

# VOTE SUMMARY REPORT

REPORTING PERIOD: 01/01/2023 to 30/06/2023

LOCATION(S): ALL LOCATIONS

## Voting Statistics

	Total	Percent
Votable Meetings	312	
Meetings Voted	310	99.36%
Meetings with One or More Votes Against Management	241	77.24%
Votable Ballots	314	
Ballots Voted	312	99.36%

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	5698		364		6062	
Proposals Voted	5654	99.23%	364	100.00%	6018	99.27%
FOR Votes	4986	87.50%	198	54.40%	5184	85.52%
AGAINST Votes	563	9.88%	159	43.68%	722	11.91%
ABSTAIN Votes	7	0.12%	7	1.92%	14	0.23%
WITHHOLD Votes	15	0.26%	0	0.00%	15	0.25%
Votes WITH Management	5078	89.12%	184	50.55%	5262	86.80%
Votes AGAINST Management	576	10.11%	180	49.45%	756	12.47%

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.

## Micron Technology, Inc.

Meeting Date: 12/01/2023

Country: USA

Ticker: MU

Record Date: 14/11/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Richard M. Beyer	Mgmt	For	For
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
1b	Elect Director Lynn A. Dugle	Mgmt	For	For
1c	Elect Director Steven J. Gomo	Mgmt	For	For
1d	Elect Director Linnie M. Haynesworth	Mgmt	For	For
1e	Elect Director Mary Pat McCarthy	Mgmt	For	For
1f	Elect Director Sanjay Mehrotra	Mgmt	For	For
1g	Elect Director Robert E. Switz	Mgmt	For	For
1h	Elect Director MaryAnn Wright	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

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

## Micron Technology, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Amend Omnibus Stock Plan	Mgmt	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

## Linde Plc

**Meeting Date:** 18/01/2023      **Country:** Ireland      **Ticker:** LIN  
**Record Date:** 16/01/2023      **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Scheme of Arrangement	Mgmt	For	For
2	Amend Articles of Association	Mgmt	For	For
3	Approve Common Draft Terms of Merger	Mgmt	For	For

## Linde Plc

**Meeting Date:** 18/01/2023      **Country:** Ireland      **Ticker:** LIN  
**Record Date:** 16/01/2023      **Meeting Type:** Court

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Court Meeting	Mgmt		
1	Approve Scheme of Arrangement	Mgmt	For	For

## Costco Wholesale Corporation

**Meeting Date:** 19/01/2023      **Country:** USA      **Ticker:** COST  
**Record Date:** 11/11/2022      **Meeting Type:** Annual

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 Richard A. Galanti	Mgmt	For	For
1d	Elect Director Hamilton E. James	Mgmt	For	For
1e	Elect Director W. Craig Jelinek	Mgmt	For	For

## Costco Wholesale Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1f	Elect Director Sally Jewell	Mgmt	For	For
1g	Elect Director Charles T. Munger	Mgmt	For	For
1h	Elect Director Jeffrey S. Raikes	Mgmt	For	For
<i>Voter Rationale: Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns related to succession planning</i>				
1i	Elect Director John W. Stanton	Mgmt	For	For
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
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
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
5	Report on Risk Due to Restrictions on Reproductive Rights	SH	Against	Against

## Intuit Inc.

**Meeting Date:** 19/01/2023      **Country:** USA      **Ticker:** INTU  
**Record Date:** 21/11/2022      **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	For
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
1h	Elect Director Thomas Szkutak	Mgmt	For	For

## Intuit Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1i	Elect Director Raul Vazquez	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For

## Koninklijke DSM NV

**Meeting Date:** 23/01/2023      **Country:** Netherlands      **Ticker:** DSM  
**Record Date:** 26/12/2022      **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2	Presentation on the Transaction	Mgmt		
3	Approve Transaction, the Exchange Offer, Conditional Statutory Triangular Merger and Authorize Managing Board to Repurchase the DSM Preference Shares A and Conditional Cancellation of the DSM Preference Shares A	Mgmt	For	For
4	Approve Discharge of Management Board	Mgmt	For	For
<i>Voter Rationale: Inadequate management of climate-related risks</i>				
5	Approve Discharge of Supervisory Board	Mgmt	For	For
6	Close Meeting	Mgmt		

## Visa Inc.

**Meeting Date:** 24/01/2023      **Country:** USA      **Ticker:** V  
**Record Date:** 25/11/2022      **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

## Visa Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For	For
1d	Elect Director Alfred F. Kelly, Jr.	Mgmt	For	For
1e	Elect Director Ramon Laguarta	Mgmt	For	For
1f	Elect Director Teri L. List	Mgmt	For	For
1g	Elect Director John F. Lundgren	Mgmt	For	For
1h	Elect Director Denise M. Morrison	Mgmt	For	Against
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
1i	Elect Director Linda J. Rendle	Mgmt	For	For
1j	Elect Director Maynard G. Webb, Jr.	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
4	Ratify KPMG LLP as Auditors	Mgmt	For	For
5	Require Independent Board Chair	SH	Against	Abstain
<i>Voter Rationale: Supportive of proposal's resolved clause, but significant concerns of filer intent so propose abstain</i>				

## Telenor ASA

<b>Meeting Date:</b> 26/01/2023	<b>Country:</b> Norway	<b>Ticker:</b> TEL
<b>Record Date:</b> 19/01/2023	<b>Meeting Type:</b> Extraordinary Shareholders	

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	Authorize Share Repurchase Program	Mgmt	For	For
6	Close Meeting	Mgmt		

## Accenture Plc

Meeting Date: 01/02/2023

Country: Ireland

Ticker: ACN

Record Date: 06/12/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jaime Ardila	Mgmt	For	For
1b	Elect Director Nancy McKinstry	Mgmt	For	For
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
1c	Elect Director Beth E. Mooney	Mgmt	For	For
1d	Elect Director Gilles C. Pelisson	Mgmt	For	For
1e	Elect Director Paula A. Price	Mgmt	For	For
1f	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	For
1g	Elect Director Arun Sarin	Mgmt	For	For
1h	Elect Director Julie Sweet	Mgmt	For	For
1i	Elect Director Tracey T. Travis	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
4	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
5	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For
6	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	For	For
7	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For

## Imperial Brands Plc

Meeting Date: 01/02/2023

Country: United Kingdom

Ticker: IMB

Record Date: 30/01/2023

Meeting Type: Annual

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

## Imperial Brands Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Final Dividend	Mgmt	For	For
4	Re-elect Stefan Bomhard as Director	Mgmt	For	For
5	Re-elect Susan Clark as Director	Mgmt	For	For
6	Re-elect Ngozi Edozien as Director	Mgmt	For	For
7	Re-elect Therese Esperdy as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to approach to below-board gender diversity.</i>				
8	Re-elect Alan Johnson as Director	Mgmt	For	For
9	Re-elect Robert Kunze-Concewitz as Director	Mgmt	For	For
10	Re-elect Lukas Paravicini as Director	Mgmt	For	For
11	Re-elect Diane de Saint Victor as Director	Mgmt	For	For
12	Re-elect Jonathan Stanton as Director	Mgmt	For	For
13	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
15	Approve Share Matching Scheme	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 Market Purchase of Ordinary Shares	Mgmt	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## The Sage Group plc

**Meeting Date:** 02/02/2023

**Country:** United Kingdom

**Ticker:** SGE

**Record Date:** 31/01/2023

**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 Maggie Jones as Director	Mgmt	For	For

## The Sage Group plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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 Annette Court as Director	Mgmt	For	For
10	Re-elect Drummond Hall 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
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For
17	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	Mgmt	For	For
18	Amend 2019 Restricted Share Plan	Mgmt	For	For
19	Approve Colleague Share Purchase Plan	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 Market Purchase of Ordinary Shares	Mgmt	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## Compass Group Plc

**Meeting Date:** 09/02/2023

**Country:** United Kingdom

**Ticker:** CPG

**Record Date:** 07/02/2023

**Meeting Type:** Annual

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



## Compass Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
3	Approve Final Dividend	Mgmt	For	For
4	Re-elect Ian Meakins as Director	Mgmt	For	For
5	Re-elect Dominic Blakemore as Director	Mgmt	For	For
6	Re-elect Palmer Brown as Director	Mgmt	For	For
7	Re-elect Gary Green as Director	Mgmt	For	For
8	Re-elect Carol Arrowsmith as Director	Mgmt	For	For
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
9	Re-elect Stefan Bomhard as Director	Mgmt	For	For
10	Re-elect John Bryant as Director	Mgmt	For	For
11	Re-elect Arlene Isaacs-Lowe as Director	Mgmt	For	For
12	Re-elect Anne-Francoise Nesmes as Director	Mgmt	For	For
13	Re-elect Sundar Raman as Director	Mgmt	For	For
14	Re-elect Nelson Silva as Director	Mgmt	For	For
15	Re-elect Ireena Vittal as Director	Mgmt	For	For
16	Reappoint KPMG 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 14 Clear Days' Notice	Mgmt	For	For

## Siemens AG

**Meeting Date:** 09/02/2023

**Country:** Germany

**Ticker:** SIE

**Record Date:** 02/02/2023

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021/22 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 4.25 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2021/22	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2021/22	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2021/22	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2021/22	Mgmt	For	For
3.5	Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2021/22	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2021/22	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2021/22	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2021/22	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2021/22	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2021/22	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2021/22	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2021/22	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Harald Kern for Fiscal Year 2021/22	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2021/22	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2021/22	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.11	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2021/22	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2021/22	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Kasper Roersted for Fiscal Year 2021/22	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Nemat Shafik for Fiscal Year 2021/22	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2021/22	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Michael Sigmund for Fiscal Year 2021/22	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2021/22	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2021/22	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2021/22	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Gunnar Zukunft for Fiscal Year 2021/22	Mgmt	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022/23	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
7.1	Elect Werner Brandt to the Supervisory Board	Mgmt	For	For
7.2	Elect Regina Dugan to the Supervisory Board	Mgmt	For	For
7.3	Elect Keryn Lee James to the Supervisory Board	Mgmt	For	For
7.4	Elect Martina Merz to the Supervisory Board	Mgmt	For	For
7.5	Elect Benoit Potier to the Supervisory Board	Mgmt	For	For
7.6	Elect Nathalie von Siemens to the Supervisory Board	Mgmt	For	For
7.7	Elect Matthias Zachert to the Supervisory Board	Mgmt	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For

## Siemens AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For
10	Amend Articles Re: Registration in the Share Register	Mgmt	For	For

## Siemens Healthineers AG

Meeting Date: 15/02/2023

Country: Germany

Ticker: SHL

Record Date: 08/02/2023

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.95 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Bernhard Montag for Fiscal Year 2022	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Jochen Schmitz for Fiscal Year 2022	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Darleen Caron for Fiscal Year 2022	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Elisabeth Staudinger-Leibrecht (since Dec. 1, 2021) for Fiscal Year 2022	Mgmt	For	For
3.5	Approve Discharge of Management Board Member Christoph Zindel (until March 31, 2022) for Fiscal Year 2022	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2022	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Norbert Gaus for Fiscal Year 2022	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Roland Busch for Fiscal Year 2022	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Marion Helmes for Fiscal Year 2022	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Andreas Hoffmann for Fiscal Year 2022	Mgmt	For	For

# Siemens Healthineers AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.6	Approve Discharge of Supervisory Board Member Philipp Roesler for Fiscal Year 2022	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Peer Schatz for Fiscal Year 2022	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2022	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Gregory Sorensen for Fiscal Year 2022	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2022	Mgmt	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
7.1	Elect Ralf Thomas to the Supervisory Board	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees Lack of independent representation at board committees Concerns related to succession planning</i>				
7.2	Elect Veronika Bienert to the Supervisory Board	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board</i>				
7.3	Elect Marion Helmes to the Supervisory Board	Mgmt	For	For
7.4	Elect Peter Koerte to the Supervisory Board	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board</i>				
7.5	Elect Sarena Lin to the Supervisory Board	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board</i>				
7.6	Elect Nathalie von Siemens to the Supervisory Board	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board</i>				
7.7	Elect Karl-Heinz Streibich to the Supervisory Board	Mgmt	For	For
7.8	Elect Dow Wilson to the Supervisory Board	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board</i>				
8	Approve Remuneration of Supervisory Board	Mgmt	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	For	Against
<i>Voter Rationale: Concerns about reducing shareholder rights</i>				

## Siemens Healthineers AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10.1	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For
10.2	Amend Articles Re: Participation of Supervisory Board Members in the Virtual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For
11	Approve Affiliation Agreement with Siemens Healthineers Holding I GmbH	Mgmt	For	For

## Deere & Company

**Meeting Date:** 22/02/2023      **Country:** USA      **Ticker:** DE  
**Record Date:** 27/12/2022      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Leanne G. Caret	Mgmt	For	For
1b	Elect Director Tamra A. Erwin	Mgmt	For	For
1c	Elect Director Alan C. Heuberger	Mgmt	For	For
1d	Elect Director Charles O. Holliday, Jr.	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	Against
<i>Voter Rationale: Concerns regarding Auditor tenure</i>				
1j	Elect Director Dmitri L. Stockton	Mgmt	For	For
1k	Elect Director Sheila G. Talton	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Against
<i>Voter Rationale: Concerns regarding Auditor tenure</i>				
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation</i>				

## argenx SE

**Meeting Date:** 27/02/2023

**Country:** Netherlands

**Ticker:** ARGX

**Record Date:** 30/01/2023

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2	Elect Steve Krognas as Non-Executive Director	Mgmt	For	For
3	Other Business (Non-Voting)	Mgmt		
4	Close Meeting	Mgmt		

## Kone Oyj

**Meeting Date:** 28/02/2023

**Country:** Finland

**Ticker:** KNEBV

**Record Date:** 16/02/2023

**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	For	For
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For
5	Prepare and Approve List of Shareholders	Mgmt	For	For
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
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
11	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

## Kone Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12	Fix Number of Directors at Nine	Mgmt	For	For
13.a	Reelect Matti Alahuhta as Director	Mgmt	For	Against
<i>Voter Rationale: Lack of independent representation at board committees</i>				
13.b	Reelect Susan Duinhoven as Director	Mgmt	For	For
13.c	Elect Marika Fredriksson as New Director	Mgmt	For	For
13.d	Reelect Antti Herlin as Director	Mgmt	For	Against
<i>Voter Rationale: Lack of independent representation at board committees</i>				
13.e	Reelect Iris Herlin as Director	Mgmt	For	For
13.f	Reelect Jussi Herlin as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
13.g	Reelect Ravi Kant as Director	Mgmt	For	For
13.h	Elect Marcela Manubens as New Director	Mgmt	For	For
13.i	Reelect Krishna Mikkilineni as Director	Mgmt	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Elect One Auditor for the Term Ending on the Conclusion of AGM 2023	Mgmt	For	For
16	Ratify Ernst & Young as Auditors	Mgmt	For	For
17	Amend Articles Re: Company Business; General Meeting Participation	Mgmt	For	Against
<i>Voter Rationale: Concerns about reducing shareholder rights</i>				
18	Authorize Share Repurchase Program	Mgmt	For	For
19	Approve Issuance of Shares and Options without Preemptive Rights	Mgmt	For	For
20	Close Meeting	Mgmt		

## Novozymes A/S

**Meeting Date:** 02/03/2023

**Country:** Denmark

**Ticker:** NZYM.B

**Record Date:** 23/02/2023

**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 Dividends of DKK 6 Per Share	Mgmt	For	For
4	Approve Remuneration Report	Mgmt	For	For



## Novozymes A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Approve Remuneration of Directors in the Amount of DKK 1.6 Million for Chairman, DKK1.07 Million for Vice Chairman and DKK 535,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
6	Reelect Cornelis de Jong (Chair) as Director	Mgmt	For	For
7	Reelect Kim Stratton (Vice Chair) as Director	Mgmt	For	For
8a	Reelect Heine Dalsgaard as Director	Mgmt	For	Abstain
<i>Voter Rationale: Concerns related to inappropriate membership of committees Concerns regarding Auditor tenure Concerns related to Non-audit fees</i>				
8b	Elect Sharon James as Director	Mgmt	For	For
8c	Reelect Kasim Kutay as Director	Mgmt	For	For
8d	Reelect Morten Otto Alexander Sommer as Director	Mgmt	For	For
9	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	Abstain
<i>Voter Rationale: Concerns regarding Auditor tenure Concerns related to Non-audit fees</i>				
10a	Approve Creation of DKK 56.2 Million Pool of Capital in B Shares without Preemptive Rights; DKK 56.2 Million Pool of Capital with Preemptive Rights; and Pool of Capital in Warrants without Preemptive Rights	Mgmt	For	For
10b	Authorize Share Repurchase Program	Mgmt	For	For
10c	Authorize Board to Decide on the Distribution of Extraordinary Dividends	Mgmt	For	For
10d	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For
10e	Amend Remuneration Policy	Mgmt	For	For
10f	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
11	Other Business	Mgmt		

## Orsted A/S

**Meeting Date:** 07/03/2023

**Country:** Denmark

**Ticker:** ORSTED

**Record Date:** 28/02/2023

**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
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
4	Approve Discharge of Management and Board	Mgmt	For	For
5	Approve Allocation of Income and Dividends of DKK 13.5 Per Share	Mgmt	For	For
6.1	Fix Number of Directors at Eight	Mgmt	For	For
6.2	Reelect Thomas Thune Andersen (Chair) as Director	Mgmt	For	For
6.3	Reelect Lene Skole (Vice Chair) as Director	Mgmt	For	For
6.4a	Reelect Jorgen Kildah as Director	Mgmt	For	For
6.4b	Reelect Peter Korsholm as Director	Mgmt	For	For
6.4c	Reelect Dieter Wimmer as Director	Mgmt	For	For
<i>Voter Rationale: Concerns regarding Auditor tenure</i>				
6.4d	Reelect Julia King as Director	Mgmt	For	For
6.4e	Elect Annica Bresky as New Director	Mgmt	For	For
6.4f	Elect Andrew Brown as New 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	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For
<i>Voter Rationale: Concerns regarding Auditor tenure</i>				
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
10	Other Business	Mgmt		

## Analog Devices, Inc.

Meeting Date: 08/03/2023

Country: USA

Ticker: ADI

Record Date: 03/01/2023

Meeting Type: Annual

## Analog Devices, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Vincent Roche	Mgmt	For	For
1b	Elect Director James A. Champy	Mgmt	For	For
1c	Elect Director Andre Andonian	Mgmt	For	For
1d	Elect Director Anantha P. Chandrakasan	Mgmt	For	For
1e	Elect Director Edward H. Frank	Mgmt	For	Against
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
1f	Elect Director Laurie H. Glimcher	Mgmt	For	For
1g	Elect Director Karen M. Golz	Mgmt	For	For
1h	Elect Director Mercedes Johnson	Mgmt	For	For
1i	Elect Director Kenton J. Sicchitano	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
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles: low minimum shareholding, pledging concerns and high variable pay</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

## QUALCOMM Incorporated

Meeting Date: 08/03/2023

Country: USA

Ticker: QCOM

Record Date: 09/01/2023

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

## QUALCOMM Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1h	Elect Director Jamie S. Miller	Mgmt	For	For
1i	Elect Director Irene B. Rosenfeld	Mgmt	For	Against
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
1j	Elect Director Kornelis (Neil) Smit	Mgmt	For	For
1k	Elect Director Jean-Pascal Tricoire	Mgmt	For	For
1l	Elect Director Anthony J. Vinciguerra	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				

## Applied Materials, Inc.

**Meeting Date:** 09/03/2023      **Country:** USA      **Ticker:** AMAT  
**Record Date:** 11/01/2023      **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
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
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
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
4	Ratify KPMG LLP as Auditors	Mgmt	For	For

## Applied Materials, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights</i>				
6	Improve Executive Compensation Program and Policy	SH	Against	Against

## Wartsila Oyj Abp

**Meeting Date:** 09/03/2023      **Country:** Finland      **Ticker:** WRT1V  
**Record Date:** 27/02/2023      **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	For	For
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For
5	Prepare and Approve List of Shareholders	Mgmt	For	For
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 0.26 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 and Tiina Tuomela as Directors; Elect Mika Vehvilainen (Vice-Chair) as Director	Mgmt	For	Against

*Voter Rationale: Lack of independent representation at board committees*

## Wartsila Oyj Abp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For
17	Approve Issuance of up to 57 Million Shares without Preemptive Rights	Mgmt	For	For
18	Close Meeting	Mgmt		

## Apple Inc.

Meeting Date: 10/03/2023

Country: USA

Ticker: AAPL

Record Date: 09/01/2023

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director James Bell	Mgmt	For	For
1b	Elect Director Tim Cook	Mgmt	For	For
1c	Elect Director Al Gore	Mgmt	For	For
1d	Elect Director Alex Gorsky	Mgmt	For	For
1e	Elect Director Andrea Jung	Mgmt	For	Against
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
1f	Elect Director Art Levinson	Mgmt	For	For
1g	Elect Director Monica Lozano	Mgmt	For	For
1h	Elect Director Ron Sugar	Mgmt	For	For
1i	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
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
5	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against
6	Report on Operations in Communist China	SH	Against	Against
7	Adopt a Policy Establishing an Engagement Process with Proponents to Shareholder Proposals	SH	Against	Against

## Apple Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Report on Median Gender/Racial Pay Gap	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes better management of SEE opportunities and risks</i>				
9	Amend Proxy Access Right	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes enhanced shareholder rights</i>				

## Danske Bank A/S

**Meeting Date:** 16/03/2023      **Country:** Denmark      **Ticker:** DANSKE  
**Record Date:** 09/03/2023      **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 Treatment of Net Loss	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 Martin Blessing as Director	Mgmt	For	For
5.b	Reelect Jan Thorsgaard Nielsen as Director	Mgmt	For	Abstain
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
5.c	Reelect Lars-Erik Brenoe as Director	Mgmt	For	For
5.d	Reelect Jacob Dahl as Director	Mgmt	For	For
5.e	Reelect Raija-Leena Hankonen-Nybom as Director	Mgmt	For	For
5.f	Reelect Allan Polack as Director	Mgmt	For	For
5.g	Reelect Carol Sergeant as Director	Mgmt	For	For
5.h	Reelect Helle Valentin as Director	Mgmt	For	For
Shareholder Proposals Submitted by Michael Strabo		Mgmt		
5.i	Elect Michael Strabo as New Director	SH	Abstain	Abstain
Shareholder Proposals Submitted by Caroline Bessermann		Mgmt		
5.j	Elect Caroline Bessermann as New Director	SH	Abstain	Abstain
Management Proposals		Mgmt		
6	Ratify Deloitte as Auditors	Mgmt	For	For

## Danske Bank A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.a	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For
7.b	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	Against
<i>Voter Rationale: Concerns related to shareholder rights</i>				
8	Authorize Share Repurchase Program	Mgmt	For	For
9	Approve Remuneration of Directors in the Amount of DKK 2.6 Million for Chairman, DKK 1.3 Million for Vice Chair and DKK 660,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
10	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>				
11	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For
<i>Voter Rationale: Concerns to protect shareholder value</i>				
Shareholder Proposals Submitted by ActionAid Denmark		Mgmt		
12.a1	Climate Action Plan: Direct lending	SH	Against	Against
12.a2	Climate Action Plan: Asset Management Policy	SH	Against	Against
Shareholder Proposals Submitted by Frank Aaen		Mgmt		
12.b	Climate Action Plan: Existing Investments	SH	Against	Against
13	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
14	Other Business	Mgmt		

## DSV A/S

**Meeting Date:** 16/03/2023

**Country:** Denmark

**Ticker:** DSV

**Record Date:** 09/03/2023

**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



## DSV A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of DKK 6.50 Per Share	Mgmt	For	For
4	Approve Remuneration of Directors	Mgmt	For	For
5	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
6.1	Reelect Thomas Plenborg as Director	Mgmt	For	Abstain
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
6.2	Reelect Jorgen Moller as Director	Mgmt	For	Abstain
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
6.3	Reelect Marie-Louise Aamund as Director	Mgmt	For	For
6.4	Reelect Beat Walti as Director	Mgmt	For	For
6.5	Reelect Niels Smedegaard as Director	Mgmt	For	For
6.6	Reelect Tarek Sultan Al-Essa as Director	Mgmt	For	For
6.7	Reelect Benedikte Leroy as Director	Mgmt	For	For
6.8	Elect Helle Ostergaard Kristiansen as Director	Mgmt	For	For
7	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For
8	Authorize Share Repurchase Program	Mgmt	For	For
9	Other Business	Mgmt		

## Pandora AS

**Meeting Date:** 16/03/2023

**Country:** Denmark

**Ticker:** PNDORA

**Record Date:** 09/03/2023

**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 16.00 Per Share	Mgmt	For	For
6.1	Reelect Peter A. Ruzicka as Director	Mgmt	For	For

## Pandora AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.2	Reelect Christian Frigast as Director	Mgmt	For	For
6.3	Reelect Birgitta Stymne Goransson as Director	Mgmt	For	For
<i>Voter Rationale: Concerns regarding Auditor tenure</i>				
6.4	Reelect Marianne Kirkegaard as Director	Mgmt	For	For
6.5	Reelect Catherine Spindler as Director	Mgmt	For	For
<i>Voter Rationale: Concerns regarding Auditor tenure</i>				
6.6	Reelect Jan Zijderveld as Director	Mgmt	For	For
6.7	Elect Lilian Fossum Biner as New Director	Mgmt	For	For
7	Ratify Ernst & Young as Auditor	Mgmt	For	For
<i>Voter Rationale: Concerns regarding Auditor tenure</i>				
8	Approve Discharge of Management and Board	Mgmt	For	For
9.1	Approve DKK 6.5 Million Reduction in Share Capital via Share Cancellation; Amend Articles Accordingly	Mgmt	For	For
9.2	Authorize Share Repurchase Program	Mgmt	For	For
9.3	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
10	Other Business	Mgmt		

## Stora Enso Oyj

**Meeting Date:** 16/03/2023

**Country:** Finland

**Ticker:** STERV

**Record Date:** 06/03/2023

**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		

## Stora Enso Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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 0.60 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 209,000 for Chairman, EUR 118,000 for Vice Chairman, and EUR 81,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For
13	Reelect Hakan Buskhe (Vice-Chair), Elisabeth Fleuriot, Helena Hedblom, Kari Jordan (Chair), Christiane Kuehne, Antti Makinen, Richard Nilsson and Hans Sohlstrom as Directors; Elect Astrid Hermann as New Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
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	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	For
19	Decision on Making Order	Mgmt		
20	Close Meeting	Mgmt		

## Orion Oyj

**Meeting Date:** 22/03/2023      **Country:** Finland      **Ticker:** ORNBV  
**Record Date:** 10/03/2023      **Meeting Type:** Annual

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

# Orion Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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 1.60 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 of Directors in the Amount of EUR 100,000 for Chairman, EUR 61,000 for Vice Chairman and Chairman of the Committees, and EUR 50,000 for Other Directors; Approve Meeting Fees	Mgmt	For	For
12	Fix Number of Directors at Eight	Mgmt	For	For
13	Reelect Kari Jussi Aho, Maziar Mike Doustdar, Ari Lehtoranta, Veli-Matti Mattila, Hilpi Rautelin, Eija Ronkainen, Mikael Silvennoinen (Chair) and Karen Lykke Sorensen as Directors	Mgmt	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Ratify KPMG as Auditors	Mgmt	For	For
16	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	Against
<i>Voter Rationale: Concerns related to shareholder rights</i>				
17	Approve Issuance of up to 14 Million Class B Shares without Preemptive Rights	Mgmt	For	For
18	Close Meeting	Mgmt		

# Svenska Handelsbanken AB

**Meeting Date:** 22/03/2023

**Country:** Sweden

**Ticker:** SHB.A

**Record Date:** 14/03/2023

**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 5.50 Per Share; Special Dividend of SEK 2.50	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	Determine Number of Directors (10)	Mgmt	For	For
16	Determine Number of Auditors (2)	Mgmt	For	For
17	Approve Remuneration of Directors in the Amount of SEK 3.75 Million for Chair, SEK 1.1 Million for Vice Chair and SEK 765,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
18.1	Reelect Jon Fredrik Baksaa as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
18.2	Reelect Helene Barnekow as Director	Mgmt	For	For
18.3	Reelect Stina Bergfors as Director	Mgmt	For	For
18.4	Reelect Hans Biorck as Director	Mgmt	For	For
18.5	Reelect Par Boman as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments</i>				

## Svenska Handelsbanken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
18.6	Reelect Kerstin Hessius as Director	Mgmt	For	For
18.7	Reelect Fredrik Lundberg as Director	Mgmt	For	Against
<i>Voter Rationale: Overboarded/Too many other time commitments</i>				
18.8	Reelect Ulf Riese as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
18.9	Reelect Arja Taaveniku as Director	Mgmt	For	For
18.10	Reelect Carina Akerstromas Director	Mgmt	For	For
19	Reelect Par Boman as Board Chairman	Mgmt	For	Against
<i>Voter Rationale: Overboarded/Too many other time commitments</i>				
20.1	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
20.2	Ratify Deloitte as Auditors	Mgmt	For	For
<i>Voter Rationale: Insufficient basis to support a decision</i>				
21	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	Mgmt	For	For
Shareholder Proposals Submitted by Carl Axel Bruno				
22	Amend Bank's Mainframe Computers Software	SH	None	Against
<i>Voter Rationale: Shareholder proposal does not promote appropriate accountability or incentivisation</i>				
Shareholder Proposals Submitted by Tommy Jonasson				
23	Approve Formation of Integration Institute	SH	None	Against
<i>Voter Rationale: Shareholder proposal does not promote transparency</i>				
24	Close Meeting	Mgmt		

## Nordea Bank Abp

**Meeting Date:** 23/03/2023

**Country:** Finland

**Ticker:** NDA.SE

**Record Date:** 13/03/2023

**Meeting Type:** Annual

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

# Nordea Bank Abp

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	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 352,000 for Chairman, EUR 165,500 for Vice Chairman, and EUR 105,500 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
12	Determine Number of Members (10) and Deputy Members (1) of Board	Mgmt	For	For
13.a	Reelect Stephen Hester as Director (Chair)	Mgmt	For	For
13.b	Reelect Petra van Hoeken as Director	Mgmt	For	For
13.c	Reelect John Maltby as Director	Mgmt	For	For
13.d	Reelect Lene Skole as Director	Mgmt	For	For
13.e	Reelect Birger Steen as Director	Mgmt	For	For
13.f	Reelect Jonas Synnergren as Director	Mgmt	For	For
13.g	Reelect Arja Talma as Director	Mgmt	For	For
13.h	Reelect Kjersti Wiklund as Director	Mgmt	For	For
13.i	Elect Risto Murto as Director	Mgmt	For	For
13.j	Elect Per Stromberg as Director	Mgmt	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
16	Amend Articles Re: General Meeting Participation; General Meeting	Mgmt	For	Against
<i>Voter Rationale: Concerns related to shareholder rights</i>				
17	Approve Issuance of Convertible Instruments without Preemptive Rights	Mgmt	For	For
18	Authorize Share Repurchase Program in the Securities Trading Business	Mgmt	For	For

## Nordea Bank Abp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
19	Authorize Reissuance of Repurchased Shares	Mgmt	For	For
20	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
21	Approve Issuance of up to 30 Million Shares without Preemptive Rights	Mgmt	For	For
22	Close Meeting	Mgmt		

## Novo Nordisk A/S

**Meeting Date:** 23/03/2023

**Country:** Denmark

**Ticker:** NOVO.B

**Record Date:** 16/03/2023

**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 Dividends of DKK 8.15 Per Share	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
5.1	Approve Remuneration of Directors in the Aggregate Amount of DKK 20.2 Million	Mgmt	For	For
5.2	Approve Remuneration of Directors in the Amount of DKK 3.1 Million for the Chairman, DKK 1.56 Million for the Vice Chairman, and DKK 784,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
5.3	Amendment to Remuneration Policy for Board of Directors and Executive Management	Mgmt	For	For
6.1	Reelect Helge Lund as Board Chairman	Mgmt	For	For
6.2	Reelect Henrik Poulsen as Vice Chairman	Mgmt	For	For
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
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
6.3e	Reelect Christina Law as Director	Mgmt	For	For
6.3f	Reelect Martin Mackay as Director	Mgmt	For	For



## Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Ratify Deloitte as Auditor	Mgmt	For	For
8.1	Approve DKK 5 Million Reduction in Share Capital via Share Cancellation of B Shares	Mgmt	For	For
8.2	Authorize Share Repurchase Program	Mgmt	For	For
8.3	Approve Creation of DKK 45.1 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 45.1 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 45.1 Million	Mgmt	For	For
	Shareholder Proposals Submitted by Kritiske Aktionaerer	Mgmt		
8.4	Product Pricing Proposal	SH	Against	Against
9	Other Business	Mgmt		

## SKF AB

**Meeting Date:** 23/03/2023

**Country:** Sweden

**Ticker:** SKF.B

**Record Date:** 15/03/2023

**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	Receive President's Report	Mgmt		
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For
10	Approve Allocation of Income and Dividends of SEK 7.00 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 Barb Samardzich	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11.4	Approve Discharge of Board Member Colleen Replier	Mgmt	For	For
11.5	Approve Discharge of Board Member Geert Follens	Mgmt	For	For
11.6	Approve Discharge of Board Member Hakan Buskhe	Mgmt	For	For
11.7	Approve Discharge of Board Member Susanna Schneeberger	Mgmt	For	For
11.8	Approve Discharge of Board Member Rickard Gustafson	Mgmt	For	For
11.9	Approve Discharge of President Rickard Gustafson	Mgmt	For	For
11.10	Approve Discharge of Board Member Jonny Hilbert	Mgmt	For	For
11.11	Approve Discharge of Board Member Zarko Djurovic	Mgmt	For	For
11.12	Approve Discharge of Employee Representative Thomas Eliasson	Mgmt	For	For
11.13	Approve Discharge of Employee Representative Steve Norrman	Mgmt	For	For
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 2.6 Million for Chair, SEK 1.3 Million for Vice Chair and SEK 850,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
14.1	Reelect Hans Straberg as Director	Mgmt	For	Against
<i>Voter Rationale: Overboarded/Too many other time commitments</i>				
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
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
14.5	Reelect Susanna Schneeberger as Director	Mgmt	For	For
14.6	Reelect Rickard Gustafson as Director	Mgmt	For	For
14.7	Elect Beth Ferreira as New Director	Mgmt	For	For
14.8	Elect Therese Friberg as New Director	Mgmt	For	For
14.9	Elect Richard Nilsson as New Director	Mgmt	For	For
14.10	Elect Niko Pakalen as New Director	Mgmt	For	For
15	Reelect Hans Straberg as Board Chair	Mgmt	For	Against
<i>Voter Rationale: Overboarded/Too many other time commitments</i>				
16	Approve Remuneration Report	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
17	Approve 2023 Performance Share Program	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				

## Starbucks Corporation

Meeting Date: 23/03/2023 Country: USA Ticker: SBUX  
Record Date: 13/01/2023 Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Richard E. Allison, Jr.	Mgmt	For	For
1b	Elect Director Andrew Campion	Mgmt	For	For
1c	Elect Director Beth Ford	Mgmt	For	For
1d	Elect Director Mellody Hobson	Mgmt	For	For
1e	Elect Director Jorgen Vig Knudstorp	Mgmt	For	For
<i>Voter Rationale: Concerns related to approach to board gender diversity</i>				
1f	Elect Director Satya Nadella	Mgmt	For	For
1g	Elect Director Laxman Narasimhan	Mgmt	For	For
1h	Elect Director Howard Schultz	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
5	Report on Plant-Based Milk Pricing	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				
6	Adopt Policy on Succession Planning	SH	Against	Against
7	Report on Operations in Communist China	SH	Against	Against
8	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining 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>				
9	Establish Committee on Corporate Sustainability	SH	Against	Against

# Sartorius Stedim Biotech SA

Meeting Date: 27/03/2023

Country: France

Ticker: DIM

Record Date: 23/03/2023

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 1.44 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 Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 325,800	Mgmt	For	For
6	Approve Compensation Report of Corporate Officers	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
7	Approve Compensation of Joachim Kreuzburg, Chairman and CEO	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
8	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
9	Approve Compensation of Rene Faber, Vice-CEO	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
10	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
11	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>			
12	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For
	Extraordinary Business	Mgmt		
13	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 133,980	Mgmt	For	For
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	Against	Against

## Sartorius Stedim Biotech SA

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

## Neste Corp.

**Meeting Date:** 28/03/2023      **Country:** Finland      **Ticker:** NESTE  
**Record Date:** 16/03/2023      **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 1.02 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 95,000 for Chairman, EUR 60,000 for Vice Chairman, and EUR 45,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For
13	Reelect Matti Kahkonen (Chair), John Abbott, Nick Elmslie, Just Jansz, Jari Rosendal, Eeva Sipila (Vice Chair) and Johanna Soderstrom as Directors; Elect Heikki Malinen and Kimmo Viertola as New Directors	Mgmt	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Ratify KPMG as Auditors	Mgmt	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For

## Neste Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
17	Approve Issuance of up to 23 Million Shares without Preemptive Rights	Mgmt	For	For
18	Amend Articles Re: Book-Entry System	Mgmt	For	Against
<i>Voter Rationale: Concerns about reducing shareholder rights</i>				
19	Close Meeting	Mgmt		

## Randstad NV

**Meeting Date:** 28/03/2023      **Country:** Netherlands      **Ticker:** RAND  
**Record Date:** 28/02/2023      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2a	Receive Reports of Management Board and Supervisory Board (Non-Voting)	Mgmt		
2b	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
2c	Adopt Financial Statements	Mgmt	For	For
2d	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
2e	Approve Dividends of EUR 2.85 Per Share	Mgmt	For	For
3a	Approve Discharge of Management Board	Mgmt	For	For
3b	Approve Discharge of Supervisory Board	Mgmt	For	For
4a	Elect Jorge Vazquez to Management Board	Mgmt	For	For
4b	Elect Myriam Beatove Moreale to Management Board	Mgmt	For	For
5a	Elect Cees 't Hart to Supervisory Board	Mgmt	For	For
5b	Elect Laurence Debroux to Supervisory Board	Mgmt	For	For
5c	Elect Jeroen Drost to Supervisory Board	Mgmt	For	For
6a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Preemptive Rights	Mgmt	For	For
6b	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
6c	Approve Cancellation of Repurchased Shares	Mgmt	For	For

## Randstad NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Ratify Deloitte Accountants BV as Auditors	Mgmt	For	For
8	Ratify PricewaterhouseCoopers Accountants NV as Auditors	Mgmt	For	For
9	Other Business (Non-Voting)	Mgmt		
10	Close Meeting	Mgmt		

## Electrolux AB

Meeting Date: 29/03/2023

Country: Sweden

Ticker: ELUX.B

Record Date: 21/03/2023

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	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
9.1	Approve Discharge of Staffan Bohman	Mgmt	For	For
9.2	Approve Discharge of Petra Hedengran	Mgmt	For	For
9.3	Approve Discharge of Henrik Henriksson	Mgmt	For	For
9.4	Approve Discharge of Ulla Litzen	Mgmt	For	For
9.5	Approve Discharge of Karin Overbeck	Mgmt	For	For
9.6	Approve Discharge of Fredrik Persson	Mgmt	For	For
9.7	Approve Discharge of David Porter	Mgmt	For	For
9.8	Approve Discharge of Jonas Samuelson	Mgmt	For	For
9.9	Approve Discharge of Mina Billing	Mgmt	For	For
9.10	Approve Discharge of Viveca Brinkenfeldt-Lever	Mgmt	For	For
9.11	Approve Discharge of Peter Ferm	Mgmt	For	For
9.12	Approve Discharge of Ulrik Danestad	Mgmt	For	For

## Electrolux AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9.13	Approve Discharge of Wilson Quispe	Mgmt	For	For
9.14	Approve Discharge of Jonas Samuelson as CEO	Mgmt	For	For
10	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For
11	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For
12.1	Approve Remuneration of Directors in the Amount of SEK 2.4 Million for Chairman and SEK 720,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
12.2	Approve Remuneration of Auditors	Mgmt	For	For
13.a	Reelect Staffan Bohman as Director	Mgmt	For	For
13.b	Reelect Petra Hedengran as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
13.c	Reelect Henrik Henriksson as Director	Mgmt	For	For
13.d	Reelect Ulla Litzen as Director	Mgmt	For	For
13.e	Reelect Karin Overbeck as Director	Mgmt	For	For
13.f	Reelect Fredrik Persson as Director	Mgmt	For	For
13.g	Reelect David Porter as Director	Mgmt	For	For
13.h	Reelect Jonas Samuelson as Director	Mgmt	For	For
13.i	Elect Staffan Bohman as Board Chair	Mgmt	For	For
14	Ratify PricewaterhouseCoopers AB as Auditors	Mgmt	For	For
15	Approve Remuneration Report	Mgmt	For	For
16.a	Authorize Share Repurchase Program	Mgmt	For	For
16.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For
16.c	Approve Transfer of 1,544,925 B-Shares	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
17.a	Approve Performance Share Plan for Key Employees	Mgmt	For	For
17.b	Approve Equity Plan Financing	Mgmt	For	For
18	Close Meeting	Mgmt		

## Essity AB

**Meeting Date:** 29/03/2023

**Country:** Sweden

**Ticker:** ESSITY.B

**Record Date:** 21/03/2023

**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.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
7.b	Approve Allocation of Income and Dividends of SEK 7.25 Per Share	Mgmt	For	For
7.c1	Approve Discharge of Ewa Bjorling	Mgmt	For	For
7.c2	Approve Discharge of Par Boman	Mgmt	For	For
7.c3	Approve Discharge of Annemarie Gardshol	Mgmt	For	For
7.c4	Approve Discharge of Bjorn Gulden	Mgmt	For	For
7.c5	Approve Discharge of Magnus Groth	Mgmt	For	For
7.c6	Approve Discharge of Susanna Lind	Mgmt	For	For
7.c7	Approve Discharge of Torbjorn Loof	Mgmt	For	For
7.c8	Approve Discharge of Bert Nordberg	Mgmt	For	For
7.c9	Approve Discharge of Louise Svanberg	Mgmt	For	For
7.c10	Approve Discharge of Orjan Svensson	Mgmt	For	For
7.c11	Approve Discharge of Lars Rebien Sorensen	Mgmt	For	For
7.c12	Approve Discharge of Barbara Milian Thoralfsson	Mgmt	For	For
7.c13	Approve Discharge of Niclas Thulin	Mgmt	For	For
7.c14	Approve Discharge of Magnus Groth	Mgmt	For	For
8	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For
9	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
10.a	Approve Remuneration of Directors in the Amount of SEK 2.62 Million for Chairman and SEK 875,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
10.b	Approve Remuneration of Auditors	Mgmt	For	For
11.a	Reelect Ewa Bjorling as Director	Mgmt	For	For

## Essity AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11.b	Reelect Par Boman as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments</i>				
11.c	Reelect Annemarie Gardshol as Director	Mgmt	For	For
11.d	Reelect Magnus Groth as Director	Mgmt	For	For
11.e	Reelect Torbjorn Loof as Director	Mgmt	For	For
11.f	Reelect Bert Nordberg as Director	Mgmt	For	For
11.g	Reelect Barbara M. Thoralfsson as Director	Mgmt	For	For
11.h	Elect Maria Carell as Director	Mgmt	For	For
11.i	Elect Jan Gurander as Director	Mgmt	For	For
12	Reelect Par Boman as Board Chair	Mgmt	For	Against
<i>Voter Rationale: Overboarded/Too many other time commitments</i>				
13	Ratify Ernst & Young as Auditor	Mgmt	For	For
14	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
15	Approve Cash-Based Incentive Program (Program 2023-2025) for Key Employees	Mgmt	For	For
16.a	Authorize Share Repurchase Program	Mgmt	For	For
16.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For

## Genmab A/S

**Meeting Date:** 29/03/2023

**Country:** Denmark

**Ticker:** GMAB

**Record Date:** 22/03/2023

**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; 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.a	Reelect Deirdre P. Connelly as Director	Mgmt	For	For
5.b	Reelect Pernille Erenbjerg as Director	Mgmt	For	Abstain
<i>Voter Rationale: Concerns regarding Auditor tenure</i>				

## Genmab A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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	For
6	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	Abstain
<i>Voter Rationale: Concerns regarding Auditor tenure</i>				
7.a	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK 900,000 for Vice Chairman, and DKK 600,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
7.b	Amend Remuneration Policy	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
7.c	Amendment to Remuneration Policy for Board of Directors and Executive Management	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
7.d	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		

## Skanska AB

**Meeting Date:** 29/03/2023

**Country:** Sweden

**Ticker:** SKA.B

**Record Date:** 21/03/2023

**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

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
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 7.50 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 (8) 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 2.33 Million for Chairman and SEK 775,000 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
14b	Reelect Par Boman as Director	Mgmt	For	Against

*Voter Rationale: Overboarded/Too many other time commitments*

## Skanska AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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
<i>Voter Rationale: Overboarded/Too many other time commitments</i>				
14f	Reelect Catherine Marcus as Director	Mgmt	For	For
14g	Reelect Ann E. Massey as Director	Mgmt	For	For
14h	Reelect Asa Soderstrom Winberg as Director	Mgmt	For	For
14i	Reelect Hans Biorck as Board Chair	Mgmt	For	For
15	Ratify Ernst & Young as Auditor	Mgmt	For	For
16	Approve Remuneration Report	Mgmt	For	For
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
18	Approve Equity Plan Financing	Mgmt	For	For
19	Authorize Class B Share Repurchase Program	Mgmt	For	For
20	Close Meeting	Mgmt		

## Telefonaktiebolaget LM Ericsson

**Meeting Date:** 29/03/2023      **Country:** Sweden      **Ticker:** ERIC.B  
**Record Date:** 21/03/2023      **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
5	Designate Inspector(s) of Minutes of Meeting	Mgmt		
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Receive President's Report	Mgmt		
8.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8.2	Approve Remuneration Report	Mgmt	For	For

# Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.3.a	Approve Discharge of Board Chairman Ronnie Leten	Mgmt	For	Against
	<i>Voter Rationale: Concerns about overall performance</i>			
8.3.b	Approve Discharge of Board Member Helena Stjernholm	Mgmt	For	Against
	<i>Voter Rationale: Concerns about overall performance</i>			
8.3.c	Approve Discharge of Board Member Jacob Wallenberg	Mgmt	For	Against
	<i>Voter Rationale: Concerns about overall performance</i>			
8.3.d	Approve Discharge of Board Member Jon Fredrik Baksaas	Mgmt	For	Against
	<i>Voter Rationale: Concerns about overall performance</i>			
8.3.e	Approve Discharge of Board Member Jan Carlson	Mgmt	For	Against
	<i>Voter Rationale: Concerns about overall performance</i>			
8.3.f	Approve Discharge of Board Member Nora Denzel	Mgmt	For	Against
	<i>Voter Rationale: Concerns about overall performance</i>			
8.3.g	Approve Discharge of Board Member Carolina Dybeck Happe	Mgmt	For	For
8.3.h	Approve Discharge of Board Member Borje Ekholm	Mgmt	For	Against
	<i>Voter Rationale: Concerns about overall performance</i>			
8.3.i	Approve Discharge of Board Member Eric A. Elzvik	Mgmt	For	Against
	<i>Voter Rationale: Concerns about overall performance</i>			
8.3.j	Approve Discharge of Board Member Kurt Jofs	Mgmt	For	Against
	<i>Voter Rationale: Concerns about overall performance</i>			
8.3.k	Approve Discharge of Board Member Kristin S. Rinne	Mgmt	For	Against
	<i>Voter Rationale: Concerns about overall performance</i>			
8.3.l	Approve Discharge of Employee Representative Torbjorn Nyman	Mgmt	For	Against
	<i>Voter Rationale: Concerns about overall performance</i>			
8.3.m	Approve Discharge of Employee Representative Anders Ripa	Mgmt	For	Against
	<i>Voter Rationale: Concerns about overall performance</i>			
8.3.n	Approve Discharge of Employee Representative Kjell-Ake Soting	Mgmt	For	Against
	<i>Voter Rationale: Concerns about overall performance</i>			
8.3.o	Approve Discharge of Deputy Employee Representative Ulf Rosberg	Mgmt	For	Against
	<i>Voter Rationale: Concerns about overall performance</i>			

# Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.3.p	Approve Discharge of Deputy Employee Representative Loredana Roslund	Mgmt	For	Against
<i>Voter Rationale: Concerns about overall performance</i>				
8.3.q	Approve Discharge of Deputy Employee Representative Annika Salomonsson	Mgmt	For	For
8.3.r	Approve Discharge of President Borje Ekholm	Mgmt	For	Against
<i>Voter Rationale: Concerns about overall performance</i>				
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 4.5 Million for Chairman and SEK 1.1 Million for Other Directors, Approve Remuneration for Committee Work	Mgmt	For	For
11.1	Reelect Jon Fredrik Baksaaas as Director	Mgmt	For	For
11.2	Reelect Jan Carlson as Director	Mgmt	For	For
11.3	Reelect Carolina Dybeck Happe as Director	Mgmt	For	For
11.4	Reelect Borje Ekholm as Director	Mgmt	For	For
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 Helena Stjernholm as Director	Mgmt	For	For
11.8	Reelect Jacob Wallenberg as Director	Mgmt	For	For
11.9	Elect Jonas Synnergren as New Director	Mgmt	For	For
11.10	Elect Christy Wyatt as New Director	Mgmt	For	For
12	Elect Jan Carlson as Board Chairman	Mgmt	For	For
13	Determine Number of Auditors (1)	Mgmt	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Ratify Deloitte AB as Auditors	Mgmt	For	For
16.1	Approve Long-Term Variable Compensation Program I 2023 (LTV I 2023)	Mgmt	For	For
16.2	Approve Equity Plan Financing LTV I 2023	Mgmt	For	For
16.3	Approve Alternative Equity Plan Financing of LTV I 2023, if Item 16.2 is Not Approved	Mgmt	For	Against
<i>Voter Rationale: Concerns to protect shareholder value</i>				

## Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
17.1	Approve Long-Term Variable Compensation Program II 2023 (LTV II 2023)	Mgmt	For	For
17.2	Approve Equity Plan Financing of LTV II 2023	Mgmt	For	For
17.3	Approve Alternative Equity Plan Financing of LTV II 2023, if Item 17.2 is Not Approved	Mgmt	For	Against
<i>Voter Rationale: Concerns to protect shareholder value</i>				
18	Approve Equity Plan Financing of LTV 2022	Mgmt	For	For
19	Approve Equity Plan Financing of LTV 2021	Mgmt	For	For
20.1	Approve Equity Plan Financing of LTV 2019 and 2020	Mgmt	For	For
20.2	Approve Equity Plan Financing of LTV 2019 and 2020	Mgmt	For	For
21	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
22	Close Meeting	Mgmt		

## Chr. Hansen Holding A/S

**Meeting Date:** 30/03/2023

**Country:** Denmark

**Ticker:** CHR

**Record Date:** 23/03/2023

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement with Novozymes A/S	Mgmt	For	For
2	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For
3	Change Fiscal Year End to Dec. 31	Mgmt	For	For
4	Approve Remuneration of Directors for FY 2022/23	Mgmt	For	For
5	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For

## Kesko Oyj

**Meeting Date:** 30/03/2023

**Country:** Finland

**Ticker:** KESKOB

**Record Date:** 20/03/2023

**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
9	Approve Allocation of Income and Dividends of EUR 1.08 Per Share	Mgmt	For	For
10	Approve Discharge of Board and President	Mgmt	For	For
11	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
12	Approve Remuneration of Directors in the Amount of EUR 102,000 for Chairman; EUR 63,000 for Vice Chairman, and EUR 47,500 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For
13	Approve Remuneration of Auditors	Mgmt	For	For
14	Ratify Deloitte as Auditors	Mgmt	For	For
15	Amend Articles Re: Board of Directors and Term of Office	Mgmt	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For
17	Approve Issuance of up to 33 Million Class B Shares without Preemptive Rights	Mgmt	For	For
18	Approve Charitable Donations of up to EUR 300,000	Mgmt	For	For
19	Close Meeting	Mgmt		

## Melrose Industries Plc

Meeting Date: 30/03/2023

Country: United Kingdom

Ticker: MRO

Record Date: 28/03/2023

Meeting Type: Special

## Melrose Industries Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Matters Relating to the Demerger of Dowlais Group plc from Melrose Industries plc	Mgmt	For	For

## Novozymes A/S

<b>Meeting Date:</b> 30/03/2023	<b>Country:</b> Denmark	<b>Ticker:</b> NZYM.B
<b>Record Date:</b> 23/03/2023	<b>Meeting Type:</b> Extraordinary Shareholders	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement with Chr. Hansen Holding A/S	Mgmt	For	For
2	Amend Articles Re: Number of Directors	Mgmt	For	For
3.a	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For
3.b	Amend Articles Re: Indemnification	Mgmt	For	For
3.c	Amend Remuneration Policy	Mgmt	For	For
4	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For

## Svenska Cellulosa AB SCA

<b>Meeting Date:</b> 30/03/2023	<b>Country:</b> Sweden	<b>Ticker:</b> SCA.B
<b>Record Date:</b> 22/03/2023	<b>Meeting Type:</b> 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	For	For
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For
5	Approve Agenda of Meeting	Mgmt	For	For

# Svenska Cellulosa AB SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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 2.50 Per Share	Mgmt	For	For
8.c1	Approve Discharge of Charlotte Bengtsson	Mgmt	For	For
8.c2	Approve Discharge of Asa Bergman	Mgmt	For	For
8.c3	Approve Discharge of Par Boman	Mgmt	For	For
8.c4	Approve Discharge of Lennart Evrell	Mgmt	For	For
8.c5	Approve Discharge of Annemarie Gardshol	Mgmt	For	For
8.c6	Approve Discharge of Carina Hakansson	Mgmt	For	For
8.c7	Approve Discharge of Ulf Larsson (as board member)	Mgmt	For	For
8.c8	Approve Discharge of Martin Lindqvist	Mgmt	For	For
8.c9	Approve Discharge of Bert Nordberg	Mgmt	For	For
8.c10	Approve Discharge of Anders Sundstrom	Mgmt	For	For
8.c11	Approve Discharge of Barbara M. Thoralfsson	Mgmt	For	For
8.c12	Approve Discharge of Karl Aberg	Mgmt	For	For
8.c13	Approve Discharge of Employee Representative Niclas Andersson	Mgmt	For	For
8.c14	Approve Discharge of Employee Representative Roger Bostrom	Mgmt	For	For
8.c15	Approve Discharge of Employee Representative Maria Jonsson	Mgmt	For	For
8.c16	Approve Discharge of Employee Representative Johanna Viklund Linden	Mgmt	For	For
8.c17	Approve Discharge of Deputy Employee Representative Stefan Lundkvist	Mgmt	For	For
8.c18	Approve Discharge of Deputy Employee Representative Malin Marklund	Mgmt	For	For
8.c19	Approve Discharge of Deputy Employee Representative Peter Olsson	Mgmt	For	For
8.c20	Approve Discharge of CEO Ulf Larsson	Mgmt	For	For
9	Determine Number of Directors (10) and Deputy Directors (0) of Board	Mgmt	For	For
10	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For

## Svenska Cellulosa AB SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11.1	Approve Remuneration of Directors in the Amount of SEK 2.089Million for Chairman and SEK 695,000 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	For
12.2	Reelect Par Boman as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments</i>				
12.3	Reelect Lennart Evrell as Director	Mgmt	For	For
12.4	Reelect Annemarie Gardshol as Director	Mgmt	For	For
12.5	Reelect Carina Hakansson as Director	Mgmt	For	For
12.6	Reelect Ulf Larsson as Director	Mgmt	For	For
12.7	Reelect Martin Lindqvist as Director	Mgmt	For	For
12.8	Reelect Anders Sundstrom as Director	Mgmt	For	For
12.9	Reelect Barbara M. Thoralfsson as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
12.10	Reelect Karl Aberg as Director	Mgmt	For	For
13	Reelect Par Boman as Board Chair	Mgmt	For	Against
<i>Voter Rationale: Overboarded/Too many other time commitments</i>				
14	Ratify Ernst & Young as Auditor	Mgmt	For	For
15	Approve Remuneration Report	Mgmt	For	For
16	Approve Cash-Based Incentive Program (Program 2023-2025) for Key Employees	Mgmt	For	For
17	Close Meeting	Mgmt		

## Swedbank AB

**Meeting Date:** 30/03/2023      **Country:** Sweden      **Ticker:** SWED.A  
**Record Date:** 22/03/2023      **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		

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspectors 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 Reports	Mgmt		
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9	Approve Allocation of Income and Dividends of SEK 9.75 Per Share	Mgmt	For	For
10.a	Approve Discharge of Bo Bengtsson	Mgmt	For	For
10.b	Approve Discharge of Goran Bengtson	Mgmt	For	For
10.c	Approve Discharge of Annika Creutzer	Mgmt	For	For
10.d	Approve Discharge of Hans Eckerstrom	Mgmt	For	For
10.e	Approve Discharge of Kerstin Hermansson	Mgmt	For	For
10.f	Approve Discharge of Helena Liljedahl	Mgmt	For	For
10.g	Approve Discharge of Bengt Erik Lindgren	Mgmt	For	For
10.h	Approve Discharge of Anna Mossberg	Mgmt	For	For
10.i	Approve Discharge of Per Olof Nyman	Mgmt	For	For
10.j	Approve Discharge of Biljana Pehrsson	Mgmt	For	For
10.k	Approve Discharge of Goran Persson	Mgmt	For	For
10.l	Approve Discharge of Biorn Riese	Mgmt	For	For
10.m	Approve Discharge of Bo Magnusson	Mgmt	For	For
10.n	Approve Discharge of Jens Henriksson	Mgmt	For	For
10.o	Approve Discharge of Roger Ljung	Mgmt	For	For
10.p	Approve Discharge of Ake Skoglund	Mgmt	For	For
10.q	Approve Discharge of Henrik Joelsson	Mgmt	For	For
10.r	Approve Discharge of Camilla Linder	Mgmt	For	For
11	Determine Number of Members (11) and Deputy Members of Board (0)	Mgmt	For	For
12	Approve Remuneration of Directors in the Amount of SEK 3 Million for Chairman, SEK 1 Million for Vice Chairman and SEK 709,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For
13.a	Reelect Goran Bengtsson as Director	Mgmt	For	For
13.b	Reelect Annika Creutzer as Director	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13.c	Reelect Hans Eckerstrom as Director	Mgmt	For	Against
	<i>Voter Rationale: Overboarded/Too many other time commitments</i>			
13.d	Reelect Kerstin Hermansson as Director	Mgmt	For	For
13.e	Reelect Helena Liljedahl as Director	Mgmt	For	For
13.f	Reelect Bengt Erik Lindgren as Director	Mgmt	For	For
13.g	Reelect Anna Mossberg as Director	Mgmt	For	For
13.h	Reelect Per Olof Nyman as Director	Mgmt	For	For
13.i	Reelect Biljana Pehrsson as Director	Mgmt	For	For
13.j	Reelect Goran Persson as Director	Mgmt	For	For
13.k	Reelect Biorn Riese as Director	Mgmt	For	For
14	Elect Goran Persson as Board Chairman	Mgmt	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
16	Approve Nomination Committee Procedures	Mgmt	For	For
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
18	Authorize Repurchase Authorization for Trading in Own Shares	Mgmt	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For
20	Approve Issuance of Convertibles without Preemptive Rights	Mgmt	For	For
21.a	Approve Common Deferred Share Bonus Plan (Eken 2023)	Mgmt	For	For
21.b	Approve Deferred Share Bonus Plan for Key Employees (IP 2023)	Mgmt	For	For
21.c	Approve Equity Plan Financing	Mgmt	For	For
22	Approve Remuneration Report	Mgmt	For	For
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt		
23	Change Bank Software	SH	Against	Against
	Shareholder Proposals Submitted by Tommy Jonasson	Mgmt		
24	Allocation of funds	SH	Against	Against
25	Establishment of a Chamber of Commerce	SH	Against	Against
	Joint Shareholder Proposals Submitted by Greenpeace Nordic and Swedish Society	Mgmt		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
26	Stop Financing Fossil Companies That Expand Extraction and Lack Robust Fossil Phase-Out Plans in Line with 1.5 Degrees	SH	None	Against

## Tryg A/S

**Meeting Date:** 30/03/2023      **Country:** Denmark      **Ticker:** TRYG  
**Record Date:** 23/03/2023      **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 99 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For
6.b	Approve Creation of DKK 317.4 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 314.4 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 314.4 Million	Mgmt	For	For
6.c	Authorize Share Repurchase Program	Mgmt	For	For
6.d	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
7.2	Reelect Mari Thjomoe as Member of Board	Mgmt	For	For
7.3	Reelect Carl-Viggo Ostlund as Member of Board	Mgmt	For	For
7.4	Reelect Mengmeng Du as Member of Board	Mgmt	For	For
7.5	Elect Thomas Hofman-Bang as Director	Mgmt	For	For

## Tryg A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.6	Elect Steffen Kragh as Director	Mgmt	For	For
8	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
10	Other Business	Mgmt		

## UniCredit SpA

Meeting Date: 31/03/2023      Country: Italy      Ticker: UCG  
 Record Date: 22/03/2023      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 Elimination of Negative Reserves	Mgmt	For	For
4	Authorize Share Repurchase Program	Mgmt	For	For
5	Approve Remuneration Policy	Mgmt	For	For
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
6	Approve Second Section of the Remuneration Report	Mgmt	For	For
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
7	Approve 2023 Group Incentive System	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
8	Approve Fixed-Variable Compensation Ratio	Mgmt	For	For
9	Approve Decrease in Size of Board from 13 to 12	Mgmt	For	For
	Extraordinary Business	Mgmt		
1	Authorize Board to Increase Capital to Service the 2017-2019 LTI Plan and Amend Capital Increases Authorizations to Service the 2018 to 2021 Group Incentive Systems	Mgmt	For	For



## UniCredit SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Authorize Board to Increase Capital to Service the 2022 Group Incentive System	Mgmt	For	For
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
3	Authorize Cancellation of Treasury Shares without Reduction of Share Capital	Mgmt	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against
<i>Voter Rationale: Insufficient/poor disclosure</i>				

## Broadcom Inc.

Meeting Date: 03/04/2023      Country: USA      Ticker: AVGO  
 Record Date: 06/02/2023      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 Raul J. Fernandez	Mgmt	For	For
1d	Elect Director Eddy W. Hartenstein	Mgmt	For	For
<i>Voter Rationale: Concerns about human rights</i>				
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
<i>Voter Rationale: 1- Concerns about remuneration committee performance 2- Overboarded/Too many other time commitments</i>				
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				

## HSBC Holdings Plc

Meeting Date: 03/04/2023

Country: United Kingdom

Ticker: HSBA

Record Date:

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 2022 Results and Other Matters of Interest	Mgmt		

## The Walt Disney Company

Meeting Date: 03/04/2023

Country: USA

Ticker: DIS

Record Date: 08/02/2023

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mary T. Barra	Mgmt	For	For
1b	Elect Director Safra A. Catz	Mgmt	For	For
1c	Elect Director Amy L. Chang	Mgmt	For	For
1d	Elect Director Francis A. deSouza	Mgmt	For	For
1e	Elect Director Carolyn N. Everson	Mgmt	For	For
1f	Elect Director Michael B.G. Froman	Mgmt	For	For
1g	Elect Director Robert A. Iger	Mgmt	For	For
1h	Elect Director Maria Elena Lagomasino	Mgmt	For	Against
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
1i	Elect Director Calvin R. McDonald	Mgmt	For	For
1j	Elect Director Mark G. Parker	Mgmt	For	For
1k	Elect Director Derica W. Rice	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
5	Report on Risks Related to Operations in China	SH	Against	Against
6	Report on Charitable Contributions	SH	Against	Against

## The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Report on Political Expenditures	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency</i>				

## ABN AMRO Bank NV

<b>Meeting Date:</b> 04/04/2023	<b>Country:</b> Netherlands	<b>Ticker:</b> ABN
<b>Record Date:</b> 23/03/2023	<b>Meeting Type:</b> Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Informational Meeting of the Foundation Administration Office for Holders of Depositary Receipts	Mgmt		
1	Open Meeting	Mgmt		
2	Receive Announcements (Non-Voting)	Mgmt		
3.a	Receive Report of Management Board (Non-Voting)	Mgmt		
3.b	Receive Annual Accounts (Non-Voting)	Mgmt		
4	Receive Agenda and Notice Convening the Annual General Meeting of ABN AMRO Bank N.V. of April 19, 2023	Mgmt		
5	Allow Questions	Mgmt		
6	Close Meeting	Mgmt		

## Evolution AB

<b>Meeting Date:</b> 04/04/2023	<b>Country:</b> Sweden	<b>Ticker:</b> EVO
<b>Record Date:</b> 27/03/2023	<b>Meeting Type:</b> 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

## Evolution AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
7.b	Approve Allocation of Income and Dividends of EUR 2.00 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 (7) 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
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
10.1	Reelect Jens von Bahr (Chair) as Director	Mgmt	For	For
10.2	Reelect Fredrik Osterberg as Director	Mgmt	For	For
10.3	Reelect Ian Livingstone as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to approach to board gender diversity</i>				
10.4	Reelect Joel Citron as Director	Mgmt	For	For
10.5	Reelect Jonas Engwall as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to approach to board gender diversity</i>				
10.6	Reelect Mimi Drake as Director	Mgmt	For	For
10.7	Reelect Sandra Urie as Director	Mgmt	For	For
11	Approve Remuneration of Auditors	Mgmt	For	For
12	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
13	Approve Nomination Committee Procedures	Mgmt	For	For
14	Approve Remuneration Report	Mgmt	For	For
15	Authorize Share Repurchase Program	Mgmt	For	For
16	Authorize Reissuance of Repurchased Shares	Mgmt	For	For
17	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For

## Evolution AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
18	Authorize the Board to Repurchase Warrants from Participants in Warrants Plan 2021/2024	Mgmt	For	For
19	Approve Transaction with Big Time Gaming Pty Ltd	Mgmt	For	For
20	Close Meeting	Mgmt		

## Nokia Oyj

**Meeting Date:** 04/04/2023      **Country:** Finland      **Ticker:** NOKIA  
**Record Date:** 23/03/2023      **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 0.12 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 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
12	Fix Number of Directors at Ten	Mgmt	For	For
13.1	Reelect Sari Baldauf (Chair) as Director	Mgmt	For	For
13.2	Reelect Thomas Dannenfeldt as Director	Mgmt	For	For
13.3	Reelect Lisa Hook as Director	Mgmt	For	For
13.4	Reelect Jeanette Horan as Director	Mgmt	For	For
13.5	Reelect Thomas Saueressig as Director	Mgmt	For	For

# Nokia Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13.6	Reelect Soren Skou (Vice Chair) as Director	Mgmt	For	For
13.7	Reelect Carla Smits-Nusteling as Director	Mgmt	For	For
13.8	Reelect Kai Oistamo as Director	Mgmt	For	For
13.9	Elect Timo Ahopelto as Director	Mgmt	For	For
13.10	Elect Elizabeth Crain as Director	Mgmt	For	For
14	Approve Remuneration of Auditor	Mgmt	For	For
15	Ratify Deloitte as Auditor	Mgmt	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For
17	Approve Issuance of up to 550 Million Shares without Preemptive Rights	Mgmt	For	For
18	Close Meeting	Mgmt		

# Skandinaviska Enskilda Banken AB

Meeting Date: 04/04/2023

Country: Sweden

Ticker: SEB.A

Record Date: 27/03/2023

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
5.1	Designate Ossian Ekdahl 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 6.75 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

# Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11.3	Approve Discharge of Anne-Catherine Berner	Mgmt	For	For
11.4	Approve Discharge of John Flint	Mgmt	For	For
11.5	Approve Discharge of Winnie Fok	Mgmt	For	For
11.6	Approve Discharge of Anna-Karin Glimstrom	Mgmt	For	For
11.7	Approve Discharge of Annika Dahlberg	Mgmt	For	For
11.8	Approve Discharge of Charlotta Lindholm	Mgmt	For	For
11.9	Approve Discharge of Sven Nyman	Mgmt	For	For
11.10	Approve Discharge of Magnus Olsson	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
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 3.6 Million for Chairman, SEK 1.1 Million for Vice Chairman, and SEK 880,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
13.2	Approve Remuneration of Auditors	Mgmt	For	For
14.a1	Reelect Jacob Aarup Andersen as Director	Mgmt	For	For
14.a2	Reelect Signhild Arnegard Hansen as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
14.a3	Reelect Anne-Catherine Berner as Director	Mgmt	For	For
14.a4	Reelect John Flint as Director	Mgmt	For	For
14.a5	Reelect Winnie Fok as Director	Mgmt	For	For
14.a6	Reelect Sven Nyman as Director	Mgmt	For	For
14.a7	Reelect Lars Ottersgard as Director	Mgmt	For	For

# Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14.a8	Reelect Helena Saxon as Director	Mgmt	For	Against
	<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>			
14.a9	Reelect Johan Torgeby as Director	Mgmt	For	For
14.10	Elect Marcus Wallenberg as Director	Mgmt	For	Against
	<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>			
14.11	Elect Svein Tore Holsether as Director	Mgmt	For	For
14.b	Reelect Marcus Wallenberg as Board Chair	Mgmt	For	Against
	<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>			
15	Ratify Ernst & Young as Auditors	Mgmt	For	For
16	Approve Remuneration Report	Mgmt	For	For
17.a	Approve SEB All Employee Program 2023 for All Employees in Most of the Countries where SEB Operates	Mgmt	For	For
17.b	Approve SEB Share Deferral Program 2023 for Group Executive Committee, Senior Managers and Key Employees	Mgmt	For	For
17.c	Approve SEB Restricted Share Program 2023 for Some Employees in Certain Business Units	Mgmt	For	For
18.a	Authorize Share Repurchase Program	Mgmt	For	For
18.b	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
18.c	Approve Transfer of Class A Shares to Participants in 2023 Long-Term Equity Programs	Mgmt	For	For
19	Approve Issuance of Convertibles without Preemptive Rights	Mgmt	For	For
20.a	Approve SEK 390 Million Reduction in Share Capital via Reduction of Par Value for Transfer to Unrestricted Equity	Mgmt	For	For
20.b	Approve Capitalization of Reserves of SEK 390 Million for a Bonus Issue	Mgmt	For	For
21	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	Mgmt	For	For
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt		
22	Change Bank Software	SH	None	Against
	<i>Voter Rationale: Shareholder proposal does not promote enhanced shareholder rights</i>			
	Shareholder Proposals Submitted by Johan Appelberg	Mgmt		



## Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
23	Simplified Renewal for BankID	SH	None	Against
<i>Voter Rationale: Shareholder proposal does not promote enhanced shareholder rights</i>				
24	Shareholder Proposals Submitted by s Greenpeace Nordic and the Swedish Society for Nature Conservation	Mgmt		
24	Stop Financing Fossil Companies that Expand Extraction and Lack Robust Fossil Phase-Out Plans in Line with 1.5 Degrees	SH	None	Against
<i>Voter Rationale: Shareholder proposal does not promote better management of SEE opportunities and risks</i>				
25	Shareholder Proposals Submitted by Tommy Jonasson	Mgmt		
25	Conduct Study on Compliance with the Rule of Law for Bank Customers	SH	None	Against
<i>Voter Rationale: Shareholder proposal does not promote enhanced shareholder rights</i>				
26	Establish Swedish/Danish Chamber of Commerce	SH	None	Against
<i>Voter Rationale: Shareholder proposal does not promote enhanced shareholder rights</i>				
27	Close Meeting	Mgmt		

## Volvo AB

**Meeting Date:** 04/04/2023

**Country:** Sweden

**Ticker:** VOLV.B

**Record Date:** 27/03/2023

**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 7.00 Per Share and an Extra Dividend of SEK 7.00 Per Share	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11.1	Approve Discharge of Matti Alahuhta	Mgmt	For	For
11.2	Approve Discharge of Jan Carlson	Mgmt	For	For
11.3	Approve Discharge of Eckhard Cordes	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 Mikael Sallstrom (Employee Representative)	Mgmt	For	For
11.16	Approve Discharge of Camilla Johansson (Deputy Employee Representative)	Mgmt	For	For
11.17	Approve Discharge of Mari Larsson (Deputy Employee Representative)	Mgmt	For	For
11.18	Approve Discharge of Martin Lundstedt (as CEO)	Mgmt	For	For
12.1	Determine Number of Members (11) of Board	Mgmt	For	For
12.2	Determine Number Deputy Members (0) of Board	Mgmt	For	For
13	Approve Remuneration of Directors in the Amount of SEK 3.9 Million for Chairman and SEK 1.18 Million for Other Directors except CEO; Approve Remuneration for Committee Work	Mgmt	For	For
14.1	Reelect Matti Alahuhta as Director	Mgmt	For	For
14.2	Elect Bo Annvik as New Director	Mgmt	For	For
14.3	Reelect Jan Carlson as Director	Mgmt	For	For
14.4	Reelect Eric Elzvik as Director	Mgmt	For	For
14.5	Reelect Martha Finn Brooks as Director	Mgmt	For	For
14.6	Reelect Kurt Jofs as Director	Mgmt	For	For

## Volvo AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14.7	Reelect Martin Lundstedt as Director	Mgmt	For	For
14.8	Reelect Kathryn V. Marinello as Director	Mgmt	For	For
14.9	Reelect Martina Merz as Director	Mgmt	For	For
14.10	Reelect Helena Stjernholm as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
14.11	Reelect Carl-Henric Svanberg as Director	Mgmt	For	For
15	Reelect Carl-Henric Svanberg as Board Chair	Mgmt	For	For
16	Approve Remuneration of Auditors	Mgmt	For	For
17	Ratify Deloitte AB as Auditors	Mgmt	For	For
18.1	Elect Par Boman to Serve on Nominating Committee	Mgmt	For	For
18.2	Elect Anders Oscarsson to Serve on Nominating Committee	Mgmt	For	For
18.3	Elect Magnus Billing 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 Nomination Committee	Mgmt	For	For
19	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
20.1	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
20.2	Approve Long-Term Performance Based Incentive Program	Mgmt	For	For

## Deutsche Telekom AG

**Meeting Date:** 05/04/2023      **Country:** Germany      **Ticker:** DTE  
**Record Date:** 31/03/2023      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (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 2022	Mgmt	For	For

## Deutsche Telekom AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023 and for the Review of the Interim Financial Statements for Fiscal Year 2023 and First Quarter of Fiscal Year 2024	Mgmt	For	For
6.1	Elect Harald Krueger to the Supervisory Board	Mgmt	For	For
6.2	Elect Reinhard Ploss to the Supervisory Board	Mgmt	For	For
6.3	Elect Margret Suckale to the Supervisory Board	Mgmt	For	For
7	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For
8	Approve Remuneration Report	Mgmt	For	For

## Elisa Oyj

**Meeting Date:** 05/04/2023      **Country:** Finland      **Ticker:** ELISA  
**Record Date:** 24/03/2023      **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 2.15 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: Pay is misaligned with EOS remuneration principles*

## Elisa Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Approve Remuneration of Directors in the Amount of EUR 140,000 for Chairman, EUR 86,000 for Vice Chairman and the Chairman of the Committees, and EUR 71,000 for Other Directors; Approve Meeting Fees	Mgmt	For	For
12	Fix Number of Directors at Eight	Mgmt	For	For
13	Reelect Maher Chebbo, Kim Ignatius, Katariina Kravi (Vice Chair), Pia Kall, Topi Manner, Eva-Lotta Sjostedt, Anssi Vanjoki (Chair) and Antti Vasara as Directors	Mgmt	For	For
<i>Voter Rationale: Concerns regarding Auditor tenure</i>				
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Ratify KPMG as Auditors	Mgmt	For	For
<i>Voter Rationale: Concerns regarding Auditor tenure</i>				
16	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	Against
<i>Voter Rationale: Concerns about reducing shareholder rights</i>				
17	Authorize Share Repurchase Program	Mgmt	For	For
18	Approve Issuance of up to 15 Million Shares without Preemptive Rights	Mgmt	For	For
19	Close Meeting	Mgmt		

## Telia Co. AB

**Meeting Date:** 05/04/2023      **Country:** Sweden      **Ticker:** TELIA  
**Record Date:** 28/03/2023      **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 Inspectors (2) of Minutes of Meeting	Mgmt		
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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9	Approve Allocation of Income and Dividends of SEK 2.00 Per Share	Mgmt	For	For
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 Tomas Eliasson	Mgmt	For	For
10.5	Approve Discharge of Rickard Gustafson	Mgmt	For	For
10.6	Approve Discharge of Lars-Johan Jarnheimer	Mgmt	For	For
10.7	Approve Discharge of Jeanette Jager	Mgmt	For	For
10.8	Approve Discharge of Nina Linander	Mgmt	For	For
10.9	Approve Discharge of Jimmy Maymann	Mgmt	For	For
10.10	Approve Discharge of Martin Tiveus	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 Agneta Ahlstrom	Mgmt	For	For
10.15	Approve Discharge of Allison Kirkby (CEO)	Mgmt	For	For
11	Approve Remuneration Report	Mgmt	For	For
12	Determine Number of Members (9) and Deputy Members of Board (0)	Mgmt	For	For
13	Approve Remuneration of Directors in the Amount of SEK 2 Million for Chairman, SEK 940,000 for Vice Chairman, and SEK 670,000 for Other Directors; 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 Tomas Eliasson as Director	Mgmt	For	For
14.5	Reelect Rickard Gustafson as Director	Mgmt	For	For
14.6	Reelect Lars-Johan Jarnheimer as Director	Mgmt	For	For
14.7	Reelect Jeanette Jager as Director	Mgmt	For	For
14.8	Reelect Jimmy Maymann as Director	Mgmt	For	For
14.9	Elect Sarah Eccleston as Director	Mgmt	For	For
15.1	Reelect Lars-Johan Jarnheimer as Board Chair	Mgmt	For	For

## Telia Co. AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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 Deloitte as Auditors	Mgmt	For	For
19	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
20	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
21.a	Approve Performance Share Program 2023/2026 for Key Employees	Mgmt	For	For
21.b	Approve Equity Plan Financing Through Transfer of Shares	Mgmt	For	For
22.a	Approve SEK 5.4 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For
22.b	Approve Capitalization of Reserves of SEK 533 Million for a Bonus Issue	Mgmt	For	For
23	Close Meeting	Mgmt		

## Rio Tinto Plc

**Meeting Date:** 06/04/2023

**Country:** United Kingdom

**Ticker:** RIO

**Record Date:** 04/04/2023

**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 for UK Law Purposes	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
3	Approve Remuneration Report for Australian Law Purposes	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
4	Approve the Potential Termination of Benefits for Australian Law Purposes	Mgmt	For	For
5	Elect Kaisa Hietala as Director	Mgmt	For	For
6	Re-elect Dominic Barton as Director	Mgmt	For	For
<i>Voter Rationale: Failure to provide DEI disclosures in line with UK listing rules</i>				
7	Re-elect Megan Clark as Director	Mgmt	For	For

## Rio Tinto Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Re-elect Peter Cunningham as Director	Mgmt	For	For
9	Re-elect Simon Henry as Director	Mgmt	For	For
10	Re-elect Sam Laidlaw as Director	Mgmt	For	For
11	Re-elect Simon McKeon as Director	Mgmt	For	For
12	Re-elect Jennifer Nason as Director	Mgmt	For	For
13	Re-elect Jakob Stausholm as Director	Mgmt	For	For
14	Re-elect Ngaire Woods as Director	Mgmt	For	For
15	Re-elect Ben Wyatt as Director	Mgmt	For	For
16	Reappoint KPMG 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	Authorise Issue of Equity	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	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

## Koninklijke Ahold Delhaize NV

**Meeting Date:** 12/04/2023      **Country:** Netherlands      **Ticker:** AD  
**Record Date:** 15/03/2023      **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	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
4	Adopt Financial Statements	Mgmt	For	For
5	Approve Dividends	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	For
7	Approve Discharge of Management Board	Mgmt	For	For



## Koninklijke Ahold Delhaize NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Approve Discharge of Supervisory Board	Mgmt	For	For
9	Reelect Peter Agnefjall to Supervisory Board	Mgmt	For	For
<i>Voter Rationale: Concerns related to approach to board gender diversity</i>				
10	Reelect Bill McEwan to Supervisory Board	Mgmt	For	For
11	Reelect Katie Doyle to Supervisory Board	Mgmt	For	For
12	Elect Julia Vander Ploeg to Supervisory Board	Mgmt	For	For
13	Reelect Frans Muller to Management Board	Mgmt	For	For
14	Elect JJ Fleeman to Management Board	Mgmt	For	For
15	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For
16	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For
17	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
18	Authorize Board to Acquire Common Shares	Mgmt	For	For
19	Approve Cancellation of Repurchased Shares	Mgmt	For	For
20	Close Meeting	Mgmt		

## Royal KPN NV

**Meeting Date:** 12/04/2023

**Country:** Netherlands

**Ticker:** KPN

**Record Date:** 15/03/2023

**Meeting Type:** Annual

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

## Royal KPN NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Approve Discharge of Management Board	Mgmt	For	For
8	Approve Discharge of Supervisory Board	Mgmt	For	For
9	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For
10	Opportunity to Make Recommendations	Mgmt		
11	Reelect Jolande Sap to Supervisory Board	Mgmt	For	For
12	Elect Ben Noteboom to Supervisory Board	Mgmt	For	For
13	Elect Frank Heemskerck to Supervisory Board	Mgmt	For	For
14	Elect Herman Dijkhuizen to Supervisory Board	Mgmt	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
16	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For
17	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For
18	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
19	Other Business (Non-Voting)	Mgmt		
20	Close Meeting	Mgmt		

## Beiersdorf AG

**Meeting Date:** 13/04/2023

**Country:** Germany

**Ticker:** BEI

**Record Date:** 22/03/2023

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (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 2022	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023	Mgmt	For	For

## Beiersdorf AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Approve Remuneration Report	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
7.1	Elect Uta Kemmerich-Keil to the Supervisory Board	Mgmt	For	For
7.2	Elect Beatrice Dreyfus as Alternate Supervisory Board Member	Mgmt	For	For
8.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For
8.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For

## Davide Campari-Milano NV

**Meeting Date:** 13/04/2023

**Country:** Netherlands

**Ticker:** CPR

**Record Date:** 16/03/2023

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2.a	Receive Annual Report	Mgmt		
2.b	Approve Remuneration Report	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
2.c	Adopt Financial Statements	Mgmt	For	For
3.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
3.b	Approve Dividends	Mgmt	For	For
4.a	Approve Discharge of Executive Directors	Mgmt	For	For
4.b	Approve Discharge of Non-Executive Directors	Mgmt	For	For
5	Approve Stock Option Plan	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
6	Authorize Board to Repurchase Shares	Mgmt	For	Against
	<i>Voter Rationale: Issue of equity raises concerns about excessive dilution of existing shareholders</i>			
7	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For
8	Close Meeting	Mgmt		

Meeting Date: 13/04/2023

Country: Finland

Ticker: FORTUM

Record Date: 30/03/2023

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 0.91 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
11	Approve Remuneration of Directors in the Amount of EUR 88,800 for Chair, EUR 63,300 for Deputy Chair and EUR 43,100 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For
12	Fix Number of Directors at Ten	Mgmt	For	For
13	Reelect Ralf Christian, Luisa Delgado, Essimari Kairisto and Teppo Paavola as Directors; Elect Jonas Gustavsson, Marita Niemela, Mikael Silvennoinen, Maija Strandberg, Johan Soderstrom and Vesa-Pekka Takala as New Directors	Mgmt	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Ratify Deloitte as Auditors	Mgmt	For	For
16	Amend Articles Re: Notice of General Meeting; Virtual Participation; General Meeting	Mgmt	For	For
17	Authorize Share Repurchase Program	Mgmt	For	For
18	Authorize Reissuance of Repurchased Shares	Mgmt	For	For
19	Approve Charitable Donations	Mgmt	For	For

## Fortum Oyj

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

## Orkla ASA

**Meeting Date:** 13/04/2023      **Country:** Norway      **Ticker:** ORK  
**Record Date:** 03/04/2023      **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 3 Per Share	Mgmt	For	For
3.1	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
3.2	Approve Remuneration Statement	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
4	Discuss Company's Corporate Governance Statement	Mgmt		
5.1	Authorize Repurchase of Shares for Use in Employee Incentive Programs	Mgmt	For	For
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 Anna Mossberg as Director	Mgmt	For	For
6.5	Reelect Christina Fagerberg as Director	Mgmt	For	For
6.6	Reelect Rolv Erik Ryssdal as Director	Mgmt	For	For
6.7	Reelect Caroline Hagen Kjos as Director	Mgmt	For	For
7	Reelect Stein Erik Hagen as Board Chairman	Mgmt	For	For
8	Reelect Nils-Henrik Pettersson as Members of Nominating Committee	Mgmt	For	For
9	Approve Remuneration of Directors	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
10	Approve Remuneration of Nominating Committee	Mgmt	For	For
11	Approve Remuneration of Auditors	Mgmt	For	For

# Teleperformance SE

Meeting Date: 13/04/2023

Country: France

Ticker: TEP

Record Date: 11/04/2023

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 3.85 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	For
8	Approve Remuneration Policy of Directors	Mgmt	For	For
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For
10	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
11	Reelect Christobel Selecky as Director	Mgmt	For	For
12	Reelect Angela Maria Sierra-Moreno as Director	Mgmt	For	For
13	Reelect Jean Guez as Director	Mgmt	For	For
14	Elect Varun Bery as Director	Mgmt	For	For
15	Elect Bhupender Singh as Director	Mgmt	For	For
16	Appoint PricewaterhouseCoopers Audit SAS as Auditor	Mgmt	For	For
17	Renew Appointment of Deloitte & Associates SA as Auditor	Mgmt	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
20	Authorize Capitalization of Reserves of Up to EUR 142 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For

## Teleperformance SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
21	Authorize Capital Increase for Contributions in Kind, up to Aggregate Nominal Amount of EUR 7.2 Million	Mgmt	For	For
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

## VINCI SA

Meeting Date: 13/04/2023

Country: France

Ticker: DG

Record Date: 11/04/2023

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	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 4 per Share	Mgmt	For	For
4	Reelect Caroline Gregoire Sainte Marie as Director	Mgmt	For	For
5	Elect Carlos Aguilar as Director	Mgmt	For	For
6	Elect Annette Messemer as Director	Mgmt	For	For
7	Elect Dominique Muller as Representative of Employee Shareholders to the Board	Mgmt	For	For
8	Elect Agnes Daney de Marcillac as Representative of Employee Shareholders to the Board	Mgmt	For	Against
<i>Voter Rationale: Cumulative/slate voting in favour of individual candidates/slates</i>				
9	Elect Ronald Kouwenhoven as Representative of Employee Shareholders to the Board	Mgmt	For	Against
<i>Voter Rationale: Cumulative/slate voting in favour of individual candidates/slates</i>				
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For
12	Approve Remuneration Policy of Xavier Huillard, Chairman and CEO	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
13	Approve Compensation Report	Mgmt	For	For

## VINCI SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14	Approve Compensation of Xavier Huillard, Chairman and CEO	Mgmt	For	For
	Extraordinary Business	Mgmt		
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
16	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 300 Million	Mgmt	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 150 Million	Mgmt	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 150 Million	Mgmt	For	For
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17-19	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 Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For
24	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees With Performance Conditions Attached	Mgmt	For	For
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

## Aker BP ASA

**Meeting Date:** 14/04/2023

**Country:** Norway

**Ticker:** AKRBP

**Record Date:** 04/04/2023

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Registration of Attending Shareholders and Proxies	Mgmt		



## Aker BP ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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	Mgmt	For	For
5	Approve Remuneration Statement	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
6	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>				
7	Approve Remuneration of Auditors	Mgmt	For	For
8	Approve Remuneration of Directors in the Amount of NOK 905,000 for Chairman, NOK 485,000 for Deputy Chair and NOK 425,000 for Other Directors	Mgmt	For	For
9	Approve Remuneration of Nomination Committee	Mgmt	For	For
10	Reelect Kjell Inge Rokke, Anne Marie Cannon and Kate Thomson as Directors	Mgmt	For	For
<i>Voter Rationale: Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees</i>				
11	Elect Members of Nominating Committee	Mgmt	For	For
12	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	Against
<i>Voter Rationale: Poison pill/anti-takeover measure not in investors interests</i>				
13	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Against
<i>Voter Rationale: Poison pill/anti-takeover measure not in investors interests</i>				
14	Authorize Board to Distribute Dividends	Mgmt	For	For
15	Amend Articles Re: General Meeting; Nomination Committee	Mgmt	For	For

## CNH Industrial NV

**Meeting Date:** 14/04/2023

**Country:** Netherlands

**Ticker:** CNHI

**Record Date:** 17/03/2023

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
2.b	Adopt Financial Statements	Mgmt	For	For
2.c	Approve Dividends of EUR 0.36 Per Share	Mgmt	For	For
2.d	Approve Discharge of Directors	Mgmt	For	For
3.a	Approve Remuneration Report	Mgmt	For	For
3.b	Approve Plan to Grant Rights to Subscribe for Common Shares to Executive Directors under Equity Incentive Plans	Mgmt	For	For
4.a	Reelect Suzanne Heywood as Executive Director	Mgmt	For	For
<i>Voter Rationale: Concerns related to approach to board gender diversity Overboarded/Too many other time commitments</i>				
4.b	Reelect Scott W. Wine as Executive Director	Mgmt	For	For
4.c	Reelect Howard W. Buffett as Non-Executive Director	Mgmt	For	For
4.d	Reelect Karen Linehan as Non-Executive Director	Mgmt	For	For
4.e	Reelect Alessandro Nasi as Non-Executive Director	Mgmt	For	For
4.f	Reelect Vagn Sorensen as Non-Executive Director	Mgmt	For	For
4.g	Reelect Asa Tamsons as Non-Executive Director	Mgmt	For	For
4.h	Elect Elizabeth Bastoni as Non-Executive Director	Mgmt	For	For
4.i	Elect Richard J. Kramer as Non-Executive Director	Mgmt	For	For
5.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For
5.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
5.c	Grant Board Authority to Issue Special Voting Shares Up to 10 Percent of Issued Capital	Mgmt	For	Against
<i>Voter Rationale: Double voting rights</i>				
5.d	Authorize Repurchase of Up to 10 Percent of Issued Capital	Mgmt	For	For
6	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For

## CNH Industrial NV

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

## Ferrari NV

**Meeting Date:** 14/04/2023      **Country:** Netherlands      **Ticker:** RACE  
**Record Date:** 17/03/2023      **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	Approve Remuneration Report	Mgmt	For	For
2.d	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
2.e	Approve Dividends of EUR 1.810 Per Share	Mgmt	For	For
2.f	Approve Discharge of Directors	Mgmt	For	For
3.a	Reelect John Elkann as Executive Director	Mgmt	For	Against
<i>Voter Rationale: Overboarded/Too many other time commitments</i>				
3.b	Reelect Benedetto Vigna as Executive Director	Mgmt	For	For
3.c	Reelect Piero Ferrari as Non-Executive Director	Mgmt	For	For
3.d	Reelect Delphine Arnault as Non-Executive Director	Mgmt	For	Against
<i>Voter Rationale: Overboarded/Too many other time commitments</i>				
3.e	Reelect Francesca Bellettini as Non-Executive Director	Mgmt	For	For
3.f	Reelect Eduardo H. Cue as Non-Executive Director	Mgmt	For	For
3.g	Reelect Sergio Duca as Non-Executive Director	Mgmt	For	Against
<i>Voter Rationale: Inadequate management of climate-related risks</i>				
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

## Ferrari NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.j	Reelect Adam Keswick as Non-Executive Director	Mgmt	For	Against
<i>Voter Rationale: Overboarded/Too many other time commitments</i>				
3.k	Elect Michelangelo Volpi as Non-Executive Director	Mgmt	For	For
4.1	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For
4.2	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	Against
<i>Voter Rationale: Concerns to protect shareholder value</i>				
5	Authorize Repurchase of Up to 10 Percent of Issued Common Shares	Mgmt	For	For
6	Approve Awards to Executive Director	Mgmt	For	For
7	Close Meeting	Mgmt		

## Industrivarden AB

**Meeting Date:** 17/04/2023      **Country:** Sweden      **Ticker:** INDU.A  
**Record Date:** 05/04/2023      **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.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		
9a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9b	Approve Allocation of Income and Dividends of SEK 7.25 per Share	Mgmt	For	For
9c.1	Approve Discharge of Fredrik Lundberg	Mgmt	For	For

# Industrivarden AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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 Annika Lundius	Mgmt	For	For
9c.7	Approve Discharge of Katarina Martinso	Mgmt	For	For
9c.8	Approve Discharge of Lars Pettersson	Mgmt	For	For
9c.9	Approve Discharge of Helena Stjernholm	Mgmt	For	For
9c.10	Approve Discharge of Helena Stjernholm as Managing Director	Mgmt	For	For
10	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For
11	Approve Remuneration of Directors in the Amount of SEK 2.3 Million for Chair, SEK 1.4 Million for Vice Chair and SEK 685,000 for Other Directors	Mgmt	For	For
12.a	Reelect Par Boman as Director	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments</i>				
12.b	Reelect Christian Caspar as Director	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees</i>				
12.c	Reelect Marika Fredriksson as Director	Mgmt	For	For
12.d	Reelect Bengt Kjell as Director	Mgmt	For	For
12.e	Reelect Fredrik Lundberg as Director	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments</i>				
12.f	Reelect Katarina Martinson as Director	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board</i>				
12.g	Reelect Lars Pettersson as Director	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board</i>				
12.h	Reelect Helena Stjernholm as Director	Mgmt	For	For
12.i	Reelect Fredrik Lundberg as Board Chair	Mgmt	For	Against
<i>Voter Rationale: Overboarded/Too many other time commitments</i>				
13	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Ratify Deloitte as Auditors	Mgmt	For	For
16	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				

