair	Mgmt	For	For
13	Ratify Deloitte AB as Auditors	Mgmt	For	For
14	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
15	Approve SEK 2.4 Billion Reduction in Share Capital via Share Cancellation; Approve Capitalization of Reserves of SEK 2.4 Billion for a Bonus Issue	Mgmt	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For
	Shareholder Proposals Submitted by Andreas Nilsson, Karin Sanden, Stina Skold, Susanne Halling and My Ericson	Mgmt		

H&M Hennes & Mauritz AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
17	Approve Zero Tolerance of Clothes as Waste in 2025	SH	None	Against
Voter Rationale: SH: Against shareholder resolution, against management recommendation / Shareholder proposal does not promote better management of ESG opportunities and risks				
Shareholder Proposals Submitted by Janitha Palli		Mgmt		
18	Instruct Board to Assess the Impact of Sales of Clothing Containing Down on H&M's Reputation and Sales Losses	SH	None	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
19	Close Meeting	Mgmt		

HSBC Holdings Plc

Meeting Date: 03/05/2024	Country: United Kingdom	Ticker: HSBA
Record Date: 02/05/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals	Mgmt		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Variable Component of Remuneration for Material Risk Takers	Mgmt	For	For
4a	Elect Ann Godbehere as Director	Mgmt	For	For
4b	Elect Brendan Nelson as Director	Mgmt	For	For
4c	Elect Swee Lian Teo as Director	Mgmt	For	For
4d	Re-elect Geraldine Buckingham as Director	Mgmt	For	For
4e	Re-elect Rachel Duan as Director	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
4f	Re-elect Georges Elhedery as Director	Mgmt	For	For
4g	Re-elect Dame Carolyn Fairbairn as Director	Mgmt	For	For
4h	Re-elect James Forese as Director	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
4i	Re-elect Steven Guggenheimer as Director	Mgmt	For	For
4j	Re-elect Jose Antonio Meade Kuribrena as Director	Mgmt	For	For
4k	Re-elect Kalpana Morparia as Director	Mgmt	For	For

HSBC Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4l	Re-elect Eileen Murray as Director	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
4m	Re-elect Noel Quinn as Director	Mgmt	For	For
4n	Re-elect Mark Tucker as Director	Mgmt	For	For
5	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
6	Authorise the Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
7	Authorise UK Political Donations and Expenditure	Mgmt	For	For
8	Authorise Issue of Equity	Mgmt	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
11	Authorise Directors to Allot Any Repurchased Shares	Mgmt	For	For
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
13	Approve Share Repurchase Contract	Mgmt	For	For
14	Authorise Issue of Equity in Relation to Contingent Convertible Securities	Mgmt	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Relation to Contingent Convertible Securities	Mgmt	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For
17	Shareholder Proposal	Mgmt		
	Instruct the Board to Align Pension Inequality with their Commitment to Reduce the Gender Pay Gap, by Removing the Impact of State Deduction from the Members of the Post 1974 Midland Section of the HSBC Bank (UK) Pension Scheme	SH	Against	Against

InterContinental Hotels Group Plc

Meeting Date: 03/05/2024

Country: United Kingdom

Ticker: IHG

Record Date: 01/05/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For

InterContinental Hotels Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
3	Approve Final Dividend	Mgmt	For	For
4a	Elect Sir Ron Kalifa as Director	Mgmt	For	For
4b	Elect Angie Risley as Director	Mgmt	For	For
4c	Re-elect Graham Allan as Director	Mgmt	For	For
4d	Re-elect Daniela Barone Soares as Director	Mgmt	For	For
4e	Re-elect Arthur de Haast as Director	Mgmt	For	For
4f	Re-elect Duriya Farooqui as Director	Mgmt	For	For
4g	Re-elect Michael Glover as Director	Mgmt	For	For
4h	Re-elect Byron Grote as Director	Mgmt	For	For
4i	Re-elect Elie Maalouf as Director	Mgmt	For	For
4j	Re-elect Deanna Oppenheimer as Director	Mgmt	For	For
4k	Re-elect Sharon Rothstein as Director	Mgmt	For	For
5	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
6	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
7	Authorise UK Political Donations and Expenditure	Mgmt	For	For
8	Authorise Issue of Equity	Mgmt	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
12	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For
13	Adopt New Articles of Association	Mgmt	For	For

Mondi Plc

Meeting Date: 03/05/2024	Country: United Kingdom	Ticker: MNDI
Record Date: 01/05/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
3	Approve Final Dividend	Mgmt	For	For
4	Re-elect Svein Brandtzaeg as Director	Mgmt	For	For
5	Re-elect Sue Clark as Director	Mgmt	For	For
6	Re-elect Anke Groth as Director	Mgmt	For	For
7	Re-elect Andrew King as Director	Mgmt	For	For
8	Re-elect Saki Macozoma as Director	Mgmt	For	For
9	Re-elect Mike Powell as Director	Mgmt	For	For
10	Re-elect Dominique Reiniche as Director	Mgmt	For	For
11	Re-elect Dame Angela Strank as Director	Mgmt	For	For
12	Re-elect Philip Yea as Director	Mgmt	For	For
13	Re-elect Stephen Young as Director	Mgmt	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
16	Authorise Issue of Equity	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

RWE AG

Meeting Date: 03/05/2024

Record Date: 11/04/2024

Country: Germany

Meeting Type: Annual

Ticker: RWE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt		



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Markus Krebber for Fiscal Year 2023	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Katja van Doren for Fiscal Year 2023	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Michael Mueller for Fiscal Year 2023	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Zvezdana Seeger for Fiscal Year 2023	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2023	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Ralf Sikorski for Fiscal Year 2023	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Michael Bochinsky for Fiscal Year 2023	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Sandra Bossemeyer for Fiscal Year 2023	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Hans Buenting for Fiscal Year 2023	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Matthias Duerbaum for Fiscal Year 2023	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Ute Gerbaulet for Fiscal Year 2023	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Hans-Peter Keitel for Fiscal Year 2023	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Monika Kircher for Fiscal Year 2023	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Thomas Kufen for Fiscal Year 2023	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Reiner van Limbeck for Fiscal Year 2023	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Harald Louis for Fiscal Year 2023	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Dagmar Paasch for Fiscal Year 2023	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.14	Approve Discharge of Supervisory Board Member Erhard Schipporeit for Fiscal Year 2023	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Dirk Schumacher for Fiscal Year 2023	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Ullrich Sierau for Fiscal Year 2023	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Hauke Stars for Fiscal Year 2023	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Helle Valentin for Fiscal Year 2023	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Andreas Wagner for Fiscal Year 2023	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Marion Weckes for Fiscal Year 2023	Mgmt	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For
6.1	Elect Frank Appel to the Supervisory Board	Mgmt	For	For
6.2	Elect Ute Gerbaulet to the Supervisory Board	Mgmt	For	For
6.3	Elect Joerg Rocholl to the Supervisory Board	Mgmt	For	For
6.4	Elect Thomas Westphal to the Supervisory Board	Mgmt	For	For
7	Approve Remuneration Report	Mgmt	For	Against

Voter Rationale: Pay is misaligned with EOS remuneration principles

Berkshire Hathaway Inc.

Meeting Date: 04/05/2024

Country: USA

Ticker: BRK.B

Record Date: 06/03/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Warren E. Buffett	Mgmt	For	For
1.2	Elect Director Gregory E. Abel	Mgmt	For	For
1.3	Elect Director Howard G. Buffett	Mgmt	For	For
1.4	Elect Director Susan A. Buffett	Mgmt	For	For

Berkshire Hathaway Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.5	Elect Director Stephen B. Burke	Mgmt	For	Withhold
Voter Rationale: 1. Concerns related to approach to board gender diversity 2. Concerns related to shareholder value 3. Concerns about remuneration committee performance 4. EOS manual override. See analyst note.				
1.6	Elect Director Kenneth I. Chenault	Mgmt	For	Withhold
Voter Rationale: 1. Concerns related to approach to board gender diversity 2. Concerns related to shareholder value 3. Concerns about remuneration committee performance4. EOS manual override. See analyst note.				
1.7	Elect Director Christopher C. Davis	Mgmt	For	For
1.8	Elect Director Susan L. Decker	Mgmt	For	Withhold
Voter Rationale: Inadequate management of climate-related risks.EOS manual override. See analyst note.				
1.9	Elect Director Charlotte Guyman	Mgmt	For	Withhold
Voter Rationale: 1. Concerns related to approach to board gender diversity.2. Concerns related to shareholder value. 3. Concerns about remuneration committee performance				
1.10	Elect Director Ajit Jain	Mgmt	For	For
1.11	Elect Director Thomas S. Murphy, Jr.	Mgmt	For	Withhold
Voter Rationale: 1. Concerns related to approach to board gender diversity 2. Concerns related to shareholder value 3. EOS manual override. See analyst note.3. Concerns about remuneration committee performance				
1.12	Elect Director Ronald L. Olson	Mgmt	For	For
1.13	Elect Director Wallace R. Weitz	Mgmt	For	For
1.14	Elect Director Meryl B. Witmer	Mgmt	For	For
2	Report on Efforts to Measure, Disclose and Reduce GHG Emissions Associated with Underwriting, Insuring, and Investing	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
3	Disclose BHE's Emissions and Progress Towards Goal in Consolidated Report	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
4	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
5	Establish a Railroad Safety Committee	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. EOS manual override. See analyst note.				
6	Report on Effect of Energy Policy Research Foundation Findings to Company's Financial Statements	SH	Against	Against
7	Report on Risks Related to Operations in China	SH	Against	Against

American Express Company

Meeting Date: 06/05/2024	Country: USA	Ticker: AXP
Record Date: 08/03/2024	Meeting Type: Annual	

## American Express Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Thomas J. Baltimore	Mgmt	For	For
1b	Elect Director John J. Brennan	Mgmt	For	Against
Voter Rationale: Concerns about remuneration committee performance				
1c	Elect Director Walter J. Clayton, III	Mgmt	For	For
1d	Elect Director Theodore J. Leonsis	Mgmt	For	For
1e	Elect Director Deborah P. Majoras	Mgmt	For	For
1f	Elect Director Karen L. Parkhill	Mgmt	For	For
1g	Elect Director Charles E. Phillips	Mgmt	For	For
1h	Elect Director Lynn A. Pike	Mgmt	For	For
1i	Elect Director Stephen J. Squeri	Mgmt	For	For
1j	Elect Director Daniel L. Vasella	Mgmt	For	For
1k	Elect Director Lisa W. Wardell	Mgmt	For	For
1l	Elect Director Christopher D. Young	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: Excessive CEO payHigh variable pay ratio				
4	Amend Omnibus Stock Plan	Mgmt	For	For
5	Submit Severance Agreement to Shareholder Vote	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation				
6	Report on Climate Lobbying	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
7	Report on Company's Policy on Merchant Category Codes	SH	Against	Against

## Eli Lilly and Company

Meeting Date: 06/05/2024Country: USATicker: LLY

Record Date: 28/02/2024Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Katherine Baicker	Mgmt	For	For

Eli Lilly and Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1b	Elect Director J. Erik Fyrwald	Mgmt	For	Against
Voter Rationale: Concerns about remuneration committee performance				
1c	Elect Director Jamere Jackson	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
1d	Elect Director Gabrielle Sulzberger	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: Options/PSUs vest in less than 36 monthsExcessive CEO payHigh variable pay ratio				
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
Voter Rationale: Concerns regarding Auditor tenure				
4	Declassify the Board of Directors	Mgmt	For	For
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For
6	Report on Lobbying Payments and Policy	SH	Against	For
Voter Rationale: Shareholder proposal promotes transparency				
7	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For
Voter Rationale: Shareholder proposal promotes better management of SEE opportunities and risks				
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
9	Adopt a Comprehensive Human Rights Policy	SH	Against	For
Voter Rationale: Shareholder proposal promotes better management of SEE opportunities and risks				

Hannover Rueck SE

Meeting Date: 06/05/2024Country: GermanyTicker: HNR1

Record Date: 29/04/2024Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 6.00 per Share and Special Dividends of EUR 1.20 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Jean-Jacques Henchoz for Fiscal Year 2023	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Sven Althoff for Fiscal Year 2023	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Claude Chevre for Fiscal Year 2023	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Clemens Jungsthoefel for Fiscal Year 2023	Mgmt	For	For
3.5	Approve Discharge of Management Board Member Klaus Miller for Fiscal Year 2023	Mgmt	For	For
3.6	Approve Discharge of Management Board Member Sharon Ooi for Fiscal Year 2023	Mgmt	For	For
3.7	Approve Discharge of Management Board Member Michael Pickel for Fiscal Year 2023	Mgmt	For	For
3.8	Approve Discharge of Management Board Member Silke Sehm for Fiscal Year 2023	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Torsten Leue for Fiscal Year 2023	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Natalie Ardalan for Fiscal Year 2023	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Herbert Haas for Fiscal Year 2023	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Frauke Heitmueller for Fiscal Year 2023	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Ilka Hundeshagen for Fiscal Year 2023	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Ursula Lipowsky for Fiscal Year 2023	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Michael Ollmann for Fiscal Year 2023	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Andrea Pollak for Fiscal Year 2023	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Erhard Schipporeit for Fiscal Year 2023	Mgmt	For	For

Hannover Rueck SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of the Interim Financial Statements for Fiscal Year 2024 and First Quarter of Fiscal Year 2025	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
7.1	Elect Herbert Haas to the Supervisory Board	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
7.2	Elect Harald Kayser to the Supervisory Board	Mgmt	For	For
7.3	Elect Alena Kouba to the Supervisory Board	Mgmt	For	For
7.4	Elect Torsten Leue to the Supervisory Board	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
7.5	Elect Ursula Lipowsky to the Supervisory Board	Mgmt	For	For
7.6	Elect Michael Ollmann to the Supervisory Board	Mgmt	For	For

argenx SE

Meeting Date: 07/05/2024	Country: Netherlands	Ticker: ARGX
Record Date: 09/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2	Receive Report of Management Board (Non-Voting)	Mgmt		
3	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
4.a	Discuss Annual Report for FY 2023	Mgmt		
4.b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
4.c	Discussion on Company's Corporate Governance Structure	Mgmt		
4.d	Approve Allocation of Losses to the Retained Earnings of the Company	Mgmt	For	For
4.e	Approve Discharge of Directors	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Approve Remuneration Policy	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
6	Elect Brian L. Kotzin as Non-Executive Director	Mgmt	For	For
7	Reelect Peter Verhaeghe as Non-Executive Director	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
8	Reelect Pamela Klein as Non-Executive Director	Mgmt	For	For
9	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	For	For
10	Amend Articles of Association and Authorization to Execute the Deed of Amendment	Mgmt	For	Against
Voter Rationale: Concerns related to shareholder rights				
11	Ratify Deloitte Accountants B.V. as Auditors for the 2024 Financial Year	Mgmt	For	For
12	Ratify Ernst & Young Accountants LLP as Auditors for the 2025 Financial Year	Mgmt	For	For
13	Other Business (Non-Voting)	Mgmt		
14	Close Meeting	Mgmt		

Bristol-Myers Squibb Company

Meeting Date: 07/05/2024	Country: USA	Ticker: BMY
Record Date: 14/03/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1A	Elect Director Peter J. Arduini	Mgmt	For	For
1B	Elect Director Deepak L. Bhatt	Mgmt	For	For
1C	Elect Director Christopher S. Boerner	Mgmt	For	For
1D	Elect Director Julia A. Haller	Mgmt	For	For
1E	Elect Director Manuel Hidalgo Medina	Mgmt	For	For
1F	Elect Director Paula A. Price	Mgmt	For	For
1G	Elect Director Derica W. Rice	Mgmt	For	For
1H	Elect Director Theodore R. Samuels	Mgmt	For	For
1I	Elect Director Karen H. Vousden	Mgmt	For	For
1J	Elect Director Phyllis R. Yale	Mgmt	For	For



## Bristol-Myers Squibb Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Total pay is in the bottom quartile (low relative to peers)				
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For
5	Require Independent Board Chair	SH	Against	For
Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation				
6	Adopt Share Retention Policy For Senior Executives	SH	Against	For
Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation				

## Danaher Corporation

Meeting Date: 07/05/2024	Country: USA	Ticker: DHR
Record Date: 08/03/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Rainer M. Blair	Mgmt	For	For
1b	Elect Director Feroz Dewan	Mgmt	For	For
1c	Elect Director Linda Filler	Mgmt	For	Against
Voter Rationale: Concerns related to succession planning				
1d	Elect Director Teri List	Mgmt	For	For
1e	Elect Director Jessica L. Mega	Mgmt	For	For
1f	Elect Director Mitchell P. Rales	Mgmt	For	For
1g	Elect Director Steven M. Rales	Mgmt	For	For
1h	Elect Director Pardis C. Sabeti	Mgmt	For	For
1i	Elect Director A. Shane Sanders	Mgmt	For	For
1j	Elect Director John T. Schwieters	Mgmt	For	Against
Voter Rationale: Concerns to protect shareholder value				
1k	Elect Director Alan G. Spoon	Mgmt	For	For
1l	Elect Director Raymond C. Stevens	Mgmt	For	For
1m	Elect Director Elias A. Zerhouni	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

Danaher Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For
Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation				
5	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For
Voter Rationale: Shareholder proposal promotes better management of SEE opportunities and risks				

General Electric Company

Meeting Date: 07/05/2024	Country: USA	Ticker: GE
Record Date: 11/03/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Stephen Angel	Mgmt	For	For
1b	Elect Director Sebastien Bazin	Mgmt	For	For
1c	Elect Director Margaret Billson	Mgmt	For	For
1d	Elect Director H. Lawrence Culp, Jr.	Mgmt	For	For
1e	Elect Director Thomas Enders	Mgmt	For	For
1f	Elect Director Edward Garden	Mgmt	For	For
1g	Elect Director Isabella Goren	Mgmt	For	For
1h	Elect Director Thomas W. Horton	Mgmt	For	For
1i	Elect Director Catherine Lesjak	Mgmt	For	For
1j	Elect Director Darren McDew	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Total pay is in the bottom quartile (low relative to peers)				
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Require Independent Board Chair	SH	Against	For
Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation				
5	Report on Risks Arising from Voluntary Carbon-Reduction Commitments	SH	Against	Against

Intel Corporation

Meeting Date: 07/05/2024

Country: USA

Ticker: INTC

Record Date: 11/03/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Patrick P. Gelsinger	Mgmt	For	For
1b	Elect Director James J. Goetz	Mgmt	For	For
1c	Elect Director Andrea J. Goldsmith	Mgmt	For	For
1d	Elect Director Alyssa H. Henry	Mgmt	For	For
1e	Elect Director Omar Ishrak	Mgmt	For	For
1f	Elect Director Risa Lavizzo-Mourey	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
1g	Elect Director Tsu-Jae King Liu	Mgmt	For	For
1h	Elect Director Barbara G. Novick	Mgmt	For	For
1i	Elect Director Gregory D. Smith	Mgmt	For	For
1j	Elect Director Stacy J. Smith	Mgmt	For	For
1k	Elect Director Lip-Bu Tan	Mgmt	For	For
1l	Elect Director Dion J. Weisler	Mgmt	For	For
1m	Elect Director Frank D. Yeary	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Total pay is in the bottom quartile (low relative to peers)				
4	Establish Board Committee on Corporate Financial Sustainability	SH	Against	Against
5	Report on Opposing State Abortion Regulation	SH	Against	Against
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against

Investor AB

Meeting Date: 07/05/2024

Country: Sweden

Ticker: INVE.B

Record Date: 26/04/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For
2	Prepare and Approve List of Shareholders	Mgmt		

Investor AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Approve Agenda of Meeting	Mgmt	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt		
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Receive President's Report	Mgmt		
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
10.A	Approve Discharge of Gunnar Brock	Mgmt	For	For
10.B	Approve Discharge of Johan Forssell	Mgmt	For	For
10.C	Approve Discharge of Magdalena Gerger	Mgmt	For	For
10.D	Approve Discharge of Tom Johnstone	Mgmt	For	For
10.E	Approve Discharge of Isabelle Kocher	Mgmt	For	For
10.F	Approve Discharge of Sven Nyman	Mgmt	For	For
10.G	Approve Discharge of Grace Reksten Skaugen	Mgmt	For	For
10.H	Approve Discharge of Hans Straberg	Mgmt	For	For
10.I	Approve Discharge of Jacob Wallenberg	Mgmt	For	For
10.J	Approve Discharge of Marcus Wallenberg	Mgmt	For	For
10.K	Approve Discharge of Sara Ohrvall	Mgmt	For	For
11	Approve Allocation of Income and Dividends of SEK 4.80 Per Share	Mgmt	For	For
12.A	Determine Number of Members (13) and Deputy Members (0) of Board	Mgmt	For	For
12.B	Determine Number of Auditors (1) and Deputy Auditors	Mgmt	For	For
13.A	Approve Remuneration of Directors in the Amount of SEK 3.3 Million for Chairman, SEK 1.9 Million for Vice Chairman and SEK 895,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
13.B	Approve Remuneration of Auditors	Mgmt	For	For
14.A	Reelect Gunnar Brock as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on boardConcerns related to inappropriate membership of committees				
14.B	Reelect Magdalena Gergeras as Director	Mgmt	For	For

## Investor AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14.C	Reelect Tom Johnstone as Director	Mgmt	For	Against
	<i>Voter Rationale: Lack of independence on boardConcerns related to inappropriate membership of committees</i>			
14.D	Reelect Isabelle Kocher as Director	Mgmt	For	Against
	<i>Voter Rationale: Concerns related to attendance at board or committee meetings</i>			
14.E	Reelect Sven Nyman as Director	Mgmt	For	For
14.F	Reelect Grace Reksten Skaugen as Director	Mgmt	For	Against
	<i>Voter Rationale: Lack of independence on boardConcerns related to inappropriate membership of committees</i>			
14.G	Reelect Hans Straberg as Director	Mgmt	For	Against
	<i>Voter Rationale: Lack of independence on boardConcerns related to inappropriate membership of committees</i>			
14.H	Reelect Jacob Wallenberg as Director	Mgmt	For	Against
	<i>Voter Rationale: Lack of independence on boardConcerns related to inappropriate membership of committees</i>			
14.I	Reelect Marcus Wallenberg as Director	Mgmt	For	Against
	<i>Voter Rationale: Lack of independence on boardOverboarded/Too many other time commitments</i>			
14.J	Reelect Sara Ohrvall as Director	Mgmt	For	Against
	<i>Voter Rationale: Lack of independence on board</i>			
14.K	Elect Katarina Berg as New Director	Mgmt	For	For
14.L	Elect Christian Cederholm as New Director	Mgmt	For	For
14.M	Elect Mats Rahmstrom as New Director	Mgmt	For	Against
	<i>Voter Rationale: Lack of independence on board</i>			
15	Reelect Jacob Wallenberg as Board Chair	Mgmt	For	Against
	<i>Voter Rationale: Lack of independence on boardConcerns related to inappropriate membership of committees</i>			
16	Ratify Deloitte AB as Auditor	Mgmt	For	For
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
18.A	Approve Performance Share Matching Plan (LTVR) for Employees within Investor	Mgmt	For	For
18.B	Approve Performance Share Matching Plan (LTVR) for Employees within Patricia Industries	Mgmt	For	For
19.A	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
19.B	Approve Equity Plan (LTVR) Financing Through Transfer of Shares to Participants	Mgmt	For	For
20	Close Meeting	Mgmt		

Koninklijke Philips NV

Meeting Date: 07/05/2024Country: NetherlandsTicker: PHIA

Record Date: 09/04/2024Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	President's Speech	Mgmt		
2.a	Discussion on Company's Corporate Governance Structure	Mgmt		
2.b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
2.c	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
2.d	Approve Dividends	Mgmt	For	For
2.e	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
2.f	Approve Discharge of Management Board	Mgmt	For	For
2.g	Approve Discharge of Supervisory Board	Mgmt	For	For
3	Elect C.M. Hanneman to Management Board	Mgmt	For	For
4.a	Reelect F. Sijbesma to Supervisory Board	Mgmt	For	Against
Voter Rationale: Proposed term in policy exceeds appropriate limit				
4.b	Reelect P. Loscher to Supervisory Board	Mgmt	For	For
4.c	Elect B. Ribadeau-Dumas to Supervisory Board	Mgmt	For	For
5.a	Approve Remuneration Policy for the Board of Management	Mgmt	For	For
5.b	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For
6.a	Grant Board Authority to Issue Shares	Mgmt	For	For
6.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
8	Approve Cancellation of Repurchased Shares	Mgmt	For	For
9	Other Business (Non-Voting)	Mgmt		

SNAM SpA

Meeting Date: 07/05/2024Country: ItalyTicker: SRG

Record Date: 25/04/2024Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Ordinary Business	Mgmt		
	Accept Financial Statements and Statutory Reports	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
2	Approve Allocation of Income	Mgmt	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
4.1	Approve Remuneration Policy	Mgmt	For	For
4.2	Approve Second Section of the Remuneration Report	Mgmt	For	For

Telenor ASA

Meeting Date: 07/05/2024Country: NorwayTicker: TEL

Record Date: 29/04/2024Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Registration of Attending Shareholders and Proxies	Mgmt		
3	Approve Notice of Meeting and Agenda	Mgmt	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For
5	Receive Chairman's Report	Mgmt		
6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 9.50 Per Share	Mgmt	For	For
7	Approve Remuneration of Auditors	Mgmt	For	For
8	Approve Company's Corporate Governance Statement	Mgmt		
9	Approve Remuneration Statement	Mgmt	For	Against
Voter Rationale: A vote AGAINST this item because the LTIP is below par in relation to market standards, particularly with reference to the insufficient performance period and use of backward-looking performance criteria.				
10	Approve NOK 186.6 Million Reduction in Share Capital via Share Cancellation and Redemption of Shares Held by the Norwegian State	Mgmt	For	For

Telenor ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Approve Equity Plan Financing Through Repurchase of Shares	Mgmt	For	Against
Voter Rationale: A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with an insufficient performance and backward-looking performance criteria.				
12	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	For	For
13.1	Elect Heidi Algarheim as Member of Nominating Committee	Mgmt	For	For
14	Approve Remuneration of Corporate Assembly	Mgmt	For	For
15.1	Approve Remuneration of Nominating Committee	Mgmt	For	Against
Voter Rationale: A vote AGAINST this proposal is warranted as the proposed fees can be considered excessive as the total remuneration (i.e., per meeting fees based on the number of meetings in recent years) significantly exceeds market practice.				
	If Item 15.1 is Rejected Approve Shareholder Proposal Submitted by Kvantia AS	Mgmt		
15.2	Approve Remuneration of Nominating Committee (Alternative Resolution)	SH	None	For
16	Close Meeting	Mgmt		

Advanced Micro Devices, Inc.

