

VOTE SUMMARY REPORT

REPORTING PERIOD: 01/01/2025 to 30/09/2025 LOCATION(S): ALL LOCATIONS

Voting Statistics

	Total	Percent
Votable Meetings	338	
Meetings Voted	330	97.63%
Meetings with One or More Votes Against Management	221	65.38%
Votable Ballots	338	
Ballots Voted	330	97.63%

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	6418		258		6676	
Proposals Voted	6255	97.46%	254	98.45%	6509	97.50%
FOR Votes	5643	87.92%	91	35.27%	5734	85.89%
AGAINST Votes	593	9.24%	163	63.18%	756	11.32%
ABSTAIN Votes	3	0.05%	0	0.00%	3	0.04%
WITHHOLD Votes	13	0.20%	0	0.00%	13	0.19%
Votes WITH Management	5653	88.08%	190	73.64%	5843	87.52%
Votes AGAINST Management	602	9.38%	64	24.81%	666	9.98%

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.

Davide Campari-Milano NV

Meeting Date: 15/01/2025

Record Date: 18/12/2024

Country: Netherlands

Meeting Type: Extraordinary Shareholders

Ticker: CPR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2	Elect Simon Hunt as Executive Director	Mgmt	For	For
3	Close Meeting	Mgmt		

Micron Technology, Inc.

Meeting Date: 16/01/2025

Record Date: 18/11/2024

Country: USA

Meeting Type: Annual

Ticker: MU

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Richard M. Beyer	Mgmt	For	For
Voter Rationale: EOS manual override				
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 Swan	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 structure does not trigger any of EOS critical concerns				
3	Approve Omnibus Stock Plan	Mgmt	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

Boliden AB

Meeting Date: 23/01/2025	Country: Sweden	Ticker: BOL
Record Date: 15/01/2025	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 Inspectors of Minutes of Meeting	Mgmt		
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Approve Issuance of up to 15 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For

Boliden AB

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

Costco Wholesale Corporation

Meeting Date: 23/01/2025	Country: USA	Ticker: COST
Record Date: 15/11/2024	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 Helena B. Foulkes	Mgmt	For	For
1d	Elect Director Hamilton E. James	Mgmt	For	For
1e	Elect Director Sally Jewell	Mgmt	For	For
1f	Elect Director Jeffrey S. Raikes	Mgmt	For	For
1g	Elect Director John W. Stanton	Mgmt	For	For
1h	Elect Director Ron M. Vachris	Mgmt	For	For
1i	Elect Director Mary Agnes (Maggie) Wilderotter	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Total pay is in the bottom quartile (low relative to peers)				
4	Report on Risks of Maintaining Diversity, Equity, and Inclusion Efforts	SH	Against	Against

Intuit Inc.

Meeting Date: 23/01/2025	Country: USA	Ticker: INTU
Record Date: 25/11/2024	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

Intuit Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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 Takedra Mawakana	Mgmt	For	For
1g	Elect Director Suzanne Nora Johnson	Mgmt	For	For
Voter Rationale: EOS manual override - see analyst note				
1h	Elect Director Forrest Norrod	Mgmt	For	For
1i	Elect Director Vasant Prabhu	Mgmt	For	For
1j	Elect Director Ryan Roslansky	Mgmt	For	For
1k	Elect Director Thomas Szkutak	Mgmt	For	For
1l	Elect Director Raul Vazquez	Mgmt	For	For
1m	Elect Director Eric S. Yuan	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: Options/PSUs vest in less than 36 months High variable pay ratio				
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For

Vonovia SE

Meeting Date: 24/01/2025	Country: Germany	Ticker: VNA
Record Date: 17/01/2025	Meeting Type: Extraordinary Shareholders	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Affiliation Agreement with Deutsche Wohnen SE; Approve Creation of EUR 55 Million Pool of Share Capital for Private Placement	Mgmt	For	For

Visa Inc.

Meeting Date: 28/01/2025	Country: USA	Ticker: V
Record Date: 02/12/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Lloyd A. Carney	Mgmt	For	For
1b	Elect Director Kermit R. Crawford	Mgmt	For	For
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For	For
1d	Elect Director Ramon Laguarta	Mgmt	For	For
1e	Elect Director Teri L. List	Mgmt	For	For
1f	Elect Director John F. Lundgren	Mgmt	For	For
Voter Rationale: EOS manual override - see analyst note				
1g	Elect Director Ryan McInerney	Mgmt	For	For
1h	Elect Director Denise M. Morrison	Mgmt	For	For
Voter Rationale: EOS manual override - see analyst note				
1i	Elect Director Pamela Murphy	Mgmt	For	For
1j	Elect Director Linda J. Rendle	Mgmt	For	For
1k	Elect Director Maynard G. Webb, Jr.	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: EOS manual override - see analyst note				
3	Ratify KPMG LLP as Auditors	Mgmt	For	For
4	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against
5	Report on Company's Policy on Merchant Category Codes	SH	Against	Against
6	Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	SH	Against	Against
7	Report on Lobbying Payments and Policy	SH	Against	Against

Imperial Brands Plc

Meeting Date: 29/01/2025	Country: United Kingdom	Ticker: IMB
Record Date: 27/01/2025	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 Therese Esperdy as Director	Mgmt	For	For
5	Re-elect Stefan Bomhard as Director	Mgmt	For	For
6	Re-elect Susan Clark as Director	Mgmt	For	For
7	Re-elect Ngozi Edozien as Director	Mgmt	For	For
8	Re-elect Andrew Gilchrist as Director	Mgmt	For	For
9	Re-elect Alan Johnson as Director	Mgmt	For	For
10	Re-elect Robert Kunze-Concewitz as Director	Mgmt	For	For
11	Re-elect Lukas Paravicini as Director	Mgmt	For	For
12	Re-elect Jonathan Stanton as Director	Mgmt	For	For
13	Elect Julie Hamilton as Director	Mgmt	For	For
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For
17	Authorise Issue of Equity	Mgmt	For	For
18	Authorise Issue of Equity 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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jaime Ardila	Mgmt	For	For
1b	Elect Director Martin Brudermuller	Mgmt	For	For
1c	Elect Director Alan Jope	Mgmt	For	For
1d	Elect Director Nancy McKinstry	Mgmt	For	For
1e	Elect Director Jennifer Nason	Mgmt	For	For
1f	Elect Director Paula A. Price	Mgmt	For	For
1g	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	For
1h	Elect Director Arun Sarin	Mgmt	For	For
1i	Elect Director Julie Sweet	Mgmt	For	For
1j	Elect Director Tracey T. Travis	Mgmt	For	For
1k	Elect Director Masahiko Uotani	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
3	Ratify KPMG LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For
4	Approve Capital Reduction of the Share Premium Account	Mgmt	For	For
5	Authorize Board to Issue Shares under Irish Law	Mgmt	For	For
6	Authorize the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	Mgmt	For	For
7	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For

Compass Group Plc

Meeting Date: 06/02/2025

Country: United Kingdom

Ticker: CPG

Record Date: 04/02/2025

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 Policy	Mgmt	For	For
Voter Rationale: EOS manual override				
3	Approve Remuneration Report	Mgmt	For	For
Voter Rationale: EOS manual override				
4	Approve Final Dividend	Mgmt	For	For
5	Elect Liat Ben-Zur as Director	Mgmt	For	For
6	Elect Juliana Chugg as Director	Mgmt	For	For
7	Re-elect Ian Meakins as Director	Mgmt	For	For
8	Re-elect Dominic Blakemore as Director	Mgmt	For	For
9	Re-elect Petros Parras as Director	Mgmt	For	For
10	Re-elect Palmer Brown as Director	Mgmt	For	For
11	Re-elect Stefan Bomhard as Director	Mgmt	For	For
12	Re-elect John Bryant as Director	Mgmt	For	For
13	Re-elect Arlene Isaacs-Lowe as Director	Mgmt	For	For
14	Re-elect Anne-Francoise Nesmes as Director	Mgmt	For	For
15	Re-elect Sundar Raman as Director	Mgmt	For	For
16	Re-elect Leanne Wood as Director	Mgmt	For	For
17	Reappoint KPMG 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	Amend Long Term Incentive Plan	Mgmt	For	For
21	Approve Restricted Share Award Plan	Mgmt	For	For
22	Authorise Issue of Equity	Mgmt	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For

Compass Group Plc

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

The Sage Group plc.

Meeting Date: 06/02/2025	Country: United Kingdom	Ticker: SGE
Record Date: 04/02/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Remuneration Policy	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
4	Approve Final Dividend	Mgmt	For	For
5	Re-elect Andrew Duff as Director	Mgmt	For	For
6	Re-elect John Bates as Director	Mgmt	For	For
7	Re-elect Jonathan Bewes as Director	Mgmt	For	For
8	Re-elect Maggie Chan Jones as Director	Mgmt	For	For
9	Re-elect Annette Court as Director	Mgmt	For	For
10	Re-elect Roisin Donnelly 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	Appoint KPMG 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 Long Term Incentive Plan	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				

The Sage Group plc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
18	Authorise Removal of Discretionary 5% Dilution Limit for Share Plans	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

Siemens AG

Meeting Date: 13/02/2025	Country: Germany	Ticker: SIE
Record Date: 06/02/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023/24 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 5.20 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2023/24	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2023/24	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2023/24	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2023/24	Mgmt	For	For
3.5	Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2023/24	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2023/24	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2023/24	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2023/24	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2023/24	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Regina Dugan for Fiscal Year 2023/24	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2023/24	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2023/24	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Oliver Hartmann for Fiscal Year 2023/24	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Keryn Lee James for Fiscal Year 2023/24	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Harald Kern (until Dec. 7, 2023) for Fiscal Year 2023/24	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2023/24	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Martina Merz for Fiscal Year 2023/24	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Christian Pfeiffer for Fiscal Year 2023/24	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2023/24	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.15	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2023/24	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Kasper Rorsted for Fiscal Year 2023/24	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2023/24	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2023/24	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Mimon Uhamou (from Dec. 12, 2023) for Fiscal Year 2023/24	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2023/24	Mgmt	For	For
4.21	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2023/24	Mgmt	For	For
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024/25	Mgmt	For	For
5.2	Ratify PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2024/25	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
7.1	Elect Jim Snabe to the Supervisory Board	Mgmt	For	For
7.2	Elect Kasper Rorsted to the Supervisory Board	Mgmt	For	For
7.3	Elect Ulf Schneider to the Supervisory Board	Mgmt	For	For
7.4	Elect Grazia Vittadini to the Supervisory Board	Mgmt	For	For
7.5	Elect Werner Brandt to the Supervisory Board	Mgmt	For	For
Voter Rationale: EOS manual override				
8	Approve Remuneration of Supervisory Board	Mgmt	For	For

Siemens AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For
Voter Rationale: EOS manual override				
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For
11	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For
12	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 15 Billion; Approve Creation of EUR 180 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For

Siemens Energy AG

Meeting Date: 20/02/2025Country: GermanyTicker: ENR

Record Date: 13/02/2025Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023/24 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Christian Bruch for Fiscal Year 2023/24	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Maria Ferraro for Fiscal Year 2023/24	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Karim Amin for Fiscal Year 2023/24	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Tim Holt for Fiscal Year 2023/24	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.5	Approve Discharge of Management Board Member Anne-Laure Parrical de Chammard for Fiscal Year 2023/24	Mgmt	For	For
3.6	Approve Discharge of Management Board Member Vinod Philip for Fiscal Year 2023/24	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2023/24	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Robert Kensbock for Fiscal Year 2023/24	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Hubert Lienhard for Fiscal Year 2023/24	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Guenter Augustat for Fiscal Year 2023/24	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Manfred Baereis for Fiscal Year 2023/24	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Manuel Bloemers for Fiscal Year 2023/24	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Christine Bortenlaenger for Fiscal Year 2023/24	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2023/24	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Andreas Feldmueller for Fiscal Year 2023/24	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Nadine Florian for Fiscal Year 2023/24	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Sigmar Gabriel for Fiscal Year 2023/24	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Veronika Grimm (from Feb. 26, 2024) for Fiscal Year 2023/24	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.13	Approve Discharge of Supervisory Board Member Horst Hakelberg (until Feb. 26, 2024) for Fiscal Year 2023/24	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2023/24	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Simone Menne (from Feb. 26, 2024) for Fiscal Year 2023/24	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Hildegard Mueller for Fiscal Year 2023/24	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Laurence Mulliez for Fiscal Year 2023/24	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Thomas Pfann for Fiscal Year 2023/24	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Matthias Rebellius for Fiscal Year 2023/24	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Cornelia Schau (from Feb. 26, 2024) for Fiscal Year 2023/24	Mgmt	For	For
4.21	Approve Discharge of Supervisory Board Member Ralf Thomas (until Feb. 26, 2024) for Fiscal Year 2023/24	Mgmt	For	For
4.22	Approve Discharge of Supervisory Board Member Geisha Williams for Fiscal Year 2023/24	Mgmt	For	For
4.23	Approve Discharge of Supervisory Board Member Randy Zwirn (until Feb. 26, 2024) for Fiscal Year 2023/24	Mgmt	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2024/25	Mgmt	For	For
5.2	Ratify KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2024/25	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	For
7	Approve Remuneration Policy	Mgmt	For	For

Voter Rationale: EOS manual override

Siemens Energy AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.1	Elect Anja-Isabel Dotzenrath to the Supervisory Board	Mgmt	For	For
8.2	Elect Sigmar Gabriel to the Supervisory Board	Mgmt	For	For
8.3	Elect Joe Kaeser to the Supervisory Board	Mgmt	For	For
Voter Rationale: EOS manual override				
8.4	Elect Hubert Lienhard to the Supervisory Board	Mgmt	For	For
8.5	Elect Laurence Mulliez to the Supervisory Board	Mgmt	For	For
8.6	Elect Matthias Rebellius to the Supervisory Board	Mgmt	For	For
8.7	Elect Geisha Williams to the Supervisory Board	Mgmt	For	For
8.8	Elect Feiyu Xu to the Supervisory Board	Mgmt	For	For
9	Approve Supervisory Board Remuneration Policy	Mgmt	For	For
10	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For

Apple Inc.

Meeting Date: 25/02/2025Country: USATicker: AAPL

Record Date: 02/01/2025Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Wanda Austin	Mgmt	For	For
1b	Elect Director Tim Cook	Mgmt	For	For
1c	Elect Director Alex Gorsky	Mgmt	For	For
1d	Elect Director Andrea Jung	Mgmt	For	For
1e	Elect Director Art Levinson	Mgmt	For	For
1f	Elect Director Monica Lozano	Mgmt	For	For
1g	Elect Director Ron Sugar	Mgmt	For	For
1h	Elect Director Sue Wagner	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

Apple Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS' critical concerns				
4	Report on Ethical AI Data Acquisition and Usage	SH	Against	Against
5	Report on Child Safety Online	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
6	Consider Abolishing DEI Policies, Programs, Departments, and Goals	SH	Against	Against
7	Report on Discrimination in Charitable Contributions	SH	Against	Against

Deere & Company

Meeting Date: 26/02/2025	Country: USA	Ticker: DE
Record Date: 30/12/2024	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Leanne G. Caret	Mgmt	For	Against
Voter Rationale: Concerns regarding Auditor tenure				
1b	Elect Director Tamra A. Erwin	Mgmt	For	For
1c	Elect Director R. Preston Feight	Mgmt	For	For
1d	Elect Director Alan C. Heuberger	Mgmt	For	For
1e	Elect Director L. Neil Hunn	Mgmt	For	For
1f	Elect Director Michael O. Johanns	Mgmt	For	For
1g	Elect Director John C. May	Mgmt	For	For
1h	Elect Director Gregory R. Page	Mgmt	For	For
1i	Elect Director Sherry M. Smith	Mgmt	For	For
1j	Elect Director Dmitri L. Stockton	Mgmt	For	For
Voter Rationale: EOS manual override (see analyst note)				
1k	Elect Director Sheila G. Talton	Mgmt	For	For

Deere & Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: EOS manual override (see analyst note)				
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Against
Voter Rationale: Concerns regarding Auditor tenure				
4	Report on Statistical Differences in Hiring Across Race and Gender	SH	Against	Against
5	Report on Effectiveness of Efforts to Create a Meritocratic Workplace	SH	Against	Against
Voter Rationale: EOS manual override (see analyst note)				
6	Establish a Board Committee on Corporate Financial Sustainability	SH	Against	Against
7	Report on a Civil Rights Audit	SH	Against	For
Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation				
8	Report on Discrimination in Charitable Contributions	SH	Against	Against

Banco BPM SpA

Meeting Date: 28/02/2025

Record Date: 19/02/2025

Country: Italy

Meeting Type: Ordinary Shareholders

Ticker: BAMI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Ordinary Business	Mgmt		
	Authorizations Related to the Voluntary Tender Offer Launched by Banco BPM Vita	Mgmt	For	For

Kone Oyj

Meeting Date: 05/03/2025

Record Date: 21/02/2025

Country: Finland

Meeting Type: Annual

Ticker: KNEBV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Call the Meeting to Order	Mgmt		
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 1.7975 per Class A Share and EUR 1.80 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	For
11	Approve Remuneration of Directors in the Amount of EUR 220,000 for Chair, EUR 125,000 for Vice Chair and EUR 110,000 for Other Directors	Mgmt	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For
13.a	Elect Banmali Agrawala as New Director	Mgmt	For	For
13.b	Reelect Matti Alahuhta as Director	Mgmt	For	Against
<i>Voter Rationale: A vote AGAINST candidates Antti Herlin (13.e) and Matti Alahuhta (13.b) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence.</i>				
13.c	Reelect Susan Duinhoven as Director	Mgmt	For	For
13.d	Reelect Marika Fredriksson as Director	Mgmt	For	For
13.e	Reelect Antti Herlin as Director	Mgmt	For	Against
<i>Voter Rationale: A vote AGAINST candidates Antti Herlin (13.e) and Matti Alahuhta (13.b) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. A vote AGAINST Antti Herlin (Item 13.e) is warranted due to the company maintaining a share structure with unequal voting rights.</i>				
13.f	Reelect Iiris Herlin as Director	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13.g	Reelect Jussi Herlin as Director	Mgmt	For	Against
Voter Rationale: A vote AGAINST candidate Jussi Herlin (Item 13.g) is warranted, because of his presence on both the audit and the remuneration committees.				
13.h	Reelect Timo Ihamuotila as Director	Mgmt	For	For
13.i	Reelect Krishna Mikkilineni as Director	Mgmt	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Fix Number of Auditors at One	Mgmt	For	For
16	Ratify Ernst & Young as Auditors	Mgmt	For	For
17	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For
18	Appoint Ernst & Young as Auditor for Sustainability Reporting	Mgmt	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For
20	Approve Issuance of Shares and Options without Preemptive Rights	Mgmt	For	Against
Voter Rationale: A vote AGAINST this issuance authorization is warranted because it explicitly includes the possibility to issue additional super voting shares.				
21	Close Meeting	Mgmt		

Applied Materials, Inc.

Meeting Date: 06/03/2025	Country: USA	Ticker: AMAT
Record Date: 08/01/2025	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	For
1g	Elect Director Alexander A. Karsner	Mgmt	For	For

Applied Materials, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
3	Ratify KPMG LLP as Auditors	Mgmt	For	For

Analog Devices, Inc.

Meeting Date: 12/03/2025Country: USATicker: ADI

Record Date: 03/01/2025Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Vincent Roche	Mgmt	For	For
1b	Elect Director Stephen M. Jennings	Mgmt	For	For
1c	Elect Director Andre Andonian	Mgmt	For	For
1d	Elect Director Edward H. Frank	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note				
1e	Elect Director Laurie H. Glimcher	Mgmt	For	For
1f	Elect Director Karen M. Golz	Mgmt	For	For
1g	Elect Director Peter B. Henry	Mgmt	For	For
1h	Elect Director Mercedes Johnson	Mgmt	For	For
1i	Elect Director Ray Stata	Mgmt	For	For
1j	Elect Director Andrea F. Wainer	Mgmt	For	For
1k	Elect Director Susie Wee	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: EOS manual override. See analyst note				
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Reduce Certain Supermajority Vote Requirement	Mgmt	For	For

Meeting Date: 12/03/2025	Country: Denmark	Ticker: GMAB
Record Date: 05/03/2025	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	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
5.a	Reelect Deirdre P. Connelly as Director	Mgmt	For	For
5.b	Reelect Pernille Erenbjerg as Director	Mgmt	For	For
5.c	Reelect Rolf Hoffmann as Director	Mgmt	For	For
5.d	Reelect Elizabeth OFarrell as Director	Mgmt	For	For
5.e	Reelect Paolo Paoletti as Director	Mgmt	For	For
5.f	Reelect Anders Gersel Pedersen as Director	Mgmt	For	Abstain
Voter Rationale: Concerns related to inappropriate membership of committees				
6	Ratify Deloitte as Auditors	Mgmt	For	For
7.a	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
7.b	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
Voter Rationale: Pay is misaligned with EOS remuneration principles				
7.c	Approve DKK 2.08 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For
7.d	Authorize Share Repurchase Program	Mgmt	For	For

Genmab A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.e	Approve Equity Plan Financing Through Issuance of Warrants up to a Nominal Value of DKK 750,000	Mgmt	For	For
8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
9	Other Business	Mgmt		

Pandora AS

Meeting Date: 12/03/2025

Country: Denmark

Ticker: PNDORA

Record Date: 05/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
4	Approve Remuneration of Directors	Mgmt	For	For
5	Approve Allocation of Income and Dividends of DKK 20.00 Per Share	Mgmt	For	For
6.1	Reelect Peter A. Ruzicka as Director	Mgmt	For	For
6.2	Reelect Christian Frigast as Director	Mgmt	For	For
6.3	Reelect Lilian Fossum Biner as Director	Mgmt	For	For
6.4	Reelect Birgitta Stymne Goransson as Director	Mgmt	For	For
6.5	Reelect Marianne Kirkegaard as Director	Mgmt	For	For
6.6	Reelect Catherine Spindler as Director	Mgmt	For	For
6.7	Reelect Jan Zijderveld as Director	Mgmt	For	For
7	Ratify Ernst & Young as Auditor; Appoint Ernst & Young as Auditor for Sustainability Reporting	Mgmt	For	For

Pandora AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Approve Discharge of Management and Board	Mgmt	For	For
9.1	Approve DKK 3 Million Reduction in Share Capital via Share Cancellation; Amend Articles Accordingly	Mgmt	For	For
9.2	Approve Creation of DKK 39.5 Million Pool of Capital with Preemptive Rights	Mgmt	For	For
9.3	Approve Creation of DKK 7.9 Million Pool of Capital without Preemptive Rights	Mgmt	For	For
9.4	Authorize Share Repurchase Program	Mgmt	For	For
9.5	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
10	Other Business	Mgmt		

Starbucks Corporation

Meeting Date: 12/03/2025

Country: USA

Ticker: SBUX

Record Date: 10/01/2025

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Richard E. Allison, Jr.	Mgmt	For	Against
Voter Rationale: Concerns about remuneration committee performance				
1b	Elect Director Andrew Campion	Mgmt	For	For
1c	Elect Director Beth Ford	Mgmt	For	Against
Voter Rationale: Concerns about human rights EOS manual override				
1d	Elect Director Jorgen Vig Knudstorp	Mgmt	For	For
Voter Rationale: EOS manual override				
1e	Elect Director Neal Mohan	Mgmt	For	For
1f	Elect Director Brian Niccol	Mgmt	For	For
1g	Elect Director Daniel Javier Servitje Montull	Mgmt	For	For
1h	Elect Director Michael Sievert	Mgmt	For	For
1i	Elect Director Wei Zhang	Mgmt	For	For

Starbucks Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: 1- Excessive CEO pay2- Excessive perquisites3- High CEO to average NEO pay				
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Report on Discrimination in Charitable Contributions	SH	Against	Against
5	Require Independent Board Chair	SH	Against	For
Voter Rationale: SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation				
6	Report on Human Rights Risks Related to Labor Organizing	SH	Against	Against
7	Report on Cage Free Egg Commitment in China and Japan	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks EOS manual override				
8	Publish an Annual Carbon Emissions Congruency Report	SH	Against	Against

Wartsila Oyj Abp

Meeting Date: 13/03/2025	Country: Finland	Ticker: WRT1V
Record Date: 03/03/2025	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 0.44 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For

Wartsila Oyj Abp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
12	Approve Remuneration of Directors in the Amount of EUR 200,000 for Chair, EUR 105,000 for Vice Chair and EUR 80,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For
13	Fix Number of Directors at Eight	Mgmt	For	For
14	Reelect Karen Bomba, Morten H. Engelstoft, Karin Falk, Johan Forssell, Tom Johnstone (Chair), Tiina Tuomela and Mika Vehvilainen (Vice-Chair) as Directors; Elect Henrik Ehrnrooth as New Director	Mgmt	For	For
15	Approve Remuneration of Auditors	Mgmt	For	For
16	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
17	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For
18	Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	Mgmt	For	For
19	Amend Articles Re: Auditor; General Meeting	Mgmt	For	For
20	Authorize Share Repurchase Program	Mgmt	For	For
21	Approve Issuance of up to 57 Million Shares without Preemptive Rights	Mgmt	For	For
22	Close Meeting	Mgmt		

Carlsberg A/S

Meeting Date: 17/03/2025	Country: Denmark	Ticker: CARL.B
Record Date: 10/03/2025	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 Dividends of DKK 27 Per Share	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
5.A	Approve Remuneration of Directors	Mgmt	For	For
5.B	Approve DKK 32 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For
6.a	Reelect Henrik Poulsen as Director	Mgmt	For	Abstain
Voter Rationale: Inadequate management of climate-related risks				
6.b	Reelect Majken Schultz as Director	Mgmt	For	For
6.c	Reelect Magdi Batato as Director	Mgmt	For	For
6.d	Reelect Lilian Fossum Biner as Director	Mgmt	For	For
6.e	Reelect Bob Kunze-Concewitz as Director	Mgmt	For	For
6.f	Reelect Punita Lal as Director	Mgmt	For	For
6.g	Elect Jens Hjorth as New Director	Mgmt	For	For
6.h	Elect Winnie Ma as New Director	Mgmt	For	For
7	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For

QUALCOMM Incorporated

Meeting Date: 18/03/2025	Country: USA	Ticker: QCOM
Record Date: 17/01/2025	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 Ann M. Livermore	Mgmt	For	For
1f	Elect Director Mark D. McLaughlin	Mgmt	For	For
1g	Elect Director Jamie S. Miller	Mgmt	For	For
1h	Elect Director Marie Myers	Mgmt	For	For
1i	Elect Director Irene B. Rosenfeld	Mgmt	For	For
1j	Elect Director Kornelis (Neil) Smit	Mgmt	For	For
1k	Elect Director Jean-Pascal Tricoire	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
4	Amend Omnibus Stock Plan	Mgmt	For	For
5	Report on Climate Risk in Retirement Plan Options	SH	Against	Against

DSV A/S

Meeting Date: 20/03/2025	Country: Denmark	Ticker: DSV
Record Date: 13/03/2025	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 7 Per Share	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Approve Remuneration of Directors	Mgmt	For	For
5	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
6.1	Reelect Thomas Plenborg as Director	Mgmt	For	For
Voter Rationale: EOS manual override				
6.2	Reelect Jorgen Moller as Director	Mgmt	For	For
6.3	Reelect Beat Walti as Director	Mgmt	For	For
6.4	Reelect Tarek Sultan Al-Essa as Director	Mgmt	For	For
Voter Rationale: EOS manual override				
6.5	Reelect Benedikte Leroy as Director	Mgmt	For	For
6.6	Elect Natalie Shaverdian Riise-Knudsen as New Director	Mgmt	For	For
6.7	Elect Sabine Bendiek as New Director	Mgmt	For	For
7	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For
8.1	Approve Creation of DKK 48.1 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 48.1 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 48.1 Million	Mgmt	For	Against
Voter Rationale: Concerns to protect shareholder value				
8.2	Authorize Share Repurchase Program	Mgmt	For	For
8.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
9	Other Business	Mgmt		

Moncler SpA

Meeting Date: 20/03/2025	Country: Italy	Ticker: MONC
Record Date: 11/03/2025	Meeting Type: Extraordinary Shareholders	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Extraordinary Business Amend Company Bylaws Re: Articles 13, 14, 15, 19, and 24	Mgmt	For	For

Nordea Bank Abp

Meeting Date: 20/03/2025	Country: Finland	Ticker: NDA.FI
Record Date: 10/03/2025	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 President Review	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 0.94 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 400,000 for Chair, EUR 180,000 for Vice Chair and EUR 112,000 for Other Directors; Approve Remuneration for Committee Work; Approve Legal and Administrative Fees	Mgmt	For	For
12	Fix Number of Directors (10) and Deputy Directors (1)	Mgmt	For	For
13.a	Reelect Sir Stephen Hester (Chair) as Director	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13.b	Reelect Petra van Hoeken as Director	Mgmt	For	For
13.c	Reelect John Maltby as Director	Mgmt	For	For
13.d	Reelect Risto Murto as Director	Mgmt	For	For
13.e	Reelect Lars Rohde as Director	Mgmt	For	For
13.f	Reelect Lene Skole as Director	Mgmt	For	For
13.g	Reelect Per Stromberg as Director	Mgmt	For	For
13.h	Reelect Jonas Synnergren as Director	Mgmt	For	For
13.i	Reelect Arja Talma as Director	Mgmt	For	For
13.j	Reelect Kjersti Wiklund as Director	Mgmt	For	For
14	Approve Remuneration of Auditor	Mgmt	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
16	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For
17	Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	Mgmt	For	For
18	Amend Charter for the Shareholders Nomination Board	Mgmt	For	For
19	Approve Issuance of Convertible Instruments without Preemptive Rights	Mgmt	For	For
20	Authorize Share Repurchase Program in the Securities Trading Business	Mgmt	For	For
21	Authorize Reissuance of Repurchased Shares	Mgmt	For	For
22	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
23	Approve Issuance of up to 30 Million Shares without Preemptive Rights	Mgmt	For	For
	Shareholder Proposals Submitted by Swedish Society for Nature Conservation and Action Aid Denmark	Mgmt		
24	Approve Business Activities in Line with the Paris Agreement	SH	Against	Against
25	Close Meeting	Mgmt		

Meeting Date: 20/03/2025	Country: Finland	Ticker: STERV
Record Date: 10/03/2025	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 0.25 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against
Voter Rationale: A vote AGAINST this item is warranted because while the proposed remuneration policy is mostly well described, the earning opportunities under the STI and LTI plans have been significantly increased without an adequate supporting rationale.				
12	Approve Remuneration of Directors in the Amount of EUR 221,728 for Chair, EUR 125,186 for Vice Chair and EUR 85,933 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
13	Fix Number of Directors at Nine	Mgmt	For	For
14	Reelect Hakan Buskhe (Vice Chair), Helena Hedblom, Astrid Hermann, Kari Jordan (Chair), Christiane Kuehne, Richard Nilsson and Reima Rytola as Directors; Elect Elena Scaltritti and Antti Vasara as New Directors	Mgmt	For	Abstain
Voter Rationale: A vote ABSTAIN this proposal is warranted for the following reasons: - Less than half of the members on the remuneration committee are considered independent. - The chairman of the audit committee is non-independent. - The company maintains a share structure with unequal voting rights.				

Stora Enso Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
15	Approve Remuneration of Auditors	Mgmt	For	For
16	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
17	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For
18	Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	Mgmt	For	For
19	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For
20	Approve Issuance of up to 2 Million Class R Shares without Preemptive Rights	Mgmt	For	For
21	Amend Articles	Mgmt	For	For
22	Decision on Making Order	Mgmt		
23	Close Meeting	Mgmt		

The Walt Disney Company

Meeting Date: 20/03/2025	Country: USA	Ticker: DIS
Record Date: 21/01/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mary T. Barra	Mgmt	For	Against
Voter Rationale: 1- Concerns about remuneration committee performance2- Overboarded/Too many other time commitments				
1b	Elect Director Amy L. Chang	Mgmt	For	For
1c	Elect Director D. Jeremy Darroch	Mgmt	For	For
1d	Elect Director Carolyn N. Everson	Mgmt	For	For
1e	Elect Director Michael B.G. Froman	Mgmt	For	For
1f	Elect Director James P. Gorman	Mgmt	For	For
1g	Elect Director Robert A. Iger	Mgmt	For	For
1h	Elect Director Maria Elena Lagomasino	Mgmt	For	For
1i	Elect Director Calvin R. McDonald	Mgmt	For	For

The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1j	Elect Director Derica W. Rice	Mgmt	For	Against
Voter Rationale: 1- Concerns regarding Auditor tenure2- Overboarded/Too many other time commitments				
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Against
Voter Rationale: Concerns regarding Auditor tenure				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: Low shareholding requirementOptions/PSUs vest in less than 36 months				
4	Report on Climate Risk in Retirement Plan Options	SH	Against	Against
5	Reconsider Participation in Human Rights Campaign's Corporate Equality Index	SH	Against	Against
6	Report on Risks of Discriminating Based on Religious and Political Views	SH	Against	Against

Kesko Oyj

Meeting Date: 24/03/2025	Country: Finland	Ticker: KESKOB
Record Date: 12/03/2025	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 0.90 Per Share	Mgmt	For	For
10	Approve Discharge of Board and President	Mgmt	For	For

Kesko Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against
Voter Rationale: A vote AGAINST this item is warranted because the company has not disclosed targets and weights attached to the annual bonus.				
12	Approve Remuneration of Directors in the Amount of EUR 120,000 for Chair, EUR 75,000 for Vice Chair and EUR 55,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For
13	Fix Number of Directors at Seven	Mgmt	For	For
14	Reelect Esa Kiiskinen, Jannica Fagerholm, Pauli Jaakola, Piia Karhu, Jussi Perala, TimoRitakallio as Directors; Elect Tiina Alahuhta-Kasko as New Director	Mgmt	For	Against
Voter Rationale: A vote AGAINST this proposal is warranted because Pauli Jaakola is a representative of a shareholder benefitting from a share structure with unequal voting rights.				
15	Approve Remuneration of Auditors	Mgmt	For	For
16	Ratify Deloitte as Auditors	Mgmt	For	For
17	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For
18	Appoint Deloitte as Auditor for Sustainability Reporting	Mgmt	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For
20	Approve Issuance of up to 33 Million Class B Shares without Preemptive Rights	Mgmt	For	For
21	Approve Charitable Donations of up to EUR 300,000	Mgmt	For	For
22	Close Meeting	Mgmt		

Neste Corp.