## Industrivarden AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
17	Approve Performance Share Matching Plan	Mgmt	For	For
18	Close Meeting	Mgmt		

## Moncler SpA

**Meeting Date:** 18/04/2023      **Country:** Italy      **Ticker:** MONC  
**Record Date:** 05/04/2023      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
	Management Proposals	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
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
4.1.1	Slate 1 Submitted by Double R Srl	SH	None	For
4.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Against
<i>Voter Rationale: Cumulative/slate voting in favour of individual candidates/slates</i>				
4.2	Appoint Chairman of Internal Statutory Auditors	SH	None	For
	Shareholder Proposal Submitted by Double R Srl	Mgmt		
4.3	Approve Internal Auditors' Remuneration	SH	None	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against
<i>Voter Rationale: Insufficient/poor disclosure</i>				

## ABN AMRO Bank NV

**Meeting Date:** 19/04/2023      **Country:** Netherlands      **Ticker:** ABN  
**Record Date:** 22/03/2023      **Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2.a	Receive Report of Executive Board (Non-Voting)	Mgmt		
2.b	Receive Announcements on Sustainability	Mgmt		
2.c	Receive Report of Supervisory Board (Non-Voting)	Mgmt		
2.d	Receive Presentation of the Employee Council	Mgmt		
2.e	Discussion on Company's Corporate Governance Structure	Mgmt		
2.f	Approve Remuneration Report	Mgmt	For	For
2.g	Receive Presentation of the Auditor	Mgmt		
2.h	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
3.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
3.b	Approve Dividends of EUR 0.67 Per Share	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	Receive Auditor's Report (Non-Voting)	Mgmt		
5.b	Ratify Ernst & Young Accountants LLP (EY) as Auditors	Mgmt	For	For
6.a	Discuss Supervisory Board Profile	Mgmt		
6.b	Announce Vacancies on the Board	Mgmt		
6.c	Opportunity to Make Recommendations	Mgmt		
6.d	Opportunity for Employees Council to Explain Their Position on the Proposed Nominations	Mgmt		
6.e.1	Reelect Michiel Lap to Supervisory Board	Mgmt	For	For
6.e.2	Elect Wouter Devriendt to Supervisory Board	Mgmt	For	For
7	Announce Intention to Appoint Ferdinand Vaandrager as Interim CFO and as Member of Executive Board	Mgmt		
8	Approve Cross-Border Merger of ABN AMRO and Banque Neufilze OBC	Mgmt	For	For
9.a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For

## ABN AMRO Bank NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	Against
<i>Voter Rationale: Concerns to protect shareholder value</i>				
9.c	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
10	Approve Cancellation of Shares	Mgmt	For	For
11	Close Meeting	Mgmt		

## ageas SA/NV

**Meeting Date:** 19/04/2023      **Country:** Belgium      **Ticker:** AGS  
**Record Date:** 05/04/2023      **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2.1	Approve Cancellation of Repurchased Shares	Mgmt	For	For
2.2.1	Receive Special Board Report Re: Authorized Capital	Mgmt		
2.2.2	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Mgmt	For	For
3	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against
<i>Voter Rationale: Concerns to protect shareholder value</i>				
4	Close Meeting	Mgmt		

## Airbus SE

**Meeting Date:** 19/04/2023      **Country:** Netherlands      **Ticker:** AIR  
**Record Date:** 22/03/2023      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2.1	Discussion on Company's Corporate Governance Structure	Mgmt		



## Airbus SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.2	Receive Report on Business and Financial Statements	Mgmt		
2.3	Receive Explanation on Company's Dividend Policy	Mgmt		
3.1	Receive Board Report	Mgmt		
3.2	Discussion on Leading the Journey Towards Clean Aerospace	Mgmt		
3.3	Discuss Potential Long-Term Strategic and Technological Partnership with Evidian and Acquisition of a Minority Stake in Evidian	Mgmt		
4.1	Adopt Financial Statements	Mgmt	For	Against
<i>Voter Rationale: Insufficient consideration of climate change in audit and accounts</i>				
4.2	Approve Allocation of Income	Mgmt	For	For
4.3	Approve Discharge of Non-Executive Directors	Mgmt	For	For
4.4	Approve Discharge of Executive Directors	Mgmt	For	For
4.5	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For
4.6	Approve Implementation of Remuneration Policy	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
4.7	Reelect Ralph D. Crosby, Jr. as Non-Executive Director	Mgmt	For	For
4.8	Reelect Mark Dunkerley as Non-Executive Director	Mgmt	For	For
4.9	Reelect Stephan Gemkow as Non-Executive Director	Mgmt	For	For
4.10	Elect Antony Wood as Non-Executive Director	Mgmt	For	For
4.11	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
4.12	Grant Board Authority to Issue Shares and Exclude Preemptive Rights for the Purpose of Company Funding	Mgmt	For	For
4.13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
4.14	Approve Cancellation of Repurchased Shares	Mgmt	For	For
5	Close Meeting	Mgmt		

## British American Tobacco plc

**Meeting Date:** 19/04/2023

**Country:** United Kingdom

**Ticker:** BATS

**Record Date:** 17/04/2023

**Meeting Type:** Annual

## British American Tobacco 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	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
3	Reappoint KPMG LLP as Auditors	Mgmt	For	For
4	Authorise Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
5	Re-elect Luc Jobin as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to below-board gender diversity</i>				
6	Re-elect Jack Bowles as Director	Mgmt	For	For
7	Re-elect Tadeu Marroco as Director	Mgmt	For	For
8	Re-elect Kandy Anand as Director	Mgmt	For	For
9	Re-elect Sue Farr as Director	Mgmt	For	For
10	Re-elect Karen Guerra as Director	Mgmt	For	For
11	Re-elect Holly Keller Koeppel as Director	Mgmt	For	For
12	Re-elect Dimitri Panayotopoulos as Director	Mgmt	For	For
13	Re-elect Darrell Thomas as Director	Mgmt	For	For
14	Elect Veronique Laury as Director	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 Market Purchase of Ordinary Shares	Mgmt	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For
20	Adopt New Articles of Association	Mgmt	For	For

## Covestro AG

**Meeting Date:** 19/04/2023

**Country:** Germany

**Ticker:** 1COV

**Record Date:** 28/03/2023

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt		
2	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For
4	Ratify KPMG AG as Auditors for Fiscal Year 2023 and for the Review of the Interim Financial Statements for Fiscal Year 2023 and First Quarter of Fiscal Year 2024	Mgmt	For	For
5	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
6	Approve Remuneration Policy	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
7	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For
8	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For

## Prysmian SpA

**Meeting Date:** 19/04/2023

**Country:** Italy

**Ticker:** PRY

**Record Date:** 06/04/2023

**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	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
4	Approve Incentive Plan	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
5	Approve Remuneration Policy	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				

## Prysmian SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Approve Second Section of the Remuneration Report	Mgmt	For	For
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
1	Extraordinary Business Authorize Board to Increase Capital to Service the Incentive Plan	Mgmt	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against
<i>Voter Rationale: Insufficient/poor disclosure</i>				

## Adobe Inc.

**Meeting Date:** 20/04/2023      **Country:** USA      **Ticker:** ADBE  
**Record Date:** 21/02/2023      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Amy Banse	Mgmt	For	Against
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
1b	Elect Director Brett Biggs	Mgmt	For	For
1c	Elect Director Melanie Boulden	Mgmt	For	For
1d	Elect Director Frank Calderoni	Mgmt	For	For
1e	Elect Director Laura Desmond	Mgmt	For	For
1f	Elect Director Shantanu Narayen	Mgmt	For	For
1g	Elect Director Spencer Neumann	Mgmt	For	For
1h	Elect Director Kathleen Oberg	Mgmt	For	For
1i	Elect Director Dheeraj Pandey	Mgmt	For	For
1j	Elect Director David Ricks	Mgmt	For	For
1k	Elect Director Daniel Rosensweig	Mgmt	For	For
1l	Elect Director John Warnock	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	Against
<i>Voter Rationale: Excessive CEO pay</i>				

## Adobe Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
6	Report on Hiring of Persons with Arrest or Incarceration Records	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				

## Heineken Holding NV

**Meeting Date:** 20/04/2023      **Country:** Netherlands      **Ticker:** HEIO  
**Record Date:** 23/03/2023      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Receive Board Report (Non-Voting)	Mgmt		
2	Approve Remuneration Report	Mgmt	For	For
3	Adopt Financial Statements	Mgmt	For	For
4	Announcement of the Appropriation of the Balance of the Income Statement Pursuant to the Provisions in Article 10, Paragraph 6, of the Articles of Association	Mgmt		
5	Approve Discharge of Directors	Mgmt	For	For
6.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
6.b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For
6.c	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	Against
<i>Voter Rationale: Concerns to protect shareholder value</i>				
7.a	Reelect C.L. de Carvalho-Heineken as Executive Director	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board Concerns about overall board structure</i>				
7.b	Reelect M.R. de Carvalho as Executive Director	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board Concerns about overall board structure</i>				
7.c	Reelect C.M. Kwist as Non-Executive Director	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board</i>				
8	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For

## Heineken NV

Meeting Date: 20/04/2023

Country: Netherlands

Ticker: HEIA

Record Date: 23/03/2023

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1.a	Receive Report of Executive Board (Non-Voting)	Mgmt		
1.b	Approve Remuneration Report	Mgmt	For	For
1.c	Adopt Financial Statements	Mgmt	For	For
1.d	Receive Explanation on Company's Dividend Policy	Mgmt		
1.e	Approve Dividends	Mgmt	For	For
1.f	Approve Discharge of Executive Directors	Mgmt	For	For
1.g	Approve Discharge of Supervisory Board	Mgmt	For	For
2.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
2.b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For
2.c	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
3.a	Reelect M.R. de Carvalho to Supervisory Board	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
3.b	Reelect R.L. Ripley to Supervisory Board	Mgmt	For	Against
<i>Voter Rationale: Overboarded/Too many other time commitments</i>				
3.c	Elect B. Pardo to Supervisory Board	Mgmt	For	For
3.d	Elect L.J. Hijmans van den Bergh to Supervisory Board	Mgmt	For	For
4	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For

## Hermes International SCA

Meeting Date: 20/04/2023

Country: France

Ticker: RMS

Record Date: 18/04/2023

Meeting Type: Annual/Special

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

# Hermes International SCA

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 Discharge of General Managers	Mgmt	For	For
4	Approve Allocation of Income and Dividends of EUR 13 per Share	Mgmt	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against
<i>Voter Rationale: Insufficient justification for related party transaction</i>				
6	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>				
7	Approve Compensation Report of Corporate Officers	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
8	Approve Compensation of Axel Dumas, General Manager	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
9	Approve Compensation of Emile Hermes SAS, General Manager	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
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
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
12	Approve Remuneration Policy of Supervisory Board Members; Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 900,000	Mgmt	For	For
13	Reelect Dorothee Altmayer as Supervisory Board Member	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board</i>				
14	Reelect Monique Cohen as Supervisory Board Member	Mgmt	For	For
15	Reelect Renaud Mommeja as Supervisory Board Member	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees</i>				
16	Reelect Eric de Seynes as Supervisory Board Member	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board Concerns related to approach to below-board gender diversity</i>				
17	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For

# Hermes International SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
18	Renew Appointment of Grant Thornton Audit as Auditor	Mgmt	For	For
	Extraordinary Business	Mgmt		
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
20	Authorize Capitalization of Reserves of up to 40 Percent of Issued Capital for Bonus Issue or Increase in Par Value	Mgmt	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	Mgmt	For	Against
	<i>Voter Rationale: Poison pill/anti-takeover measure not in investors interests</i>			
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to 40 Percent of Issued Capital	Mgmt	For	Against
	<i>Voter Rationale: Poison pill/anti-takeover measure not in investors interests Issue of equity raises concerns about excessive dilution of existing shareholders</i>			
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
24	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to 20 Percent of Issued Capital	Mgmt	For	Against
	<i>Voter Rationale: Poison pill/anti-takeover measure not in investors interests Issue of equity raises concerns about excessive dilution of existing shareholders</i>			
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against
	<i>Voter Rationale: Poison pill/anti-takeover measure not in investors interests</i>			
26	Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition	Mgmt	For	Against
	<i>Voter Rationale: Concerns to protect shareholder value</i>			
27	Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 26 Above	Mgmt	For	Against
	<i>Voter Rationale: Concerns to protect shareholder value</i>			
28	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
29	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For



# LVMH Moët Hennessy Louis Vuitton SE

Meeting Date: 20/04/2023

Country: France

Ticker: MC

Record Date: 18/04/2023

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 12.00 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against
	<i>Voter Rationale: Insufficient justification for related party transaction</i>			
5	Reelect Delphine Arnault as Director	Mgmt	For	Against
	<i>Voter Rationale: Lack of independence on board</i>			
6	Reelect Antonio Belloni as Director	Mgmt	For	Against
	<i>Voter Rationale: Lack of independence on board</i>			
7	Reelect Marie-Josée Kravis as Director	Mgmt	For	Against
	<i>Voter Rationale: Lack of independence on board</i>			
8	Reelect Marie-Laure Sauty de Chalon as Director	Mgmt	For	For
9	Reelect Natacha Valla as Director	Mgmt	For	Against
	<i>Voter Rationale: Combined CEO/Chair</i>			
10	Elect Laurent Mignon as Director	Mgmt	For	For
11	Renew Appointment of Lord Powell of Bayswater as Censor	Mgmt	For	Against
	<i>Voter Rationale: Insufficient basis to support a decision</i>			
12	Appoint Diego Della Valle as Censor	Mgmt	For	Against
	<i>Voter Rationale: Insufficient basis to support a decision</i>			
13	Approve Compensation Report of Corporate Officers	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
14	Approve Compensation of Bernard Arnault, Chairman and CEO	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			

# LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
15	Approve Compensation of Antonio Belloni, Vice-CEO	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
16	Approve Remuneration Policy of Directors	Mgmt	For	For
17	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
18	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
21	Authorize Capitalization of Reserves of Up to EUR 20 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	For
23	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	Against
	<i>Voter Rationale: Issue of equity raises concerns about excessive dilution of existing shareholders</i>			
24	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	Against
	<i>Voter Rationale: Issue of equity raises concerns about excessive dilution of existing shareholders</i>			
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against
	<i>Voter Rationale: Issue of equity raises concerns about excessive dilution of existing shareholders</i>			
26	Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Mgmt	For	Against
	<i>Voter Rationale: Issue of equity raises concerns about excessive dilution of existing shareholders</i>			

## LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
27	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
28	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
30	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 20 Million	Mgmt	For	For

## RELX Plc

**Meeting Date:** 20/04/2023      **Country:** United Kingdom      **Ticker:** REL  
**Record Date:** 18/04/2023      **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	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
6	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
7	Elect Alistair Cox as Director	Mgmt	For	For
8	Re-elect Paul Walker as Director	Mgmt	For	For
9	Re-elect June Felix as Director	Mgmt	For	For
10	Re-elect Erik Engstrom as Director	Mgmt	For	For
11	Re-elect Charlotte Hogg as Director	Mgmt	For	For
12	Re-elect Marike van Lier Lels as Director	Mgmt	For	For
13	Re-elect Nick Luff as Director	Mgmt	For	For
14	Re-elect Robert MacLeod as Director	Mgmt	For	For
15	Re-elect Andrew Sukawaty as Director	Mgmt	For	For
16	Re-elect Suzanne Wood as Director	Mgmt	For	For
17	Approve Long-Term Incentive Plan	Mgmt	For	For

## RELX Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
18	Approve Executive Share Ownership Scheme	Mgmt	For	For
19	Approve Sharesave Plan	Mgmt	For	For
20	Approve Employee Share Purchase Plan	Mgmt	For	For
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
21	Authorise Issue of Equity	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 Market Purchase of Ordinary Shares	Mgmt	For	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## SEGRO PLC

**Meeting Date:** 20/04/2023

**Country:** United Kingdom

**Ticker:** SGRO

**Record Date:** 18/04/2023

**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 Andy Gulliford as Director	Mgmt	For	For
11	Re-elect Martin Moore as Director	Mgmt	For	For
12	Re-elect David Sleath as Director	Mgmt	For	For
13	Re-elect Linda Yueh as Director	Mgmt	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

## SEGRO PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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

## Akzo Nobel NV

**Meeting Date:** 21/04/2023

**Country:** Netherlands

**Ticker:** AKZA

**Record Date:** 24/03/2023

**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 (Non-Voting)	Mgmt		
3.a	Adopt Financial Statements	Mgmt	For	For
3.b	Discuss on the Company's Dividend Policy	Mgmt		
3.c	Approve Allocation of Income and Dividends	Mgmt	For	For
3.d	Approve Remuneration Report	Mgmt	For	For
4.a	Approve Discharge of Management Board	Mgmt	For	For
4.b	Approve Discharge of Supervisory Board	Mgmt	For	For
5.a	Elect B.J. Noteboom to Supervisory Board	Mgmt	For	For
5.b	Reelect J. Poots-Bijl to Supervisory Board	Mgmt	For	Against
<i>Voter Rationale: Inadequate management of climate-related risks</i>				
5.c	Reelect D.M. Sluimers to Supervisory Board	Mgmt	For	For
6.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For

## Akzo Nobel NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	Against
	<i>Voter Rationale: Concerns to protect shareholder value</i>			
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
8	Authorize Cancellation of Repurchased Shares	Mgmt	For	For
9	Close Meeting	Mgmt		

## L'Oreal SA

**Meeting Date:** 21/04/2023

**Country:** France

**Ticker:** OR

**Record Date:** 19/04/2023

**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 per Share and an Extra of EUR 0.60 per Share to Long Term Registered Shares	Mgmt	For	For
4	Reelect Sophie Bellon as Director	Mgmt	For	For
5	Reelect Fabienne Dulac as Director	Mgmt	For	For
6	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.7 Million	Mgmt	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
8	Approve Compensation of Jean-Paul Agon, Chairman of the Board	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
9	Approve Compensation of Nicolas Hieronimus, CEO	Mgmt	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
12	Approve Remuneration Policy of CEO	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			

## L'Oreal SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 149,852,237.36	Mgmt	For	For
15	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	For
16	Authorize Capital Increase of up to 2 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For
19	Approve Contribution in Kind of 25,383,118 Shares from Affaires Marche France et Domaines d'Excellence and Luxury of Retail, their Valuation and Remuneration	Mgmt	For	For
20	Approve Contribution in Kind of 1,277,836 Shares from l'Oreal International Distribution, its Valuation and Remuneration	Mgmt	For	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

## ING Groep NV

**Meeting Date:** 24/04/2023

**Country:** Netherlands

**Ticker:** INGA

**Record Date:** 27/03/2023

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2A	Receive Report of Executive Board (Non-Voting)	Mgmt		
2B	Receive Report of Supervisory Board (Non-Voting)	Mgmt		
2C	Approve Remuneration Report	Mgmt	For	For
2D	Adopt Financial Statements and Statutory Reports	Mgmt	For	For

## ING Groep NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3A	Receive Explanation on Dividend and Distribution Policy	Mgmt		
3B	Approve Dividends	Mgmt	For	For
4A	Approve Discharge of Executive Board	Mgmt	For	For
4B	Approve Discharge of Supervisory Board	Mgmt	For	For
5	Ratify KPMG Accountants N.V. (KPMG) as Auditors	Mgmt	For	For
6	Reelect Tanate Phutrakul to Executive Board	Mgmt	For	For
7A	Elect Alexandra Reich to Supervisory Board	Mgmt	For	For
7B	Elect Karl Guha to Supervisory Board	Mgmt	For	For
7C	Reelect Herna Verhagen to Supervisory Board	Mgmt	For	For
7D	Reelect Mike Rees to Supervisory Board	Mgmt	For	For
8A	Grant Board Authority to Issue Shares Up to 40 Percent of Issued Capital	Mgmt	For	For
8B	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
<i>Voter Rationale: Concerns to protect shareholder value</i>				
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
10	Approve Cancellation of Repurchased Shares Pursuant to the Authority Under Item 9	Mgmt	For	For

## Vivendi SE

**Meeting Date:** 24/04/2023      **Country:** France      **Ticker:** VIV  
**Record Date:** 20/04/2023      **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 Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
4	Approve Treatment of Losses and Dividends of EUR 0.25 per Share	Mgmt	For	For



<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For
6	Approve Compensation of Yannick Bollore, Chairman of the Supervisory Board	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
7	Approve Compensation of Arnaud de Puyfontaine, Chairman of the Management Board	Mgmt	For	For
8	Approve Compensation of Gilles Alix, Management Board Member	Mgmt	For	For
9	Approve Compensation of Cedric de Bailliencourt, Management Board Member	Mgmt	For	For
10	Approve Compensation of Frederic Crepin, Management Board Member	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
11	Approve Compensation of Simon Gillham, Management Board Member	Mgmt	For	For
12	Approve Compensation of Herve Philippe, Management Board Member	Mgmt	For	For
13	Approve Compensation of Stephane Roussel, Management Board Member	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
14	Approve Compensation of Francois Laroze, Management Board Member	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
15	Approve Compensation of Claire Leost, Management Board Member	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
16	Approve Compensation of Celine Merle-Beral, Management Board Member	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
17	Approve Compensation of Maxime Saada, Management Board Member	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
18	Approve Remuneration Policy of Supervisory Board Members and Chairman	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
19	Approve Remuneration Policy of Chairman of the Management Board	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
20	Approve Remuneration Policy of Management Board Members	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				

## Vivendi SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
21	Reelect Cyrille Bollore as Supervisory Board Member	Mgmt	For	Against
<i>Voter Rationale: Concerns related to approach to below-board gender diversity Overboarded/Too many other time commitments</i>				
22	Elect Sebastien Bollore as Supervisory Board Member	Mgmt	For	Against
<i>Voter Rationale: Overboarded/Too many other time commitments</i>				
23	Renew Appointment of Deloitte & Associates as Auditor	Mgmt	For	For
24	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
26	Authorize Specific Buyback Program and Cancellation of Repurchased Share	Mgmt	For	Against
<i>Voter Rationale: Concerns to protect shareholder value</i>				
27	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 600 Million	Mgmt	For	For
28	Authorize Capitalization of Reserves of Up to EUR 300 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
29	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
30	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
31	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For
32	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

## Alfa Laval AB

**Meeting Date:** 25/04/2023

**Country:** Sweden

**Ticker:** ALFA

**Record Date:** 17/04/2023

**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		

# Alfa Laval AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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		
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 6 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 Maria Moraeus Hanssen	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 Helene Mellquist	Mgmt	For	For
9.c11	Approve Discharge of Bror Garcia Lant	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 1.95 Million to the Chair and SEK 650,000 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

## Alfa Laval AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13.2	Reelect Finn Rausing as Director	Mgmt	For	For
13.3	Reelect Henrik Lange as Director	Mgmt	For	For
13.4	Reelect Jorn Rausing as Director	Mgmt	For	For
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	Elect Anna Muller as New Director	Mgmt	For	For
13.9	Elect Nadine Crauwels as New Director	Mgmt	For	For
13.10	Elect Dennis Jonsson as Board Chair	Mgmt	For	For
13.11	Ratify Karoline Tedevall as Auditor	Mgmt	For	For
13.12	Ratify Andreas Troberg 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	Approve SEK 1.49 Million Reduction in Share Capital via Share Cancellation; Approve Capitalization of Reserves of SEK 1.49 Million for a Bonus Issue	Mgmt	For	For
15	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
16	Close Meeting	Mgmt		

## Bank of America Corporation

**Meeting Date:** 25/04/2023

**Country:** USA

**Ticker:** BAC

**Record Date:** 01/03/2023

**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 Frank P. Bramble, Sr.	Mgmt	For	For
<i>Voter Rationale: Concerns to protect shareholder value</i>				
1d	Elect Director Pierre J.P. de Weck	Mgmt	For	For
1e	Elect Director Arnold W. Donald	Mgmt	For	For
1f	Elect Director Linda P. Hudson	Mgmt	For	For

# Bank of America Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1g	Elect Director Monica C. Lozano	Mgmt	For	Against
	<i>Voter Rationale: Concerns about remuneration committee performance</i>			
1h	Elect Director Brian T. Moynihan	Mgmt	For	For
1i	Elect Director Lionel L. Nowell, III	Mgmt	For	For
1j	Elect Director Denise L. Ramos	Mgmt	For	For
1k	Elect Director Clayton S. Rose	Mgmt	For	For
1l	Elect Director Michael D. White	Mgmt	For	For
1m	Elect Director Thomas D. Woods	Mgmt	For	For
1n	Elect Director Maria T. Zuber	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
	<i>Voter Rationale: High variable pay ratio Excessive CEO pay</i>			
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
	<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>			
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
5	Amend Omnibus Stock Plan	Mgmt	For	For
6	Require Independent Board Chair	SH	Against	Abstain
	<i>Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation</i>			
7	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against
8	Disclose 2030 Absolute GHG Reduction Targets Associated with Lending and Underwriting	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	Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	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	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	SH	Against	Against
11	Commission Third Party Racial Equity Audit	SH	Against	For
	<i>Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation</i>			

**Meeting Date:** 25/04/2023

**Country:** Sweden

**Ticker:** BOL

**Record Date:** 17/04/2023

**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 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 15.00 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 Michael G:son Low	Mgmt	For	For
13.4	Approve Discharge of Tomas Eliasson	Mgmt	For	For
13.5	Approve Discharge of Per Lindberg	Mgmt	For	For
13.6	Approve Discharge of Perttu Louhiluoto	Mgmt	For	For
13.7	Approve Discharge of Elisabeth Nilsson	Mgmt	For	For
13.8	Approve Discharge of Pia Rudengren	Mgmt	For	For
13.9	Approve Discharge of Anders Ullberg	Mgmt	For	For
13.10	Approve Discharge of CEO Mikael Staffas	Mgmt	For	For
13.11	Approve Discharge of Marie Holmberg	Mgmt	For	For
13.12	Approve Discharge of Kenneth Stahl	Mgmt	For	For
13.13	Approve Discharge of Jonny Johansson	Mgmt	For	For
13.14	Approve Discharge of Andreas Martensson	Mgmt	For	For
13.15	Approve Discharge of Johan Vidmark	Mgmt	For	For

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
13.16	Approve Discharge of Ola Holmstrom	Mgmt	For	For
13.17	Approve Discharge of Magnus Filipsson	Mgmt	For	For
13.18	Approve Discharge of Gard Folkvord	Mgmt	For	For
13.19	Approve Discharge of Timo Popponen	Mgmt	For	For
13.20	Approve Discharge of Elin Soderlund	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	Approve Remuneration of Directors in the Amount of SEK 1.97 Million for Chairman and SEK 655,000 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
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	Reelect Karl-Henrik Sundstrom as Board Chair	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	For
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	Approve 2:1 Stock Split; Reduction of Share Capital Through Redemption of Shares; Increase of Share Capital through a Bonus Issue without the Issuance of New Shares	Mgmt	For	For
22.a	Approve Long-term Share Savings Programme (LTIP 2023/2026) for Key Employees	Mgmt	For	For
22.b	Approve Equity Plan Financing	Mgmt		
22.b1	Approve Transfer of 40,000 Shares to Participants in Long-term Share Savings Programme (LTIP 2023/2026)	Mgmt	For	For

## Boliden AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
22.b2	Approve Alternative Equity Plan Financing	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
23	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
24	Close Meeting	Mgmt		

## Citigroup Inc.

Meeting Date: 25/04/2023

Country: USA

Ticker: C

Record Date: 27/02/2023

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
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
1e	Elect Director Jane N. Fraser	Mgmt	For	For
1f	Elect Director Duncan P. Hennes	Mgmt	For	For
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
<i>Voter Rationale: Low shareholding requirement</i>				
4	Amend Omnibus Stock Plan	Mgmt	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				



## Citigroup Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against
<i>Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation</i>				
7	Require Independent Board Chair	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation</i>				
8	Report on Respecting Indigenous Peoples' Rights	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes better management of SEE opportunities and risks</i>				
9	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	SH	Against	Against

## International Business Machines Corporation

**Meeting Date:** 25/04/2023

**Country:** USA

**Ticker:** IBM

**Record Date:** 24/02/2023

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Thomas Buberl	Mgmt	For	For
1b	Elect Director David N. Farr	Mgmt	For	For
1c	Elect Director Alex Gorsky	Mgmt	For	For
1d	Elect Director Michelle J. Howard	Mgmt	For	For
1e	Elect Director Arvind Krishna	Mgmt	For	For
1f	Elect Director Andrew N. Liveris	Mgmt	For	Against
<i>Voter Rationale: Concerns related to approach to board gender diversity</i>				
1g	Elect Director F. William McNabb, III	Mgmt	For	For
1h	Elect Director Martha E. Pollack	Mgmt	For	For
1i	Elect Director Joseph R. Swedish	Mgmt	For	For
1j	Elect Director Peter R. Voser	Mgmt	For	For
1k	Elect Director Frederick H. Waddell	Mgmt	For	For
1l	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
<i>Voter Rationale: Total pay is in the bottom quartile (low relative to peers)</i>				

## International Business Machines Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
	<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>			
5	Require Independent Board Chair	SH	Against	For
	<i>Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation</i>			
6	Report on Lobbying Payments and Policy	SH	Against	Against
	<i>Voter Rationale: Shareholder proposal promotes transparency</i>			
7	Report on Risks Related to Operations in China	SH	Against	Against
8	Report on Efforts to Prevent Harassment and Discrimination in the Workplace	SH	Against	For
	<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>			

## NatWest Group Plc

**Meeting Date:** 25/04/2023

**Country:** United Kingdom

**Ticker:** NWG

**Record Date:** 21/04/2023

**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 Howard Davies as Director	Mgmt	For	For
5	Re-elect Alison Rose-Slade 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	Elect Roisin Donnelly as Director	Mgmt	For	For
9	Re-elect Patrick Flynn as Director	Mgmt	For	For
10	Re-elect Morten Friis as Director	Mgmt	For	For
11	Re-elect Yasmin Jetha as Director	Mgmt	For	For
12	Elect Stuart Lewis as Director	Mgmt	For	For
13	Re-elect Mark Seligman as Director	Mgmt	For	For
14	Re-elect Lena Wilson as Director	Mgmt	For	For

## NatWest Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
15	Reappoint Ernst and Young LLP as Auditors	Mgmt	For	For
16	Authorise the Group 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 Issue of Equity in Connection with Equity Convertible Notes	Mgmt	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with Equity Convertible Notes	Mgmt	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For
23	Authorise UK Political Donations and Expenditure	Mgmt	For	For
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
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

## The Coca-Cola Company

**Meeting Date:** 25/04/2023

**Country:** USA

**Ticker:** KO

**Record Date:** 24/02/2023

**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
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
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
1.8	Elect Director Alexis M. Herman	Mgmt	For	For

## The Coca-Cola Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.9	Elect Director Maria Elena Lagomasino	Mgmt	For	For
1.10	Elect Director Amity Millhiser	Mgmt	For	For
1.11	Elect Director James Quincey	Mgmt	For	For
1.12	Elect Director Caroline J. Tsay	Mgmt	For	For
1.13	Elect Director David B. Weinberg	Mgmt	For	Against
<i>Voter Rationale: Concerns regarding Auditor tenure</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
<i>Voter Rationale: High variable pay ratio Excessive CEO pay Options/PSUs vest in less than 36 months</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Against
<i>Voter Rationale: Concerns regarding Auditor tenure</i>				
5	Report on Third-Party Civil Rights Audit	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation</i>				
6	Issue Transparency Report on Global Public Policy and Political Influence	SH	Against	Against
7	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency</i>				
8	Require Independent Board Chair	SH	Against	Abstain
<i>Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation</i>				
9	Report on Risk Due to Restrictions on Reproductive Rights	SH	Against	Against

## Wells Fargo & Company

**Meeting Date:** 25/04/2023

**Country:** USA

**Ticker:** WFC

**Record Date:** 24/02/2023

**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

# Wells Fargo & Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1d	Elect Director Theodore F. Craver, Jr.	Mgmt	For	For
	<i>Voter Rationale: Concerns regarding Auditor tenure</i>			
1e	Elect Director Richard K. Davis	Mgmt	For	For
1f	Elect Director Wayne M. Hewett	Mgmt	For	For
1g	Elect Director CeCelia (CeCe) G. Morken	Mgmt	For	For
1h	Elect Director Maria R. Morris	Mgmt	For	For
1i	Elect Director Felicia F. Norwood	Mgmt	For	For
1j	Elect Director Richard B. Payne, Jr.	Mgmt	For	For
1k	Elect Director Ronald L. Sargent	Mgmt	For	Against
	<i>Voter Rationale: Concerns about remuneration committee performance</i>			
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	Against
	<i>Voter Rationale: Low shareholding requirement</i>			
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
	<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>			
4	Ratify KPMG LLP as Auditors	Mgmt	For	For
	<i>Voter Rationale: Concerns regarding Auditor tenure</i>			
5	Adopt Simple Majority Vote	SH	Against	For
	<i>Voter Rationale: Shareholder proposal promotes enhanced shareholder rights</i>			
6	Report on Political Expenditures Congruence	SH	Against	For
	<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>			
7	Report on Climate Lobbying	SH	Against	For
	<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>			
8	Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	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 Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	SH	Against	Against

## Wells Fargo & Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10	Report on Prevention of Workplace Harassment and Discrimination	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				
11	Adopt Policy on Freedom of Association and Collective Bargaining	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes better management of SEE opportunities and risks</i>				

## Anglo American Plc

**Meeting Date:** 26/04/2023      **Country:** United Kingdom      **Ticker:** AAL  
**Record Date:** 24/04/2023      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Against
<i>Voter Rationale: Insufficient consideration of climate change in audit and accounts</i>				
2	Approve Final Dividend	Mgmt	For	For
3	Elect Magali Anderson as Director	Mgmt	For	For
4	Re-elect Stuart Chambers as Director	Mgmt	For	For
<i>Voter Rationale: Failure to provide DEI disclosures in line with UK listing rules</i>				
5	Re-elect Duncan Wanblad as Director	Mgmt	For	For
6	Re-elect Stephen Pearce as Director	Mgmt	For	For
7	Re-elect Ian Ashby as Director	Mgmt	For	For
8	Re-elect Marcelo Bastos as Director	Mgmt	For	For
9	Re-elect Hilary Maxson as Director	Mgmt	For	For
10	Re-elect Hixonia Nyasulu as Director	Mgmt	For	For
11	Re-elect Nonkululeko Nyembezi as Director	Mgmt	For	For
12	Re-elect Ian Tyler 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 Policy	Mgmt	For	For
16	Approve Remuneration Report	Mgmt	For	For
17	Authorise Issue of Equity	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For

## Anglo American Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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

## Anheuser-Busch InBev SA/NV

**Meeting Date:** 26/04/2023      **Country:** Belgium      **Ticker:** ABI  
**Record Date:** 12/04/2023      **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual/Special Meeting Agenda	Mgmt		
A.1	Amend Articles Re: Composition Rules for the Board of Directors	Mgmt	For	For
B.2	Receive Directors' Reports (Non-Voting)	Mgmt		
B.3	Receive Auditors' Reports (Non-Voting)	Mgmt		
B.4	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt		
B.5	Approve Financial Statements, Allocation of Income and Dividends of EUR 0.75 per Share	Mgmt	For	For
B.6	Approve Discharge of Directors	Mgmt	For	For
B.7	Approve Discharge of Auditors	Mgmt	For	For
B.8.a	Elect Aradhana Sarin as Independent Director	Mgmt	For	For
B.8.b	Elect Dirk Van de Put as Independent Director	Mgmt	For	For
B.8.c	Elect Lynne Biggar as Independent Director	Mgmt	For	For
B.8.d	Reelect Sabine Chalmers as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees Lack of independence on board</i>				
B.8.e	Reelect Claudio Garcia as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees Lack of independence on board</i>				
B.8.f	Elect Heloisa Sicupira as Director	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board</i>				
B.8.g	Reelect Martin J. Barrington as Restricted Share Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees Lack of independence on board</i>				

## Anheuser-Busch InBev SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
B.8.h	Reelect Alejandro Santo Domingo as Restricted Share Director	Mgmt	For	Against
	<i>Voter Rationale: Lack of independence on board</i>			
B.8.i	Elect Salvatore Mancuso as Restricted Share Director	Mgmt	For	Against
	<i>Voter Rationale: Lack of independence on board</i>			
B.9	Approve Remuneration Report	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
C.10	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For

## ASML Holding NV

**Meeting Date:** 26/04/2023      **Country:** Netherlands      **Ticker:** ASML  
**Record Date:** 29/03/2023      **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 Sustainability	Mgmt		
3a	Approve Remuneration Report	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
3b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
3c	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
3d	Approve Dividends	Mgmt	For	For
4a	Approve Discharge of Management Board	Mgmt	For	For
4b	Approve Discharge of Supervisory Board	Mgmt	For	For
5	Approve Number of Shares for Management Board	Mgmt	For	For
6a	Amend Remuneration Policy for the Supervisory Board	Mgmt	For	For
6b	Amend Remuneration of the Members of the Supervisory Board	Mgmt	For	For
7	Receive Information on the Composition of the Management Board and Announce Intention to Appoint W.R. Allan to Management Board	Mgmt		



## ASML Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Elect N.S. Andersen to Supervisory Board	Mgmt	For	For
8b	Elect J.P. de Kreij to Supervisory Board	Mgmt	For	For
8c	Discuss Composition of the Supervisory Board	Mgmt		
9	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For
10a	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
10b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
<i>Voter Rationale: Concerns to protect shareholder value</i>				
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
12	Authorize Cancellation of Repurchased Shares	Mgmt	For	For
13	Other Business (Non-Voting)	Mgmt		
14	Close Meeting	Mgmt		

## Assa Abloy AB

**Meeting Date:** 26/04/2023

**Country:** Sweden

**Ticker:** ASSA.B

**Record Date:** 18/04/2023

**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		
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		

## Assa Abloy AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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 4.80 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 Million for Chair, SEK 1.12 Million for Vice Chair and SEK 890,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
11.b	Approve Remuneration of Auditors	Mgmt	For	For
12	Reelect Carl Douglas (Vice Chair), Erik Ekudden, Johan Hjertensson (Chair), Sofia Schorling Hogberg, Lena Olving, Joakim Weidemanis and Susanne Pahlen Aklundh as Directors; Elect Victoria Van Camp as New Director	Mgmt	For	Against
<i>Voter Rationale: Lack of independent representation at board committees Overboarded/Too many other time commitments</i>				
13	Ratify Ernst & Young as Auditors	Mgmt	For	For
14	Authorize Chairman of Board and Representatives of Five of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For
15	Approve Remuneration Report	Mgmt	For	For
16	Authorize Class B Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
17	Approve Performance Share Matching Plan LTI 2023	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
18	Close Meeting	Mgmt		

## Assicurazioni Generali SpA

**Meeting Date:** 26/04/2023

**Country:** Italy

**Ticker:** G

**Record Date:** 17/04/2023

**Meeting Type:** Annual

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

## Assicurazioni Generali SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1b	Approve Allocation of Income	Mgmt	For	For
2a	Elect Stefano Marsaglia as Director	Mgmt	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
3a.1	Slate Submitted by VM 2006 Srl	SH	None	Against
<i>Voter Rationale: Cumulative/slate voting in favour of individual candidates/slates</i>				
3a.2	Slate Submitted by Institutional Investors (Assogestioni)	SH	None	For
3b	Approve Internal Auditors' Remuneration	Mgmt	For	For
4a	Approve Remuneration Policy	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principle</i>				
4b	Approve Second Section of the Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principle</i>				
5a	Approve Long Term Incentive Plan 2023-2025	Mgmt	For	For
5b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Group Long Term Incentive Plan	Mgmt	For	For
6a	Approve Share Plan for Generali Group Employees	Mgmt	For	For
6b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Share Plan for Generali Group Employees	Mgmt	For	For
7	Adjust Remuneration of External Auditors	Mgmt	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against
<i>Voter Rationale: Insufficient/poor disclosure</i>				

## Bunzl Plc

**Meeting Date:** 26/04/2023

**Country:** United Kingdom

**Ticker:** BNZL

**Record Date:** 24/04/2023

**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

## Bunzl Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Re-elect Peter Ventress as Director	Mgmt	For	For
4	Re-elect Frank van Zanten as Director	Mgmt	For	For
5	Re-elect Richard Howes as Director	Mgmt	For	For
6	Re-elect Vanda Murray as Director	Mgmt	For	For
7	Re-elect Lloyd Pitchford as Director	Mgmt	For	For
8	Re-elect Stephan Nanninga as Director	Mgmt	For	For
9	Re-elect Vin Murria as Director	Mgmt	For	For
10	Elect Pam Kirby as Director	Mgmt	For	For
11	Elect Jacky Simmonds as Director	Mgmt	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
14	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
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 Specified 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

## Croda International Plc

**Meeting Date:** 26/04/2023

**Country:** United Kingdom

**Ticker:** CRDA

**Record Date:** 24/04/2023

**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	For
4	Approve Final Dividend	Mgmt	For	For

## Croda International Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Elect Louisa Burdett as Director	Mgmt	For	For
6	Re-elect Roberto Cirillo as Director	Mgmt	For	For
7	Re-elect Jacqui Ferguson as Director	Mgmt	For	For
8	Re-elect Steve Foots as Director	Mgmt	For	For
9	Re-elect Anita Frew 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 Sharesave Scheme	Mgmt	For	For
23	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	Mgmt	For	For

## ENGIE SA

**Meeting Date:** 26/04/2023

**Country:** France

**Ticker:** ENGI

**Record Date:** 24/04/2023

**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 1.40 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	Reelect Marie-Jose Nadeau as Director	Mgmt	For	For
7	Reelect Patrice Durand as Director	Mgmt	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For
9	Approve Compensation of Jean-Pierre Clamadieu, Chairman of the Board	Mgmt	For	For
10	Approve Compensation of Catherine MacGregor, CEO	Mgmt	For	For
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
11	Approve Remuneration Policy of Directors	Mgmt	For	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
13	Approve Remuneration Policy of CEO	Mgmt	For	For
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
	Extraordinary Business	Mgmt		
14	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For
	Shareholder Proposals Submitted by the State	Mgmt		
A	Elect Lucie Muniesa as Director	SH	For	For
	Shareholder Proposals Submitted by Several Shareholders	Mgmt		
B	Amend Articles 21 and 24 of Bylaws Re: Climate Strategy	SH	Against	For
<i>Voter Rationale: 1- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency</i>				

## Persimmon Plc

Meeting Date: 26/04/2023

Country: United Kingdom

Ticker: PSN

Record Date: 24/04/2023

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 Policy	Mgmt	For	For
4	Approve Remuneration Report	Mgmt	For	For
5	Re-elect Roger Devlin as Director	Mgmt	For	For
<i>Voter Rationale: Failure to provide DEI disclosures in line with UK listing rules</i>				
6	Re-elect Dean Finch as Director	Mgmt	For	For
7	Elect Jason Windsor as Director	Mgmt	For	For
8	Re-elect Nigel Mills as Director	Mgmt	For	For
9	Re-elect Annemarie Durbin as Director	Mgmt	For	For
10	Re-elect Andrew Wyllie as Director	Mgmt	For	For
11	Re-elect Shirine Khoury-Haq 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 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

## Smith & Nephew plc

Meeting Date: 26/04/2023

Country: United Kingdom

Ticker: SN

Record Date: 24/04/2023

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	For
4	Approve Final Dividend	Mgmt	For	For
5	Elect Rupert Soames as Director	Mgmt	For	For
6	Re-elect Erik Engstrom as Director	Mgmt	For	For
7	Re-elect Jo Hallas as Director	Mgmt	For	For
8	Re-elect John Ma as Director	Mgmt	For	For
9	Re-elect Katarzyna Mazur-Hofsaess as Director	Mgmt	For	For
10	Re-elect Rick Medlock as Director	Mgmt	For	For
11	Re-elect Deepak Nath as Director	Mgmt	For	For
12	Re-elect Anne-Francoise Nesmes as Director	Mgmt	For	For
13	Re-elect Marc Owen as Director	Mgmt	For	For
14	Re-elect Roberto Quarta as Director	Mgmt	For	For
<i>Voter Rationale: Failure to provide DEI disclosures in line with UK listing rules</i>				
15	Re-elect Angie Risley as Director	Mgmt	For	For
16	Re-elect Bob White as Director	Mgmt	For	For
17	Reappoint KPMG LLP as Auditors	Mgmt	For	For
18	Authorise Board to Fix Remuneration of Auditors	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

## The Cigna Group

Meeting Date: 26/04/2023

Country: USA

Ticker: CI

Record Date: 07/03/2023

Meeting Type: Annual



## The Cigna Group

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
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
1h	Elect Director Mark B. McClellan	Mgmt	For	For
1i	Elect Director Kimberly A. Ross	Mgmt	For	For
1j	Elect Director Eric C. Wiseman	Mgmt	For	For
1k	Elect Director Donna F. Zarcone	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
<i>Voter Rationale: High variable pay ratio Excessive CEO pay Options/PSUs vest in less than 36 months</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation</i>				
7	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				

## The Goldman Sachs Group, Inc.

Meeting Date: 26/04/2023

Country: USA

Ticker: GS

Record Date: 27/02/2023

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
1f	Elect Director Lakshmi Mittal	Mgmt	For	For
1g	Elect Director Adebayo Ogunesi	Mgmt	For	For
1h	Elect Director Peter Oppenheimer	Mgmt	For	For
<i>Voter Rationale: Concerns regarding Auditor tenure</i>				
1i	Elect Director David Solomon	Mgmt	For	For
1j	Elect Director Jan Tighe	Mgmt	For	For
1k	Elect Director Jessica Uhl	Mgmt	For	For
1l	Elect Director David Viniar	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
<i>Voter Rationale: Pay structure does not trigger any of EOS' critical concerns</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
<i>Voter Rationale: Concerns regarding Auditor tenure</i>				
5	Report on Lobbying Payments and Policy	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes transparency</i>				
6	Require Independent Board Chair	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation</i>				
7	Publish Third-Party Review on Chinese Congruency of Certain ETFs	SH	Against	Against
8	Oversee and Report a Racial Equity Audit	SH	Against	For
<i>Voter Rationale: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				
9	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	SH	Against	Against