Meeting Date: 08/05/2024	Country: USA	Ticker: AMD
Record Date: 13/03/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Nora M. Denzel	Mgmt	For	For
1b	Elect Director Mark Durcan	Mgmt	For	Against
Voter Rationale: Concerns about remuneration committee performance				
1c	Elect Director Michael P. Gregoire	Mgmt	For	For
1d	Elect Director Joseph A. Householder	Mgmt	For	For
1e	Elect Director John W. Marren	Mgmt	For	For
1f	Elect Director Jon A. Olson	Mgmt	For	For
1g	Elect Director Lisa T. Su	Mgmt	For	For
1h	Elect Director Abhi Y. Talwalkar	Mgmt	For	For
1i	Elect Director Elizabeth W. Vanderslice	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For



Advanced Micro Devices, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: High variable pay ratioOptions/PSUs vest in less than 36 monthsExcessive CEO pay				
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For
Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation				

Allianz SE

Meeting Date: 08/05/2024	Country: Germany	Ticker: ALV
Record Date: 30/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 13.80 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Oliver Baete for Fiscal Year 2023	Mgmt	For	For
Voter Rationale: Inadequate management of climate-related risks				
3.2	Approve Discharge of Management Board Member Sirma Boshnakova for Fiscal Year 2023	Mgmt	For	For
Voter Rationale: Inadequate management of climate-related risks				
3.3	Approve Discharge of Management Board Member Barbara Karuth-Zelle for Fiscal Year 2023	Mgmt	For	For
Voter Rationale: Inadequate management of climate-related risks				
3.4	Approve Discharge of Management Board Member Klaus-Peter Roehler for Fiscal Year 2023	Mgmt	For	For
Voter Rationale: Inadequate management of climate-related risks				
3.5	Approve Discharge of Management Board Member Giulio Terzariol for Fiscal Year 2023	Mgmt	For	For
Voter Rationale: Inadequate management of climate-related risks				
3.6	Approve Discharge of Management Board Member Guenther Thallinger for Fiscal Year 2023	Mgmt	For	For
Voter Rationale: Inadequate management of climate-related risks				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.7	Approve Discharge of Management Board Member Christopher Townsend for Fiscal Year 2023	Mgmt	For	For
	<i>Voter Rationale: Inadequate management of climate-related risks</i>			
3.8	Approve Discharge of Management Board Member Renate Wagner for Fiscal Year 2023	Mgmt	For	For
	<i>Voter Rationale: Inadequate management of climate-related risks</i>			
3.9	Approve Discharge of Management Board Member Andreas Wimmer for Fiscal Year 2023	Mgmt	For	For
	<i>Voter Rationale: Inadequate management of climate-related risks</i>			
4.1	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2023	Mgmt	For	Against
	<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>			
4.2	Approve Discharge of Supervisory Board Member Gabriele Burkhardt-Berg for Fiscal Year 2023	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Herbert Hainer for Fiscal Year 2023	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Sophie Boissard for Fiscal Year 2023	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Christine Bosse for Fiscal Year 2023	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Rashmy Chatterjee for Fiscal Year 2023	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2023	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Jean-Claude Le Goer for Fiscal Year 2023	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Martina Grundler for Fiscal Year 2023	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Frank Kirsch for Fiscal Year 2023	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Juergen Lawrenz for Fiscal Year 2023	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Primiano Di Paolo for Fiscal Year 2023	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
7.1	Elect Stephanie Bruce to the Supervisory Board	Mgmt	For	For
7.2	Elect Joerg Schneider to the Supervisory Board	Mgmt	For	For
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For

Antofagasta Plc

Meeting Date: 08/05/2024Country: United KingdomTicker: ANTO

Record Date: 03/05/2024Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
3	Approve Final Dividend	Mgmt	For	For
4	Re-elect Jean-Paul Luksic as Director	Mgmt	For	Against
Voter Rationale: Lack of independent representation at board committees Concerns related to below-board gender diversity				
5	Re-elect Francisca Castro as Director	Mgmt	For	For
6	Re-elect Ramon Jara as Director	Mgmt	For	For
7	Re-elect Juan Claro as Director	Mgmt	For	For
8	Re-elect Andronico Luksic as Director	Mgmt	For	Against
Voter Rationale: Concerns related to attendance at board or committee meetings				
9	Re-elect Vivianne Blanlot as Director	Mgmt	For	For
10	Re-elect Michael Anglin as Director	Mgmt	For	For
11	Re-elect Tony Jensen as Director	Mgmt	For	For
12	Re-elect Eugenia Parot as Director	Mgmt	For	For
13	Re-elect Heather Lawrence as Director	Mgmt	For	For
14	Elect Tracey Kerr as Director	Mgmt	For	For
15	Appoint Deloitte LLP as Auditors	Mgmt	For	For

Antofagasta Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For
17	Authorise Issue of Equity	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Gilead Sciences, Inc.

Meeting Date: 08/05/2024	Country: USA	Ticker: GILD
Record Date: 15/03/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jacqueline K. Barton	Mgmt	For	For
1b	Elect Director Jeffrey A. Bluestone	Mgmt	For	For
1c	Elect Director Sandra J. Horning	Mgmt	For	For
1d	Elect Director Kelly A. Kramer	Mgmt	For	For
1e	Elect Director Ted W. Love	Mgmt	For	For
1f	Elect Director Harish M. Manwani	Mgmt	For	For
1g	Elect Director Daniel P. O'Day	Mgmt	For	For
1h	Elect Director Javier J. Rodriguez	Mgmt	For	For
1i	Elect Director Anthony Walters	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For
5	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	SH	Against	Against

Gilead Sciences, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Report on Risks of Supporting Abortion	SH	Against	Against
Voter Rationale: see analyst note				
7	Adopt Share Retention Policy For Senior Executives	SH	Against	For
Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation				

GSK Plc

Meeting Date: 08/05/2024Country: United KingdomTicker: GSK

Record Date: 03/05/2024Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
3	Elect Wendy Becker as Director	Mgmt	For	For
4	Elect Jeannie Lee as Director	Mgmt	For	For
5	Re-elect Sir Jonathan Symonds as Director	Mgmt	For	For
6	Re-elect Dame Emma Walmsley as Director	Mgmt	For	For
7	Re-elect Julie Brown as Director	Mgmt	For	For
8	Re-elect Elizabeth Anderson as Director	Mgmt	For	For
9	Re-elect Charles Bancroft as Director	Mgmt	For	For
10	Re-elect Hal Barron as Director	Mgmt	For	For
11	Re-elect Anne Beal as Director	Mgmt	For	For
12	Re-elect Harry Dietz as Director	Mgmt	For	For
13	Re-elect Jesse Goodman as Director	Mgmt	For	For
14	Re-elect Vishal Sikka as Director	Mgmt	For	For
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For
16	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For
18	Authorise Issue of Equity	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For

GSK Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
22	Approve the Exemption from Statement of the Name of the Senior Statutory Auditor in Published Copies of the Auditors' Reports	Mgmt	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Mercedes-Benz Group AG

**Meeting Date:** 08/05/2024

**Country:** Germany

**Ticker:** MBG

**Record Date:** 03/05/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 5.30 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for the 2025 Interim Financial Statements until the 2025 AGM	Mgmt	For	For
6.1	Elect Doris Hoepke to the Supervisory Board	Mgmt	For	For
6.2	Elect Martin Brudermueller to the Supervisory Board	Mgmt	For	For
7	Approve Remuneration Report	Mgmt	For	Against

*Voter Rationale: Pay is misaligned with EOS remuneration principles*

Philip Morris International Inc.

**Meeting Date:** 08/05/2024

**Country:** USA

**Ticker:** PM

**Record Date:** 15/03/2024

**Meeting Type:** Annual

Philip Morris International Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Bonin Bough	Mgmt	For	For
1b	Elect Director Andre Calantzopoulos	Mgmt	For	For
1c	Elect Director Michel Combes	Mgmt	For	For
1d	Elect Director Juan Jose Daboub	Mgmt	For	For
1e	Elect Director Werner Geissler	Mgmt	For	For
1f	Elect Director Victoria Harker	Mgmt	For	For
1g	Elect Director Lisa A. Hook	Mgmt	For	For
1h	Elect Director Kalpana Morparia	Mgmt	For	For
1i	Elect Director Jacek Olczak	Mgmt	For	For
1j	Elect Director Robert B. Polet	Mgmt	For	For
1k	Elect Director Dessi Temperley	Mgmt	For	For
1l	Elect Director Shlomo Yanai	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
3	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For

Securitas AB

Meeting Date: 08/05/2024Country: SwedenTicker: SECU.B

Record Date: 29/04/2024Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive President's Report	Mgmt		
8.a	Receive Financial Statements and Statutory Reports	Mgmt		

Securitas AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt		
8.c	Receive Board's Proposal on Allocation of Income	Mgmt		
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9.b	Approve Allocation of Income and Dividends of SEK 3.80 Per Share	Mgmt	For	For
9.c	Approve May 13, 2024 as Record Date for Dividend Payment	Mgmt	For	For
9.d	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
11	Determine Number of Directors (8) and Deputy Directors (0) of Board	Mgmt	For	For
12	Approve Remuneration of Directors in the Amount of SEK 2.9 Million for Chairman, and SEK 960,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For
13	Reelect Jan Svensson (Chair), Asa Bergman, John Brandon, Fredrik Cappelen, Gunilla Fransson, Sofia Schorling Hogberg, Harry Klagsbrun and Johan Menckel as Directors	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committeesOverboarded/Too many other time commitmentsConcerns related to attendance at board or committee meetings				
14	Ratify Ernst & Young AB as Auditors	Mgmt	For	For
15	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
16	Approve Performance Share Program LTI 2024/2026 for Key Employees and Related Financing	Mgmt	For	For
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
18	Close Meeting	Mgmt		

Vonovia SE

Meeting Date: 08/05/2024	Country: Germany	Ticker: VNA
Record Date: 30/04/2024	Meeting Type: Annual	



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.90 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for Fiscal Year 2024 and for the First Quarter of Fiscal Year 2025	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
7	Approve Remuneration Policy	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
8	Elect Birgit Bohle to the Supervisory Board	Mgmt	For	For

Wolters Kluwer NV

Meeting Date: 08/05/2024Country: NetherlandsTicker: WKL

Record Date: 10/04/2024Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2.a	Receive Report of Executive Board	Mgmt		
2.b	Discussion on Company's Corporate Governance Structure	Mgmt		
2.c	Receive Report of Supervisory Board	Mgmt		
2.d	Approve Remuneration Report	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
3.a	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
3.b	Receive Explanation on Company's Dividend Policy	Mgmt		

Wolters Kluwer NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.c	Approve Dividends	Mgmt	For	For
4.a	Approve Discharge of Executive Board	Mgmt	For	For
4.b	Approve Discharge of Supervisory Board	Mgmt	For	For
5.a	Elect David Sides to Supervisory Board	Mgmt	For	For
5.b	Reelect Jack de Kreij to Supervisory Board	Mgmt	For	For
5.c	Reelect Sophie Vandebroek to Supervisory Board	Mgmt	For	For
6.a	Approve Remuneration Policy of Supervisory Board	Mgmt	For	For
6.b	Amend Remuneration of Supervisory Board	Mgmt	For	For
7.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For
7.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
9	Approve Cancellation of Shares	Mgmt	For	For
10	Amend Articles to Reflect Changes in Capital	Mgmt	For	For
11	Other Business	Mgmt		
12	Close Meeting	Mgmt		

BAE Systems Plc

Meeting Date: 09/05/2024Country: United KingdomTicker: BA

Record Date: 07/05/2024Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Final Dividend	Mgmt	For	For
4	Re-elect Nicholas Anderson as Director	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
5	Re-elect Thomas Arseneault as Director	Mgmt	For	For
6	Re-elect Crystal Ashby as Director	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				

BAE Systems Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Re-elect Dame Elizabeth Corley as Director	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
8	Re-elect Bradley Greve as Director	Mgmt	For	For
9	Re-elect Jane Griffiths as Director	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
10	Re-elect Cressida Hogg as Director	Mgmt	For	For
11	Re-elect Ewan Kirk as Director	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
12	Re-elect Stephen Pearce as Director	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
13	Re-elect Nicole Piasecki as Director	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
14	Re-elect Lord Sedwill as Director	Mgmt	For	For
15	Re-elect Charles Woodburn as Director	Mgmt	For	For
16	Elect Angus Cockburn as Director	Mgmt	For	For
17	Reappoint Deloitte LLP as Auditors	Mgmt	For	For
18	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For
20	Authorise Issue of Equity	Mgmt	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Barclays PLC

Meeting Date: 09/05/2024

Country: United Kingdom

Ticker: BARC

Record Date: 07/05/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Elect Sir John Kingman as Director	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Re-elect Robert Berry as Director	Mgmt	For	For
5	Re-elect Tim Breedon as Director	Mgmt	For	For
6	Re-elect Anna Cross as Director	Mgmt	For	For
7	Re-elect Mohamed A. El-Erian as Director	Mgmt	For	For
8	Re-elect Dawn Fitzpatrick as Director	Mgmt	For	For
9	Re-elect Mary Francis as Director	Mgmt	For	For
10	Re-elect Brian Gilvary as Director	Mgmt	For	For
11	Re-elect Nigel Higgins as Director	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
12	Re-elect Marc Moses as Director	Mgmt	For	For
13	Re-elect Diane Schueneman as Director	Mgmt	For	For
14	Re-elect Coimbatore Venkatakrishnan as Director	Mgmt	For	For
15	Re-elect Julia Wilson as Director	Mgmt	For	For
16	Reappoint KPMG LLP as Auditors	Mgmt	For	For
17	Authorise the Board Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For
19	Approve Variable Component of Remuneration for Material Risk Takers	Mgmt	For	For
20	Authorise Issue of Equity	Mgmt	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
23	Authorise Issue of Equity in Relation to the Issuance of Contingent Equity Conversion Notes	Mgmt	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issuance of Contingent Equity Conversion Notes	Mgmt	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For
27	Adopt New Articles of Association	Mgmt	For	For

Prologis, Inc.

Meeting Date: 09/05/2024	Country: USA	Ticker: PLD
Record Date: 12/03/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Hamid R. Moghadam	Mgmt	For	For
1b	Elect Director Cristina G. Bitá	Mgmt	For	For
1c	Elect Director James B. Connor	Mgmt	For	For
1d	Elect Director George L. Fotiades	Mgmt	For	Against
Voter Rationale: Concerns about remuneration committee performance				
1e	Elect Director Lydia H. Kennard	Mgmt	For	Against
Voter Rationale: Concerns related to approach to board gender diversityConcerns related to approach to board diversity				
1f	Elect Director Irving F. Lyons, III	Mgmt	For	For
1g	Elect Director Guy A. Metcalfe	Mgmt	For	For
1h	Elect Director Avid Modjtabai	Mgmt	For	For
1i	Elect Director David P. O'Connor	Mgmt	For	For
1j	Elect Director Olivier Piani	Mgmt	For	For
1k	Elect Director Carl B. Webb	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: Excessive CEO payHigh CEO to average NEO pay				
3	Ratify KPMG LLP as Auditors	Mgmt	For	For
4	Reduce Supermajority Vote Requirement to Amend Charter	Mgmt	For	For
5	Reduce Supermajority Vote Requirement to Amend Bylaws	Mgmt	For	For
6	Adopt Simple Majority Vote	SH	Against	For
Voter Rationale: Shareholder proposal promotes enhanced shareholder rights				

Stryker Corporation

Meeting Date: 09/05/2024	Country: USA	Ticker: SYK
Record Date: 11/03/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mary K. Brainerd	Mgmt	For	For

Stryker Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1b	Elect Director Giovanni Caforio	Mgmt	For	For
1c	Elect Director Allan C. Golston	Mgmt	For	Against
Voter Rationale: Concerns about remuneration committee performance				
1d	Elect Director Kevin A. Lobo	Mgmt	For	For
1e	Elect Director Sherilyn S. McCoy	Mgmt	For	For
1f	Elect Director Rachel Ruggeri	Mgmt	For	For
1g	Elect Director Andrew K. Silvernail	Mgmt	For	For
1h	Elect Director Lisa M. Skeete Tatum	Mgmt	For	For
1i	Elect Director Ronda E. Stryker	Mgmt	For	For
1j	Elect Director Rajeev Suri	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: Low shareholding requirementOptions/PSUs vest in less than 36 monthsExcessive CEO pay				
4	Report on Political Contributions and Expenditures	SH	Against	For
Voter Rationale: Shareholder proposal promotes transparency				

Union Pacific Corporation

Meeting Date: 09/05/2024Country: USATicker: UNP

Record Date: 15/03/2024Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director William J. DeLaney	Mgmt	For	For
1b	Elect Director David B. Dillon	Mgmt	For	For
1c	Elect Director Sheri H. Edison	Mgmt	For	For
1d	Elect Director Teresa M. Finley	Mgmt	For	For
1e	Elect Director Deborah C. Hopkins	Mgmt	For	For
1f	Elect Director Jane H. Lute	Mgmt	For	For
1g	Elect Director Michael R. McCarthy	Mgmt	For	For
1h	Elect Director Doyle R. Simons	Mgmt	For	For
1i	Elect Director John K. Tien, Jr.	Mgmt	For	For
1j	Elect Director V. James Vena	Mgmt	For	For
1k	Elect Director John P. Wiehoff	Mgmt	For	For
1l	Elect Director Christopher J. Williams	Mgmt	For	For

Union Pacific Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Granted variable pay is less or equal to 2x base salaryTotal pay is in the bottom quartile (low relative to peers)				
4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against
5	Amend Board's Safety and Service Quality Committee to Review Staffing Levels and Confer on Safety Issues with Stakeholders	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				

Verizon Communications Inc.

Meeting Date: 09/05/2024	Country: USA	Ticker: VZ
Record Date: 11/03/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Shellye Archambeau	Mgmt	For	For
1.2	Elect Director Roxanne Austin	Mgmt	For	For
1.3	Elect Director Mark Bertolini	Mgmt	For	For
1.4	Elect Director Vittorio Colao	Mgmt	For	For
1.5	Elect Director Laxman Narasimhan	Mgmt	For	For
1.6	Elect Director Clarence Otis, Jr.	Mgmt	For	For
1.7	Elect Director Daniel Schulman	Mgmt	For	For
1.8	Elect Director Rodney Slater	Mgmt	For	For
1.9	Elect Director Carol Tome	Mgmt	For	For
1.10	Elect Director Hans Vestberg	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Commission Third Party Study on Impact of Prohibiting Direct and Indirect Political Contributions to Candidates	SH	Against	Against

Verizon Communications Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Report on Lobbying Payments and Policy	SH	Against	For
Voter Rationale: Shareholder proposal promotes transparency				
6	Amend Clawback Policy	SH	Against	For
Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation				
7	Require Independent Board Chair	SH	Against	For
Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation				
8	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against
9	Report on Lead-Sheathed Cables	SH	Against	Against
10	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				

Rightmove Plc

Meeting Date: 10/05/2024	Country: United Kingdom	Ticker: RMV
Record Date: 08/05/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
3	Approve Final Dividend	Mgmt	For	For
4	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
6	Elect Kriti Sharma as Director	Mgmt	For	For
7	Re-elect Andrew Fisher as Director	Mgmt	For	For
8	Re-elect Johan Svanstrom as Director	Mgmt	For	For
9	Re-elect Alison Dolan as Director	Mgmt	For	For
10	Re-elect Jacqueline de Rojas as Director	Mgmt	For	For
11	Re-elect Andrew Findlay as Director	Mgmt	For	For



Rightmove Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12	Re-elect Amit Tiwari as Director	Mgmt	For	For
13	Re-elect Lorna Tilbian as Director	Mgmt	For	For
14	Authorise Issue of Equity	Mgmt	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For
20	Approve Share Incentive Plan	Mgmt	For	For

Standard Chartered Plc

Meeting Date: 10/05/2024

Country: United Kingdom

Ticker: STAN

Record Date: 08/05/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4	Elect Diego De Giorgi as Director	Mgmt	For	For
5	Elect Diane Jurgens as Director	Mgmt	For	For
6	Re-elect Shirish Apte as Director	Mgmt	For	For
7	Re-elect David Conner as Director	Mgmt	For	For
8	Re-elect Jackie Hunt as Director	Mgmt	For	For
9	Re-elect Robin Lawther as Director	Mgmt	For	For
10	Re-elect Maria Ramos as Director	Mgmt	For	For
11	Re-elect Phil Rivett as Director	Mgmt	For	For
12	Re-elect David Tang as Director	Mgmt	For	For
13	Re-elect Jose Vinals as Director	Mgmt	For	For
14	Re-elect Bill Winters as Director	Mgmt	For	For
15	Re-elect Linda Yueh as Director	Mgmt	For	For

Standard Chartered Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
16	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For
19	Authorise Issue of Equity	Mgmt	For	For
20	Extend the Authority to Allot Shares by Such Number of Shares Repurchased by the Company under the Authority Granted Pursuant to Resolution 25	Mgmt	For	For
21	Authorise Issue of Equity in Relation to Equity Convertible Additional Tier 1 Securities	Mgmt	For	For
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Relation to Equity Convertible Additional Tier 1 Securities	Mgmt	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
26	Authorise Market Purchase of Preference Shares	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
27	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For
28	Amend Articles of Association	Mgmt	For	For

Standard Chartered Plc

**Meeting Date:** 10/05/2024

**Country:** United Kingdom

**Ticker:** STAN

**Record Date:** 08/05/2024

**Meeting Type:** Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Class Meeting of the Holders of Ordinary Shares	Mgmt		
	Sanctions and Consents to Every Variation, Alteration, Modification or Abrogation of the Rights, Privileges and Restrictions Attaching to the Ordinary Shares which may be Involved by the Passing of Resolution 28 as Set Out in the Notice of AGM	Mgmt	For	For

## TERNA Rete Elettrica Nazionale SpA

Meeting Date: 10/05/2024

Country: Italy

Ticker: TRN

Record Date: 30/04/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3	Approve 2024-2028 Performance Share Plan	Mgmt	For	Against
	Voter Rationale: Pay is misaligned with EOS remuneration principles			
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service 2024-2028 Performance Share Plan	Mgmt	For	Against
	Voter Rationale: Pay is misaligned with EOS remuneration principles			
5.1	Approve Remuneration Policy	Mgmt	For	Against
	Voter Rationale: Pay is misaligned with EOS remuneration principles			
5.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against
	Voter Rationale: Pay is misaligned with EOS remuneration principles			

## The Progressive Corporation

Meeting Date: 10/05/2024

Country: USA

Ticker: PGR

Record Date: 15/03/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Danelle M. Barrett	Mgmt	For	For
1b	Elect Director Philip Bleser	Mgmt	For	For
1c	Elect Director Stuart B. Burgdoerfer	Mgmt	For	For
1d	Elect Director Pamela J. Craig	Mgmt	For	For
1e	Elect Director Charles A. Davis	Mgmt	For	For
1f	Elect Director Roger N. Farah	Mgmt	For	For
1g	Elect Director Lawton W. Fitt	Mgmt	For	For
1h	Elect Director Susan Patricia Griffith	Mgmt	For	For
1i	Elect Director Devin C. Johnson	Mgmt	For	For
1j	Elect Director Jeffrey D. Kelly	Mgmt	For	For
1k	Elect Director Barbara R. Snyder	Mgmt	For	For

## The Progressive Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1l	Elect Director Kahina Van Dyke	Mgmt	For	For
2	Approve Omnibus Stock Plan	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Total pay is in the bottom quartile (low relative to peers)				
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
5	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	SH	Against	Against

## ASM International NV

Meeting Date: 13/05/2024	Country: Netherlands	Ticker: ASM
Record Date: 15/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual General Meeting	Mgmt		
1	Open Meeting	Mgmt		
2a	Receive Report of Management Board (Non-Voting)	Mgmt		
2b	Discussion on Company's Corporate Governance Structure and Compliance with the Corporate Governance Code	Mgmt		
3a	Approve Remuneration Report	Mgmt	For	For
3b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
3c	Approve Dividends	Mgmt	For	For
4a	Approve Discharge of Management Board	Mgmt	For	For
4b	Approve Discharge of Supervisory Board	Mgmt	For	For
5a	Amend Remuneration Policy for Supervisory Board	Mgmt	For	For
5b	Amend Remuneration of Supervisory Board	Mgmt	For	For
6a	Reelect Didier Lamouche to Supervisory Board	Mgmt	For	Against
Voter Rationale: Concerns related to succession planning				
6b	Elect Tania Micki to Supervisory Board	Mgmt	For	For
6c	Elect Van den Brink to Supervisory Board	Mgmt	For	For
7	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For

ASM International NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For
8b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
10	Approve Cancellation of Shares	Mgmt	For	For
11	Amend Articles Re: Indemnity for the members of the Management Board and Supervisory Board	Mgmt	For	For
12	Other Business (Non-Voting)	Mgmt		
13	Close Meeting	Mgmt		

BNP Paribas SA

Meeting Date: 14/05/2024	Country: France	Ticker: BNP
Record Date: 10/05/2024	Meeting Type: Annual/Special	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 4.60 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
6	Renew Appointment of Deloitte & Associes as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
7	Appoint Ernst & Young et Autres as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
8	Reelect Christian Noyer as Director	Mgmt	For	For
9	Ratify Appointment of Marie-Christine Lombard as Director; Reelect Marie-Christine Lombard as Director	Mgmt	For	For
10	Elect Annemarie Straathof as Director	Mgmt	For	For
11	Reelect Juliette Brisac as Representative of Employee Shareholders to the Board	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Proposals Submitted by Employees of BNP Paribas SA	Mgmt		
A	Elect Isabelle Coron as Representative of Employee Shareholders to the Board	SH	Against	Against
B	Elect Thierry Schwob as Representative of Employee Shareholders to the Board	SH	Against	Against
C	Elect Frederic Mayrand as Representative of Employee Shareholders to the Board	SH	Against	Against
12	Approve Remuneration Policy of Directors	Mgmt	For	For
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
14	Approve Remuneration Policy of CEO	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
15	Approve Remuneration Policy of Vice-CEOs	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
16	Approve Compensation Report of Corporate Officers	Mgmt	For	For
17	Approve Compensation of Jean Lemierre, Chairman of the Board	Mgmt	For	For
18	Approve Compensation of Jean-Laurent Bonnafe, CEO	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
19	Approve Compensation of Yann Gerardin, Vice-CEO	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
20	Approve Compensation of Thierry Laborde, Vice-CEO	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
21	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,850,000	Mgmt	For	For
22	Approve the Overall Envelope of Compensation of Certain Senior Management, Responsible Officers and the Risk-takers	Mgmt	For	For
23	Fix Maximum Variable Compensation Ratio for Executives and Risk Takers	Mgmt	For	For
24	Extraordinary Business	Mgmt		
	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 915 Million	Mgmt	For	For

BNP Paribas SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
25	Authorize Capital Increase of Up to EUR 225 Million for Future Exchange Offers	Mgmt	For	For
26	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
27	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 25 and 26 at EUR 225 Million	Mgmt	For	For
28	Authorize Capitalization of Reserves of Up to EUR 915 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
29	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 24 to 26 at EUR 915 Million	Mgmt	For	For
30	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
31	Approve Issuance of Super-Subordinated Contingent Convertible Bonds without Preemptive Rights for Private Placements, up to 10 Percent of Issued Capital	Mgmt	For	For
32	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
33	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

ConocoPhillips

Meeting Date: 14/05/2024

Country: USA

Ticker: COP

Record Date: 18/03/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Dennis V. Arriola	Mgmt	For	For
1b	Elect Director Gay Huey Evans	Mgmt	For	For
1c	Elect Director Jeffrey A. Joerres	Mgmt	For	For
1d	Elect Director Ryan M. Lance	Mgmt	For	For
1e	Elect Director Timothy A. Leach	Mgmt	For	For
1f	Elect Director William H. McRaven	Mgmt	For	For
1g	Elect Director Sharmila Mulligan	Mgmt	For	For
1h	Elect Director Eric D. Mullins	Mgmt	For	For
1i	Elect Director Arjun N. Murti	Mgmt	For	For

Voter Rationale: .