Meeting Date: 25/03/2025	Country: Finland	Ticker: NESTE
Record Date: 13/03/2025	Meeting Type: Annual	

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt		
5	Prepare and Approve List of Shareholders	Mgmt		
6	Receive Financial Statements and Statutory Reports; 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 0.20 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 165,000 for Chair, EUR 90,000 for Vice Chair, and EUR 75,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For
12	Fix Number of Directors at Eight	Mgmt	For	For
13	Reelect John Abbott (Vice Chair), Nick Elmslie, Just Jansz, Conrad Keijzer, Pasi Laine (Chair) and Sari Mannonen as Directors; Elect Anna Hyvonen and Essimari Kairisto as New Directors	Mgmt	For	Against
Voter Rationale: A vote AGAINST this proposal is warranted because the candidate Anna Kristiina Hyvonen is overboarded.				
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Ratify KPMG as Auditor	Mgmt	For	For
16	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For
17	Appoint KPMG as Auditor for Sustainability Reporting	Mgmt	For	For
18	Authorize Share Repurchase Program	Mgmt	For	For
19	Approve Issuance of up to 23 Million Shares without Preemptive Rights	Mgmt	For	For
20	Close Meeting	Mgmt		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Extraordinary Business	Mgmt		
	Amend Article 15.3 of Bylaws Re: Directors Length of Term	Mgmt	For	Against
Voter Rationale: Concerns related to succession planning				
2	Amend Article 17.5 of Bylaws Re: Virtual Participation	Mgmt	For	For
	Ordinary Business	Mgmt		
3	Approve Financial Statements and Discharge Directors	Mgmt	For	For
4	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
5	Approve Allocation of Income and Dividends of EUR 0.69 per Share	Mgmt	For	For
6	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 640,000	Mgmt	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
8	Approve Compensation of Chairman of the Board	Mgmt	For	For
9	Approve Compensation of CEO	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
10	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
11	Approve Remuneration Policy of CEO	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
12	Reelect Joachim Kreuzburg as Director	Mgmt	For	For
13	Reelect Rene Faber as Director	Mgmt	For	For
14	Reelect Pascale Boissel as Director	Mgmt	For	For
15	Reelect Lothar Kappich as Director	Mgmt	For	For
16	Elect Christopher Nowers as Director	Mgmt	For	For
17	Elect Cecile Dussart as Director	Mgmt	For	For

Sartorius Stedim Biotech SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
18	Authorize Repurchase of Up to 0.10 Percent of Issued Share Capital	Mgmt	For	Against
<i>Voter Rationale: Poison pill/anti-takeover measure not in investors interests</i>				
19	Extraordinary Business	Mgmt		
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 6 Million	Mgmt	For	Against
<i>Voter Rationale: Poison pill/anti-takeover measure not in investors interests</i>				
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million	Mgmt	For	Against
<i>Voter Rationale: Issue of equity raises concerns about excessive dilution of existing shareholders Poison pill/anti-takeover measure not in investors interests Concerns to protect shareholder value</i>				
21	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 6 Million	Mgmt	For	Against
<i>Voter Rationale: Issue of equity raises concerns about excessive dilution of existing shareholders Poison pill/anti-takeover measure not in investors interests Concerns to protect shareholder value</i>				
22	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 163,464.4	Mgmt	For	For
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against
<i>Voter Rationale: Issue of equity raises concerns about excessive dilution of existing shareholders</i>				
24	Authorize Capital Increase of up to 20 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against
<i>Voter Rationale: Issue of equity raises concerns about excessive dilution of existing shareholders Poison pill/anti-takeover measure not in investors interests</i>				
25	Authorize Capitalization of Reserves of Up to EUR 6 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				

Sartorius Stedim Biotech SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
27	Authorize up to 10 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against
Voter Rationale: 1- Insufficient disclosure2- Options vest in less than 36 months				
28	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For

Telefonaktiebolaget LM Ericsson

Meeting Date: 25/03/2025	Country: Sweden	Ticker: ERIC.B
Record Date: 17/03/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Chair 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 and CEO Report; Allow Questions	Mgmt		
8.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8.2	Approve Remuneration Report	Mgmt	For	For
8.3.a	Approve Discharge of Board Member Jan Carlson	Mgmt	For	For
8.3.b	Approve Discharge of Board Member Jacob Wallenberg	Mgmt	For	For
8.3.c	Approve Discharge of Board Member Jon Fredrik Baksaas	Mgmt	For	For
8.3.d	Approve Discharge of Board Member Carolina Dybeck Happe	Mgmt	For	For
8.3.e	Approve Discharge of Board Member Borje Ekholm	Mgmt	For	For
8.3.f	Approve Discharge of Board Member Eric A. Elzvik	Mgmt	For	For
8.3.g	Approve Discharge of Board Member Kristin S. Rinne	Mgmt	For	For

Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.3.h	Approve Discharge of Board Member Helena Stjernholm	Mgmt	For	For
8.3.i	Approve Discharge of Board Member Jonas Synnergren	Mgmt	For	For
8.3.j	Approve Discharge of Board Member Christy Wyatt	Mgmt	For	For
8.3.k	Approve Discharge of Board Member Karl Aberg	Mgmt	For	For
8.3.l	Approve Discharge of Employee Representative Ulf Rosberg	Mgmt	For	For
8.3.m	Approve Discharge of Employee Representative Annika Salomonsson	Mgmt	For	For
8.3.n	Approve Discharge of Employee Representative Kjell-Ake Soting	Mgmt	For	For
8.3.o	Approve Discharge of Deputy Employee Representative Frans Frejdestedt	Mgmt	For	For
8.3.p	Approve Discharge of Deputy Employee Representative Loredana Roslund	Mgmt	For	For
8.3.q	Approve Discharge of Deputy Employee Representative Stefan Wanstedt	Mgmt	For	For
8.3.r	Approve Discharge of President Borje Ekholm	Mgmt	For	For
8.4	Approve Allocation of Income and Dividends of SEK 2.85 Per Share	Mgmt	For	For
9	Determine Number Directors (11) and Deputy Directors (0) of Board	Mgmt	For	For
10	Approve Remuneration of Directors in the Amount of SEK 5 Million for Chair and SEK 1.3 Million for Other Directors, Approve Remuneration for Committee Work	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
11.1	Reelect Jon Fredrik Baksaas as Director	Mgmt	For	For
11.2	Reelect Jan Carlson as Director	Mgmt	For	Against
Voter Rationale: Concerns related to approach to board gender diversity				
11.3	Reelect Borje Ekholm as Director	Mgmt	For	For
11.4	Reelect Eric A. Elzvik as Director	Mgmt	For	For
11.5	Reelect Kristin S. Rinne as Director	Mgmt	For	For

Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11.6	Reelect Jonas Synnergren as Director	Mgmt	For	For
11.7	Reelect Jacob Wallenberg as Director	Mgmt	For	For
11.8	Reelect Christy Wyatt as Director	Mgmt	For	For
11.9	Reelect Karl Aberg as Director	Mgmt	For	For
11.10	Elect Christian Cederholm as New Director	Mgmt	For	For
11.11	Elect Marachel Knight as New Director	Mgmt	For	For
12	Reelect Jan Carlson as Board Chair	Mgmt	For	Against
<i>Voter Rationale: Concerns related to approach to board gender diversity</i>				
13	Determine Number of Auditors (1)	Mgmt	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Ratify Deloitte AB as Auditor	Mgmt	For	For
16.1	Approve Long-Term Variable Compensation Program 2025 (LTV 2025)	Mgmt	For	For
16.2	Approve Equity Plan Financing LTV 2025	Mgmt	For	For
16.3	Approve Alternative Equity Plan Financing of LTV 2025, if Item 16.2 is Not Approved	Mgmt	For	For
17	Amend Long-Term Variable Compensation Programs LTV I 2023, LTV II 2023 and LTV 2024	Mgmt	For	For
18	Approve Equity Plan Financing of LTV 2024	Mgmt	For	For
19.1	Approve Equity Plan Financing of LTV 2022, LTV I 2023 and LTV II 2023	Mgmt	For	For
19.2	Approve Equity Plan Financing of LTV 2022, LTV I 2023 and LTV II 2023	Mgmt	For	For
	Shareholder Proposals Submitted by Christopher Neitzert	Mgmt		
20	Approve Policy Ensuring that Executive Bonuses are Disbursed Only After All Employees Have Received Cost-of-living and Performance-based Salary Increases Each Year	SH	Against	Against
<i>Voter Rationale: 1- Insufficient basis to support a decision2- SH: Against shareholder resolution, against management recommendation / Shareholder proposal does not promote appropriate accountability or incentivisation</i>				

Svenska Handelsbanken AB

Meeting Date: 26/03/2025	Country: Sweden	Ticker: SHB.A
Record Date: 18/03/2025	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		
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 15 Per Share	Mgmt	For	For
10	Approve Remuneration Report	Mgmt	For	For
11.1	Approve Discharge of Par Boman	Mgmt	For	For
11.2	Approve Discharge of Fredrik Lundberg	Mgmt	For	For
11.3	Approve Discharge of Mikael Almvret	Mgmt	For	For
11.4	Approve Discharge of Jon Fredrik Baksaa	Mgmt	For	For
11.5	Approve Discharge of Helene Barnekow	Mgmt	For	For
11.6	Approve Discharge of Stina Bergfors	Mgmt	For	For
11.7	Approve Discharge of Hans Biorck	Mgmt	For	For
11.8	Approve Discharge of Stefan Henricson	Mgmt	For	For
11.9	Approve Discharge of Kerstin Hessius	Mgmt	For	For
11.10	Approve Discharge of Anna Hjelmberg	Mgmt	For	For
11.11	Approve Discharge of Louise Lindh	Mgmt	For	For
11.12	Approve Discharge of Lena Renstrom	Mgmt	For	For

Svenska Handelsbanken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11.13	Approve Discharge of Ulf Riese	Mgmt	For	For
11.14	Approve Discharge of Arja Taaveniku	Mgmt	For	For
11.15	Approve Discharge of CEO Michael Green	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 (9)	Mgmt	For	For
16	Determine Number of Auditors (2)	Mgmt	For	For
17	Approve Remuneration of Directors in the Amount of SEK 4.05 Million for Chair, SEK 1.15 Million for Vice Chair and SEK 825,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
18.1	Reelect Helene Barnekow as Director	Mgmt	For	For
18.2	Reelect Stina Bergfors as Director	Mgmt	For	For
18.3	Reelect Hans Biorck as Director	Mgmt	For	For
18.4	Reelect Par Boman as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments				
18.5	Reelect Kerstin Hessius as Director	Mgmt	For	For
18.6	Elect Anders Jernhall as New Director	Mgmt	For	For
18.7	Reelect Louise Lindh as Director	Mgmt	For	For
18.8	Reelect Fredrik Lundberg as Director	Mgmt	For	Against
Voter Rationale: Overboarded/Too many other time commitments				
18.9	Reelect Ulf Riese as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				

Svenska Handelsbanken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
19	Elect Par Borman as Board Chair	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments				
20	Ratify PricewaterhouseCoopers and Deloitte as Auditors	Mgmt	For	For
21	Ratify KPMG AB as Auditors In Foundations with Associated Management	Mgmt	For	For
22	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt		
	Approve Proposal Regarding Improving Procedures for Issuing BankID	SH	Against	Against
Voter Rationale: Insufficient basis to support a decision				
23	Approve Proposal Regarding Improving the BankID Security	SH	Against	Against
Voter Rationale: Insufficient basis to support a decision				
24	Shareholder Proposals Submitted by Henric Eriksson and Jacob Eriksson	Mgmt		
	Change Dividend Policy	SH	Against	Against
Voter Rationale: SH: Against shareholder resolution, against management recommendation / Shareholder proposal does not promote appropriate accountability or incentivisation				
25	Close Meeting	Mgmt		

Swedbank AB

Meeting Date: 26/03/2025	Country: Sweden	Ticker: SWED.A
Record Date: 18/03/2025	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 Inspectors of Minutes of Meeting	Mgmt		
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7.a	Receive Financial Statements and Statutory Reports	Mgmt		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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 21.70 Per Share	Mgmt	For	For
10.a	Approve Discharge of Goran Bengtson	Mgmt	For	For
10.b	Approve Discharge of Annika Creutzer	Mgmt	For	For
10.c	Approve Discharge of Hans Eckerstrom	Mgmt	For	For
10.d	Approve Discharge of Kerstin Hermansson	Mgmt	For	For
10.e	Approve Discharge of Helena Liljedahl	Mgmt	For	For
10.f	Approve Discharge of Bengt Erik Lindgren	Mgmt	For	For
10.g	Approve Discharge of Anna Mossberg	Mgmt	For	For
10.h	Approve Discharge of Per Olof Nyman	Mgmt	For	For
10.i	Approve Discharge of Biljana Pehrsson	Mgmt	For	For
10.j	Approve Discharge of Goran Persson	Mgmt	For	For
10.k	Approve Discharge of Biorn Riese	Mgmt	For	For
10.l	Approve Discharge of Jens Henriksson	Mgmt	For	For
10.m	Approve Discharge of Roger Ljung	Mgmt	For	For
10.n	Approve Discharge of Ake Skoglund	Mgmt	For	For
10.o	Approve Discharge of Henrik Joelsson	Mgmt	For	For
10.p	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 3.5 Million for Chair, SEK 1.2 Million for Vice Chair and SEK 800,000 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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13.b	Reelect Annika Creutzer as Director	Mgmt	For	For
13.c	Reelect Hans Eckerstrom as Director	Mgmt	For	For
13.d	Reelect Kerstin Hermansson as Director	Mgmt	For	For
13.e	Reelect Helena Liljedahl as Director	Mgmt	For	For
13.f	Reelect Anna Mossberg as Director	Mgmt	For	For
13.g	Reelect Per Olof Nyman as Director	Mgmt	For	For
13.h	Reelect Biljana Pehrsson as Director	Mgmt	For	For
13.i	Reelect Goran Persson as Director	Mgmt	For	For
13.j	Reelect Biorn Riese as Director	Mgmt	For	For
13.k	Elect Rasmus Roos as New Director	Mgmt	For	For
14	Elect Goran Persson as Board Chair	Mgmt	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
16	Approve Nomination Committee Procedures	Mgmt	For	For
17	Authorize Repurchase Authorization for Trading in Own Shares	Mgmt	For	For
18	Authorize Share Repurchase Program	Mgmt	For	For
19	Approve Issuance of Convertibles without Preemptive Rights	Mgmt	For	For
20.a	Approve Common Deferred Share Bonus Plan (Eken 2025)	Mgmt	For	For
20.b	Approve Deferred Share Bonus Plan for Key Employees (IP 2025)	Mgmt	For	For
20.c	Approve Equity Plan Financing	Mgmt	For	For
21	Approve Remuneration Report	Mgmt	For	For
22	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt		
	Approve Proposal Regarding Improving Finance Sweden's Procedures for Issuing New BankID	SH	None	Against

Voter Rationale: Insufficient basis to support a decision

Swedbank AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
23	Approve Proposal Regarding Improving the Security of BankID Usage	SH	None	Against
Voter Rationale: Insufficient basis to support a decision				
24	Close Meeting	Mgmt		

Tryg A/S

Meeting Date: 26/03/2025	Country: Denmark	Ticker: TRYG
Record Date: 19/03/2025	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 1.5 Million for Chair, DKK 990,000 for Vice Chair, and DKK 495,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
6.a	Approve DKK 25.1 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For
6.b	Approve Creation of DKK 300 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 300 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 300 Million	Mgmt	For	For
6.c	Authorize Share Repurchase Program	Mgmt	For	For
6.d	Approve Director Indemnification Scheme	Mgmt	For	For

Tryg A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.e	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For
Voter Rationale: EOS manual override				
6.f	Amend Articles Re: Number of Members of the Supervisory Board	Mgmt	For	For
7.a	Reelect Jukka Pertola as Member of Board	Mgmt	For	For
Voter Rationale: EOS manual override				
7.b	Reelect Carl-Viggo Ostlund as Member of Board	Mgmt	For	For
7.c	Reelect Mengmeng Du as Member of Board	Mgmt	For	For
7.d	Reelect Thomas Hofman-Bang as Director	Mgmt	For	For
7.e	Reelect Steffen Kragh as Director	Mgmt	For	For
7.f	Reelect Benedicte Bakke Agerup as Director	Mgmt	For	For
8.a	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
8.b	Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	Mgmt	For	For
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
10	Other Business	Mgmt		

Essity AB

Meeting Date: 27/03/2025	Country: Sweden	Ticker: ESSITY.B
Record Date: 19/03/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Chair 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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Approve Agenda of Meeting	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Receive President, Chair and Auditor Review	Mgmt		
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8.b	Approve Allocation of Income and Dividends of SEK 8.25 Per Share	Mgmt	For	For
8.c1	Approve Discharge of Ewa Bjorling	Mgmt	For	For
8.c2	Approve Discharge of Par Boman	Mgmt	For	For
8.c3	Approve Discharge of Maria Carell	Mgmt	For	For
8.c4	Approve Discharge of Annemarie Gardshol	Mgmt	For	For
8.c5	Approve Discharge of Magnus Groth	Mgmt	For	For
8.c6	Approve Discharge of Jan Gurander	Mgmt	For	For
8.c7	Approve Discharge of Torbjorn Loof	Mgmt	For	For
8.c8	Approve Discharge of Bert Nordberg	Mgmt	For	For
8.c9	Approve Discharge of Barbara M. Thoralfsson	Mgmt	For	For
8.c10	Approve Discharge of Karl Aberg	Mgmt	For	For
8.c11	Approve Discharge of Sofia Lafqvist	Mgmt	For	For
8.c12	Approve Discharge of Andeas Larsson	Mgmt	For	For
8.c13	Approve Discharge of Suasanna Lind	Mgmt	For	For
8.c14	Approve Discharge of Orjan Svensson	Mgmt	For	For
8.c15	Approve Discharge of Niclas Thulin	Mgmt	For	For
8.c16	Approve Discharge of Magnus Groth (President)	Mgmt	For	For
9	Determine Number of Directors (10) and Deputy Members (0) of Board	Mgmt	For	For
10	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11.a	Approve Remuneration of Directors in the Amount of SEK 2.9 Million for Chair and SEK 960,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
11.b	Approve Remuneration of Auditors	Mgmt	For	For
12.a	Reelect Maria Carell as Director	Mgmt	For	For
12.b	Reelect Annemarie Gardshol as Director	Mgmt	For	For
12.c	Reelect Magnus Groth as Director	Mgmt	For	For
12.d	Reelect Jan Gurander as Director	Mgmt	For	Against
<i>Voter Rationale: Inadequate management of climate-related risks</i>				
12.e	Reelect Torbjorn Loof as Director	Mgmt	For	For
12.f	Reelect Bert Nordberg as Director	Mgmt	For	For
12.g	Reelect Barbara M. Thoralfsson as Director	Mgmt	For	For
12.h	Reelect Karl Aberg as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
12.i	Elect Alexander Lacik as New Director	Mgmt	For	For
12.j	Elect Katarina Martinson as New Director	Mgmt	For	Against
<i>Voter Rationale: Overboarded/Too many other time commitments</i>				
13	Reelect Jan Gurander as Board Chair	Mgmt	For	Against
<i>Voter Rationale: Inadequate management of climate-related risks</i>				
14	Ratify Ernst & Young as Auditor	Mgmt	For	For
15	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
16	Approve Cash-Based Incentive Program (Program 2025-2027) for Key Employees	Mgmt	For	For
17	Approve SEK 31 Million Reduction in Share Capital via Share Cancellation; Approve Share Capital Increase Through Bonus Issue; Amend Articles	Mgmt	For	For
18.a	Authorize Share Repurchase Program	Mgmt	For	For
18.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of DKK 7.9 Per Share	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
5.1	Approve Remuneration of Directors for 2024	Mgmt	For	For
5.2	Approve Remuneration Level of Directors for 2025	Mgmt	For	For
6.1	Reelect Helge Lund (Chair) as Director	Mgmt	For	For
6.2	Reelect Henrik Poulsen (Vice Chair) as Director	Mgmt	For	For
Voter Rationale: EOS manual override				
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
7	Ratify Deloitte as Auditors; Ratify Deloitte as Auditors for Sustainability Reporting	Mgmt	For	For
8.1	Authorize Share Repurchase Program	Mgmt	For	For
8.2	Approve Creation of DKK 44.7 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 44.7 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 44.7 Million	Mgmt	For	For
	Shareholder Proposals Submitted by Kritiske Aktionaerer	Mgmt		

Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.3	Approve Proposal Regarding Regulated Working Conditions at Construction Sites	SH	Against	Against
	Management Proposals	Mgmt		
9	Other Business	Mgmt		

UniCredit SpA

Meeting Date: 27/03/2025Country: ItalyTicker: UCG

Record Date: 18/03/2025Meeting Type: Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Ordinary Business	Mgmt		
	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	Elect Doris Honold as Director	Mgmt	For	For
6	Approve Remuneration Policy	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
7	Approve Second Section of the Remuneration Report	Mgmt	For	Against
	Voter Rationale: Pay is misaligned with EOS remuneration principles			
8	Approve 2025 Group Incentive System	Mgmt	For	Against
	Voter Rationale: Pay is misaligned with EOS remuneration principles			
1	Extraordinary Business	Mgmt		
	Authorize Issuance of Shares to Be Subscribed Through a Contribution in Kind of Shares of Banco BPM SpA	Mgmt	For	For
2	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For
3	Authorize Board to Increase Capital to Service the 2019 Group Incentive System	Mgmt	For	For

UniCredit SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Authorize Board to Increase Capital to Service the 2020 Group Incentive System	Mgmt	For	For
5	Authorize Board to Increase Capital to Service the 2022 Group Incentive System	Mgmt	For	For
6	Authorize Board to Increase Capital to Service the 2023 Group Incentive System	Mgmt	For	For
7	Authorize Board to Increase Capital to Service the 2024 Group Incentive System	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
8	Authorize Board to Increase Capital to Service the Long Term Incentive Plan 2020-2023	Mgmt	For	For

UPM-Kymmene Oyj

Meeting Date: 27/03/2025	Country: Finland	Ticker: UPM
Record Date: 17/03/2025	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 1.50 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report	Mgmt	For	For

UPM-Kymmene Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Remuneration of Directors in the Amount of EUR 240,000 for Chair, EUR 150,000 for Deputy Chair and EUR 120,000 for Other Directors; Approve Compensation for Committee Work	Mgmt	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For
13	Reelect Pia Aaltonen-Forsell, Henrik Ehnrooth, Jari Gustafsson, Piia-Noora Kauppi, Melanie Maas-Brunner, Topi Manner, Marjan Oudeman, Martin a Porta and Kim Wahl as Directors	Mgmt	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For
16	Ratify Ernst & Young as Auditors	Mgmt	For	For
17	Appoint Ernst & Young as Auditor for Sustainability Reporting	Mgmt	For	For
18	Approve Issuance of up to 25 Million Shares without Preemptive Rights	Mgmt	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For
20A	Amend Articles Re: Auditor; General Meeting	Mgmt	For	For
20B	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	For
21	Authorize Charitable Donations	Mgmt	For	For
22	Close Meeting	Mgmt		

Fortum Oyj

Meeting Date: 01/04/2025

Country: Finland

Ticker: FORTUM

Record Date: 20/03/2025

Meeting Type: Annual

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt		
5	Prepare and Approve List of Shareholders	Mgmt		
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 1.40 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President and CEO	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 Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
12	Approve Remuneration of Directors in the Amount of EUR 155,000 for Chair, EUR 85,000 for Deputy Chair and EUR 68,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For
13	Fix Number of Directors at Nine	Mgmt	For	For
14	Reelect Ralf Christian, Luisa Delgado, Jonas Gustavsson (Deputy Chair), Marita Niemela, Teppo Paavola, Mikael Silvennoinen (Chair), Johan Soderstrom and Vesa-Pekka Takala as Directors; Elect Stefanie Kesting as New Director;	Mgmt	For	For
15	Approve Remuneration of Auditors; Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For
16	Ratify Deloitte as Auditors for the Term of Office 2025; Appoint Deloitte as Auditor for Sustainability Reporting for the Term of Office 2025	Mgmt	For	For

Fortum Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
17	Ratify KPMG as Auditors for the Term of Office 2026; Appoint KPMG as Auditor for Sustainability Reporting for the Term of Office 2026	Mgmt	For	For
18	Authorize Charitable Donations	Mgmt	For	For
19	Close Meeting	Mgmt		

HSBC Holdings Plc

Meeting Date: 01/04/2025

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 2024 Results and Other Matters of Interest	Mgmt		

SKF AB

Meeting Date: 01/04/2025

Country: Sweden

Ticker: SKF.B

Record Date: 24/03/2025

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	Receive Financial Statements and Statutory Reports	Mgmt		
8	Receive President's Report	Mgmt		
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10	Approve Allocation of Income and Dividends of SEK 7.75 Per Share	Mgmt	For	For
11.1	Approve Discharge of Board Member Hans Straberg	Mgmt	For	For
11.2	Approve Discharge of Board Member Hock Goh	Mgmt	For	For
11.3	Approve Discharge of Board Member Geert Follens	Mgmt	For	For
11.4	Approve Discharge of Board Member Hakan Buskhe	Mgmt	For	For
11.5	Approve Discharge of Board Member Susanna Schneerberg	Mgmt	For	For
11.6	Approve Discharge of Board Member Rickard Gustafson	Mgmt	For	For
11.7	Approve Discharge of Board Member Beth Ferreira	Mgmt	For	For
11.8	Approve Discharge of Board Member Therese Friberg	Mgmt	For	For
11.9	Approve Discharge of Board Member Richard Nilsson	Mgmt	For	For
11.10	Approve Discharge of Board Member Niko Pakalen	Mgmt	For	For
11.11	Approve Discharge of Board Member Jonny Hillber	Mgmt	For	For
11.12	Approve Discharge of Board Member Zarko Djurovic	Mgmt	For	For
11.13	Approve Discharge of Deputy Board Member Thomas Eliasson	Mgmt	For	For
11.14	Approve Discharge of Deputy Board Member Steve Norrman	Mgmt	For	For
11.15	Approve Discharge of President Rickard Gustafsson	Mgmt	For	For
12	Determine Number of Members (11) and Deputy Members (0) of Board	Mgmt	For	For
13	Approve Remuneration of Directors in the Amount of SEK 3 Million for Chair, SEK 1.5 Million for Vice Chair and SEK 990,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
14.1	Reelect Hans Straberg as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to approach to board gender diversity</i>				
14.2	Reelect Hock Goh as Director	Mgmt	For	For
14.3	Reelect Geert Follens as Director	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14.4	Reelect Hakan Buskhe as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
14.5	Reelect Susanna Schneeberger as Director	Mgmt	For	For
14.6	Reelect Rickard Gustafson as Director	Mgmt	For	For
14.7	Reelect Beth Ferreira as Director	Mgmt	For	For
14.8	Reelect Therese Friberg as Director	Mgmt	For	For
14.9	Reelect Richard Nilsson as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
14.10	Reelect Niko Pakalen as Director	Mgmt	For	For
14.11	Elect Mats Rahmstrom as New Director	Mgmt	For	For
15	Reelect Hans Straberg as Board Chair	Mgmt	For	Against
Voter Rationale: Concerns related to approach to board gender diversity				
16	Amend Articles	Mgmt	For	For
17	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
18	Approve Remuneration of Auditors	Mgmt	For	For
19	Ratify Deloitte AB as Auditors	Mgmt	For	For
20	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
21	Approve Performance Share Plan for Key Employees	Mgmt	For	For

Elisa Oyj

Meeting Date: 02/04/2025	Country: Finland	Ticker: ELISA
Record Date: 21/03/2025	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		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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 2.35 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
12	Approve Remuneration of Directors in the Amount of EUR 160,000 for Chair, EUR 89,000 for Vice Chair and the Chair of the Committees and EUR 73,000 for Other Directors; Approve Meeting Fees	Mgmt	For	For
13	Fix Number of Directors at Eight	Mgmt	For	For
14	Reelect Maher Chebbo, Kim Ignatius, Katariina Kravi (Vice-Chair), Pia Kall, Eva-Lotta Sjostedt and Christoph Vitzthum (Chair) as Directors; Elect Tuomas Hyrylainen and Urs Schaeppi as New Directors	Mgmt	For	For
15	Approve Remuneration of Auditors	Mgmt	For	For
16	Ratify Ernst & Young Oy as Auditors	Mgmt	For	For
17	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For
18	Appoint Ernst & Young Oy as Auditor for Sustainability Reporting	Mgmt	For	For
19	Amend Articles Re: Auditor for Sustainability Reporting	Mgmt	For	For
20	Authorize Share Repurchase Program	Mgmt	For	For
21	Approve Issuance of up to 15 Million Shares without Preemptive Rights	Mgmt	For	For

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

Volvo AB

Meeting Date: 02/04/2025	Country: Sweden	Ticker: VOLV.B
Record Date: 25/03/2025	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	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 8 Per Share and an Extra Dividend of SEK 10.50 Per Share	Mgmt	For	For
11.1	Approve Discharge of Matti Alahuhta	Mgmt	For	For
11.2	Approve Discharge of Bo Annvik	Mgmt	For	For
11.3	Approve Discharge of Par Boman	Mgmt	For	For
11.4	Approve Discharge of Jan Carlson	Mgmt	For	For
11.5	Approve Discharge of Eric Elzvik	Mgmt	For	For
11.6	Approve Discharge of Martha Finn Brooks	Mgmt	For	For
11.7	Approve Discharge of Kurt Jofs	Mgmt	For	For
11.8	Approve Discharge of Martin Lundstedt (Board Member)	Mgmt	For	For
11.9	Approve Discharge of Kathryn V. Marinello	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11.10	Approve Discharge of Martina Merz	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 Mari Larsson (Employee Representative)	Mgmt	For	For
11.15	Approve Discharge of Urban Spannär (Employee Representative)	Mgmt	For	For
11.16	Approve Discharge of Therese Koggdal (Employee Representative)	Mgmt	For	For
11.17	Approve Discharge of Danny Bilger (Deputy Employee Representative)	Mgmt	For	For
11.18	Approve Discharge of Camilla Johansson (Deputy Employee Representative)	Mgmt	For	For
11.19	Approve Discharge of Erik Svensson (Deputy Employee Representative)	Mgmt	For	For
11.20	Approve Discharge of Martin Lundstedt (as CEO)	Mgmt	For	For
12.1	Determine Number of Members (11) of Board of Directors	Mgmt	For	For
12.2	Determine Number Deputy Members (0) of Board of Directors	Mgmt	For	For
13	Approve Remuneration of Directors in the Amount of SEK 4.3 Million for Chair and SEK 1.28 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	Reelect Bo Annvik as Director	Mgmt	For	For
14.3	Reelect Par Boman as Director	Mgmt	For	Against
Voter Rationale: Overboarded/Too many other time commitments				
14.4	Reelect Jan Carlson as Director	Mgmt	For	For
14.5	Reelect Eric Elzvik as Director	Mgmt	For	For
14.6	Reelect Martha Finn Brooks as Director	Mgmt	For	For
14.7	Reelect Kurt Jofs as Director	Mgmt	For	For

Volvo AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14.8	Reelect Martin Lundstedt as Director	Mgmt	For	For
14.9	Reelect Kathryn V. Marinello as Director	Mgmt	For	For
14.10	Reelect Martina Merz as Director	Mgmt	For	For
14.11	Reelect Helena Stjernholm as Director	Mgmt	For	Against
Voter Rationale: Overboarded/Too many other time commitments				
15	Elect Par Boman as Board Chair	Mgmt	For	Against
Voter Rationale: Overboarded/Too many other time commitments				
16	Approve Remuneration of Auditors	Mgmt	For	For
17	Ratify Deloitte AB as Auditors	Mgmt	For	For
18.1	Elect Fredrik Persson as Member of Nominating Committee	Mgmt	For	For
18.2	Elect Anders Oscarsson as Member of Nominating Committee	Mgmt	For	For
18.3	Elect Carina Silberg as Member of Nominating Committee	Mgmt	For	For
18.4	Elect Anders Algotsson as Member of Nominating Committee	Mgmt	For	For
18.5	Elect Chair of the Board as Member of Nominating Committee	Mgmt	For	For
19	Approve Remuneration Report	Mgmt	For	For
20	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt		
	Approve Proposal Regarding Development of Standardized Low-power Charger for Electric Buses and Electric Trucks	SH	None	Against
Voter Rationale: Insufficient basis to support a decision				

Indutrade AB

Meeting Date: 03/04/2025

Record Date: 26/03/2025

Country: Sweden

Meeting Type: Annual

Ticker: INDТ

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

Indutrade AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Elect 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		
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive Board's and Board Committee's Reports	Mgmt		
8	Receive Financial Statements and Statutory Reports	Mgmt		
9	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt		
10a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
10b	Approve Allocation of Income and Dividends of SEK 3.00 Per Share	Mgmt	For	For
10c	Approve Record Date for Dividend Payment	Mgmt	For	For
10d.1	Approve Discharge of Bo Annvik (President)	Mgmt	For	For
10d.2	Approve Discharge of Pia Brantgarde Linder	Mgmt	For	For
10d.3	Approve Discharge of Susanna Campbell	Mgmt	For	For
10d.4	Approve Discharge of Anders Jernhall	Mgmt	For	For
10d.5	Approve Discharge of Kerstin Lindell	Mgmt	For	For
10d.6	Approve Discharge of Ulf Lundahl	Mgmt	For	For
10d.7	Approve Discharge of Katarina Martinson	Mgmt	For	For
10d.8	Approve Discharge of Krister Mellve	Mgmt	For	For
10d.9	Approve Discharge of Lars Pettersson	Mgmt	For	For
11.1	Determine Number of Directors (8) and Deputy Directors (0) of Board	Mgmt	For	For
11.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For

Indutrade AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12.1	Approve Remuneration of Directors in the Amount of SEK 960,000 for Chair and SEK 480,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
12.2	Approve Remuneration of Auditors	Mgmt	For	For
13.1a	Reelect Bo Annvik as Director	Mgmt	For	For
13.1b	Reelect Pia Brantgarde Linder as Director	Mgmt	For	For
13.1c	Reelect Anders Jernhall as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees				
13.1d	Reelect Kerstin Lindell as Director	Mgmt	For	For
13.1e	Reelect Ulf Lundahl as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees Lack of independence on board				
13.1f	Reelect Katarina Martinson as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees Lack of independence on board Overboarded/Too many other time commitments				
13.1g	Reelect Lars Pettersson as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on board				
13.1h	Elect Martin Lindqvist as New Director	Mgmt	For	For
13.2	Reelect Katarina Martinson as Board Chair	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees Lack of independence on board Overboarded/Too many other time commitments				
14	Ratify KPMG AB as Auditors	Mgmt	For	For
15	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
16.a	Approve Performance Share Incentive Plan LTIP 2025 for Key Employees	Mgmt	For	For
16.b	Approve Equity Plan Financing	Mgmt	For	For
17	Close Meeting	Mgmt		

Novonesis A/S

Meeting Date: 03/04/2025	Country: Denmark	Ticker: NSIS.B
Record Date: 27/03/2025	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 4.2 Per Share	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
5	Approve Remuneration of Directors in the Amount of DKK 1.7 Million for Chairman, DKK 1.13 Million for Vice Chairman and DKK 564,800 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
6.a	Reelect Cornelis (Cees) de Jong (Chair) as Director	Mgmt	For	For
7.a	Reelect Heine Dalsgaard (Vice Chair) as Director	Mgmt	For	For
<i>Voter Rationale: EOS manual override</i>				
8.a	Reelect Lise Kaae as Director	Mgmt	For	For
8.b	Reelect Kasim Kutay as Director	Mgmt	For	For
8.c	Reelect Kevin Lane as Director	Mgmt	For	For
8.d	Reelect Morten Otto Alexander Sommer as Director	Mgmt	For	For
8.e	Reelect Kim Stratton as Director	Mgmt	For	For
8.f	Elect Monila Kothari as New Director	Mgmt	For	For
9.a	Ratify Ernst & Young as Auditors; Ratify Ernst & Young as Auditors for Sustainability Reporting	Mgmt	For	For
10.a	Approve Creation of DKK 93.7 Million Pool of Capital in B Shares without Preemptive Rights; DKK 93.7 Million Pool of Capital with Preemptive Rights; and Pool of Capital in Warrants without Preemptive Rights	Mgmt	For	For
10.b	Authorize Share Repurchase Program	Mgmt	For	For
10.c	Authorize Board to Decide on the Distribution of Extraordinary Dividends	Mgmt	For	For

Novonesis A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
12	Other Business	Mgmt		

Orion Oyj

Meeting Date: 03/04/2025	Country: Finland	Ticker: ORNBV
Record Date: 24/03/2025	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 1.64 Per Share; Approve Charitable Donations of up to EUR 450,000	Mgmt	For	For
9	Approve Discharge of Board and President and CEO	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against

Voter Rationale: A vote AGAINST this item is warranted because 50 percent of the STIP is based on vaguely defined performance criteria, up from 40 percent last year. Further concerns are noted as the company has failed to provide ex post disclosure of targets attached to the variable incentive plans

11	Approve Remuneration of Directors in the Amount of EUR 112,000 for Chair, EUR 68,500 for Vice Chair and EUR 56,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For
12	Fix Number of Directors at Eight	Mgmt	For	For

Orion Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13	Reelect Kari Jussi Aho, Maziar Mike Doustdar, Ari Lehtoranta, Veli-Matti Mattila (Chair), Hilpi Rautelin, Eija Ronkainen, Henrik Stenqvist and Karen Lykke Sorensen as Directors	Mgmt	For	For
14	Approve Remuneration of Auditors; Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For
15	Ratify KPMG as Auditors; Appoint KPMG as Auditor for Sustainability Reporting	Mgmt	For	For
16	Approve Issuance of up to 14 Million Class B Shares without Preemptive Rights	Mgmt	For	For
17	Close Meeting	Mgmt		

Orsted A/S

Meeting Date: 03/04/2025

Country: Denmark

Ticker: ORSTED

Record Date: 27/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
4	Approve Discharge of Management and Board	Mgmt	For	For
5	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For
6	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
7.1	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For
7.2	Elect Lene Skole (Chair) as Director	Mgmt	For	For

Orsted A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.3	Elect Andrew Brown (Vice Chair) as Director	Mgmt	For	For
7.4A	Reelect Julia King as Director	Mgmt	For	For
7.4B	Reelect Annica Bresky as Director	Mgmt	For	For
7.4C	Elect Judith Hartmann as New Director	Mgmt	For	For
7.4D	Elect Julian David Waldron as New Director	Mgmt	For	For
8	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chair, DKK 800,000 for Deputy Chair and DKK 400,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
9	Ratify PricewaterhouseCoopers as Auditor; Ratify PricewaterhouseCoopers as Authorized Sustainability Auditor	Mgmt	For	For
10	Other Business	Mgmt		

Rio Tinto Plc

Meeting Date: 03/04/2025

Country: United Kingdom

Ticker: RIO

Record Date: 01/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Resolutions 1 to 19 will be Voted on by Rio Tinto plc and Rio Tinto Limited Shareholders as a Joint Electorate	Mgmt		
	Management Proposals	Mgmt		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report for UK Law Purposes	Mgmt	For	Against
	Voter Rationale: Pay is misaligned with EOS remuneration principles			
3	Approve Remuneration Report for Australian Law Purposes	Mgmt	For	Against
	Voter Rationale: Pay is misaligned with EOS remuneration principles			
4	Elect Sharon Thorne as Director	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Re-elect Dominic Barton as Director	Mgmt	For	For
6	Re-elect Peter Cunningham as Director	Mgmt	For	For
7	Re-elect Dean Dalla Valle as Director	Mgmt	For	For
8	Re-elect Simon Henry as Director	Mgmt	For	For
9	Re-elect Susan Lloyd-Hurwitz as Director	Mgmt	For	For
10	Re-elect Martina Merz as Director	Mgmt	For	For
11	Re-elect Jennifer Nason as Director	Mgmt	For	For
12	Re-elect Joc O'Rourke 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 Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For
19	Approve Climate Action Plan	Mgmt	For	For
Voter Rationale: Voting related to alignment with 1.5 degrees scenario				
	Resolutions 20 to 24 will be Voted on by Rio Tinto plc Shareholders Only	Mgmt		
20	Authorise Issue of Equity	Mgmt	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For
	Shareholder Proposal	Mgmt		

Rio Tinto Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
24	Shareholder Requisitioned Resolution That the Company Instigates an Independent Review into the Possible Unification of the Dual-listed Structure into a Single Australian-domiciled Holding Company and Publishes the Results of that Review	SH	Against	Against
Voter Rationale: EOS manual override				

BAWAG Group AG

Meeting Date: 04/04/2025	Country: Austria	Ticker: BG
Record Date: 25/03/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 5.50 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For
5	Approve Increase in Size of Supervisory Board to Eight Members	Mgmt	For	For
6.1	Elect Kim Fennebresque as Supervisory Board Member	Mgmt	For	For
6.2	Elect Tamara Kapeller as Supervisory Board Member	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
6.3	Elect Frederick Haddad as Supervisory Board Member	Mgmt	For	For
6.4	Elect Ahmed Saeed as Supervisory Board Member	Mgmt	For	For
6.5	Elect Robert Oudmaijer as Supervisory Board Member	Mgmt	For	For
6.6	Elect Veronika von Heise-Rotenburg as Supervisory Board Member	Mgmt	For	For
6.7	Elect Pat McClanahan as Supervisory Board Member	Mgmt	For	For

BAWAG Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.8	Elect Tina Chan Reich as Supervisory Board Member	Mgmt	For	For
7	Ratify Deloitte Audit as Auditors and Auditor for Sustainability Reporting for Fiscal Year 2026	Mgmt	For	For
8	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
9	Approve Remuneration Policy	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For

Svenska Cellulosa AB SCA

Meeting Date: 04/04/2025	Country: Sweden	Ticker: SCA.B
Record Date: 27/03/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Elect Chair of Meeting	Mgmt	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For
5	Approve Agenda of Meeting	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Receive President's Report	Mgmt		
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8.b	Approve Allocation of Income and Dividends of SEK 3.00 Per Share	Mgmt	For	For
8c.1	Approve Discharge of Asa Bergman	Mgmt	For	For
8c.2	Approve Discharge of Par Boman	Mgmt	For	For
8c.3	Approve Discharge of Lennart Evrell	Mgmt	For	For

Svenska Cellulosa AB SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8c.4	Approve Discharge of Annemarie Gardshol	Mgmt	For	For
8c.5	Approve Discharge of Carina Hakansson	Mgmt	For	For
8c.6	Approve Discharge of Ulf Larsson (as Board Member)	Mgmt	For	For
8c.7	Approve Discharge of Martin Lindqvist	Mgmt	For	For
8c.8	Approve Discharge of Helena Stjernholm	Mgmt	For	For
8c.9	Approve Discharge of Anders Sundstrom	Mgmt	For	For
8c.10	Approve Discharge of Barbara M. Thoralfsson	Mgmt	For	For
8c.11	Approve Discharge of Karl Aberg	Mgmt	For	For
8c.12	Approve Discharge of Employee Representative Niclas Andersson	Mgmt	For	For
8c.13	Approve Discharge of Employee Representative Roger Bostrom	Mgmt	For	For
8c.14	Approve Discharge of Employee Representative Maria Jonsson	Mgmt	For	For
8c.15	Approve Discharge of Deputy Employee Representative Stefan Lundkvist	Mgmt	For	For
8c.16	Approve Discharge of Deputy Employee Representative Malin Marklund	Mgmt	For	For
8c.17	Approve Discharge of Deputy Employee Representative Peter Olsson	Mgmt	For	For
8c.18	Approve Discharge of CEO Ulf Larsson	Mgmt	For	For
9	Determine Number of Directors (9) and Deputy Directors (0) of Board	Mgmt	For	For
10	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
11.1	Approve Remuneration of Directors in the Amount of SEK 2.2 Million for Chair and SEK 740,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
11.2	Approve Remuneration of Auditors	Mgmt	For	For

Svenska Cellulosa AB SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12.1	Reelect Asa Bergman as Director	Mgmt	For	Against
Voter Rationale: Overboarded/Too many other time commitments				
12.2	Reelect Lennart Evrel as Director	Mgmt	For	For
12.3	Reelect Annemarie Gardshol as Director	Mgmt	For	For
12.4	Reelect Carina Hakansson as Director	Mgmt	For	For
12.5	Reelect Ulf Larsson as Director	Mgmt	For	For
12.6	Reelect Martin Lindqvist as Director	Mgmt	For	For
12.7	Reelect Helena Stjernholm as Director	Mgmt	For	Against
Voter Rationale: Overboarded/Too many other time commitments				
12.8	Reelect Anders Sundstrom as Director	Mgmt	For	For
12.9	Reelect Barbara M. Thoralfsson as Director	Mgmt	For	Against
Voter Rationale: 1- Concerns related to inappropriate membership of committees2- Lack of independent representation at board committees3- Non-independent Chairman				
13	Elect Helena Stjernholm as Board Chair	Mgmt	For	Against
Voter Rationale: Overboarded/Too many other time commitments				
14	Ratify Ernst & Young as Auditor	Mgmt	For	For
15	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: 1- Insufficient disclosure2- Pay is misaligned with EOS remuneration principles				
16	Approve Cash-Based Incentive Program (Program 2025-2027) for Key Employees	Mgmt	For	For
17	Close Meeting	Mgmt		