## The Goldman Sachs Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10	Disclose 2030 Absolute GHG Reduction Targets Associated with Lending and Underwriting	SH	Against	For
<i>Voter Rationale: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				
11	Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	SH	Against	For
<i>Voter Rationale: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				
12	Report on Median Gender/Racial Pay Gap	SH	Against	For
<i>Voter Rationale: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				

## Admiral Group Plc

**Meeting Date:** 27/04/2023      **Country:** United Kingdom      **Ticker:** ADM  
**Record Date:** 25/04/2023      **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
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
3	Approve Final Dividend	Mgmt	For	For
4	Elect Mike Rogers as Director	Mgmt	For	For
5	Re-elect Evelyn Bourke as Director	Mgmt	For	For
6	Re-elect Bill Roberts as Director	Mgmt	For	For
7	Re-elect Milena Mondini-de-Focatiis as Director	Mgmt	For	For
8	Re-elect Geraint Jones as Director	Mgmt	For	For
9	Re-elect Justine Roberts as Director	Mgmt	For	For
10	Re-elect Andrew Crossley as Director	Mgmt	For	For
11	Re-elect Michael Brierley as Director	Mgmt	For	For
12	Re-elect Karen Green as Director	Mgmt	For	For
13	Re-elect Jayaprakasa Rangaswami 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

## Admiral Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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

## AstraZeneca Plc

**Meeting Date:** 27/04/2023

**Country:** United Kingdom

**Ticker:** AZN

**Record Date:** 25/04/2023

**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
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	Re-elect Sheri McCoy as Director	Mgmt	For	For
5i	Re-elect Tony Mok as Director	Mgmt	For	For
5j	Re-elect Nazneen Rahman as Director	Mgmt	For	For
5k	Re-elect Andreas Rummelt as Director	Mgmt	For	For
5l	Re-elect Marcus Wallenberg as Director	Mgmt	For	For

*Voter Rationale: Overboarded/Too many other time commitments*

## AstraZeneca Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
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

## Atlas Copco AB

**Meeting Date:** 27/04/2023      **Country:** Sweden      **Ticker:** ATCO.A  
**Record Date:** 19/04/2023      **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 Staffan Bohman	Mgmt	For	For
8.b2	Approve Discharge of Johan Forssell	Mgmt	For	For
8.b3	Approve Discharge of Helene Mellquist	Mgmt	For	For
8.b4	Approve Discharge of Anna Ohlsson-Leijon	Mgmt	For	For

# Atlas Copco AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.b5	Approve Discharge of Mats Rahmstrom	Mgmt	For	For
8.b6	Approve Discharge of Gordon Riske	Mgmt	For	For
8.b7	Approve Discharge of Hans Straberg	Mgmt	For	For
8.b8	Approve Discharge of Peter Wallenberg Jr	Mgmt	For	For
8.b9	Approve Discharge of Mikael Bergstedt	Mgmt	For	For
8.b10	Approve Discharge of Benny Larsson	Mgmt	For	For
8.b11	Approve Discharge of CEO Mats Rahmstrom	Mgmt	For	For
8.c	Approve Allocation of Income and Dividends of SEK 2.30 Per Share	Mgmt	For	For
8.d	Approve Record Date for Dividend Payment	Mgmt	For	For
9.a	Determine Number of Members (8) 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 Johan Forssell as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
10.a2	Reelect Helene Mellquist as Director	Mgmt	For	For
10.a3	Reelect Anna Ohlsson-Leijon as Director	Mgmt	For	For
10.a4	Reelect Mats Rahmstrom as Director	Mgmt	For	For
10.a5	Reelect Gordon Riske as Director	Mgmt	For	For
10.a6	Reelect Hans Straberg as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments</i>				
10.a7	Reelect Peter Wallenberg Jr as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
10.b	Elect Jumana Al-Sibai as New Director	Mgmt	For	For
10.c	Reelect Hans Straberg as Board Chair	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments</i>				
10.d	Ratify Ernst & Young as Auditors	Mgmt	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 3.2 Million to Chair and SEK 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>				

## Atlas Copco AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12.b	Approve Stock Option Plan 2023 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 for 2022 and 2023	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 2023	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 and 2020	Mgmt	For	For
14	Amend Articles Re: Attendance at General Meeting	Mgmt	For	For
15	Close Meeting	Mgmt		

## AXA SA

**Meeting Date:** 27/04/2023

**Country:** France

**Ticker:** CS

**Record Date:** 25/04/2023

**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 1.70 per Share	Mgmt	For	For
4	Approve Compensation Report of Corporate Officers	Mgmt	For	For
5	Approve Compensation of Denis Duverne, Chairman of the Board until April 28, 2022	Mgmt	For	For
6	Approve Compensation of Antoine Gosset-Grainville, Chairman of the Board since April 28, 2022	Mgmt	For	For
7	Approve Compensation of Thomas Buberl, CEO	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
8	Approve Remuneration Policy of CEO	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
9	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For
11	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
13	Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion	Mgmt	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million	Mgmt	For	For
16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 500 Million	Mgmt	For	For
17	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For
18	Authorize Capital Increase of Up to EUR 500 Million for Future Exchange Offers	Mgmt	For	For
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
20	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 500 Million	Mgmt	For	For
21	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities with Preemptive Rights for Up to EUR 2 Billion	Mgmt	For	For
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 International Subsidiaries	Mgmt	For	For



## AXA SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

## BASF SE

Meeting Date: 27/04/2023

Country: Germany

Ticker: BAS

Record Date: 20/04/2023

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (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 2022	Mgmt	For	For
4	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2023	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	For
7	Amend Articles Re: Electronic Participation	Mgmt	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For
9	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For

## Bouygues SA

Meeting Date: 27/04/2023

Country: France

Ticker: EN

Record Date: 25/04/2023

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

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 1.80 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against
<i>Voter Rationale: Insufficient justification for related party transaction</i>				
5	Approve Remuneration Policy of Directors	Mgmt	For	For
6	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
7	Approve Remuneration Policy of CEO and Vice-CEOs	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For
9	Approve Compensation of Martin Bouygues, Chairman of the Board	Mgmt	For	For
10	Approve Compensation of Olivier Roussat, CEO	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
11	Approve Compensation of Pascal Grange, Vice-CEO	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
12	Approve Compensation of Edward Bouygues, Vice-CEO	Mgmt	For	For
13	Reelect Benoit Maes as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns regarding Auditor tenure</i>				
14	Reelect Alexandre de Rothschild as Director	Mgmt	For	For
15	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Mgmt	For	Against
<i>Voter Rationale: Poison pill/anti-takeover measure not in investors interests</i>				
Extraordinary Business		Mgmt		
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 150 Million	Mgmt	For	Against
<i>Voter Rationale: Poison pill/anti-takeover measure not in investors interests</i>				
18	Authorize Capitalization of Reserves of Up to EUR 4 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 85 Million	Mgmt	For	Against
	<i>Voter Rationale: Poison pill/anti-takeover measure not in investors interestsIssue of equity raises concerns about excessive dilution of existing shareholders</i>			
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 75 Million	Mgmt	For	Against
	<i>Voter Rationale: Poison pill/anti-takeover measure not in investors interestsIssue of equity raises concerns about excessive dilution of existing shareholders</i>			
21	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	Against
	<i>Voter Rationale: Issue of equity raises concerns about excessive dilution of existing shareholders</i>			
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against
	<i>Voter Rationale: Poison pill/anti-takeover measure not in investors interestsIssue of equity raises concerns about excessive dilution of existing shareholders</i>			
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against
	<i>Voter Rationale: Poison pill/anti-takeover measure not in investors interests</i>			
24	Authorize Capital Increase of Up to EUR 85 Million for Future Exchange Offers	Mgmt	For	Against
	<i>Voter Rationale: Poison pill/anti-takeover measure not in investors interestsIssue of equity raises concerns about excessive dilution of existing shareholders</i>			
25	Authorize Issuance of Equity upon Conversion of a Subsidiary's Equity-Linked Securities for up to EUR 85 Million	Mgmt	For	Against
	<i>Voter Rationale: Poison pill/anti-takeover measure not in investors interestsIssue of equity raises concerns about excessive dilution of existing shareholders</i>			
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
27	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
28	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers	Mgmt	For	For
29	Authorize up to 0.125 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Retirement	Mgmt	For	For

## Bouygues SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
30	Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer	Mgmt	For	Against
<i>Voter Rationale: Poison pill/anti-takeover measure not in investors interests</i>				
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

## BP Plc

**Meeting Date:** 27/04/2023      **Country:** United Kingdom      **Ticker:** BP  
**Record Date:** 25/04/2023      **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
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
3	Approve Remuneration Policy	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
4	Re-elect Helge Lund as Director	Mgmt	For	For
5	Re-elect Bernard Looney as Director	Mgmt	For	For
6	Re-elect Murray Auchincloss as Director	Mgmt	For	For
7	Re-elect Paula Reynolds as Director	Mgmt	For	For
8	Re-elect Melody Meyer as Director	Mgmt	For	For
9	Re-elect Tushar Morzaria as Director	Mgmt	For	For
10	Re-elect Sir John Sawers as Director	Mgmt	For	For
11	Re-elect Pamela Daley as Director	Mgmt	For	For
12	Re-elect Karen Richardson as Director	Mgmt	For	For
13	Re-elect Johannes Teyssen as Director	Mgmt	For	For
14	Elect Amanda Blanc as Director	Mgmt	For	For
15	Elect Satish Pai as Director	Mgmt	For	For
16	Elect Hina Nagarajan 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

## BP Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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 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 the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For
	Shareholder Proposal	Mgmt		
25	Approve Shareholder Resolution on Climate Change Targets	SH	Against	Against

## Continental AG

Meeting Date: 27/04/2023

Country: Germany

Ticker: CON

Record Date: 05/04/2023

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.50 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Nikolai Setzer for Fiscal Year 2022	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Katja Duerrfeld for Fiscal Year 2022	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Christian Koetz for Fiscal Year 2022	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Philip Nelles for Fiscal Year 2022	Mgmt	For	For
3.5	Approve Discharge of Management Board Member Ariane Reinhart for Fiscal Year 2022	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Wolfgang Reitzle for Fiscal Year 2022	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.2	Approve Discharge of Supervisory Board Member Christiane Benner for Fiscal Year 2022	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Hasan Allak for Fiscal Year 2022	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Dorothea von Boxberg for Fiscal Year 2022	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Stefan Buchner for Fiscal Year 2022	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Gunter Dunkel for Fiscal Year 2022	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Francesco Grioli for Fiscal Year 2022	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Michael Iglhaut for Fiscal Year 2022	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Satish Khatu for Fiscal Year 2022	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Isabel Knauf for Fiscal Year 2022	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Carmen Loeffler for Fiscal Year 2022	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Sabine Neuss for Fiscal Year 2022	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Rolf Nonnenmacher for Fiscal Year 2022	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Dirk Nordmann for Fiscal Year 2022	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Lorenz Pfau for Fiscal Year 2022	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Klaus Rosenfeld for Fiscal Year 2022	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Georg Schaeffler for Fiscal Year 2022	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Maria-Elisabeth Schaeffler-Thumann for Fiscal Year 2022	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Joerg Schoenfelder for Fiscal Year 2022	Mgmt	For	For

## Continental AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.20	Approve Discharge of Supervisory Board Member Stefan Scholz for Fiscal Year 2022	Mgmt	For	For
4.21	Approve Discharge of Supervisory Board Member Elke Volkmann for Fiscal Year 2022	Mgmt	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for Fiscal Year 2023	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
7	Approve Virtual-Only Shareholder Meetings Until 2026	Mgmt	For	For
8	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For
9	Amend Articles Re: General Meeting Chair and Procedure	Mgmt	For	For
10	Amend Affiliation Agreement with Continental Automotive GmbH	Mgmt	For	For

## Danone SA

**Meeting Date:** 27/04/2023

**Country:** France

**Ticker:** BN

**Record Date:** 25/04/2023

**Meeting Type:** Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	Against
<i>Voter Rationale: Insufficient consideration of climate change in audit and accounts</i>				
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 2 per Share	Mgmt	For	For
4	Reelect Valerie Chapoulaud-Floquet as Director	Mgmt	For	For
5	Reelect Gilles Schnepf as Director	Mgmt	For	For
6	Ratify Appointment of Gilbert Ghostine as Director Following Resignation of Guido Barilla	Mgmt	For	For
7	Ratify Appointment of Lise Kingo as Director Following Resignation of Cecile Cabanis	Mgmt	For	For

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For
9	Approve Compensation of Antoine de Saint-Affrique, CEO	Mgmt	For	For
10	Approve Compensation of Gilles Schnepf, Chairman of the Board	Mgmt	For	For
11	Approve Remuneration Policy of Executive Corporate Officers	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	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with Binding Priority Right up to Aggregate Nominal Amount of EUR 16.9 Million	Mgmt	For	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 16	Mgmt	For	For
18	Authorize Capital Increase of Up to EUR 16.9 Million for Future Exchange Offers	Mgmt	For	For
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
20	Authorize Capitalization of Reserves of Up to EUR 42 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
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 of International Subsidiaries	Mgmt	For	For
23	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	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



## Danone SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
26	Elect Sanjiv Mehta as Director	Mgmt	For	For

## FinecoBank SpA

Meeting Date: 27/04/2023 Country: Italy Ticker: FBK  
 Record Date: 18/04/2023 Meeting Type: Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
	Management Proposals	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	Adjust Remuneration of External Auditors	Mgmt	For	For
5	Fix Number of Directors	Mgmt	For	For
6	Fix Board Terms for Directors	Mgmt	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
7.1	Slate 1 Submitted by Board of Directors	Mgmt	For	For
7.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Against
<i>Voter Rationale: Cumulative/slate voting in favour of individual candidates/slates</i>				
8	Approve Remuneration of Directors	Mgmt	For	For
	Appoint Internal Statutory Auditors (Slate Election)	Mgmt		
9	Slate 1 Submitted by Institutional Investors (Assogestioni)	SH	None	For
	Shareholder Proposal Submitted by Institutional Investors (Assogestioni)	Mgmt		
10	Approve Internal Auditors' Remuneration	SH	None	For
	Management Proposals	Mgmt		
11	Approve Remuneration Policy	Mgmt	For	For
12	Approve Second Section of the Remuneration Report	Mgmt	For	For
13	Approve 2023 Incentive System for Employees	Mgmt	For	For
14	Approve 2023 Incentive System for Personal Financial Advisors	Mgmt	For	For

## FinecoBank SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
15	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service the 2023 PFA System	Mgmt	For	For
	Extraordinary Business	Mgmt		
1	Authorize Board to Increase Capital to Service 2023 Incentive System	Mgmt	For	For
2	Authorize Board to Increase Capital to Service 2022 Incentive System	Mgmt	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against

*Voter Rationale: Insufficient/poor disclosure*

## Flutter Entertainment Plc

**Meeting Date:** 27/04/2023

**Country:** Ireland

**Ticker:** FLTR

**Record Date:** 23/04/2023

**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
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
3	Approve Remuneration Policy	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
4A	Elect Paul Edgecliffe-Johnson as Director	Mgmt	For	For
4B	Elect Carolan Lennon as Director	Mgmt	For	For
5A	Re-elect Nancy Cruickshank as Director	Mgmt	For	For
5B	Re-elect Nancy Dubuc as Director	Mgmt	For	For
5C	Re-elect Richard Flint as Director	Mgmt	For	For
5D	Re-elect Alfred Hurley Jr as Director	Mgmt	For	For
5E	Re-elect Peter Jackson as Director	Mgmt	For	For
5F	Re-elect Holly Koeppl as Director	Mgmt	For	For
5G	Re-elect David Lazzarato as Director	Mgmt	For	For
5H	Re-elect Gary McGann as Director	Mgmt	For	For
5I	Re-elect Atif Rafiq as Director	Mgmt	For	For
5J	Re-elect Mary Turner as Director	Mgmt	For	For
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For

## Flutter Entertainment Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For
8	Authorise Issue of Equity	Mgmt	For	For
9A	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
9B	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	For	For
10	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
11	Authorise the Company to Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	Mgmt	For	For
12	Approve Long Term Incentive Plan	Mgmt	For	For
13	Amend Restricted Share Plan	Mgmt	For	For
14	Adopt New Articles of Association	Mgmt	For	For

## Intuitive Surgical, Inc.

Meeting Date: 27/04/2023

Country: USA

Ticker: ISRG

Record Date: 28/02/2023

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 Gary S. Guthart	Mgmt	For	For
1d	Elect Director Amal M. Johnson	Mgmt	For	For
1e	Elect Director Don R. Kania	Mgmt	For	For
1f	Elect Director Amy L. Ladd	Mgmt	For	For
1g	Elect Director Keith R. Leonard, Jr.	Mgmt	For	For
1h	Elect Director Alan J. Levy	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)*

## Intuitive Surgical, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
5	Report on Gender/Racial Pay Gap	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes better management of SEE opportunities and risks</i>				

## Johnson & Johnson

**Meeting Date:** 27/04/2023      **Country:** USA      **Ticker:** JNJ  
**Record Date:** 28/02/2023      **Meeting 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
<i>Voter Rationale: Concerns regarding Auditor tenure</i>				
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	For
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
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
<i>Voter Rationale: Total pay is in the bottom quartile (low relative to peers)</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Against
<i>Voter Rationale: Concerns regarding Auditor tenure</i>				
5	Adopt Mandatory Arbitration Bylaw - Withdrawn	SH		

## Johnson & Johnson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Report on Government Financial Support and Equitable Access to Covid-19 Products	SH	Against	For
<i>Voter Rationale: 1- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency</i>				
7	Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics	SH	Against	For
<i>Voter Rationale: 1- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency</i>				
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	For
<i>Voter Rationale: 1- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency</i>				

## Kering SA

**Meeting Date:** 27/04/2023      **Country:** France      **Ticker:** KER  
**Record Date:** 25/04/2023      **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	Approve Compensation Report of Corporate Officers	Mgmt	For	For
5	Approve Compensation of Francois-Henri Pinault, Chairman and CEO	Mgmt	For	For
6	Approve Compensation of Jean-Francois Palus, Vice-CEO	Mgmt	For	For
7	Approve Remuneration Policy of Executive Corporate Officers	Mgmt	For	For
8	Approve Remuneration Policy of Directors	Mgmt	For	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
10	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For

## Kering SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 200 Million	Mgmt	For	For
12	Authorize Capitalization of Reserves of Up to EUR 200 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
13	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	For
14	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors or Restricted Number of Investors, up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	For
15	Authorize Board to Set Issue Price for 5 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights Under Items 13 and 14	Mgmt	For	For
16	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 11, 13 and 14	Mgmt	For	For
17	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For
20	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

## Kerry Group Plc

**Meeting Date:** 27/04/2023

**Country:** Ireland

**Ticker:** KRZ

**Record Date:** 23/04/2023

**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 Patrick Rohan as Director	Mgmt	For	For
4a	Re-elect Gerry Behan as Director	Mgmt	For	For

## Kerry Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4b	Re-elect Hugh Brady as Director	Mgmt	For	For
4c	Re-elect Fiona Dawson as Director	Mgmt	For	For
4d	Re-elect Karin Dorrepaal as Director	Mgmt	For	For
4e	Re-elect Emer Gilvarry as Director	Mgmt	For	For
4f	Re-elect Michael Kerr as Director	Mgmt	For	For
4g	Re-elect Marguerite Larkin as Director	Mgmt	For	For
4h	Re-elect Tom Moran as Director	Mgmt	For	For
<i>Voter Rationale: Inadequate management of climate-related risks</i>				
4i	Re-elect Christopher Rogers as Director	Mgmt	For	For
4j	Re-elect Edmond Scanlon as Director	Mgmt	For	For
4k	Re-elect Jinlong Wang as Director	Mgmt	For	For
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
6	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For
7	Approve Remuneration Report	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 Specified Capital Investment	Mgmt	For	For
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
12	Approve Employee Share Plan	Mgmt	For	For

## London Stock Exchange Group Plc

**Meeting Date:** 27/04/2023

**Country:** United Kingdom

**Ticker:** LSEG

**Record Date:** 25/04/2023

**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

# London Stock Exchange Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Approve Remuneration Policy	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
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
9	Re-elect Cressida Hogg as Director	Mgmt	For	For
10	Re-elect Anna Manz 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
<i>Voter Rationale: Failure to provide DEI disclosures in line with UK listing rules</i>				
13	Re-elect David Schwimmer as Director	Mgmt	For	For
14	Re-elect Douglas Steenland as Director	Mgmt	For	For
15	Re-elect Ashok Vaswani as Director	Mgmt	For	For
16	Elect Scott Guthrie as Director	Mgmt	For	For
17	Elect William Vereker as Director	Mgmt	For	For
18	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
19	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
20	Authorise Issue of Equity	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 Market Purchase of Ordinary Shares	Mgmt	For	For
25	Authorise Off-Market Purchase of Shares from Consortium Shareholders	Mgmt	For	For
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## Pfizer Inc.

**Meeting Date:** 27/04/2023

**Country:** USA

**Ticker:** PFE

**Record Date:** 01/03/2023

**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	Against
<i>Voter Rationale: Concerns regarding Auditor tenure</i>				
1.11	Elect Director James Quincey	Mgmt	For	For
1.12	Elect Director James C. Smith	Mgmt	For	Against
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
2	Ratify KPMG LLP as Auditors	Mgmt	For	Against
<i>Voter Rationale: Concerns regarding Auditor tenure</i>				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
<i>Voter Rationale: High variable pay ratioExcessive CEO payExcessive perquisites</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against
6	Require Independent Board Chair	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation</i>				
7	Report on Feasibility of Intellectual Property Transfer to Boost Covid-19 Vaccine Production	SH	Against	Against
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency</i>				
9	Report on Political Expenditures Congruence	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency</i>				

Meeting Date: 27/04/2023

Country: Sweden

Ticker: SAND

Record Date: 19/04/2023

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Patrik Marcellius 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 Tomas Karnstrom	Mgmt	For	For
11	Approve Allocation of Income and Dividends of SEK 5.00 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 2.88 Million for Chairman and SEK 770,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration for Auditor	Mgmt	For	For
14.1	Reelect Jennifer Allerton as 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
<i>Voter Rationale: Inadequate management of climate-related risks</i>				
14.5	Reelect Andreas Nordbrandt as Director	Mgmt	For	For
14.6	Reelect Helena Stjernholm as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
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 Chair of the Board	Mgmt	For	For
16	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
17	Approve Remuneration Report	Mgmt	For	For
18	Approve Performance Share Matching Plan LTIP 2023 for Key Employees	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
19	Authorize Share Repurchase Program	Mgmt	For	For
20	Close Meeting	Mgmt		

## Schroders Plc

**Meeting Date:** 27/04/2023      **Country:** United Kingdom      **Ticker:** SDR  
**Record Date:** 25/04/2023      **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	For
5	Elect Paul Edgecliffe-Johnson as Director	Mgmt	For	For

## Schroders Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Re-elect Dame Elizabeth Corley as Director	Mgmt	For	For
7	Re-elect Peter Harrison as Director	Mgmt	For	For
8	Re-elect Richard Keers as Director	Mgmt	For	For
9	Re-elect Ian King as Director	Mgmt	For	For
10	Re-elect Rhian Davies as Director	Mgmt	For	For
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	Approve Waiver of Rule 9 of the Takeover Code	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

## Taylor Wimpey Plc

**Meeting Date:** 27/04/2023      **Country:** United Kingdom      **Ticker:** TW  
**Record Date:** 25/04/2023      **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 Irene Dorner as Director	Mgmt	For	For
4	Re-elect Robert Noel as Director	Mgmt	For	Against
<i>Voter Rationale: Lack of independent representation at board committees</i>				
5	Re-elect Jennie Daly as Director	Mgmt	For	For
6	Re-elect Chris Carney as Director	Mgmt	For	For
7	Re-elect Humphrey Singer as Director	Mgmt	For	For

## Taylor Wimpey Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Re-elect Lord Jitesh Gadhia as Director	Mgmt	For	For
9	Re-elect Scilla Grimble as Director	Mgmt	For	For
10	Elect Mark Castle as Director	Mgmt	For	For
11	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	For
19	Approve Remuneration Policy	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
20	Authorise UK Political Donations and Expenditure	Mgmt	For	For
21	Approve Sharesave Plan	Mgmt	For	For
22	Approve Renewal and Amendments to the Share Incentive Plan	Mgmt	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## Texas Instruments Incorporated

**Meeting Date:** 27/04/2023

**Country:** USA

**Ticker:** TXN

**Record Date:** 01/03/2023

**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	For
1f	Elect Director Curtis C. Farmer	Mgmt	For	For

## Texas Instruments Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1g	Elect Director Jean M. Hobby	Mgmt	For	For
1h	Elect Director Haviv Ilan	Mgmt	For	For
1i	Elect Director Ronald Kirk	Mgmt	For	For
1j	Elect Director Pamela H. Patsley	Mgmt	For	Against
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
1k	Elect Director Robert E. Sanchez	Mgmt	For	For
1l	Elect Director Richard K. Templeton	Mgmt	For	For
2	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
<i>Voter Rationale: High variable pay ratio/Options/PSUs vest in less than 36 months</i>				
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation</i>				
7	Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				

## The Weir Group Plc

**Meeting Date:** 27/04/2023      **Country:** United Kingdom      **Ticker:** WEIR  
**Record Date:** 25/04/2023      **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	Re-elect John Heasley as Director	Mgmt	For	For
7	Elect Dame Nicole Brewer as Director	Mgmt	For	For

## The Weir Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Re-elect Clare Chapman as Director	Mgmt	For	For
9	Elect Tracey Kerr as Director	Mgmt	For	For
10	Re-elect Ben Magara as Director	Mgmt	For	For
11	Re-elect Sir Jim McDonald as Director	Mgmt	For	For
12	Re-elect Srinivasan Venkatakrisnan 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 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

## Trelleborg AB

**Meeting Date:** 27/04/2023

**Country:** Sweden

**Ticker:** TREL.B

**Record Date:** 19/04/2023

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For
2	Designate Inspector(s) of Minutes of Meeting	Mgmt		
3	Prepare and Approve List of Shareholders	Mgmt	For	For
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 Per Share	Mgmt	For	For
9.c1	Approve Discharge of Hans Biorck	Mgmt	For	For
9.c2	Approve Discharge of Gunilla Fransson	Mgmt	For	For
9.c3	Approve Discharge of Monica Gimre	Mgmt	For	For
9.c4	Approve Discharge of Johan Malmquist	Mgmt	For	For
9.c5	Approve Discharge of Peter Nilsson	Mgmt	For	For
9.c6	Approve Discharge of Anne Mette Olesen	Mgmt	For	For
9.c7	Approve Discharge of Jan Stahlberg	Mgmt	For	For
9.c8	Approve Discharge of Jimmy Faltin	Mgmt	For	For
9.c9	Approve Discharge of Maria Eriksson	Mgmt	For	For
9.c10	Approve Discharge of Lars Pettersson	Mgmt	For	For
9.c11	Approve Discharge of Magnus Olofsson	Mgmt	For	For
9.c12	Approve Discharge of CEO Peter Nilsson	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 2.05 Million for Chairman and SEK 700,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
12.2	Approve Remuneration of Auditors	Mgmt	For	For
13.a	Reelect Gunilla Fransson as Director	Mgmt	For	Against
<i>Voter Rationale: Overboarded/Too many other time commitments</i>				
13.b	Reelect Monica Gimre as Director	Mgmt	For	For
13.c	Reelect Johan Malmquist as Director	Mgmt	For	Against
<i>Voter Rationale: Overboarded/Too many other time commitments</i>				
13.d	Reelect Peter Nilsson as Director	Mgmt	For	For
13.e	Reelect Anne Mette Olesen as Director	Mgmt	For	For
13.f	Reelect Jan Stahlberg as Director	Mgmt	For	For
13.g	Elect Henrik Lange as Director	Mgmt	For	For
13.h	Elect Johan Malmquist as Board Chair	Mgmt	For	Against
<i>Voter Rationale: Overboarded/Too many other time commitments</i>				



## Trelleborg AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14	Ratify Deloitte as Auditors	Mgmt	For	For
15	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
16	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>				
17	Authorize Share Repurchase Program	Mgmt	For	For
18	Approve SEK 154.1 Million Reduction in Share Capital via Share Cancellation; Approve Capitalization of Reserves of SEK 154.1 Million for a Bonus Issue	Mgmt	For	For

## UCB SA

**Meeting Date:** 27/04/2023

**Country:** Belgium

**Ticker:** UCB

**Record Date:** 13/04/2023

**Meeting Type:** Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual/Special Meeting Agenda	Mgmt		
	Ordinary Part	Mgmt		
1	Receive Directors' Reports (Non-Voting)	Mgmt		
2	Receive Auditors' Reports (Non-Voting)	Mgmt		
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt		
4	Approve Financial Statements, Allocation of Income and Dividends of EUR 1.33 per Share	Mgmt	For	For
5	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
6	Approve Discharge of Directors	Mgmt	For	For
7	Approve Discharge of Auditors	Mgmt	For	For
8.1.A	Reelect Jan Berger as Director	Mgmt	For	For
8.1.B	Indicate Jan Berger as Independent Director	Mgmt	For	For
8.2	Reelect Cyril Janssen as Director	Mgmt	For	For
8.3.A	Elect Maelys Castella as Director	Mgmt	For	For

## UCB SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.3.B	Indicate Maelys Castella as Independent Director	Mgmt	For	For
	Special Part	Mgmt		
9	Approve Long-Term Incentive Plans	Mgmt	For	For
10.1	Approve Change-of-Control Clause Re: EMTN Program Renewal	Mgmt	For	For
10.2	Approve Change-of-Control Clause Re: Schuldschein Loan Agreements Entered on 2 November 2022	Mgmt	For	For
10.3	Approve Change-of-Control Clause Re: Revolving Credit Facility Agreement	Mgmt	For	For

## Umicore

**Meeting Date:** 27/04/2023

**Country:** Belgium

**Ticker:** UMI

**Record Date:** 13/04/2023

**Meeting Type:** Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual/Special Meeting Agenda	Mgmt		
	Annual Shareholders' Meeting Agenda	Mgmt		
A.1	Receive Supervisory Board's and Auditors' Reports (Non-Voting)	Mgmt		
A.2	Approve Remuneration Report	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
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	Mgmt	For	For
A.6	Approve Discharge of Auditors	Mgmt	For	For
A.7.1	Reelect Mario Armero as Member of the Supervisory Board	Mgmt	For	Against
	<i>Voter Rationale: Inadequate management of climate-related risks</i>			
A.7.2	Elect Marc Grynberg as Member of the Supervisory Board	Mgmt	For	For
A.8	Approve Remuneration of the Members of the Supervisory Board	Mgmt	For	For
	Special Shareholders' Meeting Agenda	Mgmt		

# Umicore

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
B.1	Approve Change-of-Control Clause Re: Joint Venture Agreement with PowerCo SE and Power HoldCo Lux SA and Sustainability-Linked Note Purchase Agreement	Mgmt	For	For

# Abbott Laboratories

Meeting Date: 28/04/2023 Country: USA Ticker: ABT  
 Record Date: 01/03/2023 Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Robert J. Alpern	Mgmt	For	For
<i>Voter Rationale: Combined CEO/Chair</i>				
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
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
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
<i>Voter Rationale: High variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36 months</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against
6	Require Independent Board Chair	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation</i>				

## Abbott Laboratories

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Report on Lobbying Payments and Policy	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes transparency</i>				
8	Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation</i>				

## Bayer AG

**Meeting Date:** 28/04/2023      **Country:** Germany      **Ticker:** BAYN  
**Record Date:** 21/04/2023      **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 2.40 per Share for Fiscal Year 2022	Mgmt	For	For
2	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For
4.1	Elect Norbert Winkeljohann to the Supervisory Board	Mgmt	For	For
<i>Voter Rationale: Concerns related to below-board gender diversity</i>				
4.2	Elect Kimberly Mathisen to the Supervisory Board	Mgmt	For	For
5	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Insufficient action taken on low say-on-pay results</i>				
6	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For
7	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For
8	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2023	Mgmt	For	For
9	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>				

## Intesa Sanpaolo SpA

Meeting Date: 28/04/2023

Country: Italy

Ticker: ISP

Record Date: 19/04/2023

Meeting Type: Annual

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
2b	Approve Second Section of the Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: 1- Excessive CEO pay2- Low shareholding requirement</i>				
2c	Approve Annual Incentive Plan	Mgmt	For	For
3a	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Incentive Plans	Mgmt	For	For
3b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against

## Kingspan Group Plc

Meeting Date: 28/04/2023

Country: Ireland

Ticker: KRX

Record Date: 24/04/2023

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 Massenber 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

## Kingspan Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3j	Elect Senan Murphy as Director	Mgmt	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
5	Approve Remuneration Report	Mgmt	For	For
6	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	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 Shares	Mgmt	For	For
11	Authorise Reissuance of Treasury Shares	Mgmt	For	For
12	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## Merck KGaA

**Meeting Date:** 28/04/2023

**Country:** Germany

**Ticker:** MRK

**Record Date:** 06/04/2023

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt		
2	Accept Financial Statements and Statutory Reports for Fiscal Year 2022	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 2022	Mgmt	For	For
5	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
7	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 2.5 Billion; Approve Creation of EUR 16.8 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For

## Merck KGaA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For
8.2	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For

## Pearson Plc

**Meeting Date:** 28/04/2023      **Country:** United Kingdom      **Ticker:** PSON  
**Record Date:** 26/04/2023      **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 Andy Bird as Director	Mgmt	For	For
4	Re-elect Sherry Coutu as Director	Mgmt	For	For
5	Re-elect Sally Johnson as Director	Mgmt	For	For
6	Re-elect Omid Kordestani as Director	Mgmt	For	For
7	Re-elect Esther Lee as Director	Mgmt	For	For
8	Re-elect Graeme Pitkethly as Director	Mgmt	For	For
9	Re-elect Tim Score as Director	Mgmt	For	For
10	Re-elect Annette Thomas as Director	Mgmt	For	For
11	Re-elect Lincoln Wallen as Director	Mgmt	For	For
12	Approve Remuneration Policy	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
13	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
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 Issue of Equity	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For

## Pearson Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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

## Smurfit Kappa Group Plc

Meeting Date: 28/04/2023

Country: Ireland

Ticker: SKG

Record Date: 24/04/2023

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 Mary Lynn Ferguson-McHugh as Director	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 Kaisa Hietala as Director	Mgmt	For	For
5h	Re-elect James Lawrence as Director	Mgmt	For	For
5i	Re-elect Lourdes Melgar as Director	Mgmt	For	For
5j	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



## Smurfit Kappa 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

## Eli Lilly and Company

Meeting Date: 01/05/2023 Country: USA Ticker: LLY  
Record Date: 21/02/2023 Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director William G. Kaelin, Jr.	Mgmt	For	For
	<i>Voter Rationale: Concerns about overall board structure</i>			
1b	Elect Director David A. Ricks	Mgmt	For	For
1c	Elect Director Marschall S. Runge	Mgmt	For	For
1d	Elect Director Karen Walker	Mgmt	For	Against
	<i>Voter Rationale: Concerns about remuneration committee performance Concerns regarding Auditor tenure</i>			
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
	<i>Voter Rationale: High CEO to average NEO pay High variable pay ratio Excessive CEO pay Options/PSUs vest in less than 36 months</i>			
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
	<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>			
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
	<i>Voter Rationale: Concerns regarding Auditor tenure</i>			
5	Declassify the Board of Directors	Mgmt	For	For
6	Eliminate Supermajority Vote Requirement	Mgmt	For	For
7	Report on Lobbying Payments and Policy	SH	Against	For
	<i>Voter Rationale: Shareholder proposal promotes transparency</i>			
8	Adopt Simple Majority Vote	SH	Against	For
	<i>Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation</i>			
9	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	For
	<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency</i>			

## Eli Lilly and Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10	Report on Risks of Supporting Abortion	SH	Against	Against
11	Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency</i>				
12	Report on Effectiveness of Diversity, Equity and Inclusion Efforts and Metrics	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes better management of SEE opportunities and risks</i>				
13	Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities	SH	Against	Against

## American Express Company

**Meeting Date:** 02/05/2023      **Country:** USA      **Ticker:** AXP  
**Record Date:** 06/03/2023      **Meeting Type:** Annual

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
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
1c	Elect Director Peter Chernin	Mgmt	For	For
1d	Elect Director Walter J. Clayton, III	Mgmt	For	For
1e	Elect Director Ralph de la Vega	Mgmt	For	For
1f	Elect Director Theodore J. Leonsis	Mgmt	For	For
1g	Elect Director Deborah P. Majoras	Mgmt	For	For
1h	Elect Director Karen L. Parkhill	Mgmt	For	For
1i	Elect Director Charles E. Phillips	Mgmt	For	For
1j	Elect Director Lynn A. Pike	Mgmt	For	For
1k	Elect Director Stephen J. Squeri	Mgmt	For	For
1l	Elect Director Daniel L. Vasella	Mgmt	For	For
1m	Elect Director Lisa W. Wardell	Mgmt	For	For
1n	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
<i>Voter Rationale: High variable pay ratio Excessive CEO pay</i>				

## American Express Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation</i>				
6	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	Against	Against

## argenx SE

**Meeting Date:** 02/05/2023      **Country:** Netherlands      **Ticker:** ARGX  
**Record Date:** 04/04/2023      **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
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
4.a	Discuss Annual Report for FY 2022	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
5	Reelect Don deBethizy as Non-Executive Director	Mgmt	For	For
6	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	For	For
7	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For
8	Other Business (Non-Voting)	Mgmt		
9	Close Meeting	Mgmt		

# Bristol-Myers Squibb Company

Meeting Date: 02/05/2023

Country: USA

Ticker: BMY

Record Date: 13/03/2023

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 Giovanni Caforio	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 Gerald L. Storch	Mgmt	For	For
1J	Elect Director Karen H. Vousden	Mgmt	For	For
1K	Elect Director Phyllis R. Yale	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
<i>Voter Rationale: Pay structure does not trigger any of EOS' critical concerns</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
5	Require Independent Board Chair	SH	Against	Against
<i>Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation</i>				
6	Commission a Civil Rights and Non-Discrimination Audit	SH	Against	Against
7	Amend Right to Call Special Meeting	SH	Against	Against
<i>Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation</i>				

# Hexagon AB

Meeting Date: 02/05/2023

Country: Sweden

Ticker: HEXA.B

Record Date: 21/04/2023

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 0.12 Per Share	Mgmt	For	For
9.c1	Approve Discharge of Gun Nilsson	Mgmt	For	For
9.c2	Approve Discharge of Marta Schorling Andreen	Mgmt	For	For
9.c3	Approve Discharge of John Brandon	Mgmt	For	For
9.c4	Approve Discharge of Sofia Schorling Hogberg	Mgmt	For	For
9.c5	Approve Discharge of Ulrika Francke	Mgmt	For	For
9.c6	Approve Discharge of Henrik Henriksson	Mgmt	For	For
9.c7	Approve Discharge of Patrick Soderlund	Mgmt	For	For
9.c8	Approve Discharge of Brett Watson	Mgmt	For	For
9.c9	Approve Discharge of Erik Huggers	Mgmt	For	For
9.c10	Approve Discharge of CEO Ola Rollen	Mgmt	For	For
10	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For
11.1	Approve Remuneration of Directors in the Amount of SEK 2.2 Million for Chair and SEK 690,000 for Other Directors	Mgmt	For	For
11.2	Approve Remuneration of Auditors	Mgmt	For	For

## Hexagon AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12.1	Reelect Marta Schorling Andreen as Director	Mgmt	For	Against
	<i>Voter Rationale: Lack of independence on board</i>			
12.2	Reelect John Brandon as Director	Mgmt	For	For
12.3	Reelect Sofia Schorling Hogberg as Director	Mgmt	For	Against
	<i>Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees</i>			
12.4	Reelect Ola Rollen as Director	Mgmt	For	Against
	<i>Voter Rationale: Lack of independence on board</i>			
12.5	Reelect Gun Nilsson as Director	Mgmt	For	Against
	<i>Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees</i>			
12.6	Reelect Brett Watson as Director	Mgmt	For	For
12.7	Reelect Erik Huggers as Director	Mgmt	For	For
12.8	Elect Ola Rollen as Board Chair	Mgmt	For	Against
	<i>Voter Rationale: Lack of independence on board</i>			
12.9	Ratify PricewaterhouseCoopers AB as Auditors	Mgmt	For	For
13	Reelect Mikael Ek Dahl (Chair), Jan Dworsky and Liselott Ledin as Members of Nominating Committee; Elect Brett Watson as New Member of Nominating Committee	Mgmt	For	For
14	Approve Remuneration Report	Mgmt	For	For
15	Approve Performance Share Program 2023/2026 for Key Employees	Mgmt	For	For
16	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
17	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For
18	Close Meeting	Mgmt		

## Ocado Group Plc

**Meeting Date:** 02/05/2023

**Country:** United Kingdom

**Ticker:** OCDO

**Record Date:** 27/04/2023

**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
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			

## Ocado Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Re-elect Rick Haythornthwaite as Director	Mgmt	For	For
4	Re-elect Tim Steiner as Director	Mgmt	For	For
5	Re-elect Stephen Daintith as Director	Mgmt	For	For
6	Re-elect Neill Abrams as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns about overall board structure</i>				
7	Re-elect Mark Richardson as Director	Mgmt	For	For
8	Re-elect Luke Jensen as Director	Mgmt	For	For
9	Re-elect Jorn Rausing as Director	Mgmt	For	For
10	Re-elect Andrew Harrison as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to approach to board gender diversity Failure to provide DEI disclosures in line with UK listing rules</i>				
11	Re-elect Emma Lloyd as Director	Mgmt	For	For
12	Re-elect Julie Southern as Director	Mgmt	For	For
13	Re-elect John Martin as Director	Mgmt	For	For
14	Re-elect Michael Sherman as Director	Mgmt	For	For
15	Re-elect Nadia Shouraboura as Director	Mgmt	For	For
16	Elect Julia Brown as Director	Mgmt	For	For
17	Reappoint Deloitte LLP as Auditors	Mgmt	For	For
18	Authorise Board 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 in Connection with a Rights Issue	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 Market Purchase of Ordinary Shares	Mgmt	For	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## Raytheon Technologies Corporation

**Meeting Date:** 02/05/2023

**Country:** USA

**Ticker:** RTX

**Record Date:** 07/03/2023

**Meeting Type:** Annual

# Raytheon Technologies Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Tracy A. Atkinson	Mgmt	For	Against
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
1b	Elect Director Leanne G. Caret	Mgmt	For	For
1c	Elect Director Bernard A. Harris, Jr.	Mgmt	For	For
1d	Elect Director Gregory J. Hayes	Mgmt	For	For
1e	Elect Director George R. Oliver	Mgmt	For	For
1f	Elect Director Robert K. (Kelly) Ortberg	Mgmt	For	For
1g	Elect Director Dinesh C. Paliwal	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
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
<i>Voter Rationale: High variable pay ratio Excessive CEO pay</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For
6	Amend Certificate of Incorporation to Eliminate Personal Liability of Officers for Monetary Damages For Breach of Fiduciary Duty as an Officer	Mgmt	For	For
7	Require Independent Board Chair	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation</i>				
8	Report on Efforts to Reduce GHG Emissions in Alignment with Paris Agreement Goal	SH	Against	For
<i>Voter Rationale: Inadequate management of climate-related risks</i>				

## Air Liquide SA

**Meeting Date:** 03/05/2023

**Country:** France

**Ticker:** AI

**Record Date:** 28/04/2023

**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 2.95 per Share	Mgmt	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
5	Elect Catherine Guillaud as Director	Mgmt	For	For
6	Elect Christina Law as Director	Mgmt	For	For
7	Elect Alexis Perakis-Valat as Director	Mgmt	For	For
8	Elect Michael H. Thaman as Director	Mgmt	For	For
9	Ratify Appointment of Monica de Virgiliis as Director	Mgmt	For	For
10	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
11	Approve Compensation of Benoit Potier, Chairman and CEO from January 1, 2022 to May 31, 2022	Mgmt	For	For
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
12	Approve Compensation of Francois Jackow, CEO from June 1, 2022 to December 31, 2022	Mgmt	For	For
13	Approve Compensation of Benoit Potier, Chairman of the Board from June 1, 2022 to December 31, 2022	Mgmt	For	For
14	Approve Compensation Report of Corporate Officers	Mgmt	For	For
15	Approve Remuneration Policy of CEO	Mgmt	For	For
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
16	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
17	Approve Remuneration Policy of Directors	Mgmt	For	For
	Extraordinary Business	Mgmt		
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 470 Million	Mgmt	For	For

## Air Liquide SA

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 Above	Mgmt	For	For
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

## Barclays PLC

**Meeting Date:** 03/05/2023

**Country:** United Kingdom

**Ticker:** BARC

**Record Date:** 28/04/2023

**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
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
3	Approve Remuneration Policy	Mgmt	For	For
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
4	Elect Marc Moses as Director	Mgmt	For	For
5	Re-elect Robert Berry as Director	Mgmt	For	For
6	Re-elect Tim Breedon as Director	Mgmt	For	For
7	Re-elect Anna Cross as Director	Mgmt	For	For
8	Re-elect Mohamed A. El-Erian as Director	Mgmt	For	For
9	Re-elect Dawn Fitzpatrick as Director	Mgmt	For	For
10	Re-elect Mary Francis as Director	Mgmt	For	For
11	Re-elect Crawford Gillies as Director	Mgmt	For	For
12	Re-elect Brian Gilvary as Director	Mgmt	For	For
13	Re-elect Nigel Higgins as Director	Mgmt	For	For
	<i>Voter Rationale: Failure to provide DEI disclosures in line with UK listing rules</i>			

## Barclays PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14	Re-elect Diane Schueneman as Director	Mgmt	For	For
15	Re-elect Coimbatore Venkatakrisnan as Director	Mgmt	For	For
16	Re-elect Julia Wilson as Director	Mgmt	For	For
17	Reappoint KPMG LLP as Auditors	Mgmt	For	For
18	Authorise the Board 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 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

## General Electric Company

Meeting Date: 03/05/2023

Country: USA

Ticker: GE

Record Date: 07/03/2023

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 H. Lawrence Culp, Jr.	Mgmt	For	For
1d	Elect Director Edward Garden	Mgmt	For	For
1e	Elect Director Isabella Goren	Mgmt	For	For
1f	Elect Director Thomas Horton	Mgmt	For	For
1g	Elect Director Catherine Lesjak	Mgmt	For	For
1h	Elect Director Darren McDew	Mgmt	For	For

## General Electric Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1i	Elect Director Paula Rosput Reynolds	Mgmt	For	For
1j	Elect Director Jessica Uhl	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
<i>Voter Rationale: Total pay is in the bottom quartile (low relative to peers)</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
5	Require Independent Board Chairman	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation</i>				
6	Hire Investment Bank to Explore Sale of Company	SH	Against	Against
7	Issue Audited Report on Fiduciary Relevance of Decarbonization Goal	SH	Against	Against
8	Issue Audited Report on Impact of IEA Net-Zero Emissions by 2050 Scenario	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				