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1j	Elect Director Robert A. Niblock	Mgmt	For	Against
Voter Rationale: Concerns related to approach to board gender diversity				
1k	Elect Director David T. Seaton	Mgmt	For	For
1l	Elect Director R.A. Walker	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
Voter Rationale: .				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
4	Reduce Supermajority Vote Requirement	SH	For	For
5	Revisit Pay Incentives for GHG Emission Reductions	SH	Against	Against

Deutsche Boerse AG

Meeting Date: 14/05/2024Country: GermanyTicker: DB1

Record Date: 07/05/2024Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 3.80 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For
5	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 5 Billion; Approve Creation of EUR 19 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For
6	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For
7	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For
8.1	Elect Andreas Gottschling to the Supervisory Board	Mgmt	For	For
8.2	Elect Martin Jetter to the Supervisory Board	Mgmt	For	Against
Voter Rationale: Lack of independent representation at board committees				



Deutsche Boerse AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.3	Elect Shannon Johnston to the Supervisory Board	Mgmt	For	For
8.4	Elect Sigrid Kozmiensky to the Supervisory Board	Mgmt	For	For
8.5	Elect Barbara Lambert to the Supervisory Board	Mgmt	For	Against
Voter Rationale: Lack of independent representation at board committees				
8.6	Elect Charles Stonehill to the Supervisory Board	Mgmt	For	For
8.7	Elect Clara-Christina Streit to the Supervisory Board	Mgmt	For	For
8.8	Elect Chong Lee Tan to the Supervisory Board	Mgmt	For	For
9	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For
10	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
11.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For
11.2	Ratify PricewaterhouseCoopers GmbH as Authorized Sustainability Auditors for Fiscal Year 2024	Mgmt	For	For

Epiroc AB

Meeting Date: 14/05/2024Country: SwedenTicker: EPI.A

Record Date: 03/05/2024Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Elect Chairman of Meeting	Mgmt	For	For
2	Designate Inspector(s) of Minutes of Meeting	Mgmt		
3	Prepare and Approve List of Shareholders	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Receive President's Report	Mgmt		
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.b1	Approve Discharge of Anthea Bath	Mgmt	For	For
8.b2	Approve Discharge of Lennart Evrell	Mgmt	For	For
8.b3	Approve Discharge of Johan Forssell	Mgmt	For	For
8.b4	Approve Discharge of Helena Hedblom	Mgmt	For	For
8.b5	Approve Discharge of Jeane Hull	Mgmt	For	For
8.b6	Approve Discharge of Ronnie Leten	Mgmt	For	For
8.b7	Approve Discharge of Ulla Litzen	Mgmt	For	For
8.b8	Approve Discharge of Sigurd Mareels	Mgmt	For	For
8.b9	Approve Discharge of Astrid Skarheim Onsum	Mgmt	For	For
8.b10	Approve Discharge of Kristina Kanestad	Mgmt	For	For
8.b11	Approve Discharge of Daniel Rundgren	Mgmt	For	For
8.b12	Approve Discharge of CEO Helena Hedblom	Mgmt	For	For
8.c	Approve Allocation of Income and Dividends of SEK 3.80 Per Share	Mgmt	For	For
8.d	Approve Remuneration Report	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
9.a	Determine Number of Members (9) and Deputy Members of Board (0)	Mgmt	For	For
9.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
10.a1	Reelect Anthea Bath as Director	Mgmt	For	For
10.a2	Reelect Lennart Evrell as Director	Mgmt	For	For
10.a3	Reelect Johan Forssell as Director	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
10.a4	Reelect Helena Hedblom as Director	Mgmt	For	For
10.a5	Reelect Jeane Hull as Director	Mgmt	For	For
10.a6	Reelect Ronnie Leten as Director	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
10.a7	Reelect Ulla Litzen as Director	Mgmt	For	For
10.a8	Reelect Sigurd Mareels as Director	Mgmt	For	For
10.a9	Reelect Astrid Skarheim Onsum as Director	Mgmt	For	For
10.b	Reelect Ronnie Leten as Board Chair	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
10.c	Ratify Ernst & Young as Auditors	Mgmt	For	For

Epiroc AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11.a	Approve Remuneration of Directors in the Amount of SEK 2.71 Million for Chair and SEK 850,000 for Other Directors; Approve Partly Remuneration in Synthetic Shares; Approve Remuneration for Committee Work	Mgmt	For	For
11.b	Approve Remuneration of Auditors	Mgmt	For	For
12.a	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
12.b	Approve Stock Option Plan 2024 for Key Employees	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
13.a	Approve Equity Plan Financing Through Repurchase of Class A Shares	Mgmt	For	For
13.b	Approve Repurchase of Shares to Pay 50 Percent of Director's Remuneration in Synthetic Shares	Mgmt	For	For
13.c	Approve Equity Plan Financing Through Transfer of Class A Shares to Participants	Mgmt	For	For
13.d	Approve Sale of Class A Shares to Finance Director Remuneration in Synthetic Shares	Mgmt	For	For
13.e	Approve Sale of Class A Shares to Finance Stock Option Plan 2018, 2019, 2020 and 2021	Mgmt	For	For
14	Close Meeting	Mgmt		

Equinor ASA

**Meeting Date:** 14/05/2024

**Country:** Norway

**Ticker:** EQNR

**Record Date:** 06/05/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Registration of Attending Shareholders and Proxies	Mgmt		
3	Elect Chairman of Meeting	Mgmt	For	For
4	Approve Notice of Meeting and Agenda	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of USD 0.35 Per Share, Approve Extraordinary Dividends of USD 0.35 Per Share	Mgmt	For	For
7	Authorize Board to Distribute Dividends	Mgmt	For	For
	Shareholder Proposals Submitted by Roald Skjoldheim	Mgmt		
8	Eliminate Management Bonuses, Pensions and Severance Pay; Ban Use of Fiberglass Rotor Blades in New Wind Farms, Commit to Buy into Existing Hydropower Projects and Conduct Research on Other Energy Sources	SH	Against	Against
	Shareholder Proposals Submitted by Ivar Saetre	Mgmt		
9	Approve Divestment from All International Operations	SH	Against	Against
	Shareholder Proposals Submitted by Gro Nylander and Guttorm Grundt	Mgmt		
10	Resignation of Board of Directors for a New Board of Directors with Better Sustainability Expertise and Higher Ambitions	SH	Against	Against
	Shareholder Proposals Submitted by Gro Nylander	Mgmt		
11	Adopt Future Strategy taking into Consideration the Suffering and Death Caused by Global Warming; Strengthen and Implement the Energy Transition Plan	SH	Against	Against
	Shareholder Proposals Submitted by Bente Marie Bakke	Mgmt		
12	Make Arrangements to Become a Leading Producer of Renewable Energy, Stop Plans for Electrification of Melkoya and Present a Plan Enabling Norway to Become Net-Zero By 2050	SH	Against	Against
	Shareholder Proposals Submitted by Even Bakke	Mgmt		
13	Work Towards Dismantling the Corporate Assembly, Strengthen the Board, Change the Articles of Association regarding the Nomination Committee and that the Renewable Energy Business Become an Autonomous Entity	SH	Against	Against
	Shareholder Proposals Submitted by Greenpeace and WWF	Mgmt		
14	Nominate Candidates for Future Board Appointments with Good Competency on the Energy Transition and Sustainability	SH	Against	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Shareholder Proposals Submitted by Sarasin & Partners LLP, Kapitalforeningen Sampension Invest, West Yorkshire Pension Fund and Achmea Investment Management	Mgmt		
15	Update the Company Strategy and Capital Expenditure Plan According to the Commitment to the Goals of the Paris Agreement	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				
	Management Proposals	Mgmt		
16	Approve Company's Corporate Governance Statement	Mgmt	For	For
17	Approve Remuneration Statement	Mgmt	For	For
18	Approve Remuneration of Auditors	Mgmt	For	For
	Elect All Members to the Corporate Assembly under item 19, or Vote on Each Candidate Individually under items 19.1-19.16	Mgmt		
19	Elect Members and Deputy Members of Corporate Assembly (Joint Proposal)	Mgmt	For	For
19.1	Elect Nils Morten Huseby (Chair) as Member of Corporate Assembly	Mgmt	For	For
19.2	Reelect Nils Bastiansen (Deputy Chair) as Member of Corporate Assembly	Mgmt	For	For
19.3	Reelect Finn Kinserdal as Member of Corporate Assembly	Mgmt	For	For
19.4	Reelect Kari Skeidsvoll Moe as Member of Corporate Assembly	Mgmt	For	For
19.5	Reelect Kjerstin Rasmussen Braathen as Member of Corporate Assembly	Mgmt	For	For
19.6	Reelect Kjerstin Fyllingen as Member of Corporate Assembly	Mgmt	For	For
19.7	Reelect Mari Rege as Member of Corporate Assembly	Mgmt	For	For
19.8	Reelect Trond Straume as Member of Corporate Assembly	Mgmt	For	For
19.9	Reelect Martin Wien Fjell as Member of Corporate Assembly	Mgmt	For	For
19.10	Reelect Merete Hverven as Member of Corporate Assembly	Mgmt	For	For
19.11	Reelect Helge Aasen as Member of Corporate Assembly	Mgmt	For	For
19.12	Reelect Liv B. Ulriksen as Member of Corporate Assembly	Mgmt	For	For
19.13	Reelect Per Axel Koch as Deputy Member of Corporate Assembly	Mgmt	For	For

Equinor ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
19.14	Reelect Cathrine Kristiseter Marti as Deputy Member of Corporate Assembly	Mgmt	For	For
19.15	Elect Bjorn Tore Markussen as Deputy Member of Corporate Assembly	Mgmt	For	For
19.16	Elect Elisabeth Marak Stole as Deputy Member of Corporate Assembly	Mgmt	For	For
20	Approve Remuneration of Directors in the Amount of NOK 151,200 for Chairman, NOK 79,750 for Deputy Chairman and NOK 56,000 for Other Directors; Approve Remuneration for Deputy Directors	Mgmt	For	For
	Elect All Members to the Nominating Committee under item 21, or Vote on Each Candidate Individually under items 21.1-21.4	Mgmt		
21	Elect Members of Nominating Committee (Joint Proposal)	Mgmt	For	For
21.1	Elect Nils Morten Huseby (Chair) as Member of Nominating Committee	Mgmt	For	For
21.2	Reelect Berit L. Henriksen as Member of Nominating Committee	Mgmt	For	For
21.3	Reelect Merete Hverven as Member of Nominating Committee	Mgmt	For	For
21.4	Reelect Jan Tore Fosund as Member of Nominating Committee	Mgmt	For	For
22	Approve Remuneration of Nominating Committee	Mgmt	For	For
23	Authorize Share Repurchase Program in Connection With Employee Remuneration Programs	Mgmt	For	For
24	Approve NOK 525.8 Million Reduction in Share Capital via Share Cancellation and Redemption of Shares Belonging to the Norwegian State	Mgmt	For	For
25	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	For	For

Honeywell International Inc.

Meeting Date: 14/05/2024	Country: USA	Ticker: HON
Record Date: 22/03/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Darius Adamczyk	Mgmt	For	For
1b	Elect Director Duncan B. Angove	Mgmt	For	For

Honeywell International Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1c	Elect Director William S. Ayer	Mgmt	For	For
1d	Elect Director Kevin Burke	Mgmt	For	For
1e	Elect Director D. Scott Davis	Mgmt	For	For
1f	Elect Director Deborah Flint	Mgmt	For	For
1g	Elect Director Vimal Kapur	Mgmt	For	For
1h	Elect Director Michael W. Lamach	Mgmt	For	For
1i	Elect Director Rose Lee	Mgmt	For	For
1j	Elect Director Grace Lieblein	Mgmt	For	For
1k	Elect Director Robin L. Washington	Mgmt	For	For
1l	Elect Director Robin Watson	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Total pay is in the bottom quartile (low relative to peers)				
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Require Independent Board Chair	SH	Against	For
Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation				

Swedish Orphan Biovitrum AB

Meeting Date: 14/05/2024Country: SwedenTicker: SOBI

Record Date: 03/05/2024Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt		
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt		
8	Receive President's Report	Mgmt		
9	Receive Report on Work of Board and Committees	Mgmt		
10	Accept Financial Statements and Statutory Reports	Mgmt	For	For

Swedish Orphan Biovitrum AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For
12.1	Approve Discharge of Hakan Bjorklund	Mgmt	For	For
12.2	Approve Discharge of Christophe Bourdon	Mgmt	For	For
12.3	Approve Discharge of Annette Clancy	Mgmt	For	For
12.4	Approve Discharge of Matthew Gantz	Mgmt	For	For
12.5	Approve Discharge of Bo Jesper Hansen	Mgmt	For	For
12.6	Approve Discharge of Helena Saxon	Mgmt	For	For
12.7	Approve Discharge of Staffan Schuberg	Mgmt	For	For
12.8	Approve Discharge of Filippa Stenberg	Mgmt	For	For
12.9	Approve Discharge of Anders Ullman	Mgmt	For	For
12.10	Approve Discharge of Pia Axelson	Mgmt	For	For
12.11	Approve Discharge of Erika Husing	Mgmt	For	For
12.12	Approve Discharge of Mats Lek	Mgmt	For	For
12.13	Approve Discharge of Katy Mazibuko	Mgmt	For	For
12.14	Approve Discharge of Sara Carlsson	Mgmt	For	For
12.15	Approve Discharge of Asa Kjellstrom	Mgmt	For	For
12.16	Approve Discharge of Linda Larsson	Mgmt	For	For
12.17	Approve Discharge of Susanna Ronnback	Mgmt	For	For
12.18	Approve Discharge of CEO Guido Oelkers	Mgmt	For	For
13.1	Approve Remuneration of Directors in the Amount of SEK 1.9 for Chairman and SEK 625,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For
13.2	Approve Remuneration of Auditors	Mgmt	For	For
14.1	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For
14.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
15.a	Reelect Christophe Bourdon as Director	Mgmt	For	For
15.b	Reelect Annette Clancy as Director	Mgmt	For	For
15.c	Reelect Helena Saxon as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees				
15.d	Reelect Staffan Schuberg as Director	Mgmt	For	For
15.e	Reelect Filippa Stenberg as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees				



Swedish Orphan Biovitrum AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
15.f	Reelect Anders Ullman as Director	Mgmt	For	Against
	Voter Rationale: Lack of independence on board			
15.g	Elect Zlatko Richter as New Director	Mgmt	For	Against
	Voter Rationale: Lack of independence on board			
15.h	Elect Annette Clancy as Board Chair	Mgmt	For	For
15.i	Ratify Ernst & Young as Auditors	Mgmt	For	For
16	Approve Remuneration Report	Mgmt	For	Against
	Voter Rationale: Pay is misaligned with EOS remuneration principles			
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against
	Voter Rationale: Pay is misaligned with EOS remuneration principles			
18.A1	Approve Long Term Incentive Program (Management Program)	Mgmt	For	Against
	Voter Rationale: Pay is misaligned with EOS remuneration principles			
18.A2	Approve Long Term Incentive Program (All Employee Program)	Mgmt	For	For
18.B1	Approve Equity Plan Financing (Management Program)	Mgmt	For	Against
	Voter Rationale: Pay is misaligned with EOS remuneration principles			
18.B2	Approve Equity Plan Financing (All Employee Program)	Mgmt	For	For
18.C	Approve Alternative Equity Plan Financing	Mgmt	For	Against
	Voter Rationale: Pay is misaligned with EOS remuneration principles			
19	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	Against
	Voter Rationale: Issue of equity raises concerns about excessive dilution of existing shareholders			
20	Approve Transfer of Shares in Connection with Previous Share Programs	Mgmt	For	For
21	Close Meeting	Mgmt		

ageas SA/NV

Meeting Date: 15/05/2024	Country: Belgium	Ticker: AGS
Record Date: 01/05/2024	Meeting Type: Annual/Special	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual/Special Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.1.1	Receive Directors' and Auditors' Reports (Non-Voting)	Mgmt		
2.1.2	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt		
2.1.3	Approve Financial Statements and Allocation of Income	Mgmt	For	For
2.2.1	Information on the Dividend Policy	Mgmt		
2.2.2	Approve Dividends of EUR 3.25 Per Share	Mgmt	For	For
2.3.1	Approve Discharge of Directors	Mgmt	For	For
2.3.2	Approve Discharge of Auditors	Mgmt	For	For
3.1	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
3.2	Approve Remuneration Policy	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
3.3	Approve Modification on Remuneration of Certain Members of Directors	Mgmt	For	For
4.1	Elect Françoise Lefevre as Director	Mgmt	For	For
4.2	Elect Xavier de Walque as Independent Director	Mgmt	For	For
4.3	Elect Christophe Vandeweghe as Director	Mgmt	For	For
4.4	Reelect Hans De Cuyper as Director	Mgmt	For	For
4.5	Reelect Yvonne Lang Ketterer as Independent Director	Mgmt	For	For
<i>Voter Rationale: EOS manual override. See analyst note.</i>				
5.1	Ratify PWC SRL, Permanently Represented by Kurt Cappoen, as Auditors and Approve Auditors' Remuneration	Mgmt	For	For
5.2	Appoint PwC as Auditors for the Sustainability Reporting	Mgmt	For	For
6.1.1	Receive Special Board Report Re: Authorized Capital	Mgmt		
6.1.2	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Mgmt	For	For
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
8	Close Meeting	Mgmt		

## Barratt Developments Plc

Meeting Date: 15/05/2024	Country: United Kingdom	Ticker: BDEV
Record Date: 13/05/2024	Meeting Type: Special	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Matters Relating to the Recommended All-Share Offer for the Combination of Barratt Developments plc and Redrow plc	Mgmt	For	For

## Bayerische Motoren Werke AG

Meeting Date: 15/05/2024	Country: Germany	Ticker: BMW
Record Date: 23/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 6.00 per Ordinary Share and EUR 6.02 per Preferred Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2023	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Martin Kimmich for Fiscal Year 2023	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Stefan Quandt for Fiscal Year 2023	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Stefan Schmid for Fiscal Year 2023	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Kurt Bock for Fiscal Year 2023	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Christiane Benner for Fiscal Year 2023	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Marc Bitzer for Fiscal Year 2023	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Bernhard Ebner for Fiscal Year 2023	Mgmt	For	For

Bayerische Motoren Werke AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.9	Approve Discharge of Supervisory Board Member Rachel Empey for Fiscal Year 2023	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Heinrich Hiesinger for Fiscal Year 2023	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Johann Horn for Fiscal Year 2023	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Susanne Klatten for Fiscal Year 2023	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Jens Koehler for Fiscal Year 2023	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Gerhard Kurz for Fiscal Year 2023	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Andre Mandl for Fiscal Year 2023	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Dominique Mohabeer for Fiscal Year 2023	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Anke Schaeferkordt for Fiscal Year 2023	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Christoph Schmidt for Fiscal Year 2023	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Vishal Sikka for Fiscal Year 2023	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Sibylle Wankel for Fiscal Year 2023	Mgmt	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For
6.1	Elect Susanne Klatten to the Supervisory Board	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
6.2	Elect Stefan Quandt to the Supervisory Board	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
6.3	Elect Vishal Sikka to the Supervisory Board	Mgmt	For	For
7	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				

Meeting Date: 15/05/2024	Country: USA	Ticker: BLK
Record Date: 21/03/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Pamela Daley	Mgmt	For	For
1b	Elect Director Laurence D. Fink	Mgmt	For	For
1c	Elect Director William E. Ford	Mgmt	For	For
1d	Elect Director Fabrizio Freda	Mgmt	For	For
1e	Elect Director Murry S. Gerber	Mgmt	For	For
1f	Elect Director Margaret "Peggy" L. Johnson	Mgmt	For	For
1g	Elect Director Robert S. Kapito	Mgmt	For	For
1h	Elect Director Cheryl D. Mills	Mgmt	For	For
1i	Elect Director Amin H. Nasser	Mgmt	For	For
1j	Elect Director Gordon M. Nixon	Mgmt	For	For
1k	Elect Director Kristin C. Peck	Mgmt	For	For
1l	Elect Director Charles H. Robbins	Mgmt	For	For
1m	Elect Director Marco Antonio Slim Domit	Mgmt	For	For
1n	Elect Director Hans E. Vestberg	Mgmt	For	For
1o	Elect Director Susan L. Wagner	Mgmt	For	For
1p	Elect Director Mark Wilson	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
3	Amend Omnibus Stock Plan	Mgmt	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
5	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against
6	Require Independent Board Chair	SH	Against	For
Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation				
7	Report on Proxy Voting Record and Policies for Climate Change-Related Proposals	SH	Against	Against
Voter Rationale: see analyst note				

Elvance Health, Inc.