Skanska AB

Meeting Date: 07/04/2025	Country: Sweden	Ticker: SKA.B
Record Date: 28/03/2025	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

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 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 8 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 Jayne McGivern	Mgmt	For	For
11i	Approve Discharge of Henrik Sjolund	Mgmt	For	For
11j	Approve Discharge of Asa Soderstrom Winberg	Mgmt	For	For
11k	Approve Discharge of Ola Falt	Mgmt	For	For
11l	Approve Discharge of Richard Horstedt	Mgmt	For	For
11m	Approve Discharge of Yvonne Stenman	Mgmt	For	For
11n	Approve Discharge of Fredrik Norrman	Mgmt	For	For
11o	Approve Discharge of Goran Pajnic	Mgmt	For	For
11p	Approve Discharge of Hans Reinholdsson	Mgmt	For	For
11q	Approve Discharge of Anders Rattgard	Mgmt	For	For
11r	Approve Discharge of President Anders Danielsson	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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 2.5 Million for Chair and SEK 830,000 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
<i>Voter Rationale: Overboarded/Too many other time commitments</i>				
14c	Reelect Mats Hederos as Director	Mgmt	For	For
14d	Reelect Catherine Marcus as Director	Mgmt	For	For
14e	Reelect Jayne McGivern as Director	Mgmt	For	For
14f	Reelect Henrik Sjolund as Director	Mgmt	For	For
14g	Reelect Asa Soderstromas Winberg Director	Mgmt	For	For
14h	Elect Martin Lindqvist as New Director	Mgmt	For	For
14i	Reelect Hans Biorck as Board Chair	Mgmt	For	For
15	Ratify Ernst & Young AB as Auditors	Mgmt	For	For
16	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
17	Approve Equity Plan Financing	Mgmt	For	For
18	Authorize Class B Share Repurchase Program	Mgmt	For	For
19a	Approve Long Term Share Savings Program for the Financial Years 2026, 2027 and 2028	Mgmt	For	For
19b	Approve Equity Plan Financing	Mgmt	For	For
19c	Approve Alternative Equity Plan Financing	Mgmt	For	For
20	Open Meeting	Mgmt		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.90 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For
Voter Rationale: Concerns related to inappropriate membership of committees				
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025 and for the Review of the Interim Financial Statements for Fiscal Year 2025 and First Quarter of Fiscal Year 2026	Mgmt	For	For
6	Appoint Deloitte GmbH as Auditor for Sustainability Reporting	Mgmt	For	For
7.a	Elect Stefan Ränge to the Supervisory Board	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
7.b	Elect Rachel Empey to the Supervisory Board	Mgmt	For	For
7.c	Elect Natalie Knight the Supervisory Board	Mgmt	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For
10	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For
11	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
12	Approve Remuneration Policy	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				

Koninklijke Ahold Delhaize NV

Meeting Date: 09/04/2025	Country: Netherlands	Ticker: AD
Record Date: 12/03/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2.1	Receive Report of Management Board (Non-Voting)	Mgmt		
2.2	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
2.3	Adopt Financial Statements	Mgmt	For	For
2.4	Approve Dividends	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4.1	Approve Discharge of Management Board	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board	Mgmt	For	For
5.1	Reelect Jan Zijdeveld to Supervisory Board	Mgmt	For	For
Voter Rationale: EOS manual override				
5.2	Elect Per Bank to Supervisory Board	Mgmt	For	For
6.1	Amend Remuneration Policy for Supervisory Board	Mgmt	For	For
7.1	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For
7.2	Ratify KPMG Accountants N.V. to Carry Out the Assurance of the Company's Sustainability Reporting for the Financial Year 2026	Mgmt	For	For
8	Amend Articles of Association	Mgmt	For	For
9.1	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For
9.2	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
9.3	Authorize Board to Acquire Common Shares	Mgmt	For	For
9.4	Approve Cancellation of Shares	Mgmt	For	For

Meeting Date: 09/04/2025	Country: Sweden	Ticker: TELIA
Record Date: 01/04/2025	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		
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 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 Sarah Eccleston	Mgmt	For	For
10.5	Approve Discharge of Tomas Eliasson	Mgmt	For	For
10.6	Approve Discharge of Rickard Gustafson	Mgmt	For	For
10.7	Approve Discharge of Lars-Johan Jarnheimer	Mgmt	For	For
10.8	Approve Discharge of Jeanette Jager	Mgmt	For	For
10.9	Approve Discharge of Jimmy Maymann	Mgmt	For	For
10.10	Approve Discharge of Thomas Andersson	Mgmt	For	For
10.11	Approve Discharge of Par Axelsson	Mgmt	For	For
10.12	Approve Discharge of Stefan Carlsson	Mgmt	For	For
10.13	Approve Discharge of Martin Saaf	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10.14	Approve Discharge of Rickard Wast	Mgmt	For	For
10.15	Approve Discharge of Allison Kirkby (CEO)	Mgmt	For	For
10.16	Approve Discharge of Patrik Hofbauer (CEO)	Mgmt	For	For
11	Approve Remuneration Report	Mgmt	For	For
12	Determine Number of Members (7) and Deputy Members of Board (0)	Mgmt	For	For
13	Approve Remuneration of Directors in the Amount of SEK 2.1 Million for Chair and SEK 705,000 for Other Directors; Approve Remuneration for Audit Committee; Approve Remuneration for Committee Work	Mgmt	For	For
14.1	Reelect Johannes Ametsreiter as Director	Mgmt	For	For
14.2	Reelect Luisa Delgado as Director	Mgmt	For	For
14.3	Reelect Sarah Eccleston 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
15.1	Reelect Lars-Johan Jarnheimer as Board Chair	Mgmt	For	For
16	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
17	Approve Remuneration of Auditors	Mgmt	For	For
18	Ratify KPMG as Auditors	Mgmt	For	For
19	Approve Nomination Committee Procedures	Mgmt	For	For
20	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
21.a	Approve Performance Share Program 2025/2028 for Key Employees	Mgmt	For	For
21.b	Approve Equity Plan Financing Through Transfer of Shares	Mgmt	For	For

Telia Co. AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
22	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt		
	Cease Delivery of SIM Cards with SMS Functionality for Retail Customers' Routers	SH	None	Against
	Remove the Advertisement About Mobile Coverage in Space and Replace Its Avertising Agency	SH	None	Against
24	Close Meeting	Mgmt		

Industrivarden AB

Meeting Date: 10/04/2025Country: SwedenTicker: INDU.A

Record Date: 02/04/2025Meeting 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		
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7.a	Receive Financial Statements and Statutory Reports	Mgmt		
7.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt		
7.c	Receive Board's Proposal on Allocation of Income and Dividends	Mgmt		
8	Receive President's Report	Mgmt		
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9.b	Approve Allocation of Income and Dividends of SEK 8.25 Per Share	Mgmt	For	For
9c.1	Approve Discharge of Fredrik Lundberg	Mgmt	For	For
9c.2	Approve Discharge of Par Boman	Mgmt	For	For

Industrivarden AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9c.3	Approve Discharge of Christian Caspar	Mgmt	For	For
9c.4	Approve Discharge of Marika Fredriksson	Mgmt	For	For
9c.5	Approve Discharge of Bengt Kjell	Mgmt	For	For
9c.6	Approve Discharge of Katarina Martinso	Mgmt	For	For
9c.7	Approve Discharge of Fredrik Persson	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 CEO Helena Stjernholm	Mgmt	For	For
10	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For
11	Approve Remuneration of Directors in the Amount of SEK 2.4 Million for Chair, SEK 1.5 Million for Vice Chair and SEK 740,000 for Other Directors	Mgmt	For	For
12.a	Reelect Par Boman as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments				
12.b	Reelect Christian Caspar as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees				
12.c	Reelect Marika Fredriksson as Director	Mgmt	For	For
12.d	Reelect Bengt Kjell as Director	Mgmt	For	For
12.e	Reelect Fredrik Lundberg as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments				
12.f	Reelect Katarina Martinson as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on board Overboarded/Too many other time commitments				
12.g	Reelect Fredrik Persson as Director	Mgmt	For	For
12.h	Reelect Lars Pettersson as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees				
12.i	Reelect Helena Stjernholm as Director	Mgmt	For	For

Industrivarden AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12.j	Reelect Fredrik Lundberg as Board Chair	Mgmt	For	Against
Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments				
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
Voter Rationale: Pay is misaligned with EOS remuneration principles				
17	Approve Performance Share Matching Plan	Mgmt	For	For
18	Close Meeting	Mgmt		

Saab AB

Meeting Date: 10/04/2025Country: SwedenTicker: SAAB.B

Record Date: 02/04/2025Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Chair 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.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8.b	Approve Allocation of Income and Dividends of SEK 2.00 Per Share	Mgmt	For	For
8.c1	Approve Discharge of Lena Erixon	Mgmt	For	For
8.c2	Approve Discharge of Henrik Henriksson	Mgmt	For	For
8.c3	Approve Discharge of Micael Johansson	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.c4	Approve Discharge of Danica Kragic Jensfelt	Mgmt	For	For
8.c5	Approve Discharge of Sara Mazur	Mgmt	For	For
8.c6	Approve Discharge of Johan Menckel	Mgmt	For	For
8.c7	Approve Discharge of Bert Nordberg	Mgmt	For	For
8.c8	Approve Discharge of Erika Soderberg Johnson	Mgmt	For	For
8.c9	Approve Discharge of Sebastian Tham	Mgmt	For	For
8.c10	Approve Discharge of Marcus Wallenberg	Mgmt	For	For
8.c11	Approve Discharge of Joakim Westh	Mgmt	For	For
8.c12	Approve Discharge of Anders Ynnerman	Mgmt	For	For
8.c13	Approve Discharge of Goran Andersson	Mgmt	For	For
8.c14	Approve Discharge of Stefan Andersson	Mgmt	For	For
8.c15	Approve Discharge of Magnus Gustafsson	Mgmt	For	For
8.c16	Approve Discharge of Robert Hellgren	Mgmt	For	For
8.c17	Approve Discharge of Tina Mikkelsen	Mgmt	For	For
8.c18	Approve Discharge of Lars Svensson	Mgmt	For	For
8.c19	Approve Discharge of CEO Micael Johansson	Mgmt	For	For
9.1	Determine Number of Members (11) and Deputy Members (0) of Board	Mgmt	For	For
9.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
10.1	Approve Remuneration of Directors in the Amount of SEK 2.45 Million to Chair, SEK 925,000 for Vice Chair and SEK 810,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
10.2	Approve Remuneration of Auditors	Mgmt	For	For
11.a	Reelect Lena Erixon as Director	Mgmt	For	For
11.b	Reelect Henrik Henriksson as Director	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11.c	Reelect Micael Johansson as Director	Mgmt	For	For
11.d	Reelect Danica Kragic Jensfelt as Director	Mgmt	For	For
11.e	Reelect Johan Menckel as Director	Mgmt	For	Against
<i>Voter Rationale: Overboarded/Too many other time commitments</i>				
11.f	Reelect Bert Nordberg as Director	Mgmt	For	For
11.g	Reelect Erika Soderberg Johnson as Director	Mgmt	For	For
11.h	Reelect Sebastian Tham as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
11.i	Reelect Marcus Wallenberg as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to approach to board gender diversity Overboarded/Too many other time commitments</i>				
11.j	Reelect Joakim Westh as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
11.k	Reelect Anders Ynnerman as Director	Mgmt	For	For
11.l	Reelect Marcus Wallenberg as Board Chair	Mgmt	For	Against
<i>Voter Rationale: Concerns related to approach to board gender diversity Overboarded/Too many other time commitments</i>				
12	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
13	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
14	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>				
15.a	Approve 2026 Share Matching Plan for All Employees; Approve 2026 Performance Share Program for Key Employees; Approve Special Projects 2026 Incentive Plan	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
15.b	Approve Equity Plan Financing	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
15.c	Approve Third Party Swap Agreement as Alternative Equity Plan Financing	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				

Saab AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
16.a	Authorize Share Repurchase Program	Mgmt	For	For
16.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For
17	Close Meeting	Mgmt		

AstraZeneca PLC

Meeting Date: 11/04/2025	Country: United Kingdom	Ticker: AZN
Record Date: 09/04/2025	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	Elect Birgit Conix as Director	Mgmt	For	For
5g	Elect Rene Haas as Director	Mgmt	For	For
5h	Elect Karen Knudsen as Director	Mgmt	For	For
5i	Re-elect Diana Layfield as Director	Mgmt	For	For
5j	Re-elect Anna Manz as Director	Mgmt	For	For
5k	Re-elect Sheri McCoy as Director	Mgmt	For	For
5l	Re-elect Tony Mok as Director	Mgmt	For	For
5m	Re-elect Nazneen Rahman as Director	Mgmt	For	For

AstraZeneca PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5n	Re-elect Marcus Wallenberg as Director	Mgmt	For	For
Voter Rationale: EOS manual override				
6	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
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

Airbus SE

Meeting Date: 15/04/2025Country: NetherlandsTicker: AIR

Record Date: 18/03/2025Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Adopt Financial Statements	Mgmt	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For
3	Approve Extraordinary Dividend	Mgmt	For	For
4	Approve Discharge of Non-Executive Directors	Mgmt	For	For
5	Approve Discharge of Executive Directors	Mgmt	For	For
6	Reappoint EY Accountants B.V. as Auditor for the FY 2025	Mgmt	For	For
7	Ratify KPMG Accountants N.V. as Auditor for the FY 2026	Mgmt	For	For
8	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				

Airbus SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9	Approve Remuneration Policy for Board of Directors	Mgmt	For	For
10	Reelect Guillaume Faury as Executive Director	Mgmt	For	For
11	Reelect Catherine Guillouard as Non-Executive Director	Mgmt	For	For
12	Reelect Irene Rummelhoff as Non-Executive Director	Mgmt	For	For
13	Elect Doris Hopke Non-Executive as Director	Mgmt	For	For
14	Grant Board Authority to Issue Shares and Exclude Preemptive Rights for the Purpose of Employee Share Ownership Plans and Share-Related Long-Term Incentive Plans	Mgmt	For	For
15	Grant Board Authority to Issue Shares and Exclude Preemptive Rights for the Purpose of Company Funding	Mgmt	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
17	Approve Cancellation of Repurchased Shares	Mgmt	For	For

Stellantis NV

Meeting Date: 15/04/2025

Country: Netherlands

Ticker: STLAM

Record Date: 18/03/2025

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		
2.b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
2.c	Approve Remuneration Report Containing Remuneration Policy for Management Board Members	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
2.d	Adopt Financial Statements and Statutory Reports	Mgmt	For	For

Stellantis NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.e	Approve Dividends	Mgmt	For	For
2.f	Approve Discharge of Directors	Mgmt	For	For
3.a	Elect Fiona Clare Cicconi as Non-Executive Director	Mgmt	For	For
3.b	Elect Nicolas Dufourcq as Non-Executive Director	Mgmt	For	For
3.c	Elect Ann Frances Godbehere as Non-Executive Director	Mgmt	For	For
3.d	Elect Claudia Parzani as Non-Executive Director	Mgmt	For	For
3.e	Elect Daniel Ramot as Non-Executive Director	Mgmt	For	For
3.f	Elect Benoit Ribadeau-Dumas as Non-Executive Director	Mgmt	For	For
3.g	Elect Alice Davey Schroeder as Non-Executive Director	Mgmt	For	For
4.a	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For
4.b	Appoint Deloitte Accountants B.V. as Assurance Provider for Sustainability Reporting	Mgmt	For	For
5.a	Approve Remuneration Policy	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
5.b	Approve Revised Equity Incentive Plan and Grant Board Authority to Issue Shares and Exclude Preemptive Rights in Connection with Equity Incentive Plan	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
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	For
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
8	Approve Cancellation of Common Shares	Mgmt	For	For
9	Close Meeting	Mgmt		

AerCap Holdings NV

Meeting Date: 16/04/2025	Country: Netherlands	Ticker: AER
Record Date: 19/03/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2	Receive Board Report (Non-Voting)	Mgmt		
3	Adopt Financial Statements	Mgmt	For	For
4	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
5	Approve Discharge of Directors	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
6a	Reelect Aengus Kelly as Executive Director	Mgmt	For	For
6b	Reelect Paul Dacier as Non-Executive Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to succession planning Concerns related to inappropriate membership of committees Concerns about remuneration committee performance</i>				
6c	Reelect James Lawrence as Non-Executive Director	Mgmt	For	For
6d	Reelect Michael Walsh as Non-Executive Director	Mgmt	For	For
6e	Reelect Jennifer VanBelle as Non-Executive Director	Mgmt	For	For
6f	Elect Victoria Jarman as Non-Executive Director	Mgmt	For	For
7	Approve Appointment of Peter L. Juhas as the Person Referred to in Article 16, Paragraph 8 of the Company's Articles of Association	Mgmt	For	For
8	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For
9a	Grant Board Authority to Issue Shares and Grant Rights to Subscribe for Shares	Mgmt	For	For
9b	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 9a	Mgmt	For	For
10a	Authorize Repurchase Shares	Mgmt	For	For
10b	Conditional Authorization to Repurchase Additional Shares	Mgmt	For	For
11	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For

AerCap Holdings NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12	Allow Questions	Mgmt		
13	Close Meeting	Mgmt		

British American Tobacco plc

Meeting Date: 16/04/2025	Country: United Kingdom	Ticker: BATS
Record Date: 14/04/2025	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
Voter Rationale: Total maximum variable pay is equal or >6 times base salary				
3	Approve Remuneration Report	Mgmt	For	For
Voter Rationale: Total maximum variable pay is equal or >6 times base salary				
4	Reappoint KPMG LLP as Auditors	Mgmt	For	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
6	Re-elect Luc Jobin 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 Karen Guerra as Director	Mgmt	For	For
10	Re-elect Holly Keller Koeppel as Director	Mgmt	For	For
11	Re-elect Veronique Laury as Director	Mgmt	For	For
12	Re-elect Darrell Thomas as Director	Mgmt	For	For
13	Re-elect Serpil Timuray as Director	Mgmt	For	For
14	Elect Soraya Benchikh as Director	Mgmt	For	For
15	Elect Uta Kemmerich-Keil as Director	Mgmt	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For
17	Authorise Issue of Equity	Mgmt	For	For

British American Tobacco plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
18	Approve Performance Share Plan	Mgmt	For	For
Voter Rationale: Total maximum variable pay is equal or >6 times base salary				
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Davide Campari-Milano NV

Meeting Date: 16/04/2025Country: NetherlandsTicker: CPR

Record Date: 19/03/2025Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2a	Receive Annual Report	Mgmt		
2b	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
2c	Adopt Financial Statements	Mgmt	For	For
3a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
3b	Approve Dividends	Mgmt	For	For
4a	Approve Discharge of Executive Directors	Mgmt	For	For
4b	Approve Discharge of Non-Executive Directors	Mgmt	For	For
5a	Reelect Luca Garavoglia as Non-Executive Director	Mgmt	For	For
5b	Reelect Jean-Marie Laborde as Non-Executive Director	Mgmt	For	For
5c	Reelect Paolo Marchesini as Executive Director	Mgmt	For	For
5d	Reelect Fabio Di Fede as Executive Director	Mgmt	For	For
5e	Reelect Robert Kunze-Concewitz as Non-Executive Director	Mgmt	For	For

Davide Campari-Milano NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5f	Reelect Alessandra Garavoglia as Non-Executive Director	Mgmt	For	For
5g	Reelect Eugenio Barcellona as Non-Executive Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
5h	Reelect Emmanuel Babeau as Non-Executive Director	Mgmt	For	For
5i	Reelect Margareth Henriquez as Non-Executive Director	Mgmt	For	For
5j	Reelect Christophe Navarre as Non-Executive Director	Mgmt	For	Against
Voter Rationale: Concerns related to attendance at board or committee meetings				
5k	Reelect Lisa Vascellari Dal Fio as Non-Executive Director	Mgmt	For	For
5l	Elect Emma Marcegaglia as Non-Executive Director	Mgmt	For	For
6	Grant Board Authority to Issue Shares and Exclude Preemptive Rights	Mgmt	For	Against
Voter Rationale: Issue of equity raises concerns about excessive dilution of existing shareholders Double voting rights				
7	Approve Remuneration Policy	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
8	Authorize Board to Repurchase Shares	Mgmt	For	Against
Voter Rationale: Issue of equity raises concerns about excessive dilution of existing shareholders				
9	Close Meeting	Mgmt		

Ferrari NV

Meeting Date: 16/04/2025

Country: Netherlands

Ticker: RACE

Record Date: 19/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2a	Receive Board Report (Non-Voting)	Mgmt		
2b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
2c	Approve Remuneration Report	Mgmt	For	For
2d	Adopt Financial Statements	Mgmt	For	For

Ferrari NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2e	Approve Dividends	Mgmt	For	For
2f	Approve Discharge of Directors	Mgmt	For	For
3a	Reelect John Elkann as Executive Director	Mgmt	For	For
Voter Rationale: .				
3b	Reelect Benedetto Vigna as Executive Director	Mgmt	For	For
3c	Reelect Piero Ferrari as Non-Executive Director	Mgmt	For	For
3d	Reelect Delphine Arnault as Non-Executive Director	Mgmt	For	Against
Voter Rationale: Overboarded/Too many other time commitments				
3e	Reelect Francesca Bellettini as Non-Executive Director	Mgmt	For	For
3f	Reelect Eduardo H. Cue as Non-Executive Director	Mgmt	For	For
3g	Reelect Sergio Duca as Non-Executive Director	Mgmt	For	For
3h	Reelect John Galantic as Non-Executive Director	Mgmt	For	For
3i	Reelect Maria Patrizia Grieco as Non-Executive Director	Mgmt	For	For
3j	Reelect Adam Keswick as Non-Executive Director	Mgmt	For	For
3k	Reelect Michelangelo Volpi as Non-Executive Director	Mgmt	For	For
3l	Elect Tommaso Ghidini as Non-Executive Director	Mgmt	For	For
4.1	Grant Board Authority to Issue Shares	Mgmt	For	For
4.2	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
5	Authorize Repurchase Shares	Mgmt	For	For
6	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For
7	Approve Awards to Executive Director	Mgmt	For	For
8	Close Meeting	Mgmt		

Moncler SpA

Meeting Date: 16/04/2025	Country: Italy	Ticker: MONC
Record Date: 07/04/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Ordinary Business	Mgmt		
	Management Proposals	Mgmt		
	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Allocation of Income	Mgmt	For	For
2.1	Approve Remuneration Policy	Mgmt	For	For
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
4.1	Shareholder Proposals Submitted by Double R Srl	Mgmt		
	Fix Number of Directors	SH	None	For
	Fix Board Terms for Directors	SH	None	For
4.3	Management Proposal	Mgmt		
	Deliberations Pursuant to Article 2390 of Civil Code Re: Decisions Inherent to Authorization of Board Members to Assume Positions in Competing Companies	Mgmt	For	Against
	Voter Rationale: Insufficient/poor disclosure			
4.4.1	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
	Slate 1 Submitted by Double R Srl	SH	None	Against
	Voter Rationale: Cumulative/slate voting in favour of individual candidates/slates			
4.4.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
4.5	Shareholder Proposal Submitted by Double R Srl	Mgmt		
	Approve Remuneration of Directors	SH	None	For

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
	Appoint Internal Statutory Auditors (Slate Election)	Mgmt		
3	Slate 1 Submitted by Institutional Investors (Assogestioni)	SH	None	For
4	Approve Internal Auditors' Remuneration	Mgmt	For	For
5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
6	Approve Employee Share Purchase Plan	Mgmt	For	For
7	Approve Employee Share Grant Plan	Mgmt	For	For
8	Approve Remuneration Policy	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
9	Approve Second Section of the Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
	Extraordinary Business	Mgmt		
1	Approve the Elimination of the Par Value of Shares; Amend Company Bylaws Re: Article 6	Mgmt	For	For
2	Approve Capital Increase to Service Share-Based Plans	Mgmt	For	For

Royal KPN NV

Meeting Date: 16/04/2025

Record Date: 19/03/2025

Country: Netherlands

Meeting Type: Annual

Ticker: KPN

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

Royal KPN NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Receive Report of Management Board (Non-Voting)	Mgmt		
3	Adopt Financial Statements	Mgmt	For	For
4	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
5	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
6	Approve Dividends	Mgmt	For	For
7	Approve Discharge of Management Board	Mgmt	For	For
8	Approve Discharge of Supervisory Board	Mgmt	For	For
9	Amend Articles Re: Board Related	Mgmt	For	For
10	Opportunity to Make Recommendations	Mgmt		
11	Reelect G.J.A. van de Aast to Supervisory Board	Mgmt	For	Against
Voter Rationale: Concerns related to succession planning				
12	Reelect J.C.M. Sap to Supervisory Board	Mgmt	For	For
13	Announce Vacancies on the Supervisory Board	Mgmt		
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
15	Approve Reduction in Share Capital through Cancellation of Shares	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	Other Business (Non-Voting)	Mgmt		
19	Close Meeting	Mgmt		

Beiersdorf AG

Meeting Date: 17/04/2025	Country: Germany	Ticker: BEI
Record Date: 26/03/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	Against
Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees				
5.a	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For
5.b	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
7	Approve Remuneration Policy	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
8	Approve Remuneration of Supervisory Board	Mgmt	For	For
9	Approve Creation of EUR 40 Million Pool of Authorized Capital I with Preemptive Rights	Mgmt	For	For
10	Approve Creation of EUR 25 Million Pool of Authorized Capital II with or without Exclusion of Preemptive Rights	Mgmt	For	For
11	Approve Creation of EUR 25 Million Pool of Authorized Capital III with or without Exclusion of Preemptive Rights	Mgmt	For	For
12	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion; Approve Creation of EUR 30 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For

Beiersdorf AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For
14	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Against
Voter Rationale: Concerns related to shareholder rights				

BP Plc

Meeting Date: 17/04/2025	Country: United Kingdom	Ticker: BP
Record Date: 15/04/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Inadequate management of climate-related risks				
3	Re-elect Helge Lund as Director	Mgmt	For	For
4	Re-elect Murray Auchincloss as Director	Mgmt	For	For
5	Re-elect Kate Thomson as Director	Mgmt	For	For
6	Re-elect Dame Amanda Blanc as Director	Mgmt	For	For
7	Re-elect Tushar Morzaria as Director	Mgmt	For	For
8	Re-elect Melody Meyer as Director	Mgmt	For	For
9	Re-elect Pamela Daley as Director	Mgmt	For	For
10	Re-elect Karen Richardson as Director	Mgmt	For	For
11	Re-elect Satish Pai as Director	Mgmt	For	For
12	Re-elect Hina Nagarajan as Director	Mgmt	For	For
13	Re-elect Johannes Teyssen as Director	Mgmt	For	For
14	Elect Ian Tyler as Director	Mgmt	For	For
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For

BP Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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 Share Award Plan	Mgmt	For	For
19	Approve Global Share Match	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

Heineken Holding NV

Meeting Date: 17/04/2025

Country: Netherlands

Ticker: HEIO

Record Date: 20/03/2025

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	Announce 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

Heineken Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.c	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
6.d	Authorize Cancellation of Ordinary Shares	Mgmt	For	For
7.a	Reelect A.A.C. de Carvalho as Non-Executive Director	Mgmt	For	Against
Voter Rationale: Lack of independence on board				
7.b	Elect R.J.M.S. Huet as Non-Executive Director	Mgmt	For	For
8.a	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For
8.b	Appoint KPMG Accountants N.V. as Auditor for Sustainability Reporting for the Financial Year 2025	Mgmt	For	For
8.c	Appoint KPMG Accountants N.V. as Auditor for Sustainability Reporting for the Financial Year 2026	Mgmt	For	For

Heineken NV

Meeting Date: 17/04/2025Country: NetherlandsTicker: HEIA

Record Date: 20/03/2025Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.a	Annual Meeting Agenda	Mgmt		
	Receive Report of Executive Board (Non-Voting)	Mgmt		
	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
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 Board	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

Heineken NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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
2.d	Authorize Cancellation of Ordinary Shares	Mgmt	For	For
3	Reelect H.P.J. van den Broek to Executive Board	Mgmt	For	For
4.a	Reelect N. Paranjpe to Supervisory Board	Mgmt	For	Against
Voter Rationale: Inadequate management of climate-related risks				
4.b	Elect A.A.C. de Carvalho to Supervisory Board	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
5.a	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For
5.b	Appoint KPMG Accountants N.V. as Auditor for Sustainability Reporting for the Financial Year 2025	Mgmt	For	For
5.c	Appoint KPMG Accountants N.V. as Auditor for Sustainability Reporting for the Financial Year 2026	Mgmt	For	For

LVMH Moët Hennessy Louis Vuitton SE

Meeting Date: 17/04/2025

Country: France

Ticker: MC

Record Date: 15/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 13 per Share	Mgmt	For	For

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	Against
<i>Voter Rationale: Insufficient justification for related party transaction</i>				
5	Ratify Appointment of Wei Sun Christianson as Director	Mgmt	For	For
6	Reelect Bernard Arnault as Director	Mgmt	For	For
7	Reelect Sophie Chassat as Director	Mgmt	For	For
8	Reelect Clara Gaymard as Director	Mgmt	For	For
9	Reelect Hubert Védrine as Director	Mgmt	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
11	Approve Compensation of Bernard Arnault, Chairman and CEO	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
12	Approve Compensation of Antonio Belloni, Vice-CEO	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
13	Approve Remuneration Policy of Directors	Mgmt	For	For
14	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
17	Authorize Capitalization of Reserves of Up to EUR 20 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For

LVMH Moet Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	Against
Voter Rationale: Issue of equity raises concerns about excessive dilution of existing shareholders Concerns to protect shareholder value				
20	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	Against
Voter Rationale: Issue of equity raises concerns about excessive dilution of existing shareholders Concerns to protect shareholder value				
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against
Voter Rationale: Issue of equity raises concerns about excessive dilution of existing shareholders Concerns to protect shareholder value				
22	Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Mgmt	For	Against
Voter Rationale: Issue of equity raises concerns about excessive dilution of existing shareholders				
23	Authorize Capital Increase of up to 20 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against
Voter Rationale: Issue of equity raises concerns about excessive dilution of existing shareholders				
24	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For
27	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 20 Million	Mgmt	For	For
28	Amend Articles 12 and 16 of Bylaws Re: Age Limit of Chairman of the Board and CEO	Mgmt	For	For
29	Amend Articles of Bylaws to Incorporate Legal Changes	Mgmt	For	Against

Voter Rationale: Concerns related to shareholder rights

Texas Instruments Incorporated

Meeting Date: 17/04/2025Country: USATicker: TXN

Record Date: 20/02/2025Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mark Blinn	Mgmt	For	For
1b	Elect Director Todd Bluedorn	Mgmt	For	Against
Voter Rationale: EOS manual override				
1c	Elect Director Janet Clark	Mgmt	For	For
1d	Elect Director Carrie Cox	Mgmt	For	Against
Voter Rationale: Overboarded/Too many other time commitments				
1e	Elect Director Martin Craighead	Mgmt	For	For
1f	Elect Director Reginald DesRoches	Mgmt	For	For
1g	Elect Director Curtis Farmer	Mgmt	For	For
1h	Elect Director Jean Hobby	Mgmt	For	For
1i	Elect Director Haviv Ilan	Mgmt	For	For
1j	Elect Director Ronald Kirk	Mgmt	For	For
1k	Elect Director Pamela Patsley	Mgmt	For	Against
Voter Rationale: Overboarded/Too many other time commitments				
1l	Elect Director Robert Sanchez	Mgmt	For	For
1m	Elect Director Richard Templeton	Mgmt	For	For

Texas Instruments Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not less than p/greater than Trigger any of EOS critical concerns				
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For
Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation				

VINCI SA

Meeting Date: 17/04/2025Country: FranceTicker: DG

Record Date: 15/04/2025Meeting 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 4.75 per Share	Mgmt	For	For
4	Reelect Yannick Assouad as Director	Mgmt	For	Against
Voter Rationale: Concerns related to succession planning Concerns related to inappropriate membership of committees				
5	Elect Pierre Anjolas as Director	Mgmt	For	For
6	Elect Karla Bertocco Trindade as Director	Mgmt	For	For
7	Elect Maria Victoria Zingoni as Director	Mgmt	For	For
8	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For
9	Elect Ernst & Young Audit as Auditor	Mgmt	For	For
10	Appoint Ernst & Young Audit as Auditor for Sustainability Reporting	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
12	Approve Remuneration Policy of Directors	Mgmt	For	For
13	Approve Remuneration Policy of Xavier Huillard, Chairman and CEO for the Period between January 1, 2025 and the Dissociation of his Functions	Mgmt	For	For
14	Approve Remuneration Policy of CEO from the Date of his Appointment	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
15	Approve Remuneration Policy of Chairman of the Board as from the Dissociation of Functions	Mgmt	For	For
16	Approve Compensation Report	Mgmt	For	For
17	Approve Compensation of Xavier Huillard, Chairman and CEO	Mgmt	For	For
	Extraordinary Business	Mgmt		
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
19	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 300 Million	Mgmt	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 150 Million	Mgmt	For	For
22	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 150 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 20, 21, and 22	Mgmt	For	For

VINCI SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	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 up to 1 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees with Performance Conditions Attached	Mgmt	For	For
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Broadcom Inc.

Meeting Date: 21/04/2025

Country: USA

Ticker: AVGO

Record Date: 21/02/2025

Meeting Type: Annual

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

Voter Rationale: Granted variable pay is is less or equal to 2x base salary

Adobe Inc.