## Gilead Sciences, Inc.

**Meeting Date:** 03/05/2023      **Country:** USA      **Ticker:** GILD  
**Record Date:** 15/03/2023      **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 Kevin E. Lofton	Mgmt	For	Against
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
1f	Elect Director Harish 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 Welters	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

## Gilead Sciences, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
<i>Voter Rationale: High variable pay ratio Options/PSUs vest in less than 36 months</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For
6	Require More Director Nominations Than Open Seats	SH	Against	Against
7	Amend Right to Call Special Meeting	SH	Against	Against
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency</i>				

## GSK Plc

**Meeting Date:** 03/05/2023      **Country:** United Kingdom      **Ticker:** GSK  
**Record Date:** 28/04/2023      **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: Pay is misaligned with EOS remuneration principles</i>				
3	Elect Julie Brown as Director	Mgmt	For	For
4	Elect Vishal Sikka as Director	Mgmt	For	For
5	Elect Elizabeth McKee Anderson as Director	Mgmt	For	For
6	Re-elect Sir Jonathan Symonds as Director	Mgmt	For	For
<i>Voter Rationale: Failure to provide DEI disclosures in line with UK listing rules'</i>				
7	Re-elect Dame Emma Walmsley as Director	Mgmt	For	For
8	Re-elect Charles Bancroft as Director	Mgmt	For	For
9	Re-elect Hal Barron as Director	Mgmt	For	For
10	Re-elect Anne Beal as Director	Mgmt	For	For
11	Re-elect Harry Dietz as Director	Mgmt	For	For
12	Re-elect Jesse Goodman as Director	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13	Re-elect Urs Rohner as Director	Mgmt	For	For
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For
15	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For
16	Approve Amendments to the Remuneration Policy	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	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

## Hannover Rueck SE

Meeting Date: 03/05/2023

Country: Germany

Ticker: HNR1

Record Date: 26/04/2023

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 5.00 per Share and Special Dividends of EUR 1.00 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board</i>				
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2023	Mgmt	For	For

## Hannover Rueck SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
7	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For
8	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For
9	Amend Articles Re: General Meeting Chair and Procedure	Mgmt	For	For

## Mercedes-Benz Group AG

**Meeting Date:** 03/05/2023      **Country:** Germany      **Ticker:** MBG  
**Record Date:** 28/04/2023      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 5.20 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2023	Mgmt	For	For
<i>Voter Rationale: Concerns regarding Auditor tenure</i>				
5.2	Ratify PricewaterhouseCoopers GmbH as Auditors for the 2024 Interim Financial Statements until the 2024 AGM	Mgmt	For	For
5.3	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements after the 2024 AGM	Mgmt	For	For
6	Elect Stefan Pierer to the Supervisory Board	Mgmt	For	For
7	Approve Remuneration of Supervisory Board	Mgmt	For	For
8	Approve Remuneration Policy	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				

## Mercedes-Benz Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9	Approve Remuneration Report	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
10	Approve Creation of EUR 1 Billion Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For
11	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For
12	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For

## Metso Outotec Oyj

**Meeting Date:** 03/05/2023

**Country:** Finland

**Ticker:** MOCORP

**Record Date:** 20/04/2023

**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 0.30 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 164,000 for Chairman, EUR 85,000 for Vice Chairman, and EUR 69,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For



## Metso Outotec Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13	Reelect Brian Beamish, Klaus Cawen (Vice Chair), Terhi Koipijarvi, Ian W. Pearce, Emanuela Speranza, Kari Stadigh (Chair) and Arja Talma as Directors; Elect Niko Pakalen and Reima Rytola as New Directors	Mgmt	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Ratify Ernst & Young as Auditors	Mgmt	For	For
16	Amend Articles Re: Business Name and Domicile	Mgmt	For	For
17	Amend Articles Re: Time and Place of the Meeting; Advance Notice	Mgmt	For	Against
<i>Voter Rationale: Concerns to protect shareholder value</i>				
18	Authorize Share Repurchase Program	Mgmt	For	For
19	Approve Issuance of up to 82 Million Shares without Preemptive Rights	Mgmt	For	For
20	Approve Charitable Donations of up to EUR 350,000	Mgmt	For	For
21	Close Meeting	Mgmt		

## PepsiCo, Inc.

**Meeting Date:** 03/05/2023

**Country:** USA

**Ticker:** PEP

**Record Date:** 01/03/2023

**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
1c	Elect Director Cesar Conde	Mgmt	For	For
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. Pohlard	Mgmt	For	For
1m	Elect Director Daniel Vasella	Mgmt	For	Against

*Voter Rationale: Concerns about remuneration committee performance*

## PepsiCo, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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
<i>Voter Rationale: Excessive CEO payHigh variable pay ratio</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
5	Require Independent Board Chair	SH	Against	Abstain
<i>Voter Rationale: Concerns about intent of filer</i>				
6	Issue Transparency Report on Global Public Policy and Political Influence	SH	Against	Against
7	Report on Impacts of Restrictive Reproductive Healthcare Legislation	SH	Against	Against
8	Publish Annual Congruency Report on Net-Zero Emissions Policy	SH	Against	Against

## Philip Morris International Inc.

**Meeting Date:** 03/05/2023

**Country:** USA

**Ticker:** PM

**Record Date:** 10/03/2023

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Brant 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	Against
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
1f	Elect Director Lisa A. Hook	Mgmt	For	For
1g	Elect Director Jun Makihara	Mgmt	For	For
1h	Elect Director Kalpana Morparia	Mgmt	For	Against
<i>Voter Rationale: Concerns related to approach to board gender diversity</i>				
1i	Elect Director Jacek Olczak	Mgmt	For	For
1j	Elect Director Robert B. Polet	Mgmt	For	For
1k	Elect Director Dessislava Temperley	Mgmt	For	For
1l	Elect Director Shlomo Yanai	Mgmt	For	For

## Philip Morris International Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
<i>Voter Rationale: Insufficient action taken on low say-on-pay results</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
4	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For
5	Disclose Nicotine Level Information, and Reduce Nicotine Levels in Tobacco Products	SH	Against	Against

## Reckitt Benckiser Group Plc

**Meeting Date:** 03/05/2023

**Country:** United Kingdom

**Ticker:** RKT

**Record Date:** 28/04/2023

**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
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
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
6	Re-elect Jeff Carr as Director	Mgmt	For	For
7	Re-elect Margherita Della Valle as Director	Mgmt	For	For
8	Re-elect Nicandro Durante as Director	Mgmt	For	For
9	Re-elect Mary Harris as Director	Mgmt	For	For
10	Re-elect Mehmood Khan as Director	Mgmt	For	For
11	Re-elect Pam Kirby as Director	Mgmt	For	For
12	Re-elect Chris Sinclair as Director	Mgmt	For	For
<i>Voter Rationale: Failure to provide DEI disclosures in line with UK listing rules</i>				
13	Re-elect Elane Stock as Director	Mgmt	For	For
14	Re-elect Alan Stewart as Director	Mgmt	For	For
15	Elect Jeremy Darroch as Director	Mgmt	For	For
16	Elect Tamara Ingram as Director	Mgmt	For	For
17	Reappoint KPMG LLP as Auditors	Mgmt	For	For

## Reckitt Benckiser Group Plc

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

## S&P Global Inc.

**Meeting Date:** 03/05/2023      **Country:** USA      **Ticker:** SPGI  
**Record Date:** 13/03/2023      **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	Against
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
1.8	Elect Director Ian Paul Livingston	Mgmt	For	For
1.9	Elect Director Deborah D. McWhinney	Mgmt	For	For
1.10	Elect Director Maria R. Morris	Mgmt	For	For
1.11	Elect Director Douglas L. Peterson	Mgmt	For	For
1.12	Elect Director Richard E. Thornburgh	Mgmt	For	For
1.13	Elect Director Gregory Washington	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
<i>Voter Rationale: High variable pay ratioExcessive CEO pay</i>				

## S&P Global Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

## Standard Chartered Plc

**Meeting Date:** 03/05/2023      **Country:** United Kingdom      **Ticker:** STAN  
**Record Date:** 01/05/2023      **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	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
4	Elect Jackie Hunt as Director	Mgmt	For	For
5	Elect Linda Yueh 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 Andy Halford as Director	Mgmt	For	For
9	Re-elect Gay Huey Evans as Director	Mgmt	For	For
10	Re-elect Robin Lawther as Director	Mgmt	For	For
11	Re-elect Maria Ramos as Director	Mgmt	For	For
12	Re-elect Phil Rivett as Director	Mgmt	For	For
13	Re-elect David Tang as Director	Mgmt	For	For
14	Re-elect Carlson Tong as Director	Mgmt	For	For
15	Re-elect Jose Vinals as Director	Mgmt	For	For
<i>Voter Rationale: Failure to provide DEI disclosures in line with UK listing rules</i>				
16	Re-elect Bill Winters as Director	Mgmt	For	For
17	Reappoint Ernst & Young 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 Board to Offer Scrip Dividend	Mgmt	For	For

## Standard Chartered Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
21	Approve Sharesave Plan	Mgmt	For	For
22	Authorise Issue of Equity	Mgmt	For	For
23	Extend the Authority to Allot Shares by Such Number of Shares Repurchased by the Company under the Authority Granted Pursuant to Resolution 28	Mgmt	For	For
24	Authorise Issue of Equity in Relation to Equity Convertible Additional Tier 1 Securities	Mgmt	For	For
25	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
26	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
27	Authorise Issue of Equity without Pre-emptive Rights in Relation to Equity Convertible Additional Tier 1 Securities	Mgmt	For	For
28	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
29	Authorise Market Purchase of Preference Shares	Mgmt	For	Against
<i>Voter Rationale: Concerns to protect shareholder value</i>				
30	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For
31	Adopt New Articles of Association	Mgmt	For	For

## Unilever Plc

**Meeting Date:** 03/05/2023

**Country:** United Kingdom

**Ticker:** ULVR

**Record Date:** 01/05/2023

**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: Pay is misaligned with EOS remuneration principles</i>				
3	Re-elect Nils Andersen as Director	Mgmt	For	For
<i>Voter Rationale: Failure to provide DEI disclosures in line with UK listing rules</i>				
4	Re-elect Judith Hartmann as Director	Mgmt	For	For
5	Re-elect Adrian Hennah as Director	Mgmt	For	For

## Unilever Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Re-elect Alan Jope 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	Re-elect Strive Masiyiwa as Director	Mgmt	For	For
11	Re-elect Youngme Moon as Director	Mgmt	For	For
12	Re-elect Graeme Pitkethly as Director	Mgmt	For	For
13	Re-elect Feike Sijbesma as Director	Mgmt	For	For
14	Elect Nelson Peltz as Director	Mgmt	For	For
15	Elect Hein Schumacher as Director	Mgmt	For	For
16	Reappoint KPMG LLP as Auditors	Mgmt	For	For
17	Authorise Board 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

## Allianz SE

**Meeting Date:** 04/05/2023

**Country:** Germany

**Ticker:** ALV

**Record Date:** 27/04/2023

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 11.40 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Oliver Baete for Fiscal Year 2022	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.2	Approve Discharge of Management Board Member Sergio Balbinot for Fiscal Year 2022	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Sirma Boshnakova for Fiscal Year 2022	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Barbara Karuth-Zelle for Fiscal Year 2022	Mgmt	For	For
3.5	Approve Discharge of Management Board Member Klaus-Peter Roehler for Fiscal Year 2022	Mgmt	For	For
3.6	Approve Discharge of Management Board Member Ivan de la Sota for Fiscal Year 2022	Mgmt	For	For
3.7	Approve Discharge of Management Board Member Giulio Terzariol for Fiscal Year 2022	Mgmt	For	For
3.8	Approve Discharge of Management Board Member Guenther Thallinger for Fiscal Year 2022	Mgmt	For	For
3.9	Approve Discharge of Management Board Member Christopher Townsend for Fiscal Year 2022	Mgmt	For	For
3.10	Approve Discharge of Management Board Member Renate Wagner for Fiscal Year 2022	Mgmt	For	For
3.11	Approve Discharge of Management Board Member Andreas Wimmer for Fiscal Year 2022	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2022	Mgmt	For	Against
<i>Voter Rationale: Lack of independent representation at board committees</i>				
4.2	Approve Discharge of Supervisory Board Member Gabriele Burkhardt-Berg for Fiscal Year 2022	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Herbert Hainer for Fiscal Year 2022	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Sophie Boissard for Fiscal Year 2022	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Christine Bosse for Fiscal Year 2022	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Rashmy Chatterjee for Fiscal Year 2022	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2022	Mgmt	For	For



## Allianz SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.8	Approve Discharge of Supervisory Board Member Jean-Claude Le Goaer for Fiscal Year 2022	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Martina Grundler for Fiscal Year 2022	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Godfrey Hayward for Fiscal Year 2022	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Frank Kirsch for Fiscal Year 2022	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Juergen Lawrenz for Fiscal Year 2022	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Primiano Di Paolo for Fiscal Year 2022	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Jim Hagemann Snabe for Fiscal Year 2022	Mgmt	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
7	Approve Remuneration of Supervisory Board	Mgmt	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For
9	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For
10	Amend Article Re: Location of Annual Meeting	Mgmt	For	For

## Aviva Plc

**Meeting Date:** 04/05/2023      **Country:** United Kingdom      **Ticker:** AV  
**Record Date:** 02/05/2023      **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

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
3	Approve Climate-Related Financial Disclosure	Mgmt	For	For
4	Approve Final Dividend	Mgmt	For	For
5	Elect Mike Craston as Director	Mgmt	For	For
6	Elect Charlotte Jones as Director	Mgmt	For	For
7	Re-elect Amanda Blanc as Director	Mgmt	For	For
8	Re-elect Andrea Blance as Director	Mgmt	For	For
9	Re-elect George Culmer as Director	Mgmt	For	For
<i>Voter Rationale: Lack of independent representation at board committees</i>				
10	Re-elect Patrick Flynn as Director	Mgmt	For	For
11	Re-elect Shonaid Jemmett-Page as Director	Mgmt	For	For
12	Re-elect Mohit Joshi as Director	Mgmt	For	For
13	Re-elect Pippa Lambert as Director	Mgmt	For	For
14	Re-elect Jim McConville as Director	Mgmt	For	For
15	Re-elect Michael Mire as Director	Mgmt	For	For
16	Re-elect Martin Strobel as Director	Mgmt	For	For
17	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
18	Authorise 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 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 Any Issuance of SII Instruments	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
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

## Aviva Plc

Meeting Date: 04/05/2023

Country: United Kingdom

Ticker: AV

Record Date: 02/05/2023

Meeting Type: Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Reduction of the Share Premium Account	Mgmt	For	For
2	Approve Reduction of Capital Redemption Reserve	Mgmt	For	For

## BAE Systems Plc

Meeting Date: 04/05/2023

Country: United Kingdom

Ticker: BA

Record Date: 02/05/2023

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	For
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
4	Approve Final Dividend	Mgmt	For	For
5	Re-elect Nicholas Anderson as Director	Mgmt	For	For
6	Re-elect Thomas Arseneault as Director	Mgmt	For	For
7	Re-elect Crystal Ashby as Director	Mgmt	For	For
8	Re-elect Dame Elizabeth Corley as Director	Mgmt	For	For
9	Re-elect Bradley Greve as Director	Mgmt	For	For
10	Re-elect Jane Griffiths as Director	Mgmt	For	For
11	Re-elect Christopher Grigg as Director	Mgmt	For	For
12	Re-elect Ewan Kirk as Director	Mgmt	For	For
13	Re-elect Stephen Pearce as Director	Mgmt	For	For
14	Re-elect Nicole Piasecki as Director	Mgmt	For	For
15	Re-elect Charles Woodburn as Director	Mgmt	For	For
16	Elect Cressida Hogg as Director	Mgmt	For	For
17	Elect Lord Sedwill as Director	Mgmt	For	For

## BAE Systems Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
18	Reappoint Deloitte LLP as Auditors	Mgmt	For	For
19	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
20	Authorise UK Political Donations and Expenditure	Mgmt	For	For
21	Approve Long-Term Incentive Plan	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
22	Authorise Issue of Equity	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	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## Deutsche Post AG

**Meeting Date:** 04/05/2023      **Country:** Germany      **Ticker:** DPW  
**Record Date:** 28/04/2023      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (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 2022	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For
5.1	Elect Katrin Suder to the Supervisory Board	Mgmt	For	For
5.2	Reelect Mario Daberkow to the Supervisory Board	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	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
9.1	Amend Article Re: Location of Annual Meeting	Mgmt	For	For

## Deutsche Post AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9.2	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For
9.3	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For

## Groupe Bruxelles Lambert SA

Meeting Date: 04/05/2023      Country: Belgium      Ticker: GBLB  
 Record Date: 20/04/2023      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	Approve Financial Statements	Mgmt	For	For
3	Approve Discharge of Directors	Mgmt	For	For
4	Approve Discharge of Auditor	Mgmt	For	For
5.1	Receive Information on Resignation of Jocelyn Lefebvre as Director	Mgmt		
5.2	Receive Information on End of Mandate of Gerald Frere, Antoinette d'Aspremont Lynden and Marie Polet as Directors	Mgmt		
5.3.1	Elect Mary Meaney as Independent Director	Mgmt	For	For
5.3.2	Elect Christian Van Thill as Independent Director	Mgmt	For	For
5.4.1	Reelect Paul Desmarais, Jr. as Director	Mgmt	For	Against
	<i>Voter Rationale: Lack of independence on board</i>			
5.4.2	Reelect Cedric Frere as Director	Mgmt	For	Against
	<i>Voter Rationale: Lack of independence on board</i>			
5.4.3	Reelect Segolene Gallienne - Frere as Director	Mgmt	For	Against
	<i>Voter Rationale: Lack of independence on board</i>			
6	Approve Remuneration Report	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			

## Groupe Bruxelles Lambert SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.1	Receive Special Board Report Re: Article 7:227 of the Company Code with Respect to the Guarantees in Item 7.2	Mgmt		
7.2	Approve Guarantee to Acquire Shares under Long Term Incentive Plan	Mgmt	For	For
8	Transact Other Business	Mgmt		

## Groupe Bruxelles Lambert SA

**Meeting Date:** 04/05/2023      **Country:** Belgium      **Ticker:** GBLB  
**Record Date:** 20/04/2023      **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

## H&M Hennes & Mauritz AB

**Meeting Date:** 04/05/2023      **Country:** Sweden      **Ticker:** HM.B  
**Record Date:** 25/04/2023      **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 Financial Statements and Statutory Reports	Mgmt		

# H&M Hennes & Mauritz AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Comments by Auditor, Chair of The Board and CEO; Questions from Shareholders to The Board and Management	Mgmt		
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9.b	Approve Allocation of Income and Dividends of SEK 6.50	Mgmt	For	For
9.c1	Approve Discharge of Board Chair 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 Erica Wiking Hager	Mgmt	For	For
9.c8	Approve Discharge of Board Member Niklas Zennstrom	Mgmt	For	For
9.c9	Approve Discharge of Employee Representative Ingrid Godin	Mgmt	For	For
9.c10	Approve Discharge of Employee Representative Tim Gahnstrom	Mgmt	For	For
9.c11	Approve Discharge of Employee Representative Louise Wikholm	Mgmt	For	For
9.c12	Approve Discharge of Employee Representative Margareta Welinder	Mgmt	For	For
9.c13	Approve Discharge of Employee Representative Hampus Glanzelius	Mgmt	For	For
9.c14	Approve Discharge of Employee Representative Agneta Gustafsson	Mgmt	For	For
9.c15	Approve Discharge of CEO Helena Helmersson	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 1.85 Million for Chairman and SEK 800,000 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

# H&M Hennes & Mauritz AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12.2	Reelect Anders Dahlvig as Director	Mgmt	For	Against
	<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>			
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
	<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>			
12.7	Reelect Niklas Zennstrom as Director	Mgmt	For	For
12.8	Elect Christina Synnergren as Director	Mgmt	For	For
12.9	Reelect Karl-Johan Persson as Board Chair	Mgmt	For	For
13	Ratify Deloitte as Auditor	Mgmt	For	For
14	Approve Remuneration Report	Mgmt	For	For
15	Approve SEK 3.2 Billion Reduction in Share Capital via Share Cancellation; Approve Capitalization of Reserves of SEK 3.2 Billion for a Bonus Issue	Mgmt	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For
	Shareholder Proposals Submitted by Daniel Sommerstein	Mgmt		
17	Request Board to Initiate Plan for Launching Clothing with Fairtrade Label	SH	None	Against
	<i>Voter Rationale: Shareholder proposal does not promote appropriate accountability or incentivisation</i>			
	Shareholder Proposals Submitted by Fair Action	Mgmt		
18	Request Company to Negotiate with Unions and Suppliers to Establish and Manage (i) Wage Assurance Account, (ii) Severance Claims Account, and (iii) Administration and Enforcement Account	SH	None	Against
	<i>Voter Rationale: Shareholder proposal does not promote appropriate accountability or incentivisation</i>			
	Shareholder Proposals Submitted by Fondazione Finanza Etica	Mgmt		
19	Request Company to Disclose Exposure to and Risks of Sourcing GM Cotton, and Set Targets to Decrease Exposure to GM Cotton and Increase Sourcing of Organic Cotton	SH	None	Against
	<i>Voter Rationale: Shareholder proposal does not promote transparency</i>			



## H&M Hennes & Mauritz AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Shareholder Proposals Submitted by People for the Ethical Treatment of Animals	Mgmt		
20	Report on Slaughter Methods Used in H&M Supply Chain	SH	None	Against
<i>Voter Rationale: Shareholder proposal does not promote transparency</i>				
21	Close Meeting	Mgmt		

## ITV Plc

**Meeting Date:** 04/05/2023      **Country:** United Kingdom      **Ticker:** ITV  
**Record Date:** 02/05/2023      **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
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
3	Approve Final Dividend	Mgmt	For	For
4	Re-elect Salman Amin as Director	Mgmt	For	For
5	Re-elect Edward Carter as Director	Mgmt	For	For
6	Re-elect Graham Cooke as Director	Mgmt	For	For
7	Elect Andrew Cosslett as Director	Mgmt	For	For
8	Re-elect Margaret Ewing as Director	Mgmt	For	For
9	Elect Gidon Katz as Director	Mgmt	For	For
10	Re-elect Chris Kennedy as Director	Mgmt	For	For
11	Re-elect Anna Manz as Director	Mgmt	For	For
12	Re-elect Carolyn McCall as Director	Mgmt	For	For
13	Re-elect Sharmila Nebhrajani as Director	Mgmt	For	For
14	Re-elect Duncan Painter as Director	Mgmt	For	For
15	Reappoint PricewaterhouseCoopers 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

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	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For
23	Approve Sharesave Plan	Mgmt	For	For

**KBC Group SA/NV**

**Meeting Date:** 04/05/2023      **Country:** Belgium      **Ticker:** KBC  
**Record Date:** 20/04/2023      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Receive Directors' Reports (Non-Voting)	Mgmt		
2	Receive Auditors' Reports (Non-Voting)	Mgmt		
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt		
4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 4 per Share	Mgmt	For	For
5	Approve Remuneration Report	Mgmt	For	For
6	Approve Discharge of Directors	Mgmt	For	For
7	Approve Discharge of Auditors	Mgmt	For	For
8	Approve Auditors' Remuneration	Mgmt	For	For
9.1	Reelect Koenraad Debackere as Independent Director	Mgmt	For	For
9.2	Reelect Alain Bostoën as Director	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board</i>				
9.3	Reelect Franky Depickere as Director	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees</i>				
9.4	Reelect Frank Donck as Director	Mgmt	For	Against
<i>Voter Rationale: Overboarded/Too many other time commitments Lack of independence on board</i>				
9.5	Elect Marc De Ceuster as Director	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees</i>				

## KBC Group SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9.6	Elect Raf Sels as Director	Mgmt	For	Against
	<i>Voter Rationale: Lack of independence on board</i>			
10	Transact Other Business	Mgmt		

## KBC Group SA/NV

**Meeting Date:** 04/05/2023      **Country:** Belgium      **Ticker:** KBC  
**Record Date:** 20/04/2023      **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary General Meeting Agenda	Mgmt		
1	Receive Special Board Report Re: Article 7:199 of the Belgian Companies and Associations Code	Mgmt		
2.1	Authorization to Increase Share Capital within the Framework of Authorized Capital Without Preemptive Rights	Mgmt	For	For
2.2	Approve Issuance of Shares with Preemptive Rights	Mgmt	For	For
3	Amend Article 7 Re: Insert Transitional Provision	Mgmt	For	For
4	Amend Article 8 Re: Allocation of Share Premiums	Mgmt	For	For
5	Authorize Cancellation of Treasury Shares	Mgmt	For	For
6	Amend Article 17 Re: Signing of Reports Recording the Decisions of the Board of Directors	Mgmt	For	For
7	Amend Article 20 Re: Powers of the Executive Committee	Mgmt	For	For
8	Amend Article 23 Re: Deletion of Transitional Provision	Mgmt	For	For
9	Approve Coordination of the Articles of Association and Authorize Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For
10	Authorize Implementation of Approved Resolutions	Mgmt	For	For
11	Authorize Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For

## Mondi Plc

Meeting Date: 04/05/2023

Country: United Kingdom

Ticker: MNDI

Record Date: 02/05/2023

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	For
4	Approve Final Dividend	Mgmt	For	For
5	Elect Anke Groth as Director	Mgmt	For	For
6	Elect Saki Macozoma as Director	Mgmt	For	For
7	Re-elect Svein Richard Brandtzaeg as Director	Mgmt	For	For
8	Re-elect Sue Clark as Director	Mgmt	For	For
9	Re-elect Andrew King as Director	Mgmt	For	For
10	Re-elect Mike Powell as Director	Mgmt	For	For
11	Re-elect Dominique Reiniche as Director	Mgmt	For	For
12	Re-elect Dame Angela Strank as Director	Mgmt	For	For
13	Re-elect Philip Yea as Director	Mgmt	For	For
14	Re-elect Stephen Young as Director	Mgmt	For	For
15	Reappoint PricewaterhouseCoopers 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 Market Purchase of Ordinary Shares	Mgmt	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## Nexi SpA

Meeting Date: 04/05/2023

Country: Italy

Ticker: NEXI

Record Date: 24/04/2023

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Ordinary Business	Mgmt		
1	Approve Financial Statements, Statutory Reports, and Allocation of Income	Mgmt	For	For
2.1	Approve Remuneration Policy	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
4	Elect Johannes Korp as Director and Approve Director's Remuneration	Mgmt	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against
<i>Voter Rationale: Insufficient/poor disclosure</i>				

Prologis, Inc.

Meeting Date: 04/05/2023      Country: USA      Ticker: PLD  
 Record Date: 07/03/2023      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
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
1e	Elect Director Lydia H. Kennard	Mgmt	For	For
1f	Elect Director Irving F. Lyons, III	Mgmt	For	For
1g	Elect Director Avid Modjtabai	Mgmt	For	For
1h	Elect Director David P. O'Connor	Mgmt	For	For
1i	Elect Director Olivier Piani	Mgmt	For	For
1j	Elect Director Jeffrey L. Skelton	Mgmt	For	Against
<i>Voter Rationale: Concerns related to approach to board diversityConcerns related to approach to board gender diversityConcerns related to succession planning</i>				
1k	Elect Director Carl B. Webb	Mgmt	For	For

## Prologis, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
	<i>Voter Rationale: High variable pay ratioExcessive CEO pay</i>			
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
	<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>			
4	Ratify KPMG LLP as Auditors	Mgmt	For	For

## Schneider Electric SE

**Meeting Date:** 04/05/2023      **Country:** France      **Ticker:** SU  
**Record Date:** 02/05/2023      **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 Treatment of Losses and Dividends of EUR 3.15 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	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
6	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	Mgmt	For	For
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
7	Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman and CEO from January 1, 2023 until May 3, 2023	Mgmt	For	For
8	Approve Remuneration Policy of Peter Herweck, CEO since May 4, 2023	Mgmt	For	For
9	Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman of the Board since May 4, 2023	Mgmt	For	For
10	Approve Remuneration of Directors in the Aggregate Amount of EUR 2.8 Million	Mgmt	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For
12	Reelect Leo Apotheker as Director	Mgmt	For	For

## Schneider Electric SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13	Reelect Gregory Spierkel as Director	Mgmt	For	For
14	Reelect Lip-Bu Tan as Director	Mgmt	For	For
15	Elect Abhay Parasnis as Director	Mgmt	For	For
16	Elect Giulia Chierchia as Director	Mgmt	For	For
17	Approve Company's Climate Transition Plan	Mgmt	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million	Mgmt	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 224 Million	Mgmt	For	For
21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 120 Million	Mgmt	For	For
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-21	Mgmt	For	For
23	Authorize Capital Increase of up to 9.81 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
24	Authorize Capitalization of Reserves of Up to EUR 800 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For
27	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
	Ordinary Business	Mgmt		
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

## Securitas AB

**Meeting Date:** 04/05/2023

**Country:** Sweden

**Ticker:** SECU.B

**Record Date:** 25/04/2023

**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 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 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 3.45 Per Share	Mgmt	For	For
9.c	Approve May 8, 2023 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	For
11	Determine Number of Directors (9) and Deputy Directors (0) of Board	Mgmt	For	For
12	Approve Remuneration of Directors in the Amount of SEK 2.64 Million for Chairman, and SEK 870,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For
13	Reelect Jan Svensson (Chair), Ingrid Bonde, John Brandon, Fredrik Cappelen, Gunilla Fransson, Sofia Schorling Hogberg, Harry Klagsbrun and Johan Menckel as Directors; Elect Asa Bergman as New Director	Mgmt	For	Against
<i>Voter Rationale: Overboarded/Too many other time commitments</i>				
14	Ratify Ernst & Young AB as Auditors	Mgmt	For	For
15	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For



## Securitas AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
16	Approve Performance Share Program LTI 2023/2025 for Key Employees and Related Financing	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
17	Close Meeting	Mgmt		

## SNAM SpA

**Meeting Date:** 04/05/2023      **Country:** Italy      **Ticker:** SRG  
**Record Date:** 24/04/2023      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Against
	<i>Voter Rationale: Inadequate management of climate-related risks</i>			
2	Approve Allocation of Income	Mgmt	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
4	Approve the 2023-2025 Long Term Share Incentive Plan	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
5.1	Approve Remuneration Policy	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
5.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against
	<i>Voter Rationale: Insufficient/poor disclosure</i>			

## United Parcel Service, Inc.

**Meeting Date:** 04/05/2023      **Country:** USA      **Ticker:** UPS  
**Record Date:** 09/03/2023      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Carol Tome	Mgmt	For	For

# United Parcel Service, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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
<i>Voter Rationale: Concerns related to shareholder value</i>				
1i	Elect Director Franck Moison	Mgmt	For	For
1j	Elect Director Christiana Smith Shi	Mgmt	For	For
1k	Elect Director Russell Stokes	Mgmt	For	For
1l	Elect Director Kevin Warsh	Mgmt	For	For
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
<i>Voter Rationale: Low shareholding requirement</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes enhanced shareholder rights</i>				
6	Adopt Independently Verified Science-Based Greenhouse Gas Emissions Reduction Targets in Line with the Paris Climate 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>				
7	Report on Integrating GHG Emissions Reductions Targets into Executive Compensation	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				
8	Report on Just Transition	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	Report on Risk Due to Restrictions on Reproductive Rights	SH	Against	Against
10	Oversee and Report a Civil Rights Audit	SH	Against	Against

## United Parcel Service, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes better management of SEE opportunities and risks</i>				

## AbbVie Inc.

**Meeting Date:** 05/05/2023      **Country:** USA      **Ticker:** ABBV  
**Record Date:** 06/03/2023      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Robert J. Alpern	Mgmt	For	Withhold
<i>Voter Rationale: Concerns related to approach to board gender diversityConcerns about overall board structure</i>				
1.2	Elect Director Melody B. Meyer	Mgmt	For	For
1.3	Elect Director Frederick H. Waddell	Mgmt	For	Withhold
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
<i>Voter Rationale: High variable pay ratioExcessive CEO payExcessive perquisitesOptions/PSUs vest in less than 36 months</i>				
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For
5	Adopt Simple Majority Vote	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes enhanced shareholder rights</i>				
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For
<i>Voter Rationale: 1- A vote on transparency on corporate contributions2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency</i>				
7	Report on Lobbying Payments and Policy	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes transparency</i>				
8	Report on Impact of Extended Patent Exclusivities on Product Access	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: 05/05/2023

Country: United Kingdom

Ticker: HSBA

Record Date: 04/05/2023

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
3a	Elect Geraldine Buckingham as Director	Mgmt	For	For
3b	Elect Georges Elhedery as Director	Mgmt	For	For
3c	Elect Kalpana Morparia as Director	Mgmt	For	For
3d	Re-elect Rachel Duan as Director	Mgmt	For	For
3e	Re-elect Dame Carolyn Fairbairn as Director	Mgmt	For	For
3f	Re-elect James Forese as Director	Mgmt	For	For
3g	Re-elect Steven Guggenheimer as Director	Mgmt	For	For
3h	Re-elect Jose Antonio Meade Kuribrena as Director	Mgmt	For	For
3i	Re-elect Eileen Murray as Director	Mgmt	For	For
3j	Re-elect David Nish as Director	Mgmt	For	For
3k	Re-elect Noel Quinn as Director	Mgmt	For	For
3l	Re-elect Mark Tucker as Director	Mgmt	For	For
<i>Voter Rationale: Failure to provide DEI disclosures in line with UK listing rules</i>				
4	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
5	Authorise the Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
6	Authorise UK Political Donations and Expenditure	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 Directors to Allot Any Repurchased Shares	Mgmt	For	For
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
12	Approve Share Repurchase Contract	Mgmt	For	For

## HSBC Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13	Authorise Issue of Equity in Relation to Contingent Convertible Securities	Mgmt	For	For
14	Authorise Issue of Equity without Pre-emptive Rights in Relation to Contingent Convertible Securities	Mgmt	For	For
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For
	Shareholder Proposals	Mgmt		
16	Revisit the "State Deduction" Applied to Members of the Post 1974 Section of the Midland Bank Pension Scheme by Introducing a "Safety Net"	SH	Against	Against
17	Devise, Implement and Report Quarterly on a Plan and Strategy Aiming at Increasing Its Value by Structural Reforms Including But Not Limited to Spinning Off, Strategic Reorganisation and Restructuring Its Asia Businesses	SH	Against	Against
18	Devise and Implement a Long-Term and Stable Dividend Policy	SH	Against	Against

## InterContinental Hotels Group Plc

**Meeting Date:** 05/05/2023

**Country:** United Kingdom

**Ticker:** IHG

**Record Date:** 03/05/2023

**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	Approve Final Dividend	Mgmt	For	For
5a	Elect Michael Glover as Director	Mgmt	For	For
5b	Elect Byron Grote as Director	Mgmt	For	For
5c	Elect Deanna Oppenheimer as Director	Mgmt	For	For
5d	Re-elect Graham Allan as Director	Mgmt	For	For
5e	Re-elect Keith Barr as Director	Mgmt	For	For
5f	Re-elect Daniela Barone Soares as Director	Mgmt	For	For
5g	Re-elect Arthur de Haast as Director	Mgmt	For	For

## InterContinental Hotels Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5h	Re-elect Duriya Farooqui as Director	Mgmt	For	For
5i	Re-elect Jo Harlow as Director	Mgmt	For	For
5j	Re-elect Elie Maalouf as Director	Mgmt	For	For
5k	Re-elect Sharon Rothstein as Director	Mgmt	For	For
6	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
7	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
8	Authorise UK Political Donations and Expenditure	Mgmt	For	For
9	Approve Deferred Award Plan	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

## Muenchener Rueckversicherungs-Gesellschaft AG

**Meeting Date:** 05/05/2023

**Country:** Germany

**Ticker:** MUV2

**Record Date:** 28/04/2023

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 11.60 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Joachim Wenning for Fiscal Year 2022	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Thomas Blunck for Fiscal Year 2022	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Nicholas Gartside for Fiscal Year 2022	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Stefan Golling for Fiscal Year 2022	Mgmt	For	For

# Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.5	Approve Discharge of Management Board Member Doris Hoepke (until April 30, 2022) for Fiscal Year 2022	Mgmt	For	For
3.6	Approve Discharge of Management Board Member Christoph Jurecka for Fiscal Year 2022	Mgmt	For	For
3.7	Approve Discharge of Management Board Member Torsten Jeworrek for Fiscal Year 2022	Mgmt	For	For
3.8	Approve Discharge of Management Board Member Achim Kassow for Fiscal Year 2022	Mgmt	For	For
3.9	Approve Discharge of Management Board Member Clarisse Kopf (from Dec. 1, 2022) for Fiscal Year 2022	Mgmt	For	For
3.10	Approve Discharge of Management Board Member Markus Riess for Fiscal Year 2022	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Nikolaus von Bomhard for Fiscal Year 2022	Mgmt	For	Against
<i>Voter Rationale: Lack of independent representation at board committees</i>				
4.2	Approve Discharge of Supervisory Board Member Anne Horstmann for Fiscal Year 2022	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Ann-Kristin Achleitner for Fiscal Year 2022	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Clement Booth for Fiscal Year 2022	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Ruth Brown for Fiscal Year 2022	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Stephan Eberl for Fiscal Year 2022	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Frank Fassin for Fiscal Year 2022	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Ursula Gather for Fiscal Year 2022	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Gerd Haeusler for Fiscal Year 2022	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Angelika Herzog for Fiscal Year 2022	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Renata Bruengger for Fiscal Year 2022	Mgmt	For	For

## Muenchener Rueckversicherung-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.12	Approve Discharge of Supervisory Board Member Stefan Kaindl for Fiscal Year 2022	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Carinne Knoche-Brouillon for Fiscal Year 2022	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Gabriele Muecke for Fiscal Year 2022	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Ulrich Plottke for Fiscal Year 2022	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Manfred Rassy for Fiscal Year 2022	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Gabriele Sinz-Toporzyssek (until Jan. 31, 2022) for Fiscal Year 2022	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Carsten Spohr for Fiscal Year 2022	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2022	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Markus Wagner (from Feb. 1, 2022) for Fiscal Year 2022	Mgmt	For	For
4.21	Approve Discharge of Supervisory Board Member Maximilian Zimmerer for Fiscal Year 2022	Mgmt	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023 and for the Review of the Interim Financial Statements for Fiscal Year 2023 and First Quarter of Fiscal Year 2024	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
7.1	Approve Virtual-Only Shareholder Meetings Until 2025	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
7.3	Amend Articles Re: Editorial Changes	Mgmt	For	For
8	Amend Articles Re: Registration in the Share Register	Mgmt	For	For

## Rightmove Plc

**Meeting Date:** 05/05/2023

**Country:** United Kingdom

**Ticker:** RMV

**Record Date:** 03/05/2023

**Meeting Type:** Annual



## Rightmove 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	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
4	Approve Final Dividend	Mgmt	For	For
5	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
7	Elect Johan Svanstrom as Director	Mgmt	For	For
8	Re-elect Andrew Fisher 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
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

## Berkshire Hathaway Inc.

Meeting Date: 06/05/2023

Country: USA

Ticker: BRK.B

Record Date: 08/03/2023

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Warren E. Buffett	Mgmt	For	For

# Berkshire Hathaway Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Charles T. Munger	Mgmt	For	For
1.3	Elect Director Gregory E. Abel	Mgmt	For	For
1.4	Elect Director Howard G. Buffett	Mgmt	For	For
1.5	Elect Director Susan A. Buffett	Mgmt	For	For
1.6	Elect Director Stephen B. Burke	Mgmt	For	Withhold
<i>Voter Rationale: Concerns related to approach to board gender diversity; Concerns related to shareholder value; Inadequate management of climate-related risks; Concerns about remuneration committee performance</i>				
1.7	Elect Director Kenneth I. Chenault	Mgmt	For	Withhold
<i>Voter Rationale: 1- Concerns related to approach to board gender diversity2- Concerns related to shareholder value3- Inadequate management of climate-related risks4- Concerns about remuneration committee performance</i>				
1.8	Elect Director Christopher C. Davis	Mgmt	For	Withhold
<i>Voter Rationale: 1- Inadequate management of climate-related risks2- Insufficient consideration of climate change in audit and accounts</i>				
1.9	Elect Director Susan L. Decker	Mgmt	For	Withhold
<i>Voter Rationale: 1- Inadequate management of climate-related risks2- Insufficient consideration of climate change in audit and accounts</i>				
1.10	Elect Director Charlotte Guyman	Mgmt	For	Withhold
<i>Voter Rationale: 1- Concerns related to approach to board gender diversity2- Concerns related to shareholder value3- Inadequate management of climate-related risks4- Concerns about remuneration committee performance</i>				
1.11	Elect Director Ajit Jain	Mgmt	For	For
1.12	Elect Director Thomas S. Murphy, Jr.	Mgmt	For	For
1.13	Elect Director Ronald L. Olson	Mgmt	For	For
1.14	Elect Director Wallace R. Weitz	Mgmt	For	Withhold
<i>Voter Rationale: 1- Inadequate management of climate-related risks2- Insufficient consideration of climate change in audit and accounts</i>				
1.15	Elect Director Meryl B. Witmer	Mgmt	For	Withhold
<i>Voter Rationale: 1- Inadequate management of climate-related risks2- Insufficient consideration of climate change in audit and accounts</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
<i>Voter Rationale: Granted variable pay is &lt;math&gt;\leq 2x&lt;/math&gt; base salaryTotal pay is in the bottom quartile (low relative to peers)</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
4	Report on Physical and Transitional Climate-Related Risks and Opportunities	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				
5	Report on Audit Committee's Oversight on Climate Risks and Disclosures	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				

## Berkshire Hathaway Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Report If and How Company Will Measure, Disclose and Reduce GHG Emissions	SH	Against	For
	<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>			
7	Report on Effectiveness of Diversity, Equity, and Inclusion 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>			
8	Require Independent Board Chair	SH	Against	Against
	<i>Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation</i>			
9	Encourage Senior Management Commitment to Avoid Political Speech	SH	Against	Against

## Kinnevik AB

**Meeting Date:** 08/05/2023

**Country:** Sweden

**Ticker:** KINV.B

**Record Date:** 27/04/2023

**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		
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	Speech by Board Chair	Mgmt		
8	Speech by the CEO	Mgmt		
9	Receive Financial Statements and Statutory Reports	Mgmt		
10	Accept Financial Statements and Statutory Reports	Mgmt	For	For
11	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For
12.a	Approve Discharge of James Anderson	Mgmt	For	For
12.b	Approve Discharge of Susanna Campbell	Mgmt	For	For
12.c	Approve Discharge of Harald Mix	Mgmt	For	For
12.d	Approve Discharge of Cecilia Qvist	Mgmt	For	For

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
12.e	Approve Discharge of Charlotte Stromberg	Mgmt	For	For
12.f	Approve Discharge of Georgi Ganev	Mgmt	For	For
13	Approve Remuneration Report	Mgmt	For	For
14	Determine Number of Members (5) and Deputy Members (0) of Board	Mgmt	For	For
15	Approve Remuneration of Directors in the Amount of SEK 2.35 Million for Chair and SEK 735,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For
16.a	Reelect James Anderson as Director	Mgmt	For	For
16.b	Reelect Susanna Campbell as Director	Mgmt	For	For
16.c	Reelect Harald Mix as Director	Mgmt	For	For
16.d	Reelect Cecilia Qvist as Director	Mgmt	For	For
16.e	Reelect Charlotte Stomberg as Director	Mgmt	For	For
17	Reelect James Anderson as Board Chair	Mgmt	For	For
18	Ratify KPMG AB as Auditors	Mgmt	For	For
19	Approve Nominating Committee Procedures	Mgmt	For	For
20	Reelect Hugo Stenbeck, Lawrence Burns, Erik Brandstrom and Marie Klingspor as Members of Nominating Committee	Mgmt	For	For
21.a	Approve Performance Based Share Plan LTIP 2023	Mgmt	For	For
21.b	Amend Articles Re: Equity-Related	Mgmt	For	For
21.c	Approve Equity Plan Financing Through Issuance of Shares	Mgmt	For	For
21.d	Approve Equity Plan Financing Through Repurchase of Shares	Mgmt	For	For
21.e	Approve Transfer of Shares in Connection with Incentive Plan	Mgmt	For	For
21.f	Approve Transfer of Shares in Connection with Incentive Plan	Mgmt	For	For
22.a	Approve Transfer of Shares in Connection with Previous Incentive Plan	Mgmt	For	For
22.b	Approve Equity Plan Financing	Mgmt	For	For
22.c	Approve Equity Plan Financing	Mgmt	For	For
	Shareholder Proposals Submitted by Johan Klingspor	Mgmt		
23	Approve Cash Dividend Distribution From 2024 AGM	SH	None	Against

*Voter Rationale: Shareholder proposal does not promote transparency*

# Kinnevik AB

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

# Danaher Corporation

**Meeting Date:** 09/05/2023      **Country:** USA      **Ticker:** DHR  
**Record Date:** 10/03/2023      **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
<i>Voter Rationale: Concerns related to succession planning</i>				
1d	Elect Director Teri List	Mgmt	For	For
1e	Elect Director Walter G. Lohr, Jr.	Mgmt	For	For
1f	Elect Director Jessica L. Mega	Mgmt	For	For
1g	Elect Director Mitchell P. Rales	Mgmt	For	For
1h	Elect Director Steven M. Rales	Mgmt	For	For
1i	Elect Director Pardis C. Sabeti	Mgmt	For	For
1j	Elect Director A. Shane Sanders	Mgmt	For	For
1k	Elect Director John T. Schwieters	Mgmt	For	Against
<i>Voter Rationale: Concerns to protect shareholder value</i>				
1l	Elect Director Alan G. Spoon	Mgmt	For	For
1m	Elect Director Raymond C. Stevens	Mgmt	For	For
1n	Elect Director Elias A. Zerhouni	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
<i>Voter Rationale: Pay structure does not trigger any of EOS' critical concerns</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
5	Require Independent Board Chair	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation</i>				
6	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes better management of SEE opportunities and risks</i>				

# Direct Line Insurance Group Plc

Meeting Date: 09/05/2023

Country: United Kingdom

Ticker: DLG

Record Date: 04/05/2023

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	Elect Mark Lewis as Director	Mgmt	For	For
5	Re-elect Tracy Corrigan as Director	Mgmt	For	For
6	Re-elect Danuta Gray as Director	Mgmt	For	For
7	Re-elect Mark Gregory as Director	Mgmt	For	For
8	Re-elect Sebastian James as Director	Mgmt	For	For
9	Re-elect Adrian Joseph as Director	Mgmt	For	For
10	Re-elect Neil Manser as Director	Mgmt	For	For
11	Re-elect Fiona McBain as Director	Mgmt	For	For
12	Re-elect Gregor Stewart as Director	Mgmt	For	For
13	Re-elect Richard Ward 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	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	Authorise Issue of Equity in Relation to an Issue of RT1 Instruments	Mgmt	For	For
23	Authorise Issue of Equity without Pre-emptive Rights in Relation to an Issue of RT1 Instruments	Mgmt	For	For