Meeting Date: 15/05/2024

Record Date: 18/03/2024

Country: USA

Meeting Type: Annual

Ticker: ELV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Lewis Hay, III	Mgmt	For	Against
	Voter Rationale: Concerns regarding Auditor tenure			
1.2	Elect Director Antonio F. Neri	Mgmt	For	For
	Voter Rationale: EOS manual override. See analyst note.			
1.3	Elect Director Ramiro G. Peru	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
	Voter Rationale: Pay structure does not trigger any of EOS critical concerns			
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Against
	Voter Rationale: Concerns regarding Auditor tenure			
4	Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	SH	Against	Against
	Voter Rationale: SH: Against shareholder resolution, FOR management recommendation / Shareholder proposal does not promote better management of ESG opportunities and risks			

Eni SpA

Meeting Date: 15/05/2024

Record Date: 06/05/2024

Country: Italy

Meeting Type: Annual/Special

Ticker: ENI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3	Approve Employees Share Ownership Plan 2024-2026	Mgmt	For	For
4	Approve Remuneration Policy	Mgmt	For	Against
	Voter Rationale: 1- Low shareholding requirement2- Pay is misaligned with EOS remuneration principles			
5	Approve Second Section of the Remuneration Report	Mgmt	For	For
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
7	Authorize Use of Available Reserves for Dividend Distribution	Mgmt	For	For
	Extraordinary Business	Mgmt		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Authorize Cancellation of Repurchased Shares without Reduction of Share Capital	Mgmt	For	For

SAP SE

Meeting Date: 15/05/2024	Country: Germany	Ticker: SAP
Record Date: 23/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For
5	Ratify BDO AG as Auditors for Fiscal Year 2024 and as Auditors of Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
7.1	Elect Aicha Evans to the Supervisory Board	Mgmt	For	For
7.2	Elect Gerhard Oswald to the Supervisory Board	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
7.3	Elect Friederike Rotsch to the Supervisory Board	Mgmt	For	Against
Voter Rationale: Lack of independent representation at board committees				
7.4	Elect Ralf Herbrich to the Supervisory Board	Mgmt	For	For
7.5	Elect Pekka Ala-Pietilae to the Supervisory Board	Mgmt	For	For
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For
9	Amend Articles Re: Proof of Entitlement	Mgmt	For	For

## Spirax-Sarco Engineering Plc

Meeting Date: 15/05/2024	Country: United Kingdom	Ticker: SPX
Record Date: 13/05/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Final Dividend	Mgmt	For	For
4	Reappoint Deloitte LLP as Auditors	Mgmt	For	For
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
6	Re-elect Jamie Pike as Director	Mgmt	For	For
7	Re-elect Nimesh Patel as Director	Mgmt	For	For
8	Re-elect Angela Archon as Director	Mgmt	For	For
9	Elect Constance Baroudel as Director	Mgmt	For	For
10	Re-elect Peter France as Director	Mgmt	For	For
11	Re-elect Richard Gillingwater as Director	Mgmt	For	For
12	Re-elect Caroline Johnstone as Director	Mgmt	For	For
13	Re-elect Jane Kingston as Director	Mgmt	For	For
14	Re-elect Kevin Thompson as Director	Mgmt	For	For
15	Authorise Issue of Equity	Mgmt	For	For
16	Approve Scrip Dividend Program	Mgmt	For	For
17	Approve Change of Company Name to Spirax Group plc	Mgmt	For	For
18	Amend Articles of Association	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For

## St. James's Place Plc

Meeting Date: 15/05/2024	Country: United Kingdom	Ticker: STJ
Record Date: 13/05/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For



St. James's Place Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Final Dividend	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
4	Re-elect Craig Gentle as Director	Mgmt	For	For
5	Re-elect Emma Griffin as Director	Mgmt	For	For
6	Re-elect Rosemary Hilary as Director	Mgmt	For	For
7	Re-elect John Hitchins as Director	Mgmt	For	For
8	Re-elect Lesley-Ann Nash as Director	Mgmt	For	For
9	Re-elect Paul Manduca as Director	Mgmt	For	Against
Voter Rationale: Failure to provide DEI disclosures in line with UK listing rules				
10	Elect Mark FitzPatrick as Director	Mgmt	For	For
11	Elect Simon Fraser as Director	Mgmt	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
13	Authorise Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
14	Authorise Issue of Equity	Mgmt	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Symrise AG

Meeting Date: 15/05/2024	Country: Germany	Ticker: SY1
Record Date: 23/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.10 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For

Symrise AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	Against
Voter Rationale: Lack of independent representation at board committees				
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024, Auditors of Sustainability Reporting and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
7.1	Approve Virtual-Only Shareholder Meetings Until 2026	Mgmt	For	For
7.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For
8	Approve Creation of EUR 55 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 5.8 Billion; Approve Creation of EUR 55 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For

Tele2 AB

Meeting Date: 15/05/2024	Country: Sweden	Ticker: TEL2.B
Record Date: 06/05/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt		
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive Chairman's Report	Mgmt		
8	Receive CEO's Report	Mgmt		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9	Receive Financial Statements and Statutory Reports	Mgmt		
10	Accept Financial Statements and Statutory Reports	Mgmt	For	For
11.a	Approve Allocation of Income and Ordinary Dividends of SEK 6.90 Per Share	Mgmt	For	For
	Shareholder Can Only Vote "Yes" on One of the Proposals under item 11 (b)	Mgmt		
11.b1	Approve May 17, 2024 and October 15, 2024 as Record Dates for Dividend Payments	Mgmt	For	For
	Shareholder Proposals Submitted by Sune Gunnarssons	Mgmt		
11.b2	Approve May 17, 2024 as Record Date for Dividend Payments	SH	None	Against
	Management Proposals	Mgmt		
12.a	Approve Discharge of Andrew Barron	Mgmt	For	For
12.b	Approve Discharge of Stina Bergfors	Mgmt	For	For
12.c	Approve Discharge of Georgi Ganev	Mgmt	For	For
12.d	Approve Discharge of CEO Kjell Johnsen	Mgmt	For	For
12.e	Approve Discharge of Sam Kini	Mgmt	For	For
12.f	Approve Discharge of Eva Lindqvist	Mgmt	For	For
12.g	Approve Discharge of Lars-Ake Norling	Mgmt	For	For
12.h	Approve Discharge of Carla Smits-Nusteling	Mgmt	For	For
13	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For
14.a	Approve Remuneration of Directors in the Amount of SEK 1.85 Million for Chair and SEK 680,000 for Other Directors; Approve Remuneration of Committee Work	Mgmt	For	For
14.b	Approve Remuneration of Auditors	Mgmt	For	For
15.a	Elect Thomas Reynaud as New Director	Mgmt	For	For
15.b	Reelect Stina Bergfors as Director	Mgmt	For	For
	Shareholder Proposal	Mgmt		
15.c	Elect Aude Durand as New Director	SH	For	For
	Management Proposals	Mgmt		
15.d	Reelect Georgi Ganev as Director	Mgmt	For	For
	Shareholder Proposal	Mgmt		
15.e	Elect Jean-Marc Harion as New Director	SH	For	For

Tele2 AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals	Mgmt		
15.f	Elect Nicholas Hogberg as New Director	Mgmt	For	For
15.g	Reelect Sam Kini as Director	Mgmt	For	For
15.h	Reelect Eva Lindqvist as Director	Mgmt	For	For
15.i	Reelect Lars-Ake Norling as Director	Mgmt	For	For
16	Elect Thomas Reynaud as Board Chairman	Mgmt	For	For
17	Ratify KPMG AB as Auditors	Mgmt	For	For
18	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
19.a	Approve Performance Share Matching Plan LTI 2024	Mgmt	For	For
19.b	Approve Equity Plan Financing Through Issuance of Class C Shares	Mgmt	For	For
19.c	Approve Equity Plan Financing Through Repurchase of Class C Shares	Mgmt	For	For
19.d	Approve Equity Plan Financing Through Transfer of Class B Shares to Participants	Mgmt	For	For
19.e	Approve Equity Plan Financing Through Reissuance of Class B Shares	Mgmt	For	For
19.f	Authorize Share Swap Agreement	Mgmt	For	For
20	Authorize Share Repurchase Program	Mgmt	For	For
	Shareholder Proposals Submitted by Martin Green	Mgmt		
21.a	Investigate if Current Board Members and Leadership Team Fulfil Relevant Legislative and Regulatory Requirements, as well as the Demands of the Public Opinions' Ethical Values	SH	None	Against
21.b	In the Event that the Investigation Clarifies that there is Need, Relevant Measures Shall be Taken to Ensure that the Requirements are Fulfilled	SH	None	Against
21.c	The Investigation and Any Measures Should be Presented as Soon as Possible, however Not Later than AGM 2025	SH	None	Against
22	Close Meeting	Mgmt		

Thales SA

Meeting Date: 15/05/2024	Country: France	Ticker: HO
Record Date: 13/05/2024	Meeting Type: Annual/Special	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 3.40 per Share	Mgmt	For	For
4	Ratify Change Location of Registered Office to 4 rue de la Verrerie a Meudon (Hauts de Seine)	Mgmt	For	For
5	Ratify Appointment of Loic Rocard as Director	Mgmt	For	For
6	Reelect Loic Rocard as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to succession planning</i>				
7	Appoint PricewaterhouseCoopers Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
8	Approve Compensation of Patrice Caine, Chairman and CEO	Mgmt	For	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For
10	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
11	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 1,200,000	Mgmt	For	For
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
13	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 157,650,000	Mgmt	For	Against
<i>Voter Rationale: Poison pill/anti-takeover measure not in investors interests</i>				
14	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 60,000,000	Mgmt	For	Against
<i>Voter Rationale: Poison pill/anti-takeover measure not in investors interests</i>				
15	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 60,000,000	Mgmt	For	Against
<i>Voter Rationale: Poison pill/anti-takeover measure not in investors interests</i>				

Thales SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
16	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against
Voter Rationale: Poison pill/anti-takeover measure not in investors interests				
17	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights Under Items 14-15	Mgmt	For	Against
Voter Rationale: Poison pill/anti-takeover measure not in investors interests				
18	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against
Voter Rationale: Poison pill/anti-takeover measure not in investors interests				
19	Authorize Capitalization of Reserves of Up to EUR 157,650,000 for Bonus Issue or Increase in Par Value	Mgmt	For	For
20	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 13-19 at EUR 180 Million	Mgmt	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
Ordinary Business		Mgmt		
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For
23	Elect Ruby McGregor-Smith as Director	Mgmt	For	For

Vertex Pharmaceuticals Incorporated

Meeting Date: 15/05/2024Country: USATicker: VRTX

Record Date: 18/03/2024Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Sangeeta Bhatia	Mgmt	For	For
1.2	Elect Director Lloyd Carney	Mgmt	For	For
1.3	Elect Director Alan Garber	Mgmt	For	For
1.4	Elect Director Reshma Kewalramani	Mgmt	For	For
1.5	Elect Director Michel Lagarde	Mgmt	For	For
1.6	Elect Director Jeffrey Leiden	Mgmt	For	For
1.7	Elect Director Diana McKenzie	Mgmt	For	For
1.8	Elect Director Bruce Sachs	Mgmt	For	Against
Voter Rationale: Concerns about remuneration committee performance				
1.9	Elect Director Jennifer Schneider	Mgmt	For	For

## Vertex Pharmaceuticals Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.10	Elect Director Nancy Thornberry	Mgmt	For	For
1.11	Elect Director Suketu Upadhyay	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: PSUs vest in less than 36 monthsExcessive CEO pay				
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights				
5	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				

## adidas AG

Meeting Date: 16/05/2024	Country: Germany	Ticker: ADS
Record Date: 09/05/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.70 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For
5	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
6	Approve Remuneration Policy	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
7.1	Reelect Ian Gallienne to the Supervisory Board Until 2026 AGM	Mgmt	For	For
Voter Rationale: EOS manual override				
7.2	Reelect Jackie Joyner-Kersey to the Supervisory Board Until 2028 AGM	Mgmt	For	For
7.3	Reelect Christian Klein to the Supervisory Board Until 2028 AGM	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.4	Reelect Thomas Rabe to the Supervisory Board Until 2025 AGM	Mgmt	For	For
Voter Rationale: EOS manual override				
7.5	Reelect Nassef Sawiris to the Supervisory Board Until 2026 AGM	Mgmt	For	For
Voter Rationale: EOS manual override				
7.6	Reelect Bodo Uebber to the Supervisory Board Until 2027 AGM	Mgmt	For	For
Voter Rationale: EOS manual override				
7.7	Reelect Jing Ulrich to the Supervisory Board Until 2027 AGM	Mgmt	For	For
7.8	Elect Oliver Mintzlaff to the Supervisory Board Until 2028 AGM	Mgmt	For	For
8	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For

Adyen NV

Meeting Date: 16/05/2024	Country: Netherlands	Ticker: ADYEN
Record Date: 18/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2.a	Receive Report of Management Board and Supervisory Board (Non-Voting)	Mgmt		
2.b	Approve Remuneration Report	Mgmt	For	For
2.c	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
2.d	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
3	Approve Discharge of Management Board	Mgmt	For	For
4	Approve Discharge of Supervisory Board	Mgmt	For	For
5	Elect Adine Grate to Supervisory Board	Mgmt	For	For
6	Reelect Piero Overmars to Supervisory Board	Mgmt	For	For
7	Reelect Caoimhe Keogan to Supervisory Board	Mgmt	For	Against
Voter Rationale: Concerns related to succession planning				



Adyen NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For
9	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
11	Reappoint PwC as Auditors	Mgmt	For	For
12	Close Meeting	Mgmt		

AT&T Inc.

Meeting Date: 16/05/2024

Country: USA

Ticker: T

Record Date: 18/03/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Scott T. Ford	Mgmt	For	For
1.2	Elect Director Glenn H. Hutchins	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
1.3	Elect Director William E. Kennard	Mgmt	For	For
1.4	Elect Director Stephen J. Luczo	Mgmt	For	For
1.5	Elect Director Marissa A. Mayer	Mgmt	For	For
1.6	Elect Director Michael B. McCallister	Mgmt	For	For
1.7	Elect Director Beth E. Mooney	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
1.8	Elect Director Matthew K. Rose	Mgmt	For	For
1.9	Elect Director John T. Stankey	Mgmt	For	For
1.10	Elect Director Cynthia B. Taylor	Mgmt	For	For
1.11	Elect Director Luis A. Ubinas	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
4	Require Independent Board Chair	SH	Against	For
Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation				
5	Amend Clawback Policy	SH	Against	Against
6	Report on Respecting Workforce Civil Liberties	SH	Against	Against

Meeting Date: 16/05/2024	Country: France	Ticker: CAP
Record Date: 14/05/2024	Meeting Type: Annual/Special	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 3.40 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For
6	Approve Compensation of Paul Hermelin, Chairman of the Board	Mgmt	For	For
7	Approve Compensation of Aiman Ezzat, CEO	Mgmt	For	For
8	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
9	Approve Remuneration Policy of CEO	Mgmt	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For
11	Reelect Sian Herbert-Jones as Director	Mgmt	For	For
12	Reelect Belen Moscoso del Prado Lopez-Doriga as Director	Mgmt	For	For
13	Reelect Aiman Ezzat as Director	Mgmt	For	For
14	Elect Christophe Merveilleux du Vignaux as Representative of Employee Shareholders to the Board	Mgmt	For	For
A	Elect Laurence Metzke as Representative of Employee Shareholders to the Board	SH	Against	Against
15	Appoint Mazars as Auditor for the Sustainability Reporting	Mgmt	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
18	Authorize Capitalization of Reserves of Up to EUR 1.5 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For

Capgemini SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 540 Million	Mgmt	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 135 Million	Mgmt	For	For
21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 135 Million	Mgmt	For	For
22	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights Under Items 20 and 21	Mgmt	For	For
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For
24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
25	Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions Reserved for Employees and Executive Officers	Mgmt	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Chubb Limited

Meeting Date: 16/05/2024	Country: Switzerland	Ticker: CB
Record Date: 22/03/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2.1	Allocate Disposable Profit	Mgmt	For	For
2.2	Approve Dividend Distribution From Legal Reserves Through Capital Contributions Reserve Subaccount	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Approve Discharge of Board of Directors	Mgmt	For	For
4.1	Ratify PricewaterhouseCoopers AG (Zurich) as Statutory Auditor	Mgmt	For	For
4.2	Ratify PricewaterhouseCoopers LLP (United States) as Independent Registered Accounting Firm	Mgmt	For	For
4.3	Ratify BDO AG (Zurich) as Special Audit Firm	Mgmt	For	For
5.1	Elect Director Evan G. Greenberg	Mgmt	For	For
5.2	Elect Director Michael P. Connors	Mgmt	For	For
5.3	Elect Director Michael G. Atieh	Mgmt	For	For
5.4	Elect Director Nancy K. Buese	Mgmt	For	For
5.5	Elect Director Sheila P. Burke	Mgmt	For	For
5.6	Elect Director Nelson J. Chai	Mgmt	For	For
5.7	Elect Director Michael L. Corbat	Mgmt	For	For
5.8	Elect Director Robert J. Hugin	Mgmt	For	For
5.9	Elect Director Robert W. Scully	Mgmt	For	For
5.10	Elect Director Theodore E. Shasta	Mgmt	For	For
5.11	Elect Director David H. Sidwell	Mgmt	For	Against
Voter Rationale: Concerns related to approach to board gender diversityConcerns related to approach to board diversity				
5.12	Elect Director Olivier Steimer	Mgmt	For	For
5.13	Elect Director Frances F. Townsend	Mgmt	For	Against
Voter Rationale: Concerns about remuneration committee performance				
6	Elect Evan G. Greenberg as Board Chairman	Mgmt	For	For
7.1	Elect Michael P. Connors as Member of the Compensation Committee	Mgmt	For	For
7.2	Elect David H. Sidwell as Member of the Compensation Committee	Mgmt	For	For
7.3	Elect Frances F. Townsend as Member of the Compensation Committee	Mgmt	For	For
8	Designate Homburger AG as Independent Proxy	Mgmt	For	For
9	Cancel Repurchased Shares	Mgmt	For	For
10	Amend Articles Re: Creation of a Capital Band	Mgmt	For	For
11	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For
12.1	Approve Remuneration of Directors in the Amount of USD 5.5 Million	Mgmt	For	For

Chubb Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12.2	Approve Remuneration of Executive Management in the Amount of USD 72 Million for Fiscal 2025	Mgmt	For	For
12.3	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Total pay targets a range above peer medianExcessive CEO pay				
13	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: Total pay targets a range above peer medianExcessive CEO pay				
14	Approve Sustainability Report	Mgmt	For	For
15	Report on GHG Emissions Associated with Underwriting	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
16	Report on Median Gender/Racial Pay Gap	SH	Against	For
Voter Rationale: Shareholder proposal promotes better management of SEE opportunities and risks				
A	Transact Other Business	Mgmt	For	Against
Voter Rationale: Insufficient/poor disclosure				

ConvaTec Group Plc

Meeting Date: 16/05/2024

Country: United Kingdom

Ticker: CTEC

Record Date: 14/05/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Final Dividend	Mgmt	For	For
4	Re-elect John McAdam as Director	Mgmt	For	For
5	Re-elect Karim Bitar as Director	Mgmt	For	For
6	Re-elect Jonny Mason as Director	Mgmt	For	For
7	Re-elect Margaret Ewing as Director	Mgmt	For	For
8	Re-elect Brian May as Director	Mgmt	For	For
9	Re-elect Constantin Coussios as Director	Mgmt	For	For
10	Re-elect Heather Mason as Director	Mgmt	For	For
Voter Rationale: EOS manual override.				

ConvaTec Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Re-elect Kim Lody as Director	Mgmt	For	For
12	Re-elect Sharon O'Keefe as Director	Mgmt	For	For
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
15	Approve Amendments to the Long Term Incentive Plan 2016	Mgmt	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For
17	Authorise Issue of Equity	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

CVS Health Corporation

Meeting Date: 16/05/2024

Country: USA

Ticker: CVS

Record Date: 18/03/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Fernando Aguirre	Mgmt	For	For
1b	Elect Director Jeffrey R. Balser	Mgmt	For	For
1c	Elect Director C. David Brown, II	Mgmt	For	For
1d	Elect Director Alecia A. DeCoudreaux	Mgmt	For	For
1e	Elect Director Nancy-Ann M. DeParle	Mgmt	For	For
1f	Elect Director Roger N. Farah	Mgmt	For	For
1g	Elect Director Anne M. Finucane	Mgmt	For	For
1h	Elect Director J. Scott Kirby	Mgmt	For	For
1i	Elect Director Karen S. Lynch	Mgmt	For	For
1j	Elect Director Michael F. Mahoney	Mgmt	For	For
1k	Elect Director Jean-Pierre Millon	Mgmt	For	For
1l	Elect Director Mary L. Schapiro	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

## CVS Health Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
4	Amend Omnibus Stock Plan	Mgmt	For	For
5	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
6	Adopt Director Election Resignation Bylaw	SH	Against	Against
7	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against
8	Adopt Policy to Require Director Allocation of Hours Disclosure	SH	Against	Against

## Deutsche Bank AG

Meeting Date: 16/05/2024	Country: Germany	Ticker: DBK
Record Date: 10/05/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.45 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Christian Sewing for Fiscal Year 2023	Mgmt	For	For
3.2	Approve Discharge of Management Board Member James von Moltke for Fiscal Year 2023	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Karl von Rohr (until Oct. 31, 2023) for Fiscal Year 2023	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Fabrizio Campelli for Fiscal Year 2023	Mgmt	For	For
3.5	Approve Discharge of Management Board Member Bernd Leukert for Fiscal Year 2023	Mgmt	For	For
3.6	Approve Discharge of Management Board Member Alexander von zur Muehlen for Fiscal Year 2023	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.7	Approve Discharge of Management Board Member Christiana Riley (until May 17, 2023) for Fiscal Year 2023	Mgmt	For	For
3.8	Approve Discharge of Management Board Member Claudio de Sanctis (from July 1, 2023) for Fiscal Year 2023	Mgmt	For	For
3.9	Approve Discharge of Management Board Member Rebecca Short for Fiscal Year 2023	Mgmt	For	For
3.10	Approve Discharge of Management Board Member Stefan Simon for Fiscal Year 2023	Mgmt	For	For
3.11	Approve Discharge of Management Board Member Olivier Vigneron for Fiscal Year 2023	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Alexander Wynaendts for Fiscal Year 2023	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Detlef Polaschek (until May 17, 2023) for Fiscal Year 2023	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Frank Schulze (from May 17, 2023) for Fiscal Year 2023	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Norbert Winkeljohann for Fiscal Year 2023	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Susanne Bleidt (from May 17, 2023) for Fiscal Year 2023	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Ludwig Blomeyer-Bartenstein (until May 17, 2023) for Fiscal Year 2023	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Mayree Clark for Fiscal Year 2023	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Jan Duscheck for Fiscal Year 2023	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Manja Eifert for Fiscal Year 2023	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Claudia Fieber (from May 17, 2023) for Fiscal Year 2023	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Sigmar Gabriel Fiscal Year 2023	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Timo Heider for Fiscal Year 2023	Mgmt	For	For



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.13	Approve Discharge of Supervisory Board Member Martina Klee (until May 17, 2023) for Fiscal Year 2023	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Birgit Laumen (May 17, 2023 - Jan. 12, 2024) for Fiscal Year 2023	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Gabriele Platscher (until May 17, 2023) for Fiscal Year 2023	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Bernd Rose (until May 17, 2023) for Fiscal Year 2023	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Gerlinde Siebert (from May 17, 2023) for Fiscal Year 2023	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Yngve Slyngstad for Fiscal Year 2023	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Stephan Szukalski (from May 17, 2023) for Fiscal Year 2023	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member John Thain for Fiscal Year 2023	Mgmt	For	For
4.21	Approve Discharge of Supervisory Board Member Juergen Toegel (from May 17, 2023) for Fiscal Year 2023	Mgmt	For	For
4.22	Approve Discharge of Supervisory Board Member Michele Trogni for Fiscal Year 2023	Mgmt	For	For
4.23	Approve Discharge of Supervisory Board Member Dagmar Valcarcel for Fiscal Year 2023	Mgmt	For	For
4.24	Approve Discharge of Supervisory Board Member Stefan Viertel (until May 17, 2023) for Fiscal Year 2023	Mgmt	For	For
4.25	Approve Discharge of Supervisory Board Member Theodor Weimer for Fiscal Year 2023	Mgmt	For	For
4.26	Approve Discharge of Supervisory Board Member Frank Werneke (until May 17, 2023) for Fiscal Year 2023	Mgmt	For	For
4.27	Approve Discharge of Supervisory Board Member Frank Witter for Fiscal Year 2023	Mgmt	For	For
5.1	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2024	Mgmt	For	For
5.2	Ratify EY GmbH & Co. KG as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For

Deutsche Bank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
7	Approve Remuneration Policy	Mgmt	For	For
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For
9	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For

E.ON SE

Meeting Date: 16/05/2024Country: GermanyTicker: EOAN

Record Date: 09/05/2024Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.53 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the Fiscal Year 2024 and the First Quarter of Fiscal Year 2025	Mgmt	For	For
5.2	Ratify KPMG AG as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
7	Amend Articles Re: Transactions Requiring Supervisory Board Approval	Mgmt	For	For
8	Approve Creation of EUR 528 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Billion; Approve Creation of EUR 264 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For
11	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For

Fresenius Medical Care AG

Meeting Date: 16/05/2024	Country: Germany	Ticker: FME
Record Date: 24/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.19 per Share	Mgmt	For	For
3	Approve Discharge of Former Personally Liable Partner Fresenius Medical Care Management AG for Fiscal Year 2023	Mgmt	For	For
4	Approve Discharge of Management Board of Fresenius Medical Care AG for Fiscal Year 2023	Mgmt	For	For
5	Approve Discharge of Supervisory Board of Fresenius Medical Care AG & Co. KGaA for Fiscal Year 2023	Mgmt	For	For
6	Approve Discharge of Supervisory Board of Fresenius Medical Care AG for Fiscal Year 2023	Mgmt	For	For
7	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024, Auditors of Sustainability Reporting for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For
8	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
9	Approve Remuneration Policy for the Management Board	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
10	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For
11	Amend Articles Re: Proof of Entitlement	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 3.00 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Dominik von Achten for Fiscal Year 2023	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Rene Aldach for Fiscal Year 2023	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Kevin Gluskie for Fiscal Year 2023	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Hakan Gurdal for Fiscal Year 2023	Mgmt	For	For
3.5	Approve Discharge of Management Board Member Ernest Jelito for Fiscal Year 2023	Mgmt	For	For
3.6	Approve Discharge of Management Board Member Nicola Kimm for Fiscal Year 2023	Mgmt	For	For
3.7	Approve Discharge of Management Board Member Dennis Lentz for Fiscal Year 2023	Mgmt	For	For
3.8	Approve Discharge of Management Board Member Jon Morrish for Fiscal Year 2023	Mgmt	For	For
3.9	Approve Discharge of Management Board Member Chris Ward for Fiscal Year 2023	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Bernd Scheifele for Fiscal Year 2023	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Heinz Schmitt for Fiscal Year 2023	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Barbara Breuninger for Fiscal Year 2023	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Birgit Jochens for Fiscal Year 2023	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Ludwig Merckle for Fiscal Year 2023	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.6	Approve Discharge of Supervisory Board Member Luka Mucic for Fiscal Year 2023	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Ines Ploss for Fiscal Year 2023	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Peter Riedel for Fiscal Year 2023	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Werner Schraeder for Fiscal Year 2023	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2023	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Sopna Sury for Fiscal Year 2023	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Marion Weissenberger-Eibl for Fiscal Year 2023	Mgmt	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
7	Approve Remuneration Policy	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
8.1	Reelect Bernd Scheifele to the Supervisory Board	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
8.2	Reelect Ludwig Merckle to the Supervisory Board	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
8.3	Reelect Luka Mucic to the Supervisory Board	Mgmt	For	For
8.4	Reelect Margret Suckale to the Supervisory Board	Mgmt	For	For
8.5	Reelect Sopna Sury to the Supervisory Board	Mgmt	For	For
8.6	Elect Gunnar Groebler to the Supervisory Board	Mgmt	For	For
9	Amend Articles Re: Proof of Entitlement	Mgmt	For	For

Lloyds Banking Group Plc

Meeting Date: 16/05/2024

Country: United Kingdom

Ticker: LLOY

Record Date: 14/05/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Re-elect Sir Robin Budenberg as Director	Mgmt	For	For
3	Re-elect Charlie Nunn as Director	Mgmt	For	For
4	Re-elect William Chalmers as Director	Mgmt	For	For
5	Re-elect Sarah Legg as Director	Mgmt	For	For
6	Re-elect Amanda Mackenzie as Director	Mgmt	For	For
7	Re-elect Harmeen Mehta as Director	Mgmt	For	For
8	Re-elect Cathy Turner as Director	Mgmt	For	For
9	Re-elect Scott Wheway as Director	Mgmt	For	For
10	Re-elect Catherine Woods as Director	Mgmt	For	For
11	Approve Remuneration Report	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
12	Approve Final Dividend	Mgmt	For	For
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
15	Approve Variable Component of Remuneration for Material Risk Takers	Mgmt	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For
17	Authorise Issue of Equity	Mgmt	For	For
18	Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
21	Authorise Issue of Equity without Pre-Emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
23	Authorise Market Purchase of Preference Shares	Mgmt	For	For

Lloyds Banking Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Marsh & McLennan Companies, Inc.