Meeting Date: 22/04/2025

Record Date: 21/02/2025

Country: USA

Meeting Type: Annual

Ticker: ADBE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Cristiano Amon	Mgmt	For	For
1b	Elect Director Amy Banse	Mgmt	For	Against
Voter Rationale: Concerns about remuneration committee performance				
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
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
Voter Rationale: Options/PSUs vest in less than 36 monthsExcessive severanceHigh variable pay ratio				
5	Submit Severance Agreement to Shareholder Vote	SH	Against	For
Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation				

Bank of America Corporation

Meeting Date: 22/04/2025

Record Date: 03/03/2025

Country: USA

Meeting Type: Annual

Ticker: BAC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Sharon L. Allen	Mgmt	For	For

Bank of America Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1b	Elect Director Jose (Joe) E. Almeida	Mgmt	For	For
1c	Elect Director Pierre J.P. de Weck	Mgmt	For	For
1d	Elect Director Arnold W. Donald	Mgmt	For	For
1e	Elect Director Linda P. Hudson	Mgmt	For	For
1f	Elect Director Monica C. Lozano	Mgmt	For	For
Voter Rationale: EOS manual override				
1g	Elect Director Maria N. Martinez	Mgmt	For	For
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
Voter Rationale: .				
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	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For
Voter Rationale: EOS manual override				
5	Require More Director Nominations Than Open Seats	SH	Against	Against
6	Report on Board Oversight of Material Risks Related to Animal Welfare	SH	Against	Against
7	Report on Climate Lobbying	SH	Against	For
Voter Rationale: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
8	Report on Clean Energy Supply Financing Ratio	SH	Against	For
Voter Rationale: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				

Meeting Date: 22/04/2025	Country: Netherlands	Ticker: INGA
Record Date: 25/03/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Annual Meeting Agenda	Mgmt		
	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
Voter Rationale: EOS manual override				
2D	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
3A	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
3B	Approve Dividends	Mgmt	For	For
4A	Approve Discharge of Executive Board	Mgmt	For	For
4B	Approve Discharge of Supervisory Board	Mgmt	For	For
5	Appoint Deloitte Accountants B.V. as Assurance Provider for Sustainability Reporting	Mgmt	For	For
6A	Reelect Steven van Rijswijk to Executive Board	Mgmt	For	For
6B	Reelect Ljiljana Cortan to Executive Board	Mgmt	For	For
7A	Reelect Margarete Haase to Supervisory Board	Mgmt	For	For
7B	Reelect Lodewijk Hijmans van den Bergh to Supervisory Board	Mgmt	For	For
7C	Elect Petri Hofste to Supervisory Board	Mgmt	For	For
7D	Elect Stuart Graham to Supervisory Board	Mgmt	For	For
8A	Grant Board Authority to Issue Shares	Mgmt	For	For
8B	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
9	Authorize Repurchase of Shares	Mgmt	For	For

ING Groep NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10	Approve Cancellation of Repurchased Shares Pursuant to the Authority Under Item 9	Mgmt	For	For

ageas SA/NV

Meeting Date: 23/04/2025	Country: Belgium	Ticker: AGS
Record Date: 09/04/2025	Meeting Type: Extraordinary Shareholders	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Shareholders' Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2.1.1	Receive Special Board Report Re: Authorized Capital	Mgmt		
2.1.2	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	For
4	Close Meeting	Mgmt		

ASML Holding NV

Meeting Date: 23/04/2025	Country: Netherlands	Ticker: ASML
Record Date: 26/03/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2	Discuss the Company's Business, Financial Situation and ESG Sustainability	Mgmt		
3a	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
3b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For

ASML Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
6	Amend Remuneration Policy of Executive Board	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
7	Amend Remuneration of Supervisory Board	Mgmt	For	For
8a	Reelect B.M. Conix to Supervisory Board	Mgmt	For	For
8b	Elect C.E.G. van Gennip to Supervisory Board	Mgmt	For	For
8c	Discuss Composition of the Supervisory Board	Mgmt		
9a	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For
9b	Appoint PricewaterhouseCoopers Accountants N.V. as Auditor for Sustainability Reporting	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
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
12	Authorize Cancellation of Ordinary Shares	Mgmt	For	For
13	Other Business (Non-Voting)	Mgmt		
14	Close Meeting	Mgmt		

Assa Abloy AB

Meeting Date: 23/04/2025	Country: Sweden	Ticker: ASSA.B
Record Date: 11/04/2025	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.a	Receive Financial Statements and Statutory Reports	Mgmt		
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt		
8.c	Receive Board's Report	Mgmt		
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9.b	Approve Allocation of Income and Dividends of SEK 5.90 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.a	Approve Remuneration of Directors in the Amount of SEK 3.5 Million for Chair, SEK 1.3 Million for Vice Chair and SEK 1.05 Million for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
11.b	Approve Remuneration of Auditors	Mgmt	For	For
12	Reelect Johan Hjertonsson (Chair), Carl Douglas (Vice Chair), Erik Ekudden, Sofia Schorling Hogberg, Lena Olving, Victoria Van Camp and Susanne Pahlen Aklundh as Directors	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Lack of independence on board</i>				
13	Ratify Ernst & Young as Auditors	Mgmt	For	For

Assa Abloy AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
15	Authorize Class B Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
16	Approve Performance Share Matching Plan LTI 2025 for Senior Executives and Key Employees	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
17	Close Meeting	Mgmt		

Assicurazioni Generali SpA

Meeting Date: 23/04/2025	Country: Italy	Ticker: G
Record Date: 10/04/2025	Meeting Type: Annual/Special	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
	Management Proposals	Mgmt		
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1b	Approve Allocation of Income	Mgmt	For	For
2a	Fix Number of Directors	Mgmt	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
2b.1	Slate 1 Submitted by Mediobanca	SH	None	For
2b.2	Slate 2 Submitted by VM 2006 Srl	SH	None	Against
Voter Rationale: Cumulative/slate voting in favour of individual candidates/slates				
2b.3	Slate 3 Submitted by Institutional Investors (Assogestioni)	SH	None	Against
Voter Rationale: Cumulative/slate voting in favour of individual candidates/slates				
	Approve Remuneration of Directors - Choose One of the Following Proposals	Mgmt		
2c.1	Approve Fees Proposed by the Board of Directors	Mgmt	For	For

Assicurazioni Generali SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2c.2	Approve Fees Proposed by VM 2006 Srl	SH	None	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
	Shareholder Proposal Submitted by VM 2006 Srl	Mgmt		
3a	Appoint Annalisa Firmani as Alternate Internal Statutory Auditor	SH	None	For
	Management Proposals	Mgmt		
4a	Approve Remuneration Policy	Mgmt	For	For
4b	Approve Second Section of the Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
5a	Approve Group Long Term Incentive Plan	Mgmt	For	For
5b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Group Long Term Incentive Plan	Mgmt	For	For
6a	Authorize Share Repurchase Program	Mgmt	For	For
	Extraordinary Business	Mgmt		
6b	Authorize Cancellation of Treasury Shares without Reduction of Share Capital	Mgmt	For	For
7a	Amend Company Bylaws Re: Article 9.1	Mgmt	For	For

Boliden AB

Meeting Date: 23/04/2025

Country: Sweden

Ticker: BOL

Record Date: 11/04/2025

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 Inspectors of Minutes of Meeting	Mgmt		
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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 Omission of Dividends	Mgmt	For	For
13.1	Approve Discharge of Karl-Henrik Sundstrom	Mgmt	For	For
13.2	Approve Discharge of Helene Bistrom	Mgmt	For	For
13.3	Approve Discharge of Tomas Eliasson	Mgmt	For	For
13.4	Approve Discharge of Per Lindberg	Mgmt	For	For
13.5	Approve Discharge of Perttu Louhiluoto	Mgmt	For	For
13.6	Approve Discharge of Elisabeth Nilsson	Mgmt	For	For
13.7	Approve Discharge of Pia Rudengren	Mgmt	For	For
13.8	Approve Discharge of Derek White	Mgmt	For	For
13.9	Approve Discharge of Mikael Staffas as President	Mgmt	For	For
13.10	Approve Discharge of Jonny Johansson	Mgmt	For	For
13.11	Approve Discharge of Andreas Martensson	Mgmt	For	For
13.12	Approve Discharge of Ronnie Allzen	Mgmt	For	For
13.13	Approve Discharge of Ola Holmstrom	Mgmt	For	For
13.14	Approve Discharge of Mikael Norrby-Holtkamp	Mgmt	For	For
13.15	Approve Discharge of Gard Folkvord	Mgmt	For	For
13.16	Approve Discharge of Kieran Donaghy	Mgmt	For	For
13.17	Approve Discharge of Timo Popponen	Mgmt	For	For
13.18	Approve Discharge of Elin Soderlund	Mgmt	For	For
14.1	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
15	Approve Remuneration of Directors in the Amount of SEK 2.1 Million for Chair and SEK 700,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
16a	Reelect Helene Bistrom as Director	Mgmt	For	For
16b	Reelect Tomas Eliasson as Director	Mgmt	For	For
16c	Reelect Per Lindberg as Director	Mgmt	For	For
16d	Reelect Perttu Louhiluoto as Director	Mgmt	For	For
16e	Reelect Elisabeth Nilsson as Director	Mgmt	For	For
16f	Reelect Pia Rudengren as Director	Mgmt	For	For
16g	Reelect Derek White Director	Mgmt	For	For
16h	Reelect Karl-Henrik Sundstrom as Director	Mgmt	For	Against
Voter Rationale: Inadequate management of climate-related risks				
16i	Elect Victoire de Margerie as New Director	Mgmt	For	For
16j	Reelect Karl-Henrik Sundstrom as Board Chair	Mgmt	For	Against
Voter Rationale: Inadequate management of climate-related risks				
17	Approve Remuneration of Auditors	Mgmt	For	For
18	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
19	Approve Remuneration Report	Mgmt	For	For
20	Approve Nomination Committee Procedures	Mgmt	For	For
21.a	Approve Long-term Share Savings Program (LTIP 2025/2028) for Key Employees	Mgmt	For	For
21.b1	Approve Transfer of 130,000 Shares to Participants in Long-term Share Savings Program (LTIP 2025/2028)	Mgmt	For	For
21.b2	Approve Alternative Equity Plan Financing	Mgmt	For	For
22	Amend Articles Re: Location of General Meeting; Sustainability Assurance Report	Mgmt	For	For
23	Close Meeting	Mgmt		

Bunzl Plc

Meeting Date: 23/04/2025	Country: United Kingdom	Ticker: BNZL
Record Date: 17/04/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3	Re-elect Peter Ventress as Director	Mgmt	For	For
4	Re-elect Frank van Zanten as Director	Mgmt	For	For
5	Re-elect Richard Howes as Director	Mgmt	For	For
6	Re-elect Stephan Nanninga as Director	Mgmt	For	For
7	Re-elect Vin Murria as Director	Mgmt	For	For
8	Re-elect Pam Kirby as Director	Mgmt	For	For
9	Re-elect Jacky Simmonds as Director	Mgmt	For	For
10	Elect Daniela Soares as Director	Mgmt	For	For
11	Elect Julia Wilson 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	For
15	Authorise Issue of Equity	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Croda International Plc

Meeting Date: 23/04/2025	Country: United Kingdom	Ticker: CRDA
Record Date: 17/04/2025	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: Realized variable pay is less than or equal to 1.5x base salary</i>				
3	Approve Final Dividend	Mgmt	For	For
4	Elect Ian Bull as Director	Mgmt	For	For
5	Elect Stephen Oxley as Director	Mgmt	For	For
6	Re-elect Roberto Cirillo as Director	Mgmt	For	For
7	Re-elect Chris Good as Director	Mgmt	For	For
8	Re-elect Danuta Gray as Director	Mgmt	For	For
9	Re-elect Jacqui Ferguson as Director	Mgmt	For	For
10	Re-elect Steve Foots as Director	Mgmt	For	For
11	Re-elect Julie Kim as Director	Mgmt	For	For
12	Re-elect Keith Layden as Director	Mgmt	For	For
13	Re-elect Nawal Ouzren 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

Eaton Corporation plc

Meeting Date: 23/04/2025	Country: Ireland	Ticker: ETN
Record Date: 25/02/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Craig Arnold	Mgmt	For	For
1b	Elect Director Silvio Napoli	Mgmt	For	For
1c	Elect Director Gregory R. Page	Mgmt	For	For
1d	Elect Director Sandra Pianalto	Mgmt	For	For
1e	Elect Director Robert V. Pragada	Mgmt	For	For
1f	Elect Director Paulo Ruiz	Mgmt	For	For
1g	Elect Director Lori J. Ryerkerk	Mgmt	For	For
Voter Rationale: EOS manual override				
1h	Elect Director Andre Schulten	Mgmt	For	For
1i	Elect Director Gerald B. Smith	Mgmt	For	Against
Voter Rationale: Concerns regarding Auditor tenure				
1j	Elect Director Karenann Terrell	Mgmt	For	For
1k	Elect Director Dorothy C. Thompson	Mgmt	For	For
1l	Elect Director Darryl L. Wilson	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors and Authorize Their Remuneration	Mgmt	For	Against
Voter Rationale: Concerns regarding Auditor tenure				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: EOS manual override				
4	Authorize Issue of Equity with Pre-emptive Rights	Mgmt	For	For
5	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
6	Authorize Share Repurchase of Issued Share Capital	Mgmt	For	For

NatWest Group Plc

Meeting Date: 23/04/2025	Country: United Kingdom	Ticker: NWG
Record Date: 17/04/2025	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
<i>Voter Rationale: Realized variable pay is less than or equal to 1.5x base salary</i>				
3	Approve Remuneration Report	Mgmt	For	For
<i>Voter Rationale: Realized variable pay is less than or equal to 1.5x base salary</i>				
4	Approve Final Dividend	Mgmt	For	For
5	Re-elect Rick Haythornthwaite as Director	Mgmt	For	For
6	Re-elect Paul Thwaite as Director	Mgmt	For	For
7	Re-elect Katie Murray as Director	Mgmt	For	For
8	Re-elect Frank Dageard as Director	Mgmt	For	For
9	Re-elect Roisin Donnelly as Director	Mgmt	For	For
10	Re-elect Patrick Flynn as Director	Mgmt	For	For
11	Elect Geeta Gopalan as Director	Mgmt	For	For
12	Re-elect Yasmin Jetha as Director	Mgmt	For	For
13	Re-elect Stuart Lewis as Director	Mgmt	For	For
14	Elect Gill Whitehead as Director	Mgmt	For	For
15	Re-elect Lena Wilson as Director	Mgmt	For	For
16	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
17	Authorise the Group 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

NatWest Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
21	Authorise Issue of Equity in Connection with Equity Convertible Notes	Mgmt	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with Equity Convertible Notes	Mgmt	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For
24	Authorise UK Political Donations and Expenditure	Mgmt	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
26	Authorise Off-Market Purchase of Ordinary Shares from HM Treasury	Mgmt	For	For
27	Authorise Off-Market Purchase of Preference Shares	Mgmt	For	For

Sampo Oyj

Meeting Date: 23/04/2025

Country: Finland

Ticker: SAMPO

Record Date: 09/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Meeting for Holders of Finnish Shares	Mgmt		
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 0.34 Per Share	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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 243,000 for Chair, EUR 140,000 for Vice Chair and EUR 108,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
12	Fix Number of Directors at Eight	Mgmt	For	For
13	Reelect Christian Clausen, Steve Langan, Risto Murto, Antti Makinen, Markus Rauramo, Astrid Stange and Annica Witschard as Directors; Elect Sara Mella as New Director	Mgmt	For	For
14	Approve Remuneration of Auditor; Approve Remuneration of Auditor for the Sustainability Reporting	Mgmt	For	For
15	Ratify Deloitte as Auditor; Appoint Deloitte as Auditor for Sustainability Reporting	Mgmt	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For
17	Close Meeting	Mgmt		

The Goldman Sachs Group, Inc.

Meeting Date: 23/04/2025	Country: USA	Ticker: GS
Record Date: 24/02/2025	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	Against
Voter Rationale: Concerns about remuneration committee performance				
1d	Elect Director John Hess	Mgmt	For	For
1e	Elect Director Kevin Johnson	Mgmt	For	For
1f	Elect Director Ellen Kullman	Mgmt	For	For

The Goldman Sachs Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1g	Elect Director KC McClure	Mgmt	For	For
1h	Elect Director Lakshmi Mittal	Mgmt	For	For
1i	Elect Director Thomas Montag	Mgmt	For	For
1j	Elect Director Peter Oppenheimer	Mgmt	For	For
Voter Rationale: EOS manual override				
1k	Elect Director David Solomon	Mgmt	For	For
1l	Elect Director Jan Tighe	Mgmt	For	For
1m	Elect Director David Viniar	Mgmt	For	For
1n	Elect Director John Waldron	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: Inappropriate use of one-time awards				
3	Amend Omnibus Stock Plan	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Against
Voter Rationale: Concerns regarding Auditor tenure				
5	Consider Abolishing DEI Goals from Compensation Inducements	SH	Against	Against
Voter Rationale: EOS manual override				
6	Conduct and Report a Third-Party Racial Equity Audit on Risks Related to Race-based Initiatives	SH	Against	Against
Voter Rationale: EOS manual override				
7	Report on Clean Energy Supply Financing Ratio	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				

AXA SA

Meeting Date: 24/04/2025

Record Date: 22/04/2025

Country: France

Meeting Type: Annual/Special

Ticker: CS

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 2.15 per Share	Mgmt	For	For
4	Approve Compensation Report of Corporate Officers	Mgmt	For	For
5	Approve Compensation of Antoine Gosset-Grainville, Chairman of the Board	Mgmt	For	For
6	Approve Compensation of Thomas Buberl, CEO	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
7	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
8	Approve Remuneration Policy of CEO	Mgmt	For	For
9	Approve Remuneration Policy of Directors	Mgmt	For	For
10	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
11	Reelect Guillaume Faury as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to succession planning</i>				
12	Reelect Ramon Fernandez as Director	Mgmt	For	For
13	Ratify Appointment of Ewout Steenbergen as Director	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 Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 2 Billion	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million	Mgmt	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 500 Million	Mgmt	For	For
20	Authorize Capital Increase of Up to EUR 500 Million for Future Exchange Offers	Mgmt	For	For
21	Authorize Capital Increase of up to EUR 500 Million for Contributions in Kind	Mgmt	For	For
22	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
23	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
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For
26	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached	Mgmt	For	For
27	Authorize up to 0.40 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Pension Contribution	Mgmt	For	For
28	Amend Articles 11, 12, 14, 15, and 23 of Bylaws to Comply with Legal Changes	Mgmt	For	For
29	Amend Article 14 of Bylaws Re: Written Consultation	Mgmt	For	For

Meeting Date: 24/04/2025	Country: Sweden	Ticker: BEIJ.B
Record Date: 14/04/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Madeleine Rydberger as Chair 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 CEO's Report	Mgmt		
7	Receive Financial Statements and Statutory Reports	Mgmt		
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8.b	Approve Allocation of Income and Dividends of SEK 1.40 Per Share	Mgmt	For	For
8.c	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
8.d.1	Approve Discharge of Kate Swann	Mgmt	For	For
8.d.2	Approve Discharge of Per Bertland	Mgmt	For	For
8.d.3	Approve Discharge of Nathalie Delbreuves	Mgmt	For	For
8.d.4	Approve Discharge of Albert Gustafsson	Mgmt	For	For
8.d.5	Approve Discharge of Kerstin Lindvall	Mgmt	For	For
8.d.6	Approve Discharge of Joen Magnusson	Mgmt	For	For
8.d.7	Approve Discharge of Frida Norrbom Sams	Mgmt	For	For
8.d.8	Approve Discharge of William Striebe	Mgmt	For	For
8.d.9	Approve Discharge of Christopher Norbye	Mgmt	For	For
9	Determine Number of Members (8) and Deputy Members of Board (0)	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10	Approve Remuneration of Directors in the Amount of SEK 1.15 Million for Chair and SEK 550,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
11	Approve Remuneration of Auditors	Mgmt	For	For
12.a	Reelect Per Bertland as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on board				
12.b	Reelect Nathalie Delbreuve as Director	Mgmt	For	For
12.c	Reelect Albert Gustafsson as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on boardConcerns related to inappropriate membership of committees				
12.d	Reelect Kerstin Lindvall as Director	Mgmt	For	For
12.e	Reelect Joen Magnusson as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on board				
12.f	Reelect Frida Norrbom Sams as Director	Mgmt	For	For
12.g	Reelect William Striebe as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on board				
12.h	Reelect Kate Swann as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on boardConcerns related to inappropriate membership of committees				
12.i	Reelect Kate Swann as Board Chair	Mgmt	For	Against
Voter Rationale: Lack of independence on boardConcerns related to inappropriate membership of committees				
13	Ratify Deloitte as Auditors	Mgmt	For	For
14	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For
15.A	Approve Performance Share Matching Plan LTI 2025 for Key Employees	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
15.B	Approve Equity Plan Financing Through Acquisition and Transfer of Shares	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
15.C	Approve Alternative Equity Plan Financing of LTI 2025, if Item 15.B is Not Approved	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				

Beijer Ref AB

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

Danone SA

Meeting Date: 24/04/2025	Country: France	Ticker: BN
Record Date: 22/04/2025	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 2.15 per Share	Mgmt	For	For
4	Reelect Antoine de Saint-Affrique as Director	Mgmt	For	For
5	Reelect Geraldine Picaud as Director	Mgmt	For	For
6	Reelect Susan Roberts as Director	Mgmt	For	For
7	Reelect Patrice Louvet as Director	Mgmt	For	For
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		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 51 Million	Mgmt	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 17 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 17 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 43 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 Per Year of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	Mgmt	For	For
24	Authorize up to 0.2 Percent Per Year of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
26	Amend Article 18 of Bylaws Re: Board Deliberations	Mgmt	For	For
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Meeting Date: 24/04/2025	Country: France	Ticker: ENGI
Record Date: 22/04/2025	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 1.48 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 Catherine MacGregor as Director	Mgmt	For	For
A	Elect Stefano Bassi as Representative of Employee Shareholders to the Board	Mgmt	Abstain	Against
Voter Rationale: Cumulative/slate voting in favour of individual candidates/slates				
7	Elect Gildas Gouvaze as Representative of Employee Shareholders to the Board	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	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
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	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14	Approve Company's Climate Transition Plan	Mgmt	For	For
Voter Rationale: Insufficient evidence of alignment to 1.5 degrees				
	Extraordinary Business	Mgmt		
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For
17	Amend Article 13 of Bylaws Re: Election of Representatives of Employee to the Board	Mgmt	For	For
18	Amend Articles 13, 14, 17, 27 of Bylaws to Comply with Legal Changes	Mgmt	For	For
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Johnson & Johnson

Meeting Date: 24/04/2025	Country: USA	Ticker: JNJ
Record Date: 25/02/2025	Meeting Type: Annual	

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

Johnson & Johnson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1k	Elect Director Eugene A. Woods	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Against
Voter Rationale: Concerns regarding Auditor tenure				
4	Submit Severance Agreement to Shareholder Vote	SH	Against	Against
5	Oversee and Report Human Rights Impact Assessment	SH	Against	For
Voter Rationale: Shareholder proposal promotes better management of SEE opportunities and risks				

Kering SA

Meeting Date: 24/04/2025

Country: France

Ticker: KER

Record Date: 22/04/2025

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	Mgmt	For	For
4	Reelect François-Henri Pinault as Director	Mgmt	For	For
5	Reelect Financière Pinault as Director	Mgmt	For	For
Voter Rationale: EOS manual override				
6	Reelect Baudouin Prot as Director	Mgmt	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For
8	Approve Compensation of François-Henri Pinault, Chairman and CEO	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9	Approve Remuneration Policy of Executive Corporate Officer	Mgmt	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
12	Extraordinary Business	Mgmt		
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
13	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 200 Million	Mgmt	For	For
14	Authorize Capitalization of Reserves of Up to EUR 200 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	For
16	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
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 13, 15, and 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 Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For
21	Amend Article 13 of Bylaws Re: Board Deliberations	Mgmt	For	For
	Ordinary Business	Mgmt		

Kering SA

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

Metso Corp.

Meeting Date: 24/04/2025	Country: Finland	Ticker: METSO
Record Date: 10/04/2025	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 0.38 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				
11	Approve Remuneration of Directors in the Amount of EUR 176,500 for Chairman, EUR 88,300 for Vice Chairman, and EUR 71,500 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For
13	Reelect Brian Beamish, Klaus Cawen (Vice), Terhi Koipijarvi, Niko Pakalen, Reima Rytsoala, Kari Stadigh (Chair) and Arja Talma as Directors; Elect Anders Svensson and Eriikka Soderstrom as New Directors	Mgmt	For	For

Metso Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14	Approve Remuneration of Auditor	Mgmt	For	For
15	Ratify Ernst & Young as Auditor	Mgmt	For	For
16	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For
17	Appoint Ernst & Young as Auditor for Sustainability Reporting	Mgmt	For	For
18	Amend Articles Re: Auditor and Sustainability Reporting Assurance Provider; Annual General Meeting	Mgmt	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For
20	Approve Issuance of up to 82 Million Shares without Preemptive Rights	Mgmt	For	For
21	Approve Charitable Donations of up to EUR 350,000	Mgmt	For	For
22	Close Meeting	Mgmt		

Orkla ASA

Meeting Date: 24/04/2025

Country: Norway

Ticker: ORK

Record Date: 14/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Elect Chair of Meeting	Mgmt	For	For
2	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 10.00 Per Share	Mgmt	For	For
3	Approve Remuneration Statement (Advisory Vote)	Mgmt	For	For
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

Orkla ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.1	Reelect Stein Erik Hagen as Director	Mgmt	For	For
6.2	Reelect Liselott Kilaas as Director	Mgmt	For	For
6.3	Reelect Peter Agnefjall as Director	Mgmt	For	For
6.4	Reelect Christina Fagerberg as Director	Mgmt	For	For
6.5	Reelect Rolv Erik Ryssdal as Director	Mgmt	For	For
6.6	Reelect Caroline Hagen Kjos as Director	Mgmt	For	For
6.7	Reelect Bengt Rem as Director	Mgmt	For	For
7	Reelect Stein Erik Hagen as Board Chair	Mgmt	For	For
8	Reelect Nils-Henrik Pettersson as Member of Nominating Committee	Mgmt	For	For
9	Approve Remuneration of Directors in the Amount of NOK 1.17 Million for Chair and NOK 760,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
10	Approve Remuneration of Nominating Committee	Mgmt	For	For
11	Approve Remuneration of Auditors	Mgmt	For	For

Pfizer Inc.

Meeting Date: 24/04/2025	Country: USA	Ticker: PFE
Record Date: 26/02/2025	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 Mortimer J. Buckley	Mgmt	For	For
1.4	Elect Director Susan Desmond-Hellmann	Mgmt	For	For
1.5	Elect Director Joseph J. Echevarria	Mgmt	For	For
1.6	Elect Director Scott Gottlieb	Mgmt	For	For

Pfizer Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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
Voter Rationale: Concerns regarding Auditor tenure				
1.11	Elect Director James Quincey	Mgmt	For	For
1.12	Elect Director James C. Smith	Mgmt	For	Against
Voter Rationale: Concerns about remuneration committee performance				
1.13	Elect Director Cyrus Taraporevala	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	Against
Voter Rationale: Concerns regarding Auditor tenure				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: Options/PSUs vest in less than 36 months High variable pay ratio				
4	Submit Severance Agreement to Shareholder Vote	SH	Against	Against
5	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against

RELX Plc

Meeting Date: 24/04/2025

Country: United Kingdom

Ticker: REL

Record Date: 22/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
3	Approve Final Dividend	Mgmt	For	For
4	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For

RELX Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
6	Elect Andy Halford as Director	Mgmt	For	For
7	Re-elect Paul Walker as Director	Mgmt	For	For
8	Re-elect Erik Engstrom as Director	Mgmt	For	For
9	Re-elect Nick Luff as Director	Mgmt	For	For
10	Re-elect Alistair Cox as Director	Mgmt	For	For
11	Re-elect June Felix as Director	Mgmt	For	For
12	Re-elect Charlotte Hogg as Director	Mgmt	For	For
13	Re-elect Andrew Sukawaty as Director	Mgmt	For	For
14	Re-elect Bianca Tetteroo as Director	Mgmt	For	For
15	Re-elect Suzanne Wood as Director	Mgmt	For	For
16	Authorise Issue of Equity	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

The Weir Group Plc

Meeting Date: 24/04/2025	Country: United Kingdom	Ticker: WEIR
Record Date: 22/04/2025	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

Voter Rationale: Use of time-based restricted shares in remuneration policy

The Weir Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Approve Share Reward Plan	Mgmt	For	For
5	Approve Deferred Bonus Plan	Mgmt	For	For
6	Approve ShareBuilder	Mgmt	For	For
7	Approve Final Dividend	Mgmt	For	For
8	Re-elect Barbara Jeremiah as Director	Mgmt	For	For
9	Re-elect Jon Stanton as Director	Mgmt	For	For
10	Re-elect Brian Puffer as Director	Mgmt	For	For
11	Re-elect Dame Nicola Brewer as Director	Mgmt	For	For
12	Re-elect Andrew Agg as Director	Mgmt	For	For
13	Elect Nicholas Anderson as Director	Mgmt	For	For
14	Re-elect Penelope Freer as Director	Mgmt	For	For
15	Re-elect Tracey Kerr as Director	Mgmt	For	For
16	Re-elect Bennetor Magara as Director	Mgmt	For	For
17	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
18	Authorise the Audit Committee 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
24	Adopt New Articles of Association	Mgmt	For	For

Trelleborg AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Elect Chair of Meeting	Mgmt	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For
6	Receive President's Report	Mgmt		
7	Receive Financial Statements and Statutory Reports	Mgmt		
8	Receive Board and Committees Reports	Mgmt		
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9.b	Approve Allocation of Income and Dividends of SEK 7.50 Per Share	Mgmt	For	For
9c.1	Approve Discharge of Johan Malmquist	Mgmt	For	For
9c.2	Approve Discharge of Gunilla Fransson	Mgmt	For	For
9c.3	Approve Discharge of Monica Gimre	Mgmt	For	For
9c.4	Approve Discharge of Henrik Lange	Mgmt	For	For
9c.5	Approve Discharge of Peter Nilsson	Mgmt	For	For
9c.6	Approve Discharge of Anne Mette Olesen	Mgmt	For	For
9c.7	Approve Discharge of Jan Stahlberg	Mgmt	For	For
9c.8	Approve Discharge of Jimmy Faltin	Mgmt	For	For
9c.9	Approve Discharge of Maria Eriksson	Mgmt	For	For
9c.10	Approve Discharge of Lars Pettersson	Mgmt	For	For
9c.11	Approve Discharge of Magnus Olofsson	Mgmt	For	For
9c.12	Approve Discharge of CEO Peter Nilsson	Mgmt	For	For
10	Receive Nominating Committee's Report	Mgmt		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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 2.3 Million for Chair and SEK 775,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
12.2	Approve Remuneration of Auditors	Mgmt	For	For
13a	Reelect Johan Malmquist as Director	Mgmt	For	Against
<i>Voter Rationale: Overboarded/Too many other time commitments</i>				
13b	Reelect Gunilla Fransson as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees Concerns to protect shareholder value</i>				
13c	Reelect Monica Gimre as Director	Mgmt	For	For
13d	Reelect Peter Nilsson as Director	Mgmt	For	For
13e	Reelect Anne Mette Olesen as Director	Mgmt	For	For
13f	Reelect Jan Stahlberg as Director	Mgmt	For	For
13g	Reelect Henrik Lange as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
13h	Reelect Johan Malmquist as Board Chair	Mgmt	For	Against
<i>Voter Rationale: Overboarded/Too many other time commitments</i>				
14	Ratify Ernst & Young as Auditors	Mgmt	For	Against
<i>Voter Rationale: Concerns to protect shareholder value</i>				
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.a	Approve Performance Share Plan for Key Employees	Mgmt	For	For
17.b	Approve Equity Plan Financing Through Repurchase of Own Shares	Mgmt	For	For
17.c	Approve Equity Plan Financing Through Transfer of Own Series B Shares	Mgmt	For	For

Trelleborg AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
18	Authorize Share Repurchase Program	Mgmt	For	For
19	Approve SEK 110.9 Million Reduction in Share Capital via Share Cancellation; Approve Capitalization of Reserves of SEK 110.9 Million for a Bonus Issue	Mgmt	For	For
20	Close Meeting	Mgmt		

UCB SA

Meeting Date: 24/04/2025	Country: Belgium	Ticker: UCB
Record Date: 10/04/2025	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 1.39 per Share	Mgmt	For	For
5	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
6	Approve Remuneration Policy	Mgmt	For	Against
Voter Rationale: The company uses more than 2 schemes (excluding legacy schemes and restricted share schemes).				
7	Approve Discharge of Directors	Mgmt	For	For
8	Approve Discharge of Auditors	Mgmt	For	For
9.1A	Reelect Jonathan Peacock as Director	Mgmt	For	For
9.1B	Indicate Jonathan Peacock as Independent Director	Mgmt	For	For
9.2A	Elect Fiona Powrie as Director	Mgmt	For	For
9.2B	Indicate Fiona Powrie as Independent Director	Mgmt	For	For

UCB SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9.3	Elect Stefaan Heylen as Director	Mgmt	For	For
	Special Part	Mgmt		
10	Approve Change-of-Control Clause Re: EMTN Program Renewal	Mgmt	For	For

Umicore SA

Meeting Date: 24/04/2025

Country: Belgium

Ticker: UMI

Record Date: 10/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	This is a Duplicate Meeting for Ballots Received via Proxy Providers	Mgmt		
	Annual/Special Meeting	Mgmt		
	Annual Meeting Agenda	Mgmt		
A.1	Receive Supervisory Board's and Auditors' Reports (Non-Voting)	Mgmt		
A.2	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
A.3	Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.50 per Share	Mgmt	For	For
A.4	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt		
A.5	Approve Discharge of Supervisory Board Members	Mgmt	For	For
A.6	Approve Discharge of Auditors	Mgmt	For	For
A.7.1	Reelect Francoise Chombar as an Independent Member of the Supervisory Board	Mgmt	For	For
A.7.2	Reelect Alison Henwood as an Independent Member of the Supervisory Board	Mgmt	For	For
A.7.3	Elect Martina Merz as an Independent Member of the Supervisory Board	Mgmt	For	For

Umicore SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
A.7.4	Elect Michael Bredael as Member of the Supervisory Board	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
A.8	Approve Remuneration of the Members of the Supervisory Board	Mgmt	For	For
A.9	Appoint EY for Sustainability Reporting and Approve Their Remuneration	Mgmt	For	For
	Special Shareholders' Meeting Agenda	Mgmt		
B.1	Approve Change-of-Control Clause Re: Sustainability-linked Note Purchase Agreement	Mgmt	For	For

Abbott Laboratories

Meeting Date: 25/04/2025	Country: USA	Ticker: ABT
Record Date: 26/02/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Robert J. Alpern	Mgmt	For	For
1.2	Elect Director Claire Babineaux-Fontenot	Mgmt	For	For
1.3	Elect Director Sally E. Blount	Mgmt	For	For
1.4	Elect Director Robert B. Ford	Mgmt	For	For
1.5	Elect Director Paola Gonzalez	Mgmt	For	For
1.6	Elect Director Michelle A. Kumbier	Mgmt	For	For
1.7	Elect Director Darren W. McDew	Mgmt	For	For
1.8	Elect Director Nancy McKinstry	Mgmt	For	For
1.9	Elect Director Michael G. O'Grady	Mgmt	For	For
1.10	Elect Director Michael F. Roman	Mgmt	For	For
1.11	Elect Director Daniel J. Starks	Mgmt	For	For
1.12	Elect Director John G. Stratton	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

Abbott Laboratories

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				

Bayer AG

Meeting Date: 25/04/2025

Country: Germany

Ticker: BAYN

Record Date: 18/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of EUR 0.11 per Share for Fiscal Year 2024	Mgmt	For	For
2	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For
4	Elect Alberto Weisser to the Supervisory Board	Mgmt	For	For
5	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
6	Approve Remuneration of Supervisory Board	Mgmt	For	For
7	Approve Creation of EUR 875 Million Pool of Authorized Capital with Preemptive Rights	Mgmt	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For
Voter Rationale: Concerns related to shareholder rights				
9	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for Fiscal Year 2025 and First Quarter of Fiscal Year 2026	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10	Voting Instructions for Motions or Nominations by Shareholders that are not Made Accessible Before the AGM and that are Made or Amended in the Course of the AGM	Mgmt	None	Against
Voter Rationale: Insufficient/poor disclosure				

Continental AG

Meeting Date: 25/04/2025	Country: Germany	Ticker: CON
Record Date: 03/04/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 2.50 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Nikolai Setzer for Fiscal Year 2024	Mgmt	For	For
Voter Rationale: EOS manual override				
3.2	Approve Discharge of Management Board Member Philipp von Hirschheydt for Fiscal Year 2024	Mgmt	For	For
Voter Rationale: Inadequate management of climate-related risks				
3.3	Approve Discharge of Management Board Member Christian Koetz for Fiscal Year 2024	Mgmt	For	For
Voter Rationale: Inadequate management of climate-related risks				
3.4	Approve Discharge of Management Board Member Philip Nelles for Fiscal Year 2024	Mgmt	For	For
Voter Rationale: Inadequate management of climate-related risks				
3.5	Approve Discharge of Management Board Member Ariane Reinhart for Fiscal Year 2024	Mgmt	For	For
Voter Rationale: Inadequate management of climate-related risks				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.6	Approve Discharge of Management Board Member Olaf Schick for Fiscal Year 2024	Mgmt	For	For
Voter Rationale: Inadequate management of climate-related risks				
3.7	Approve Discharge of Management Board Member Katja Garcia Vila for Fiscal Year 2024	Mgmt	For	For
Voter Rationale: Inadequate management of climate-related risks				
4.1	Approve Discharge of Supervisory Board Member Wolfgang Reitzle for Fiscal Year 2024	Mgmt	For	Against
Voter Rationale: Lack of independence on board Lack of independent representation at board committees				
4.2	Approve Discharge of Supervisory Board Member Hasan Allak for Fiscal Year 2024	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Christiane Benner for Fiscal Year 2024	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Kevin Borck for Fiscal Year 2024	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Dorothea von Boxberg for Fiscal Year 2024	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Stefan Buchner for Fiscal Year 2024	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Gunter Dunkel for Fiscal Year 2024	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Matthias Ebenau for Fiscal Year 2024	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Francesco Grioli for Fiscal Year 2024	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Michael Iglhaut for Fiscal Year 2024	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.11	Approve Discharge of Supervisory Board Member Satish Khatu for Fiscal Year 2024	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Isabel Knauf for Fiscal Year 2024	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Carmen Loeffler for Fiscal Year 2024	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Sabine Neuss for Fiscal Year 2024	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Rolf Nonnenmacher for Fiscal Year 2024	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Anne Nothing for Fiscal Year 2024	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Klaus Rosenfeld for Fiscal Year 2024	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Georg Schaeffler for Fiscal Year 2024	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Joerg Schoenfelder for Fiscal Year 2024	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Matthias Tote for Fiscal Year 2024	Mgmt	For	For
4.21	Approve Discharge of Supervisory Board Member Dirk Nordmann for Fiscal Year 2024	Mgmt	For	For
4.22	Approve Discharge of Supervisory Board Member Lorenz Pfau for Fiscal Year 2024	Mgmt	For	For
4.23	Approve Discharge of Supervisory Board Member Stefan Scholz for Fiscal Year 2024	Mgmt	For	For
4.24	Approve Discharge of Supervisory Board Member Elke Volkmann for Fiscal Year 2024	Mgmt	For	For

Continental AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For
5.2	Ratify PricewaterhouseCoopers GmbH as Auditors for the Review of Interim Financial Statements for Fiscal Year 2025	Mgmt	For	For
6	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For
7	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
8	Approve Merger by Absorption of Continental Automotive GmbH	Mgmt	For	For
9	Approve Spin-Off Agreement with Continental Automotive Holding SE	Mgmt	For	For
10	Approve Decrease in Size of Supervisory Board as per Statutory Provisions	Mgmt	For	For
11	Amend Articles Re: Election of Shareholder Representatives to the Supervisory Board	Mgmt	For	For
12	Amend Articles Re: Supervisory Board Resignations	Mgmt	For	For
13	Amend Article Re: Location of Annual Meeting	Mgmt	For	For
14	Amend Articles Re: Editorial Changes	Mgmt	For	For

Lifco AB

Meeting Date: 25/04/2025

Country: Sweden

Ticker: LIFCO.B

Record Date: 15/04/2025

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		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7.a	Receive Financial Statements and Statutory Reports	Mgmt		
7.b	Receive Group Consolidated Financial Statements and Statutory Reports	Mgmt		
7.c	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt		
7.d	Receive Board's Dividend Proposal	Mgmt		
8	Receive Report of Board and Committees	Mgmt		
9	Receive President's Report	Mgmt		
10	Accept Financial Statements and Statutory Reports	Mgmt	For	For
11	Approve Allocation of Income and Dividends of SEK 2.40 Per Share	Mgmt	For	For
12.a	Approve Discharge of Carl Bennet	Mgmt	For	For
12.b	Approve Discharge of Ulrika Dellby	Mgmt	For	For
12.c	Approve Discharge of Dan Frohm	Mgmt	For	For
12.d	Approve Discharge of Erik Gabrielson	Mgmt	For	For
12e	Approve Discharge of Ulf Grunander	Mgmt	For	For
12.f	Approve Discharge of Anna Hallberg	Mgmt	For	For
12.g	Approve Discharge of Lina Juslin	Mgmt	For	For
12.h	Approve Discharge of Anders Lindstrom	Mgmt	For	For
12.i	Approve Discharge of Tobias Nordin	Mgmt	For	For
12.j	Approve Discharge of Sofia Sandstrom	Mgmt	For	For
12.k	Approve Discharge of Caroline af Ugglas	Mgmt	For	For
12.l	Approve Discharge of Axel Wachtmeister	Mgmt	For	For
12.m	Approve Discharge of Per Waldemarson	Mgmt	For	For
13.a	Determine Number of Directors (9) and Deputy Directors (0) of Board	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
14.a	Approve Remuneration of Directors in the Amount of SEK 1.5 Million for Chair and SEK 760,350 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
14.b	Approve Remuneration of Auditors	Mgmt	For	For
15.a	Reelect Carl Bennet as Director	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments</i>				
15.b	Reelect Ulrika Dellby as Director	Mgmt	For	Against
<i>Voter Rationale: Overboarded/Too many other time commitments</i>				
15.c	Reelect Dan Frohm as Director	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board</i>				
15.d	Reelect Erik Gabrielson as Director	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees</i>				
15.e	Reelect Ulf Grunander as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns to protect shareholder value</i>				
15.f	Reelect Anna Hallberg as Director	Mgmt	For	For
15.g	Reelect Caroline af Ugglas as Director	Mgmt	For	For
15.h	Reelect Axel Wachtmeister as Director	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees</i>				
15.i	Reelect Per Waldemarson as Director	Mgmt	For	For
15.j	Reelect Carl Bennet as Board Chair	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>				
16	Ratify Ernst & Young AB as Auditors	Mgmt	For	Against
<i>Voter Rationale: Concerns to protect shareholder value</i>				
17	Approve Remuneration Report	Mgmt	For	For
18	Close Meeting	Mgmt		

Meeting Date: 29/04/2025	Country: Sweden	Ticker: ALFA
Record Date: 17/04/2025	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	Receive CEO's Report	Mgmt		
8	Receive Financial Statements and Statutory Reports	Mgmt		
9a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9b	Approve Allocation of Income and Dividends of SEK 8.50 Per Share	Mgmt	For	For
9c1	Approve Discharge of CEO Tom Erixon	Mgmt	For	For
9c2	Approve Discharge of Dennis Jonsson	Mgmt	For	For
9c3	Approve Discharge of Anna Muller	Mgmt	For	For
9c4	Approve Discharge of Finn Rausing	Mgmt	For	For
9c5	Approve Discharge of Henrik Lange	Mgmt	For	For
9c6	Approve Discharge of Jorn Rausing	Mgmt	For	For
9c7	Approve Discharge of Lilian Fossum Biner	Mgmt	For	For
9c8	Approve Discharge of Nadine Crauwels	Mgmt	For	For
9c9	Approve Discharge of Ray Mauritsson	Mgmt	For	For
9c10	Approve Discharge of Ulf Wiinberg	Mgmt	For	For
9c11	Approve Discharge of Bror Garcia Lantz	Mgmt	For	For
9c12	Approve Discharge of Henrik Nielsen	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9c13	Approve Discharge of Johan Ranhog	Mgmt	For	For
9c14	Approve Discharge of Johnny Hulthen	Mgmt	For	For
9c15	Approve Discharge of Stefan Sandell	Mgmt	For	For
9c16	Approve Discharge of Leif Norkvist	Mgmt	For	For
10	Approve Remuneration Report	Mgmt	For	For
11.1	Determine Number of Directors (10) and Deputy Directors (0) of Board	Mgmt	For	For
11.2	Fix Number of Auditors (2) and Deputy Auditors (2)	Mgmt	For	For
12.1	Approve Remuneration of Directors in the Amount of SEK 2.19 Million to the Chair and SEK 730,000 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 Anna Muller as Director	Mgmt	For	For
13.2	Reelect Dennis Jonsson as Director	Mgmt	For	For
13.3	Reelect of Finn Rausing as Director	Mgmt	For	For
13.4	Reelect Henrik Lange as Director	Mgmt	For	For
13.5	Reelect Jorn Rausing as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
13.6	Reelect Lilian Fossum Biner as Director	Mgmt	For	For
13.7	Reelect Nadine Crauwels as Director	Mgmt	For	For
13.8	Reelect Ray Mauritsson as Director	Mgmt	For	For
13.9	Reelect Ulf Wiinberg as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
13.10	Elect Annica Bresky as New Director	Mgmt	For	For
13.11	Reelect Dennis Jonsson as Board Chair	Mgmt	For	For
13.12	Ratify Andreas Troberg as Auditor	Mgmt	For	For