## Koninklijke Philips NV

Meeting Date: 09/05/2023

Country: Netherlands

Ticker: PHIA

Record Date: 11/04/2023

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	President's Speech	Mgmt		
2.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
2.b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
2.c	Approve Dividends	Mgmt	For	For
2.	Approve Remuneration Report	Mgmt	For	For
2.e	Approve Discharge of Management Board	Mgmt	For	Against
	<i>Voter Rationale: Concerns to protect shareholder value</i>			
2.f	Approve Discharge of Supervisory Board	Mgmt	For	For
3	Reelect A. Bhattacharya to Management Board	Mgmt	For	For
4.a	Reelect D.E.I. Pyott to Supervisory Board	Mgmt	For	For
4.b	Reelect M.E. Doherty to Supervisory Board	Mgmt	For	For
5	Ratify Ernst & Young Accountants LLP as Auditors for the Financial Year 2024	Mgmt	For	For
6	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors for the Financial Year 2025	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	Against
	<i>Voter Rationale: Concerns to protect shareholder value</i>			
8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
9	Approve Cancellation of Repurchased Shares	Mgmt	For	For
10	Other Business (Non-Voting)	Mgmt		

## Solvay SA

Meeting Date: 09/05/2023

Country: Belgium

Ticker: SOLB

Record Date: 25/04/2023

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Receive Directors' Reports (Non-Voting)	Mgmt		
2	Receive Auditors' Reports (Non-Voting)	Mgmt		
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt		
4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 4.05 per Share	Mgmt	For	For
5	Approve Discharge of Directors	Mgmt	For	For
6	Approve Discharge of Auditors	Mgmt	For	For
7	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: 1- High variable pay ratio2- Inappropriate use of one-time awards3- Use of share options misaligned with EOS policy</i>				
8	Approve Stock Option Plan Grants	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
9a	Receive Information on End of Mandates of Marjan Oudeman, Rosemary Thorne, and Charles Casimir-Lambert as Directors	Mgmt		
9b	Approve Decrease in Size of Board	Mgmt	For	For
9c	Reelect Marjan Oudeman as Director	Mgmt	For	For
9d	Indicate Marjan Oudeman as Independent Director	Mgmt	For	For
9e	Reelect Rosemary Thorne as Director	Mgmt	For	For
<i>Voter Rationale: Inadequate management of climate-related risks</i>				
9f	Indicate Rosemary Thorne as Independent Director	Mgmt	For	For
<i>Voter Rationale: Inadequate management of climate-related risks</i>				
10	Transact Other Business	Mgmt		

## TERNA Rete Elettrica Nazionale SpA

**Meeting Date:** 09/05/2023

**Country:** Italy

**Ticker:** TRN

**Record Date:** 27/04/2023

**Meeting Type:** Annual



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
	Management Proposals	Mgmt		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
	Shareholder Proposals Submitted by CDP Reti SpA	Mgmt		
3	Fix Number of Directors	SH	None	For
4	Fix Board Terms for Directors	SH	None	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
5.1	Slate 1 Submitted by CDP Reti SpA	SH	None	Against
5.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
	Shareholder Proposals Submitted by CDP Reti SpA	Mgmt		
6	Elect Igor De Biasio as Board Chair	SH	None	For
7	Approve Remuneration of Directors	SH	None	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
8.1	Slate 1 Submitted by CDP Reti SpA	SH	None	For
8.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Against
<i>Voter Rationale: Cumulative/slate voting in favour of individual candidates/slates</i>				
	Shareholder Proposal Submitted by CDP Reti SpA	Mgmt		
9	Approve Internal Auditors' Remuneration	SH	None	For
	Management Proposals	Mgmt		
10	Approve Long-Term Incentive Plan 2023-2027	Mgmt	For	For
11	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
12.1	Approve Remuneration Policy	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
12.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				

# TERNA Rete Elettrica Nazionale SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against

*Voter Rationale: Insufficient/poor disclosure*

## abrdn Plc

**Meeting Date:** 10/05/2023      **Country:** United Kingdom      **Ticker:** ABDN  
**Record Date:** 05/05/2023      **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
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
6	Approve Remuneration Policy	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
7A	Re-elect Sir Douglas Flint as Director	Mgmt	For	For
	<i>Voter Rationale: Failure to provide DEI disclosures in line with UK listing rules</i>			
7B	Re-elect Jonathan Asquith as Director	Mgmt	For	For
7C	Re-elect Stephen Bird as Director	Mgmt	For	For
7D	Re-elect Catherine Bradley as Director	Mgmt	For	For
7E	Re-elect John Devine as Director	Mgmt	For	For
7F	Re-elect Hannah Grove as Director	Mgmt	For	For
7G	Re-elect Pam Kaur as Director	Mgmt	For	For
7H	Re-elect Michael O'Brien as Director	Mgmt	For	For
7I	Re-elect Cathleen Raffaelli 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

## abrdn Plc

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

## Antofagasta Plc

**Meeting Date:** 10/05/2023      **Country:** United Kingdom      **Ticker:** ANTO  
**Record Date:** 05/05/2023      **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
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
3	Approve Remuneration Policy	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
4	Approve Final Dividend	Mgmt	For	For
5	Re-elect Jean-Paul Luksic as Director	Mgmt	For	Against
<i>Voter Rationale: Lack of independent representation at board committees Concerns related to below-board gender diversity Failure to provide DEI disclosures in line with UK listing rules</i>				
6	Re-elect Tony Jensen as Director	Mgmt	For	For
7	Re-elect Ramon Jara as Director	Mgmt	For	For
8	Re-elect Juan Claro as Director	Mgmt	For	For
9	Re-elect Andronico Luksic as Director	Mgmt	For	For
10	Re-elect Vivianne Blanlot as Director	Mgmt	For	For
11	Re-elect Jorge Bande as Director	Mgmt	For	For
12	Re-elect Francisca Castro as Director	Mgmt	For	For
13	Re-elect Michael Anglin as Director	Mgmt	For	For
14	Re-elect Eugenia Parot as Director	Mgmt	For	For
15	Elect Director in Accordance to Company's Article of Association after 23 March 2023	Mgmt	For	For
16	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
17	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For

## Antofagasta Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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

## Elevance Health, Inc.

**Meeting Date:** 10/05/2023      **Country:** USA      **Ticker:** ELV  
**Record Date:** 17/03/2023      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Gail K. Boudreaux	Mgmt	For	For
1.2	Elect Director R. Kerry Clark	Mgmt	For	For
1.3	Elect Director Robert L. Dixon, Jr.	Mgmt	For	Against
<i>Voter Rationale: Concerns about overall board structure</i>				
1.4	Elect Director Deanna D. Strable	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation</i>				
6	Annually Report Third Party Political Contributions	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				

## Enel SpA

**Meeting Date:** 10/05/2023      **Country:** Italy      **Ticker:** ENEL  
**Record Date:** 28/04/2023      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
	Management Proposals	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	Fix Number of Directors	Mgmt	For	For
5	Fix Board Terms for Directors	Mgmt	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
6.1	Slate 1 Submitted by Ministry of Economy and Finance	SH	None	Against
6.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
6.3	Slate 3 Submitted by Covalis Capital LLP and Covalis (Gibraltar) Ltd.	SH	None	Against
	Shareholder Proposal Submitted by Ministry of Economy and Finance	Mgmt		
7.1	Elect Paolo Scaroni as Board Chair	SH	None	For
	Shareholder Proposal Submitted by Covalis Capital LLP and Covalis (Gibraltar) Ltd.	Mgmt		
7.2	Elect Marco Mazzucchelli as Board Chair	SH	None	Against
	Management Proposals	Mgmt		
8	Approve Remuneration of Directors	Mgmt	For	For
9	Approve Long Term Incentive Plan 2023	Mgmt	For	For
10.1	Approve Remuneration Policy	Mgmt	For	For
10.2	Approve Second Section of the Remuneration Report	Mgmt	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against

*Voter Rationale: Insufficient/poor disclosure*

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
	Management Proposals	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 Submitted by Ministry of Economy and Finance	SH	None	For
5.2	Slate Submitted by Institutional Investors (Assogestioni)	SH	None	Against
	Shareholder Proposals Submitted by Ministry of Economy and Finance	Mgmt		
6	Elect Giuseppe Zafarana as Board Chair	SH	None	For
7	Approve Remuneration of Directors	SH	None	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
8.1	Slate Submitted by Ministry of Economy and Finance	SH	None	For
8.2	Slate Submitted by Institutional Investors (Assogestioni)	SH	None	Against
<i>Voter Rationale: Cumulative/slate voting in favour of individual candidates/slates</i>				
	Shareholder Proposal Submitted by Institutional Investors (Assogestioni)	Mgmt		
9	Appoint Rosalba Casiraghi as Chairman of Internal Statutory Auditors	SH	None	For
	Shareholder Proposal Submitted by Ministry of Economy and Finance	Mgmt		
10	Approve Internal Auditors' Remuneration	SH	None	For
	Management Proposals	Mgmt		
11	Approve Long Term Incentive Plan 2023-2025	Mgmt	For	For
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
12	Approve Remuneration Policy	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				

## Eni SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13	Approve Second Section of the Remuneration Report	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
15	Authorize Use of Available Reserves for Dividend Distribution	Mgmt	For	For
	Extraordinary Business	Mgmt		
16	Authorize Reduction and Use of the Reserve Pursuant to Law 342/2000 for Dividend Distribution	Mgmt	For	For
17	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5.1	Mgmt	For	For
18	Authorize Cancellation of Repurchased Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against
	<i>Voter Rationale: Insufficient/poor disclosure</i>			

## Equinor ASA

**Meeting Date:** 10/05/2023      **Country:** Norway      **Ticker:** EQNR  
**Record Date:** 09/05/2023      **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
6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of USD 0.30 Per Share, Approve Extraordinary Dividends of USD 0.60 Per Share	Mgmt	For	For
7	Authorize Board to Distribute Dividends	Mgmt	For	For
	Shareholder Proposals	Mgmt		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Ban Use of Fiberglass Rotor Blades in All New Wind Farms, Commit to Buy into Existing Hydropower Projects, and Conduct Research on Other Energy Sources Suchas Thorium	SH	Against	Against
9	Identify and Manage Climate-Related Risks and Possibilities, and Integrate Them into Company's Strategy	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	Stop All Exploration and Drilling by 2025 and Provide Financial and Technical Assistance For Repair and Development of Ukraine's Energy Infrastructure	SH	Against	Against
11	Develop Procedure to Improve Response to Shareholder Proposals	SH	Against	Against
12	End All Plans for Activities in Barents Sea, Adjust Up Investment in Renewables/Low Carbon Solution to 50 Percent by 2025, Implement CCS for Melkoya, and Invest in Rebuilding of Ukraine	SH	Against	Against
13	Stop All Exploration and Test Drilling for Oil & Gas, 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
14	Include Global Warming in Company's Further Strategy, Stop All Exploration For More Oil & Gas, Phase Out All Production and Sale of Oil & Gas, Multiply Investment in Renewable Energy and CCS, and Become Climate-Friendly Company	SH	Against	Against
	Management Proposals	Mgmt		
15	Approve Company's Corporate Governance Statement	Mgmt	For	For
16.1	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
16.2	Approve Remuneration Statement	Mgmt	For	For
17	Approve Remuneration of Auditors	Mgmt	For	For
18	Approve Remuneration of Directors in the Amount of NOK 143,700 for Chairman, NOK 75,800 for Deputy Chairman and NOK 53,250 for Other Directors; Approve Remuneration for Deputy Directors	Mgmt	For	For
19	Approve Remuneration of Nominating Committee	Mgmt	For	For
20	Authorize Share Repurchase Program in Connection With Employee Remuneration Programs	Mgmt	For	For



## Equinor ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
21	Approve NOK 431 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For
22	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	For	For

## Rentokil Initial Plc

**Meeting Date:** 10/05/2023

**Country:** United Kingdom

**Ticker:** RTO

**Record Date:** 05/05/2023

**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: Pay is misaligned with EOS remuneration principles</i>				
3	Approve Restricted Share Plan	Mgmt	For	For
4	Approve Deferred Bonus Plan	Mgmt	For	For
5	Approve Final Dividend	Mgmt	For	For
6	Elect David Frear as Director	Mgmt	For	For
7	Elect Sally Johnson as Director	Mgmt	For	For
8	Re-elect Stuart Ingall-Tombs as Director	Mgmt	For	For
9	Re-elect Sarosh Mistry as Director	Mgmt	For	For
10	Re-elect John Pettigrew as Director	Mgmt	For	For
11	Re-elect Andy Ransom as Director	Mgmt	For	For
12	Re-elect Richard Solomons as Director	Mgmt	For	For
<i>Voter Rationale: Failure to provide DEI disclosures in line with UK listing rules</i>				
13	Re-elect Cathy Turner as Director	Mgmt	For	For
14	Re-elect Linda Yueh as Director	Mgmt	For	For
15	Reappoint PricewaterhouseCoopers 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

## Rentokil Initial 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 Specified 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
23	Adopt New Articles of Association	Mgmt	For	For

## Spirax-Sarco Engineering Plc

**Meeting Date:** 10/05/2023      **Country:** United Kingdom      **Ticker:** SPX  
**Record Date:** 05/05/2023      **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	For
4	Approve Final Dividend	Mgmt	For	For
5	Reappoint Deloitte LLP as Auditors	Mgmt	For	For
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
7	Re-elect Jamie Pike as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to below-board gender diversity Failure to provide DEI disclosures in line with UK listing rules</i>				
8	Re-elect Nicholas Anderson as Director	Mgmt	For	For
9	Re-elect Nimesh Patel as Director	Mgmt	For	For
10	Re-elect Angela Archon as Director	Mgmt	For	For
11	Re-elect Peter France as Director	Mgmt	For	For
12	Re-elect Richard Gillingwater as Director	Mgmt	For	For
13	Re-elect Caroline Johnstone as Director	Mgmt	For	For
14	Re-elect Jane Kingston as Director	Mgmt	For	For
15	Re-elect Kevin Thompson as Director	Mgmt	For	For
16	Authorise Issue of Equity	Mgmt	For	For
17	Approve Scrip Dividend Program	Mgmt	For	For
18	Approve Performance Share Plan	Mgmt	For	For

## Spirax-Sarco Engineering Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For

## Stryker Corporation

**Meeting Date:** 10/05/2023      **Country:** USA      **Ticker:** SYK  
**Record Date:** 13/03/2023      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mary K. Brainerd	Mgmt	For	For
1b	Elect Director Giovanni Caforio	Mgmt	For	For
1c	Elect Director Srikant M. Datar	Mgmt	For	For
1d	Elect Director Allan C. Golston	Mgmt	For	Against
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
1e	Elect Director Kevin A. Lobo	Mgmt	For	For
1f	Elect Director Sherilyn S. McCoy	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
<i>Voter Rationale: High CEO to average NEO payLow shareholding requirementHigh variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36 months</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
5	Report on Political Contributions and Expenditures	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes transparency</i>				

## Symrise AG

**Meeting Date:** 10/05/2023      **Country:** Germany      **Ticker:** SY1  
**Record Date:** 18/04/2023      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.05 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For
<i>Voter Rationale: Inadequate management of climate-related risks</i>				
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	Against
<i>Voter Rationale: 1- Lack of independence on board2- Lack of independent representation at board committees</i>				
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
7	Elect Jan Zijderveld to the Supervisory Board	Mgmt	For	For
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For

## Telenor ASA

**Meeting Date:** 10/05/2023      **Country:** Norway      **Ticker:** TEL  
**Record Date:** 03/05/2023      **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	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 9.40 Per Share	Mgmt	For	For
7	Approve Remuneration of Auditors	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Approve Company's Corporate Governance Statement	Mgmt		
9.1	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
9.2	Approve Remuneration Statement	Mgmt	For	For
10	Approve Equity Plan Financing Through Repurchase of Shares	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
11	Amend Articles Re: Notice of Attendance to General Meeting	Mgmt	For	For
12.1	Elect Nils Bastiansen as Member of Corporate Assembly	Mgmt	For	For
12.2	Elect Marianne Bergmann Roren as Member of Corporate Assembly	Mgmt	For	For
12.3	Elect Kjetil Houg as Member of Corporate Assembly	Mgmt	For	For
12.4	Elect John Gordon Bernander as Member of Corporate Assembly	Mgmt	For	For
12.5	Elect Heidi Finkas as Member of Corporate Assembly	Mgmt	For	For
12.6	Elect Widar Salbuviik as Member of Corporate Assembly	Mgmt	For	For
12.7	Elect Silvija Seres as Member of Corporate Assembly	Mgmt	For	For
12.8	Elect Lisbeth Karin Naero as Member of Corporate Assembly	Mgmt	For	For
12.9	Elect Trine Saether Romuld as Member of Corporate Assembly	Mgmt	For	For
12.10	Elect Maalfrid Brath as Member of Corporate Assembly	Mgmt	For	For
12.11	Elect Elin Myrmel-Johansen as Deputy Member of Corporate Assembly	Mgmt	For	For
12.12	Elect Randi Marjamaa as Deputy Member of Corporate Assembly	Mgmt	For	For
12.13	Elect Anette Hjerto as Deputy Member of Corporate Assembly	Mgmt	For	For
13.1	Elect Jan Tore Fosund as Member of Nominating Committee	Mgmt	For	For
13.2	Elect Anette Hjerto as Member of Nominating Committee	Mgmt	For	For
14	Approve Remuneration of Corporate Assembly and Nominating Committee	Mgmt	For	For
15.1	Approve Remuneration of Nominating Committee	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
	If Item 15.1 is Rejected Approve Shareholder Proposal Submitted by Kvantia AS	Mgmt		

## Telenor ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
15.2	Approve Remuneration of Nominating Committee (Alternative Resolution)	SH	None	For
16	Close Meeting	Mgmt		

## Thales SA

**Meeting Date:** 10/05/2023      **Country:** France      **Ticker:** HO  
**Record Date:** 05/05/2023      **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 2.94 per Share	Mgmt	For	For
4	Approve Compensation of Patrice Caine, Chairman and CEO	Mgmt	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For
6	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
7	Approve Remuneration Policy of Directors	Mgmt	For	For
8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
9	Authorize up to 0.96 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
10	Authorize up to 0.04 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Chairman and CEO	Mgmt	For	For
11	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
	Ordinary Business	Mgmt		
12	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For
13	Elect Marianna Nitsch as Director	Mgmt	For	For

## Wolters Kluwer NV

Meeting Date: 10/05/2023

Country: Netherlands

Ticker: WKL

Record Date: 12/04/2023

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 Executive Board (Non-Voting)	Mgmt		
2.b	Receive Report of Supervisory Board (Non-Voting)	Mgmt		
2.c	Approve Remuneration Report	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
3.a	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
3.b	Receive Explanation on Company's Dividend Policy	Mgmt		
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	Reelect Chris Vogelzang to Supervisory Board	Mgmt	For	For
6.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For
6.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	Against
	<i>Voter Rationale: Concerns to protect shareholder value</i>			
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
8	Approve Cancellation of Shares	Mgmt	For	For
9	Approve KPMG Accountants N.V as Auditors	Mgmt	For	For
10	Other Business (Non-Voting)	Mgmt		
11	Close Meeting	Mgmt		

## adidas AG

Meeting Date: 11/05/2023

Country: Germany

Ticker: ADS

Record Date: 04/05/2023

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (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 2022	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For
<i>Voter Rationale: Concerns related to approach to below-board gender diversity</i>				
5	Approve Remuneration Report	Mgmt	For	For
6	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For
7	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	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

Bayerische Motoren Werke AG

**Meeting Date:** 11/05/2023      **Country:** Germany      **Ticker:** BMW  
**Record Date:** 19/04/2023      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 8.50 per Ordinary Share and EUR 8.52 per Preferred Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2022	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Manfred Schoch for Fiscal Year 2022	Mgmt	For	For



# Bayerische Motoren Werke AG

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
4.3	Approve Discharge of Supervisory Board Member Stefan Quandt for Fiscal Year 2022	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Stefan Schmid for Fiscal Year 2022	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Kurt Bock for Fiscal Year 2022	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Christiane Benner for Fiscal Year 2022	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Marc Bitzer for Fiscal Year 2022	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Bernhard Ebner for Fiscal Year 2022	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Rachel Empey for Fiscal Year 2022	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Heinrich Hiesinger for Fiscal Year 2022	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Johann Horn for Fiscal Year 2022	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Susanne Klatten for Fiscal Year 2022	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Jens Koehler for Fiscal Year 2022	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Gerhard Kurz for Fiscal Year 2022	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Andre Mandl for Fiscal Year 2022	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Dominique Mohabeer for Fiscal Year 2022	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Anke Schaeferkordt for Fiscal Year 2022	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Christoph Schmidt for Fiscal Year 2022	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Vishal Sikka for Fiscal Year 2022	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Sibylle Wankel for Fiscal Year 2022	Mgmt	For	For

## Bayerische Motoren Werke AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.21	Approve Discharge of Supervisory Board Member Thomas Wittig for Fiscal Year 2022	Mgmt	For	For
4.22	Approve Discharge of Supervisory Board Member Werner Zierer for Fiscal Year 2022	Mgmt	For	For
5	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
6	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023	Mgmt	For	For
7	Elect Kurt Bock to the Supervisory Board	Mgmt	For	For
<i>Voter Rationale: Lack of independent representation at board committeesConcerns related to below-board gender diversity</i>				
8.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For
8.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For

## HeidelbergCement AG

**Meeting Date:** 11/05/2023

**Country:** Germany

**Ticker:** HEI

**Record Date:** 19/04/2023

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 2.60 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Dominik von Achten for Fiscal Year 2022	Mgmt	For	For
<i>Voter Rationale: Inadequate management of climate-related risks</i>				
3.2	Approve Discharge of Management Board Member Rene Aldach for Fiscal Year 2022	Mgmt	For	For
<i>Voter Rationale: Inadequate management of climate-related risks</i>				
3.3	Approve Discharge of Management Board Member Kevin Gluskie for Fiscal Year 2022	Mgmt	For	For
<i>Voter Rationale: Inadequate management of climate-related risks</i>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.4	Approve Discharge of Management Board Member Hakan Gurdal for Fiscal Year 2022	Mgmt	For	For
	<i>Voter Rationale: Inadequate management of climate-related risks</i>			
3.5	Approve Discharge of Management Board Member Ernest Jelito for Fiscal Year 2022	Mgmt	For	For
	<i>Voter Rationale: Inadequate management of climate-related risks</i>			
3.6	Approve Discharge of Management Board Member Nicola Kimm for Fiscal Year 2022	Mgmt	For	For
	<i>Voter Rationale: Inadequate management of climate-related risks</i>			
3.7	Approve Discharge of Management Board Member Dennis Lentz for Fiscal Year 2022	Mgmt	For	For
	<i>Voter Rationale: Inadequate management of climate-related risks</i>			
3.8	Approve Discharge of Management Board Member Jon Morrish for Fiscal Year 2022	Mgmt	For	For
	<i>Voter Rationale: Inadequate management of climate-related risks</i>			
3.9	Approve Discharge of Management Board Member Chris Ward for Fiscal Year 2022	Mgmt	For	For
	<i>Voter Rationale: Inadequate management of climate-related risks</i>			
4.1	Approve Discharge of Supervisory Board Member Fritz-Juergen Heckmann for Fiscal Year 2022	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Bernd Scheifele for Fiscal Year 2022	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Heinz Schmitt for Fiscal Year 2022	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Barbara Breuninger for Fiscal Year 2022	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Birgit Jochens for Fiscal Year 2022	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Ludwig Merckle for Fiscal Year 2022	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Tobias Merckle for Fiscal Year 2022	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.8	Approve Discharge of Supervisory Board Member Luka Mucic for Fiscal Year 2022	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Ines Ploss for Fiscal Year 2022	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Peter Riedel for Fiscal Year 2022	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Werner Schraeder for Fiscal Year 2022	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2022	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Sopna Sury for Fiscal Year 2022	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Marion Weissenberger-Eibl for Fiscal Year 2022	Mgmt	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	For
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
7	Amend Affiliation Agreement with HeidelbergCement International Holding GmbH	Mgmt	For	For
8	Change Company Name to Heidelberg Materials AG	Mgmt	For	For
9	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For
10	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For
11	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For
12	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For
13	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For
14	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 115.8 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For

## Intel Corporation

Meeting Date: 11/05/2023

Country: USA

Ticker: INTC

Record Date: 17/03/2023

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
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 Lip-Bu Tan	Mgmt	For	For
1k	Elect Director Dion J. Weisler	Mgmt	For	For
1l	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
	<i>Voter Rationale: Total pay is in the bottom quartile (low relative to peers)</i>			
4	Amend Omnibus Stock Plan	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
	<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>			
6	Adopt Share Retention Policy For Senior Executives	SH	Against	Against
	<i>Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation</i>			
7	Publish Third Party Review of Intel's China Business ESG Congruence	SH	Against	Against

## MTU Aero Engines AG

Meeting Date: 11/05/2023

Country: Germany

Ticker: MTX

Record Date: 04/05/2023

Meeting Type: Annual

## MTU Aero Engines AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 3.20 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	Against
<i>Voter Rationale: Lack of independent representation at board committees</i>				
5	Ratify KPMG AG as Auditors for Fiscal Year 2023	Mgmt	For	For
6	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For
7	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For
8.1	Elect Christine Bortenlaenger to the Supervisory Board	Mgmt	For	For
8.2	Elect Marion Weissenberger-Eibl to the Supervisory Board	Mgmt	For	For
8.3	Elect Ute Wolf to the Supervisory Board	Mgmt	For	For
9	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				

## Rolls-Royce Holdings Plc

**Meeting Date:** 11/05/2023      **Country:** United Kingdom      **Ticker:** RR  
**Record Date:** 09/05/2023      **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
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
3	Re-elect Dame Anita Frew as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to below-board gender diversity</i>				
4	Elect Tufan Erginbilgic as Director	Mgmt	For	For
5	Re-elect Panos Kakoullis as Director	Mgmt	For	For

## Rolls-Royce Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Re-elect Paul Adams as Director	Mgmt	For	For
7	Re-elect George Culmer as Director	Mgmt	For	For
8	Re-elect Lord Jitesh Gadhia as Director	Mgmt	For	For
9	Re-elect Beverly Goulet as Director	Mgmt	For	For
10	Re-elect Nick Luff as Director	Mgmt	For	For
11	Re-elect Wendy Mars as Director	Mgmt	For	For
12	Re-elect Sir Kevin Smith as Director	Mgmt	For	For
13	Re-elect Dame Angela Strank 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 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 Market Purchase of Ordinary Shares	Mgmt	For	For

## SAP SE

**Meeting Date:** 11/05/2023

**Country:** Germany

**Ticker:** SAP

**Record Date:** 19/04/2023

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 2.05 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For
5	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
6	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For

## SAP SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For
8.1	Elect Jennifer Xin-Zhe Li to the Supervisory Board	Mgmt	For	For
8.2	Elect Qi Lu to the Supervisory Board	Mgmt	For	For
8.3	Elect Punit Renjen to the Supervisory Board	Mgmt	For	For
9	Approve Remuneration Policy for the Management Board	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
10	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For
11.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For
11.2	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For

## Verizon Communications Inc.

**Meeting Date:** 11/05/2023

**Country:** USA

**Ticker:** VZ

**Record Date:** 13/03/2023

**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 Melanie Healey	Mgmt	For	For
1.6	Elect Director Laxman Narasimhan	Mgmt	For	For
1.7	Elect Director Clarence Otis, Jr.	Mgmt	For	For
1.8	Elect Director Daniel Schulman	Mgmt	For	For
1.9	Elect Director Rodney Slater	Mgmt	For	For
1.10	Elect Director Carol Tome	Mgmt	For	For
1.11	Elect Director Hans Vestberg	Mgmt	For	For
1.12	Elect Director Gregory Weaver	Mgmt	For	For



## Verizon Communications Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
	<i>Voter Rationale: Pay structure does not trigger any of EOS' critical concerns</i>			
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
	<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>			
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
5	Report on Government Requests to Remove Content	SH	Against	Against
6	Adopt a Policy Prohibiting Direct and Indirect Political Contributions to Candidates	SH	Against	Against
7	Amend Clawback Policy	SH	Against	For
	<i>Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation</i>			
8	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against
9	Require Independent Board Chair	SH	Against	For
	<i>Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation</i>			

## Compagnie Generale des Etablissements Michelin SCA

**Meeting Date:** 12/05/2023

**Country:** France

**Ticker:** ML

**Record Date:** 10/05/2023

**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 1.25 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	For
7	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For

## Compagnie Generale des Etablissements Michelin SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For
9	Approve Compensation of Florent Menegaux	Mgmt	For	For
10	Approve Compensation of Yves Chapot	Mgmt	For	For
11	Approve Compensation of Barbara Dalibard, Chairwoman of Supervisory Board	Mgmt	For	For
12	Elect Barbara Dalibard as Supervisory Board Member	Mgmt	For	For
<i>Voter Rationale: Concerns related to approach to below-board gender diversity</i>				
13	Elect Aruna Jayanthi as Supervisory Board Member	Mgmt	For	For
	Extraordinary Business	Mgmt		
14	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
16	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

## Erste Group Bank AG

**Meeting Date:** 12/05/2023      **Country:** Austria      **Ticker:** EBS  
**Record Date:** 02/05/2023      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.90 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	Against
<i>Voter Rationale: Lack of independent representation at board committees</i>				
5	Ratify PwC Wirtschaftspruefung GmbH as Auditors 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	Amend Articles Re: Removal of Age Limit of Management and Supervisory Board Members	Mgmt	For	For

## Erste Group Bank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.1	Approve Increase in Size of Supervisory Board to 14 Members	Mgmt	For	For
8.2	Reelect Friedrich Santner as Supervisory Board Member	Mgmt	For	For
8.3	Reelect Andras Simor as Supervisory Board Member	Mgmt	For	For
8.4	Elect Christiane Tusek as Supervisory Board Member	Mgmt	For	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital for Trading Purposes	Mgmt	For	Against
<i>Voter Rationale: Concerns to protect shareholder value</i>				
10.1	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	For	For
10.2	Authorize Reissuance of Repurchased Shares	Mgmt	For	For

## The Progressive Corporation

**Meeting Date:** 12/05/2023

**Country:** USA

**Ticker:** PGR

**Record Date:** 17/03/2023

**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
1l	Elect Director Kahina Van Dyke	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)*

## The Progressive Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

## ASM International NV

**Meeting Date:** 15/05/2023      **Country:** Netherlands      **Ticker:** ASM  
**Record Date:** 17/04/2023      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual General Meeting	Mgmt		
1	Open Meeting	Mgmt		
2	Receive Report of Management Board (Non-Voting)	Mgmt		
3	Approve Remuneration Report	Mgmt	For	For
4	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
5	Approve Dividends	Mgmt	For	For
6	Approve Discharge of Management Board	Mgmt	For	For
7	Approve Discharge of Supervisory Board	Mgmt	For	Against
<i>Voter Rationale: Concerns to protect shareholder value</i>				
8	Adopt Remuneration Policy for Management Board	Mgmt	For	For
9	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For
10a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For
10b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	Against
<i>Voter Rationale: Concerns to protect shareholder value</i>				
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
12	Other Business (Non-Voting)	Mgmt		
13	Close Meeting	Mgmt		

## Tele2 AB

**Meeting Date:** 15/05/2023      **Country:** Sweden      **Ticker:** TEL2.B  
**Record Date:** 05/05/2023      **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 CEO's Report	Mgmt		
9	Receive Financial Statements and Statutory Reports	Mgmt		
10	Accept Financial Statements and Statutory Reports	Mgmt	For	For
11	Approve Allocation of Income and Ordinary Dividends of SEK 6.80 Per Share	Mgmt	For	For
12.a	Approve Discharge of Carla Smits-Nusteling	Mgmt	For	For
12.b	Approve Discharge of Andrew Barron	Mgmt	For	For
12.c	Approve Discharge of Stina Bergfors	Mgmt	For	For
12.d	Approve Discharge of Georgi Ganev	Mgmt	For	For
12.e	Approve Discharge of CEO Kjell Johnsen	Mgmt	For	For
12.f	Approve Discharge of Sam Kini	Mgmt	For	For
12.g	Approve Discharge of Eva Lindqvist	Mgmt	For	For
12.h	Approve Discharge of Lars-Ake Norling	Mgmt	For	For
13	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For
14.a	Approve Remuneration of Directors in the Amount of SEK 1.8 Million for Chair and SEK 660,000 for Other Directors; Approve Remuneration of Committee Work	Mgmt	For	For
14.b	Approve Remuneration of Auditors	Mgmt	For	For
15.a	Reelect Andrew Barron as Director	Mgmt	For	For
15.b	Reelect Stina Bergfors as Director	Mgmt	For	For
15.c	Reelect Georgi Ganev as Director	Mgmt	For	For
15.d	Reelect Sam Kini as Director	Mgmt	For	For
15.e	Reelect Eva Lindqvist as Director	Mgmt	For	For

## Tele2 AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
15.f	Reelect Lars-Ake Norling as Director	Mgmt	For	For
16	Elect Andrew Barron as Board Chair	Mgmt	For	For
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
18	Approve Remuneration Report	Mgmt	For	For
19.a	Approve Performance Share Matching Plan LTI 2023	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	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
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
<i>Voter Rationale: Shareholder proposal does not promote enhanced shareholder rights</i>				
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
<i>Voter Rationale: Shareholder proposal does not promote enhanced shareholder rights</i>				
21.c	The Investigation and Any Measures Should be Presented as soon as possible, however Not Later than AGM 2024	SH	None	Against
<i>Voter Rationale: Shareholder proposal does not promote enhanced shareholder rights</i>				
22	Close Meeting	Mgmt		

## BNP Paribas SA

**Meeting Date:** 16/05/2023

**Country:** France

**Ticker:** BNP

**Record Date:** 12/05/2023

**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 3.90 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	Reelect Jean Lemierre as Director	Mgmt	For	For
7	Reelect Jacques Aschenbroich as Director	Mgmt	For	For
8	Reelect Monique Cohen as Director	Mgmt	For	For
9	Reelect Daniela Schwarzer as Director	Mgmt	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
12	Approve Remuneration Policy of CEO and Vice-CEOs	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
13	Approve Compensation Report of Corporate Officers	Mgmt	For	For
14	Approve Compensation of Jean Lemierre, Chairman of the Board	Mgmt	For	For
15	Approve Compensation of Jean-Laurent Bonnafe, CEO	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
16	Approve Compensation of Yann Gerardin, Vice-CEO	Mgmt	For	For
17	Approve Compensation of Thierry Laborde, Vice-CEO	Mgmt	For	For
18	Approve the Overall Envelope of Compensation of Certain Senior Management, Responsible Officers and the Risk-takers	Mgmt	For	For
	Extraordinary Business	Mgmt		
19	Approve Issuance of Super-Subordinated Contingent Convertible Bonds without Preemptive Rights for Private Placements, up to 10 Percent of Issued Capital	Mgmt	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For

## BNP Paribas 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	Amend Article 14 of Bylaws Re: Age Limit of Chairman of the Board	Mgmt	For	For
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

## ConocoPhillips

**Meeting Date:** 16/05/2023      **Country:** USA      **Ticker:** COP  
**Record Date:** 20/03/2023      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Dennis V. Arriola	Mgmt	For	For
1b	Elect Director Jody Freeman	Mgmt	For	For
1c	Elect Director Gay Huey Evans	Mgmt	For	For
1d	Elect Director Jeffrey A. Joerres	Mgmt	For	For
1e	Elect Director Ryan M. Lance	Mgmt	For	For
1f	Elect Director Timothy A. Leach	Mgmt	For	For
1g	Elect Director William H. McRaven	Mgmt	For	For
1h	Elect Director Sharmila Mulligan	Mgmt	For	For
1i	Elect Director Eric D. Mullins	Mgmt	For	For
1j	Elect Director Arjun N. Murti	Mgmt	For	For
1k	Elect Director Robert A. Niblock	Mgmt	For	For
<i>Voter Rationale: Concerns related to approach to board gender diversity</i>				
1l	Elect Director David T. Seaton	Mgmt	For	For
1m	Elect Director R.A. Walker	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
<i>Voter Rationale: Pay structure does not trigger any of EOS' critical concerns</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	None	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
5	Provide Right to Call Special Meeting	Mgmt	For	For
6	Approve Omnibus Stock Plan	Mgmt	For	For



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Require Independent Board Chair	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation</i>				
8	Adopt Share Retention Policy For Senior Executives	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation</i>				
9	Report on Tax Transparency	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 Lobbying Payments and Policy	SH	Against	Against

## Deutsche Boerse AG

**Meeting Date:** 16/05/2023      **Country:** Germany      **Ticker:** DB1  
**Record Date:** 09/05/2023      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 3.60 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For
<i>Voter Rationale: Concerns related to approach to below-board gender diversity</i>				
5.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For
5.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For
5.3	Amend Articles Re: AGM Convocation	Mgmt	For	For
6	Amend Articles Re: Registration in the Share Register	Mgmt	For	For
7	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
8	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	Mgmt	For	For

## Fresenius Medical Care AG & Co. KGaA

Meeting Date: 16/05/2023

Country: Germany

Ticker: FME

Record Date: 24/04/2023

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2022	Mgmt	For	For
2	Approve Allocation of Income and Dividends of EUR 1.12 per Share	Mgmt	For	For
3	Approve Discharge of Personally Liable Partner for Fiscal Year 2022	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
7	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For

## JPMorgan Chase & Co.

Meeting Date: 16/05/2023

Country: USA

Ticker: JPM

Record Date: 17/03/2023

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Linda B. Bammann	Mgmt	For	Against
	<i>Voter Rationale: Concerns about remuneration committee performance</i>			
1b	Elect Director Stephen B. Burke	Mgmt	For	For
	<i>Voter Rationale: Concerns about remuneration committee performance</i>			
1c	Elect Director Todd A. Combs	Mgmt	For	For
1d	Elect Director James S. Crown	Mgmt	For	Against
	<i>Voter Rationale: Concerns to protect shareholder value</i>			
1e	Elect Director Alicia Boler Davis	Mgmt	For	For
1f	Elect Director James Dimon	Mgmt	For	For
1g	Elect Director Timothy P. Flynn	Mgmt	For	For
1h	Elect Director Alex Gorsky	Mgmt	For	For
1i	Elect Director Melody Hobson	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1j	Elect Director Michael A. Neal	Mgmt	For	For
1k	Elect Director Phebe N. Novakovic	Mgmt	For	For
1l	Elect Director Virginia M. Rometty	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
<i>Voter Rationale: Low shareholding requirement</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
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	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	SH	Against	Against
7	Amend Public Responsibility Committee Charter to Include Animal Welfare	SH	Against	Against
8	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation</i>				
9	Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	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 Risks Related to Discrimination Against Individuals Including Political Views	SH	Against	Against
11	Report on Political Expenditures Congruence	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				
12	Disclose 2030 Absolute GHG Reduction Targets Associated with Lending and Underwriting	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				

**NIBE Industrier AB**

**Meeting Date:** 16/05/2023

**Country:** Sweden

**Ticker:** NIBE.B

**Record Date:** 08/05/2023

**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 Georg Brunstam, Jenny Larsson, Gerteric Lindquist, Hans Linnarson (Chair), Anders Palsson, Eva Karlsson and Eva Thunholm as Directors	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board Overboarded/Too many other time commitments</i>				
14	Ratify KPMG as Auditors	Mgmt	For	For
15	Approve Remuneration Report	Mgmt	For	For
16	Approve Creation of Pool of 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		

# Tesla, Inc.

Meeting Date: 16/05/2023

Country: USA

Ticker: TSLA

Record Date: 20/03/2023

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Elon Musk	Mgmt	For	For
1.2	Elect Director Robyn Denholm	Mgmt	For	Against
<i>Voter Rationale: 1- Concerns about overall board structure2- Concerns related to below-board gender diversity3- Concerns to protect shareholder value</i>				
1.3	Elect Director JB Straubel	Mgmt	For	Against
<i>Voter Rationale: Concerns about overall board structure</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
<i>Voter Rationale: Granted variable pay is &lt;math&gt;2x&lt;/math&gt; base salaryTotal pay is in the bottom quartile (low relative to peers)</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
5	Report on Key-Person Risk and Efforts to Ameliorate It	SH	Against	Against

# ageas SA/NV

Meeting Date: 17/05/2023

Country: Belgium

Ticker: AGS

Record Date: 03/05/2023

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary and Extraordinary General Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
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 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

## ageas SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
4.1	Elect Alicia Garcia Herrero as Independent Director	Mgmt	For	For
4.2	Elect Wim Guilliams as Director	Mgmt	For	For
4.3	Reelect Emmanuel Van Grimbergen as Director	Mgmt	For	For
5	Approve Auditors' Remuneration	Mgmt	For	For
6.1	Approve Cancellation of Repurchased Shares	Mgmt	For	For
6.2.1	Receive Special Board Report: Authorized Capital	Mgmt		
6.2.2	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		

## Chubb Limited

**Meeting Date:** 17/05/2023      **Country:** Switzerland      **Ticker:** CB  
**Record Date:** 24/03/2023      **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
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

*Voter Rationale: Concerns related to board ethnic and/or racial diversity Concerns related to approach to board diversity*

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.3	Elect Director Michael G. Atieh	Mgmt	For	For
5.4	Elect Director Kathy Bonanno	Mgmt	For	For
5.5	Elect Director Nancy K. Buese	Mgmt	For	For
5.6	Elect Director Sheila P. Burke	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	For
5.12	Elect Director Olivier Steimer	Mgmt	For	For
5.13	Elect Director Frances F. Townsend	Mgmt	For	Against
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
6	Elect Evan G. Greenberg as Board Chairman	Mgmt	For	Against
<i>Voter Rationale: Combined CEO/Chair</i>				
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	Against
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
8	Designate Homburger AG as Independent Proxy	Mgmt	For	For
9.1	Amend Articles Relating to Swiss Corporate Law Updates	Mgmt	For	For
9.2	Amend Articles to Advance Notice Period	Mgmt	For	For
10.1	Cancel Repurchased Shares	Mgmt	For	For
10.2	Reduction of Par Value	Mgmt	For	For
11.1	Approve Remuneration of Directors in the Amount of USD 5.5 Million	Mgmt	For	For
11.2	Approve Remuneration of Executive Management in the Amount of USD 65 Million for Fiscal 2024	Mgmt	For	For
11.3	Approve Remuneration Report	Mgmt	For	For
12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
<i>Voter Rationale: 1- High variable pay ratio2- Options vest in less than 36 months</i>				
13	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				

## Chubb Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14	Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				
15	Report on Human Rights Risk Assessment	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				

## Credit Agricole SA

**Meeting Date:** 17/05/2023      **Country:** France      **Ticker:** ACA  
**Record Date:** 15/05/2023      **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 Transaction with CACIB Re: Compensation Distribution Agreement	Mgmt	For	For
5	Approve Transaction with CACIB Re: Business Transfer Agreement	Mgmt	For	For
6	Elect Carol Sirou as Director	Mgmt	For	For
7	Reelect Agnes Audier as Director	Mgmt	For	For
8	Reelect Sonia Bonnet-Bernard as Director	Mgmt	For	For
9	Reelect Marie-Claire Daveu as Director	Mgmt	For	For
10	Reelect Alessia Mosca as Director	Mgmt	For	For
11	Reelect Hugues Brasseur as Director	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board</i>				
12	Reelect Pascal Lheureux as Director	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on boardConcerns related to inappropriate membership of committees</i>				
13	Reelect Eric Vial as Director	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board</i>				
14	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For



# Credit Agricole SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
15	Approve Remuneration Policy of CEO	Mgmt	For	For
16	Approve Remuneration Policy of Xavier Musca, Vice-CEO	Mgmt	For	For
17	Approve Remuneration Policy of Jerome Grivet, Vice-CEO	Mgmt	For	For
18	Approve Remuneration Policy of Olivier Gavalda, Vice-CEO	Mgmt	For	For
19	Approve Remuneration Policy of Directors	Mgmt	For	For
20	Approve Compensation of Dominique Lefebvre, Chairman of the Board	Mgmt	For	For
21	Approve Compensation of Philippe Brassac, CEO	Mgmt	For	For
22	Approve Compensation of Xavier Musca, Vice-CEO	Mgmt	For	For
23	Approve Compensation of Jerome Grivet, Vice-CEO	Mgmt	For	For
24	Approve Compensation of Olivier Gavalda, Vice-CEO	Mgmt	For	For
25	Approve Compensation Report of Corporate Officers	Mgmt	For	For
26	Approve the Aggregate Remuneration Granted in 2022 to Senior Management, Responsible Officers and Regulated Risk-Takers	Mgmt	For	For
27	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group Subsidiaries	Mgmt	For	For
30	Authorize up to 0.75 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	Mgmt	For	For
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For
	Shareholder Proposals Submitted by FCPE Credit Agricole SA Actions	Mgmt		
A	Amending Items 28 and 29 of Current Meeting to Apply a Fixed Discount on Shares	SH	Against	Against

*Voter Rationale: Insufficient/poor disclosure*

Meeting Date: 17/05/2023

Country: Germany

Ticker: DBK

Record Date: 11/05/2023

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.30 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Christian Sewing for Fiscal Year 2022	Mgmt	For	For
3.2	Approve Discharge of Management Board Member James von Moltke for Fiscal Year 2022	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Karl von Rohr for Fiscal Year 2022	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Fabrizio Campelli for Fiscal Year 2022	Mgmt	For	For
3.5	Approve Discharge of Management Board Member Bernd Leukert for Fiscal Year 2022	Mgmt	For	For
3.6	Approve Discharge of Management Board Member Stuart Lewis (until May 19, 2022) for Fiscal Year 2022	Mgmt	For	For
3.7	Approve Discharge of Management Board Member Alexander von zur Muehlen for Fiscal Year 2022	Mgmt	For	For
3.8	Approve Discharge of Management Board Member Christiana Riley for Fiscal Year 2022	Mgmt	For	For
3.9	Approve Discharge of Management Board Member Rebecca Short for Fiscal Year 2022	Mgmt	For	For
3.10	Approve Discharge of Management Board Member Stefan Simon for Fiscal Year 2022	Mgmt	For	For
3.11	Approve Discharge of Management Board Member Olivier Vigneron for Fiscal Year 2022	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Alexander Wynaendts (from May 19, 2022) for Fiscal Year 2022	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Paul Achleitner (until May 19, 2022) for Fiscal Year 2022	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Detlef Polaschek for Fiscal Year 2022	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.4	Approve Discharge of Supervisory Board Member Norbert Winkeljohann for Fiscal Year 2022	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Ludwig Blomeyer-Bartenstein for Fiscal Year 2022	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Mayree Clark for Fiscal Year 2022	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Jan Duscheck for Fiscal Year 2022	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Manja Eifert (from April 7, 2022) for Fiscal Year 2022	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Gerhard Eschelbeck (until May 19, 2022) for Fiscal Year 2022	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Sigmar Gabriel Fiscal Year 2022	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Timo Heider for Fiscal Year 2022	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Martina Klee for Fiscal Year 2022	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Henriette Mark (until March 31, 2022) for Fiscal Year 2022	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Gabriele Platscher for Fiscal Year 2022	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Bernd Rose for Fiscal Year 2022	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Yngve Slyngstad (from May 19, 2022) for Fiscal Year 2022	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member John Thain for Fiscal Year 2022	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Michele Trogni for Fiscal Year 2022	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Dagmar Valcarcel for Fiscal Year 2022	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Stefan Viertel for Fiscal Year 2022	Mgmt	For	For