Meeting Date: 16/05/2024	Country: USA	Ticker: MMC
Record Date: 18/03/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Anthony K. Anderson	Mgmt	For	For
1b	Elect Director John Q. Doyle	Mgmt	For	For
1c	Elect Director Oscar Fanjul	Mgmt	For	For
1d	Elect Director H. Edward Hanway	Mgmt	For	For
1e	Elect Director Judith Hartmann	Mgmt	For	For
1f	Elect Director Deborah C. Hopkins	Mgmt	For	For
1g	Elect Director Tamara Ingram	Mgmt	For	For
1h	Elect Director Jane H. Lute	Mgmt	For	For
1i	Elect Director Steven A. Mills	Mgmt	For	Against
Voter Rationale: Concerns about remuneration committee performance				
1j	Elect Director Morton O. Schapiro	Mgmt	For	For
1k	Elect Director Lloyd M. Yates	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: Options/PSUs vest in less than 36 monthsExcessive CEO pay				
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Provide Right to Act by Written Consent	SH	Against	Against

Next Plc

Meeting Date: 16/05/2024	Country: United Kingdom	Ticker: NXT
Record Date: 14/05/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For

Next Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
3	Approve Final Dividend	Mgmt	For	For
4	Elect Venetia Butterfield as Director	Mgmt	For	For
5	Elect Amy Stirling as Director	Mgmt	For	For
6	Re-elect Jonathan Bewes as Director	Mgmt	For	For
7	Re-elect Soumen Das as Director	Mgmt	For	For
8	Re-elect Tom Hall as Director	Mgmt	For	For
9	Re-elect Dame Tristia Harrison Director	Mgmt	For	For
10	Re-elect Amanda James as Director	Mgmt	For	For
11	Re-elect Richard Papp as Director	Mgmt	For	For
12	Re-elect Michael Roney as Director	Mgmt	For	For
13	Re-elect Jane Shields as Director	Mgmt	For	For
14	Re-elect Jeremy Stakol as Director	Mgmt	For	For
15	Re-elect Lord Wolfson as Director	Mgmt	For	For
16	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
18	Authorise Issue of Equity	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
22	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

NIBE Industrier AB

Meeting Date: 16/05/2024	Country: Sweden	Ticker: NIBE.B
Record Date: 07/05/2024	Meeting Type: Annual	



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chair of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive President's Report	Mgmt		
8	Receive Financial Statements and Statutory Reports; Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt		
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9.b	Approve Allocation of Income and Dividends of SEK 0.65 Per Share	Mgmt	For	For
9.c	Approve Discharge of Board and President	Mgmt	For	For
10	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For
11	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
12	Approve Remuneration of Directors in the Amount of SEK 1 Million for Chair and SEK 500,000 for Other Directors; Approve Remuneration of Auditors	Mgmt	For	For
13	Reelect Gerteric Lindquist, Hans Linnarson (Chair), Anders Palsson, Eva Karlsson and Eva Thunholm as Directors; Elect James Ahrgren and Camilla Ekdahl as New Directors	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board Concerns about overall board structure</i>				
14	Ratify KPMG as Auditors	Mgmt	For	For
15	Approve Remuneration Report	Mgmt	For	For
16	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
18	Close Meeting	Mgmt		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Gerard J. Arpey	Mgmt	For	For
1b	Elect Director Ari Bousbib	Mgmt	For	For
1c	Elect Director Jeffery H. Boyd	Mgmt	For	Against
Voter Rationale: Concerns related to approach to board gender diversity				
1d	Elect Director Gregory D. Brenneman	Mgmt	For	For
1e	Elect Director J. Frank Brown	Mgmt	For	For
1f	Elect Director Edward P. Decker	Mgmt	For	For
1g	Elect Director Wayne M. Hewett	Mgmt	For	Against
Voter Rationale: Concerns about remuneration committee performance				
1h	Elect Director Manuel Kadre	Mgmt	For	For
1i	Elect Director Stephanie C. Linnartz	Mgmt	For	For
1j	Elect Director Paula Santilli	Mgmt	For	For
1k	Elect Director Caryn Seidman-Becker	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: Options/PSUs vest in less than 36 monthsHigh variable pay ratio				
4	Adopt Policy to Require Board of Directors Members to Disclose their Political Donations	SH	Against	Against
5	Report on Political Spending Congruency	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency				
6	Report on Corporate Contributions	SH	Against	Against
7	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against
8	Disclose a Biodiversity Impact and Dependency Assessment	SH	Against	Against
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency				
9	Clawback of Incentive Payments	SH	Against	For
Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation				

Compagnie Generale des Etablissements Michelin SCA

Meeting Date: 17/05/2024

Country: France

Ticker: ML

Record Date: 15/05/2024

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income and Dividends of EUR 1.35 per Share	Mgmt	For	For
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
6	Approve Remuneration Policy of General Managers	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
7	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For
9	Approve Compensation of Florent Menegaux	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
10	Approve Compensation of Yves Chapot	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
11	Approve Compensation of Barbara Dalibard, Chairwoman of Supervisory Board	Mgmt	For	For
12	Elect Patrick de La Chevardiere as Supervisory Board Member	Mgmt	For	For
13	Elect Catherine Soubie as Supervisory Board Member	Mgmt	For	For
14	Elect Pascal Vinet as Supervisory Board Member	Mgmt	For	For
15	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For
16	Appoint Deloitte & Associes as Auditor for the Sustainability Reporting	Mgmt	For	For
	Extraordinary Business	Mgmt		
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 125 Million	Mgmt	For	For

Compagnie Generale des Etablissements Michelin SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 35 Million	Mgmt	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 35 Million	Mgmt	For	For
20	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17 to 20	Mgmt	For	For
22	Authorize Capitalization of Reserves of Up to EUR 80 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
25	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 17-21 and 23 at EUR 125 Million	Mgmt	For	For
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Fresenius SE & Co. KGaA

Meeting Date: 17/05/2024Country: GermanyTicker: FRE

Record Date: 25/04/2024Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2023	Mgmt	For	For
2	Approve Discharge of Personally Liable Partner for Fiscal Year 2023	Mgmt	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For

Fresenius SE & Co. KGaA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024, Auditors of Sustainability Reporting for Fiscal Year 2024 and for the Review of Interim Financial Statements until 2025 AGM	Mgmt	For	For
5	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				

Zalando SE

Meeting Date: 17/05/2024	Country: Germany	Ticker: ZAL
Record Date: 25/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For
5.2	Ratify KPMG AG as Auditors for the Review of Interim Financial Statements Until 2025 AGM	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
7	Approve Remuneration Policy	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
8	Amend Articles Re: Proof of Entitlement	Mgmt	For	For
9	Approve Cancellation of Conditional Capital 2013	Mgmt	For	For

JPMorgan Chase & Co.

Meeting Date: 21/05/2024	Country: USA	Ticker: JPM
Record Date: 22/03/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Linda B. Bammann	Mgmt	For	Against
	<i>Voter Rationale: EOS manual override. See analyst note.</i>			
1b	Elect Director Stephen B. Burke	Mgmt	For	For
	<i>Voter Rationale: EOS manual override. See analyst note.</i>			
1c	Elect Director Todd A. Combs	Mgmt	For	For
1d	Elect Director Alicia Boler Davis	Mgmt	For	For
1e	Elect Director James Dimon	Mgmt	For	For
1f	Elect Director Alex Gorsky	Mgmt	For	For
1g	Elect Director Mellody Hobson	Mgmt	For	For
	<i>Voter Rationale: EOS manual override. See analyst note.</i>			
1h	Elect Director Phebe N. Novakovic	Mgmt	For	For
1i	Elect Director Virginia M. Rometty	Mgmt	For	For
1j	Elect Director Mark A. Weinberger	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
	<i>Voter Rationale: Pay is in top quartile and not aligned with performance</i>			
3	Amend Omnibus Stock Plan	Mgmt	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
5	Require Independent Board Chair	SH	Against	For
	<i>Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation</i>			
6	Report on Impacts of JPMC's Climate Transition Policies	SH	Against	Against
7	Report on Respecting Indigenous Peoples' Rights	SH	Against	For
	<i>Voter Rationale: SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>			
8	Review Proxy Voting Record and Policies Related to Climate Change and Diversity	SH	Against	Against
9	Commission Third Party Report on Due Diligence Process of Doing Business in Conflict Affected Areas	SH	Against	For
	<i>Voter Rationale: SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>			
10	Submit Severance Agreement to Shareholder Vote	SH	Against	For
	<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation</i>			
11	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against

Meeting Date: 21/05/2024	Country: United Kingdom	Ticker: SHEL
Record Date: 17/05/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals	Mgmt		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
3	Re-elect Dick Boer as Director	Mgmt	For	For
4	Re-elect Neil Carson as Director	Mgmt	For	For
5	Re-elect Ann Godbehere as Director	Mgmt	For	For
6	Re-elect Sinead Gorman as Director	Mgmt	For	For
7	Re-elect Jane Lute as Director	Mgmt	For	For
8	Re-elect Catherine Hughes as Director	Mgmt	For	For
9	Re-elect Sir Andrew Mackenzie as Director	Mgmt	For	For
10	Re-elect Sir Charles Roxburgh as Director	Mgmt	For	For
11	Re-elect Wael Sawan as Director	Mgmt	For	For
12	Re-elect Abraham Schot as Director	Mgmt	For	For
13	Re-elect Leena Srivastava as Director	Mgmt	For	For
14	Re-elect Cyrus Taraporevala as Director	Mgmt	For	For
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For
17	Authorise Issue of Equity	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
20	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	For	For
21	Authorise UK Political Donations and Expenditure	Mgmt	For	For
22	Approve the Shell Energy Transition Strategy	Mgmt	For	Against
Voter Rationale: Insufficient evidence of alignment to 1.5 degrees				
	Shareholder Proposal	Mgmt		

Shell Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
23	Advise Shell to Align its Medium-Term Emissions Reduction Targets Covering the Greenhouse Gas (GHG) Emissions of the Use of its Energy Products (Scope 3) with the Goal of the Paris Climate Agreement	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				

Amazon.com, Inc.

Meeting Date: 22/05/2024	Country: USA	Ticker: AMZN
Record Date: 28/03/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jeffrey P. Bezos	Mgmt	For	For
1b	Elect Director Andrew R. Jassy	Mgmt	For	For
1c	Elect Director Keith B. Alexander	Mgmt	For	For
1d	Elect Director Edith W. Cooper	Mgmt	For	For
1e	Elect Director Jamie S. Gorelick	Mgmt	For	For
1f	Elect Director Daniel P. Huttenlocher	Mgmt	For	Against
Voter Rationale: Concerns about human rights				
1g	Elect Director Andrew Y. Ng	Mgmt	For	For
1h	Elect Director Indra K. Nooyi	Mgmt	For	For
1i	Elect Director Jonathan J. Rubinstein	Mgmt	For	For
1j	Elect Director Brad D. Smith	Mgmt	For	For
1k	Elect Director Patricia Q. Stonesifer	Mgmt	For	For
1l	Elect Director Wendell P. Weeks	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Granted variable pay is less or equal to 2x base salaryTotal pay is in the bottom quartile (low relative to peers)				
4	Establish a Public Policy Committee	SH	Against	Against
5	Establish a Board Committee on Corporate Financial Sustainability	SH	Against	Against
6	Report on Customer Due Diligence	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				



Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Report on Lobbying Payments and Policy	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency				
8	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
9	Report on Viewpoint Discrimination	SH	Against	Against
10	Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	SH	Against	Against
11	Report on Efforts to Reduce Plastic Use	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
12	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
13	Disclose All Material Scope 3 GHG Emissions	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
14	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
15	Adopt Policy to Require Board Members to Disclose their Political and Charitable Donations	SH	Against	Against
16	Establish a Board Committee on Artificial Intelligence	SH	Against	Against
17	Commission a Third Party Audit on Working Conditions	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				

American Tower Corporation

Meeting Date: 22/05/2024

Country: USA

Ticker: AMT

Record Date: 25/03/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Steven O. Vondran	Mgmt	For	For

## American Tower Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1b	Elect Director Kelly C. Chambliss	Mgmt	For	For
1c	Elect Director Teresa H. Clarke	Mgmt	For	For
1d	Elect Director Kenneth R. Frank	Mgmt	For	For
1e	Elect Director Robert D. Hormats	Mgmt	For	For
1f	Elect Director Grace D. Lieblein	Mgmt	For	For
1g	Elect Director Craig Macnab	Mgmt	For	For
1h	Elect Director Neville R. Ray	Mgmt	For	For
1i	Elect Director JoAnn A. Reed	Mgmt	For	For
1j	Elect Director Pamela D. A. Reeve	Mgmt	For	For
1k	Elect Director Bruce L. Tanner	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For
Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation				
5	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	For
Voter Rationale: Shareholder proposal promotes better management of SEE opportunities and risks				

## Coca-Cola Europacific Partners plc

Meeting Date: 22/05/2024	Country: United Kingdom	Ticker: CCEP
Record Date: 20/05/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
3	Elect Guillaume Bacuvier as Director	Mgmt	For	For
4	Re-elect Manolo Arroyo as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
5	Re-elect John Bryant as Director	Mgmt	For	For

# Coca-Cola Europacific Partners plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Re-elect Jose Ignacio Comenge as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
7	Re-elect Damian Gammell as Director	Mgmt	For	For
8	Re-elect Nathalie Gaveau as Director	Mgmt	For	For
9	Re-elect Alvaro Gomez-Trenor Aguilar as Director	Mgmt	For	For
10	Re-elect Mary Harris as Director	Mgmt	For	For
11	Re-elect Thomas Johnson as Director	Mgmt	For	For
12	Re-elect Dagmar Kollmann as Director	Mgmt	For	For
13	Re-elect Alfonso Libano Daurella as Director	Mgmt	For	For
14	Re-elect Nicolas Mirzayantz as Director	Mgmt	For	For
15	Re-elect Mark Price as Director	Mgmt	For	For
16	Re-elect Nancy Quan as Director	Mgmt	For	For
17	Re-elect Mario Rotllant Sola as Director	Mgmt	For	For
18	Re-elect Dessi Temperley as Director	Mgmt	For	For
19	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
20	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
21	Authorise UK Political Donations and Expenditure	Mgmt	For	For
22	Authorise Issue of Equity	Mgmt	For	For
23	Approve Waiver of Rule 9 of the Takeover Code	Mgmt	For	Against
Voter Rationale: Concerns to protect shareholder value				
24	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
25	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
26	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
27	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	For	For
28	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

# Credit Agricole SA

Meeting Date: 22/05/2024	Country: France	Ticker: ACA
Record Date: 20/05/2024	Meeting Type: Annual/Special	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 1.05 per Share	Mgmt	For	For
4	Approve Transactions with Groupe TVA Re: ASU GTVA Credit Agricole	Mgmt	For	For
5	Approve Transaction with Worldline, Credit Agricole Payment Services, LCL, 39 Caisses Regionales de Credit Agricole Mutuel and AVEM Re: Framework Agreement	Mgmt	For	For
6	Approve Transaction with Credit Agricole CIB Re: Transfer of Activities of Company's Banking Services Department	Mgmt	For	For
7	Approve Transaction with Banco Santander, S.A., Santander Investment, S.A., CACEIS, CACEIS Bank et CACEIS Bank Spain Re: CACEIS Governance Rules	Mgmt	For	For
8	Reelect SAS Rue la Boetie as Director	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on boardConcerns related to inappropriate membership of committees</i>				
9	Reelect Olivier Auffray as Director	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board</i>				
10	Relect Nicole Gourmelon as Director	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board</i>				
11	Reelect Marianne Laigneau as Director	Mgmt	For	For
12	Reelect Louis Tercinier as Director	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on boardConcerns related to inappropriate membership of committees</i>				
13	Ratify Appointment of Christine Gandon as Director Following Resignation of Jean-Paul Kerrien	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board</i>				
14	Reelect Christophe Lesur as Representative of Employee Shareholders to the Board and Caroline Corbiere as Alternate Representative of Employee to the Board	Mgmt	For	For

## Credit Agricole SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
15	Renew Appointment of Pricewaterhousecoopers Audit as Auditor; End of Mandate of Jean-Baptiste Deschryver as Alternate Auditor and Decision Not to Reelect and Renew	Mgmt	For	For
16	Appoint Mazars as Auditor; End of Mandate of Auditex as Alternate Auditor and Decision Not to Reelect and Renew	Mgmt	For	For
17	Appoint Pricewaterhousecoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For
18	Appoint Mazars as Auditor for the Sustainability Reporting	Mgmt	For	For
19	Approve Remuneration Policy of Dominique Lefebvre, Chairman of the Board	Mgmt	For	For
20	Approve Remuneration Policy of Philippe Brassac, CEO	Mgmt	For	For
21	Approve Remuneration Policy of Olivier Gavalda, Vice-CEO	Mgmt	For	For
22	Approve Remuneration Policy of Jerome Grivet, Vice-CEO	Mgmt	For	For
23	Approve Remuneration Policy of Xavier Musca, Vice-CEO	Mgmt	For	For
24	Approve Remuneration Policy of Directors	Mgmt	For	For
25	Approve Compensation of Dominique Lefebvre, Chairman of the Board	Mgmt	For	For
26	Approve Compensation of Philippe Brassac, CEO	Mgmt	For	For
27	Approve Compensation of Olivier Gavalda, Vice-CEO	Mgmt	For	For
28	Approve Compensation of Jerome Grivet, Vice-CEO	Mgmt	For	For
29	Approve Compensation of Xavier Musca, Vice-CEO	Mgmt	For	For
30	Approve Compensation Report	Mgmt	For	For
31	Approve the Aggregate Remuneration Granted in 2023 to Senior Management, Responsible Officers and Regulated Risk-Takers	Mgmt	For	For
32	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
33	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4.6 Billion	Mgmt	For	For

Credit Agricole SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
34	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 908 Million	Mgmt	For	For
35	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 908 Million	Mgmt	For	For
36	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 33-35, 37-38 and 41-42	Mgmt	For	For
37	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
38	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For
39	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 4.6 Billion	Mgmt	For	For
40	Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For
41	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
42	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	Mgmt	For	For
43	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
44	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Dassault Systemes SE

Meeting Date: 22/05/2024

Country: France

Ticker: DSY

Record Date: 20/05/2024

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of EUR 0.23 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
5	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For
6	Approve Remuneration Policy of Corporate Officers	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
7	Approve Compensation of Charles Edelstenne, Chairman of the Board until January 8, 2023	Mgmt	For	For
8	Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO until January 8, 2023 then Chairman and CEO until December 31, 2023	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
9	Approve Compensation of Pascal Daloz, Vice-CEO fom January 9, 2023 until December 31, 2023	Mgmt	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
11	Elect Groupe Industriel Marcel Dassault SAS as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns to protect shareholder value</i>				
12	Reelect Laurence Daures as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to succession planning</i>				
13	Authorize Repurchase of Up to 25 Million Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For
17	Delegate Powers to the Board to Approve Merger by Absorption by the Company	Mgmt	For	Against
<i>Voter Rationale: Concerns to protect shareholder value</i>				

Dassault Systemes SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
18	Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 17	Mgmt	For	Against
	Voter Rationale: Concerns to protect shareholder value			
19	Delegate Powers to the Board to Approve Spin-Off Agreement	Mgmt	For	Against
	Voter Rationale: Concerns to protect shareholder value			
20	Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 19	Mgmt	For	Against
	Voter Rationale: Concerns to protect shareholder value			
21	Delegate Powers to the Board to Acquire Certain Assets of Another Company	Mgmt	For	Against
	Voter Rationale: Concerns to protect shareholder value			
22	Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 21	Mgmt	For	Against
	Voter Rationale: Concerns to protect shareholder value			
	Ordinary Business	Mgmt		
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Erste Group Bank AG

Meeting Date: 22/05/2024	Country: Austria	Ticker: EBS
Record Date: 12/05/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 2.70 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For
5	Ratify Sparkassen-Pruefungsverband and PwC Wirtschaftspruefung GmbH as Auditors for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For
6	Ratify PwC Wirtschaftspruefung GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For



Erste Group Bank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Approve Remuneration of Supervisory Board Members	Mgmt	For	For
8	Approve Remuneration Report	Mgmt	For	For
9.1	Approve Decrease in Size of Supervisory Board to 12 Members	Mgmt	For	For
9.2	Elect Caroline Kuhnert as Supervisory Board Member	Mgmt	For	For
9.3	Reelect Elisabeth Krainer-Senger-Weiss as Supervisory Board Member	Mgmt	For	For
9.4	Reelect Michael Schuster as Supervisory Board Member	Mgmt	For	For
9.5	Elect Walter Schuster as Supervisory Board Member	Mgmt	For	For
10	Approve Virtual-Only or Hybrid Shareholder Meetings Until 2028; Amend Articles Re: Company Announcements	Mgmt	For	For
11.1	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	For	For
11.2	Authorize Reissuance of Repurchased Shares without Preemptive Rights	Mgmt	For	For

M&G Plc

Meeting Date: 22/05/2024	Country: United Kingdom	Ticker: MNG
Record Date: 20/05/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
3	Elect Elisabeth Stheeman as Director	Mgmt	For	For
4	Re-elect Clive Adamson as Director	Mgmt	For	For
5	Re-elect Edward Braham as Director	Mgmt	For	For
6	Re-elect Clare Chapman as Director	Mgmt	For	For
7	Re-elect Kathryn McLeland as Director	Mgmt	For	For
8	Re-elect Andrea Rossi as Director	Mgmt	For	For
9	Re-elect Debasish Sanyal as Director	Mgmt	For	For
10	Re-elect Clare Thompson as Director	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Re-elect Massimo Tosato as Director	Mgmt	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For
15	Authorise Issue of Equity	Mgmt	For	For
16	Authorise Issue of Equity in Connection with the Issue of Mandatory Convertible Securities	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Mandatory Convertible Securities	Mgmt	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

McDonald's Corporation

Meeting Date: 22/05/2024Country: USATicker: MCD

Record Date: 25/03/2024Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Anthony Capuano	Mgmt	For	For
1b	Elect Director Kareem Daniel	Mgmt	For	For
1c	Elect Director Lloyd Dean	Mgmt	For	Against
Voter Rationale: Concerns about remuneration committee performance				
1d	Elect Director Catherine Engelbert	Mgmt	For	For
1e	Elect Director Margaret Georgiadis	Mgmt	For	For
1f	Elect Director Michael Hsu	Mgmt	For	For
1g	Elect Director Christopher Kempczinski	Mgmt	For	For
1h	Elect Director John Mulligan	Mgmt	For	For
1i	Elect Director Jennifer Taubert	Mgmt	For	For
1j	Elect Director Paul Walsh	Mgmt	For	Against
Voter Rationale: 1- Concerns about human rights2- EOS manual override. See analyst note.				
1k	Elect Director Amy Weaver	Mgmt	For	For

McDonald's Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1l	Elect Director Miles White	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: 1- High variable pay ratio2- Options vest in less than 36 months3- Use of share options misaligned with EOS policy4- Concerns about remuneration committee performance				
3	Amend Certificate of Incorporation to Limit the Personal Liability of Officers	Mgmt	For	For
4	Amend Certificate of Incorporation	Mgmt	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
6	Adopt Antibiotics Policy	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
7	Approve Request on Cage Free Egg Progress Disclosure	SH	Against	For
Voter Rationale: 1- EOS manual override. See analyst note.2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
8	Disclose Poultry Welfare Indicators	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
9	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	Against
10	Report on Corporate Contributions	SH	Against	Against
11	Issue Transparency Report on Global Public Policy and Political Influence	SH	Against	Against

Mondelez International, Inc.