Alfa Laval AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13.13	Ratify Hanna Fehland as Auditor	Mgmt	For	For
13.14	Ratify Henrik Jonzen as Deputy Auditor	Mgmt	For	For
13.15	Ratify Andreas Mast as Deputy Auditor	Mgmt	For	For
14	Close Meeting	Mgmt		

American Express Company

Meeting Date: 29/04/2025	Country: USA	Ticker: AXP
Record Date: 03/03/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Michael J. Angelakis	Mgmt	For	For
1b	Elect Director Thomas J. Baltimore	Mgmt	For	Against
Voter Rationale: Overboarded/Too many other time commitments				
1c	Elect Director John J. Brennan	Mgmt	For	For
1d	Elect Director Theodore J. Leonsis	Mgmt	For	For
1e	Elect Director Deborah P. Majoras	Mgmt	For	For
1f	Elect Director Karen L. Parkhill	Mgmt	For	For
1g	Elect Director Charles E. Phillips	Mgmt	For	For
1h	Elect Director Lynn A. Pike	Mgmt	For	For
1i	Elect Director Stephen J. Squeri	Mgmt	For	For
1j	Elect Director Daniel L. Vasella	Mgmt	For	For
1k	Elect Director Lisa W. Wardell	Mgmt	For	For
1l	Elect Director Christopher D. Young	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not less than p/greater than Trigger any of EOS critical concerns				

American Express Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Revisit Pay Incentives for Diversity, Equity, and Inclusion Goals	SH	Against	Against
5	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against

Atlas Copco AB

Meeting Date: 29/04/2025	Country: Sweden	Ticker: ATCO.A
Record Date: 17/04/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Elect Chair of Meeting	Mgmt	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For
3	Approve Agenda of Meeting	Mgmt	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Receive CEO's Report	Mgmt		
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8.b1	Approve Discharge of Jumana Al Sibai	Mgmt	For	For
8.b2	Approve Discharge of 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
8.b5	Approve Discharge of Mats Rahmstrom	Mgmt	For	For
8.b6	Approve Discharge of Vagner Rego	Mgmt	For	For
8.b7	Approve Discharge of Gordon Riske	Mgmt	For	For
8.b8	Approve Discharge of Karin Radstrom	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.b9	Approve Discharge of Hans Straberg	Mgmt	For	For
8.b10	Approve Discharge of Peter Wallenberg Jr	Mgmt	For	For
8.b11	Approve Discharge of Mikael Bergstedt	Mgmt	For	For
8.b12	Approve Discharge of Helena Hemstrom	Mgmt	For	For
8.b13	Approve Discharge of Benny Larsson	Mgmt	For	For
8.b14	Approve Discharge of CEO Vagner Rego	Mgmt	For	For
8.c	Approve Allocation of Income and Dividends of SEK 3.00 Per Share	Mgmt	For	For
8.d	Approve Record Date for Dividend Payment	Mgmt	For	For
9.a	Determine Number of Members (9) and Deputy Members of Board (0)	Mgmt	For	For
9.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
10.a1	Reelect Juman Al Sibai as Director	Mgmt	For	For
10.a2	Reelect Johan Forssell as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
10.a3	Reelect Helene Mellquist as Director	Mgmt	For	For
10.a4	Reelect Anna Ohlsson-Leijon as Director	Mgmt	For	For
10.a5	Reelect Vagner Rego as Director	Mgmt	For	For
10.a6	Reelect Gordon Riske as Director	Mgmt	For	For
10.a7	Reelect Karin Radstrom as Director	Mgmt	For	For
10.a8	Reelect Hans Straberg as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
10.a9	Reelect Peter Wallenberg Jr as Director	Mgmt	For	For
10.b	Reelect Hans Straberg as Board Chair	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
10.c	Ratify Ernst & Young as Auditors	Mgmt	For	For

Atlas Copco AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11.a	Approve Remuneration of Directors in the Amount of SEK 3.9 Million to Chair and SEK 1.3 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
Voter Rationale: Pay is misaligned with EOS remuneration principles				
12.b	Approve Stock Option Plan 2025 for Key Employees	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
13.a	Acquire Class A Shares Related to Personnel Option Plan	Mgmt	For	For
13.b	Acquire Class A Shares Related to Remuneration of Directors in the Form of Synthetic Shares	Mgmt	For	For
13.c	Transfer Class A Shares Related to Personnel Option Plan for 2025	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 2018, 2019, 2020, 2021 and 2022	Mgmt	For	For
14	Close Meeting	Mgmt		

Bouygues SA

Meeting Date: 29/04/2025

Country: France

Ticker: EN

Record Date: 25/04/2025

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 2 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	For
11	Approve Compensation of Pascal Grangé, Vice-CEO	Mgmt	For	For
12	Approve Compensation of Edward Bouygues, Vice-CEO	Mgmt	For	For
13	Reelect Felicie Burelle as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to attendance at board or committee meetings</i>				
14	Reelect Clara Gaymard as Director	Mgmt	For	Against
<i>Voter Rationale: Inadequate management of climate-related risks</i>				
15	Reelect Olivier Bouygues as Director	Mgmt	For	For
16	Reelect SCDM as Director	Mgmt	For	For
17	Elect Charlotte Bouygues as Director	Mgmt	For	For
18	Elect Nathalie Bellon-Szabo as Director	Mgmt	For	Against
<i>Voter Rationale: Overboarded/Too many other time commitments</i>				
19	Reelect Raphaëlle Deflesselle as Representative of Employee Shareholders to the Board	Mgmt	For	For
20	Elect Sylvie Bruneau as Representative of Employee Shareholders to the Board	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
21	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>				
22	Extraordinary Business Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
23	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) 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>				
24	Authorize Capitalization of Reserves of Up to EUR 6 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For
25	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 interests Issue of equity raises concerns about excessive dilution of existing shareholders</i>				
26	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 interests Issue of equity raises concerns about excessive dilution of existing shareholders</i>				
27	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 interests Issue of equity raises concerns about excessive dilution of existing shareholders</i>				
28	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>				
29	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 interests Issue of equity raises concerns about excessive dilution of existing shareholders</i>				

Bouygues SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
30	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 85 Million	Mgmt	For	Against
Voter Rationale: Poison pill/anti-takeover measure not in investors interests Issue of equity raises concerns about excessive dilution of existing shareholders				
31	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
32	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
33	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
34	Authorize up to 0.15 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Pension	Mgmt	For	For
35	Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer Up to the Aggregate Nominal Amount of EUR 94 Million	Mgmt	For	Against
Voter Rationale: Poison pill/anti-takeover measure not in investors interests				
36	Amend Article 8.2 of Bylaws Re: Shareholding Disclosure Thresholds	Mgmt	For	Against
Voter Rationale: Concerns related to shareholder rights				
37	Amend Article 13.2 of Bylaws Re: Directors Length of Term	Mgmt	For	For
38	Amend Articles of Bylaws to Incorporate Legal Changes	Mgmt	For	For
39	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Citigroup Inc.

Meeting Date: 29/04/2025

Record Date: 03/03/2025

Country: USA

Meeting Type: Annual

Ticker: C

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Titi Cole	Mgmt	For	For
1b	Elect Director Ellen M. Costello	Mgmt	For	For

Citigroup Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1c	Elect Director Grace E. Dailey	Mgmt	For	For
1d	Elect Director John C. Dugan	Mgmt	For	For
1e	Elect Director Jane N. Fraser	Mgmt	For	For
1f	Elect Director Duncan P. Hennes	Mgmt	For	For
Voter Rationale: EOS manual override				
1g	Elect Director Peter B. Henry	Mgmt	For	For
1h	Elect Director Renee J. James	Mgmt	For	For
1i	Elect Director Gary M. Reiner	Mgmt	For	For
1j	Elect Director Diana L. Taylor	Mgmt	For	For
1k	Elect Director James S. Turley	Mgmt	For	For
1l	Elect Director Casper W. von Koskull	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: EOS manual override				
4	Amend Omnibus Stock Plan	Mgmt	For	For
Voter Rationale: EOS manual override				
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For
Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation				
6	Report on Respecting Indigenous Peoples' Rights	SH	Against	Against
Voter Rationale: EOS manual override				
7	Issue Audited Report on Financial Statement Assumptions and Climate Change	SH	Against	Against
Voter Rationale: EOS manual override				
8	Disclose Board Oversight Regarding Material Risks Associated with Animal Welfare	SH	Against	Against

DNB Bank ASA

Meeting Date: 29/04/2025	Country: Norway	Ticker: DNB
Record Date: 22/04/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Elect Chair of Meeting	Mgmt	For	For
2	Approve Notice of Meeting and Agenda	Mgmt	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For
4	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 16.75 Per Share	Mgmt	For	For
5	Approve Reduction in Share Capital via Share Cancellation and Redemption of Shares Owned by the Norwegian State	Mgmt	For	For
6.a	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	For	For
6.b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
7	Authorize Board to Raise Debt Capital	Mgmt	For	For
8	Approve Demerger Plan	Mgmt	For	For
9	Approve Remuneration Statement (Advisory)	Mgmt	For	For
10	Approve Company's Corporate Governance Statement	Mgmt	For	For
11	Elect Directors	Mgmt	For	For
12	Elect Members of Nominating Committee	Mgmt	For	For
13	Approve Remuneration of Directors; Approve Remuneration for Committee Work	Mgmt	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For

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	Adjust Remuneration of Auditors	Mgmt	For	For
4	Approve Remuneration Policy	Mgmt	For	For
5	Approve Second Section of the Remuneration Report	Mgmt	For	For
6	Approve 2025 Incentive System for Employees	Mgmt	For	For
7	Approve 2025 Incentive System for Financial Advisors	Mgmt	For	For
8	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Incentive Plan	Mgmt	For	For
	Extraordinary Business	Mgmt		
1	Authorize Board to Increase Capital to Service 2024 Incentive System for Employees	Mgmt	For	For
2	Authorize Board to Increase Capital to Service 2025 Incentive System	Mgmt	For	For

International Business Machines Corporation

Meeting Date: 29/04/2025Country: USATicker: IBM

Record Date: 28/02/2025Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Marianne C. Brown	Mgmt	For	For
1b	Elect Director Thomas Buberl	Mgmt	For	For
1c	Elect Director David N. Farr	Mgmt	For	For
1d	Elect Director Alex Gorsky	Mgmt	For	For
1e	Elect Director Michelle J. Howard	Mgmt	For	For
1f	Elect Director Arvind Krishna	Mgmt	For	For

International Business Machines Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1g	Elect Director Andrew N. Liveris	Mgmt	For	For
Voter Rationale: EOS manual override.				
1h	Elect Director Frederick William McNabb, III	Mgmt	For	For
1i	Elect Director Michael Miebach	Mgmt	For	For
1j	Elect Director Martha E. Pollack	Mgmt	For	For
1k	Elect Director Peter R. Voser	Mgmt	For	For
1l	Elect Director Frederick H. Waddell	Mgmt	For	For
Voter Rationale: EOS manual override.				
1m	Elect Director Alfred W. Zollar	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: EOS manual override.				
4	Report on Lobbying Payments and Policy	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
5	Report on Risks of Discriminating Based on Religious and Political Views	SH	Against	Against

Intesa Sanpaolo SpA

Meeting Date: 29/04/2025

Country: Italy

Ticker: ISP

Record Date: 16/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Ordinary Business	Mgmt	For	For
	Management Proposals	Mgmt		
	Accept Financial Statements and Statutory Reports	Mgmt		
1b	Approve Allocation of Income	Mgmt	For	For
2a	Shareholder Proposal Submitted by Banking Foundations	Mgmt	None	For
	Fix Number of Directors	SH		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2b.1	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
	Slate 1 Submitted by Banking Foundations	SH	None	For
Voter Rationale: Cumulative/slate voting in favour of individual candidates/slates				
2b.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Against
Voter Rationale: Cumulative/slate voting in favour of individual candidates/slates				
2c	Shareholder Proposal Submitted by Banking Foundations	Mgmt		
	Elect Gian Maria Gros-Pietro as Board Chair and Paola Tagliavini as Deputy Chair	SH	None	For
3a	Management Proposal	Mgmt		
	Approve Remuneration Policies in Respect of Board Members	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
3b	Shareholder Proposal Submitted by Banking Foundations	Mgmt		
	Approve Remuneration of Directors	SH	None	For
3c	Management Proposals	Mgmt		
	Approve Remuneration Policy	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
3d	Approve Second Section of the Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
3e	Approve Annual Incentive Plan	Mgmt	For	For
4a	Authorize Share Repurchase Program	Mgmt	For	For
4b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Incentive Plans	Mgmt	For	For
4c	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
1	Extraordinary Business	Mgmt		
	Authorize Cancellation of Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For

Meeting Date: 29/04/2025	Country: France	Ticker: OR
Record Date: 25/04/2025	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 7 per Share and an Extra of EUR 0.70 per Share to Long Term Registered Shares	Mgmt	For	For
4	Elect Téthys as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
5	Elect Isabelle Seillier as Director	Mgmt	For	For
6	Elect Aurélie Jean as Director	Mgmt	For	For
7	Reelect Nicolas Hieronimus as Director	Mgmt	For	For
8	Reelect Paul Bulcke as Director	Mgmt	For	For
Voter Rationale: EOS manual override				
9	Reelect Alexandre Ricard as Director	Mgmt	For	For
10	Approve Remuneration of Directors in the Aggregate Amount of EUR 2 Million	Mgmt	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For
12	Approve Compensation of Jean-Paul Agon, Chairman of the Board	Mgmt	For	For
13	Approve Compensation of Nicolas Hieronimus, CEO	Mgmt	For	For
14	Approve Remuneration Policy of Directors	Mgmt	For	For
15	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
16	Approve Remuneration Policy of CEO	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		

L'Oreal SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 149,607,365.88	Mgmt	For	For
19	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	For
20	Authorize Capital Increase of up to 2 Percent of Issued Capital for Contributions in Kind	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	Amend Article 9 of Bylaws to Incorporate Legal Changes	Mgmt	For	For
24	Amend Article 12 of Bylaws to Incorporate Legal Changes	Mgmt	For	For
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Nokia Oyj

Meeting Date: 29/04/2025	Country: Finland	Ticker: NOKIA
Record Date: 15/04/2025	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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Approve Allocation of Income and Dividends of EUR 0.14 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: Lack of discretion applied				
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
Voter Rationale: EOS manual override				
12	Approve Remuneration of Directors in the Amount of EUR 440,000 to Chair, EUR 210,000 to Vice Chair and EUR 185,000 to Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For
13	Fix Number of Directors at Ten	Mgmt	For	For
14.1	Reelect Timo Ahopelto as Director	Mgmt	For	For
14.2	Reelect Sari Baldauf (Chair) as Director	Mgmt	For	For
14.3	Reelect Elizabeth Crain as Director	Mgmt	For	For
14.4	Reelect Thomas Dannenfeldt as Director	Mgmt	For	For
14.5	Elect Pernille Erenbjerg as New Director	Mgmt	For	For
14.6	Reelect Lisa Hook as Director	Mgmt	For	For
14.7	Elect Timo Ihamuotila (Vice Chair) as New Director	Mgmt	For	For
14.8	Reelect Mike McNamara as Director	Mgmt	For	For
14.9	Reelect Thomas Saueressig as Director	Mgmt	For	For
14.10	Reelect Kai Oistamo as Director	Mgmt	For	For
15	Approve Remuneration of Auditor	Mgmt	For	For
16	Ratify Deloitte as Auditor	Mgmt	For	For
17	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For
18	Appoint Deloitte as Auditor for Sustainability Reporting	Mgmt	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
20	Approve Issuance of up to 530 Million Shares without Preemptive Rights	Mgmt	For	For
21	Close Meeting	Mgmt		

Recordati SpA

Meeting Date: 29/04/2025	Country: Italy	Ticker: REC
Record Date: 16/04/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
	Management Proposals	Mgmt		
1.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.b	Approve Allocation of Income	Mgmt	For	For
	Shareholder Proposals Submitted by Rossini Sarl	Mgmt		
2.a	Fix Number of Directors	SH	None	For
2.b	Fix Board Terms for Directors	SH	None	For
	Appoint Directors (Slate Election)	Mgmt		
2.c	Slate Submitted by Rossini Sarl	SH	None	Against
Voter Rationale: Cumulative/slate voting in favour of individual candidates/slates				
	Management Proposals	Mgmt		
2.d	Approve Remuneration of Directors	Mgmt	For	For
2.e	Deliberations Pursuant to Article 2390 of Civil Code Re: Decisions Inherent to Authorization of Board Members to Assume Positions in Competing Companies	Mgmt	For	Against
Voter Rationale: Insufficient/poor disclosure				
3.a	Approve Remuneration Policy	Mgmt	For	For
3.b	Approve Second Section of the Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For

Meeting Date: 29/04/2025	Country: Sweden	Ticker: SAND
Record Date: 17/04/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2.1	Elect Patrik Marcelius as Chair 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 Susanna Schneeberger	Mgmt	For	For
10.7	Approve Discharge of Helena Stjernholm	Mgmt	For	For
10.8	Approve Discharge of Stefan Widing	Mgmt	For	For
10.9	Approve Discharge of Kai Warn	Mgmt	For	For
10.10	Approve Discharge of Thomas Andersson	Mgmt	For	For
10.11	Approve Discharge of Fredrik Haf	Mgmt	For	For
10.12	Approve Discharge of Thomas Lilja	Mgmt	For	For
10.13	Approve Discharge of Erik Knebel	Mgmt	For	For
10.14	Approve Discharge of Carl-Ake Jansson	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10.15	Approve Discharge of Jessica Smedjegard	Mgmt	For	For
10.16	Approve Discharge of CEO Stefan Widing	Mgmt	For	For
11	Approve Allocation of Income and Dividends of SEK 5.75 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
13	Approve Remuneration of Directors in the Amount of SEK 3.1 Million for Chair and SEK 830,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration for Auditor	Mgmt	For	For
14.1	Reelect Claes Boustedt as Director	Mgmt	For	For
14.2	Reelect Marika Fredriksson as Director	Mgmt	For	For
14.3	Reelect Johan Molin as Director	Mgmt	For	For
14.4	Reelect Andreas Nordbrandt as Director	Mgmt	For	For
14.5	Reelect Susanna Schneeberger as Director	Mgmt	For	For
14.6	Reelect Helena Stjernholm as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments				
14.7	Reelect Stefan Widing as Director	Mgmt	For	For
14.8	Reelect Kai Warn as Director	Mgmt	For	For
15.1	Reelect Johan Molin as Board Chair	Mgmt	For	For
16.1	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
17	Approve Remuneration Report	Mgmt	For	For
18	Approve Performance Share Matching Plan LTIP 2025 for Key Employees	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
19	Authorize Share Repurchase Program	Mgmt	For	For
	Shareholder Proposals Submitted by Kent Eklund	Mgmt		

Sandvik Aktiebolag

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
20	Approve Contribution to the Cost of Saving Edske Masung	SH	Against	Against
Voter Rationale: Insufficient basis to support a decision				
21	Close Meeting	Mgmt		

Wells Fargo & Company

Meeting Date: 29/04/2025	Country: USA	Ticker: WFC
Record Date: 03/03/2025	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
1d	Elect Director Theodore F. Craver, Jr.	Mgmt	For	For
1e	Elect Director Richard K. Davis	Mgmt	For	For
Voter Rationale: EOS manual override				
1f	Elect Director Fabian T. Garcia	Mgmt	For	For
1g	Elect Director Wayne M. Hewett	Mgmt	For	Against
Voter Rationale: 1- Concerns to protect shareholder value2- Concerns related to management of environment-related business risks				
1h	Elect Director CeCelia G. Morken	Mgmt	For	For
1i	Elect Director Maria R. Morris	Mgmt	For	For
1j	Elect Director Felicia F. Norwood	Mgmt	For	For
1k	Elect Director Ronald L. Sargent	Mgmt	For	Against
Voter Rationale: 1- Concerns about human rights2- Concerns about remuneration committee performance				
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
Voter Rationale: Pay is misaligned with EOS remuneration principles				
3	Ratify KPMG LLP as Auditors	Mgmt	For	Against
Voter Rationale: Concerns regarding Auditor tenure				

Wells Fargo & Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Report on Prevention of Workplace Harassment and Discrimination	SH	Against	For
Voter Rationale: Shareholder proposal promotes better management of SEE opportunities and risks				
5	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For
Voter Rationale: Shareholder proposal promotes better management of SEE opportunities and risks				
6	Report Annually on Energy Supply Ratio	SH	Against	For
Voter Rationale: Shareholder proposal promotes better management of SEE opportunities and risks				
7	Report on Respecting Indigenous Peoples' Rights	SH	Against	For
Voter Rationale: Shareholder proposal promotes better management of SEE opportunities and risks				

Anglo American Plc

Meeting Date: 30/04/2025	Country: United Kingdom	Ticker: AAL
Record Date: 28/04/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3	Elect Anne Wade as Director	Mgmt	For	For
4	Re-elect Stuart Chambers as Director	Mgmt	For	For
Voter Rationale: EOS manual override				
5	Re-elect Duncan Wanblad as Director	Mgmt	For	For
6	Re-elect John Heasley as Director	Mgmt	For	For
7	Re-elect Ian Tyler as Director	Mgmt	For	For
8	Re-elect Magali Anderson as Director	Mgmt	For	For
9	Re-elect Ian Ashby as Director	Mgmt	For	For
10	Re-elect Marcelo Bastos as Director	Mgmt	For	For
11	Re-elect Hilary Maxson as Director	Mgmt	For	For
12	Re-elect Hixonia Nyasulu as Director	Mgmt	For	For

Anglo American Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13	Re-elect Nonkululeko Nyembezi as Director	Mgmt	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
16	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
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

Anglo American Plc

Meeting Date: 30/04/2025Country: United KingdomTicker: AAL

Record Date: 28/04/2025Meeting Type: Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve the Demerger Distribution, the Demerger and the Share Consolidation	Mgmt	For	For

Anheuser-Busch InBev SA/NV

Meeting Date: 30/04/2025Country: BelgiumTicker: ABI

Record Date: 16/04/2025Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Annual Meeting Agenda	Mgmt		
	Receive Directors' Reports (Non-Voting)	Mgmt		
	Receive Auditors' Reports (Non-Voting)	Mgmt		

Anheuser-Busch InBev SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt		
4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 1.00 per Share	Mgmt	For	For
5	Approve Discharge of Directors	Mgmt	For	For
6	Approve Discharge of Auditors	Mgmt	For	For
7a	Reelect Martin J. Barrington as Restricted Share Director	Mgmt	For	Against
Voter Rationale: Lack of independence on board				
7b	Reelect Salvatore Mancuso as Restricted Share Director	Mgmt	For	Against
Voter Rationale: Lack of independence on board				
7c	Reelect Alejandro Santo Domingo as Restricted Share Director	Mgmt	For	Against
Voter Rationale: Lack of independence on board				
8	Ratify PwC BV, Permanently Represented by Peter D'hondt, as Auditors of the Company and for Sustainability Reporting and Approve Their Remuneration	Mgmt	For	For
9	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Insufficient/poor disclosure				
10	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For

Banco BPM SpA

Meeting Date: 30/04/2025

Country: Italy

Ticker: BAM I

Record Date: 17/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3.1	Approve Remuneration Policy	Mgmt	For	For

Banco BPM SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.2	Approve Second Section of the Remuneration Report	Mgmt	For	For
4.1	Approve 2025 Short-Term Incentive Plan	Mgmt	For	For
4.2	Approve 2025-2027 Long-Term Incentive Plan	Mgmt	For	For
5	Approve Severance Payments Policy	Mgmt	For	For
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service the Compensation Plans	Mgmt	For	For

EssilorLuxottica SA

Meeting Date: 30/04/2025	Country: France	Ticker: EL
Record Date: 28/04/2025	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 3.95 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
6	Approve Compensation of Francesco Milleri, Chairman and CEO	Mgmt	For	For
7	Approve Compensation of Paul du Saillant, Vice-CEO	Mgmt	For	For
8	Approve Remuneration Policy of Directors	Mgmt	For	For
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				

EssilorLuxottica SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
11	Renew Appointment of Forvis Mazars as Auditor	Mgmt	For	For
12	Appoint Ernst & Young Audit as Auditor	Mgmt	For	Against
Voter Rationale: Concerns regarding Auditor tenure				
13	Appoint Ernst & Young Audit as Auditor for Sustainability Reporting	Mgmt	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
Extraordinary Business				
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
16	Amend Article 22 of Bylaws Re: Alternate Auditors	Mgmt	For	For
Ordinary Business				
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Hermes International SCA

Meeting Date: 30/04/2025Country: FranceTicker: RMS

Record Date: 28/04/2025Meeting Type: Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
Ordinary Business				
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 26 per Share	Mgmt	For	For

Hermes International SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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 Éric 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	Mgmt	For	For
13	Reelect Charles-Eric Bauer as Supervisory Board Member	Mgmt	For	For
14	Reelect Estelle Brachlianoff as Supervisory Board Member	Mgmt	For	For
15	Reelect Julie Guerrand as Supervisory Board Member	Mgmt	For	For
16	Elect Cécile Béliot-Zind as Supervisory Board Member	Mgmt	For	For
17	Elect Jean-Laurent Bonnafé as Supervisory Board Member	Mgmt	For	For
18	Elect Bernard Emié as Supervisory Board Member	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

Hermes International SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	Mgmt	For	Against
Voter Rationale: Poison pill/anti-takeover measure not in investors interests				
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 40 Percent of Issued Capital	Mgmt	For	Against
Voter Rationale: Poison pill/anti-takeover measure not in investors interests Issue of equity raises concerns about excessive dilution of existing shareholders				
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
24	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to 20 Percent of Issued Capital	Mgmt	For	Against
Voter Rationale: Poison pill/anti-takeover measure not in investors interests Issue of equity raises concerns about excessive dilution of existing shareholders				
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against
Voter Rationale: Poison pill/anti-takeover measure not in investors interests				
26	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to 10 Percent of Issued Capital	Mgmt	For	Against
Voter Rationale: Poison pill/anti-takeover measure not in investors interests Issue of equity raises concerns about excessive dilution of existing shareholders				
27	Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition	Mgmt	For	Against
Voter Rationale: Concerns to protect shareholder value				
28	Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 27 Above	Mgmt	For	Against
Voter Rationale: Concerns to protect shareholder value				
29	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

KBC Group SA/NV

Meeting Date: 30/04/2025	Country: Belgium	Ticker: KBC
Record Date: 16/04/2025	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 Assurance Report on Sustainability Reporting of KBC Group NV	Mgmt		
4	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt		
5	Approve Financial Statements, Allocation of Income, and Dividends of EUR 4.85 per Share	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
7	Approve Discharge of Directors	Mgmt	For	For
8	Approve Discharge of Auditors	Mgmt	For	For
9	Approve Auditors' Remuneration	Mgmt	For	For
10	Ratify KPMG, Permanently Represented by Kenneth Vermeire and Stephane Nolf, as Auditors	Mgmt	For	For
11	Appoint KPMG, Permanently Represented by Kenneth Vermeire and Steven Mulkens, for Sustainability Reporting and Approve Their Remuneration	Mgmt	For	For
12.1	Approve Co-optation of Bartel Puelinckx as Director	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board</i>				
12.2	Elect Kristine Wolcott Braden as Independent Director	Mgmt	For	For
12.3	Elect Line Merethe Hestvik as Independent Director	Mgmt	For	For
12.4	Elect Michiel Allaerts as Director	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board</i>				
12.5	Reelect Philippe Vlerick as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees Lack of independence on board</i>				
13	Transact Other Business	Mgmt		

Knorr-Bremse AG

Meeting Date: 30/04/2025

Record Date: 08/04/2025

Country: Germany

Meeting Type: Annual

Ticker: KBX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.75 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025	Mgmt	For	For
5.2	Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
7	Elect Stephan Sturm to the Supervisory Board	Mgmt	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Against
Voter Rationale: Concerns related to shareholder rights				
9	Approve Affiliation Agreement with KB Intellectual Property GmbH & Co. KG	Mgmt	For	For

Melrose Industries Plc

Meeting Date: 30/04/2025

Record Date: 28/04/2025

Country: United Kingdom

Meeting Type: Annual

Ticker: MRO

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

Melrose Industries Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
3	Approve Final Dividend	Mgmt	For	For
4	Re-elect Peter Dilnot as Director	Mgmt	For	For
5	Re-elect Matthew Gregory as Director	Mgmt	For	For
6	Re-elect David Lis as Director	Mgmt	For	For
7	Re-elect Charlotte Twynning as Director	Mgmt	For	Against
Voter Rationale: Failure to provide DEI disclosures in line with UK listing rules				
8	Re-elect Heather Lawrence as Director	Mgmt	For	For
9	Re-elect Gillian Elcock as Director	Mgmt	For	For
10	Elect Chris Grigg as Director	Mgmt	For	For
11	Elect Ian Barkshire 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	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Muenchener Rueckversicherungs-Gesellschaft AG

Meeting Date: 30/04/2025	Country: Germany	Ticker: MUV2
Record Date: 23/04/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 20.00 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Joachim Wenning for Fiscal Year 2024	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Thomas Blunck for Fiscal Year 2024	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Nicholas Gartside for Fiscal Year 2024	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Stefan Golling for Fiscal Year 2024	Mgmt	For	For
3.5	Approve Discharge of Management Board Member Christoph Jurecka for Fiscal Year 2024	Mgmt	For	For
3.6	Approve Discharge of Management Board Member Achim Kassow for Fiscal Year 2024	Mgmt	For	For
3.7	Approve Discharge of Management Board Member Michael Kerner for Fiscal Year 2024	Mgmt	For	For
3.8	Approve Discharge of Management Board Member Clarisse Kopff for Fiscal Year 2024	Mgmt	For	For
3.9	Approve Discharge of Management Board Member Mari-Lizette Malherbe for Fiscal Year 2024	Mgmt	For	For
3.10	Approve Discharge of Management Board Member Markus Riess for Fiscal Year 2024	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Nikolaus von Bomhard for Fiscal Year 2024	Mgmt	For	For

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.2	Approve Discharge of Supervisory Board Member Anne Horstmann for Fiscal Year 2024	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Ann-Kristin Achleitner for Fiscal Year 2024	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Matthias Beier for Fiscal Year 2024	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Clement Booth for Fiscal Year 2024	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Ruth Brown for Fiscal Year 2024	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Roland Busch for Fiscal Year 2024	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Grzegorz Człowiekowski for Fiscal Year 2024	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Stephan Eberl for Fiscal Year 2024	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Frank Fassin for Fiscal Year 2024	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Ursula Gather for Fiscal Year 2024	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Martina Grundler for Fiscal Year 2024	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Gerd Haeusler for Fiscal Year 2024	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Angelika Herzog for Fiscal Year 2024	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Julia Jaekel for Fiscal Year 2024	Mgmt	For	For

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.16	Approve Discharge of Supervisory Board Member Renata Jungo Bruengger for Fiscal Year 2024	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Stefan Kaindl for Fiscal Year 2024	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Carinne Knoche-Brouillon for Fiscal Year 2024	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Andrea Maier for Fiscal Year 2024	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Gabriele Muecke for Fiscal Year 2024	Mgmt	For	For
4.21	Approve Discharge of Supervisory Board Member Victoria Ossadnik for Fiscal Year 2024	Mgmt	For	For
4.22	Approve Discharge of Supervisory Board Member Ulrich Plottke for Fiscal Year 2024	Mgmt	For	For
4.23	Approve Discharge of Supervisory Board Member Manfred Rassy for Fiscal Year 2024	Mgmt	For	For
4.24	Approve Discharge of Supervisory Board Member Carsten Spohr for Fiscal Year 2024	Mgmt	For	For
4.25	Approve Discharge of Supervisory Board Member Anita Stocker-Napravnik for Fiscal Year 2024	Mgmt	For	For
4.26	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2024	Mgmt	For	For
4.27	Approve Discharge of Supervisory Board Member Susanne Terhoeven for Fiscal Year 2024	Mgmt	For	For
4.28	Approve Discharge of Supervisory Board Member Jens-Juergen Vogel for Fiscal Year 2024	Mgmt	For	For
4.29	Approve Discharge of Supervisory Board Member Markus Wagner for Fiscal Year 2024	Mgmt	For	For

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.30	Approve Discharge of Supervisory Board Member Jens Weidmann for Fiscal Year 2024	Mgmt	For	For
4.31	Approve Discharge of Supervisory Board Member Maximilian Zimmerer for Fiscal Year 2024	Mgmt	For	For
5.1	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2025 and for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2025	Mgmt	For	For
5.2	Appoint EY GmbH & Co. KG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For
5.3	Ratify KPMG AG as Auditors for the Review of Interim Financial Statements for the First Quarter of Fiscal Year 2026	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
7	Approve Remuneration Policy	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
8	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For
9.1	Amend Articles Re: Share Transfer Restriction	Mgmt	For	For
9.2	Amend Articles Re: Third-Party Ownership Entries in the Share Register	Mgmt	For	For
9.3	Amend Articles Re: Third-Party Ownership Voting Rights	Mgmt	For	For
9.4	Amend Articles Re: Editorial Changes	Mgmt	For	For
9.5	Amend Articles Re: Editorial Changes	Mgmt	For	For
9.6	Amend Articles Re: Sequence of Agenda Items	Mgmt	For	For
10	Approve Creation of EUR 117.5 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 7.5 Billion; Approve Creation of EUR 117.5 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For

Nexi SpA

Meeting Date: 30/04/2025

Country: Italy

Ticker: NEXI

Record Date: 17/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Ordinary Business	Mgmt		
	Management Proposals	Mgmt		
	Approve Financial Statements, Statutory Reports, and Treatment of Net Loss	Mgmt	For	For
2	Approve Partial Distribution of Reserves	Mgmt	For	For
3.1	Approve Remuneration Policy	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
3.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
5.1	Fix Number of Directors	Mgmt	For	For
5.2	Fix Board Terms for Directors	Mgmt	For	For
5.3.1	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
	Slate 1 Submitted by Institutional Investors (Assogestioni)	SH	None	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.3.2	Slate 2 Submitted by CDP Equity SpA, CDPE Investimenti SpA, Mercury UK Holdco Limited, AB Europe (Luxembourg) Investment Sarl, Eagle (AIBC) & CY SCA, Evergood H&F Lux Sarl, Neptune (BC) Sarl	SH	None	Against
Voter Rationale: Cumulative/slate voting in favour of individual candidates/slates				
	Shareholder Proposal Submitted by CDP Equity SpA, CDPE Investimenti SpA, Mercury UK Holdco Limited, AB Europe (Luxembourg) Investment Sarl, Eagle (AIBC) & CY SCA, Evergood H&F Lux Sarl, Neptune (BC) Sarl	Mgmt		
5.4	Elect Marcello Sala as Board Chair	SH	None	For
	Management Proposal	Mgmt		
5.5	Approve Remuneration of Directors	Mgmt	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
6.1.1	Slate 1 Submitted by Institutional Investors (Assogestioni)	SH	None	For
6.1.2	Slate 2 Submitted by CDP Equity SpA, CDPE Investimenti SpA, Mercury UK Holdco Limited, AB Europe (Luxembourg) Investment Sarl, Eagle (AIBC) & CY SCA, Evergood H&F Lux Sarl, Neptune (BC) Sarl	SH	None	Against
Voter Rationale: Cumulative/slate voting in favour of individual candidates/slates				
6.2	Appoint Chairman of Internal Statutory Auditors	SH	None	For
	Management Proposals	Mgmt		
6.3	Approve Internal Auditors' Remuneration	Mgmt	For	For
7	Approve Long Term Incentive Plan	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
8	Adjust Remuneration of External Auditors	Mgmt	For	For
	Extraordinary Business	Mgmt		
1	Authorize Cancellation of Shares without Reduction of Share Capital; Amend Article 6	Mgmt	For	For

Nexi SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Authorize Board to Increase Capital to Service the Long Term Incentive Plan	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				

RWE AG

Meeting Date: 30/04/2025

Country: Germany

Ticker: RWE

Record Date: 08/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.10 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Markus Krebber for Fiscal Year 2024	Mgmt	For	For
Voter Rationale: Inadequate management of climate-related risks				
3.2	Approve Discharge of Management Board Member Katja van Doren for Fiscal Year 2024	Mgmt	For	For
Voter Rationale: Inadequate management of climate-related risks				
3.3	Approve Discharge of Management Board Member Michael Mueller for Fiscal Year 2024	Mgmt	For	For
Voter Rationale: Inadequate management of climate-related risks				
4.1	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2024	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Ralf Sikorski for Fiscal Year 2024	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Frank Appel for Fiscal Year 2024	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Michael Bochinsky for Fiscal Year 2024	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.5	Approve Discharge of Supervisory Board Member Sandra Bossemeyer for Fiscal Year 2024	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Hans Buenting for Fiscal Year 2024	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Matthias Duerbaum for Fiscal Year 2024	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Ute Gerbaulet for Fiscal Year 2024	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Hans-Peter Keitel for Fiscal Year 2024	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Monika Kircher for Fiscal Year 2024	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Thomas Kufen for Fiscal Year 2024	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Reiner van Limbeck for Fiscal Year 2024	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Harald Louis for Fiscal Year 2024	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Dagmar Paasch for Fiscal Year 2024	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Joerg Rochol for Fiscal Year 2024	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Erhard Schipporeit for Fiscal Year 2024	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Dirk Schumacher for Fiscal Year 2024	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Ullrich Sierau for Fiscal Year 2024	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.19	Approve Discharge of Supervisory Board Member Hauke Stars for Fiscal Year 2024	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Helle Valentin for Fiscal Year 2024	Mgmt	For	For
4.21	Approve Discharge of Supervisory Board Member Andreas Wagner for Fiscal Year 2024	Mgmt	For	For
4.22	Approve Discharge of Supervisory Board Member Marion Weckes for Fiscal Year 2024	Mgmt	For	For
4.23	Approve Discharge of Supervisory Board Member Thomas Westphal for Fiscal Year 2024	Mgmt	For	For
5.1	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For
5.2	Appoint Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For
6.1	Elect Hans Buenting to the Supervisory Board	Mgmt	For	For
6.2	Elect Monika Kircher to the Supervisory Board	Mgmt	For	For
6.3	Elect Thomas Kufen to the Supervisory Board	Mgmt	For	For
6.4	Elect Stefan Schulte to the Supervisory Board	Mgmt	For	For
6.5	Elect Hauke Stars to the Supervisory Board	Mgmt	For	For
6.6	Elect Helle Valentin to the Supervisory Board	Mgmt	For	For
7	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
8	Approve Remuneration Policy	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
9	Approve Remuneration of Supervisory Board	Mgmt	For	For
10	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For
Voter Rationale: EOS manual override				
11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For