# Deutsche Bank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.21	Approve Discharge of Supervisory Board Member Theodor Weimer for Fiscal Year 2022	Mgmt	For	For
4.22	Approve Discharge of Supervisory Board Member Frank Werneke for Fiscal Year 2022	Mgmt	For	For
4.23	Approve Discharge of Supervisory Board Member Frank Witter for Fiscal Year 2022	Mgmt	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023, for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023 and for the Review of Interim Financial Statements Until 2024 AGM	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against
<i> Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For
8	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For
9.1	Elect Mayree Clark to the Supervisory Board	Mgmt	For	For
9.2	Elect John Thain to the Supervisory Board	Mgmt	For	For
9.3	Elect Michele Trogni to the Supervisory Board	Mgmt	For	For
9.4	Elect Norbert Winkeljohann to the Supervisory Board	Mgmt	For	For
10.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For
10.2	Amend Articles Re: Video and Audio Transmission of the General Meeting	Mgmt	For	For
10.3	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For
10.4	Amend Articles Re: Registration in the Share Register	Mgmt	For	For
11	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For

## E.ON SE

**Meeting Date:** 17/05/2023

**Country:** Germany

**Ticker:** EOAN

**Record Date:** 10/05/2023

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.51 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2023	Mgmt	For	For
5.2	Ratify KPMG AG KPMG as Auditors for the Review of Interim Financial Statements for Fiscal Year 2023	Mgmt	For	For
5.3	Ratify KPMG AG as Auditors for the Review of Interim Financial Statements for the First Quarter of 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 Increase in Size of Board to 16 Members	Mgmt	For	For
8.1	Elect Erich Clementi to the Supervisory Board	Mgmt	For	For
8.2	Elect Andreas Schmitz to the Supervisory Board	Mgmt	For	For
8.3	Elect Nadege Petit to the Supervisory Board	Mgmt	For	For
8.4	Elect Ulrich Grillo to the Supervisory Board	Mgmt	For	For
8.5	Elect Deborah Wilkens to the Supervisory Board	Mgmt	For	For
8.6	Elect Rolf Schmitz to the Supervisory Board	Mgmt	For	For
8.7	Elect Klaus Froehlich to the Supervisory Board	Mgmt	For	For
8.8	Elect Anke Groth to the Supervisory Board	Mgmt	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For
10	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For

Meeting Date: 17/05/2023

Country: France

Ticker: EL

Record Date: 15/05/2023

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 Treatment of Losses and Dividends of EUR 3.23 per Share	Mgmt	For	For
4	Ratify Appointment of Mario Notari as Director	Mgmt	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For
6	Approve Compensation Report of Corporate Officers	Mgmt	For	For
7	Approve Compensation of Chairman of the Board from January 1, 2022 until June 27, 2022	Mgmt	For	For
8	Approve Compensation of Francesco Milleri, CEO until June 27, 2022 and Chairman and CEO since June 27, 2022	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
9	Approve Compensation of Paul du Saillant, Vice-CEO	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
10	Approve Remuneration Policy of Directors	Mgmt	For	For
11	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
12	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
13	Authorize Repurchase of Up to 10 Percent of 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 Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For

## EssilorLuxottica SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Million	Mgmt	For	For
17	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 4 Million	Mgmt	For	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
	Ordinary Business	Mgmt		
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

## Fresenius SE & Co. KGaA

**Meeting Date:** 17/05/2023

**Country:** Germany

**Ticker:** FRE

**Record Date:** 25/04/2023

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2022	Mgmt	For	For
2	Approve Allocation of Income and Dividends of EUR 0.92 per Share	Mgmt	For	For
3	Approve Discharge of Personally Liable Partner for Fiscal Year 2022	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements	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	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
8	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For
9	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For

## Mondelez International, Inc.

Meeting Date: 17/05/2023

Country: USA

Ticker: MDLZ

Record Date: 08/03/2023

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Lewis W.K. Booth	Mgmt	For	For
1b	Elect Director Charles E. Bunch	Mgmt	For	For
1c	Elect Director Ertharin Cousin	Mgmt	For	For
1d	Elect Director Jorge S. Mesquita	Mgmt	For	For
1e	Elect Director Anindita Mukherjee	Mgmt	For	For
1f	Elect Director Jane Hamilton Nielsen	Mgmt	For	For
1g	Elect Director Patrick T. Siewert	Mgmt	For	For
1h	Elect Director Michael A. Todman	Mgmt	For	Against
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
1i	Elect Director Dirk Van de Put	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
<i>Voter Rationale: High variable pay ratio Excessive CEO pay Options/PSUs vest in less than 36 months</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
5	Require Independent Board Chair	SH	Against	Abstain
<i>Voter Rationale: Concerns about proponent's intent</i>				
6	Report on 2025 Cage-Free Egg Goal	SH	Against	Against
7	Report on Targets to Eradicate Child Labor in Cocoa Supply Chain	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				

## Sampo Oyj

Meeting Date: 17/05/2023

Country: Finland

Ticker: SAMPO

Record Date: 05/05/2023

Meeting Type: Annual

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



# Sampo Oyj

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; 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 2.60 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
11	Approve Remuneration of Directors in the Amount of EUR 228,000 for Chair and EUR 101,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
12	Fix Number of Directors at Ten	Mgmt	For	For
13	Reelect Clausen, Fiona Clutterbuck, Georg Ehrnrooth, Jannica Fagerholm, Johanna Lamminen, Steve Langan, Risto Murto and Markus Rauramo as Directors; Elect Antti Makinen and Annica Witschard as New Director	Mgmt	For	For
14	Approve Remuneration of Auditor	Mgmt	For	For
15	Ratify Deloitte as Auditor	Mgmt	For	For
16	Approve Demerger Plan	Mgmt	For	For
17	Amend Articles Re: Business Area of the Company; Classes of Shares; Annual General Meeting	Mgmt	For	For
18	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	Against
<i>Voter Rationale: Concerns about reducing shareholder rights</i>				
19	Authorize Share Repurchase Program	Mgmt	For	For
20	Authorize Board of Directors to resolve upon a Share Issue without Payment	Mgmt	For	For
21	Close Meeting	Mgmt		

# Vertex Pharmaceuticals Incorporated

Meeting Date: 17/05/2023

Country: USA

Ticker: VRTX

Record Date: 23/03/2023

Meeting Type: Annual

## Vertex Pharmaceuticals Incorporated

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 Terrence Kearney	Mgmt	For	For
1.5	Elect Director Reshma Kewalramani	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
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
1.9	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
<i>Voter Rationale: High variable pay ratio Excessive CEO pay Options/PSUs vest in less than 36 month</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				

## Vonovia SE

**Meeting Date:** 17/05/2023      **Country:** Germany      **Ticker:** VNA  
**Record Date:** 10/05/2023      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.85 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for Fiscal Year 2023 and for the First Quarter of Fiscal Year 2024	Mgmt	For	For

## Vonovia SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
7	Approve Decrease in Size of Supervisory Board to Ten Members	Mgmt	For	For
8	Amend Articles Re: Supervisory Board Term of Office	Mgmt	For	For
9.1	Elect Clara-Christina Streit to the Supervisory Board	Mgmt	For	For
9.2	Elect Vitus Eckert to the Supervisory Board	Mgmt	For	For
9.3	Elect Florian Funck to the Supervisory Board	Mgmt	For	For
9.4	Elect Ariane Reinhart to the Supervisory Board	Mgmt	For	For
9.5	Elect Daniela Markotten to the Supervisory Board	Mgmt	For	For
9.6	Elect Ute Geipel-Faber to the Supervisory Board	Mgmt	For	For
9.7	Elect Hildegard Mueller to the Supervisory Board	Mgmt	For	For
9.8	Elect Christian Ulbrich to the Supervisory Board	Mgmt	For	For
10	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For
11	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For

## Advanced Micro Devices, Inc.

**Meeting Date:** 18/05/2023

**Country:** USA

**Ticker:** AMD

**Record Date:** 22/03/2023

**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
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
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

## Advanced Micro Devices, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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	Approve Omnibus Stock Plan	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
<i>Voter Rationale: High variable pay ratio Total pay targets a range above peer median Options/PSUs vest in less than 36 months</i>				
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				

## Altria Group, Inc.

**Meeting Date:** 18/05/2023      **Country:** USA      **Ticker:** MO  
**Record Date:** 27/03/2023      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Ian L.T. Clarke	Mgmt	For	For
1b	Elect Director Marjorie M. Connelly	Mgmt	For	For
1c	Elect Director R. Matt Davis	Mgmt	For	For
1d	Elect Director William F. Gifford, Jr.	Mgmt	For	For
1e	Elect Director Jacinto J. Hernandez	Mgmt	For	For
1f	Elect Director Debra J. Kelly-Ennis	Mgmt	For	For
1g	Elect Director Kathryn B. McQuade	Mgmt	For	For
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
1h	Elect Director George Munoz	Mgmt	For	For
<i>Voter Rationale: Concerns regarding Auditor tenure</i>				
1i	Elect Director Nabil Y. Sakkab	Mgmt	For	For
1j	Elect Director Virginia E. Shanks	Mgmt	For	For
1k	Elect Director Ellen R. Strahlman	Mgmt	For	For
1l	Elect Director M. Max Yzaguirre	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
<i>Voter Rationale: Concerns regarding Auditor tenure</i>				

## Altria Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
<i>Voter Rationale: High variable pay ratioTotal pay targets a range above peer median</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
5	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				
6	Report on Third-Party Civil Rights Audit	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation</i>				

## AT&T Inc.

**Meeting Date:** 18/05/2023

**Country:** USA

**Ticker:** T

**Record Date:** 20/03/2023

**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
<i>Voter Rationale: Concerns related to approach to board gender diversity</i>				
1.3	Elect Director William E. Kennard	Mgmt	For	For
1.4	Elect Director Stephen J. Luczo	Mgmt	For	For
1.5	Elect Director Michael B. McCallister	Mgmt	For	For
1.6	Elect Director Beth E. Mooney	Mgmt	For	For
1.7	Elect Director Matthew K. Rose	Mgmt	For	For
1.8	Elect Director John T. Stankey	Mgmt	For	For
1.9	Elect Director Cynthia B. Taylor	Mgmt	For	For
1.10	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
<i>Voter Rationale: Pay structure does not trigger any of EOS' critical concerns</i>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
5	Require Independent Board Chair	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation</i>				
6	Commission Third Party Racial Equity Audit	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation</i>				

**CVS Health Corporation**

**Meeting Date:** 18/05/2023      **Country:** USA      **Ticker:** CVS  
**Record Date:** 20/03/2023      **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. Balsler	Mgmt	For	For
1c	Elect Director C. David Brown, II	Mgmt	For	For
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
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 Edward J. Ludwig	Mgmt	For	For
1i	Elect Director Karen S. Lynch	Mgmt	For	For
1j	Elect Director Jean-Pierre Millon	Mgmt	For	For
1k	Elect Director Mary L. Schapiro	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
<i>Voter Rationale: High variable pay ratioOptions/PSUs vest in less than 36 months</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				

## CVS Health Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Adopt a Paid Sick Leave Policy	SH	Against	For
	<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>			
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For
	<i>Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation</i>			
7	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against
	<i>Voter Rationale: Shareholder proposal does not promote enhanced shareholder rights</i>			
8	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	SH	Against	For
	<i>Voter Rationale: Shareholder proposal promotes better management of SEE opportunities and risks</i>			
9	Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	SH	Against	Against
	<i>Voter Rationale: Shareholder proposal does not promote enhanced shareholder rights</i>			

## Lloyds Banking Group Plc

**Meeting Date:** 18/05/2023      **Country:** United Kingdom      **Ticker:** LLOY  
**Record Date:** 16/05/2023      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Elect Cathy Turner as Director	Mgmt	For	For
3	Elect Scott Wheway as Director	Mgmt	For	For
4	Re-elect Robin Budenberg as Director	Mgmt	For	For
	<i>Voter Rationale: Failure to provide DEI disclosures in line with UK listing rules</i>			
5	Re-elect Charlie Nunn as Director	Mgmt	For	For
6	Re-elect William Chalmers as Director	Mgmt	For	For
7	Re-elect Alan Dickinson as Director	Mgmt	For	For
8	Re-elect Sarah Legg as Director	Mgmt	For	For
9	Re-elect Lord Lupton as Director	Mgmt	For	For
10	Re-elect Amanda Mackenzie as Director	Mgmt	For	For
11	Re-elect Harmeen Mehta as Director	Mgmt	For	For

## Lloyds Banking Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12	Re-elect Catherine Woods as Director	Mgmt	For	For
13	Approve Remuneration Policy	Mgmt	For	For
14	Approve Remuneration Report	Mgmt	For	For
15	Approve Final Dividend	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	Approve Long-Term Incentive Plan	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 in Relation to the Issue of Regulatory Capital Convertible Instruments	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 the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
26	Authorise Market Purchase of Preference Shares	Mgmt	For	For
27	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## Marsh & McLennan Companies, Inc.

**Meeting Date:** 18/05/2023

**Country:** USA

**Ticker:** MMC

**Record Date:** 20/03/2023

**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 Hafize Gaye Erkan	Mgmt	For	For
1d	Elect Director Oscar Fanjul	Mgmt	For	For
1e	Elect Director H. Edward Hanway	Mgmt	For	For



## Marsh & McLennan Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1f	Elect Director Judith Hartmann	Mgmt	For	For
1g	Elect Director Deborah C. Hopkins	Mgmt	For	For
1h	Elect Director Tamara Ingram	Mgmt	For	For
1i	Elect Director Jane H. Lute	Mgmt	For	For
1j	Elect Director Steven A. Mills	Mgmt	For	Against
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
1k	Elect Director Bruce P. Nolop	Mgmt	For	For
1l	Elect Director Morton O. Schapiro	Mgmt	For	For
1m	Elect Director Lloyd M. Yates	Mgmt	For	For
1n	Elect Director Ray G. Young	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
<i>Voter Rationale: 1- Excessive CEO pay2- High variable pay ratio3- PSUs vest in less than 36 months4- High CEO to average NEO pay</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For

## Next Plc

**Meeting Date:** 18/05/2023      **Country:** United Kingdom      **Ticker:** NXT  
**Record Date:** 16/05/2023      **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	For
4	Approve Final Dividend	Mgmt	For	For
5	Elect Jeremy Stakol 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 Tristia Harrison as Director	Mgmt	For	For
10	Re-elect Amanda James as Director	Mgmt	For	For

## Next Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Re-elect Richard Papp as Director	Mgmt	For	For
12	Re-elect Michael Roney as Director	Mgmt	For	Against
<i>Voter Rationale: Failure to provide DEI disclosures in line with UK listing rules</i>				
13	Re-elect Jane Shields as Director	Mgmt	For	For
14	Re-elect Dame Dianne Thompson 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

## NextEra Energy, Inc.

**Meeting Date:** 18/05/2023      **Country:** USA      **Ticker:** NEE  
**Record Date:** 22/03/2023      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Nicole S. Arnaboldi	Mgmt	For	For
1b	Elect Director Sherry S. Barrat	Mgmt	For	For
<i>Voter Rationale: Inadequate management of climate-related risks</i>				
1c	Elect Director James L. Camaren	Mgmt	For	For
1d	Elect Director Kenneth B. Dunn	Mgmt	For	For
1e	Elect Director Naren K. Gursahaney	Mgmt	For	For
<i>Voter Rationale: Inadequate management of climate-related risks</i>				
1f	Elect Director Kirk S. Hachigian	Mgmt	For	Against
<i>Voter Rationale: Concerns about remuneration committee performance</i>				

## NextEra Energy, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1g	Elect Director John W. Ketchum	Mgmt	For	For
1h	Elect Director Amy B. Lane	Mgmt	For	For
<i>Voter Rationale: Inadequate management of climate-related risks</i>				
1i	Elect Director David L. Porges	Mgmt	For	For
<i>Voter Rationale: Inadequate management of climate-related risks</i>				
1j	Elect Director Deborah "Dev" Stahlkopf	Mgmt	For	For
1k	Elect Director John A. Stall	Mgmt	For	For
1l	Elect Director Darryl L. Wilson	Mgmt	For	For
2	Ratify Deloitte & Touche as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
<i>Voter Rationale: Options vest in less than 36 months</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
5	Disclose Board Skills and Diversity Matrix	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency</i>				

## St. James's Place Plc

**Meeting Date:** 18/05/2023      **Country:** United Kingdom      **Ticker:** STJ  
**Record Date:** 16/05/2023      **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 Policy	Mgmt	For	For
4	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
5	Re-elect Andrew Croft as Director	Mgmt	For	For
6	Re-elect Craig Gentle as Director	Mgmt	For	For
7	Re-elect Emma Griffin as Director	Mgmt	For	For
8	Re-elect Rosemary Hilary as Director	Mgmt	For	For
9	Re-elect Lesley-Ann Nash as Director	Mgmt	For	For

## St. James's Place Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10	Re-elect Paul Manduca as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to below-board gender diversityFailure to provide DEI disclosures in line with UK listing rules</i>				
11	Re-elect John Hitchins as Director	Mgmt	For	For
12	Elect Dominic Burke as Director	Mgmt	For	For
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
14	Authorise the Group 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 Market Purchase of Ordinary Shares	Mgmt	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## The Charles Schwab Corporation

**Meeting Date:** 18/05/2023

**Country:** USA

**Ticker:** SCHW

**Record Date:** 20/03/2023

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Marianne C. Brown	Mgmt	For	For
1b	Elect Director Frank C. Herringer	Mgmt	For	Against
<i>Voter Rationale: Concerns related to approach to board gender diversityConcerns about overall board structureConcerns related to shareholder valueConcerns related to succession planningConcerns about remuneration committee performanceInadequate management of deforestation risks</i>				
1c	Elect Director Gerri K. Martin-Flickinger	Mgmt	For	For
1d	Elect Director Todd M. Ricketts	Mgmt	For	For
1e	Elect Director Carolyn Schwab-Pomerantz	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
<i>Voter Rationale: Low shareholding requirement</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
5	Report on Gender/Racial Pay Gap	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes better management of SEE opportunities and risks</i>				

## The Charles Schwab Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Report on Risks Related to Discrimination Against Individuals Including Political Views	SH	Against	Against

## The Home Depot, Inc.

Meeting Date: 18/05/2023 Country: USA Ticker: HD  
Record Date: 20/03/2023 Meeting Type: Annual

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	For
1d	Elect Director Gregory D. Brenneman	Mgmt	For	For
1e	Elect Director J. Frank Brown	Mgmt	For	For
1f	Elect Director Albert P. Carey	Mgmt	For	For
<i>Voter Rationale: concerns about remuneration committee performance</i>				
1g	Elect Director Edward P. Decker	Mgmt	For	For
1h	Elect Director Linda R. Gooden	Mgmt	For	For
1i	Elect Director Wayne M. Hewett	Mgmt	For	For
1j	Elect Director Manuel Kadre	Mgmt	For	For
1k	Elect Director Stephanie C. Linnartz	Mgmt	For	For
1l	Elect Director Paula Santilli	Mgmt	For	For
1m	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	For
<i>Voter Rationale: High variable pay ratioOptions/PSUs vest in less than 36 months</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: concerns about remuneration committee performance</i>				
5	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent	SH	Against	For
<i>Voter Rationale: concerns about remuneration committee performance</i>				
6	Require Independent Board Chair	SH	Against	Against
<i>Voter Rationale: concerns about remuneration committee performance</i>				

## The Home Depot, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Report on Political Expenditures Congruence	SH	Against	For
	<i>Voter Rationale: enable shareholders to have a more comprehensive understanding</i>			
8	Rescind 2022 Racial Equity Audit Proposal	SH	Against	Against
	<i>Voter Rationale: Vote against combined Chair/CEO</i>			
9	Encourage Senior Management Commitment to Avoid Political Speech	SH	Against	Against
	<i>Voter Rationale: overly prescriptive</i>			

## Union Pacific Corporation

**Meeting Date:** 18/05/2023      **Country:** USA      **Ticker:** UNP  
**Record Date:** 17/03/2023      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director William J. DeLaney	Mgmt	For	Against
	<i>Voter Rationale: Concerns about remuneration committee performance</i>			
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 Lance M. Fritz	Mgmt	For	For
1f	Elect Director Deborah C. Hopkins	Mgmt	For	For
1g	Elect Director Jane H. Lute	Mgmt	For	For
1h	Elect Director Michael R. McCarthy	Mgmt	For	For
1i	Elect Director Jose H. Villarreal	Mgmt	For	For
1j	Elect Director Christopher J. Williams	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
	<i>Voter Rationale: High CEO to average NEO payHigh variable pay ratioOptions/PSUs vest in less than 36 months</i>			
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
	<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>			
5	Require Independent Board Chair	SH	Against	Against
	<i>Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation</i>			

## Union Pacific Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against
7	Adopt a Paid Sick Leave Policy	SH	Against	For

*Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks*

## Amgen Inc.

**Meeting Date:** 19/05/2023      **Country:** USA      **Ticker:** AMGN  
**Record Date:** 20/03/2023      **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	Against

*Voter Rationale: Concerns related to approach to board gender diversityConcerns related to approach to board diversity*

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 Ellen J. Kullman	Mgmt	For	For
1k	Elect Director Amy E. Miles	Mgmt	For	For
1l	Elect Director Ronald D. Sugar	Mgmt	For	For
1m	Elect Director R. Sanders Williams	Mgmt	For	For
2	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year

*Voter Rationale: Annual vote provides for greater shareholder oversight*

3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

## Honeywell International Inc.

Meeting Date: 19/05/2023

Country: USA

Ticker: HON

Record Date: 24/03/2023

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1A	Elect Director Darius Adamczyk	Mgmt	For	For
1B	Elect Director Duncan Angove	Mgmt	For	For
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 Rose Lee	Mgmt	For	For
1I	Elect Director Grace Lieblein	Mgmt	For	Against
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
1J	Elect Director Robin L. Washington	Mgmt	For	For
1K	Elect Director Robin Watson	Mgmt	For	For
2	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
<i>Voter Rationale: High variable pay ratio Excessive CEO pay Options/PSUs vest in less than 36 months</i>				
4	Ratify Deloitte & Touche 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	Issue Environmental Justice Report	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				

## Morgan Stanley

Meeting Date: 19/05/2023

Country: USA

Ticker: MS

Record Date: 20/03/2023

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Alistair Darling	Mgmt	For	For
1b	Elect Director Thomas H. Glocer	Mgmt	For	For



# Morgan Stanley

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
1l	Elect Director Mary L. Schapiro	Mgmt	For	For
1m	Elect Director Perry M. Traquina	Mgmt	For	For
1n	Elect Director Rayford Wilkins, Jr.	Mgmt	For	For
<i>Voter Rationale: Concerns related to approach to board gender diversity</i>				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights</i>				
6	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	SH	Against	Against

# Epiroc AB

**Meeting Date:** 23/05/2023

**Country:** Sweden

**Ticker:** EPI.A

**Record Date:** 12/05/2023

**Meeting Type:** Annual

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

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
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
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 (as Board Member)	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 Anders Ullberg	Mgmt	For	For
8.b11	Approve Discharge of Kristina Kanestad	Mgmt	For	For
8.b12	Approve Discharge of Daniel Rundgren	Mgmt	For	For
8.b13	Approve Discharge of CEO Helena Hedblom	Mgmt	For	For
8.c	Approve Allocation of Income and Dividends of SEK 3.40 Per Share	Mgmt	For	For
8.d	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
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
10.a4	Reelect Helena Hedblom as Director	Mgmt	For	For
10.a5	Reelect Jeane Hull as Director	Mgmt	For	For

## Epiroc AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10.a6	Reelect Ronnie Leten as Director	Mgmt	For	For
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
10.c	Ratify Ernst & Young as Auditors	Mgmt	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 2.59 Million for Chair and SEK 810,000 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	Approve Stock Option Plan 2023 for Key Employees	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
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 2017, 2018, 2019 and 2020	Mgmt	For	For
14	Close Meeting	Mgmt		

## Merck & Co., Inc.

**Meeting Date:** 23/05/2023

**Country:** USA

**Ticker:** MRK

**Record Date:** 24/03/2023

**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

## Merck & Co., Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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
1m	Elect Director Peter C. Wendell	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
<i>Voter Rationale: Total pay is in the bottom quartile (low relative to peers)</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
5	Report on Risks Related to Operations in China	SH	Against	Against
6	Report on Access to COVID-19 Products	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency</i>				
7	Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities	SH	Against	Against
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency</i>				
9	Publish a Congruency Report of Partnerships with Globalist Organizations	SH	Against	Against
10	Require Independent Board Chair	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation</i>				

## Orange SA

**Meeting Date:** 23/05/2023

**Country:** France

**Ticker:** ORA

**Record Date:** 19/05/2023

**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 0.70 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 Anne Lange as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
6	Reelect Anne-Gabrielle Heilbronner as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to succession planning</i>				
7	Reelect Alexandre Bompard as Director	Mgmt	For	For
8	Elect Momar Nguer as Director	Mgmt	For	For
9	Elect Gilles Grapinet as Director	Mgmt	For	For
10	Approve Compensation Report	Mgmt	For	For
11	Approve Compensation of Stephane Richard, Chairman and CEO until April 3, 2022	Mgmt	For	For
12	Approve Compensation of Stephane Richard, Chairman of the Board from April 4, 2022 to May 19, 2022	Mgmt	For	For
13	Approve Compensation of Christel Heydemann, CEO since April 4 2022	Mgmt	For	For
14	Approve Compensation of Jacques Aschenbroich, Chairman of the Board since May 19, 2022	Mgmt	For	For
15	Approve Compensation of Ramon Fernandez, Vice-CEO	Mgmt	For	For
16	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
17	Approve Remuneration Policy of CEO	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
18	Approve Remuneration Policy of Directors	Mgmt	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
20	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion	Mgmt	For	For
22	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 1 Billion	Mgmt	For	For
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 20-22	Mgmt	For	For
24	Authorize Capital Increase of Up to EUR 1 Billion for Future Exchange Offers	Mgmt	For	For
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
26	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 20-25 at EUR 3 Billion	Mgmt	For	For
27	Authorize up to 0.08 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Key Employees and Corporate Officers With Performance Conditions Attached	Mgmt	For	For
28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
29	Authorize Capitalization of Reserves of Up to EUR 2 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For
30	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For
	Shareholder Proposals Submitted by Fonds Commun de Placement d'Entreprise Orange Actions	Mgmt		
A	Amend Article 13 of Bylaws Re: Plurality of Directorships	SH	Against	Against
B	Amending Item 27 of Current Meeting to Decrease the Allocation of Free Shares to the Group Employees and Amend the ESG Performance Criteria	SH	Against	Against
C	Amending Item 27 of Current Meeting to Amend the ESG Performance Criteria	SH	Against	Against
D	Amending Item 27 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	Against	Against

Meeting Date: 23/05/2023

Country: United Kingdom

Ticker: SHEL

Record Date: 19/05/2023

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 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	Elect Wael Sawan as Director	Mgmt	For	For
5	Elect Cyrus Taraporevala as Director	Mgmt	For	For
6	Elect Sir Charles Roxburgh as Director	Mgmt	For	For
7	Elect Leena Srivastava as Director	Mgmt	For	For
8	Re-elect Sinead Gorman as Director	Mgmt	For	For
9	Re-elect Dick Boer as Director	Mgmt	For	For
10	Re-elect Neil Carson as Director	Mgmt	For	For
11	Re-elect Ann Godbehere as Director	Mgmt	For	For
12	Re-elect Jane Lute as Director	Mgmt	For	For
13	Re-elect Catherine Hughes as Director	Mgmt	For	For
14	Re-elect Sir Andrew Mackenzie as Director	Mgmt	For	For
15	Re-elect Abraham Schot as Director	Mgmt	For	For
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 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 Off-Market Purchase of Ordinary Shares	Mgmt	For	For
22	Authorise UK Political Donations and Expenditure	Mgmt	For	For
23	Adopt New Articles of Association	Mgmt	For	For
24	Approve Share Plan	Mgmt	For	For

## Shell Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
25	Approve the Shell Energy Transition Progress	Mgmt	For	Against
	<i>Voter Rationale: Inadequate management of climate-related risks</i>			
	Shareholder Proposal	Mgmt		
26	Request Shell to Align its Existing 2030 Reduction Target 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
	<i>Voter Rationale: Inadequate management of climate-related risks</i>			

## Societe Generale SA

**Meeting Date:** 23/05/2023      **Country:** France      **Ticker:** GLE  
**Record Date:** 19/05/2023      **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 Treatment of Losses and Dividends of EUR 1.70 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 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 Compensation Report of Corporate Officers	Mgmt	For	For
9	Approve Compensation of Lorenzo Bini Smaghi, Chairman of the Board	Mgmt	For	For
10	Approve Compensation of Frederic Oudea, CEO	Mgmt	For	For
11	Approve Compensation of Philippe Aymerich, Vice-CEO	Mgmt	For	For
12	Approve Compensation of Diony Lebot, Vice-CEO	Mgmt	For	For



## Societe Generale SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13	Approve the Aggregate Remuneration Granted in 2022 to Certain Senior Management, Responsible Officers, and Risk-Takers (Advisory)	Mgmt	For	For
14	Elect Slawomir Krupa as Director	Mgmt	For	For
15	Elect Beatrice Cossa-Dumurgier as Director Following Resignation of Juan Maria Nin Genova	Mgmt	For	For
16	Elect Ulrika Ekman as Director	Mgmt	For	For
17	Elect Benoit de Ruffray 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	Amend Article 7 of Bylaws Re: Representative of Employee Shareholders Length of Term	Mgmt	For	For
21	Amend Article 9 of Bylaws Re: Age Limit of Chairman of the Board	Mgmt	For	For
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

## Amazon.com, Inc.

Meeting Date: 24/05/2023

Country: USA

Ticker: AMZN

Record Date: 30/03/2023

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	Against
	<i>Voter Rationale: Concerns about human rights</i>			
1f	Elect Director Daniel P. Huttenlocher	Mgmt	For	For
1g	Elect Director Judith A. McGrath	Mgmt	For	Against
	<i>Voter Rationale: Concerns about remuneration committee performance</i>			
1h	Elect Director Indra K. Nooyi	Mgmt	For	For
1i	Elect Director Jonathan J. Rubinstein	Mgmt	For	For
1j	Elect Director Patricia Q. Stonesifer	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1k	Elect Director Wendell P. Weeks	Mgmt	For	For
2	Ratify Ratification of Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
<i>Voter Rationale: 1- Insufficient action taken on low say-on-pay results2- Insufficient disclosure</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
5	Amend Omnibus Stock Plan	Mgmt	For	For
6	Report on Climate Risk in Retirement Plan Options	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				
7	Report on Customer Due Diligence	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				
8	Revise Transparency Report to Provide Greater Disclosure on Government Requests	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	Report on Government Take Down Requests	SH	Against	Against
10	Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				
11	Publish a Tax Transparency Report	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				
12	Report on Climate Lobbying	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				
13	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				
14	Report on Cost/Benefit Analysis of Diversity, Equity and Inclusion Programs	SH	Against	Against
15	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against

## Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
16	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				
17	Consider Pay Disparity Between Executives and Other Employees	SH	Against	Against
<i>Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation</i>				
18	Report on Animal Welfare Standards	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				
19	Establish a Public Policy Committee	SH	Against	Against
20	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	SH	Against	Against
21	Commission a Third Party Audit on Working Conditions	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				
22	Report on Efforts to Reduce Plastic Use	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				
23	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				

## American Tower Corporation

**Meeting Date:** 24/05/2023      **Country:** USA      **Ticker:** AMT  
**Record Date:** 27/03/2023      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Thomas A. Bartlett	Mgmt	For	For
1b	Elect Director Kelly C. Chambliss	Mgmt	For	For
1c	Elect Director Teresa H. Clarke	Mgmt	For	For
1d	Elect Director Raymond P. Dolan	Mgmt	For	For
1e	Elect Director Kenneth R. Frank	Mgmt	For	For
1f	Elect Director Robert D. Hormats	Mgmt	For	For
1g	Elect Director Grace D. Lieblein	Mgmt	For	For

## American Tower Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1h	Elect Director Craig Macnab	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
1l	Elect Director Samme L. Thompson	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
<i>Voter Rationale: Pay structure does not trigger any of EOS' critical concerns</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				

## BlackRock, Inc.

**Meeting Date:** 24/05/2023

**Country:** USA

**Ticker:** BLK

**Record Date:** 30/03/2023

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Bader M. Alsaad	Mgmt	For	For
1b	Elect Director Pamela Daley	Mgmt	For	For
1c	Elect Director Laurence D. Fink	Mgmt	For	For
1d	Elect Director William E. Ford	Mgmt	For	Against
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
1e	Elect Director Fabrizio Freda	Mgmt	For	For
1f	Elect Director Murry S. Gerber	Mgmt	For	For
1g	Elect Director Margaret "Peggy" L. Johnson	Mgmt	For	For
1h	Elect Director Robert S. Kapito	Mgmt	For	For
1i	Elect Director Cheryl D. Mills	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

## BlackRock, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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	Against
<i>Voter Rationale: 1- Excessive CEO pay2- High variable pay ratio</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
5	Report on Third-Party Civil Rights Audit	SH	Against	Against
6	Report on Ability to Engineer Decarbonization in the Real Economy	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				
7	Report on Societal Impacts of Aerospace & Defense Industry ETF	SH	Against	Against

## Dassault Systemes SA

**Meeting Date:** 24/05/2023

**Country:** France

**Ticker:** DSY

**Record Date:** 22/05/2023

**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 0.21 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
5	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO Until January 8, 2023	Mgmt	For	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
10	Reelect Catherine Dassault as Director	Mgmt	For	For
11	Elect Genevieve Berger as Director	Mgmt	For	For
12	Authorize Repurchase of Up to 25 Million Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
13	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million	Mgmt	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million	Mgmt	For	For
16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 12 Million	Mgmt	For	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 14-16	Mgmt	For	For
18	Authorize Capitalization of Reserves of Up to EUR 12 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
20	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
21	Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For
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 and Corporate Officers of International Subsidiaries	Mgmt	For	For
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

## EOG Resources, Inc.

Meeting Date: 24/05/2023

Country: USA

Ticker: EOG

Record Date: 29/03/2023

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Janet F. Clark	Mgmt	For	Against
	<i>Voter Rationale: Inadequate management of climate-related risks</i>			
1b	Elect Director Charles R. Crisp	Mgmt	For	For
1c	Elect Director Robert P. Daniels	Mgmt	For	For
1d	Elect Director Lynn A. Dugle	Mgmt	For	For
1e	Elect Director C. Christopher Gaut	Mgmt	For	For
1f	Elect Director Michael T. Kerr	Mgmt	For	For
1g	Elect Director Julie J. Robertson	Mgmt	For	For
1h	Elect Director Donald F. Textor	Mgmt	For	For
1i	Elect Director Ezra Y. Yacob	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
	<i>Voter Rationale: Total pay is in the bottom quartile (low relative to peers)</i>			
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
	<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>			

## Intertek Group Plc

Meeting Date: 24/05/2023

Country: United Kingdom

Ticker: ITRK

Record Date: 22/05/2023

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 Colm Deasy as Director	Mgmt	For	For
5	Elect Jez Maiden as Director	Mgmt	For	For
6	Elect Kawal Preet as Director	Mgmt	For	For
7	Re-elect Andrew Martin as Director	Mgmt	For	Against
	<i>Voter Rationale: Concerns related to below-board gender diversity Failure to provide DEI disclosures in line with UK listing rules</i>			

## Intertek Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Re-elect Andre Lacroix 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 Gill Rider as Director	Mgmt	For	For
14	Re-elect Jean-Michel Valette as Director	Mgmt	For	For
15	Reappoint PricewaterhouseCoopers 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 UK Political Donations and Expenditure	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

## PayPal Holdings, Inc.

Meeting Date: 24/05/2023

Country: USA

Ticker: PYPL

Record Date: 30/03/2023

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Rodney C. Adkins	Mgmt	For	For
1b	Elect Director Jonathan Christodoro	Mgmt	For	For
1c	Elect Director John J. Donahoe	Mgmt	For	For
1d	Elect Director David W. Dorman	Mgmt	For	For
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
1e	Elect Director Belinda J. Johnson	Mgmt	For	For
1f	Elect Director Enrique Lores	Mgmt	For	For
1g	Elect Director Gail J. McGovern	Mgmt	For	For



## PayPal Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1h	Elect Director Deborah M. Messemer	Mgmt	For	For
1i	Elect Director David M. Moffett	Mgmt	For	For
1j	Elect Director Ann M. Sarnoff	Mgmt	For	For
1k	Elect Director Daniel H. Schulman	Mgmt	For	For
1l	Elect Director Frank D. Yeary	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
<i>Voter Rationale: High variable pay ratio/Options/PSUs vest in less than 36 months</i>				
3	Amend Omnibus Stock Plan	Mgmt	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
5	Adopt a Policy on Services in Conflict Zones	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				
6	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	Against	Against
7	Report on PayPal's Nondiscriminatory Provision of Financial Services - Withdrawn	SH		
8	Report on Ensuring Respect for Civil Liberties	SH	Against	Against
9	Adopt Majority Vote Standard for Director Elections	SH	Against	Against

## PUMA SE

**Meeting Date:** 24/05/2023      **Country:** Germany      **Ticker:** PUM  
**Record Date:** 02/05/2023      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (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 2022	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2023	Mgmt	For	For

## PUMA SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Approve Remuneration Report	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
7.1	Elect Heloise Temple-Boyer to the Supervisory Board	Mgmt	For	Against
	<i>Voter Rationale: Lack of independence on boardConcerns related to inappropriate membership of committeesLack of independent representation at board committees</i>			
7.2	Elect Thore Ohlsson to the Supervisory Board	Mgmt	For	Against
	<i>Voter Rationale: Lack of independence on boardConcerns related to inappropriate membership of committeesLack of independent representation at board committees</i>			
7.3	Elect Jean-Marc Duplaix to the Supervisory Board	Mgmt	For	Against
	<i>Voter Rationale: Lack of independence on board</i>			
7.4	Elect Fiona May to the Supervisory Board	Mgmt	For	For
7.5	Elect Martin Koeppel as Employee Representative to the Supervisory Board	Mgmt	For	For
7.6	Elect Bernd Illig as Employee Representative to the Supervisory Board	Mgmt	For	For
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	For	For
10	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For

## STMicroelectronics NV

**Meeting Date:** 24/05/2023

**Country:** Netherlands

**Ticker:** STMPA

**Record Date:** 26/04/2023

**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	Receive Report of Supervisory Board (Non-Voting)	Mgmt		

## STMicroelectronics NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Approve Remuneration Report	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
4	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
5	Approve Dividends	Mgmt	For	For
6	Approve Discharge of Management Board	Mgmt	For	For
7	Approve Discharge of Supervisory Board	Mgmt	For	For
8	Approve Grant of Unvested Stock Awards to Jean-Marc Chery as President and CEO	Mgmt	For	For
9	Reelect Yann Delabriere to Supervisory Board	Mgmt	For	For
10	Reelect Ana de Pro Gonzalo to Supervisory Board	Mgmt	For	For
11	Reelect Frederic Sanchez to Supervisory Board	Mgmt	For	For
12	Reelect Maurizio Tamagnini to Supervisory Board	Mgmt	For	For
13	Elect Helene Vletter-van Dort to Supervisory Board	Mgmt	For	For
14	Elect Paolo Visca to Supervisory Board	Mgmt	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
16	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	For	For
17	Allow Questions	Mgmt		

## Thermo Fisher Scientific Inc.

**Meeting Date:** 24/05/2023

**Country:** USA

**Ticker:** TMO

**Record Date:** 27/03/2023

**Meeting Type:** Annual

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 R. Alexandra Keith	Mgmt	For	For

## Thermo Fisher Scientific Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1g	Elect Director James C. Mullen	Mgmt	For	For
1h	Elect Director Lars R. Sorensen	Mgmt	For	For
<i>Voter Rationale: Concerns related to approach to board gender diversity</i>				
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	Against
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
<i>Voter Rationale: High CEO to average NEO payHigh variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36 months</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
5	Amend Omnibus Stock Plan	Mgmt	For	For
6	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For

## Zalando SE

**Meeting Date:** 24/05/2023

**Country:** Germany

**Ticker:** ZAL

**Record Date:** 02/05/2023

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For
5.1	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	Mgmt	For	For
5.2	Ratify KPMG AG as Auditors for the Review of Interim Financial Statements Until 2024 AGM	Mgmt	For	For

## Zalando SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
7.1	Elect Kelly Bennett to the Supervisory Board	Mgmt	For	For
7.2	Elect Jennifer Hyman to the Supervisory Board	Mgmt	For	Against
<i>Voter Rationale: Overboarded/Too many other time commitments</i>				
7.3	Elect Niklas Oestberg to the Supervisory Board	Mgmt	For	For
7.4	Elect Anders Povlsen to the Supervisory Board	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
7.5	Elect Mariella Roehm-Kottmann to the Supervisory Board	Mgmt	For	For
7.6	Elect Susanne Schroeter-Crossan to the Supervisory Board	Mgmt	For	For
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2025; Amend Articles Re: Online Participation	Mgmt	For	For
10	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For

## McDonald's Corporation

**Meeting Date:** 25/05/2023      **Country:** USA      **Ticker:** MCD  
**Record Date:** 27/03/2023      **Meeting 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	For
1d	Elect Director Catherine Engelbert	Mgmt	For	For
1e	Elect Director Margaret Georgiadis	Mgmt	For	For
1f	Elect Director Enrique Hernandez, Jr.	Mgmt	For	For
1g	Elect Director Christopher Kempczinski	Mgmt	For	For
1h	Elect Director Richard Lenny	Mgmt	For	Against
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
1i	Elect Director John Mulligan	Mgmt	For	For

## McDonald's Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1j	Elect Director Jennifer Taubert	Mgmt	For	For
1k	Elect Director Paul Walsh	Mgmt	For	For
1l	Elect Director Amy Weaver	Mgmt	For	For
1m	Elect Director Miles White	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
<i>Voter Rationale: High variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36 months</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
5	Adopt Policy to Phase Out Use of Medically-Important Antibiotics in Beef and Pork Supply Chain	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes better management of SEE opportunities and risks</i>				
6	Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes better management of SEE opportunities and risks</i>				
7	Report on Risks Related to Operations in China	SH	Against	Against
8	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against
9	Report on Lobbying Payments and Policy	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes transparency</i>				
10	Issue Transparency Report on Global Public Policy and Political Influence	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes transparency</i>				
11	Report on Animal Welfare	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes better management of SEE opportunities and risks</i>				

## Prudential Plc

**Meeting Date:** 25/05/2023

**Country:** United Kingdom

**Ticker:** PRU

**Record Date:** 23/05/2023

**Meeting Type:** Annual

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

# Prudential Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
3	Approve Remuneration Policy	Mgmt	For	For
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
4	Elect Arijit Basu as Director	Mgmt	For	For
5	Elect Claudia Dyckerhoff as Director	Mgmt	For	For
6	Elect Anil Wadhvani as Director	Mgmt	For	For
7	Re-elect Shriti Vadera as Director	Mgmt	For	For
8	Re-elect Jeremy Anderson as Director	Mgmt	For	For
9	Re-elect Chua Sock Koong as Director	Mgmt	For	For
10	Re-elect David Law as Director	Mgmt	For	For
11	Re-elect Ming Lu as Director	Mgmt	For	For
12	Re-elect George Sartorel as Director	Mgmt	For	For
13	Re-elect Jeanette Wong as Director	Mgmt	For	For
14	Re-elect Amy Yip as Director	Mgmt	For	For
15	Appoint 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	Approve Sharesave Plan	Mgmt	For	For
19	Approve Long Term Incentive Plan	Mgmt	For	For
20	Approve International Savings-Related Share Option Scheme for Non-Employees	Mgmt	For	For
21	Approve the ISSOSNE Service Provider Sublimit	Mgmt	For	For
22	Approve Agency Long Term Incentive Plan	Mgmt	For	For
23	Approve the Agency LTIP Service Provider Sublimit	Mgmt	For	For
24	Authorise Issue of Equity	Mgmt	For	For
25	Authorise Issue of Equity to Include Repurchased Shares	Mgmt	For	For
26	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
27	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
28	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For

## Prudential Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
29	Adopt New Articles of Association	Mgmt	For	For
30	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## Safran SA

**Meeting Date:** 25/05/2023      **Country:** France      **Ticker:** SAF  
**Record Date:** 23/05/2023      **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 1.35 per Share	Mgmt	For	For
4	Approve Transaction with Airbus SE, Tikehau ACE Capital, AD Holding and the State	Mgmt	For	For
5	Ratify Appointment of Alexandre Lahousse as Director	Mgmt	For	For
6	Ratify Appointment of Robert Peugeot as Director	Mgmt	For	For
7	Reelect Ross McInnes as Director	Mgmt	For	For
<i>Voter Rationale: Concerns related to below-board gender diversity</i>				
8	Reelect Olivier Andries as Director	Mgmt	For	For
9	Elect Fabrice Bregier as Director	Mgmt	For	For
10	Reelect Laurent Guillot as Director	Mgmt	For	For
11	Reelect Alexandre Lahousse as Director	Mgmt	For	For
12	Approve Compensation of Ross McInnes, Chairman of the Board	Mgmt	For	For
13	Approve Compensation of Olivier Andries, CEO	Mgmt	For	For
14	Approve Compensation Report of Corporate Officers	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	Approve Remuneration Policy of Directors	Mgmt	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For



## Safran SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business	Mgmt		
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 8 Million	Mgmt	For	For
21	Authorize Capital Increase of Up to EUR 8 Million for Future Exchange Offers	Mgmt	For	For
22	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 8 Million	Mgmt	For	For
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-22	Mgmt	For	For
24	Authorize Capitalization of Reserves of Up to EUR 12.5 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
27	Authorize up to 0.4 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached	Mgmt	For	For
28	Authorize up to 0.3 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
29	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