Meeting Date: 22/05/2024	Country: USA	Ticker: MDLZ
Record Date: 13/03/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Cees 't Hart	Mgmt	For	For
1.2	Elect Director Charles E. Bunch	Mgmt	For	For
1.3	Elect Director Ertharin Cousin	Mgmt	For	For
1.4	Elect Director Brian J. McNamara	Mgmt	For	For
1.5	Elect Director Jorge S. Mesquita	Mgmt	For	For
1.6	Elect Director Anindita Mukherjee	Mgmt	For	For
1.7	Elect Director Jane Hamilton Nielsen	Mgmt	For	For
1.8	Elect Director Paula A. Price	Mgmt	For	For
1.9	Elect Director Patrick T. Siewert	Mgmt	For	For

Mondelez International, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.10	Elect Director Michael A. Todman	Mgmt	For	For
1.11	Elect Director Dirk Van de Put	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
3	Approve Omnibus Stock Plan	Mgmt	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
5	Establish Subcommittee Study on Company Affiliations	SH	Against	Against
Voter Rationale: Shareholder proposal does not promote better management of ESG opportunities and risk				
6	Require Independent Board Chair	SH	Against	For
Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation				
7	Report on Targets to Eradicate Child Labor in Cocoa Supply Chain	SH	Against	For
Voter Rationale: Shareholder proposal does not promote better management of ESG opportunities and risk				
8	Report on Risks of Doing Business in Conflict-Affected Areas	SH	Against	For
Voter Rationale: Shareholder proposal does not promote better management of ESG opportunities and risk				

Orange SA

Meeting Date: 22/05/2024	Country: France	Ticker: ORA
Record Date: 20/05/2024	Meeting Type: Annual/Special	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 0.72 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Regarding One New Transaction	Mgmt	For	For
5	Reelect Christel Heydemann as Director	Mgmt	For	For
6	Reelect Frederic Sanchez as Director	Mgmt	For	For
7	Elect Thierry Chatelier as Representative of Employee Shareholders to the Board	Mgmt	For	For

Orange SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Appoint Deloitte & Associates as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
9	Appoint KPMG as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
10	Approve Compensation Report	Mgmt	For	For
11	Approve Compensation of Christel Heydemann, CEO	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
12	Approve Compensation of Jacques Aschenbroich, Chairman of the Board	Mgmt	For	For
13	Approve Remuneration Policy of CEO	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
14	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
15	Approve Remuneration Policy of Directors	Mgmt	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
17	Extraordinary Business	Mgmt	For	Against
	Authorize up to 0.12 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Key Employees and Corporate Officers With Performance Conditions Attached	Mgmt		
Voter Rationale: Pay is misaligned with EOS remuneration principles				
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
20	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For
A	Shareholder Proposal Submitted by Fonds Commun de Placement d Entreprise Orange Actions	Mgmt	Against	Against
	Amending Item 17 of Current Meeting to either Align the Employees' Free Shares Plans to the Executives' LTIPs or Proceed to an Annual Issuance Reserved for Employees Aligned with the Terms of Issuances used in Employees Stock Purchase Plans	SH		
Voter Rationale: Pay is misaligned with EOS remuneration principles				

PUMA SE

Meeting Date: 22/05/2024	Country: Germany	Ticker: PUM
Record Date: 30/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.82 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committeesLack of independence on board				
5	Ratify KPMG AG as Auditors for Fiscal Year 2024	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
7	Approve Increase in Size of Board to Seven Members	Mgmt	For	For
8.1	Elect Harsh Saini to the Supervisory Board	Mgmt	For	For
8.2	Elect Roland Krueger to the Supervisory Board	Mgmt	For	For
9	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For
11	Amend Articles Re: Proof of Entitlement	Mgmt	For	For

Societe Generale SA

Meeting Date: 22/05/2024Country: FranceTicker: GLE

Record Date: 20/05/2024Meeting Type: Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 0.90 per Share	Mgmt	For	For

## Societe Generale SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
5	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
6	Approve Remuneration Policy of CEO and Vice-CEOs	Mgmt	For	For
7	Approve Remuneration Policy of Directors	Mgmt	For	For
8	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,835,000	Mgmt	For	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For
10	Approve Compensation of Lorenzo Bini Smaghi, Chairman of the Board	Mgmt	For	For
11	Approve Compensation of Frederic Oudea, CEO Until May 23, 2023	Mgmt	For	For
12	Approve Compensation of Slawomir Krupa, CEO Since May 23, 2023	Mgmt	For	For
13	Approve Compensation of Philippe Aymerich, Vice-CEO	Mgmt	For	For
14	Approve Compensation of Pierre Palmieri, Vice-CEO Since May 23, 2023	Mgmt	For	For
15	Approve Compensation of Diony Lebot, Vice-CEO Until May 23, 2023	Mgmt	For	For
16	Approve the Aggregate Remuneration Granted in 2023 to Certain Senior Management, Responsible Officers, and Risk-Takers (Advisory)	Mgmt	For	For
17	Reelect Annette Messmer as Director	Mgmt	For	For
18	Appoint KPMG SA as Auditor	Mgmt	For	For
19	Appoint PricewaterhouseCoopers as Auditor	Mgmt	For	For
20	Appoint KPMG SA as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
21	Appoint Pricewaterhousecoopers as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
23	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights and/or Capitalization of Reserves for Bonus Issue or Increase in Par Value up to Aggregate Nominal Amount of EUR 331,229,000	Mgmt	For	For

Societe Generale SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
24	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 100,372,500	Mgmt	For	For
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
26	Approve Issuance of Super-Subordinated Contingent Convertible Bonds without Preemptive Rights for Private Placements, up to 10 Percent of Issued Capital	Mgmt	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
28	Authorize up to 1.15 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Regulated Persons	Mgmt	For	For
29	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
30	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
31	Amend Article 7 of Bylaws Re: Representatives of Employee to the Board Appointed by Employees	Mgmt	For	For
32	Amend Article 7 of Bylaws Re: Representatives of Employee to the Board Appointed by General Meeting of Shareholders	Mgmt	For	For
33	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

STMicroelectronics NV

Meeting Date: 22/05/2024	Country: Netherlands	Ticker: STMPA
Record Date: 24/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Receive Report of Management Board (Non-Voting)	Mgmt		
2	Discussion on Company's Corporate Governance Structure	Mgmt		
3	Receive Report of Supervisory Board (Non-Voting)	Mgmt		
4	Approve Remuneration Report	Mgmt	For	For
5	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For



STMicroelectronics NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
7	Approve Dividends	Mgmt	For	For
8	Approve Discharge of Management Board	Mgmt	For	For
9	Approve Discharge of Supervisory Board	Mgmt	For	For
10	Amend Articles of Association	Mgmt	For	For
11	Approve Remuneration Policy for Management Board	Mgmt	For	For
12	Reelect Jean-Marc Chery to Management Board	Mgmt	For	For
13	Approve Grant of Unvested Stock Awards to Jean-Marc Chery as President and CEO	Mgmt	For	For
14	Elect Lorenzo Grandi to Management Board	Mgmt	For	For
15	Approve Grant of Unvested Stock Awards to Lorenzo Grandi as President and CFO	Mgmt	For	For
16	Approve New Unvested Stock Award Plan for Management and Key Employees	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
17	Reappoint EY as Auditors for the 2024 and 2025 Financial Years	Mgmt	For	For
18	Reelect Nicolas Dufourcq to Supervisory Board	Mgmt	For	For
19	Reelect Janet Davidson to Supervisory Board	Mgmt	For	Against
Voter Rationale: Inadequate management of climate-related risks				
20	Elect Pascal Daloz to Supervisory Board	Mgmt	For	Against
Voter Rationale: Overboarded/Too many other time commitments				
21	Authorize Repurchase of Shares	Mgmt	For	For
22	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	For	For
23	Allow Questions	Mgmt		

Thermo Fisher Scientific Inc.

Meeting Date: 22/05/2024	Country: USA	Ticker: TMO
Record Date: 25/03/2024	Meeting Type: Annual	

Thermo Fisher Scientific Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Marc N. Casper	Mgmt	For	For
1b	Elect Director Nelson J. Chai	Mgmt	For	For
1c	Elect Director Ruby R. Chandy	Mgmt	For	For
1d	Elect Director C. Martin Harris	Mgmt	For	For
1e	Elect Director Tyler Jacks	Mgmt	For	For
1f	Elect Director Jennifer M. Johnson	Mgmt	For	For
1g	Elect Director R. Alexandra Keith	Mgmt	For	For
1h	Elect Director James C. Mullen	Mgmt	For	For
1i	Elect Director Debora L. Spar	Mgmt	For	For
1j	Elect Director Scott M. Sperling	Mgmt	For	For
1k	Elect Director Dion J. Weisler	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: Options/PSUs vest in less than 36 monthsHigh variable pay ratio				
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Adopt Simple Majority Vote Requirement	SH	Against	Against

bioMerieux SA

Meeting Date: 23/05/2024Country: FranceTicker: BIM

Record Date: 19/05/2024Meeting Type: Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Ordinary Business	Mgmt		
	Approve Financial Statements and Statutory Reports	Mgmt	For	For
	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Discharge of Directors	Mgmt	For	Against
Voter Rationale: Insufficient/poor disclosure				
4	Approve Allocation of Income and Dividends of EUR 0.85 per Share	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Reelect Harold Boel as Director	Mgmt	For	Against
	<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>			
6	Elect Groupe Industriel Marcel Dassault as Director	Mgmt	For	Against
	<i>Voter Rationale: Non-independent chair</i>			
7	Elect Viviane Monges as Director	Mgmt	For	For
8	Appoint Benoit Ribadeau-Dumas as Censor	Mgmt	For	Against
	<i>Voter Rationale: Insufficient basis to support a decision</i>			
9	Renew Appointment of Ernst & Young et Autres as Auditor	Mgmt	For	For
10	Appoint Ernst & Young et Autres as Authorized Sustainability Auditors	Mgmt	For	For
11	Approve Remuneration of Directors in the Aggregate Amount of EUR 600,000	Mgmt	For	For
12	Approve Remuneration Policy of Corporate Officers	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
14	Approve Remuneration Policy of CEO	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
15	Approve Remuneration Policy of Directors	Mgmt	For	For
16	Approve Compensation Report of Corporate Officers	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
17	Approve Compensation of Alexandre Merieux, Chairman and CEO from January 1, 2023 to June 30, 2023 and Chairman of the Board since July 1, 2023	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
18	Approve Compensation of Pierre Boulud, Vice-CEO from January 1, 2023 to June 30, 2023 and CEO since July 1, 2023	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
19	Approve Amended Share Purchase Program (MyShare 2023) Reserved for Beneficiaries Employed in the State of California, USA	Mgmt	For	For
20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		

bioMerieux SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
22	Authorize up to 15 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
24	Eliminate Preemptive Rights Pursuant to Item 23 Above, in Favor of Employees	Mgmt	For	For
25	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 22 and 23 at EUR 4,210,280	Mgmt	For	For
26	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Enel SpA

Meeting Date: 23/05/2024Country: ItalyTicker: ENEL

Record Date: 14/05/2024Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
4	Approve Long Term Incentive Plan 2024	Mgmt	For	For
5.1	Approve Remuneration Policy	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
5.2	Approve Second Section of the Remuneration Report	Mgmt	For	For

Legal & General Group Plc

Meeting Date: 23/05/2024Country: United KingdomTicker: LGEN

Record Date: 21/05/2024Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3	Elect Antonio Simoes as Director	Mgmt	For	For
4	Re-elect Henrietta Baldock as Director	Mgmt	For	For
5	Re-elect Nilufer Von Bismarck as Director	Mgmt	For	For
6	Re-elect Philip Broadley as Director	Mgmt	For	For
7	Re-elect Jeff Davies as Director	Mgmt	For	For
8	Re-elect Carolyn Johnson as Director	Mgmt	For	For
9	Re-elect Sir John Kingman as Director	Mgmt	For	For
10	Re-elect Lesley Knox as Director	Mgmt	For	For
11	Re-elect George Lewis as Director	Mgmt	For	For
12	Re-elect Ric Lewis as Director	Mgmt	For	For
13	Re-elect Tushar Morzaria as Director	Mgmt	For	For
14	Re-elect Laura Wade-Gery as Director	Mgmt	For	For
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
17	Approve Remuneration Report	Mgmt	For	For
18	Approve Performance Share Plan	Mgmt	For	For
19	Authorise Issue of Equity	Mgmt	For	For
20	Authorise Issue of Equity in Connection with the Issue of Contingent Convertible Securities	Mgmt	For	For
21	Authorise UK Political Donations and Expenditure	Mgmt	For	For
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Contingent Convertible Securities	Mgmt	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Morgan Stanley

Meeting Date: 23/05/2024Country: USATicker: MS

Record Date: 25/03/2024Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Megan Butler	Mgmt	For	For
1b	Elect Director Thomas H. Glocer	Mgmt	For	For
1c	Elect Director James P. Gorman	Mgmt	For	For
1d	Elect Director Robert H. Herz	Mgmt	For	For
1e	Elect Director Erika H. James	Mgmt	For	For
1f	Elect Director Hironori Kamezawa	Mgmt	For	For
1g	Elect Director Shelley B. Leibowitz	Mgmt	For	For
1h	Elect Director Stephen J. Luczo	Mgmt	For	For
1i	Elect Director Jami Miscik	Mgmt	For	For
1j	Elect Director Masato Miyachi	Mgmt	For	For
1k	Elect Director Dennis M. Nally	Mgmt	For	Against
Voter Rationale: EOS manual override. See analyst note.				
1l	Elect Director Edward (Ted) Pick	Mgmt	For	For
1m	Elect Director Mary L. Schapiro	Mgmt	For	For
1n	Elect Director Perry M. Traquina	Mgmt	For	For
1o	Elect Director Rayford Wilkins, Jr.	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: EOS manual override. See analyst note.				
4	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	For	For
5	Report on Overseeing Risks Related to Discrimination Including Religious/Political Views	SH	Against	Against
6	Report on Lobbying Payments and Policy	SH	Against	For
Voter Rationale: Shareholder proposal promotes transparency				
7	Report on Clean Energy Supply Financing Ratio	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				

NextEra Energy, Inc.

Meeting Date: 23/05/2024Country: USATicker: NEE

Record Date: 26/03/2024Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Nicole S. Arnaboldi	Mgmt	For	For
1b	Elect Director James L. Camaren	Mgmt	For	For
1c	Elect Director Naren K. Gursahaney	Mgmt	For	For
1d	Elect Director Kirk S. Hachigian	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
1e	Elect Director Maria G. Henry	Mgmt	For	For
1f	Elect Director John W. Ketchum	Mgmt	For	For
1g	Elect Director Amy B. Lane	Mgmt	For	For
1h	Elect Director David L. Porges	Mgmt	For	For
1i	Elect Director Deborah L. "Dev" Stahlkopf	Mgmt	For	For
1j	Elect Director John A. Stall	Mgmt	For	For
1k	Elect Director Darryl L. Wilson	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: Options/PSUs vest in less than 36 monthsExcessive severance				
4	Disclose Board Skills and Diversity Matrix	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
5	Report on Climate Lobbying	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				

Prudential Plc

Meeting Date: 23/05/2024	Country: United Kingdom	Ticker: PRU
Record Date: 21/05/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
3	Elect Mark Saunders as Director	Mgmt	For	For

Prudential Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Re-elect Shriti Vadera as Director	Mgmt	For	For
5	Re-elect Anil Wadhvani as Director	Mgmt	For	For
6	Re-elect Jeremy Anderson as Director	Mgmt	For	For
7	Re-elect Arijit Basu as Director	Mgmt	For	For
8	Re-elect Chua Sock Koong as Director	Mgmt	For	For
9	Re-elect Ming Lu as Director	Mgmt	For	For
10	Re-elect George Sartorel as Director	Mgmt	For	For
11	Re-elect Claudia Dyckerhoff as Director	Mgmt	For	For
12	Re-elect Jeanette Wong as Director	Mgmt	For	For
13	Re-elect Amy Yip as Director	Mgmt	For	For
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For
17	Authorise Issue of Equity	Mgmt	For	For
18	Authorise Issue of Equity to Include Repurchased Shares	Mgmt	For	For
19	Authorise Issue of Preference Shares	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
23	Authorise Directors to Allot Ordinary Shares in Connection with the Scrip Dividend Alternative	Mgmt	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Rolls-Royce Holdings Plc

Meeting Date: 23/05/2024

Country: United Kingdom

Ticker: RR

Record Date: 21/05/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For



Rolls-Royce Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Remuneration Policy	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
3	Approve Remuneration Report	Mgmt	For	For
4	Re-elect Dame Anita Frew as Director	Mgmt	For	For
5	Re-elect Tufan Erginbilgic as Director	Mgmt	For	For
6	Elect Helen McCabe as Director	Mgmt	For	For
7	Re-elect George Culmer as Director	Mgmt	For	For
8	Elect Birgit Behrendt as Director	Mgmt	For	For
9	Elect Stuart Bradie as Director	Mgmt	For	For
10	Elect Paulo Cesar Silva as Director	Mgmt	For	For
11	Re-elect Lord Jitesh Gadhia as Director	Mgmt	For	For
12	Re-elect Beverly Goulet as Director	Mgmt	For	For
13	Re-elect Nick Luff as Director	Mgmt	For	For
14	Re-elect Wendy Mars as Director	Mgmt	For	For
15	Re-elect Dame Angela Strank as Director	Mgmt	For	For
16	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For
19	Authorise Issue of Equity	Mgmt	For	For
20	Approve Global Employee Share Purchase Plan	Mgmt	For	For
21	Approve Long Term Incentive Plan	Mgmt	For	For
22	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	Mgmt	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
25	Adopt New Articles of Association	Mgmt	For	For

Safran SA

Meeting Date: 23/05/2024	Country: France	Ticker: SAF
Record Date: 21/05/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Regarding Two New Transactions	Mgmt	For	For
5	Reelect Patricia Bellinger as Independent Director	Mgmt	For	Against
Voter Rationale: Inadequate management of climate-related risks				
6	Elect Pascale Dosda as Representative of Employee Shareholders to the Board	Mgmt	For	For
7	Reelect Anne Aubert as Representative of Employee Shareholders to the Board	Mgmt	For	For
8	Appoint Mazars as Auditor for the Sustainability Reporting	Mgmt	For	For
9	Appoint Ernst & Young et Autres as Auditor for the Sustainability Reporting	Mgmt	For	For
10	Approve Compensation of Ross McInnes, Chairman of the Board	Mgmt	For	For
11	Approve Compensation of Olivier Andries, CEO	Mgmt	For	For
12	Approve Compensation Report of Corporate Officers	Mgmt	For	For
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
14	Approve Remuneration Policy of CEO	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
15	Approve Remuneration Policy of Directors	Mgmt	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 3.50 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
5	Appoint Mazars as Auditor for the Sustainability Reporting	Mgmt	For	For
6	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For
8	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO from January 1, 2023 until May 3, 2023	Mgmt	For	For
9	Approve Compensation of Peter Herweck, CEO since May 4, 2023	Mgmt	For	For
10	Approve Compensation of Jean-Pascal Tricoire, Chairman of the Board since May 4, 2023	Mgmt	For	For
11	Approve Remuneration Policy of CEO	Mgmt	For	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For
14	Reelect Fred Kindle as Director	Mgmt	For	For
15	Reelect Cecile Cabanis as Director	Mgmt	For	For
16	Reelect Jill Lee as Director	Mgmt	For	For
17	Elect Philippe Knoche as Director	Mgmt	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Meeting Date: 23/05/2024

Country: USA

Ticker: NOW

Record Date: 26/03/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Deborah Black	Mgmt	For	For
1b	Elect Director Susan L. Bostrom	Mgmt	For	Against
Voter Rationale: Concerns about remuneration committee performance				
1c	Elect Director Teresa Briggs	Mgmt	For	For
1d	Elect Director Jonathan C. Chadwick	Mgmt	For	For
1e	Elect Director Paul E. Chamberlain	Mgmt	For	For
1f	Elect Director Lawrence J. Jackson, Jr.	Mgmt	For	For
1g	Elect Director Frederic B. Luddy	Mgmt	For	For
1h	Elect Director William R. "Bill" McDermott	Mgmt	For	For
1i	Elect Director Jeffrey A. Miller	Mgmt	For	For
1j	Elect Director Joseph "Larry" Quinlan	Mgmt	For	For
1k	Elect Director Anita M. Sands	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: Low shareholding requirementExcessive CEO pay				
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Adopt Simple Majority Vote	SH	None	For
Voter Rationale: Shareholder proposal promotes enhanced shareholder rights				

Teleperformance SE

Meeting Date: 23/05/2024

Country: France

Ticker: TEP

Record Date: 21/05/2024

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For

## Teleperformance SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of EUR 3.85 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For
6	Approve Compensation of Daniel Julien, Chairman and CEO	Mgmt	For	For
7	Approve Compensation of Olivier Rigaudy, Vice-CEO	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
8	Approve Compensation of Bhupender Singh, Vice-CEO Since July 1, 2023	Mgmt	For	For
9	Approve Remuneration Policy of Directors	Mgmt	For	For
10	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For
11	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
12	Approve Remuneration Policy of Vice-CEO in Charge of Finances	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
13	Appoint PricewaterhouseCoopers Audit SAS as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
14	Ratify Appointment of Nan Niu as Director	Mgmt	For	For
15	Ratify Appointment of Moulay Hafid Elalamy as Director	Mgmt	For	For
16	Reelect Moulay Hafid Elalamy as Director	Mgmt	For	For
17	Ratify Appointment of Brigitte Daubry as Director	Mgmt	For	For
18	Reelect Brigitte Daubry as Director	Mgmt	For	For
19	Reelect Daniel Julien as Director	Mgmt	For	For
20	Reelect Alain Boulet as Director	Mgmt	For	For
21	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
22	Extraordinary Business	Mgmt		
	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	For

Teleperformance SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
23	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights, with a Binding Priority Right up to Aggregate Nominal Amount of EUR 14.5 Million	Mgmt	For	For
24	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 7.2 Million	Mgmt	For	For
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 22 to 24	Mgmt	For	For
26	Authorize Capital Increase of up to EUR 7.2 Million for Contributions in Kind	Mgmt	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
28	Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
29	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

The Charles Schwab Corporation

Meeting Date: 23/05/2024	Country: USA	Ticker: SCHW
Record Date: 25/03/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Walter W. Bettinger, II	Mgmt	For	For
1.2	Elect Director Joan T. Dea	Mgmt	For	Against
Voter Rationale: Concerns about overall board structureConcerns related to shareholder valueInadequate management of deforestation risksConcerns about remuneration committee performanceConcerns related to succession planning				
1.3	Elect Director Christopher V. Dodds	Mgmt	For	For
1.4	Elect Director Bharat B. Masrani	Mgmt	For	For
1.5	Elect Director Charles A. Ruffel	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: 1- Excessive CEO pay2- Low shareholding requirement3- Options vest in less than 36 months				
4	Improve Executive Compensation Program and Policy	SH	Against	Against
5	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against

The Charles Schwab Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Report on Median Gender/Racial Pay Gaps	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				

Carrefour SA

Meeting Date: 24/05/2024	Country: France	Ticker: CA
Record Date: 22/05/2024	Meeting Type: Annual/Special	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 0.87 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
5	Reelect Philippe Houze as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
6	Reelect Patricia Moulin Lemoine as Director	Mgmt	For	For
7	Reelect Stephane Israel as Director	Mgmt	For	For
8	Reelect Claudia Almeida e Silva as Director	Mgmt	For	For
9	Reelect Stephane Courbit as Director	Mgmt	For	For
10	Reelect Aurore Domont as Director	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
11	Reelect Arthur Sadoun as Director	Mgmt	For	For
12	Ratify Appointment of Eduardo Rossi as Director	Mgmt	For	For
13	Elect Marguerite Berard as Director	Mgmt	For	For
14	Appoint Deloitte & Associes and Mazars as Auditors for the Sustainability Reporting	Mgmt	For	For
15	Approve Compensation Report of Corporate Officers	Mgmt	For	For
16	Approve Compensation of Alexandre Bompard, Chairman and CEO	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				

Carrefour SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
17	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For
18	Approve Remuneration Policy of Directors	Mgmt	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
20	Extraordinary Business	Mgmt	For	For
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt		
	Ordinary Business	Mgmt		
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Intertek Group Plc

Meeting Date: 24/05/2024

Country: United Kingdom

Ticker: ITRK

Record Date: 22/05/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Policy	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4	Approve Final Dividend	Mgmt	For	For
5	Elect Apurvi Sheth as Director	Mgmt	For	For
6	Re-elect Andrew Martin as Director	Mgmt	For	Against
Voter Rationale: Failure to provide DEI disclosures in line with UK listing rulesConcerns related to below-board gender diversity				
7	Re-elect Andre Lacroix as Director	Mgmt	For	For
8	Re-elect Colm Deasy as Director	Mgmt	For	For
9	Re-elect Graham Allan as Director	Mgmt	For	For
10	Re-elect Gurnek Bains as Director	Mgmt	For	For
11	Re-elect Lynda Clarizio as Director	Mgmt	For	For
12	Re-elect Tamara Ingram as Director	Mgmt	For	For
13	Re-elect Jez Maiden as Director	Mgmt	For	For
14	Re-elect Kawal Preet as Director	Mgmt	For	For
15	Re-elect Jean-Michel Valette as Director	Mgmt	For	For
16	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For



Intertek Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
18	Authorise Issue of Equity	Mgmt	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Leonardo SpA