Meeting Date: 30/04/2025

Country: France

Ticker: SAN

Record Date: 28/04/2025

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 3.92 per Share	Mgmt	For	For
4	Approve Transaction with l'Oreal Re: Share Repurchase Agreement	Mgmt	For	For
5	Ratify Appointment of Jean-Paul Kress as Director	Mgmt	For	For
6	Reelect Carole Ferrand as Director	Mgmt	For	For
7	Reelect Barbara Lavernos as Director	Mgmt	For	For
8	Reelect Emile Voest as Director	Mgmt	For	For
9	Reelect Antoine Yver as Director	Mgmt	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For
11	Approve Compensation of Frederic Oudea, Chairman of the Board	Mgmt	For	For
12	Approve Compensation of Paul Hudson, CEO	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
13	Approve Remuneration Policy of Directors	Mgmt	For	For
14	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
15	Approve Remuneration Policy of CEO	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 997 Million	Mgmt	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 240 Million	Mgmt	For	For
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 240 Million	Mgmt	For	For
21	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
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18, 19, and 20	Mgmt	For	For
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
24	Authorize Capitalization of Reserves of Up to EUR 500 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 and Corporate Officers of International Subsidiaries	Mgmt	For	For
27	Amend Articles 3 and 13 of Bylaws	Mgmt	For	For
	Ordinary Business	Mgmt		
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Meeting Date: 30/04/2025

Country: United Kingdom

Ticker: SGRO

Record Date: 28/04/2025

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
<i>Voter Rationale: Realized variable pay is less than or equal to 1.5x base salary</i>				
4	Approve Remuneration Policy	Mgmt	For	For
<i>Voter Rationale: Realized variable pay is less than or equal to 1.5x base salary</i>				
5	Re-elect Andy Harrison as Director	Mgmt	For	For
6	Re-elect Mary Barnard as Director	Mgmt	For	For
7	Re-elect Sue Clayton as Director	Mgmt	For	For
8	Re-elect Soumen Das as Director	Mgmt	For	For
9	Re-elect Carol Fairweather as Director	Mgmt	For	For
10	Re-elect Simon Fraser as Director	Mgmt	For	For
11	Re-elect David Sleath as Director	Mgmt	For	For
12	Re-elect Linda Yueh as Director	Mgmt	For	For
13	Elect Marcus Sperber 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	Amend Long Term Incentive Plan	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

SEGRO PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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

Smith & Nephew plc

Meeting Date: 30/04/2025	Country: United Kingdom	Ticker: SN
Record Date: 28/04/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Use of more than two types of concurrent variable pay arrangements Total maximum variable pay is equal or >6 times base salary				
3	Approve Final Dividend	Mgmt	For	For
4	Elect Sybella Stanley as Director	Mgmt	For	For
5	Re-elect Rupert Soames as Director	Mgmt	For	Against
Voter Rationale: Failure to provide DEI disclosures in line with UK listing rules				
6	Re-elect Jo Hallas as Director	Mgmt	For	For
7	Re-elect Simon Lowth as Director	Mgmt	For	For
8	Re-elect John Ma as Director	Mgmt	For	For
9	Re-elect Jeremy Maiden as Director	Mgmt	For	For
10	Re-elect Katarzyna Mazur-Hofsaess as Director	Mgmt	For	For
11	Re-elect Deepak Nath as Director	Mgmt	For	For
12	Re-elect Marc Owen as Director	Mgmt	For	For
13	Re-elect Angie Risley as Director	Mgmt	For	For
14	Re-elect John Rogers as Director	Mgmt	For	For
15	Re-elect Bob White 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

Smith & Nephew 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

Taylor Wimpey Plc

Meeting Date: 30/04/2025	Country: United Kingdom	Ticker: TW
Record Date: 28/04/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3	Re-elect Robert Noel as Director	Mgmt	For	For
4	Re-elect Jennie Daly as Director	Mgmt	For	For
5	Re-elect Chris Carney as Director	Mgmt	For	For
6	Re-elect Lord Jitesh Gadhia as Director	Mgmt	For	For
7	Re-elect Irene Dorner as Director	Mgmt	For	For
8	Re-elect Scilla Grimble as Director	Mgmt	For	For
9	Re-elect Mark Castle as Director	Mgmt	For	For
10	Re-elect Clodagh Moriarty as Director	Mgmt	For	For
11	Elect Martyn Coffey 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

Taylor Wimpey Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14	Authorise Issue of Equity	Mgmt	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
18	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles Low shareholding requirement				
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

The Coca-Cola Company

Meeting Date: 30/04/2025	Country: USA	Ticker: KO
Record Date: 03/03/2025	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 Bela Bajaria	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 Carolyn Everson	Mgmt	For	For
1.6	Elect Director Thomas S. Gayner	Mgmt	For	For
1.7	Elect Director Maria Elena Lagomasino	Mgmt	For	For
1.8	Elect Director Amity Millhiser	Mgmt	For	Against
Voter Rationale: Concerns regarding Auditor tenure				
1.9	Elect Director James Quincey	Mgmt	For	For
1.10	Elect Director Caroline J. Tsay	Mgmt	For	For
1.11	Elect Director David B. Weinberg	Mgmt	For	For

The Coca-Cola Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Against
Voter Rationale: Concerns regarding Auditor tenure				
4	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	SH	Against	For
Voter Rationale: .				
5	Report on Food Waste Management and Targets to Reduce Food Waste	SH	Against	Against
6	Establish a Board Committee on Improper Influence	SH	Against	Against
7	Consider Abolishing DEI Goals from Compensation Inducements	SH	Against	Against
8	Report on Impacts Related to Associating Brand with Politically Divisive Events	SH	Against	Against
9	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against

Unilever Plc

Meeting Date: 30/04/2025	Country: United Kingdom	Ticker: ULVR
Record Date: 28/04/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
Voter Rationale: EOS manual override				
3	Elect Benoit Potier as Director	Mgmt	For	For
4	Elect Zoe Yujnovich as Director	Mgmt	For	For
5	Re-elect Fernando Fernandez as Director	Mgmt	For	For
6	Re-elect Adrian Hennah as Director	Mgmt	For	For
Voter Rationale: EOS manual override				

Unilever Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Re-elect Susan Kilsby as Director	Mgmt	For	For
8	Re-elect Ruby Lu as Director	Mgmt	For	For
9	Re-elect Judith McKenna as Director	Mgmt	For	For
10	Re-elect Ian Meakins as Director	Mgmt	For	For
11	Re-elect Nelson Peltz as Director	Mgmt	For	For
12	Reappoint KPMG LLP as Auditors	Mgmt	For	For
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For
15	Authorise Issue of Equity	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Boston Scientific Corporation

Meeting Date: 01/05/2025

Country: USA

Ticker: BSX

Record Date: 07/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Yoshiaki Fujimori	Mgmt	For	For
1b	Elect Director David C. Habiger	Mgmt	For	For
1c	Elect Director Edward J. Ludwig	Mgmt	For	For
1d	Elect Director Michael F. Mahoney	Mgmt	For	For
1e	Elect Director Jessica L. Mega	Mgmt	For	For
1f	Elect Director Susan E. Morano	Mgmt	For	For
1g	Elect Director Cheryl Pegus	Mgmt	For	For

Boston Scientific Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1h	Elect Director John E. Sununu	Mgmt	For	For
1i	Elect Director David S. Wichmann	Mgmt	For	For
1j	Elect Director Ellen M. Zane	Mgmt	For	Against
Voter Rationale: Concerns about remuneration committee performance				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: Options/PSUs vest in less than 36 monthsHigh variable pay ratio				
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Adopt Simple Majority Vote	SH	None	For
Voter Rationale: Shareholder proposal promotes enhanced shareholder rights				

Intuitive Surgical, Inc.

Meeting Date: 01/05/2025	Country: USA	Ticker: ISRG
Record Date: 03/03/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Craig H. Barratt	Mgmt	For	For
1b	Elect Director Joseph C. Beery	Mgmt	For	For
1c	Elect Director Lewis Chew	Mgmt	For	For
1d	Elect Director Gary S. Guthart	Mgmt	For	For
1e	Elect Director Amal M. Johnson	Mgmt	For	For
1f	Elect Director Sreelakshmi Kolli	Mgmt	For	For
1g	Elect Director Amy L. Ladd	Mgmt	For	For
1h	Elect Director Keith R. Leonard, Jr.	Mgmt	For	For
1i	Elect Director Jami Dover Nachtsheim	Mgmt	For	For
1j	Elect Director Monica P. Reed	Mgmt	For	For
1k	Elect Director David J. Rosa	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

Intuitive Surgical, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Amend Omnibus Stock Plan	Mgmt	For	For
5	Improve Executive Compensation Program	SH	Against	Against
6	Submit Severance Agreement to Shareholder Vote	SH	Against	For
Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation				

Kerry Group Plc

Meeting Date: 01/05/2025	Country: Ireland	Ticker: KRZ
Record Date: 27/04/2025	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 Gerry Behan as Director	Mgmt	For	For
3b	Re-elect Genevieve Berger as Director	Mgmt	For	For
3c	Re-elect Fiona Dawson as Director	Mgmt	For	For
3d	Re-elect Emer Gilvarry as Director	Mgmt	For	For
3e	Re-elect Catherine Godson as Director	Mgmt	For	For
3f	Re-elect Liz Hewitt as Director	Mgmt	For	For
3g	Re-elect Michael Kerr as Director	Mgmt	For	For
3h	Re-elect Marguerite Larkin as Director	Mgmt	For	For
3i	Re-elect Tom Moran as Director	Mgmt	For	For
3j	Re-elect Christopher Rogers as Director	Mgmt	For	For
3k	Re-elect Patrick Rohan as Director	Mgmt	For	For
3l	Re-elect Edmond Scanlon as Director	Mgmt	For	For
3m	Re-elect Jinlong Wang as Director	Mgmt	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For

Kerry Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Approve Remuneration Report	Mgmt	For	For
6	Authorise Issue of Equity	Mgmt	For	For
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
8	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
9	Authorise Market Purchase of A Ordinary Shares	Mgmt	For	For
10	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Kingspan Group Plc

Meeting Date: 01/05/2025

Country: Ireland

Ticker: KRX

Record Date: 27/04/2025

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 Anne Heraty as Director	Mgmt	For	For
3g	Re-elect Eimear Moloney as Director	Mgmt	For	For
3h	Re-elect Paul Murtagh as Director	Mgmt	For	For
3i	Re-elect Senan Murphy as Director	Mgmt	For	For
3j	Re-elect Louise Phelan as Director	Mgmt	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For

Kingspan Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Approve Remuneration Policy	Mgmt	For	For
Voter Rationale: Realized variable pay is less than or equal to 1.5x base salary				
6	Approve Remuneration Report	Mgmt	For	For
Voter Rationale: Realized variable pay is less than or equal to 1.5x base salary				
7	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	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 Shares	Mgmt	For	For
12	Authorise Reissuance of Treasury Shares	Mgmt	For	For
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For
14	Amend Performance Share Plan	Mgmt	For	For
15	Amend Articles of Association	Mgmt	For	For

London Stock Exchange Group plc

Meeting Date: 01/05/2025Country: United KingdomTicker: LSEG

Record Date: 29/04/2025Meeting 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
Voter Rationale: Pay is misaligned with EOS remuneration principles Total maximum variable pay is equal or >6 times base salary				
4	Re-elect Dominic Blakemore as Director	Mgmt	For	For
5	Re-elect Martin Brand as Director	Mgmt	For	For
6	Re-elect Kathleen DeRose as Director	Mgmt	For	For

London Stock Exchange Group plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Re-elect Tsega Gebreyes as Director	Mgmt	For	For
8	Re-elect Scott Guthrie as Director	Mgmt	For	For
9	Re-elect Cressida Hogg as Director	Mgmt	For	For
10	Re-elect Michel-Alain Proch as Director	Mgmt	For	For
11	Re-elect Val Rahmani as Director	Mgmt	For	For
12	Re-elect Don Robert as Director	Mgmt	For	Against
<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 William Vereker as Director	Mgmt	For	For
15	Elect Lloyd Pitchford as Director	Mgmt	For	For
16	Reappoint Deloitte LLP as Auditors	Mgmt	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
18	Authorise Issue of Equity	Mgmt	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Persimmon Plc

Meeting Date: 01/05/2025	Country: United Kingdom	Ticker: PSN
Record Date: 29/04/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4	Re-elect Roger Devlin as Director	Mgmt	For	For
5	Re-elect Dean Finch as Director	Mgmt	For	For
6	Elect Andrew Duxbury as Director	Mgmt	For	For
7	Re-elect Annemarie Durbin as Director	Mgmt	For	For
8	Re-elect Andrew Wyllie as Director	Mgmt	For	For
9	Re-elect Alexandra Depledge as Director	Mgmt	For	For
10	Re-elect Colette O'Shea as Director	Mgmt	For	For
11	Elect Paula Bell as Director	Mgmt	For	For
12	Elect Anand Aithal as Director	Mgmt	For	For
13	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
14	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For
16	Authorise Issue of Equity	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Rolls-Royce Holdings Plc

Meeting Date: 01/05/2025

Record Date: 29/04/2025

Country: United Kingdom

Meeting Type: Annual

Ticker: RR

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	Re-elect Dame Anita Frew as Director	Mgmt	For	For
6	Re-elect Tufan Erginbilgic as Director	Mgmt	For	For
7	Re-elect Helen McCabe as Director	Mgmt	For	For
8	Re-elect George Culmer as Director	Mgmt	For	For
9	Re-elect Birgit Behrendt as Director	Mgmt	For	For
10	Re-elect Stuart Bradie as Director	Mgmt	For	For
11	Re-elect Paulo Silva as Director	Mgmt	For	For
12	Re-elect Lord Jitesh Gadhia as Director	Mgmt	For	For
13	Re-elect Beverly Goulet as Director	Mgmt	For	For
14	Re-elect Nick Luff as Director	Mgmt	For	For
15	Re-elect Wendy Mars as Director	Mgmt	For	For
16	Re-elect Dame Angela Strank as Director	Mgmt	For	For
17	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
18	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For
20	Authorise Issue of Equity	Mgmt	For	For
21	Approve Capitalisation of Merger Reserve	Mgmt	For	For
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For

Rolls-Royce Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
24	Authorise Cancellation of Capital Reduction Share and the Reduction of Capital	Mgmt	For	For

RTX Corporation

Meeting Date: 01/05/2025	Country: USA	Ticker: RTX
Record Date: 04/03/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Tracy A. Atkinson	Mgmt	For	For
1b	Elect Director Christopher T. Calio	Mgmt	For	For
1c	Elect Director Leanne G. Caret	Mgmt	For	For
1d	Elect Director Bernard A. Harris, Jr.	Mgmt	For	For
1e	Elect Director George R. Oliver	Mgmt	For	For
1f	Elect Director Ellen M. Pawlikowski	Mgmt	For	For
1g	Elect Director Denise L. Ramos	Mgmt	For	For
1h	Elect Director Fredric G. Reynolds	Mgmt	For	For
1i	Elect Director Brian C. Rogers	Mgmt	For	For
1j	Elect Director James A. Winnefeld, Jr.	Mgmt	For	For
1k	Elect Director Robert O. Work	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Total pay is in the bottom quartile (low relative to peers)				
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Report on Lobbying Payments and Policy	SH	Against	Against

Schroders Plc

Meeting Date: 01/05/2025	Country: United Kingdom	Ticker: SDR
Record Date: 29/04/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4	Elect Meagen Burnett as Director	Mgmt	For	For
5	Elect Johanna Kyrklund as Director	Mgmt	For	For
6	Re-elect Dame Elizabeth Corley as Director	Mgmt	For	Against
<i>Voter Rationale: Lack of independent representation at board committees</i>				
7	Re-elect Richard Oldfield as Director	Mgmt	For	For
8	Re-elect Ian King as Director	Mgmt	For	For
9	Re-elect Rakhi Goss-Custard as Director	Mgmt	For	For
10	Re-elect Iain Mackay as Director	Mgmt	For	For
11	Re-elect Annette Thomas as Director	Mgmt	For	For
12	Re-elect Frederic Wakeman 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

BASF SE

Meeting Date: 02/05/2025

Country: Germany

Ticker: BAS

Record Date: 25/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 2.25 per Share	Mgmt	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For
4	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For
5.a	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025 and for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2025	Mgmt	For	For
5.b	Appoint Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For
6	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For
7	Approve Affiliation Agreement with BASF Agricultural Solutions Deutschland GmbH	Mgmt	For	For
8	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				

Deutsche Post AG

Meeting Date: 02/05/2025Country: GermanyTicker: DHL

Record Date: 28/04/2025Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (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 2024	Mgmt	For	For

Deutsche Post AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025 and Auditors for the Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For
6.a	Elect Ingrid Deltenre to the Supervisory Board	Mgmt	For	For
6.b	Elect Georg Poelzl to the Supervisory Board	Mgmt	For	For
6.c	Elect Lawrence Rosen to the Supervisory Board	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
7	Approve Creation of EUR 150 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For
8	Approve Performance Share Plan for Key Employees; Approve Creation of EUR 25 Million Pool of Conditional Capital to Guarantee Conversion Rights	Mgmt	For	For
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For
10	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For
11	Approve Remuneration Policy	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
12	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
13	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For

Groupe Bruxelles Lambert SA

Meeting Date: 02/05/2025

Record Date: 18/04/2025

Country: Belgium

Meeting Type: Annual

Ticker: GBLB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		

Groupe Bruxelles Lambert SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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	Elect Johannes Huth as Director	Mgmt	For	For
5.2	Reelect Claude Genereux as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees Lack of independence on board				
5.3	Reelect Alexandra Soto as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees Lack of independence on board				
5.4	Reelect Agnes Touraine as Director	Mgmt	For	For
5.5	Reelect Jacques Veyrat as Director	Mgmt	For	For
Voter Rationale: EOS manual override				
6.1	Aknowledge Appointment of PwC Bedrijfsrevisoren-Reviseurs d'Entreprises as Auditor for Sustainability Reporting for Fiscal Year 2024 and Approve Their Remuneration	Mgmt	For	For
6.2	Appoint PwC Bedrijfsrevisoren-Reviseurs d'Entreprises for Sustainability Reporting for Fiscal Year 2025 and 2026 and Approve Their Remuneration	Mgmt	For	For
7	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
8	Approve Remuneration Policy	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
9.1	Receive Special Board Report Re: Article 7:227 of the Company Code with Respect to the Guarantees in Item 9.2	Mgmt		
9.2	Approve Guarantee to Acquire Shares under Profit-Sharing Plan	Mgmt	For	For
10	Transact Other Business	Mgmt		

Groupe Bruxelles Lambert SA

Meeting Date: 02/05/2025	Country: Belgium	Ticker: GBLB
Record Date: 18/04/2025	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
2.1	Authorize Repurchase of Up to 20 Percent of Issued Share Capital	Mgmt	For	Against
Voter Rationale: Issue of equity raises concerns about excessive dilution of existing shareholders				
2.2	Amend Article 7 Re: Share Repurchase	Mgmt		
Voter Rationale: Issue of equity raises concerns about excessive dilution of existing shareholders				
3.1	Receive Report of Management Board (Non-Voting)	Mgmt		
3.2	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Mgmt	For	For
3.3	Amend Article 12 Re: Shares Issuances	Mgmt		
3.4	Authorize Issuance of Convertible Bonds, Bonds Redeemable in Shares and Other Financial Instruments without Preemptive Rights	Mgmt	For	For
3.5	Amend Article 13 Re: Bonds Issuances	Mgmt		
4	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

HSBC Holdings Plc

Meeting Date: 02/05/2025	Country: United Kingdom	Ticker: HSBA
Record Date: 01/05/2025	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

HSBC Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For
<i>Voter Rationale: Realized variable pay is less than or equal to 1.5x base salary</i>				
3	Approve Remuneration Policy	Mgmt	For	Against
<i>Voter Rationale: Total maximum variable pay is equal or greater than 6 times base salary</i>				
4a	Elect Manveen Kaur as Director	Mgmt	For	For
4b	Re-elect Geraldine Buckingham as Director	Mgmt	For	For
4c	Re-elect Rachel Duan as Director	Mgmt	For	For
4d	Re-elect Georges Elhedery as Director	Mgmt	For	For
4e	Re-elect Dame Carolyn Fairbairn as Director	Mgmt	For	For
4f	Re-elect James Forese as Director	Mgmt	For	For
4g	Re-elect Ann Godbehere as Director	Mgmt	For	For
4h	Re-elect Steven Guggenheimer as Director	Mgmt	For	For
4i	Re-elect Jose Antonio Meade Kuribrena as Director	Mgmt	For	For
4j	Re-elect Kalpana Morparia as Director	Mgmt	For	For
4k	Re-elect Eileen Murray as Director	Mgmt	For	For
4l	Re-elect Brendan Nelson as Director	Mgmt	For	For
4m	Re-elect Swee Lian Teo as Director	Mgmt	For	For
4n	Re-elect Sir Mark Tucker as Director	Mgmt	For	For
5	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
6	Authorise the Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
7	Authorise UK Political Donations and Expenditure	Mgmt	For	For
8	Authorise Issue of Equity	Mgmt	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For

HSBC Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Authorise Directors to Allot Any Repurchased Shares	Mgmt	For	For
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
13	Approve Share Repurchase Contract	Mgmt	For	For
14	Authorise Issue of Equity in Relation to Contingent Convertible Securities	Mgmt	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Relation to Contingent Convertible Securities	Mgmt	For	For
16	Approve Scrip Dividend Alternative	Mgmt	For	For
17	Approve Amendment to the Rules of HSBC Share Plan 2011	Mgmt	For	For
Voter Rationale: Total maximum variable pay is equal or greater than 6 times base salary				
18	Approve Cancellation of Share Premium Account and Capital Redemption Reserve	Mgmt	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For
20	Shareholder Proposal	Mgmt		
	To Instruct the HSBC Board of Directors to Follow the Plan set out on page 21 of the Annual Report 2023	SH	Against	Against

Pearson Plc

Meeting Date: 02/05/2025Country: United KingdomTicker: PSON

Record Date: 30/04/2025Meeting 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 Omar Abbosh as Director	Mgmt	For	For
4	Re-elect Sherry Coutu as Director	Mgmt	For	For
5	Re-elect Alison Dolan as Director	Mgmt	For	For

Pearson Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Re-elect Alex Hardiman as Director	Mgmt	For	For
7	Re-elect Sally Johnson as Director	Mgmt	For	For
8	Re-elect Omid Kordestani as Director	Mgmt	For	For
9	Re-elect Esther Lee as Director	Mgmt	For	For
10	Re-elect Graeme Pitkethly as Director	Mgmt	For	For
11	Re-elect Annette Thomas as Director	Mgmt	For	For
12	Re-elect Lincoln Wallen as Director	Mgmt	For	For
13	Approve Remuneration Report	Mgmt	For	For
Voter Rationale: Total maximum variable pay is equal or >6 times base salary, but actual pay-out was less than this				
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
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

Berkshire Hathaway Inc.

Meeting Date: 03/05/2025	Country: USA	Ticker: BRK.B
Record Date: 05/03/2025	Meeting Type: Annual	

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

Berkshire Hathaway Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.4	Elect Director Susan A. Buffett	Mgmt	For	For
1.5	Elect Director Stephen B. Burke	Mgmt	For	For
1.6	Elect Director Kenneth I. Chenault	Mgmt	For	For
1.7	Elect Director Christopher C. Davis	Mgmt	For	For
1.8	Elect Director Susan L. Decker	Mgmt	For	Withhold
Voter Rationale: Concerns related to management of environment-related business risks				
1.9	Elect Director Charlotte Guyman	Mgmt	For	Withhold
Voter Rationale: 1) Concerns related to shareholder value 2) Concerns related to succession planning 3) Concerns about remuneration committee performance				
1.10	Elect Director Ajit Jain	Mgmt	For	For
1.11	Elect Director Thomas S. Murphy, Jr.	Mgmt	For	For
1.12	Elect Director Wallace R. Weitz	Mgmt	For	For
1.13	Elect Director Meryl B. Witmer	Mgmt	For	For
2	Report on Costs and Benefits of Voluntary Carbon Reduction Commitments	SH	Against	Against
3	Report on Pay Disparity	SH	Against	Against
Voter Rationale: EOS manual override				
4	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against
5	Conduct and Report a Third-Party Racial Equity Audit on Risks Related to Race-based Initiatives	SH	Against	Against
6	Designate Board Committee to Oversee DEI Strategy	SH	Against	Against
7	Report on Clean Energy Supply Financing Ratio	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
8	Establish Board Committee on Artificial Intelligence	SH	Against	Against

Eli Lilly and Company

Meeting Date: 05/05/2025	Country: USA	Ticker: LLY
Record Date: 26/02/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Ralph Alvarez	Mgmt	For	Against
Voter Rationale: 1- Concerns regarding Auditor tenure2- Overboarded/Too many other time commitments				
1b	Elect Director Mary Lynne Hedley	Mgmt	For	For
1c	Elect Director Kimberly H. Johnson	Mgmt	For	For
1d	Elect Director Juan R. Luciano	Mgmt	For	For
Voter Rationale: .				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: .				
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Against
Voter Rationale: Concerns regarding Auditor tenure				
4	Declassify the Board of Directors	Mgmt	For	For
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For

Hexagon AB

Meeting Date: 05/05/2025Country: SwedenTicker: HEXA.B

Record Date: 24/04/2025Meeting 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		
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive President's Report	Mgmt		
8a	Receive Financial Statements and Statutory Reports	Mgmt		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt		
8c	Receive the Board's Dividend Proposal	Mgmt		
9a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9b	Approve Allocation of Income and Dividends of EUR 0.14 Per Share	Mgmt	For	For
9c.1	Approve Discharge of Ola Rollen	Mgmt	For	For
9c.2	Approve Discharge of Gun Nilsson	Mgmt	For	For
9c.3	Approve Discharge of Marta Schorling Andreen	Mgmt	For	For
9c.4	Approve Discharge of John Brandon	Mgmt	For	For
9c.5	Approve Discharge of Sofia Schorling Hogberg	Mgmt	For	For
9c.6	Approve Discharge of Brett Watson	Mgmt	For	For
9c.7	Approve Discharge of Erik Huggers	Mgmt	For	For
9c.8	Approve Discharge of Annika Falkengren	Mgmt	For	For
9c.9	Approve Discharge of Ralph Haupter	Mgmt	For	For
9c.10	Approve Discharge of Paolo Guglielmini	Mgmt	For	For
9c.11	Approve Discharge of Norbert Hanke	Mgmt	For	For
10	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For
11.1	Approve Remuneration of Directors in the Amount of SEK 2.7 Million for Chair, SEK 2 Million for Vice Chair and SEK 850,000 for Other Directors	Mgmt	For	For
11.2	Approve Remuneration of Auditors	Mgmt	For	For
12.1	Reelect Ola Rollen as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
12.2	Reelect Marta Schorling Andreen as Director	Mgmt	For	For
12.3	Reelect Sofia Schorling Hogberg as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				

Hexagon AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12.4	Reelect Gun Nilsson as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
12.5	Reelect Erik Huggers as Director	Mgmt	For	For
12.6	Reelect Annika Falkengren as Director	Mgmt	For	For
12.7	Reelect Ralph Haupter as Director	Mgmt	For	For
12.8	Elect Bjorn Rosengren as New Director	Mgmt	For	For
12.9	Elect Tomas Eliasson as New Director	Mgmt	For	For
12.10	Reelect Ola Rollen as Board Chair	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
12.11	Elect Bjorn Rosengren as Vice Chair	Mgmt	For	For
12.12	Ratify PricewaterhouseCoopers AB as Auditors	Mgmt	For	For
13	Reelect Mikael Ekdahl (Chair), Jan Dworsky, Brett Watson and Daniel Kristiansson as Members of Nominating Committee	Mgmt	For	For
14	Approve Remuneration Report	Mgmt	For	For
15	Approve Performance Share Program 2025/2028 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		

Uber Technologies, Inc.

Meeting Date: 05/05/2025

Record Date: 13/03/2025

Country: USA

Meeting Type: Annual

Ticker: UBER

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Ronald Sugar	Mgmt	For	For
1b	Elect Director Revathi Advaiti	Mgmt	For	For

Uber Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1c	Elect Director Turqi Alnowaiser	Mgmt	For	For
1d	Elect Director Ursula Burns	Mgmt	For	For
1e	Elect Director Robert Eckert	Mgmt	For	Against
Voter Rationale: Concerns about remuneration committee performance				
1f	Elect Director Amanda Ginsberg	Mgmt	For	For
1g	Elect Director Dara Khosrowshahi	Mgmt	For	For
1h	Elect Director John Thain	Mgmt	For	For
1i	Elect Director David Trujillo	Mgmt	For	For
1j	Elect Director Alexander Wynaendts	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: Options/PSUs vest in less than 36 months High CEO to average NEO pay				
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
Voter Rationale: .				

Air Liquide SA

Meeting Date: 06/05/2025

Country: France

Ticker: AI

Record Date: 02/05/2025

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 3.30 per Share	Mgmt	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
5	Reelect Xavier Huillard as Director	Mgmt	For	For
6	Reelect Aiman Ezzat as Director	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Reelect Bertrand Dumazy as Director	Mgmt	For	For
8	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
9	Approve Compensation of Francois Jackow, CEO	Mgmt	For	For
10	Approve Compensation of Benoit Potier, Chairman of the Board	Mgmt	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For
12	Approve Remuneration Policy of CEO	Mgmt	For	For
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
14	Approve Remuneration Policy of Directors	Mgmt	For	For
15	Extraordinary Business	Mgmt		
	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 (Rights Issue) up to Aggregate Nominal Amount of EUR 470 Million	Mgmt	For	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For
18	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For
19	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For
22	Amend Article 14 of Bylaws to Comply with Legal Changes	Mgmt	For	For
	Ordinary Business	Mgmt		

Air Liquide SA

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

Bristol-Myers Squibb Company

Meeting Date: 06/05/2025	Country: USA	Ticker: BMY
Record Date: 14/03/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1A	Elect Director Peter J. Arduini	Mgmt	For	For
1B	Elect Director Deepak L. Bhatt	Mgmt	For	For
1C	Elect Director Christopher S. Boerner	Mgmt	For	For
1D	Elect Director Julia A. Haller	Mgmt	For	For
1E	Elect Director Manuel Hidalgo Medina	Mgmt	For	For
1F	Elect Director Michael R. McMullen	Mgmt	For	For
1G	Elect Director Paula A. Price	Mgmt	For	For
1H	Elect Director Derica W. Rice	Mgmt	For	For
1I	Elect Director Theodore R. Samuels	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
Voter Rationale: Total pay is in the bottom quartile (low relative to peers)				
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Establish a Board Committee on Corporate Financial Sustainability	SH	Against	Against
Voter Rationale: EOS manual override				
5	Consider Abolishing DEI Goals	SH	Against	Against
Voter Rationale: EOS manual override				

Danaher Corporation

Meeting Date: 06/05/2025	Country: USA	Ticker: DHR
Record Date: 07/03/2025	Meeting Type: Annual	

Danaher Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Rainer M. Blair	Mgmt	For	For
1b	Elect Director Feroz Dewan	Mgmt	For	For
1c	Elect Director Linda Filler	Mgmt	For	Against
Voter Rationale: Concerns related to succession planning				
1d	Elect Director Charles W. Lamanna	Mgmt	For	For
1e	Elect Director Teri List	Mgmt	For	Against
Voter Rationale: Overboarded/Too many other time commitments				
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 A. Shane Sanders	Mgmt	For	Against
Voter Rationale: Concerns to protect shareholder value				
1j	Elect Director John T. Schwieters	Mgmt	For	For
1k	Elect Director Alan G. Spoon	Mgmt	For	For
1l	Elect Director Raymond C. Stevens	Mgmt	For	For
1m	Elect Director Elias A. Zerhouni	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				

GE Aerospace

Meeting Date: 06/05/2025

Record Date: 10/03/2025

Country: USA

Meeting Type: Annual

Ticker: GE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Stephen Angel	Mgmt	For	Against
Voter Rationale: Concerns about remuneration committee performance				

GE Aerospace

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1b	Elect Director Sebastien Bazin	Mgmt	For	For
1c	Elect Director Margaret Billson	Mgmt	For	For
1d	Elect Director H. Lawrence Culp, Jr.	Mgmt	For	For
1e	Elect Director Thomas Enders	Mgmt	For	For
1f	Elect Director Edward Garden	Mgmt	For	For
1g	Elect Director Isabella Goren	Mgmt	For	For
1h	Elect Director Thomas Horton	Mgmt	For	For
1i	Elect Director Catherine Lesjak	Mgmt	For	For
1j	Elect Director Darren McDew	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: No clawback policy High variable pay ratio High CEO to average NEO pay				
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against

Intel Corporation

Meeting Date: 06/05/2025Country: USATicker: INTC

Record Date: 10/03/2025Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director James J. Goetz	Mgmt	For	For
1b	Elect Director Andrea J. Goldsmith	Mgmt	For	For
1c	Elect Director Alyssa H. Henry	Mgmt	For	For
1d	Elect Director Eric Meurice	Mgmt	For	For
1e	Elect Director Barbara G. Novick	Mgmt	For	Against
Voter Rationale: Insufficient oversight of Overboarded/Too many other time commitments				
1f	Elect Director Steve Sanghi	Mgmt	For	For
1g	Elect Director Gregory D. Smith	Mgmt	For	For
1h	Elect Director Stacy J. Smith	Mgmt	For	For
1i	Elect Director Lip-Bu Tan	Mgmt	For	For

Intel Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1j	Elect Director Dion J. Weisler	Mgmt	For	Against
	Voter Rationale: Concerns about remuneration committee performance			
1k	Elect Director Frank D. Yeary	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
	Voter Rationale: Pay structure does not trigger any of EOS critical concerns			
4	Amend Omnibus Stock Plan	Mgmt	For	Against
	Voter Rationale: Pay is misaligned with EOS remuneration principles			
5	Report on Ethical Impact Assessment	SH	Against	Against
	Voter Rationale: EOS manual override			
6	Report on Discrimination in Charitable Contributions	SH	Against	Against
7	Provide Right to Act by Written Consent	SH	Against	Against

BAE Systems Plc

Meeting Date: 07/05/2025	Country: United Kingdom	Ticker: BA
Record Date: 02/05/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	Against
	Voter Rationale: Total maximum variable pay is equal or >6 times base salary			
3	Approve Remuneration Policy	Mgmt	For	For
	Voter Rationale: Use of time-based restricted shares in remuneration policy			
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 Angus Cockburn as Director	Mgmt	For	For
9	Re-elect Dame Elizabeth Corley as Director	Mgmt	For	For

BAE Systems Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10	Re-elect Bradley Greve as Director	Mgmt	For	For
11	Re-elect Jane Griffiths as Director	Mgmt	For	For
12	Re-elect Cressida Hogg as Director	Mgmt	For	For
13	Re-elect Ewan Kirk as Director	Mgmt	For	For
14	Re-elect Stephen Pearce as Director	Mgmt	For	For
15	Re-elect Nicole Piasecki as Director	Mgmt	For	For
16	Re-elect Charles Woodburn as Director	Mgmt	For	For
17	Reappoint Deloitte LLP as Auditors	Mgmt	For	For
18	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For
20	Amend Long-Term Incentive Plan	Mgmt	For	For
21	Authorise Issue of Equity	Mgmt	For	For
22	Authorise Issue of Equity without Pre-emptive Rights	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
25	Amend Articles of Association	Mgmt	For	For

Barclays PLC

Meeting Date: 07/05/2025

Country: United Kingdom

Ticker: BARC

Record Date: 02/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Remuneration Policy	Mgmt	For	Against

Voter Rationale: High variable pay ratio

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Amend Long Term Incentive Plan	Mgmt	For	Against
Voter Rationale: High variable pay ratio				
5	Elect Diony Lebot as Director	Mgmt	For	For
6	Elect Mary Mack as Director	Mgmt	For	For
7	Elect Brian Shea as Director	Mgmt	For	For
8	Re-elect Robert Berry as Director	Mgmt	For	For
9	Re-elect Anna Cross as Director	Mgmt	For	For
10	Re-elect Dawn Fitzpatrick as Director	Mgmt	For	For
11	Re-elect Mary Francis 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
14	Re-elect Sir John Kingman as Director	Mgmt	For	For
15	Re-elect Marc Moses as Director	Mgmt	For	For
16	Re-elect Coimbatore Venkatakrishnan as Director	Mgmt	For	For
17	Re-elect Julia Wilson as Director	Mgmt	For	For
18	Reappoint KPMG LLP as Auditors	Mgmt	For	For
19	Authorise the Board Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
20	Authorise UK Political Donations and Expenditure	Mgmt	For	For
21	Authorise Issue of Equity	Mgmt	For	For
22	Authorise Issue of Equity 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 in Relation to the Issuance of Contingent Equity Conversion Notes	Mgmt	For	For
25	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issuance of Contingent Equity Conversion Notes	Mgmt	For	For

Barclays PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
26	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
27	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Capgemini SE

Meeting Date: 07/05/2025	Country: France	Ticker: CAP
Record Date: 05/05/2025	Meeting Type: Annual/Special	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 3.40 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For
6	Approve Compensation of Paul Hermelin, Chairman of the Board	Mgmt	For	For
7	Approve Compensation of Aiman Ezzat, CEO	Mgmt	For	For
8	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
9	Approve Remuneration Policy of CEO	Mgmt	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For
11	Reelect Patrick Pouyanné as Director	Mgmt	For	For
12	Reelect Kurt Sievers as Director	Mgmt	For	For
13	Elect Jean-Marc Chéry as Director	Mgmt	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For

Capgemini SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business	Mgmt		
15	Amend Articles 12 and 19 of Bylaws	Mgmt	For	For
16	Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	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	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Castellum AB

Meeting Date: 07/05/2025	Country: Sweden	Ticker: CAST
Record Date: 28/04/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Elect Chair of Meeting	Mgmt	For	For
2	Prepare and Approve List of Shareholders	Mgmt		
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.(a)	Receive Financial Statements and Statutory Reports	Mgmt		
6.(b)	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of SEK 2.48 Per Share	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9.(a)	Approve Discharge of Per Berggren	Mgmt	For	For
9.(b)	Approve Discharge of Anna-Karin Celsing	Mgmt	For	For
9.(c)	Approve Discharge of Henrik Kall	Mgmt	For	For
9.(d)	Approve Discharge of Ann-Louise Lokholm-Klasson	Mgmt	For	For
9.(e)	Approve Discharge of Louise Richnau	Mgmt	For	For
9.(f)	Approve Discharge of Pal Ahlsen	Mgmt	For	For
9.(g)	Approve Discharge of CEO Joacim Sjöberg	Mgmt	For	For
10	Receive Nominating Committee's Report	Mgmt		
11A	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For
11B	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
12A	Approve Remuneration of Directors in the Amount of SEK 1.35 Million for Chair and SEK 480,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
12B	Approve Remuneration of Auditors	Mgmt	For	For
13.1	Reelect Louise Richnau (Chair) as Director	Mgmt	For	For
13.2	Reelect Anna-Karin Celsing as Director	Mgmt	For	For
13.3	Reelect Henrik Kall as Director	Mgmt	For	For
13.4	Reelect Ann-Louise Lokholm Klasson as Director	Mgmt	For	For
13.5	Reelect Pal Ahlsen as Director	Mgmt	For	For
13.6	Elect Stefan Rank as New Director	Mgmt	For	For
14	Ratify Deloitte as Auditors	Mgmt	For	For
15	Approve Nomination Committee Procedures	Mgmt	For	For
16	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
17	Approve Issuance of up to 10 Percent of the Company's Share Capital without Preemptive Rights	Mgmt	For	For

Castellum AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
18	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
19	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
20A	Approve Performance Share Plan for Key Employees	Mgmt	For	For
20B	Approve Equity Plan Financing	Mgmt	For	For
20C	Approve Alternative Equity Plan Financing	Mgmt	For	For
21	Close Meeting	Mgmt		

Gilead Sciences, Inc.