## Sanofi

**Meeting Date:** 25/05/2023

**Country:** France

**Ticker:** SAN

**Record Date:** 23/05/2023

**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 3.56 per Share	Mgmt	For	For
4	Elect Frederic Oudea as Director	Mgmt	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For
6	Approve Compensation of Serge Weinberg, Chairman of the Board	Mgmt	For	For
7	Approve Compensation of Paul Hudson, CEO	Mgmt	For	For
8	Approve Remuneration of Directors in the Aggregate Amount of EUR 2.5 Million	Mgmt	For	For
9	Approve Remuneration Policy of Directors	Mgmt	For	For
10	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
11	Approve Remuneration Policy of CEO	Mgmt	For	For
12	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For
13	Ratify Change Location of Registered Office to 46, Avenue de la Grande Armee, 75017 Paris and Amend Article 4 of Bylaws Accordingly	Mgmt	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 997 Million	Mgmt	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 240 Million	Mgmt	For	For
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 240 Million	Mgmt	For	For
19	Approve Issuance of Debt Securities Giving Access to New Shares of Subsidiaries and/or Debt Securities, up to Aggregate Amount of EUR 7 Billion	Mgmt	For	For
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16-18	Mgmt	For	For
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
22	Authorize Capitalization of Reserves of Up to EUR 500 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
	Ordinary Business	Mgmt		
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

## Carrefour SA

Meeting Date: 26/05/2023

Country: France

Ticker: CA

Record Date: 24/05/2023

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 0.56 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 Alexandre Bompard as Director	Mgmt	For	For
6	Reelect Marie-Laure Sauty de Chalon as Director	Mgmt	For	For
7	Renew Appointment of Mazars as Auditor	Mgmt	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For
9	Approve Compensation of Alexandre Bompard, Chairman and CEO	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
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	Mgmt	For	For
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		

## Carrefour SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million	Mgmt	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 175 Million	Mgmt	For	For
16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 175 Million	Mgmt	For	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 14 to 16	Mgmt	For	For
18	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
19	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	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 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>				
	Ordinary Business	Mgmt		
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For
24	Approve Opinion on Quantification of the Company's Various Scope 3 Action Levers	Mgmt	For	For
<i>Voter Rationale: Insufficient evidence of alignment to 1.5 degrees</i>				
	Shareholder Proposal	Mgmt		
25	Request Details relating to the Company's Environmental Strategy	SH		

## Lowe's Companies, Inc.

**Meeting Date:** 26/05/2023

**Country:** USA

**Ticker:** LOW

**Record Date:** 20/03/2023

**Meeting Type:** Annual

## Lowes Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Raul Alvarez	Mgmt	For	Withhold
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
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
1.8	Elect Director Daniel J. Heinrich	Mgmt	For	For
1.9	Elect Director Brian C. Rogers	Mgmt	For	For
1.10	Elect Director Bertram L. Scott	Mgmt	For	For
1.11	Elect Director Colleen Taylor	Mgmt	For	For
1.12	Elect Director Mary Beth West	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
<i>Voter Rationale: High variable pay ratioOptions/PSUs vest in less than 36 months</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
4	Ratify Deloitte & Touche 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>				

## TotalEnergies SE

**Meeting Date:** 26/05/2023

**Country:** France

**Ticker:** TTE

**Record Date:** 24/05/2023

**Meeting Type:** Annual/Special

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

# TotalEnergies SE

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 3.81 per Share	Mgmt	For	For
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 Marie-Christine Coisne-Roquette as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
7	Reelect Mark Cutifani as Director	Mgmt	For	For
<i>Voter Rationale: Concerns related to approach to below-board gender diversity</i>				
8	Elect Dierk Paskert as Director	Mgmt	For	For
9	Elect Anelise Lara as Director	Mgmt	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For
11	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 1.95 Million	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 the Company's Sustainable Development and Energy Transition Plan	Mgmt	For	Against
<i>Voter Rationale: Inadequate management of climate-related risks</i>				
Extraordinary Business		Mgmt		
15	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
17	Remove Double-Voting Rights for Long-Term Registered Shareholders and Amend Article 18 of Bylaws Accordingly	Mgmt	For	For
Shareholder Proposal		Mgmt		

## TotalEnergies SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
A	Align Targets for Indirect Scope 3 Emissions with the Paris Climate Agreement (Advisory)	SH	Against	For

*Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks*

## EQT AB

**Meeting Date:** 30/05/2023      **Country:** Sweden      **Ticker:** EQT  
**Record Date:** 22/05/2023      **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 Per Share	Mgmt	For	For
11.a	Approve Discharge of Margo Cook	Mgmt	For	For
11.b	Approve Discharge of Edith Cooper	Mgmt	For	For
11.c	Approve Discharge of Brooks Entwistle	Mgmt	For	For
11.d	Approve Discharge of Johan Forssell	Mgmt	For	For
11.e	Approve Discharge of Conni Jonsson	Mgmt	For	For
11.f	Approve Discharge of Nicola Kimm	Mgmt	For	For
11.g	Approve Discharge of Diony Lebot	Mgmt	For	For
11.h	Approve Discharge of Gordon Orr	Mgmt	For	For
11.i	Approve Discharge of Marcus Wallenberg	Mgmt	For	For
11.j	Approve Discharge of CEO Christian Sinding	Mgmt	For	For
11.k	Approve Discharge of Deputy CEO Caspar Callerstrom	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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 295,800 for Chairman and EUR 134,640 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	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
13.c	Approve Remuneration of Auditors	Mgmt	For	For
14.a	Reelect Conni Jonsson as Director	Mgmt	For	Against
	<i>Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity</i>			
14.b	Reelect Margo Cook as Director	Mgmt	For	For
14.c	Reelect Brooks Entwistle as Director	Mgmt	For	For
14.d	Reelect Johan Forssell as Director	Mgmt	For	Against
	<i>Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees</i>			
14.e	Reelect Diony Lebot as Director	Mgmt	For	For
14.f	Reelect Gordon Orr as Director	Mgmt	For	Against
	<i>Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees</i>			
14.g	Reelect Marcus Wallenberg as Director	Mgmt	For	Against
	<i>Voter Rationale: Lack of independence on board Overboarded/Too many other time commitments</i>			
14.h	Reelect Conni Jonsson as Board Chair	Mgmt	For	Against
	<i>Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity</i>			
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	For
18	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
19	Approve Issuance of Warrants without Preemptive Rights up to 10 Percent	Mgmt	For	For
20	Authorize Share Repurchase Program	Mgmt	For	Against
	<i>Voter Rationale: Concerns to protect shareholder value</i>			
21	Amend Articles Re: Introduce Class C2 Shares	Mgmt	For	For



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
22.a	Approve EQT Equity Program	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
22.b	Authorize Issuance of Convertible C2 Shares in Connection With Employee Remuneration Program	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
22.c	Authorize Share Repurchase Program in Connection With Employee Remuneration Programs	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
22.d	Authorize Share Repurchase Program in Connection With Employee Remuneration Programs	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
23.a	Approve EQT Option Program	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
23.b	Authorize Issuance of Convertible C2 Shares in Connection With Employee Remuneration Program	Mgmt	For	For
23.c	Authorize Share Repurchase Program in Connection With Employee Remuneration Programs	Mgmt	For	For
23.d	Authorize Share Repurchase Program in Connection With Employee Remuneration Programs	Mgmt	For	For
24	Approve SEK 706,842.30 Reduction in Share Capital via Share Cancellation; Approve Share Capital Increase Through Bonus Issue	Mgmt	For	For
25	Close Meeting	Mgmt		

## Chevron Corporation

**Meeting Date:** 31/05/2023

**Country:** USA

**Ticker:** CVX

**Record Date:** 03/04/2023

**Meeting 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
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
	<i>Voter Rationale: Concerns about remuneration committee performance</i>			
1h	Elect Director Dambisa F. Moyo	Mgmt	For	For
1i	Elect Director Debra Reed-Klages	Mgmt	For	For
	<i>Voter Rationale: Concerns regarding Auditor tenure</i>			
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
	<i>Voter Rationale: Concerns regarding Auditor tenure</i>			
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
	<i>Voter Rationale: Options/PSUs vest in less than 36 months</i>			
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
	<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>			
5	Rescind Scope 3 GHG Reduction Proposal	SH	Against	Against
6	Adopt Medium-Term Scope 3 GHG Reduction Target	SH	Against	For
	<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>			
7	Recalculate GHG Emissions Baseline to Exclude Emissions from Material Divestitures	SH	Against	For
	<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>			
8	Establish Board Committee on Decarbonization Risk	SH	Against	Against
9	Report on Social Impact From Plant Closure or Energy Transition	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	Oversee and Report a Racial Equity Audit	SH	Against	For
	<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>			
11	Publish a Tax Transparency Report	SH	Against	For
	<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>			
12	Require Independent Board Chair	SH	Against	For
	<i>Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation</i>			

# Exxon Mobil Corporation

Meeting Date: 31/05/2023

Country: USA

Ticker: XOM

Record Date: 05/04/2023

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Michael J. Angelakis	Mgmt	For	For
	<i>Voter Rationale: Concerns regarding Auditor tenure</i>			
1.2	Elect Director Susan K. Avery	Mgmt	For	Against
	<i>Voter Rationale: Inadequate management of climate-related risks</i>			
1.3	Elect Director Angela F. Braly	Mgmt	For	Against
	<i>Voter Rationale: Concerns about remuneration committee performance</i>			
1.4	Elect Director Gregory J. Goff	Mgmt	For	For
1.5	Elect Director John D. Harris, II	Mgmt	For	For
1.6	Elect Director Kaisa H. Hietala	Mgmt	For	For
1.7	Elect Director Joseph L. Hooley	Mgmt	For	Against
	<i>Voter Rationale: 1- Concerns related to board ethnic and/or racial diversity2- Concerns related to board gender diversity</i>			
1.8	Elect Director Steven A. Kandarian	Mgmt	For	For
1.9	Elect Director Alexander A. Karsner	Mgmt	For	For
1.10	Elect Director Lawrence W. Kellner	Mgmt	For	For
1.11	Elect Director Jeffrey W. Ubben	Mgmt	For	For
1.12	Elect Director Darren W. Woods	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
	<i>Voter Rationale: Concerns regarding Auditor tenure</i>			
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
	<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>			
5	Establish Board Committee on Decarbonization Risk	SH	Against	Against
6	Reduce Executive Stock Holding Period	SH	Against	Against
	<i>Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation</i>			
7	Report on Carbon Capture and Storage	SH	Against	Against
8	Report on Methane Emission Disclosure Reliability	SH	Against	For
	<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>			

## Exxon Mobil Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9	Adopt Medium-Term Scope 3 GHG Reduction Target	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	Issue a Report on Worst-Case Impacts of Oil Spills from Operations Offshore of Guyana	SH	Against	For
	<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>			
11	Recalculate GHG Emissions Baseline to Exclude Emissions from Material Divestitures	SH	Against	For
	<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>			
12	Report on Asset Retirement Obligations Under IEA NZE Scenario	SH	Against	For
	<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>			
13	Commission Audited Report on Reduced Plastics Demand	SH	Against	For
	<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>			
14	Report on Potential Costs of Environmental Litigation	SH	Against	For
	<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>			
15	Publish a Tax Transparency Report	SH	Against	For
	<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>			
16	Report on Social Impact From Plant Closure or Energy Transition	SH	Against	For
	<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>			
17	Report on Benefits and Risks of Commitment to Not Develop Projects in the Arctic *Withdrawn Resolution*	SH		

## Legrand SA

**Meeting Date:** 31/05/2023

**Country:** France

**Ticker:** LR

**Record Date:** 29/05/2023

**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

## Legrand SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of EUR 1.90 per Share	Mgmt	For	For
4	Appoint Mazars as Auditor	Mgmt	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For
6	Approve Compensation of Angeles Garcia-Poveda, Chairwoman of the Board	Mgmt	For	For
7	Approve Compensation of Benoit Coquart, CEO	Mgmt	For	For
8	Approve Remuneration Policy of Chairwoman 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 Isabelle Boccon-Gibod as Director	Mgmt	For	For
12	Reelect Benoit Coquart as Director	Mgmt	For	For
13	Reelect Angeles Garcia-Poveda as Director	Mgmt	For	For
14	Reelect Michel Landel as Director	Mgmt	For	For
15	Elect Valerie Chort as Director	Mgmt	For	For
16	Elect Clare Scherrer as Director	Mgmt	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
	Ordinary Business	Mgmt		
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

## Meta Platforms, Inc.

**Meeting Date:** 31/05/2023

**Country:** USA

**Ticker:** META

**Record Date:** 06/04/2023

**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 remuneration committee performance2- Concerns to protect shareholder value*

# Meta Platforms, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Marc L. Andreessen	Mgmt	For	Withhold
<i>Voter Rationale: 1- Concerns about remuneration committee performance2- Concerns to protect shareholder value</i>				
1.3	Elect Director Andrew W. Houston	Mgmt	For	For
1.4	Elect Director Nancy Killefer	Mgmt	For	For
1.5	Elect Director Robert M. Kimmitt	Mgmt	For	Withhold
<i>Voter Rationale: Lack of independence on board</i>				
1.6	Elect Director Sheryl K. Sandberg	Mgmt	For	For
1.7	Elect Director Tracey T. Travis	Mgmt	For	For
1.8	Elect Director Tony Xu	Mgmt	For	For
1.9	Elect Director Mark Zuckerberg	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Report on Government Take Down Requests	SH	Against	Against
4	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights</i>				
5	Report on Human Rights Impact Assessment of Targeted Advertising	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				
6	Report on Lobbying Payments and Policy	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				
7	Report on Allegations of Political Entanglement and Content Management Biases in India	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				
8	Report on Framework to Assess Company Lobbying Alignment with Climate Goals	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	Report on Data Privacy regarding Reproductive Healthcare	SH	Against	Against
10	Report on Enforcement of Community Standards and User Content	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				
11	Report on Child Safety and Harm Reduction	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				

## Meta Platforms, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12	Report on Executive Pay Calibration to Externalized Costs	SH	Against	Against
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				
13	Commission Independent Review of Audit & Risk Oversight Committee	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation</i>				

## OMV AG

**Meeting Date:** 31/05/2023      **Country:** Austria      **Ticker:** OMV  
**Record Date:** 21/05/2023      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt		
2.1	Approve Allocation of Income and Dividends of EUR 2.80 per Share	Mgmt	For	For
2.2	Approve Special Dividends of EUR 2.25 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For
3.2	Revoke June 3, 2022, AGM Resolution Not to Grant Discharge of Management Board Member Rainer Seele for Fiscal Year 2021; Approve Discharge of Management Board Member Rainer Seele for Fiscal Year 2021	Mgmt	For	Against
<i>Voter Rationale: Concerns about overall performance</i>				
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	Against
<i>Voter Rationale: 1- Concerns about overall performance2- Lack of independent representation at board committees</i>				
5	Approve Remuneration of Supervisory Board Members	Mgmt	For	For
6	Ratify KPMG Austria GmbH as Auditors for Fiscal Year 2023	Mgmt	For	For
7	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
8.1	Approve Long Term Incentive Plan for Key Employees	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
8.2	Approve Equity Deferral Plan	Mgmt	For	For

## OMV AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9	Elect Lutz Feldmann Supervisory Board Member	Mgmt	For	For
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For

## Royal KPN NV

**Meeting Date:** 31/05/2023      **Country:** Netherlands      **Ticker:** KPN  
**Record Date:** 03/05/2023      **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt		
1	Open Meeting and Announcements	Mgmt		
2	Announce Intention to Appoint Chantal Vergouw and Wouter Stammeijer as Members of the Board of Management	Mgmt		
3	Opportunity to Make Recommendations	Mgmt		
4	Elect Marga de Jager to Supervisory Board	Mgmt	For	For
5	Close Meeting	Mgmt		

## Walmart Inc.

**Meeting Date:** 31/05/2023      **Country:** USA      **Ticker:** WMT  
**Record Date:** 06/04/2023      **Meeting 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
	<i>Voter Rationale: Concerns about remuneration committee performance</i>			
1e	Elect Director Thomas W. Horton	Mgmt	For	Against
	<i>Voter Rationale: Concerns related to approach to board diversityConcerns related to approach to board gender diversity</i>			
1f	Elect Director Marissa A. Mayer	Mgmt	For	For
1g	Elect Director C. Douglas McMillon	Mgmt	For	For



## Walmart Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1h	Elect Director Gregory B. Penner	Mgmt	For	For
1i	Elect Director Randall L. Stephenson	Mgmt	For	For
1j	Elect Director S. Robson Walton	Mgmt	For	For
1k	Elect Director Steuart L. Walton	Mgmt	For	For
2	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
<i>Voter Rationale: High variable pay ratioExcessive CEO pay</i>				
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
5	Consider Pay Disparity Between CEO and Other Employees	SH	Against	Against
<i>Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation</i>				
6	Report on Human Rights Due Diligence	SH	Against	Against
<i>Voter Rationale: Shareholder proposal promotes better management of SEE opportunities and risks</i>				
7	Commission Third Party Racial Equity Audit	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				
8	Report on Racial and Gender Layoff Diversity	SH	Against	Against
9	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against
10	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	Against	Against
11	Report on Risks Related to Operations in China	SH	Against	Against
12	Oversee and Report a Workplace Health and Safety Audit	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				

## Mowi ASA

**Meeting Date:** 01/06/2023

**Country:** Norway

**Ticker:** MOWI

**Record Date:** 31/05/2023

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.a	Elect Chairman of Meeting	Mgmt	For	For

## Mowi ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
8	Approve Remuneration of Directors	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
9	Approve Remuneration of Nomination Committee	Mgmt	For	For
10	Approve Remuneration of Auditors	Mgmt	For	For
11.a	Reelect Ole-Eirik Leroy (Chair) as Director	Mgmt	For	For
11.b	Reelect Kristian Melhuus (Deputy Chair) as Director	Mgmt	For	For
11.c	Reelect Lisbet Karin Naero as Director	Mgmt	For	For
12.a	Elect Merete Haugli as Member of Nominating Committee	Mgmt	For	For
12.b	Elect Ann Kristin Brautaset 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

## Netflix, Inc.

**Meeting Date:** 01/06/2023

**Country:** USA

**Ticker:** NFLX

**Record Date:** 06/04/2023

**Meeting Type:** Annual

## Netflix, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mathias Dopfner	Mgmt	For	Against
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
1b	Elect Director Reed Hastings	Mgmt	For	For
1c	Elect Director Jay C. Hoag	Mgmt	For	Against
<i>Voter Rationale: Concerns related to approach to board gender diversityConcerns related to approach to board racial/ethnic diversity</i>				
1d	Elect Director Ted Sarandos	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
<i>Voter Rationale: Low shareholding requirementExcessive CEO pay</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
5	Amend Right to Call Special Meeting	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation</i>				
6	Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	SH	Against	Against
7	Report on Climate Risk in Retirement Plan Options	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				
8	Adopt and Disclose a Freedom of Association and Collective Bargaining Policy	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				

## ServiceNow, Inc.

**Meeting Date:** 01/06/2023

**Country:** USA

**Ticker:** NOW

**Record Date:** 04/04/2023

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Susan L. Bostrom	Mgmt	For	For
1b	Elect Director Teresa Briggs	Mgmt	For	For
1c	Elect Director Jonathan C. Chadwick	Mgmt	For	For

## ServiceNow, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1d	Elect Director Paul E. Chamberlain	Mgmt	For	For
1e	Elect Director Lawrence J. Jackson, Jr.	Mgmt	For	For
1f	Elect Director Frederic B. Luddy	Mgmt	For	For
1g	Elect Director William R. McDermott	Mgmt	For	For
1h	Elect Director Jeffrey A. Miller	Mgmt	For	For
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
1i	Elect Director Joseph 'Larry' Quinlan	Mgmt	For	For
1j	Elect Director Anita M. Sands	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
<i>Voter Rationale: Excessive CEO pay</i>				
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For
5	Elect Director Deborah Black	Mgmt	For	For

## Alphabet Inc.

**Meeting Date:** 02/06/2023

**Country:** USA

**Ticker:** GOOGL

**Record Date:** 04/04/2023

**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
<i>Voter Rationale: EOS manual override. See analyst note.</i>				
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
<i>Voter Rationale: Concerns about overall performance</i>				
1h	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	For
1i	Elect Director Ann Mather	Mgmt	For	Against
<i>Voter Rationale: Concerns about overall performance</i>				
1j	Elect Director K. Ram Shriram	Mgmt	For	For

# Alphabet Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1k	Elect Director Robin L. Washington	Mgmt	For	Against
	<i>Voter Rationale: Concerns about remuneration committee performance</i>			
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
	<i>Voter Rationale: Excessive CEO pay</i>			
5	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year
	<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>			
6	Report on Lobbying Payments and Policy	SH	Against	For
	<i>Voter Rationale: Shareholder proposal promotes transparency</i>			
7	Publish Congruency Report on Partnerships with Globalist Organizations and Company Fiduciary Duties	SH	Against	Against
8	Report on Framework to Assess Company Lobbying Alignment with Climate Goals	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	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	Against	Against
10	Report on Risks of Doing Business in Countries with Significant Human Rights Concerns	SH	Against	For
	<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>			
11	Publish Independent Human Rights Impact Assessment of Targeted Advertising Technology	SH	Against	For
	<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>			
12	Disclose More Quantitative and Qualitative Information on Algorithmic Systems	SH	Against	For
	<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>			
13	Report on Alignment of YouTube Policies With Online Safety Regulations	SH	Against	For
	<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>			
14	Report on Content Governance and Censorship	SH	Against	Against

## Alphabet Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
15	Commission Independent Assessment of Effectiveness of Audit and Compliance Committee	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				
16	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against
17	Adopt Share Retention Policy For Senior Executives	SH	Against	Against
<i>Voter Rationale: EOS manual override. See analyst note.</i>				
18	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes enhanced shareholder rights</i>				

## NN Group NV

**Meeting Date:** 02/06/2023      **Country:** Netherlands      **Ticker:** NN  
**Record Date:** 05/05/2023      **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	Approve Remuneration Report	Mgmt	For	For
4.A	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
4.B	Receive Explanation on Company's Dividend Policy	Mgmt		
4.C	Approve Dividends	Mgmt	For	For
5.A	Approve Discharge of Executive Board	Mgmt	For	For
5.B	Approve Discharge of Supervisory Board	Mgmt	For	For
6	Announce Intention to Reappoint David Knibbe to Executive Board	Mgmt		
7	Amend the Level of the Fixed Annual fee for Supervisory Board Members	Mgmt	For	For
8.A.1	Grant Board Authority to Issue Ordinary Shares Up To 10 Percent of Issued Capital	Mgmt	For	For
8.A.2	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	Against
<i>Voter Rationale: Concerns to protect shareholder value</i>				

## NN Group NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.B	Grant Board Authority to Issue Shares Up To 20 Percent of Issued Capital in Connection with a Rights Issue	Mgmt	For	For
9	Authorize Repurchase of Shares	Mgmt	For	For
10	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For
11	Close Meeting	Mgmt		

## UnitedHealth Group Incorporated

Meeting Date: 05/06/2023

Country: USA

Ticker: UNH

Record Date: 10/04/2023

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Timothy Flynn	Mgmt	For	For
	<i>Voter Rationale: EOS manual override. See analyst note</i>			
1b	Elect Director Paul Garcia	Mgmt	For	For
1c	Elect Director Kristen Gil	Mgmt	For	For
1d	Elect Director Stephen Hemsley	Mgmt	For	For
1e	Elect Director Michele Hooper	Mgmt	For	For
1f	Elect Director F. William McNabb, III	Mgmt	For	For
1g	Elect Director Valerie Montgomery Rice	Mgmt	For	For
1h	Elect Director John Noseworthy	Mgmt	For	For
1i	Elect Director Andrew Witty	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
	<i>Voter Rationale: EOS manual override. See analyst note</i>			
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
	<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>			
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
5	Report on Third-Party Racial Equity Audit	SH	Against	Against
	<i>Voter Rationale: EOS manual override. See analyst note</i>			
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For
	<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency</i>			

## UnitedHealth Group Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against
<i>Voter Rationale: EOS manual override. See analyst note</i>				

## Booking Holdings Inc.

**Meeting Date:** 06/06/2023      **Country:** USA      **Ticker:** BKNG  
**Record Date:** 11/04/2023      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Glenn D. Fogel	Mgmt	For	For
1.2	Elect Director Miriam M. Graddick-Weir	Mgmt	For	For
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
1.3	Elect Director Wei Hopeman	Mgmt	For	For
1.4	Elect Director Robert J. Mylod, Jr.	Mgmt	For	For
1.5	Elect Director Charles H. Noski	Mgmt	For	For
1.6	Elect Director Larry Quinlan	Mgmt	For	For
1.7	Elect Director Nicholas J. Read	Mgmt	For	For
1.8	Elect Director Thomas E. Rothman	Mgmt	For	For
1.9	Elect Director Sumit Singh	Mgmt	For	For
1.10	Elect Director Lynn Vojvodich Radakovich	Mgmt	For	For
1.11	Elect Director Vanessa A. Wittman	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
<i>Voter Rationale: Duplicative Metrics</i>				
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against

## The TJX Companies, Inc.

**Meeting Date:** 06/06/2023      **Country:** USA      **Ticker:** TJX  
**Record Date:** 13/04/2023      **Meeting Type:** Annual



## The TJX Companies, Inc.

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
1c	Elect Director Rosemary T. Berkery	Mgmt	For	Against
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
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
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
<i>Voter Rationale: Low shareholding requirement</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
5	Report on Third-Party Assessment of Human Rights Due Diligence in Supply Chain	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes better management of SEE opportunities and risks</i>				
6	Report on Risk from Supplier Misclassification of Supplier's Employees	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes better management of SEE opportunities and risks</i>				
7	Adopt a Paid Sick Leave Policy for All Employees	SH	Against	Against

## Comcast Corporation

**Meeting Date:** 07/06/2023

**Country:** USA

**Ticker:** CMCSA

**Record Date:** 03/04/2023

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kenneth J. Bacon	Mgmt	For	For
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 Edward D. Breen	Mgmt	For	Withhold
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
1.5	Elect Director Gerald L. Hassell	Mgmt	For	For
1.6	Elect Director Jeffrey A. Honickman	Mgmt	For	For
1.7	Elect Director Maritza G. Montiel	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	Approve Omnibus Stock Plan	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
6	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
7	Oversee and Report on a Racial Equity Audit	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				
8	Report on Climate Risk in Retirement Plan Options	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	Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	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 Congruency of Political Spending with Company Values and Priorities	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				
11	Report on Risks Related to Operations in China	SH	Against	Against

# Compagnie de Saint-Gobain SA

Meeting Date: 08/06/2023

Country: France

Ticker: SGO

Record Date: 06/06/2023

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 per Share	Mgmt	For	For
4	Reelect Dominique Leroy as Director	Mgmt	For	For
5	Elect Jana Revedin as Director	Mgmt	For	For
6	Approve Compensation of Pierre-Andre de Chalendar, Chairman of the Board	Mgmt	For	For
7	Approve Compensation of Benoit Bazin, CEO	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For
9	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
10	Approve Remuneration Policy of CEO	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
11	Approve Remuneration Policy of Directors	Mgmt	For	For
12	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.3 Million	Mgmt	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 412 Million	Mgmt	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 206 Million	Mgmt	For	For
16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 206 Million	Mgmt	For	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 14, 15, 16 and 21	Mgmt	For	For

## Compagnie de Saint-Gobain SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
18	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
19	Authorize Capitalization of Reserves of Up to EUR 103 Million for Bonus Issue or Increase in Par Value	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 Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
22	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
23	Amend Article 9 of Bylaws Re: Minimum Number of Shares to be Held by Directors	Mgmt	For	For
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

## CRH Plc

**Meeting Date:** 08/06/2023

**Country:** Ireland

**Ticker:** CRH

**Record Date:** 04/06/2023

**Meeting Type:** Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Transfer of the Company's Primary Listing of Ordinary Shares to the New York Stock Exchange	Mgmt	For	For
2	Approve Transfer of the Company's Category of Listing from a Premium Listing to a Standard Listing	Mgmt	For	For
3	Adopt New Articles of Association	Mgmt	For	For
4	Authorise Market Purchase and Overseas Market Purchase of Ordinary Shares	Mgmt	For	For
5	Authorise Reissuance of Treasury Shares	Mgmt	For	For
6	Amend Articles of Association Re: Article 4A	Mgmt	For	For

## CRH Plc

**Meeting Date:** 08/06/2023

**Country:** Ireland

**Ticker:** CRH

**Record Date:** 04/06/2023

**Meeting Type:** Court

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Court Meeting	Mgmt		
1	Approve Scheme of Arrangement	Mgmt	For	For

## Melrose Industries Plc

Meeting Date: 08/06/2023      Country: United Kingdom      Ticker: MRO  
Record Date: 06/06/2023      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
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
4	Re-elect Christopher Miller as Director	Mgmt	For	For
5	Re-elect Simon Peckham as Director	Mgmt	For	For
6	Re-elect Geoffrey Martin as Director	Mgmt	For	For
7	Re-elect Peter Dilnot 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
<i>Voter Rationale: EOS manual override. See analyst note.</i>				
11	Re-elect Funmi Adegoke as Director	Mgmt	For	For
12	Re-elect Heather Lawrence as Director	Mgmt	For	For
13	Re-elect Victoria Jarman 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 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

## Melrose Industries 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
21	Amend Articles of Association	Mgmt	For	For

## Salesforce, Inc.

**Meeting Date:** 08/06/2023      **Country:** USA      **Ticker:** CRM  
**Record Date:** 14/04/2023      **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
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
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 Omnibus Stock Plan	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
<i>Voter Rationale: Low shareholding requirementHigh variable pay ratioExcessive CEO payExcessive perquisitesTotal pay targets a range above peer medianOptions/PSUs vest in less than 36 months</i>				
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
6	Require Independent Board Chair	SH	Against	Against
<i>Voter Rationale: EOS manual override</i>				
7	Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	SH	Against	Against

**Meeting Date:** 08/06/2023

**Country:** France

**Ticker:** WLN

**Record Date:** 06/06/2023

**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 Mentioning the Absence of New Transactions	Mgmt	For	For
5	Reelect Bernard Bourigeaud as Director	Mgmt	For	For
6	Reelect Gilles Grapinet as Director	Mgmt	For	For
7	Reelect Gilles Arditti as Director	Mgmt	For	For
8	Reelect Aldo Cardoso as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns regarding Auditor tenure</i>				
9	Reelect Giulia Fitzpatrick as Director	Mgmt	For	For
10	Reelect Thierry Sommelet as Director	Mgmt	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For
12	Approve Compensation of Bernard Bourigeaud, Chairman of the Board	Mgmt	For	For
13	Approve Compensation of Gilles Grapinet, CEO	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
14	Approve Compensation of Marc-Henri Desportes, Vice-CEO	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
15	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
16	Approve Remuneration Policy of CEO	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
17	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
18	Approve Remuneration Policy of Non-Executive Directors	Mgmt	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		

## Worldline SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights Up to 50 Percent of Issued Capital	Mgmt	For	For
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With a Binding Priority Right Up to 10 Percent of Issued Capital	Mgmt	For	For
23	Approve Issuance of Equity or Equity-Linked Securities for Up to 10 Percent of Issued Capital Per Year for Private Placements	Mgmt	For	For
24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 21-23	Mgmt	For	For
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
26	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
27	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 270,000	Mgmt	For	For
28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For
30	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
31	Authorize up to 0.7 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached	Mgmt	For	For
32	Amend Article 19 of Bylaws Re: Age Limit of Chairman of the Board	Mgmt	For	For
33	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

## ABN AMRO Bank NV

**Meeting Date:** 09/06/2023

**Country:** Netherlands

**Ticker:** ABN

**Record Date:** 30/05/2023

**Meeting Type:** Extraordinary Shareholders



## ABN AMRO Bank NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Informational Meeting of the Foundation Administration Office for Holders of Depositary Receipts	Mgmt		
1	Open Meeting	Mgmt		
2	Receive Announcements	Mgmt		
3	Receive Agenda and Notice Convening the Extraordinary General Meeting of ABN AMRO Bank N.V. of June 29, 2023	Mgmt		
4	Other Business (Non-Voting)	Mgmt		
5	Close Meeting	Mgmt		

## Regeneron Pharmaceuticals, Inc.

**Meeting Date:** 09/06/2023      **Country:** USA      **Ticker:** REGN  
**Record Date:** 11/04/2023      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Joseph L. Goldstein	Mgmt	For	Against
	<i>Voter Rationale: Concerns related to succession planningConcerns related to approach to board gender diversityConcerns about overall board structureConcerns related to shareholder value</i>			
1b	Elect Director Christine A. Poon	Mgmt	For	For
1c	Elect Director Craig B. Thompson	Mgmt	For	For
1d	Elect Director Huda Y. Zoghbi	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
	<i>Voter Rationale: Total pay is in the bottom quartile (low relative to peers)</i>			
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
	<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>			
5	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	For
	<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>			

## Caterpillar Inc.

**Meeting Date:** 14/06/2023      **Country:** USA      **Ticker:** CAT  
**Record Date:** 17/04/2023      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kelly A. Ayotte	Mgmt	For	For
1.2	Elect Director David L. Calhoun	Mgmt	For	For
1.3	Elect Director Daniel M. Dickinson	Mgmt	For	Against
<i>Voter Rationale: Concerns regarding Auditor tenure</i>				
1.4	Elect Director James C. Fish, Jr.	Mgmt	For	For
1.5	Elect Director Gerald Johnson	Mgmt	For	For
1.6	Elect Director David W. MacLennan	Mgmt	For	For
1.7	Elect Director Judith F. Marks	Mgmt	For	For
1.8	Elect Director Debra L. Reed-Klages	Mgmt	For	For
1.9	Elect Director Susan C. Schwab	Mgmt	For	For
1.10	Elect Director D. James Umpleby, III	Mgmt	For	For
1.11	Elect Director Rayford Wilkins, Jr.	Mgmt	For	For
<i>Voter Rationale: EOS manual override. See analyst note.</i>				
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Against
<i>Voter Rationale: Concerns regarding Auditor tenure</i>				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
<i>Voter Rationale: EOS manual override. See analyst note.</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
5	Approve Omnibus Stock Plan	Mgmt	For	For
6	Report on Climate Lobbying	SH	Against	For
<i>Voter Rationale: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency</i>				
7	Report on Lobbying Payments and Policy	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency</i>				
8	Report on Due Diligence Process of Doing Business in Conflict Affected Areas	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	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against

Meeting Date: 14/06/2023

Country: Germany

Ticker: DHER

Record Date: 07/06/2023

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt		
2	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For
3.1	Approve Discharge of Supervisory Board Member Martin Enderle for Fiscal Year 2022	Mgmt	For	For
3.2	Approve Discharge of Supervisory Board Member Patrick Kolek for Fiscal Year 2022	Mgmt	For	For
3.3	Approve Discharge of Supervisory Board Member Jeanette Gorgas for Fiscal Year 2022	Mgmt	For	For
3.4	Approve Discharge of Supervisory Board Member Nils Engvall for Fiscal Year 2022	Mgmt	For	For
3.5	Approve Discharge of Supervisory Board Member Gabriella Ardbo for Fiscal Year 2022	Mgmt	For	For
3.6	Approve Discharge of Supervisory Board Member Dimitrios Tsaousis for Fiscal Year 2022	Mgmt	For	For
4	Ratify KPMG AG as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements	Mgmt	For	For
5	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
6	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For
7	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For
8	Amend Articles Re: Due Date for Supervisory Board Remuneration	Mgmt	For	For
9	Approve Creation of EUR 13.3 Million Pool of Authorized Capital 2023/I with or without Exclusion of Preemptive Rights	Mgmt	For	Against
<i>Voter Rationale: Issue of equity raises concerns about excessive dilution of existing shareholders</i>				
10	Approve Creation of EUR 13.3 Million Pool of Authorized Capital 2023/II with or without Exclusion of Preemptive Rights	Mgmt	For	Against

*Voter Rationale: Issue of equity raises concerns about excessive dilution of existing shareholders*

## Delivery Hero SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Approve Creation of EUR 7 Million Pool of Authorized Capital 2023/III for Employee Stock Purchase Plan	Mgmt	For	For
12	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 3 Billion; Approve Creation of EUR 13.3 Million Pool of Conditional Capital 2023/I to Guarantee Conversion Rights	Mgmt	For	Against
<i>Voter Rationale: Issue of equity raises concerns about excessive dilution of existing shareholders</i>				
13	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 3 Billion; Approve Creation of EUR 13.3 Million Pool of Conditional Capital 2023/II to Guarantee Conversion Rights	Mgmt	For	Against
<i>Voter Rationale: Issue of equity raises concerns about excessive dilution of existing shareholders</i>				
14	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For
15	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For
16	Approve Affiliation Agreement with Delivery Hero Finco Germany GmbH	Mgmt	For	For
17	Approve Affiliation Agreement with Foodpanda GmbH	Mgmt	For	For
18	Amend 2019 and 2021 Stock Option Plans	Mgmt	For	For
19	Approve Remuneration Policy	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				

## Target Corporation

**Meeting Date:** 14/06/2023

**Country:** USA

**Ticker:** TGT

**Record Date:** 17/04/2023

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director David P. Abney	Mgmt	For	For
1b	Elect Director Douglas M. Baker, Jr.	Mgmt	For	For
1c	Elect Director George S. Barrett	Mgmt	For	For
1d	Elect Director Gail K. Boudreaux	Mgmt	For	For
1e	Elect Director Brian C. Cornell	Mgmt	For	For

## Target Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1f	Elect Director Robert L. Edwards	Mgmt	For	For
	<i>Voter Rationale: EOS manual override. See analyst note.</i>			
1g	Elect Director Donald R. Knauss	Mgmt	For	For
1h	Elect Director Christine A. Leahy	Mgmt	For	For
1i	Elect Director Monica C. Lozano	Mgmt	For	For
	<i>Voter Rationale: EOS manual override. See analyst note.</i>			
1j	Elect Director Grace Puma	Mgmt	For	For
1k	Elect Director Derica W. Rice	Mgmt	For	For
1l	Elect Director Dmitri L. Stockton	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Against
	<i>Voter Rationale: Concerns regarding Auditor tenure</i>			
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
	<i>Voter Rationale: EOS manual override. See analyst note.</i>			
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
	<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>			
5	Require Independent Board Chair	SH	Against	Against
	<i>Voter Rationale: EOS manual override. See analyst note.</i>			

## Informa Plc

**Meeting Date:** 15/06/2023      **Country:** United Kingdom      **Ticker:** INF  
**Record Date:** 13/06/2023      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Andrew Ransom as Director	Mgmt	For	For
2	Re-elect John Rishton as Director	Mgmt	For	For
	<i>Voter Rationale: Failure to provide DEI disclosures in line with UK listing rules</i>			
3	Re-elect Stephen Carter as Director	Mgmt	For	For
4	Re-elect Gareth Wright as Director	Mgmt	For	For
5	Re-elect Mary McDowell as Director	Mgmt	For	For
6	Re-elect Gill Whitehead as Director	Mgmt	For	For
7	Re-elect Louise Smalley as Director	Mgmt	For	For
8	Re-elect David Flaschen as Director	Mgmt	For	For
9	Re-elect Joanne Wilson as Director	Mgmt	For	For

## Informa Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10	Re-elect Zheng Yin as Director	Mgmt	For	For
11	Re-elect Patrick Martell as Director	Mgmt	For	For
12	Accept Financial Statements and Statutory Reports	Mgmt	For	For
13	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
14	Approve Final Dividend	Mgmt	For	For
15	Appoint 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

## Evolution AB

**Meeting Date:** 16/06/2023

**Country:** Sweden

**Ticker:** EVO

**Record Date:** 08/06/2023

**Meeting Type:** Extraordinary Shareholders

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	Approve Performance Share Plan for Key Employees	Mgmt	For	For

## Evolution AB

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

## Tesco Plc

**Meeting Date:** 16/06/2023      **Country:** United Kingdom      **Ticker:** TSCO  
**Record Date:** 14/06/2023      **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: Pay is misaligned with EOS remuneration principles</i>				
3	Approve Final Dividend	Mgmt	For	For
4	Elect Caroline Silver as Director	Mgmt	For	For
5	Re-elect John Allan as Director (WITHDRAWN)	Mgmt	None	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 Byron Grote as Director	Mgmt	For	For
<i>Voter Rationale: Failure to provide DEI disclosures in line with UK listing rules</i>				
11	Re-elect Ken Murphy as Director	Mgmt	For	For
12	Re-elect Imran Nawaz as Director	Mgmt	For	For
13	Re-elect Alison Platt 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

## Tesco Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
21	Authorise Market Purchase of Shares	Mgmt	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## T-Mobile US, Inc.

**Meeting Date:** 16/06/2023      **Country:** USA      **Ticker:** TMUS  
**Record Date:** 17/04/2023      **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 Claure	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 Raphael Kubler	Mgmt	For	For
1.8	Elect Director Thorsten Langheim	Mgmt	For	For
1.9	Elect Director Dominique Leroy	Mgmt	For	For
1.10	Elect Director Letitia A. Long	Mgmt	For	For
1.11	Elect Director G. Michael Sievert	Mgmt	For	For
1.12	Elect Director Teresa A. Taylor	Mgmt	For	Withhold
<i>Voter Rationale: Lack of independence on boardLack of independent representation at board committeesConcerns related to approach to board gender diversity</i>				
1.13	Elect Director Kelvin R. Westbrook	Mgmt	For	For
<i>Voter Rationale: EOS manual override. See analyst note.</i>				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
<i>Voter Rationale: EOS manual override. See analyst note.</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
5	Approve Omnibus Stock Plan	Mgmt	For	For
6	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For



## NVIDIA Corporation

Meeting Date: 22/06/2023

Country: USA

Ticker: NVDA

Record Date: 24/04/2023

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 Coxo	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
<i>Voter Rationale: EOS manual override. See analyst note.</i>				
1g	Elect Director Harvey C. Jones	Mgmt	For	For
1h	Elect Director Michael G. McCaffery	Mgmt	For	For
1i	Elect Director Stephen C. Neal	Mgmt	For	For
<i>Voter Rationale: EOS manual override. See analyst note.</i>				
1j	Elect Director Mark L. Perry	Mgmt	For	For
1k	Elect Director A. Brooke Seawell	Mgmt	For	For
1l	Elect Director Aarti Shah	Mgmt	For	For
1m	Elect Director Mark A. Stevens	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
<i>Voter Rationale: EOS manual override. See analyst note.</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

## Whitbread Plc

Meeting Date: 22/06/2023

Country: United Kingdom

Ticker: WTB

Record Date: 20/06/2023

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

## Whitbread Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Approve Final Dividend	Mgmt	For	For
4	Elect Dominic Paul as Director	Mgmt	For	For
5	Elect Karen Jones as Director	Mgmt	For	For
6	Elect Cilla Snowball as Director	Mgmt	For	For
7	Re-elect David Atkins as Director	Mgmt	For	For
8	Re-elect Kal Atwal as Director	Mgmt	For	For
9	Re-elect Horst Baier as Director	Mgmt	For	For
10	Re-elect Fumbi Chima as Director	Mgmt	For	For
11	Re-elect Adam Crozier as Director	Mgmt	For	For
<i>Voter Rationale: Failure to provide DEI disclosures in line with UK listing rules</i>				
12	Re-elect Frank Fiskers as Director	Mgmt	For	For
13	Re-elect Richard Gillingwater as Director	Mgmt	For	For
14	Re-elect Chris Kennedy as Director	Mgmt	For	For
15	Re-elect Hemant Patel as Director	Mgmt	For	For
16	Reappoint Deloitte LLP as Auditors	Mgmt	For	For
17	Authorise Board 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
24	Amend Articles of Association Re: Articles 3A(B) and 3B(B)	Mgmt	For	For
25	Amend Articles of Association Re: Articles 1 to 3 and 4 to 133	Mgmt	For	For

## Kingfisher plc

**Meeting Date:** 27/06/2023

**Country:** United Kingdom

**Ticker:** KGF

**Record Date:** 23/06/2023

**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 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 Andrew Cosslett as Director	Mgmt	For	For
9	Re-elect Thierry Garnier as Director	Mgmt	For	For
10	Re-elect Sophie Gasperment as Director	Mgmt	For	For
11	Re-elect Rakhi Goss-Custard as Director	Mgmt	For	For
12	Re-elect Bill Lennie as Director	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	Authorise UK Political Donations and Expenditure	Mgmt	For	For
16	Authorise Issue of Equity	Mgmt	For	For
17	Approve Sharesave Plan	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

## Mastercard Incorporated

**Meeting Date:** 27/06/2023

**Country:** USA

**Ticker:** MA

**Record Date:** 28/04/2023

**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	For
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
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
6	Report on Overseeing Risks Related to Discrimination	SH	Against	Against
7	Report on Establishing Merchant Category Code for Gun and Ammunition Stores	SH	Against	Against
8	Report on Lobbying Payments and Policy	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	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against
10	Report on Cost-Benefit Analysis of Diversity and Inclusion Efforts	SH	Against	Against

## 3i Group PLC

**Meeting Date:** 29/06/2023

**Country:** United Kingdom

**Ticker:** III

**Record Date:** 27/06/2023

**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
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
3	Approve Remuneration Policy	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
4	Approve Increase in Limit on the Aggregate Amount of Fees Payable to Directors	Mgmt	For	For
5	Approve Dividend	Mgmt	For	For
6	Re-elect Simon Borrows as Director	Mgmt	For	For
7	Re-elect Stephen Daintith as Director	Mgmt	For	For
8	Re-elect Jasi Halai as Director	Mgmt	For	For
9	Re-elect James Hatchley as Director	Mgmt	For	For
10	Re-elect David Hutchison as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to below-board gender diversity</i>				
11	Re-elect Lesley Knox as Director	Mgmt	For	For
12	Re-elect Coline McConville as Director	Mgmt	For	For
13	Re-elect Peter McKellar as Director	Mgmt	For	For
14	Re-elect Alexandra Schaapveld as Director	Mgmt	For	For
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For
16	Authorise Board Acting Through the Audit and Compliance 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

**Meeting Date:** 29/06/2023**Country:** Netherlands**Ticker:** ABN**Record Date:** 01/06/2023**Meeting Type:** Extraordinary  
Shareholders

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
	Extraordinary Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2a	Announcement to the General Meeting of the Supervisory Board's Nomination	Mgmt		
2b	Explanation and Motivation by Femke de Vries for her Appointment to the Supervisory Board	Mgmt		
2c	Elect Femke de Vries to Supervisory Board	Mgmt	For	For
3	Close Meeting	Mgmt		