Meeting Date: 24/05/2024	Country: Italy	Ticker: LDO
Record Date: 08/05/2024	Meeting Type: Annual/Special	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business	Mgmt		
	Management Proposals	Mgmt		
1a	Amend Company Bylaws Re: Article 2.2	Mgmt	For	For
1b	Amend Company Bylaws Re: Article 5.1	Mgmt	For	For
1c	Amend Company Bylaws Re: Articles 5.1-ter, 16.7 and 22.4	Mgmt	For	For
1d	Amend Company Bylaws Re: Articles 15.2 and 17.3	Mgmt	For	For
1e	Amend Company Bylaws Re: Articles 16.1, 16.2, 16.3, 18.3 and 28.3	Mgmt	For	For
1f	Amend Company Bylaws Re: Article 17.1	Mgmt	For	For
1g	Amend Company Bylaws Re: Article 18.4	Mgmt	For	Against
Voter Rationale: Concerns related to shareholder rights				
1h	Amend Articles Re: Articles 28.1 and 28.3; Addition of Article 34 to Company Bylaws	Mgmt	For	For
1i	Amend Articles Re: Articles 20.3 and 28.4	Mgmt	For	For
1j	Amend Articles Re: Article 24.2	Mgmt	For	For

Leonardo SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1k	Amend Company Bylaws	Mgmt	For	For
	Ordinary Business	Mgmt		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
3.1	Slate 1 Submitted by Ministry of Economy and Finance	SH	None	For
3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Against
Voter Rationale: Cumulative/slate voting in favour of individual candidates/slates				
4	Appoint Chairman of Internal Statutory Auditors	SH	None	For
	Shareholder Proposal Submitted by Ministry of Economy and Finance	Mgmt		
5	Approve Internal Auditors' Remuneration	SH	None	For
	Management Proposals	Mgmt		
6	Approve Long-Term Incentive Plan	Mgmt	For	For
7	Approve Remuneration Policy	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
8	Approve Second Section of the Remuneration Report	Mgmt	For	For

NN Group NV

Meeting Date: 24/05/2024

Country: Netherlands

Ticker: NN

Record Date: 26/04/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2	Receive Annual Report	Mgmt		
3	Discussion on Company's Corporate Governance Structure	Mgmt		
4	Approve Remuneration Report	Mgmt	For	For
5.A	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
5.B	Receive Explanation on Company's Dividend Policy	Mgmt		

NN Group NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.C	Approve Dividends	Mgmt	For	For
6.A	Approve Discharge of Executive Board	Mgmt	For	For
6.B	Approve Discharge of Supervisory Board	Mgmt	For	For
7	Discuss Updated Profile of the Supervisory Board	Mgmt		
8.A	Elect Robert Jenkins to Supervisory Board	Mgmt	For	For
8.B	Elect Koos Timmermans to Supervisory Board	Mgmt	For	For
9.A	Adopt Remuneration Policy for the Executive Board	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
9.B	Adopt Remuneration Policy for the Supervisory Board	Mgmt	For	For
10	Grant Board Authority to Issue Shares in the Context of Issuing Contingent Convertible Securities	Mgmt	For	For
11.A1	Grant Board Authority to Issue Ordinary Shares Up To 10 Percent of Issued Capital	Mgmt	For	For
11.A2	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
11.B	Grant Board Authority to Issue Shares Up To 20 Percent of Issued Capital in Connection with a Rights Issue	Mgmt	For	For
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
13	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For
14	Close Meeting	Mgmt		

TotalEnergies SE

Meeting Date: 24/05/2024	Country: France	Ticker: TTE
Record Date: 22/05/2024	Meeting Type: Annual/Special	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 3.01 per Share	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
6	Reelect Patrick Pouyanne as Director	Mgmt	For	For
7	Reelect Jacques Aschenbroich as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns about reducing shareholder rights</i>				
8	Reelect Glenn Hubbard as Director	Mgmt	For	For
9	Elect Marie-Ange Debon as Director	Mgmt	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For
12	Approve Compensation of Patrick Pouyanne, Chairman and CEO	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
13	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
14	Approve Report on Progress of Company's Sustainability and Climate Transition Plan (Advisory)	Mgmt	For	Against
<i>Voter Rationale: Voting related to alignment with 1.5 degrees scenario</i>				
15	Appoint Cabinet Ernst and Young Audit as Auditor for the Sustainability Reporting	Mgmt	For	For
16	Appoint Cabinet PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For
17	Extraordinary Business	Mgmt	For	For
	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights and/or Capitalization of Reserves for Bonus Issue or Increase in Par Value, up to Aggregate Nominal Amount of EUR 2.5 Billion	Mgmt		
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 575 Million	Mgmt	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 575 Million	Mgmt	For	For

TotalEnergies SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 and 19	Mgmt	For	For
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
23	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For

EQT AB

Meeting Date: 27/05/2024

Country: Sweden

Ticker: EQT

Record Date: 17/05/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt		
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive President's Report	Mgmt		
8	Receive Financial Statements and Statutory Reports	Mgmt		
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For
10	Approve Allocation of Income and Dividends of SEK 3.60 Per Share	Mgmt	For	For
11.a	Approve Discharge of Conni Jonsson	Mgmt	For	For
11.b	Approve Discharge of Brooks Entwistle	Mgmt	For	For
11.c	Approve Discharge of Diony Lebot	Mgmt	For	For
11.d	Approve Discharge of Gordon Orr	Mgmt	For	For
11.e	Approve Discharge of Johan Forssell	Mgmt	For	For
11.f	Approve Discharge of Marcus Wallenberg	Mgmt	For	For
11.g	Approve Discharge of Margo Cook	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11.h	Approve Discharge of Nicola Kimm	Mgmt	For	For
11.i	Approve Discharge of CEO Christian Sinding	Mgmt	For	For
12.a	Determine Number of Members (7) and Deputy Members of Board (0)	Mgmt	For	For
12.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
13.a	Approve Remuneration of Directors in the Amount of EUR 304,500 for Chairman and EUR 138,500 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
13.b	Approve Transfer of Shares to Board Members	Mgmt	For	For
13.c	Approve Remuneration of Auditors	Mgmt	For	For
14.a	Reelect Conni Jonsson as Director	Mgmt	For	For
14.b	Reelect Brooks Entwistle as Director	Mgmt	For	For
14.c	Reelect Diony Lebot as Director	Mgmt	For	For
14.d	Reelect Gordon Orr as Director	Mgmt	For	For
14.e	Reelect Marcus Wallenberg as Director	Mgmt	For	Against
<i>Voter Rationale: Overboarded/Too many other time commitments</i>				
14.f	Reelect Margo Cook as Director	Mgmt	For	For
14.g	Elect Richa Goswami as New Director	Mgmt	For	For
14.h	Reelect Conni Jonsson as Board Chair	Mgmt	For	For
15	Ratify KPMG as Auditor	Mgmt	For	For
16	Authorize Representatives of Four of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For
17	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
18	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
19	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For
20	Authorize Share Repurchase Program	Mgmt	For	For
21	Approve SEK 394,636.84 Reduction in Share Capital via Share Cancellation; Approve Share Capital Increase Through Bonus Issue	Mgmt	For	For
22	Close Meeting	Mgmt		

Merck & Co., Inc.

Meeting Date: 28/05/2024

Country: USA

Ticker: MRK

Record Date: 01/04/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Douglas M. Baker, Jr.	Mgmt	For	For
1b	Elect Director Mary Ellen Coe	Mgmt	For	For
1c	Elect Director Pamela J. Craig	Mgmt	For	For
1d	Elect Director Robert M. Davis	Mgmt	For	For
1e	Elect Director Thomas H. Glocer	Mgmt	For	For
1f	Elect Director Risa J. Lavizzo-Mourey	Mgmt	For	For
1g	Elect Director Stephen L. Mayo	Mgmt	For	For
1h	Elect Director Paul B. Rothman	Mgmt	For	For
1i	Elect Director Patricia F. Russo	Mgmt	For	For
1j	Elect Director Christine E. Seidman	Mgmt	For	For
1k	Elect Director Inge G. Thulin	Mgmt	For	For
1l	Elect Director Kathy J. Warden	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Total pay is in the bottom quartile (low relative to peers)				
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Provide Right to Act by Written Consent	SH	Against	Against
5	Disclose a Government Censorship Transparency Report	SH	Against	Against
6	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against

OMV AG

Meeting Date: 28/05/2024

Country: Austria

Ticker: OMV

Record Date: 18/05/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt		
2.1	Approve Allocation of Income and Dividends of EUR 2.95 per Share	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.2	Approve Special Dividends of EUR 2.10 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For
5	Ratify KPMG Austria GmbH as Auditors and as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	For
7	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For
8	Approve Remuneration of Supervisory Board Members	Mgmt	For	For
9.1	Approve Long Term Incentive Plan for Key Employees	Mgmt	For	For
9.2	Approve Equity Deferral Plan	Mgmt	For	For
10.1	Elect Dorothee Deuring as Supervisory Board Member	Mgmt	For	For
10.2	Elect Patrick Lammers as Supervisory Board Member	Mgmt	For	For
10.3	Elect Khaled Salmeen as Supervisory Board Member	Mgmt	For	For
10.4	Elect Khaled Al Zaabi as Supervisory Board Member	Mgmt	For	For
11.1	Amend Corporate Purpose	Mgmt	For	For
11.2	Approve Virtual-Only or Hybrid Shareholder Meetings Until 2028	Mgmt	For	For
11.3	Amend Articles of Association	Mgmt	For	For
12	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For

Yara International ASA

Meeting Date: 28/05/2024	Country: Norway	Ticker: YAR
Record Date: 21/05/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Notice of Meeting and Agenda	Mgmt	For	For
2	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For
3	Approve Remuneration of Auditors	Mgmt	For	For
4	Accept Financial Statements and Statutory Reports	Mgmt	For	For



## Yara International ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Approve Allocation of Income and Dividends of NOK 5.00 Per Share	Mgmt	For	For
6.1	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
6.2	Approve Remuneration Statement	Mgmt	For	For
7	Approve Company's Corporate Governance Statement	Mgmt	For	For
8	Reelect Trond Berger, Jannicke Hilland, John Gabriel Thuestad and Tove Feld as Directors	Mgmt	For	For
9	Reelect Otto Soberg (Chair), Lars Mattis Hanssen, Ann Kristin Brautaset and Ottar Ertzeid as Members of Nominating Committee	Mgmt	For	For
10	Approve Remuneration of Directors in the Amount of NOK 897,700 for the Chairman, NOK 467,800 for the Vice Chairman, and NOK 412,400 for the Other Directors; Approve Committee Fees	Mgmt	For	For
11	Approve Remuneration of Nominating Committee	Mgmt	For	For
12	Authorize Share Repurchase Program	Mgmt	For	For
	Shareholder Proposal	Mgmt		
13	Guide the company to set science-based goals to cut scope 3 emissions in line with limiting global warming to 1.5 Degrees	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				

## Chevron Corporation

Meeting Date: 29/05/2024Country: USATicker: CVX

Record Date: 01/04/2024Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Wanda M. Austin	Mgmt	For	For
1b	Elect Director John B. Frank	Mgmt	For	For
1c	Elect Director Alice P. Gast	Mgmt	For	For
1d	Elect Director Enrique Hernandez, Jr.	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
1e	Elect Director Marillyn A. Hewson	Mgmt	For	For
1f	Elect Director Jon M. Huntsman, Jr.	Mgmt	For	For

Chevron Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1g	Elect Director Charles W. Moorman	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
1h	Elect Director Dambisa F. Moyo	Mgmt	For	For
1i	Elect Director Debra Reed-Klages	Mgmt	For	For
Voter Rationale: Concerns regarding Auditor tenure				
1j	Elect Director D. James Umpleby, III	Mgmt	For	For
1k	Elect Director Cynthia J. Warner	Mgmt	For	For
1l	Elect Director Michael K. (Mike) Wirth	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: Options/PSUs vest in less than 36 months				
4	Report on Analyzing the Risks Arising from Voluntary Carbon-Reduction Commitments	SH	Against	Against
5	Report on Reduced Plastics Demand Impact on Financial Assumptions	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
6	Commission Third Party Assessment on Company's Human Rights Policies	SH	Against	For
Voter Rationale: Shareholder proposal promotes better management of SEE opportunities and risks				
7	Publish a Tax Transparency Report	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				

Exxon Mobil Corporation

Meeting Date: 29/05/2024	Country: USA	Ticker: XOM
Record Date: 03/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Michael J. Angelakis	Mgmt	For	For
1.2	Elect Director Angela F. Braly	Mgmt	For	Against
Voter Rationale: Concerns about remuneration committee performance				
1.3	Elect Director Gregory J. Goff	Mgmt	For	Against
Voter Rationale: Concerns regarding Auditor tenure				
1.4	Elect Director John D. Harris, II	Mgmt	For	For

Exxon Mobil Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.5	Elect Director Kaisa H. Hietala	Mgmt	For	For
1.6	Elect Director Joseph L. Hooley	Mgmt	For	Against
Voter Rationale: EOS manual override. See analyst note.				
1.7	Elect Director Steven A. Kandarian	Mgmt	For	For
1.8	Elect Director Alexander A. Karsner	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
1.9	Elect Director Lawrence W. Kellner	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
1.10	Elect Director Dina Powell McCormick	Mgmt	For	For
1.11	Elect Director Jeffrey W. Ubben	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note.				
1.12	Elect Director Darren W. Woods	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Against
Voter Rationale: Concerns regarding Auditor tenure				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: Excessive CEO pay				
4	Revisit Executive Pay Incentives for GHG Emission Reductions	SH	Against	Against
5	Report on Median Gender/Racial Pay Gaps	SH	Against	For
Voter Rationale: Shareholder proposal promotes better management of SEE opportunities and risks				
6	Report on Reduced Plastics Demand Impact on Financial Assumptions	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
7	Report on Social Impact from Plant Closure or Energy Transition	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				

Legrand SA

Meeting Date: 29/05/2024	Country: France	Ticker: LR
Record Date: 27/05/2024	Meeting Type: Annual/Special	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Ordinary Business	Mgmt		
	Approve Financial Statements and Statutory Reports	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 2.09 per Share	Mgmt	For	For
4	Appoint Mazars & Associates as Auditor for the Sustainability Reporting	Mgmt	For	For
5	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For
6	Approve Compensation Report	Mgmt	For	For
7	Approve Compensation of Angeles Garcia-Poveda, Chairwoman of the Board	Mgmt	For	For
8	Approve Compensation of Benoit Coquart, CEO	Mgmt	For	For
9	Approve Remuneration Policy of Chairwoman of the Board	Mgmt	For	For
10	Approve Remuneration Policy of CEO	Mgmt	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For
12	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,300,000	Mgmt	For	For
13	Elect Rekha Mehrotra Menon as Director	Mgmt	For	For
14	Reelect Jean-Marc Chery as Director	Mgmt	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
17	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 200 Million	Mgmt	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 100 Million	Mgmt	For	For
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 100 Million	Mgmt	For	For
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 to 20	Mgmt	For	For

Legrand SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
22	Authorize Capitalization of Reserves of Up to EUR 100 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
24	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
25	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 18-21 and 23-24 at EUR 200 Million	Mgmt	For	For
26	Amend Article 9.1 of Bylaws Re: Staggering of Directors' Terms of Office	Mgmt	For	For
27	Amend Articles 7.5 and 9.6 of Bylaws to Comply with Legal Changes	Mgmt	For	For
28	Ordinary Business	Mgmt		
	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Meta Platforms, Inc.

Meeting Date: 29/05/2024	Country: USA	Ticker: META
Record Date: 01/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Peggy Alford	Mgmt	For	Withhold
Voter Rationale: 1- Concerns about human rights2- Concerns to protect shareholder value3- Pay is misaligned with EOS remuneration principles				
1.2	Elect Director Marc L. Andreessen	Mgmt	For	Withhold
Voter Rationale: 1- Concerns about human rights2- Concerns to protect shareholder value3- Pay is misaligned with EOS remuneration principles4-EOS manuel override				
1.3	Elect Director John Arnold	Mgmt	For	For
1.4	Elect Director Andrew W. Houston	Mgmt	For	For
1.5	Elect Director Nancy Killefer	Mgmt	For	For
1.6	Elect Director Robert M. Kimmitt	Mgmt	For	Withhold
Voter Rationale: Lack of independence on board				
1.7	Elect Director Hock E. Tan	Mgmt	For	For
1.8	Elect Director Tracey T. Travis	Mgmt	For	For
1.9	Elect Director Tony Xu	Mgmt	For	For
1.10	Elect Director Mark Zuckerberg	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	Against
Voter Rationale: 1-Concerns to protect shareholder value				
4	Amend Omnibus Stock Plan	Mgmt	For	Against
Voter Rationale: 1-Pay is misaligned with EOS remuneration principles				
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights				
6	Report on Generative AI Misinformation and Disinformation Risks	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
7	Disclosure of Voting Results Based on Class of Shares	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights				
8	Report on Human Rights Risks in Non-US Markets	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
9	Amend Corporate Governance Guidelines	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivization				
10	Report on Human Rights Impact Assessment of Targeted Advertising	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
11	Report on Child Safety and Harm Reduction	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
12	Commission Third-Party Report on Minimum Age for Social Media Products and Conduct an Advisory Shareholder Vote	SH	Against	Against
13	Report on Political Advertising and Election Cycle Enhanced Actions	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risksEOS manuel override				
14	Report on Framework to Assess Company Lobbying Alignment with Climate Goals	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				

Meeting Date: 30/05/2024	Country: Norway	Ticker: MOWI
Record Date: 23/05/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.a	Elect Chairman of Meeting	Mgmt	For	For
1.b	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For
2	Approve Notice of Meeting and Agenda	Mgmt	For	For
3	Receive Briefing on the Business	Mgmt		
4	Accept Financial Statements and Statutory Reports; Approve Allocation of Income	Mgmt	For	For
5	Discuss Company's Corporate Governance Statement	Mgmt		
6	Approve Equity Plan Financing	Mgmt	For	For
7	Approve Remuneration Statement	Mgmt	For	For
8	Approve Remuneration of Directors	Mgmt	For	For
9	Approve Remuneration of Nomination Committee	Mgmt	For	For
10	Approve Remuneration of Auditors	Mgmt	For	For
11.a	Reelect Kathrine Fredriksen as Director	Mgmt	For	For
11.b	Reelect Peder Strand as Director	Mgmt	For	For
11.c	Elect Kjersti Hobol as New Director	Mgmt	For	For
11.d	Elect Leif Teksum as New Director	Mgmt	For	For
12.a	Reelect Anne Lise Ellingsen Gryte as Member of Nominating Committee	Mgmt	For	For
12.b	Elect Peder Weidemann Egseth as Member of Nominating Committee	Mgmt	For	For
13	Authorize Board to Distribute Dividends	Mgmt	For	For
14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
15.A	Approve Creation of NOK 387.8 Million Pool of Capital without Preemptive Rights	Mgmt	For	For
15.B	Authorize Issuance of Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of NOK 3.2 Billion; Approve Creation of NOK 387.8 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For

Amgen Inc.

Meeting Date: 31/05/2024

Country: USA

Ticker: AMGN

Record Date: 01/04/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Wanda M. Austin	Mgmt	For	For
1b	Elect Director Robert A. Bradway	Mgmt	For	For
1c	Elect Director Michael V. Drake	Mgmt	For	For
1d	Elect Director Brian J. Druker	Mgmt	For	For
1e	Elect Director Robert A. Eckert	Mgmt	For	For
1f	Elect Director Greg C. Garland	Mgmt	For	For
1g	Elect Director Charles M. Holley, Jr.	Mgmt	For	For
1h	Elect Director S. Omar Ishrak	Mgmt	For	For
1i	Elect Director Tyler Jacks	Mgmt	For	For
1j	Elect Director Mary E. Klotman	Mgmt	For	For
1k	Elect Director Ellen J. Kullman	Mgmt	For	For
1l	Elect Director Amy E. Miles	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
3	Amend Omnibus Stock Plan	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

Lowe's Companies, Inc.

Meeting Date: 31/05/2024

Country: USA

Ticker: LOW

Record Date: 25/03/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Raul Alvarez	Mgmt	For	For
1.2	Elect Director David H. Batchelder	Mgmt	For	For
1.3	Elect Director Scott H. Baxter	Mgmt	For	For
1.4	Elect Director Sandra B. Cochran	Mgmt	For	For
1.5	Elect Director Laurie Z. Douglas	Mgmt	For	For
1.6	Elect Director Richard W. Dreiling	Mgmt	For	For
1.7	Elect Director Marvin R. Ellison	Mgmt	For	For



Lowe's Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.8	Elect Director Navdeep Gupta	Mgmt	For	For
1.9	Elect Director Brian C. Rogers	Mgmt	For	Withhold
Voter Rationale: Concerns about remuneration committee performance				
1.10	Elect Director Bertram L. Scott	Mgmt	For	For
1.11	Elect Director Lawrence Simkins	Mgmt	For	For
1.12	Elect Director Colleen Taylor	Mgmt	For	For
1.13	Elect Director Mary Beth West	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: Options/PSUs vest in less than 36 monthsHigh variable pay ratio				
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For

UnitedHealth Group Incorporated

Meeting Date: 03/06/2024	Country: USA	Ticker: UNH
Record Date: 05/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Charles Baker	Mgmt	For	For
1b	Elect Director Timothy Flynn	Mgmt	For	For
Voter Rationale: EOS manual override				
1c	Elect Director Paul Garcia	Mgmt	For	For
1d	Elect Director Kristen Gil	Mgmt	For	For
1e	Elect Director Stephen Hemsley	Mgmt	For	For
1f	Elect Director Michele Hooper	Mgmt	For	For
1g	Elect Director F. William McNabb, III	Mgmt	For	For
1h	Elect Director Valerie Montgomery Rice	Mgmt	For	For
1i	Elect Director John Noseworthy	Mgmt	For	For
1j	Elect Director Andrew Witty	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: EOS manual override				
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	Against

Booking Holdings Inc.

Meeting Date: 04/06/2024

Record Date: 09/04/2024

Country: USA

Meeting Type: Annual

Ticker: BKNG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Glenn D. Fogel	Mgmt	For	For
1.2	Elect Director Mirian M. Graddick-Weir	Mgmt	For	For
1.3	Elect Director Kelly Grier	Mgmt	For	For
1.4	Elect Director Wei Hopeman	Mgmt	For	For
1.5	Elect Director Robert J. Mylod, Jr.	Mgmt	For	For
1.6	Elect Director Charles H. Noski	Mgmt	For	For
1.7	Elect Director Larry Quinlan	Mgmt	For	For
1.8	Elect Director Nicholas J. Read	Mgmt	For	For
1.9	Elect Director Thomas E. Rothman	Mgmt	For	For
1.10	Elect Director Sumit Singh	Mgmt	For	For
1.11	Elect Director Lynn Vojvodich Radakovich	Mgmt	For	For
1.12	Elect Director Vanessa A. Wittman	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Amend Clawback Policy	SH	Against	For
Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation				
5	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	Against	Against

The TJX Companies, Inc.

Meeting Date: 04/06/2024

Record Date: 08/04/2024

Country: USA

Meeting Type: Annual

Ticker: TJX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jose B. Alvarez	Mgmt	For	For
1b	Elect Director Alan M. Bennett	Mgmt	For	For

The TJX Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1c	Elect Director Rosemary T. Berkery	Mgmt	For	Against
Voter Rationale: Concerns about remuneration committee performance				
1d	Elect Director David T. Ching	Mgmt	For	For
1e	Elect Director C. Kim Goodwin	Mgmt	For	For
1f	Elect Director Ernie Herrman	Mgmt	For	For
1g	Elect Director Amy B. Lane	Mgmt	For	For
1h	Elect Director Carol Meyrowitz	Mgmt	For	For
1i	Elect Director Jackwyn L. Nemerov	Mgmt	For	For
1j	Elect Director Charles F. Wagner, Jr.	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: Low shareholding requirement				
4	Report on Effectiveness of Social Compliance Efforts in Supply Chain	SH	Against	For
Voter Rationale: Shareholder proposal promotes better management of SEE opportunities and risks				

Airbnb, Inc.

Meeting Date: 05/06/2024	Country: USA	Ticker: ABNB
Record Date: 08/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Brian Chesky	Mgmt	For	For
1.2	Elect Director Angela Ahrendts	Mgmt	For	Withhold
Voter Rationale: Concerns related to attendance at board or committee meetings				
1.3	Elect Director Kenneth Chenault	Mgmt	For	Withhold
Voter Rationale: Concerns related to approach to board gender diversityConcerns about overall board structureConcerns related to shareholder value				
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Granted variable pay is less or equal to 2x base salaryTotal pay is in the bottom quartile (low relative to peers)				
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	Against
Voter Rationale: Concerns to protect shareholder value				

Airbnb, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Report on Political Contributions and Expenditures	SH	Against	For
Voter Rationale: Shareholder proposal promotes transparency				

Walmart Inc.