Meeting Date: 07/05/2025	Country: USA	Ticker: GILD
Record Date: 14/03/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jacqueline K. Barton	Mgmt	For	For
1b	Elect Director Jeffrey A. Bluestone	Mgmt	For	For
1c	Elect Director Sandra J. Horning	Mgmt	For	For
1d	Elect Director Kelly A. Kramer	Mgmt	For	For
1e	Elect Director Ted W. Love	Mgmt	For	For
1f	Elect Director Harish M. Manwani	Mgmt	For	For
1g	Elect Director Daniel P. O'Day	Mgmt	For	For
1h	Elect Director Javier J. Rodriguez	Mgmt	For	For
1i	Elect Director Anthony Walters	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
4	Report on Pay Disparity	SH	Against	Against
Voter Rationale: EOS manual override				

Gilead Sciences, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Require Independent Board Chair	SH	Against	For
Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation				
6	Adopt Comprehensive Human Rights Policy and Human Rights Due Diligence Process	SH	Against	For
Voter Rationale: Shareholder proposal promotes better management of SEE opportunities and risks				
7	Report on the Risks of DEI Practices for Contractors	SH	Against	Against

GSK Plc

Meeting Date: 07/05/2025Country: United KingdomTicker: GSK

Record Date: 02/05/2025Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
Voter Rationale: EOS manual override				
3	Approve Remuneration Policy	Mgmt	For	For
Voter Rationale: EOS manual override				
4	Elect Gavin Screaton as Director	Mgmt	For	For
5	Re-elect Sir Jonathan Symonds as Director	Mgmt	For	For
6	Re-elect Dame Emma Walmsley as Director	Mgmt	For	For
7	Re-elect Julie Brown as Director	Mgmt	For	For
8	Re-elect Elizabeth Anderson as Director	Mgmt	For	For
9	Re-elect Charles Bancroft as Director	Mgmt	For	For
10	Re-elect Hal Barron as Director	Mgmt	For	For
11	Re-elect Anne Beal as Director	Mgmt	For	For
12	Re-elect Wendy Becker as Director	Mgmt	For	For
13	Re-elect Harry Dietz as Director	Mgmt	For	For
14	Re-elect Jeannie Lee as Director	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
15	Re-elect Vishal Sikka as Director	Mgmt	For	For
16	Reappoint Deloitte LLP as Auditors	Mgmt	For	For
17	Authorise the Audit & 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 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	Approve the Exemption from Statement of the Name of the Senior Statutory Auditor in Published Copies of the Auditors' Reports	Mgmt	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For
25	Approve Share Value Plan	Mgmt	For	For

H&M Hennes & Mauritz AB

Meeting Date: 07/05/2025	Country: Sweden	Ticker: HM.B
Record Date: 28/04/2025	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		
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		
9a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9b	Approve Allocation of Income and Dividends of SEK 6.80 Per Share	Mgmt	For	For
9c.1	Approve Discharge of Karl-Johan Persson	Mgmt	For	For
9c.2	Approve Discharge of Stina Bergfors	Mgmt	For	For
9c.3	Approve Discharge of Anders Dahlvig	Mgmt	For	For
9c.4	Approve Discharge of Danica Kragic Jensfelt	Mgmt	For	For
9c.5	Approve Discharge of Lena Patriksson Keller	Mgmt	For	For
9c.6	Approve Discharge of Helena Saxon	Mgmt	For	For
9c.7	Approve Discharge of Christian Sievert	Mgmt	For	For
9c.8	Approve Discharge of Christina Synnergren	Mgmt	For	For
9c.9	Approve Discharge of Niklas Zennstrom	Mgmt	For	For
9c.10	Approve Discharge of Keith Barker	Mgmt	For	For
9c.11	Approve Discharge of Ingrid Godin	Mgmt	For	For
9c.12	Approve Discharge of Tim Gahnstrom	Mgmt	For	For
9c.13	Approve Discharge of Louise Wikholm	Mgmt	For	For
9c.14	Approve Discharge of Margareta Welinder	Mgmt	For	For
9c.15	Approve Discharge of Agneta Gustafsson	Mgmt	For	For
9c.16	Approve Discharge of Ramon Horvath	Mgmt	For	For
9c.17	Approve Discharge of Therese Nordstrom	Mgmt	For	For
9c.18	Approve Discharge of Sofia Almbrandt	Mgmt	For	For
9c.19	Approve Discharge of Hans Nilsson	Mgmt	For	For
9c.20	Approve Discharge of CEO Helena Helmersson	Mgmt	For	For

H&M Hennes & Mauritz AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9c.21	Approve Discharge of CEO Daniel Erver	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 1.96 Million for Chair and SEK 850,000 for Other Directors; Approve Remunerating for Committee Work	Mgmt	For	For
11.2	Approve Remuneration of Auditors	Mgmt	For	For
12.1	Reelect Anders Dahlvig as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
12.2	Reelect Danica Kragic Jensfelt as Director	Mgmt	For	For
12.3	Reelect Lena Patriksson Keller as Director	Mgmt	For	For
12.4	Reelect Karl-Johan Persson as Director	Mgmt	For	For
12.5	Reelect Helena Saxon as Director	Mgmt	For	For
12.6	Reelect Christian Sievert as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
12.7	Reelect Christina Synnergren as Director	Mgmt	For	For
12.8	Elect Klas Balkow as New Director	Mgmt	For	For
12.9	Reelect Karl-Johan Persson as Board Chair	Mgmt	For	For
13	Ratify Deloitte AB as Auditors	Mgmt	For	For
14	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: 1- Insufficient disclosure2- Low shareholding requirement				
15	Approve SEK 777,267.988 Reduction in Share Capital via Share Cancellation; Approve Capitalization of Reserves of SEK 777,267.988 for a Bonus Issue	Mgmt	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For

H&M Hennes & Mauritz AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against
Voter Rationale: Inappropriate use of one-time awards				
18.a	Approve Performance Share Incentive Plan LTIP 2025 for Key Employees	Mgmt	For	For
18.b	Approve Equity Plan Financing	Mgmt	For	For
18.c	Approve Alternative Equity Plan Financing	Mgmt	For	For
19	Amend Articles Re: Sustainability Report	Mgmt	For	For
	Shareholder Proposals Submitted by My Ericson, Susanne Halling, Karin Cecilia Lundberg, Astrid Kihlen, Andreas Nilsson, Karin Sanden and Stina Skold	Mgmt		
20	Proposal to Transition to a Fully Circular Business Model and Cease Production of New Clothes by 2026	SH	None	Against
Voter Rationale: 1- Insufficient/poor disclosure2- SH: Against shareholder resolution, against management recommendation / Shareholder proposal does not promote appropriate accountability or incentivisation				
21	Close Meeting	Mgmt		

Hannover Rueck SE

Meeting Date: 07/05/2025Country: GermanyTicker: HNR1

Record Date: 30/04/2025Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 7.00 per Share and Special Dividends of EUR 2.00 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Jean-Jacques Henchoz for Fiscal Year 2024	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Sven Althoff for Fiscal Year 2024	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.3	Approve Discharge of Management Board Member Claude Chevre for Fiscal Year 2024	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Clemens Jungsthoefel for Fiscal Year 2024	Mgmt	For	For
3.5	Approve Discharge of Management Board Member Klaus Miller for Fiscal Year 2024	Mgmt	For	For
3.6	Approve Discharge of Management Board Member Sharon Ooi for Fiscal Year 2024	Mgmt	For	For
3.7	Approve Discharge of Management Board Member Michael Pickel for Fiscal Year 2024	Mgmt	For	For
3.8	Approve Discharge of Management Board Member Silke Sehm for Fiscal Year 2024	Mgmt	For	For
3.9	Approve Discharge of Management Board Member Thorsten Steinmann for Fiscal Year 2024	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Torsten Leue for Fiscal Year 2024	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
4.2	Approve Discharge of Supervisory Board Member Herbert Haas for Fiscal Year 2024	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Natalie Ardalan (until May 6, 2024) for Fiscal Year 2024	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Frauke Heitmueller (until May 6, 2024) for Fiscal Year 2024	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Ilka Hundeshagen for Fiscal Year 2024	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Timo Kaufmann (from May 6, 2024) for Fiscal Year 2024	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.7	Approve Discharge of Supervisory Board Member Harald Kayser (from May 6, 2024) for Fiscal Year 2024	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Sibylle Kempff (from May 6, 2024) for Fiscal Year 2024	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Alena Kouba (from May 6, 2024) for Fiscal Year 2024	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Ursula Lipowsky for Fiscal Year 2024	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Michael Ollmann for Fiscal Year 2024	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Andrea Pollak (until May 6, 2024) for Fiscal Year 2024	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Erhard Schipporeit (until May 6, 2024) for Fiscal Year 2024	Mgmt	For	For
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025 and for the Review of the Interim Financial Statements for Fiscal Year 2025 and First Quarter of Fiscal Year 2026	Mgmt	For	For
5.2	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
7	Approve Management Board Remuneration Policy	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
8	Approve Supervisory Board Remuneration Policy	Mgmt	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Against
Voter Rationale: Concerns related to shareholder rights				
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For

Hannover Rueck SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For
12	Approve Merger by Absorption of Hannover Re Private Equity Beteiligungen GmbH	Mgmt	For	For

Kongsberg Gruppen ASA

Meeting Date: 07/05/2025

Country: Norway

Ticker: KOG

Record Date: 29/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Notice of Meeting and Agenda	Mgmt	For	For
2	Designate Inspector(s) of Minutes of Meeting	Mgmt		
3	Receive President's Report	Mgmt		
4	Discuss Company's Corporate Governance Statement	Mgmt		
5	Accept Financial Statements and Statutory Reports	Mgmt	For	For
6	Approve Dividends of NOK 22 Per Share	Mgmt	For	For
7	Approve Remuneration of Directors in the Amount of NOK 942,900 for Chair, NOK 429,900 for Deputy Chair and NOK 402,700 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
8	Approve Remuneration of Auditors	Mgmt	For	For
9	Approve Remuneration Statement	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
10	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				

Kongsberg Gruppen ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Reelect Eivind Reiten, Per A. Sorlie, Morten Henriksen, Merete Hverven and Kristin Faerovik as Directors (Vote for All Candidates)	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
11.1	Reelect Eivind Reiten as Director	Mgmt	For	For
11.2	Reelect Per A. Sorlie as Director	Mgmt	For	For
11.3	Reelect Morten Henriksen as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
11.4	Reelect Merete Hverven as Director	Mgmt	For	For
11.5	Reelect Kristin Faerovik as Director	Mgmt	For	For
12	Approve 5:1 Stock Split	Mgmt	For	For
13	Approve Equity Plan Financing	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
14	Approve Nomination Committee Procedures	Mgmt	For	For

Mercedes-Benz Group AG

Meeting Date: 07/05/2025	Country: Germany	Ticker: MBG
Record Date: 02/05/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 4.30 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For

Mercedes-Benz Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.2	Ratify PricewaterhouseCoopers GmbH as Auditors for the Review of Interim Financial Statements for Fiscal Year 2026	Mgmt	For	For
5.3	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
7.1	Elect Ben van Beurden to the Supervisory Board	Mgmt	For	For
7.2	Elect Elizabeth Centoni to the Supervisory Board	Mgmt	For	For
7.3	Elect Timotheus Hoettges to the Supervisory Board	Mgmt	For	For
7.4	Elect Olaf Koch to the Supervisory Board	Mgmt	For	For
7.5	Elect Helene Svahn to the Supervisory Board	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
10	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 10 Billion; Approve Creation of EUR 500 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For
11	Approve Supervisory Board Remuneration Policy	Mgmt	For	For
12	Approve Management Board Remuneration Policy	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
13	Amend Article Re: Location of Annual Meeting	Mgmt	For	For
14	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For
<i>Voter Rationale: Concerns related to shareholder rights</i>				

Mercedes-Benz Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
15	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
Voter Rationale: Insufficient/poor disclosure				

PepsiCo, Inc.

Meeting Date: 07/05/2025	Country: USA	Ticker: PEP
Record Date: 27/02/2025	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	Against
Voter Rationale: Concerns about remuneration committee performance				
1d	Elect Director Ian Cook	Mgmt	For	For
1e	Elect Director Edith W. Cooper	Mgmt	For	For
1f	Elect Director Susan M. Diamond	Mgmt	For	For
1g	Elect Director Dina Dublon	Mgmt	For	For
1h	Elect Director Michelle Gass	Mgmt	For	For
1i	Elect Director Ramon L. Laguarta	Mgmt	For	For
1j	Elect Director Dave J. Lewis	Mgmt	For	For
1k	Elect Director David C. Page	Mgmt	For	For
1l	Elect Director Robert C. Pohlad	Mgmt	For	Against
Voter Rationale: Oversight of Overboarded/Too many other time commitments				
1m	Elect Director Daniel Vasella	Mgmt	For	For
1n	Elect Director Darren Walker	Mgmt	For	For
1o	Elect Director Alberto Weisser	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: High CEO to average NEO pay, high variable pay ratio				

PepsiCo, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	SH	Against	Against
Voter Rationale: EOS manual override				
5	Report on Third-Party Racial Equity Audit	SH	Against	Against
Voter Rationale: EOS manual override				
6	Report on Risks Related to Biodiversity and Nature Loss	SH	Against	For
Voter Rationale: EOS manual override				
7	Report on Plastic Packaging	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				

Philip Morris International Inc.

Meeting Date: 07/05/2025	Country: USA	Ticker: PM
Record Date: 14/03/2025	Meeting Type: Annual	

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

Rentokil Initial Plc

Meeting Date: 07/05/2025	Country: United Kingdom	Ticker: RTO
Record Date: 02/05/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
Voter Rationale: Realized variable pay is less than or equal to 1.5x base salary				
3	Approve Final Dividend	Mgmt	For	For
4	Re-elect Richard Solomons as Director	Mgmt	For	Against
Voter Rationale: Failure to provide DEI disclosures in line with UK listing rules				
5	Re-elect Andy Ransom as Director	Mgmt	For	For
6	Elect Paul Edgecliffe-Johnson as Director	Mgmt	For	For
7	Elect Brian Baldwin as Director	Mgmt	For	For
8	Re-elect David Frear as Director	Mgmt	For	For
9	Re-elect Sally Johnson as Director	Mgmt	For	For
10	Re-elect Sarosh Mistry as Director	Mgmt	For	For
11	Re-elect John Pettigrew as Director	Mgmt	For	For
12	Re-elect Cathy Turner as Director	Mgmt	For	For
13	Re-elect Linda Yueh as Director	Mgmt	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For
17	Authorise Issue of Equity	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For

Rentokil Initial Plc

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

S&P Global Inc.

Meeting Date: 07/05/2025	Country: USA	Ticker: SPGI
Record Date: 17/03/2025	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 Martina L. Cheung	Mgmt	For	For
1.3	Elect Director Jacques Esculier	Mgmt	For	For
1.4	Elect Director William D. Green	Mgmt	For	For
1.5	Elect Director Stephanie C. Hill	Mgmt	For	Against
Voter Rationale: Concerns about remuneration committee performance				
1.6	Elect Director Rebecca Jacoby	Mgmt	For	For
1.7	Elect Director Ian Paul Livingston	Mgmt	For	For
1.8	Elect Director Maria R. Morris	Mgmt	For	For
1.9	Elect Director Gregory Washington	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Amend Clawback Policy	SH	Against	Against

Schneider Electric SE

Meeting Date: 07/05/2025	Country: France	Ticker: SU
Record Date: 05/05/2025	Meeting Type: Annual/Special	

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 3.90 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 Olivier Blum, CEO from November 1, 2024 to December 31, 2024	Mgmt	For	For
7	Approve Compensation of Peter Herweck, CEO from January 1, 2024 to November 1, 2024	Mgmt	For	For
Voter Rationale: EOS manual override				
8	Approve Compensation of Jean-Pascal Tricoire, Chairman of the Board	Mgmt	For	For
9	Approve Remuneration Policy of CEO	Mgmt	For	For
10	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For
12	Reelect Jean-Pascal Tricoire as Director	Mgmt	For	For
Voter Rationale: EOS manual override				
13	Reelect Anna Ohlsson-Leijon as Director	Mgmt	For	For
14	Ratify Appointment of Clotilde Delbos as Director	Mgmt	For	For
15	Elect Xiaohong (Laura) Ding as Representative of Employee Shareholders to the Board	Mgmt	For	For
A	Elect Alban de Beaulaincourt as Representative of Employee Shareholders to the Board	Mgmt	Against	Against
B	Elect François Durif as Representative of Employee Shareholders to the Board	Mgmt	Against	Against
C	Elect Venkat Garimella as Representative of Employee Shareholders to the Board	Mgmt	Against	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
D	Elect Gérard Le Gouefflec as Representative of Employee Shareholders to the Board	Mgmt	Against	Against
E	Elect Amandine Petitdemange as Representative of Employee Shareholders to the Board	Mgmt	Against	Against
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million	Mgmt	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 224 Million	Mgmt	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 224 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 9.73 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
22	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 224 Million	Mgmt	For	For
23	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 224 Million	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 up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For

Schneider Electric SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For
28	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
29	Amend Article 11.3 of Bylaws Re: Conditions for Replacement of Representative of Employees Shareholders	Mgmt	For	For
30	Amend Article 14.3 of Bylaws Re: Board Deliberations	Mgmt	For	For
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

AAK AB

Meeting Date: 08/05/2025

Country: Sweden

Ticker: AAK

Record Date: 29/04/2025

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		
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 Guidelines for Remuneration of Senior Executives	Mgmt		
9a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9b	Approve Allocation of Income and Dividends of SEK 5.00 Per Share	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9c.1	Approve Discharge of Patrik Andersson	Mgmt	For	For
9c.2	Approve Discharge of Marta Schorling Andreen	Mgmt	For	For
9c.3	Approve Discharge of Nils-Johan Andersson	Mgmt	For	For
9c.4	Approve Discharge of Fabienne Saadane-Oaks	Mgmt	For	For
9c.5	Approve Discharge of Ian Roberts	Mgmt	For	For
9c.6	Approve Discharge of David Alfredsson	Mgmt	For	For
9c.7	Approve Discharge of Lena Nilsson	Mgmt	For	For
9c.8	Approve Discharge of Mikael Myhre	Mgmt	For	For
9c.9	Approve Discharge of Andreas Thoresson	Mgmt	For	For
9c.10	Approve Discharge of Johan Westman	Mgmt	For	For
9c.11	Approve Discharge of Marianne Kirkegaard	Mgmt	For	For
9c.12	Approve Discharge of Annica Edvardsson	Mgmt	For	For
10	Determine Number of Members (5) and Deputy Members (0) of Board	Mgmt	For	For
11.1	Approve Remuneration of Directors in the Amount of SEK 1.2 Million for Chair and SEK 500,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
11.2	Approve Remuneration of Auditors	Mgmt	For	For
12.1	Reelect Marta Schorling Andreen as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
12.2	Reelect Patrik Andersson as Director	Mgmt	For	For
12.3	Reelect Nils-Johan Andersson as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees Concerns to protect shareholder value				
12.4	Reelect Fabienne Saadane-Oaks as Director	Mgmt	For	For
12.5	Reelect Ian Roberts as Director	Mgmt	For	For
12.6	Elect Patrik Andersson as Board Chair	Mgmt	For	For

AAK AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12.7	Ratify Ernst & Young AB as Auditors	Mgmt	For	Against
Voter Rationale: Concerns to protect shareholder value				
13	Reelect Marta Schorling Andreen (Chair), Daniel Kristiansson, Elisabet Jamal Bergstrom and Bjorn Henriksson as Members of Nominating Committee	Mgmt	For	For
14	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
15	Approve Long-Term Incentive Program for Key Employees	Mgmt	For	For
16	Approve Performance Based Incentive Program (2025/2028) for Key Employees	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
17	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For
18	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
19	Close Meeting	Mgmt		

Allianz SE

Meeting Date: 08/05/2025Country: GermanyTicker: ALV

Record Date: 30/04/2025Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 15.40 per Share	Mgmt	For	For
3.a	Approve Discharge of Management Board Member Oliver Baete for Fiscal Year 2024	Mgmt	For	For
3.b	Approve Discharge of Management Board Member Sirma Boshnakova for Fiscal Year 2024	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.c	Approve Discharge of Management Board Member Claire-Marie Coste-Lepoutre for Fiscal Year 2024	Mgmt	For	For
3.d	Approve Discharge of Management Board Member Barbara Karuth-Zelle for Fiscal Year 2024	Mgmt	For	For
3.e	Approve Discharge of Management Board Member Klaus-Peter Roehler for Fiscal Year 2024	Mgmt	For	For
3.f	Approve Discharge of Management Board Member Guenther Thallinger for Fiscal Year 2024	Mgmt	For	For
3.g	Approve Discharge of Management Board Member Christopher Townsend for Fiscal Year 2024	Mgmt	For	For
3.h	Approve Discharge of Management Board Member Renate Wagner for Fiscal Year 2024	Mgmt	For	For
3.i	Approve Discharge of Management Board Member Andreas Wimmer for Fiscal Year 2024	Mgmt	For	For
4.a	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2024	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
4.b	Approve Discharge of Supervisory Board Member Gabriele Burkhardt-Berg for Fiscal Year 2024	Mgmt	For	For
4.c	Approve Discharge of Supervisory Board Member Joerg Schneider for Fiscal Year 2024	Mgmt	For	For
4.d	Approve Discharge of Supervisory Board Member Sophie Boissard for Fiscal Year 2024	Mgmt	For	For
4.e	Approve Discharge of Supervisory Board Member Christine Bosse for Fiscal Year 2024	Mgmt	For	For
4.f	Approve Discharge of Supervisory Board Member Nadine Brandl for Fiscal Year 2024	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.g	Approve Discharge of Supervisory Board Member Stephanie Bruce for Fiscal Year 2024	Mgmt	For	For
4.h	Approve Discharge of Supervisory Board Member Rashmy Chatterjee for Fiscal Year 2024	Mgmt	For	For
4.i	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2024	Mgmt	For	For
4.j	Approve Discharge of Supervisory Board Member Jean-Claude Le Goaer for Fiscal Year 2024	Mgmt	For	For
4.k	Approve Discharge of Supervisory Board Member Martina Grundler for Fiscal Year 2024	Mgmt	For	For
4.l	Approve Discharge of Supervisory Board Member Herbert Hainer for Fiscal Year 2024	Mgmt	For	For
4.m	Approve Discharge of Supervisory Board Member Frank Kirsch for Fiscal Year 2024	Mgmt	For	For
4.n	Approve Discharge of Supervisory Board Member Juergen Lawrenz for Fiscal Year 2024	Mgmt	For	For
4.o	Approve Discharge of Supervisory Board Member Primiano Di Paolo for Fiscal Year 2024	Mgmt	For	For
4.p	Approve Discharge of Supervisory Board Member Katharina Wesenick for Fiscal Year 2024	Mgmt	For	For
5.a	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025	Mgmt	For	For
5.b	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against

Voter Rationale: Pay is misaligned with EOS remuneration principles

Allianz SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Approve Remuneration Policy	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
8	Elect Ralf Thomas to the Supervisory Board	Mgmt	For	For
9	Amend Articles of Association	Mgmt	For	For
10	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For

Centrica Plc

Meeting Date: 08/05/2025Country: United KingdomTicker: CNA

Record Date: 06/05/2025Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
3	Approve Remuneration Policy	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
4	Approve Sharesave Plan	Mgmt	For	For
5	Amend Long-Term Incentive Plan	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
6	Approve Final Dividend	Mgmt	For	For
7	Re-elect Carol Arrowsmith as Director	Mgmt	For	For
8	Re-elect Philippe Boisseau as Director	Mgmt	For	For
9	Re-elect Nathan Bostock as Director	Mgmt	For	For
10	Re-elect Chandpreet Duggal as Director	Mgmt	For	For
11	Re-elect Jo Harlow as Director	Mgmt	For	For
12	Re-elect Heidi Mottram as Director	Mgmt	For	For
13	Re-elect Kevin O'Byrne as Director	Mgmt	For	For

Centrica Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14	Re-elect Russell O'Brien as Director	Mgmt	For	For
15	Re-elect Chris O'Shea as Director	Mgmt	For	For
16	Re-elect Amber Rudd as Director	Mgmt	For	For
17	Re-elect Sue Whalley as Director	Mgmt	For	For
18	Reappoint Deloitte LLP as Auditors	Mgmt	For	For
19	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For
20	Authorise UK Political Donations and Expenditure	Mgmt	For	For
21	Approve Climate Transition Plan	Mgmt	For	For
Voter Rationale: EOS manual override				
22	Authorise Issue of Equity	Mgmt	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	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

CRH Plc

Meeting Date: 08/05/2025

Country: Ireland

Ticker: CRH

Record Date: 12/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Re-elect Richie Boucher as Director	Mgmt	For	For
1b	Re-elect Caroline Dowling as Director	Mgmt	For	For
1c	Re-elect Richard Fearon as Director	Mgmt	For	For
1d	Re-elect Johan Karlstrom as Director	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1e	Re-elect Shaun Kelly as Director	Mgmt	For	For
1f	Re-elect Badar Khan as Director	Mgmt	For	For
1g	Re-elect Lamar McKay as Director	Mgmt	For	For
1h	Re-elect Jim Mintern as Director	Mgmt	For	For
1i	Re-elect Gillian L. Platt as Director	Mgmt	For	For
1j	Re-elect Mary K. Rhinehart as Director	Mgmt	For	For
1k	Re-elect Siobhan Talbot as Director	Mgmt	For	For
1l	Re-elect Christina Verchere as Director	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	Approve Omnibus Stock Plan	Mgmt	For	For
5a	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
5b	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For
6	Authorize Issue of Equity	Mgmt	For	For
7	Authorize Issue of Equity without Pre-emptive Rights	Mgmt	For	For
8	Authorize Share Repurchase Program	Mgmt	For	For
9	Authorize Reissuance of Treasury Shares	Mgmt	For	For
10	Require Advance Notice for Shareholder Proposals/Nominations	Mgmt	For	For
11a	Adopt Plurality Voting in Contested Director Elections	Mgmt	For	For
11b	Amend Articles of Association to Allow the Board to Determine the Number of Directors and Provide for Holdover Directors	Mgmt	For	For
12	Amend Articles of Association	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Elect Chair of Meeting	Mgmt	For	For
2	Designate Inspector(s) of Minutes of Meeting	Mgmt		
3	Prepare and Approve List of Shareholders	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Receive President's Report	Mgmt		
8a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8b.1	Approve Discharge of Anthea Bath	Mgmt	For	For
8b.2	Approve Discharge of Lennart Evrell	Mgmt	For	For
8b.3	Approve Discharge of Johan Forssell	Mgmt	For	For
8b.4	Approve Discharge of Helena Hedblom	Mgmt	For	For
8b.5	Approve Discharge of Jeane Hull	Mgmt	For	For
8b.6	Approve Discharge of Ronnie Leten	Mgmt	For	For
8b.7	Approve Discharge of Ulla Litzen	Mgmt	For	For
8b.8	Approve Discharge of Sigurd Mareels	Mgmt	For	For
8b.9	Approve Discharge of Astrid Skarheim Onsum	Mgmt	For	For
8b.10	Approve Discharge of Kristina Kanestad	Mgmt	For	For
8b.11	Approve Discharge of Niclas Bergstrom	Mgmt	For	For
8b.12	Approve Discharge of CEO Helena Hedblom	Mgmt	For	For
8c	Approve Allocation of Income and Dividends of SEK 3.80 Per Share	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8d	Approve Remuneration Report	Mgmt	For	For
Voter Rationale: Pay is misaligned with EOS remuneration principles				
9a	Determine Number of Members (9) and Deputy Members of Board (0)	Mgmt	For	For
9b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
10a.1	Reelect Anthea Bath as Director	Mgmt	For	For
10a.2	Reelect Johan Forssell as Director	Mgmt	For	For
Voter Rationale: Concerns related to inappropriate membership of committees				
10a.3	Reelect Helena Hedblom as Director	Mgmt	For	For
10a.4	Reelect Jeane Hull as Director	Mgmt	For	For
10a.5	Reelect Ronnie Leten as Director	Mgmt	For	For
Voter Rationale: Concerns related to inappropriate membership of committees				
10a.6	Elect Jenny Lindqvist as New Director	Mgmt	For	For
10a.7	Reelect Ulla Litzen as Director	Mgmt	For	For
10a.8	Reelect Sigurd Mareels as Director	Mgmt	For	For
10a.9	Elect Fredric Stahl as New Director	Mgmt	For	For
10b	Reelect Ronnie Leten as Board Chair	Mgmt	For	For
Voter Rationale: Concerns related to inappropriate membership of committees				
10c	Ratify Ernst & Young as Auditors	Mgmt	For	For
11a	Approve Remuneration of Directors in the Amount of SEK 2.96 Million for Chair and SEK 930,000 for Other Directors; Approve Partly Remuneration in Synthetic Shares; Approve Remuneration for Committee Work	Mgmt	For	For
11b	Approve Remuneration of Auditors	Mgmt	For	For
12a	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For

Epiroc AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12b	Approve Stock Option Plan 2025 for Key Employees	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
13a	Approve Equity Plan Financing Through Repurchase of Class A Shares	Mgmt	For	For
13b	Approve Repurchase of Shares to Pay 50 Percent of Director's Remuneration in Synthetic Shares	Mgmt	For	For
13c	Approve Equity Plan Financing Through Transfer of Class A Shares to Participants	Mgmt	For	For
13d	Approve Sale of Class A Shares to Finance Director Remuneration in Synthetic Shares	Mgmt	For	For
13e	Approve Sale of Class A Shares to Finance Stock Option Plan 2018, 2019, 2020, 2021 and 2022	Mgmt	For	For
14	Close Meeting	Mgmt		

Fastighets AB Balder

Meeting Date: 08/05/2025	Country: Sweden	Ticker: BALD.B
Record Date: 29/04/2025	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	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For
6	Approve Agenda of Meeting	Mgmt	For	For
7.a	Receive Financial Statements and Statutory Reports	Mgmt		
7.b	Receive Auditor Report on Guidelines for Remuneration of Senior Executives	Mgmt		
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For

Fastighets AB Balder

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.b	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For
8.c	Approve Discharge of Board and President	Mgmt	For	For
9	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For
10	Approve Remuneration of Directors in the Amount of SEK 350,000 for Chair and SEK 200,000 for Other Directors Approve Remuneration of Auditors	Mgmt	For	For
11a	Reelect Sten Duner (Chair) as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on boardConcerns related to inappropriate membership of committees				
11b	Reelect Erik Selin as Director	Mgmt	For	For
11c	Reelect Fredrik Svensson as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on boardConcerns related to inappropriate membership of committees				
11d	Reelect Carin Kindbom as Director	Mgmt	For	For
11e	Reelect Anders Wennergren as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on boardConcerns related to inappropriate membership of committees				
11f	Elect Carina Edblad New as Director	Mgmt	For	For
12	Approve Nomination Committee Procedures	Mgmt	For	For
13	Approve Remuneration Report	Mgmt	For	For
14	Approve Issuance of Up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For
15	Authorize Class B Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
16	Close Meeting	Mgmt		

InterContinental Hotels Group Plc

Meeting Date: 08/05/2025	Country: United Kingdom	Ticker: IHG
Record Date: 06/05/2025	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: Excessive CEO pay</i>				
3	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles Total maximum variable pay is equal or >6 times base salary</i>				
4	Approve Final Dividend	Mgmt	For	For
5a	Re-elect Graham Allan as Director	Mgmt	For	For
5b	Re-elect Arthur de Haast as Director	Mgmt	For	For
5c	Re-elect Duriya Farooqui as Director	Mgmt	For	For
5d	Re-elect Michael Glover as Director	Mgmt	For	For
5e	Re-elect Byron Grote as Director	Mgmt	For	For
5f	Re-elect Sir Ron Kalifa as Director	Mgmt	For	For
5g	Re-elect Elie Maalouf as Director	Mgmt	For	For
5h	Re-elect Deanna Oppenheimer as Director	Mgmt	For	For
5i	Re-elect Angie Risley as Director	Mgmt	For	For
5j	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	Authorise Issue of Equity	Mgmt	For	For
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For

InterContinental Hotels Group Plc

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

Koninklijke Philips NV

Meeting Date: 08/05/2025	Country: Netherlands	Ticker: PHIA
Record Date: 10/04/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1.	Open Meeting	Mgmt		
2.	President's Speech	Mgmt		
3.a.	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
3.b.	Adopt Financial Statements	Mgmt	For	For
3.c.	Approve Dividends	Mgmt	For	For
3.d.	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
3.e.	Approve Discharge of Management Board	Mgmt	For	For
3.f.	Approve Discharge of Supervisory Board	Mgmt	For	For
4.	Reelect M.J. van Ginneken to Management Board	Mgmt	For	For
5.a.	Reelect S.K. Chua to Supervisory Board	Mgmt	For	For
5.b.	Reelect I.K. Nooyi to Supervisory Board	Mgmt	For	For
5.c.	Elect R.J. White to Supervisory Board	Mgmt	For	For
6.a.	Grant Board Authority to Issue Shares	Mgmt	For	For
6.b.	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
7.	Authorize Repurchase of Shares	Mgmt	For	For
8.	Approve Cancellation of Shares	Mgmt	For	For
9.	Other Business (Non-Voting)	Mgmt		
10.	Close Meeting	Mgmt		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
3	Approve Final Dividend	Mgmt	For	For
4	Elect Sucheta Govil as Director	Mgmt	For	For
5	Re-elect Svein Brandtzaeg as Director	Mgmt	For	For
6	Re-elect Sue Clark as Director	Mgmt	For	For
7	Re-elect Anke Groth as Director	Mgmt	For	For
8	Re-elect Andrew King as Director	Mgmt	For	For
9	Re-elect Saki Macozoma as Director	Mgmt	For	For
10	Re-elect Mike Powell as Director	Mgmt	For	For
11	Re-elect Dame Angela Strank as Director	Mgmt	For	For
12	Re-elect Philip Yea as Director	Mgmt	For	For
13	Re-elect Stephen Young as Director	Mgmt	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
16	Approve Long-Term Incentive Plan	Mgmt	For	For
17	Approve Bonus Share Plan	Mgmt	For	For
18	Authorise Issue of Equity	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

MTU Aero Engines AG

Meeting Date: 08/05/2025

Country: Germany

Ticker: MTX

Record Date: 30/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2025	Mgmt	For	For
6	Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For
7.1	Elect Rainer Martens to the Supervisory Board	Mgmt	For	For
7.2	Elect Peter Weckesser to the Supervisory Board	Mgmt	For	For
7.3	Elect Detlef Kayser to the Supervisory Board	Mgmt	For	For
8	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
9	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For

Prologis, Inc.