Meeting Date: 05/06/2024Country: USATicker: WMT

Record Date: 12/04/2024Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Cesar Conde	Mgmt	For	For
1b	Elect Director Timothy P. Flynn	Mgmt	For	For
1c	Elect Director Sarah J. Friar	Mgmt	For	For
1d	Elect Director Carla A. Harris	Mgmt	For	Against
Voter Rationale: Concerns about remuneration committee performance				
1e	Elect Director Thomas W. Horton	Mgmt	For	Against
Voter Rationale: Concerns related to approach to board gender diversityConcerns related to approach to board diversity				
1f	Elect Director Marissa A. Mayer	Mgmt	For	For
1g	Elect Director C. Douglas McMillon	Mgmt	For	For
1h	Elect Director Brian Niccol	Mgmt	For	For
1i	Elect Director Gregory B. Penner	Mgmt	For	For
1j	Elect Director Randall L. Stephenson	Mgmt	For	For
1k	Elect Director Steuart L. Walton	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: 1- Excessive CEO pay2- PSUs vest in less than 36 months				
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Publish Targets for Transitioning from Gestation Crates in Pork Supply Chain	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
5	Conduct and Report a Third-Party Racial Equity Audit	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
6	Publish Human Rights Risk Assessment on the Impacts of Walmart's Supply Chain	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				

Walmart Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Establish a Company Compensation Policy of Paying a Living Wage	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
8	Report on a Civil Rights and Non-Discrimination Audit	SH	Against	Against
9	Commission a Third Party Audit on Workplace Safety and Violence	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
10	Establish a Board Committee on Corporate Financial Sustainability	SH	Against	Against

Compagnie de Saint-Gobain SA

Meeting Date: 06/06/2024	Country: France	Ticker: SGO
Record Date: 04/06/2024	Meeting Type: Annual/Special	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 2.10 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For
5	Reelect Jean-Francois Cirelli as Director	Mgmt	For	Against
Voter Rationale: Combined CEO/Chair				
6	Elect Sophie Brochu as Director	Mgmt	For	For
7	Elect Helene de Tissot as Director	Mgmt	For	For
8	Elect Geoffroy Roux de Bezieux as Director	Mgmt	For	For
9	Approve Compensation of Pierre-Andre de Chalendar, Chairman of the Board	Mgmt	For	For
10	Approve Compensation of Benoit Bazin, CEO	Mgmt	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For
12	Approve Remuneration Policy of Chairman of the Board from January 1, 2024 to June 6, 2024	Mgmt	For	For

Compagnie de Saint-Gobain SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13	Approve Remuneration Policy of CEO from January 1, 2024 to June 6, 2024	Mgmt	For	For
Voter Rationale: EOS manual override				
14	Approve Remuneration Policy of Chairman and CEO from June 7, 2024 to December 31, 2024	Mgmt	For	For
Voter Rationale: EOS manual override				
15	Approve Remuneration Policy of Directors	Mgmt	For	For
16	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,600,000	Mgmt	For	For
17	Renew Appointment of KPMG SA as Auditor	Mgmt	For	For
18	Appoint Deloitte & Associes as Auditor for the Sustainability Reporting	Mgmt	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
Extraordinary Business		Mgmt		
20	Amend Articles 11, 16 and 18 of Bylaws Re: Lead Director	Mgmt	For	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Netflix, Inc.

Meeting Date: 06/06/2024Country: USATicker: NFLX

Record Date: 08/04/2024Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Richard N. Barton	Mgmt	For	For
1b	Elect Director Mathias Dopfner	Mgmt	For	For
1c	Elect Director Reed Hastings	Mgmt	For	For
1d	Elect Director Jay C. Hoag	Mgmt	For	Against
Voter Rationale: Concerns related to succession planning				
1e	Elect Director Greg Peters	Mgmt	For	For
1f	Elect Director Susan E. Rice	Mgmt	For	For
1g	Elect Director Ted Sarandos	Mgmt	For	For
1h	Elect Director Bradford L. Smith	Mgmt	For	For
1i	Elect Director Anne M. Sweeney	Mgmt	For	For
Voter Rationale: EOS manual override				

Netflix, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: Excessive CEO pay				
4	Report on Use of Artificial Intelligence	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
5	Establish Committee on Corporate Sustainability	SH	Against	Against
6	Amend Director Election Resignation Bylaw	SH	Against	Against
7	Amend Code of Ethics and Report on Board Compliance with the Amended Code	SH	Against	Against
8	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For
Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation				

Alphabet Inc.

Meeting Date: 07/06/2024	Country: USA	Ticker: GOOGL
Record Date: 09/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Larry Page	Mgmt	For	For
1b	Elect Director Sergey Brin	Mgmt	For	For
1c	Elect Director Sundar Pichai	Mgmt	For	For
1d	Elect Director John L. Hennessy	Mgmt	For	For
Voter Rationale: EOS manual override				
1e	Elect Director Frances H. Arnold	Mgmt	For	For
1f	Elect Director R. Martin "Marty" Chavez	Mgmt	For	For
1g	Elect Director L. John Doerr	Mgmt	For	Against
Voter Rationale: Concerns related to approach to board gender diversityConcerns related to shareholder value				
1h	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	For
1i	Elect Director K. Ram Shriram	Mgmt	For	Against
Voter Rationale: Concerns related to approach to board gender diversityConcerns related to shareholder value				
1j	Elect Director Robin L. Washington	Mgmt	For	Against
Voter Rationale: Concerns about remuneration committee performance				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

Alphabet Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Amend Bylaw regarding Stockholder Approval of Director Compensation	SH	Against	Against
4	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against
5	Report on Electromagnetic Radiation and Wireless Technologies Risks	SH	Against	Against
6	Adopt Policy to Require Board of Directors Members to Disclose their Political and Charitable Donations	SH	Against	Against
7	Report on Climate Risk in Retirement Plan Options	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
8	Report on Lobbying Payments and Policy	SH	Against	For
Voter Rationale: Shareholder proposal promotes transparency				
9	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For
Voter Rationale: Shareholder proposal promotes enhanced shareholder rights				
10	Report on Reproductive Healthcare Misinformation Risks	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
11	Amend Audit and Compliance Committee Charter to Include Artificial Intelligence Oversight	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
12	Report on Risks Related to AI Generated Misinformation and Disinformation	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
13	Publish Human Rights Risk Assessment on the AI-Driven Targeted Ad Policies	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
14	Adopt Targets Evaluating YouTube Child Safety Policies	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				

Comcast Corporation

Meeting Date: 10/06/2024	Country: USA	Ticker: CMCSA
Record Date: 01/04/2024	Meeting Type: Annual	



Comcast Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kenneth J. Bacon	Mgmt	For	For
Voter Rationale: EOS manual override				
1.2	Elect Director Thomas J. Baltimore, Jr.	Mgmt	For	For
1.3	Elect Director Madeline S. Bell	Mgmt	For	For
1.4	Elect Director Louise F. Brady	Mgmt	For	For
1.5	Elect Director Edward D. Breen	Mgmt	For	Withhold
Voter Rationale: Concerns about remuneration committee performance				
1.6	Elect Director Jeffrey A. Honickman	Mgmt	For	For
1.7	Elect Director Wonya Y. Lucas	Mgmt	For	For
1.8	Elect Director Asuka Nakahara	Mgmt	For	For
1.9	Elect Director David C. Novak	Mgmt	For	For
1.10	Elect Director Brian L. Roberts	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: Options/PSUs vest in less than 36 months				
4	Report on Congruency of Political Spending with Company Stated Values	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				

Caterpillar, Inc.

Meeting Date: 12/06/2024Country: USATicker: CAT

Record Date: 15/04/2024Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Daniel M. Dickinson	Mgmt	For	Against
Voter Rationale: Concerns regarding Auditor tenure				
1.2	Elect Director James C. Fish, Jr.	Mgmt	For	For
1.3	Elect Director Gerald Johnson	Mgmt	For	For
1.4	Elect Director David W. MacLennan	Mgmt	For	For
1.5	Elect Director Judith F. Marks	Mgmt	For	For
1.6	Elect Director Debra L. Reed-Klages	Mgmt	For	For

Caterpillar, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.7	Elect Director Susan C. Schwab	Mgmt	For	For
1.8	Elect Director D. James Umpleby, III	Mgmt	For	For
1.9	Elect Director Rayford Wilkins, Jr.	Mgmt	For	For
Voter Rationale: EOS manual override				
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Against
Voter Rationale: Concerns regarding Auditor tenure				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: EOS manual override				
4	Require Independent Board Chair	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation				
5	Report on Lobbying Payments and Policy	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency				
6	Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Two Other Companies	SH	Against	Against

T-Mobile US, Inc.

Meeting Date: 12/06/2024	Country: USA	Ticker: TMUS
Record Date: 16/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Andre Almeida	Mgmt	For	For
1.2	Elect Director Marcelo Claire	Mgmt	For	For
1.3	Elect Director Srikant M. Datar	Mgmt	For	For
1.4	Elect Director Srinivasan Gopalan	Mgmt	For	For
1.5	Elect Director Timotheus Hottges	Mgmt	For	For
1.6	Elect Director Christian P. Illek	Mgmt	For	For
1.7	Elect Director James Kavanaugh	Mgmt	For	For
1.8	Elect Director Raphael Kubler	Mgmt	For	For
1.9	Elect Director Thorsten Langheim	Mgmt	For	For
1.10	Elect Director Dominique Leroy	Mgmt	For	For
1.11	Elect Director Letitia A. Long	Mgmt	For	For
1.12	Elect Director G. Michael (Mike) Sievert	Mgmt	For	For

T-Mobile US, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.13	Elect Director Teresa A. Taylor	Mgmt	For	Withhold
Voter Rationale: Lack of independence on boardLack of independent representation at board committeesConcerns related to approach to board gender diversity				
1.14	Elect Director Kelvin R. Westbrook	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For

Smurfit Kappa Group Plc

Meeting Date: 13/06/2024Country: IrelandTicker: SKG

Record Date: 09/06/2024Meeting Type: Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Proposed Combination of Smurfit Kappa and WestRock	Mgmt	For	For
2	Approve Matters Relating to the Scheme of Arrangement	Mgmt	For	For
3	Approve Transfer of the Company's Category of Listing from a Premium Listing to a Standard Listing	Mgmt	For	For
4	Amend Articles of Association	Mgmt	For	For
5	Approve Share Capital Reduction of Smurfit WestRock	Mgmt	For	For

Smurfit Kappa Group Plc

Meeting Date: 13/06/2024Country: IrelandTicker: SKG

Record Date: 09/06/2024Meeting Type: Court

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Court Meeting	Mgmt		
1	Approve Scheme of Arrangement	Mgmt	For	For

Tesla, Inc.

Meeting Date: 13/06/2024Country: USATicker: TSLA

Record Date: 15/04/2024Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director James Murdoch	Mgmt	For	Against
	<i>Voter Rationale: 1. Concerns related to approach to board gender diversity2. Concerns related to approach to board diversity3. Concerns about overall board structure4. Inadequate management of climate-related risks</i>			
1b	Elect Director Kimbal Musk	Mgmt	For	Against
	<i>Voter Rationale: Lack of independence on board</i>			
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
	<i>Voter Rationale: EOS manual override</i>			
3	Change State of Incorporation from Delaware to Texas	Mgmt	For	Against
	<i>Voter Rationale: Concerns to protect shareholder value</i>			
4	Ratify Performance Based Stock Options to Elon Musk	Mgmt	For	Against
	<i>Voter Rationale: 1. Pay is misaligned with EOS remuneration principles2. Excessive CEO pay</i>			
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
6	Declassify the Board of Directors	SH	Against	For
	<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation</i>			
7	Adopt Simple Majority Vote	SH	Against	For
	<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights</i>			
8	Report on Harassment and Discrimination Prevention Efforts	SH	Against	For
	<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>			
9	Adopt a Non-Interference Policy Respecting Freedom of Association	SH	Against	For
	<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>			
10	Report on Effects and Risks Associated with Electromagnetic Radiation and Wireless Technologies	SH	Against	Against
	<i>Voter Rationale: EOS manual override</i>			
11	Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation	SH	Against	For
	<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation</i>			
12	Commit to a Moratorium on Sourcing Minerals from Deep Sea Mining	SH	Against	For
	<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>			

Meeting Date: 13/06/2024	Country: France	Ticker: WLN
Record Date: 11/06/2024	Meeting Type: Annual/Special	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For
5	Reelect Nazan Somer Ozelgin as Director	Mgmt	For	For
6	Reelect Daniel Schmucki as Director	Mgmt	For	For
7	Ratify Appointment of Wilfried Verstraete as Director	Mgmt	For	For
8	Elect Wilfried Verstraete as Director	Mgmt	For	For
9	Elect Agnes Park as Director	Mgmt	For	For
10	Elect Sylvia Steinmann as Director	Mgmt	For	For
11	Elect Olivier Gavalda as Director	Mgmt	For	For
12	Appoint Deloitte & Associates as Auditor for the Sustainability Reporting	Mgmt	For	For
13	Approve Compensation Report of Corporate Officers	Mgmt	For	For
14	Approve Compensation of Bernard Bourigeaud, Chairman of the Board until December 14, 2023	Mgmt	For	For
15	Approve Compensation of Georges Pauget, Chairman of the Board since December 15, 2023	Mgmt	For	For
16	Approve Compensation of Gilles Grapinet, CEO	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
17	Approve Compensation of Marc-Henri Desportes, Vice-CEO	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
18	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
19	Approve Remuneration Policy of CEO	Mgmt	For	For
20	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For
21	Approve Remuneration Policy of Directors	Mgmt	For	For

Worldline SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
23	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
24	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights Up to 50 Percent of Issued Capital	Mgmt	For	For
25	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights Up to 10 Percent of Issued Capital	Mgmt	For	For
26	Approve Issuance of Equity or Equity-Linked Securities for Up to 10 Percent of Issued Capital Per Year for Private Placements	Mgmt	For	For
27	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 24-26	Mgmt	For	For
28	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
29	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
30	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 270,000	Mgmt	For	For
31	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
32	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For
33	Authorize up to 0.86 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
34	Amend Article 14 of Bylaws Re: Staggering of Directors' Terms of Office	Mgmt	For	For
35	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Regeneron Pharmaceuticals, Inc.

Regeneron Pharmaceuticals, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director N. Anthony Coles	Mgmt	For	For
1b	Elect Director Kathryn Guarini	Mgmt	For	For
1c	Elect Director Arthur F. Ryan	Mgmt	For	Against
Voter Rationale: Concerns about overall board structureConcerns related to shareholder valueConcerns related to succession planning				
1d	Elect Director David P. Schenkein	Mgmt	For	For
1e	Elect Director George L. Sing	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Total pay is in the bottom quartile (low relative to peers)				
4	Adopt Simple Majority Vote	SH	Against	For
Voter Rationale: Shareholder proposal promotes enhanced shareholder rights				

Tesco Plc

Meeting Date: 14/06/2024Country: United KingdomTicker: TSCO

Record Date: 12/06/2024Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
Voter Rationale: EOS manual override				
3	Approve Final Dividend	Mgmt	For	For
4	Elect Dame Carolyn Fairbairn as Director	Mgmt	For	For
5	Elect Gerry Murphy as Director	Mgmt	For	For
6	Re-elect Melissa Bethell as Director	Mgmt	For	For
7	Re-elect Bertrand Bodson as Director	Mgmt	For	For
8	Re-elect Thierry Garnier as Director	Mgmt	For	For
9	Re-elect Stewart Gilliland as Director	Mgmt	For	For
10	Re-elect Ken Murphy as Director	Mgmt	For	For
11	Re-elect Imran Nawaz as Director	Mgmt	For	For
12	Re-elect Alison Platt as Director	Mgmt	For	For

Tesco Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13	Re-elect Caroline Silver as Director	Mgmt	For	For
14	Re-elect Karen Whitworth as Director	Mgmt	For	For
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For
18	Authorise Issue of Equity	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
21	Authorise Market Purchase of Shares	Mgmt	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Mastercard Incorporated

Meeting Date: 18/06/2024	Country: USA	Ticker: MA
Record Date: 19/04/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Merit E. Janow	Mgmt	For	For
1b	Elect Director Candido Bracher	Mgmt	For	For
1c	Elect Director Richard K. Davis	Mgmt	For	Against
Voter Rationale: Concerns about remuneration committee performance				
1d	Elect Director Julius Genachowski	Mgmt	For	For
1e	Elect Director Choon Phong Goh	Mgmt	For	For
1f	Elect Director Oki Matsumoto	Mgmt	For	For
1g	Elect Director Michael Miebach	Mgmt	For	For
1h	Elect Director Youngme Moon	Mgmt	For	For
1i	Elect Director Rima Qureshi	Mgmt	For	For
1j	Elect Director Gabrielle Sulzberger	Mgmt	For	For
1k	Elect Director Harit Talwar	Mgmt	For	For
1l	Elect Director Lance Uggla	Mgmt	For	For



## Mastercard Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: Options/PSUs vest in less than 36 monthsHigh variable pay ratio				
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Report on Lobbying Payments and Policy	SH	Against	For
Voter Rationale: Shareholder proposal promotes transparency				
5	Amend Director Election Resignation Bylaw	SH	Against	Against
6	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	Against
7	Report on Congruency of Company's Human Rights Statement with Charitable Contributions and Voluntary Partnerships	SH	Against	Against
8	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against

## Whitbread Plc

Meeting Date: 18/06/2024Country: United KingdomTicker: WTB

Record Date: 14/06/2024Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
3	Approve Final Dividend	Mgmt	For	For
4	Elect Shelley Roberts as Director	Mgmt	For	For
5	Re-elect Kal Atwal as Director	Mgmt	For	For
6	Re-elect Horst Baier as Director	Mgmt	For	For
7	Re-elect Adam Crozier as Director	Mgmt	For	Against
Voter Rationale: Failure to provide DEI disclosures in line with UK listing rules				
8	Re-elect Frank Fiskers as Director	Mgmt	For	For
9	Re-elect Richard Gillingwater as Director	Mgmt	For	For
10	Re-elect Karen Jones as Director	Mgmt	For	For
11	Re-elect Chris Kennedy as Director	Mgmt	For	For

Whitbread Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12	Re-elect Hemant Patel as Director	Mgmt	For	For
13	Re-elect Dominic Paul as Director	Mgmt	For	For
14	Re-elect Cilla Snowball as Director	Mgmt	For	For
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For
18	Authorise Issue of Equity	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Delivery Hero SE

Meeting Date: 19/06/2024	Country: Germany	Ticker: DHER
Record Date: 12/06/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt		
2	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For
3.1	Approve Discharge of Supervisory Board Member Martin Enderle for Fiscal Year 2023	Mgmt	For	For
3.2	Approve Discharge of Supervisory Board Member Patrick Kolek for Fiscal Year 2023	Mgmt	For	For
3.3	Approve Discharge of Supervisory Board Member Jeanette Gorgas for Fiscal Year 2023	Mgmt	For	For
3.4	Approve Discharge of Supervisory Board Member Nils Engvall for Fiscal Year 2023	Mgmt	For	For
3.5	Approve Discharge of Supervisory Board Member Gabriella Engaras for Fiscal Year 2023	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.6	Approve Discharge of Supervisory Board Member Dimitrios Tsaousis for Fiscal Year 2023	Mgmt	For	For
4.1	Elect Kristin Lund to the Supervisory Board	Mgmt	For	For
4.2	Elect Roger Rabalais to the Supervisory Board	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
4.3	Elect Martin Enderle to the Supervisory Board	Mgmt	For	For
4.4	Elect Gabriella Engaras to the Supervisory Board as Employee Representative	Mgmt	For	For
4.5	Elect Nils Engvall to the Supervisory Board as Employee Representative	Mgmt	For	For
4.6	Elect Isabel Poscherstnikov to the Supervisory Board as Employee Representative	Mgmt	For	For
4.7	Elect Camilla Wik to the Supervisory Board as Employee Representative Alternate	Mgmt	For	For
4.8	Elect Jonathan Hegbrant to the Supervisory Board as Employee Representative Alternate	Mgmt	For	For
4.9	Elect Sachka Stefanova-Behlert to the Supervisory Board as Employee Representative Alternate	Mgmt	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements	Mgmt	For	For
5.2	Ratify KPMG AG as Auditors for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
7	Approve Creation of EUR 12.6 Million Pool of Authorized Capital 2024/I for Employee Participation Plans	Mgmt	For	For
8	Approve Creation of EUR 800,000 Pool of Authorized Capital 2024/II for Executive Participation Plans	Mgmt	For	For
9	Approve Partial Cancellation of Conditional Capital 2017/II, Conditional Capital 2019/II, Conditional Capital 2021/II; Approve Cancellation Authorized Capital 2021	Mgmt	For	For
10	Amend Articles Re: Registration in the Share Register	Mgmt	For	For
11.1	Approve Affiliation Agreement with Delivery Hero Stores Holding GmbH	Mgmt	For	For
11.2	Approve Affiliation Agreement with DH Financial Services Holding GmbH	Mgmt	For	For

Delivery Hero SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11.3	Approve Affiliation Agreement with Delivery Hero Kitchens Holding GmbH	Mgmt	For	For
11.4	Approve Affiliation Agreement with Delivery Hero Innovations Hub GmbH	Mgmt	For	For
12.1	Approve Domination Agreement with Delivery Hero Stores Holding GmbH	Mgmt	For	For
12.2	Approve Domination Agreement with DH Financial Services Holding GmbH	Mgmt	For	For
12.3	Approve Domination Agreement with Delivery Hero Kitchens Holding GmbH	Mgmt	For	For
12.4	Approve Domination Agreement with Delivery Hero Innovations Hub GmbH	Mgmt	For	For
13	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For
14	Approve Increase in Size of Board to Eight Members	Mgmt	For	For
15	Elect Scott Ferguson to the Supervisory Board, if Item 14 is Approved	Mgmt	For	For

Kingfisher plc

Meeting Date: 20/06/2024	Country: United Kingdom	Ticker: KGF
Record Date: 18/06/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
Voter Rationale: EOS manual override				
3	Approve Final Dividend	Mgmt	For	For
4	Re-elect Claudia Arney as Director	Mgmt	For	For
5	Re-elect Bernard Bot as Director	Mgmt	For	For
6	Re-elect Catherine Bradley as Director	Mgmt	For	For
7	Re-elect Jeff Carr as Director	Mgmt	For	For
8	Re-elect Thierry Garnier as Director	Mgmt	For	For
9	Re-elect Sophie Gasperment as Director	Mgmt	For	For
10	Re-elect Rakhi Goss-Custard as Director	Mgmt	For	For
11	Re-elect Bill Lennie as Director	Mgmt	For	For
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For

Kingfisher plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For
15	Authorise Issue of Equity	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Informa Plc

Meeting Date: 21/06/2024	Country: United Kingdom	Ticker: INF
Record Date: 19/06/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Re-elect John Rishton as Director	Mgmt	For	For
2	Re-elect Stephen Carter as Director	Mgmt	For	For
3	Re-elect Mary McDowell as Director	Mgmt	For	For
4	Re-elect Gareth Wright as Director	Mgmt	For	For
5	Re-elect Gill Whitehead as Director	Mgmt	For	Against
Voter Rationale: Concerns about overall board structure				
6	Re-elect Louise Smalley as Director	Mgmt	For	For
7	Re-elect Patrick Martell as Director	Mgmt	For	For
8	Re-elect Joanne Wilson as Director	Mgmt	For	For
9	Re-elect Zheng Yin as Director	Mgmt	For	For
10	Re-elect Andrew Ransom as Director	Mgmt	For	For
11	Accept Financial Statements and Statutory Reports	Mgmt	For	For
12	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
13	Approve Remuneration Policy	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
14	Approve Final Dividend	Mgmt	For	For

Informa Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For
18	Authorise Issue of Equity	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

NVIDIA Corporation

Meeting Date: 26/06/2024

Country: USA

Ticker: NVDA

Record Date: 29/04/2024

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Robert K. Burgess	Mgmt	For	For
1b	Elect Director Tench Coxé	Mgmt	For	For
1c	Elect Director John O. Dabiri	Mgmt	For	For
1d	Elect Director Persis S. Drell	Mgmt	For	For
1e	Elect Director Jen-Hsun Huang	Mgmt	For	For
1f	Elect Director Dawn Hudson	Mgmt	For	For
Voter Rationale: EOS manual override				
1g	Elect Director Harvey C. Jones	Mgmt	For	For
1h	Elect Director Melissa B. Lora	Mgmt	For	For
1i	Elect Director Stephen C. Neal	Mgmt	For	For
Voter Rationale: EOS manual override				
1j	Elect Director A. Brooke Seawell	Mgmt	For	For
1k	Elect Director Aarti Shah	Mgmt	For	For
1l	Elect Director Mark A. Stevens	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: EOS manual override				

NVIDIA Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Adopt Simple Majority Vote	SH	None	For
Voter Rationale: SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes enhanced shareholder rights				

3i Group PLC

Meeting Date: 27/06/2024	Country: United Kingdom	Ticker: III
Record Date: 25/06/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
3	Approve Dividend	Mgmt	For	For
4	Re-elect Simon Borrows as Director	Mgmt	For	For
5	Re-elect Stephen Daintith as Director	Mgmt	For	For
6	Re-elect Jasi Halai as Director	Mgmt	For	For
7	Re-elect James Hatchley as Director	Mgmt	For	For
8	Re-elect David Hutchison as Director	Mgmt	For	For
9	Re-elect Lesley Knox as Director	Mgmt	For	For
10	Re-elect Coline McConville as Director	Mgmt	For	For
11	Re-elect Peter McKellar as Director	Mgmt	For	For
12	Re-elect Alexandra Schaapveld as Director	Mgmt	For	For
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For
14	Authorise Board Acting Through the Audit and Compliance Committee to Fix Remuneration of Auditors	Mgmt	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For
16	Authorise Issue of Equity	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For

3i Group PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Salesforce, Inc.

Meeting Date: 27/06/2024	Country: USA	Ticker: CRM
Record Date: 01/05/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Marc Benioff	Mgmt	For	For
1b	Elect Director Laura Alber	Mgmt	For	For
1c	Elect Director Craig Conway	Mgmt	For	For
1d	Elect Director Arnold Donald	Mgmt	For	For
1e	Elect Director Parker Harris	Mgmt	For	For
1f	Elect Director Neelie Kroes	Mgmt	For	For
1g	Elect Director Sachin Mehra	Mgmt	For	For
1h	Elect Director G. Mason Morfit	Mgmt	For	For
1i	Elect Director Oscar Munoz	Mgmt	For	For
1j	Elect Director John V. Roos	Mgmt	For	Against
Voter Rationale: Concerns about remuneration committee performance				
1k	Elect Director Robin Washington	Mgmt	For	For
1l	Elect Director Maynard Webb	Mgmt	For	For
1m	Elect Director Susan Wojcicki	Mgmt	For	For
2	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: Excessive perquisitesLow shareholding requirementOptions/PSUs vest in less than 36 monthsExcessive CEO payHigh variable pay ratio				
6	Require Independent Board Chair	SH	Against	For
Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation				
7	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against
8	Report on Viewpoint Discrimination	SH	Against	Against