Meeting Date: 08/05/2025

Country: USA

Ticker: PLD

Record Date: 12/03/2025

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

Prologis, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1d	Elect Director George L. Fotiades	Mgmt	For	For
1e	Elect Director Lydia H. Kennard	Mgmt	For	For
1f	Elect Director Daniel S. Letter	Mgmt	For	For
1g	Elect Director Irving F. Lyons, III	Mgmt	For	For
1h	Elect Director Guy A. Metcalfe	Mgmt	For	For
1i	Elect Director Avid Modjtabai	Mgmt	For	For
1j	Elect Director David P. O'Connor	Mgmt	For	For
1k	Elect Director Olivier Piani	Mgmt	For	For
1l	Elect Director Sarah A. Slusser	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
3	Ratify KPMG LLP as Auditors	Mgmt	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For
Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation				

Reckitt Benckiser Group Plc

Meeting Date: 08/05/2025Country: United KingdomTicker: RKT

Record Date: 06/05/2025Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Use of share options in remuneration policy Total maximum variable pay is equal or >6 times base salary				
3	Approve Remuneration Policy	Mgmt	For	Against
Voter Rationale: Use of share options in remuneration policy Total maximum variable pay is equal or >6 times base salary				
4	Approve Final Dividend	Mgmt	For	For
5	Re-elect Andrew Bonfield as Director	Mgmt	For	For
6	Re-elect Margherita Della Valle as Director	Mgmt	For	For

Reckitt Benckiser Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Re-elect Mehmood Khan as Director	Mgmt	For	For
8	Re-elect Elane Stock as Director	Mgmt	For	For
9	Re-elect Sir Jeremy Darroch as Director	Mgmt	For	For
10	Re-elect Tamara Ingram as Director	Mgmt	For	For
11	Re-elect Kris Licht as Director	Mgmt	For	For
12	Re-elect Shannon Eisenhardt as Director	Mgmt	For	For
13	Re-elect Marybeth Hays as Director	Mgmt	For	For
14	Elect Fiona Dawson as Director	Mgmt	For	For
15	Elect Stefan Oschmann as Director	Mgmt	For	For
16	Elect Mahesh Madhavan as Director	Mgmt	For	For
17	Reappoint KPMG 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	Approve Long-Term Incentive Plan	Mgmt	For	Against
Voter Rationale: Use of share options in remuneration policy				
21	Approve Sharesave Plan	Mgmt	For	For
22	Authorise Issue of Equity	Mgmt	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	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

Sagax AB

Meeting Date: 08/05/2025	Country: Sweden	Ticker: SAGA.B
Record Date: 29/04/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Elect Chair 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.a)	Accept Financial Statements and Statutory Reports	Mgmt	For	For
7.b)	Approve Allocation of Income and Dividends of SEK 3.50 Per Class A Share and Class B Share and SEK 2.00 Per Class D Share	Mgmt	For	For
7.c)1	Approve Discharge of Staffan Salen	Mgmt	For	For
7.c)2	Approve Discharge of Johan Cederlund	Mgmt	For	For
7.c)3	Approve Discharge of Filip Engelbert	Mgmt	For	For
7.c)4	Approve Discharge of David Mindus	Mgmt	For	For
7.c)5	Approve Discharge of Johan Thorell	Mgmt	For	For
7.c)6	Approve Discharge of Ulrika Werdelin	Mgmt	For	For
7.c)7	Approve Discharge of David Mindus	Mgmt	For	For
8	Determine Number of Members (6) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors	Mgmt	For	For
9	Approve Remuneration of Directors in the Amount of SEK 400,000 for Chair, and SEK 220,000 for Other Directors; Approve Committee Fees; Approve Remuneration of Auditor	Mgmt	For	For
10.1	Reelect Johan Cederlund as Director	Mgmt	For	Against

Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees

Sagax AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10.2	Reelect Filip Engelbert as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on board				
10.3	Reelect David Mindus as Director	Mgmt	For	For
10.4	Reelect Staffan Salen as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity				
10.5	Reelect Johan Thorell as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments				
10.6	Reelect Ulrika Werdelin as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees				
10.7	Reelect Staffan Salen as Board Chair	Mgmt	For	Against
Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity				
10.8	Ratify Ernst & Young as Auditors	Mgmt	For	For
11	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
12	Approve Warrant Plan 2025/2028 for Key Employees	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
13	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	Against
Voter Rationale: Double voting rights				
14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
15	Close Meeting	Mgmt		

Securitas AB

Meeting Date: 08/05/2025	Country: Sweden	Ticker: SECU.B
Record Date: 29/04/2025	Meeting Type: Annual	

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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.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 4.50 Per Share	Mgmt	For	For
9.c	Approve May 12, 2025 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 (8) and Deputy Directors (0) of Board	Mgmt	For	For
12	Approve Remuneration of Directors in the Amount of SEK 3.5 Million for Chair, and SEK 1.2 Million for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For
13	Reelect Jan Svensson (Chair), Asa Bergman, Fredrik Cappelen, Harry Klagsbrun, Johan Menckel and Sofia Schorling Hogberg as Directors; Elect Jill D. Smith and Massimo Grassi as New Directors	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments</i>				
14	Ratify Ernst & Young AB as Auditors	Mgmt	For	For

Securitas AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
15	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
16	Approve Performance Share Program LTI 2025/2027 for Key Employees and Related Financing	Mgmt	For	For
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
18	Close Meeting	Mgmt		

Standard Chartered Plc

Meeting Date: 08/05/2025

Country: United Kingdom

Ticker: STAN

Record Date: 06/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4	Approve Remuneration Policy	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles.Total maximum variable pay is equal or 6 times base salary				
5	Elect Lincoln Leong as Director	Mgmt	For	For
6	Re-elect Maria Ramos as Director	Mgmt	For	For
7	Re-elect Shirish Apte as Director	Mgmt	For	For
8	Re-elect Diego De Giorgi as Director	Mgmt	For	For
9	Re-elect Jackie Hunt as Director	Mgmt	For	For
10	Re-elect Diane Jurgens as Director	Mgmt	For	For
11	Re-elect Robin Lawther 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 Bill Winters as Director	Mgmt	For	For

Standard Chartered Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
15	Re-elect Linda Yueh 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 UK Political Donations and Expenditure	Mgmt	For	For
19	Authorise Issue of Equity	Mgmt	For	For
20	Extend the Authority to Allot Shares by Such Number of Shares Repurchased by the Company under the Authority Granted Pursuant to Resolution 25	Mgmt	For	For
21	Authorise Issue of Equity in Relation to Equity Convertible Additional Tier 1 Securities	Mgmt	For	For
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Relation to Equity Convertible Additional Tier 1 Securities	Mgmt	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
26	Authorise Market Purchase of Preference Shares	Mgmt	For	For
Voter Rationale: EOS Manual Override				
27	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Stryker Corporation

Meeting Date: 08/05/2025	Country: USA	Ticker: SYK
Record Date: 10/03/2025	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 Kevin A. Lobo	Mgmt	For	For

Stryker Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1d	Elect Director Emmanuel P. Maceda	Mgmt	For	For
1e	Elect Director Sherilyn S. McCoy	Mgmt	For	For
1f	Elect Director Rachel M. Ruggeri	Mgmt	For	For
1g	Elect Director Andrew K. Silvernail	Mgmt	For	Against
Voter Rationale: Overboarded/Too many other time commitments				
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	Amend Omnibus Stock Plan	Mgmt	For	For
4	Amend Restricted Stock Plan	Mgmt	For	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For
6	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
7	Report on Political Contributions and Expenditures	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				

Swedish Orphan Biovitrum AB

Meeting Date: 08/05/2025Country: SwedenTicker: SOBI

Record Date: 29/04/2025Meeting 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		

Swedish Orphan Biovitrum AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt		
8	Receive President's Report	Mgmt		
9	Receive Report on Work of Board and Committees	Mgmt		
10	Accept Financial Statements and Statutory Reports	Mgmt	For	For
11	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For
12.1	Approve Discharge of Christophe Bourdon	Mgmt	For	For
12.2	Approve Discharge of Annette Clancy	Mgmt	For	For
12.3	Approve Discharge of Bo Jesper Hansen	Mgmt	For	For
12.4	Approve Discharge of David Meek	Mgmt	For	For
12.5	Approve Discharge of Zlatko Rihter	Mgmt	For	For
12.6	Approve Discharge of Helena Saxon	Mgmt	For	For
12.7	Approve Discharge of Staffan Schuberg	Mgmt	For	For
12.8	Approve Discharge of Filippa Stenberg	Mgmt	For	For
12.9	Approve Discharge of Anders Ullman	Mgmt	For	For
12.10	Approve Discharge of Mats Lek	Mgmt	For	For
12.11	Approve Discharge of Katy Mazibuko	Mgmt	For	For
12.12	Approve Discharge of Sara Carlsson	Mgmt	For	For
12.13	Approve Discharge of Asa Kjellstrom	Mgmt	For	For
12.14	Approve Discharge of Susanna Ronnback	Mgmt	For	For
12.15	Approve Discharge of CEO Guido Oelkers	Mgmt	For	For
13.1	Approve Remuneration of Directors in the Amount of SEK 2.2 Million for Chair and SEK 720,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For
13.2	Approve Remuneration of Auditors	Mgmt	For	For

Swedish Orphan Biovitrum AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14.1	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For
14.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
15.a	Reelect Christophe Bourdon as Director	Mgmt	For	For
15.b	Reelect David Meek as Director	Mgmt	For	For
15.c	Reelect Zlatko Rihter as Director	Mgmt	For	For
15.d	Reelect Helena Saxon as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
15.e	Reelect Staffan Schuberg as Director	Mgmt	For	For
15.f	Reelect Filippa Stenberg as Director	Mgmt	For	For
15.g	Reelect Anders Ullman as Director	Mgmt	For	For
15.h	Elect Iris Loew-Friedrich as New Director	Mgmt	For	For
15.i	Elect David Meek as Board Chair	Mgmt	For	For
15.j	Ratify Ernst & Young AB as Auditors	Mgmt	For	For
16	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
17.A1	Approve Long Term Incentive Program (Management Program)	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
17.A2	Approve Long Term Incentive Program (All Employee Program)	Mgmt	For	For
17.B1	Approve Equity Plan Financing (Management Program)	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
17.B2	Approve Equity Plan Financing (All Employee Program)	Mgmt	For	For
17.C	Approve Alternative Equity Plan Financing	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
18	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	Against
<i>Voter Rationale: Issue of equity raises concerns about excessive dilution of existing shareholders</i>				

Swedish Orphan Biovitrum AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
19	Approve Transfer of Shares in Connection with Previous Share Programs	Mgmt	For	For
20	Close Meeting	Mgmt		

Talanx AG

Meeting Date: 08/05/2025	Country: Germany	Ticker: TLX
Record Date: 30/04/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 2.70 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Torsten Leue for Fiscal Year 2024	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Jean-Jacques Henchoz for Fiscal Year 2024	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Wilm Langenbach for Fiscal Year 2024	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Edgar Puls for Fiscal Year 2024	Mgmt	For	For
3.5	Approve Discharge of Management Board Member Caroline Schlienkamp for Fiscal Year 2024	Mgmt	For	For
3.6	Approve Discharge of Management Board Member Jens Warkentin for Fiscal Year 2024	Mgmt	For	For
3.7	Approve Discharge of Management Board Member Jan Wicke for Fiscal Year 2024	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Herbert Haas for Fiscal Year 2024	Mgmt	For	Against

Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.2	Approve Discharge of Supervisory Board Member Jutta Hammer for Fiscal Year 2024	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Ralf Rieger for Fiscal Year 2024	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Angela Titzrath for Fiscal Year 2024	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Natalie Ardalan for Fiscal Year 2024	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Benita Bierstedt for Fiscal Year 2024	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Rainer-Karl Bock-Wehr for Fiscal Year 2024	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Joachim Brenk for Fiscal Year 2024	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Sebastian Gascard for Fiscal Year 2024	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Christof Guenther for Fiscal Year 2024	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Herrmann Jung for Fiscal Year 2024	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Dirk Lohmann for Fiscal Year 2024	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Christoph Meister for Fiscal Year 2024	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Jutta Mueck for Fiscal Year 2024	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Sandra Reich for Fiscal Year 2024	Mgmt	For	For

Talanx AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.16	Approve Discharge of Supervisory Board Member Matthias Rickel for Fiscal Year 2024	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Jens Schubert for Fiscal Year 2024	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Patrick Seidel for Fiscal Year 2024	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Norbert Steiner for Fiscal Year 2024	Mgmt	For	For
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For
5.2	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
7	Approve Remuneration Policy	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
8	Approve Remuneration of Supervisory Board	Mgmt	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Against
Voter Rationale: Concerns related to shareholder rights				

Union Pacific Corporation

Meeting Date: 08/05/2025	Country: USA	Ticker: UNP
Record Date: 14/03/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director David B. Dillon	Mgmt	For	For
1b	Elect Director Sheri H. Edison	Mgmt	For	For
1c	Elect Director Teresa M. Finley	Mgmt	For	For
1d	Elect Director Deborah C. Hopkins	Mgmt	For	For

Union Pacific Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1e	Elect Director Jane H. Lute	Mgmt	For	For
1f	Elect Director Michael R. McCarthy	Mgmt	For	For
1g	Elect Director Doyle R. Simons	Mgmt	For	For
1h	Elect Director John K. Tien, Jr.	Mgmt	For	For
1i	Elect Director V. James Vena	Mgmt	For	For
1j	Elect Director John P. Wiehoff	Mgmt	For	For
1k	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	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
4	Amend Clawback Policy	SH	Against	Against

United Parcel Service, Inc.

Meeting Date: 08/05/2025Country: USATicker: UPS

Record Date: 10/03/2025Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Rodney Adkins	Mgmt	For	For
1b	Elect Director Eva Boratto	Mgmt	For	For
1c	Elect Director Kevin Clark	Mgmt	For	For
1d	Elect Director Wayne Hewett	Mgmt	For	For
1e	Elect Director Angela Hwang	Mgmt	For	For
1f	Elect Director Kate Johnson	Mgmt	For	For
1g	Elect Director William Johnson	Mgmt	For	Against
Voter Rationale: Concerns related to shareholder value				
1h	Elect Director Franck Moison	Mgmt	For	For
1i	Elect Director Christiana Smith Shi	Mgmt	For	For
Voter Rationale: EOS manual override				
1j	Elect Director Russell Stokes	Mgmt	For	For
1k	Elect Director Carol B. Tome	Mgmt	For	For
1l	Elect Director Kevin M. Warsh	Mgmt	For	For

United Parcel Service, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: EOS manual override				
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For
Voter Rationale: Shareholder proposal promotes enhanced shareholder rights				
5	Report on Risks Arising from Voluntary Carbon-Reduction Commitments	SH	Against	Against

AbbVie Inc.

Meeting Date: 09/05/2025	Country: USA	Ticker: ABBV
Record Date: 10/03/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director William H.L. Burnside	Mgmt	For	For
1b	Elect Director Thomas C. Freyman	Mgmt	For	For
Voter Rationale: EOS manual override				
1c	Elect Director Brett J. Hart	Mgmt	For	For
1d	Elect Director Edward J. Rapp	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Total pay is in the bottom quartile (low relative to peers)				
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For
5	Adopt Simple Majority Vote	SH	Against	For
Voter Rationale: Shareholder proposal promotes enhanced shareholder rights				

Admiral Group Plc

Meeting Date: 09/05/2025	Country: United Kingdom	Ticker: ADM
Record Date: 07/05/2025	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 Michael Rogers as Director	Mgmt	For	For
5	Re-elect Milena Mondini de Focatiis as Director	Mgmt	For	For
6	Re-elect Geraint Jones as Director	Mgmt	For	For
7	Re-elect Evelyn Bourke as Director	Mgmt	For	For
8	Re-elect Michael Brierley as Director	Mgmt	For	For
9	Re-elect Andrew Crossley as Director	Mgmt	For	For
10	Re-elect Karen Green as Director	Mgmt	For	For
11	Re-elect Fiona Muldoon as Director	Mgmt	For	For
12	Re-elect Jayaprakasa Rangaswami as Director	Mgmt	For	For
13	Re-elect William Roberts as Director	Mgmt	For	For
14	Re-elect Justine Roberts 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	Approve Discretionary Free Share Scheme	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

Admiral Group Plc

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

Evolution AB

Meeting Date: 09/05/2025	Country: Sweden	Ticker: EVO
Record Date: 30/04/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2.1	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
5.1	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
7.b	Approve Allocation of Income and Dividends of EUR 2.80 Per Share	Mgmt	For	For
7.c1	Approve Discharge of Jens Von Bahr	Mgmt	For	For
7.c2	Approve Discharge of Joel Citron	Mgmt	For	For
7.c3	Approve Discharge of Mimi Drake	Mgmt	For	For
7.c4	Approve Discharge of Ian Livingstone	Mgmt	For	For
7.c5	Approve Discharge of Sandra Urie	Mgmt	For	For
7.c6	Approve Discharge of Fredrik Osterberg	Mgmt	For	For
7.c7	Approve Discharge of CEO Martin Carlesund	Mgmt	For	For
8	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For

Evolution AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9	Approve Remuneration of Directors in the Amount of EUR 400,000 for Chair and EUR 150,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
10.1	Reelect Jens von Bahr as Director	Mgmt	For	For
10.2	Reelect Joel Citron as Director	Mgmt	For	For
10.3	Reelect Mimi Drake as Director	Mgmt	For	For
10.4	Reelect Ian Livingstone as Director	Mgmt	For	For
10.5	Reelect Sandra Urie as Director	Mgmt	For	For
10.6	Reelect Fredrik Osterberg as Director	Mgmt	For	For
10.7	Shareholder Proposal Submitted by Gabor Szabo	Mgmt		
	Elect Gabor Szabo as Director	SH	None	Against
Voter Rationale: EOS manual override				
11	Management Proposals	Mgmt		
	Approve Remuneration of Auditor	Mgmt	For	For
	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For
	Approve Nomination Committee Procedures	Mgmt	For	For
	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
15	Authorize Share Repurchase Program	Mgmt	For	For
16	Authorize 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.a	Approve EUR 22,631.83 Reduction in Share Capital via Share Cancellation	Mgmt	For	For
18.b	Approve EUR 22,631.83 Increase of Share Capital through a Bonus Issue without the Issuance of New Shares	Mgmt	For	For
19	Approve Warrant Plan 2025/2028 for Key Employees; Approve Equity Plan Financing	Mgmt	For	For

Evolution AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
20.a	Shareholder Proposals Submitted by Jaswinder Kaur Nagra	Mgmt		
	Investigate and Initiate the Process of Relocation of Company's Corporate Domicile to the USA	SH	None	Against
20.b	Voter Rationale: EOS manual override			
	Evaluate the Possibility and Consequences of Primary Listing on NASDAQ in the USA	SH	None	Against
20.c	Voter Rationale: EOS manual override			
	Approve Engaging US Institutional Investors Through Strategic Actions	SH	None	Against
20.d	Voter Rationale: EOS manual override			
	Donate SEK 1 Billion to Donald Trump's Administration to Facilitate Lobbying and Create Conditions for Establishing Operations in the USA	SH	None	Against
20.e	Voter Rationale: EOS manual override			
	Initiate Share Repurchase Program	SH	None	Against
20.f	Voter Rationale: EOS manual override			
	Evaluate Borrowing Options to Finance Share Buyback Program	SH	None	Against
21	Close Meeting	Mgmt		

Norsk Hydro ASA

Meeting Date: 09/05/2025

Record Date: 02/05/2025

Country: Norway

Meeting Type: Annual

Ticker: NHY

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 2.25 Per Share	Mgmt	For	For
6	Approve NOK 33.5 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For
7	Approve Remuneration of Auditors	Mgmt	For	For
8	Discuss Company's Corporate Governance Statement	Mgmt		
9	Approve Remuneration Statement	Mgmt	For	For
Voter Rationale: EOS manual override				
10.1	Elect Kim Wahl as New Director	Mgmt	For	For
11.1	Elect Susanne Munch Thore (Chair) as Member of Nominating Committee	Mgmt	For	For
11.2	Elect Muriel Bjorseth Hansen as Member of Nominating Committee	Mgmt	For	For
11.3	Elect Karl Mathisen as Member of Nominating Committee	Mgmt	For	For
11.4	Elect Harald Serc-Hanssen as Member of Nominating Committee	Mgmt	For	For
12	Approve Remuneration of Directors in the Amount of NOK 1 Million for Chair, NOK 536,000 for Vice Chair and NOK 469,000 for the Other Directors; Approve Committee Fees	Mgmt	For	For
13	Approve Remuneration of Members of Nomination Committe	Mgmt	For	For
	Shareholder Proposal Submitted by Ivar Saetre	Mgmt		
14	Approve Proposal to Investigate the Establishment of a Small Modular Reactor to Supply Electric Power to Sunndal Verk	SH	Against	Against
	Shareholder Proposal Submitted by Albert Berveling	Mgmt		
15	Approve Proposal to Investigate Involvement in Nuclear Power	SH	Against	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
Voter Rationale: Realized variable pay is less than or equal to 1.5x base salary				
3	Approve Final Dividend	Mgmt	For	For
4	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
6	Elect Ruaridh Hook as Director	Mgmt	For	For
7	Re-elect Andrew Fisher as Director	Mgmt	For	For
8	Re-elect Johan Svanstrom as Director	Mgmt	For	For
9	Re-elect Jacqueline de Rojas as Director	Mgmt	For	For
10	Re-elect Andrew Findlay as Director	Mgmt	For	For
11	Re-elect Kriti Sharma 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

The Progressive Corporation

Meeting Date: 09/05/2025	Country: USA	Ticker: PGR
Record Date: 14/03/2025	Meeting Type: Annual	

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

ASM International NV

Meeting Date: 12/05/2025	Country: Netherlands	Ticker: ASM
Record Date: 14/04/2025	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.a.	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
3.b.	Adopt Financial Statements and Statutory Reports	Mgmt	For	For

ASM International NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.c	Approve Dividends	Mgmt	For	For
4.a.	Approve Discharge of Management Board	Mgmt	For	For
4.b	Approve Discharge of Supervisory Board	Mgmt	For	For
5	Reelect Verhagen to Management Board	Mgmt	For	For
6.a.	Reelect Van der Meer Mohr to Supervisory Board	Mgmt	For	For
6.b.	Reelect Sanchez to Supervisory Board	Mgmt	For	For
6.c	Reelect Kahle-Galonske to Supervisory Board	Mgmt	For	For
7.a.	Appoint EY Accountants B.V. as as Assurance Provider for Sustainability Reporting for the Financial Year 2025	Mgmt	For	For
7.b.	Ratify EY Accountants B.V. as Auditors	Mgmt	For	For
7.c.	Appoint EY Accountants B.V. as Assurance Provider for Sustainability Reporting for the Financial Year 2026	Mgmt	For	For
8.a.	Grant Board Authority to Issue Shares	Mgmt	For	For
8.b.	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
9.	Authorize Repurchase of Shares	Mgmt	For	For
10.	Other Business (Non-Voting)	Mgmt		
11.	Close Meeting	Mgmt		

Aker BP ASA

Meeting Date: 13/05/2025	Country: Norway	Ticker: AKRBP
Record Date: 06/05/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Registration of Attending Shareholders and Proxies	Mgmt		
2	Elect Chair of Meeting; Designate Inspector of Minutes of Meeting	Mgmt	For	For

Aker BP ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Approve Notice of Meeting and Agenda	Mgmt	For	For
4	Accept Financial Statements and Statutory Reports; Receive Corporate Governance Report	Mgmt	For	For
5	Approve Remuneration Statement	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
6	Approve Nomination Committee Procedures	Mgmt	For	For
7	Approve Remuneration of Auditors	Mgmt	For	Against
Voter Rationale: Concerns related to Non-audit fees				
8	Approve Remuneration of Directors in the Amount of NOK 993,000 for Chair, NOK 532,000 for Deputy Chair and NOK 466,000 for Other Directors	Mgmt	For	For
9	Approve Remuneration of Nomination Committee	Mgmt	For	For
10	Reelect Anne Marie Cannon, Kjell Inge Rokke and Kate Thomson as Directors; Elect Niamh Staunton as Deputy Director for Kate Thomson	Mgmt	For	Against
Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees				
11	Reelect Ian Lundin as Member of Nominating Committee	Mgmt	For	Against
Voter Rationale: Concerns related to board composition				
12	Approve Creation of Up to NOK 31.6 Million Pool of Capital without Preemptive Rights	Mgmt	For	Against
Voter Rationale: Poison pill/anti-takeover measure not in investors interests				
13	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Against
Voter Rationale: Poison pill/anti-takeover measure not in investors interests				
14	Authorize Board to Distribute Dividends	Mgmt	For	For

BNP Paribas SA

Meeting Date: 13/05/2025	Country: France	Ticker: BNP
Record Date: 09/05/2025	Meeting Type: Annual/Special	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 4.79 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-Laurent Bonnafe as Director	Mgmt	For	For
7	Reelect Lieve Logghe as Director	Mgmt	For	For
8	Elect Bertrand de Mazieres as Director	Mgmt	For	For
9	Elect Valerie Chort as Director	Mgmt	For	For
10	Elect Nicolas Peter as Director	Mgmt	For	For
11	Elect Guillaume Poupard as Director	Mgmt	For	For
12	Approve Remuneration Policy of Directors	Mgmt	For	For
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
14	Approve Remuneration Policy of CEO	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
15	Approve Remuneration Policy of Vice-CEOs	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
16	Approve Compensation Report of Corporate Officers	Mgmt	For	For
17	Approve Compensation of Jean Lemierre, Chairman of the Board	Mgmt	For	For
18	Approve Compensation of Jean-Laurent Bonnafe, CEO	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				

BNP Paribas SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
19	Approve Compensation of Yann Gerardin, Vice-CEO	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
20	Approve Compensation of Thierry Laborde, Vice-CEO	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
21	Approve Remuneration of Directors in the Aggregate Amount of EUR 2 Million	Mgmt	For	For
22	Approve the Overall Envelope of Compensation of Certain Senior Management, Responsible Officers and the Risk-takers	Mgmt	For	For
Extraordinary Business				
23	Approve Issuance of Super-Subordinated Contingent Convertible Bonds without Preemptive Rights for Private Placements, up to 10 Percent of Issued Capital	Mgmt	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
26	Amend Article 14 of Bylaws Re: Age Limit of CEO	Mgmt	For	For
27	Amend Article 14 of Bylaws Re: Age Limit of Chairman of the Board	Mgmt	For	For
28	Amend Article 16 of Bylaws Re: Age Limit of Vice-CEOs	Mgmt	For	For
29	Amend Article 10 of Bylaws to Comply with Legal Changes Re: Board Deliberations	Mgmt	For	For
30	Amend Article 10 and 18 of Bylaws to Comply with Legal Changes	Mgmt	For	For
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

ConocoPhillips

Meeting Date: 13/05/2025

Country: USA

Ticker: COP

Record Date: 21/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Dennis V. Arriola	Mgmt	For	For
1b	Elect Director Nelda J. Connors	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 Arjun N. Murti	Mgmt	For	For
Voter Rationale: Concerns regarding Auditor tenure				
1j	Elect Director Robert A. Niblock	Mgmt	For	For
1k	Elect Director David T. Seaton	Mgmt	For	For
1l	Elect Director R.A. Walker	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
Voter Rationale: Concerns regarding Auditor tenure				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For
5	Remove All GHG Emissions Reduction Targets	SH	Against	Against
Voter Rationale: EOS manual override				

Lotus Bakeries NV

Meeting Date: 13/05/2025Country: BelgiumTicker: LOTB

Record Date: 29/04/2025Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Annual Meeting Agenda	Mgmt		
	Receive Directors' Reports (Non-Voting)	Mgmt		

Lotus Bakeries NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Receive Auditors' Reports (Non-Voting)	Mgmt		
3	Approve Financial Statements, Allocation of Income, and Dividends of EUR 76 per Share	Mgmt	For	For
4	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt		
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 Discharge of Directors	Mgmt	For	For
8	Approve Discharge of Auditors	Mgmt	For	For
9	Reelect Vasticom BV, Permanently Represented by Jan Vander Stichele, as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees Lack of independence on board</i>				
10	Reelect Stephenson NV, Permanently Represented by Jan Boone, as Director	Mgmt	For	For
11	Elect Anton Stevens as Non-Executive Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to attendance at board or committee meetings Lack of independence on board</i>				
12	Reelect Palumi BV, Permanently Represented by Peter Bossaert, as Director	Mgmt	For	For
13	Reelect Benoit Graulich BV, Permanently Represented by Benoit Graulich, as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees Concerns related to succession planning Lack of independence on board Concerns related to approach to board diversity</i>				
14	Appoint Deloitte for Sustainability Reporting and Approve Their Remuneration	Mgmt	For	For
15	Ratify Deloitte, Represented by Kurt Dehoorne, as Auditors and Approve Auditors' Remuneration	Mgmt	For	For
16	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For

Phoenix Group Holdings Plc

Meeting Date: 13/05/2025

Record Date: 09/05/2025

Country: United Kingdom

Meeting Type: Annual

Ticker: PHNX

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 Andy Briggs as Director	Mgmt	For	For
5	Re-elect Eleanor Bucks as Director	Mgmt	For	For
6	Elect Sherry Coutu as Director	Mgmt	For	For
7	Re-elect Karen Green as Director	Mgmt	For	For
8	Re-elect Mark Gregory as Director	Mgmt	For	For
9	Re-elect Hiroyuki Iioka as Director	Mgmt	For	For
10	Re-elect Sir Nicholas Lyons as Director	Mgmt	For	For
11	Re-elect Katie Murray as Director	Mgmt	For	For
12	Elect Nicolaos Nicandrou as Director	Mgmt	For	For
13	Re-elect Belinda Richards as Director	Mgmt	For	For
14	Re-elect David Scott as Director	Mgmt	For	For
15	Re-elect Maggie Semple as Director	Mgmt	For	For
16	Re-elect Nicholas Shott 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 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

Phoenix Group Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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
25	Adopt New Articles of Association	Mgmt	For	For
Voter Rationale: EOS manual override				

Rheinmetall AG

Meeting Date: 13/05/2025Country: GermanyTicker: RHM

Record Date: 21/04/2025Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 8.10 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For
5.1	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For
5.2	Appoint Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For
6.1	Elect Ulrich Grillo to the Supervisory Board	Mgmt	For	For
6.2	Elect Marc Tuengler to the Supervisory Board	Mgmt	For	For
6.3	Elect Andreas Georgi to the Supervisory Board	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committee				
6.4	Elect Sigmar Gabriel to the Supervisory Board	Mgmt	For	For
6.5	Elect Sabina Jeschke to the Supervisory Board	Mgmt	For	For
7	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				

Rheinmetall AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Approve Remuneration Policy	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
9	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	For	For
10	Approve Affiliation Agreement with Rheinmetall Digital GmbH	Mgmt	For	For

SAP SE

Meeting Date: 13/05/2025	Country: Germany	Ticker: SAP
Record Date: 21/04/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 2.35 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For
5.1	Ratify BDO AG as Auditors for Fiscal Year 2025	Mgmt	For	For
5.2	Appoint BDO AG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
7.1	Approve Creation of EUR 250 Million Pool of Authorized Capital I with Preemptive Rights	Mgmt	For	For
7.2	Approve Creation of EUR 250 Million Pool of Authorized Capital II with or without Exclusion of Preemptive Rights	Mgmt	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For

Meeting Date: 13/05/2025

Country: Sweden

Ticker: TEL2.B

Record Date: 05/05/2025

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	Receive Chair'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 6.35 Per Share	Mgmt	For	For
12(a)	Approve Discharge of Thomas Reynaud	Mgmt	For	For
12(b)	Approve Discharge of Stina Bergfors	Mgmt	For	For
12(c)	Approve Discharge of Aude Durand	Mgmt	For	For
12(d)	Approve Discharge of CEO Jean Marc Harion	Mgmt	For	For
12(e)	Approve Discharge of Nicholas Hogberg	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
12(i)	Approve Discharge of Former CEO Kjell Johnsen	Mgmt	For	For
12(j)	Approve Discharge of Andrew Barron	Mgmt	For	For
12(k)	Approve Discharge of Georgi Ganev	Mgmt	For	For
13	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14(a)	Approve Remuneration of Directors in the Amount of SEK 1.4 Million for Chair and SEK 680,000 for Other Directors; Approve Remuneration of Committee Work	Mgmt	For	For
14(b)	Approve Remuneration of Auditors	Mgmt	For	For
15(a)	Reelect Thomas Reynaud as Director	Mgmt	For	For
15(b)	Reelect Stina Bergfors as Director	Mgmt	For	For
15(c)	Reelect Aude Durand as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
15(d)	Reelect Jean Marc Harion as Director	Mgmt	For	For
15(e)	Reelect Nicholas Hogberg as Director	Mgmt	For	For
15(f)	Reelect Sam Kini as Director	Mgmt	For	For
15(g)	Elect Mathias Hermansson as New Director	Mgmt	For	For
15(h)	Elect Maxime Lombardini as New Director	Mgmt	For	For
16	Elect Thomas Reynaud as Board Chair	Mgmt	For	For
17	Determine Number of Auditors (1) and Deputy Auditors (0); Ratify KPMG AB as Auditors	Mgmt	For	For
18	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>				
19	Approve Remuneration Report	Mgmt	For	For
20(a)	Approve Performance Incentive Plan LTI 2025	Mgmt	For	For
20(b)	Approve Equity Plan Financing Through Issuance of Class C Shares	Mgmt	For	For
20(c)	Approve Equity Plan Financing Through Repurchase of Class C Shares	Mgmt	For	For
20(d)	Approve Equity Plan Financing Through Transfer of Class B Shares to Participants	Mgmt	For	For
20(e)	Approve Equity Plan Financing Through Reissuance of Class B Shares	Mgmt	For	For

Tele2 AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
20(f)	Authorize Share Swap Agreement	Mgmt	For	For
21	Authorize Share Repurchase Program	Mgmt	For	For
22(a)	Shareholder Proposals Submitted by Martin Green	Mgmt		
	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
	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
22(b)				
22(c)	The Investigation and Any Measures Should be Presented as Soon as Possible, however Not Later than AGM 2026	SH	None	Against
23	Close Meeting	Mgmt		

Advanced Micro Devices, Inc.

Meeting Date: 14/05/2025	Country: USA	Ticker: AMD
Record Date: 19/03/2025	Meeting Type: Annual	

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

Advanced Micro Devices, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
4	Increase Authorized Common Stock	Mgmt	For	For
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For
6	Amend Right to Call Special Meeting	SH	Against	Against

Bayerische Motoren Werke AG (BMW)

Meeting Date: 14/05/2025Country: GermanyTicker: BMW
Record Date: 22/04/2025Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 4.30 per Ordinary Share and EUR 4.32 per Preferred Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2024	Mgmt	For	Against
Voter Rationale: Concerns about overall performance				
4.2	Approve Discharge of Supervisory Board Member Martin Kimmich for Fiscal Year 2024	Mgmt	For	Against
Voter Rationale: Concerns about overall performance				
4.3	Approve Discharge of Supervisory Board Member Stefan Quandt for Fiscal Year 2024	Mgmt	For	Against
Voter Rationale: Concerns about overall performance				
4.4	Approve Discharge of Supervisory Board Member Stefan Schmid for Fiscal Year 2024	Mgmt	For	Against
Voter Rationale: Concerns about overall performance				

Bayerische Motoren Werke AG (BMW)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.5	Approve Discharge of Supervisory Board Member Kurt Bock for Fiscal Year 2024	Mgmt	For	Against
	Voter Rationale: Concerns about overall performance			
4.6	Approve Discharge of Supervisory Board Member Christiane Benner (until May 15, 2024) for Fiscal Year 2024	Mgmt	For	Against
	Voter Rationale: Concerns about overall performance			
4.7	Approve Discharge of Supervisory Board Member Ulrich Bauer (from May 15, 2024) for Fiscal Year 2024	Mgmt	For	Against
	Voter Rationale: Concerns about overall performance			
4.8	Approve Discharge of Supervisory Board Member Marc Bitzer for Fiscal Year 2024	Mgmt	For	Against
	Voter Rationale: Concerns about overall performance			
4.9	Approve Discharge of Supervisory Board Member Bernhard Ebner (until May 15, 2024) for Fiscal Year 2024	Mgmt	For	Against
	Voter Rationale: Concerns about overall performance			
4.10	Approve Discharge of Supervisory Board Member Rachel Empey for Fiscal Year 2024	Mgmt	For	Against
	Voter Rationale: Concerns about overall performance			
4.11	Approve Discharge of Supervisory Board Member Heinrich Hiesinger for Fiscal Year 2024	Mgmt	For	Against
	Voter Rationale: Concerns about overall performance			
4.12	Approve Discharge of Supervisory Board Member Johann Horn (until May 15, 2024) for Fiscal Year 2024	Mgmt	For	Against
	Voter Rationale: Concerns about overall performance			
4.13	Approve Discharge of Supervisory Board Member Susanne Klatten for Fiscal Year 2024	Mgmt	For	Against
	Voter Rationale: Concerns about overall performance			
4.14	Approve Discharge of Supervisory Board Member Jens Koehler for Fiscal Year 2024	Mgmt	For	Against
	Voter Rationale: Concerns about overall performance			

Bayerische Motoren Werke AG (BMW)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.15	Approve Discharge of Supervisory Board Member Gerhard Kurz (until Oct. 31, 2024) for Fiscal Year 2024	Mgmt	For	Against
	Voter Rationale: Concerns about overall performance			
4.16	Approve Discharge of Supervisory Board Member Andre Mandl for Fiscal Year 2024	Mgmt	For	Against
	Voter Rationale: Concerns about overall performance			
4.17	Approve Discharge of Supervisory Board Member Dominique Mohabeer for Fiscal Year 2024	Mgmt	For	Against
	Voter Rationale: Concerns about overall performance			
4.18	Approve Discharge of Supervisory Board Member Michael Nikolaides (from Nov. 1, 2024) for Fiscal Year 2024	Mgmt	For	Against
	Voter Rationale: Concerns about overall performance			
4.19	Approve Discharge of Supervisory Board Member Horst Ott (from May 15, 2024) for Fiscal Year 2024	Mgmt	For	Against
	Voter Rationale: Concerns about overall performance			
4.20	Approve Discharge of Supervisory Board Member Anke Schaeferkordt for Fiscal Year 2024	Mgmt	For	Against
	Voter Rationale: Concerns about overall performance			
4.21	Approve Discharge of Supervisory Board Member Christoph Schmidt for Fiscal Year 2024	Mgmt	For	Against
	Voter Rationale: Concerns about overall performance			
4.22	Approve Discharge of Supervisory Board Member Vishal Sikka for Fiscal Year 2024	Mgmt	For	Against
	Voter Rationale: Concerns about overall performance			
4.23	Approve Discharge of Supervisory Board Member Sibylle Wankel for Fiscal Year 2024	Mgmt	For	Against
	Voter Rationale: Concerns about overall performance			
4.24	Approve Discharge of Supervisory Board Member Johanna Wenckebach (from May 15, 2024) for Fiscal Year 2024	Mgmt	For	Against
	Voter Rationale: Concerns about overall performance			

Bayerische Motoren Werke AG (BMW)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For
5.2	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For
6.1	Elect Marc Bitzer to the Supervisory Board	Mgmt	For	For
6.2	Elect Rachel Empey to the Supervisory Board	Mgmt	For	For
6.3	Elect Nicolas Peter to the Supervisory Board	Mgmt	For	Against
Voter Rationale: Lack of independence on board				
6.4	Elect Anke Schaeferkordt to the Supervisory Board	Mgmt	For	For
6.5	Elect Christoph Schmidt to the Supervisory Board	Mgmt	For	For
7	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
8	Approve Remuneration Policy	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
9	Approve Remuneration of Supervisory Board	Mgmt	For	For
10	Approve Virtual-Only Shareholder Meetings Until 2030	Mgmt	For	For
11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For

Credit Agricole SA

Meeting Date: 14/05/2025

Country: France

Ticker: ACA

Record Date: 12/05/2025

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

Credit Agricole SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of EUR 1.10 per Share	Mgmt	For	For
4	Approve Transaction with Worldline, ESTEY SAS and CAWL Re: Rights and Obligations of CAWL Shareholders	Mgmt	For	For
5	Approve Transaction with ESTEY SAS and Fédération Nationale du Crédit Agricole Re: Governance Rules of Holding ESTEY S.A.S	Mgmt	For	For
6	Approve Transaction with SACAM Participations and CATE Re: Governance Rules of CATE	Mgmt	For	For
7	Approve Transaction with Santander Investment and CACEIS Re: Cession Conditions of CACEIS	Mgmt	For	For
8	Approve Transaction with CA Indosuez Re: Conditions for Exercising the Liquidity Clause	Mgmt	For	For
9	Elect Olivier Desportes as Director	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board</i>				
10	Reelect Dominique Lefebvre as Director	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees</i>				
11	Reelect Pierre Cambefort as Director	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board</i>				
12	Reelect Jean-Pierre Gaillard as Director	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees</i>				
13	Reelect Christine Gandon as Director	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board</i>				
14	Ratify Appointment of Gaëlle Regnard as Director	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board</i>				
15	Approve Remuneration Policy of Dominique Lefebvre, Chairman of the Board	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
16	Approve Remuneration Policy of Philippe Brassac, CEO from January 1, 2025 to May 14, 2025	Mgmt	For	Against
	Voter Rationale: Pay is misaligned with EOS remuneration principles			
17	Approve Remuneration Policy of Olivier Gavalda, CEO from May 14, 2025 to December 31, 2025	Mgmt	For	Against
	Voter Rationale: Pay is misaligned with EOS remuneration principles			
18	Approve Remuneration Policy of Olivier Gavalda, Vice-CEO from January 1, 2025 to May 14, 2025	Mgmt	For	Against
	Voter Rationale: Pay is misaligned with EOS remuneration principles			
19	Approve Remuneration Policy of Jérôme Grivet, Vice-CEO	Mgmt	For	Against
	Voter Rationale: Pay is misaligned with EOS remuneration principles			
20	Approve Remuneration Policy of Xavier Musca, Vice-CEO from January 1, 2025 until May 14, 2025	Mgmt	For	Against
	Voter Rationale: Pay is misaligned with EOS remuneration principles			
21	Approve Remuneration Policy of Directors	Mgmt	For	For
22	Approve Compensation of Dominique Lefebvre, Chairman of the Board	Mgmt	For	For
23	Approve Compensation of Philippe Brassac, CEO	Mgmt	For	For
24	Approve Compensation of Olivier Gavalda, Vice-CEO	Mgmt	For	For
25	Approve Compensation of Jérôme Grivet, Vice-CEO	Mgmt	For	For
26	Approve Compensation of Xavier Musca, Vice-CEO	Mgmt	For	For
27	Approve Compensation Report of Corporate Officers	Mgmt	For	For
28	Approve the Aggregate Remuneration Granted in 2024 to Senior Management, Responsible Officers and Regulated Risk-Takers	Mgmt	For	For
29	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		

Credit Agricole SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
30	Amend Article 14 of Bylaws Re: Written Consultation	Mgmt	For	For
31	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
32	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group Subsidiaries	Mgmt	For	For
33	Authorize up to 0.10 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Executive Corporate Officers With Performance Conditions Attached	Mgmt	For	For
34	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For
	Shareholder Proposals Submitted by Crédit Agricole SA Actions (Fond Commun de Placement d'Entreprise)	Mgmt		
A	Amending Items 31 and 32 of Current Meeting to Apply a Discount on Shares	SH	Against	Against

Voter Rationale: Insufficient basis to support a decision

Deutsche Boerse AG

Meeting Date: 14/05/2025	Country: Germany	Ticker: DB1
Record Date: 07/05/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 4.00 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For
5	Amend Articles Re: Electronic Securities	Mgmt	For	For

Deutsche Boerse AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Approve Creation of EUR 18.8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For
7	Elect Jean Mustier to the Supervisory Board	Mgmt	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For
9	Approve Remuneration Policy	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
10	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
11.a	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025	Mgmt	For	For
11.b	Ratify PricewaterhouseCoopers GmbH as Authorized Sustainability Auditors for Fiscal Year 2025	Mgmt	For	For

Eni SpA

Meeting Date: 14/05/2025

Country: Italy

Ticker: ENI

Record Date: 05/05/2025

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	Amend Long Term Incentive Plan 2023-2025	Mgmt	For	For
Voter Rationale: EOS manual override				
4	Approve Remuneration Policy	Mgmt	For	For
Voter Rationale: EOS manual override				
5	Approve Second Section of the Remuneration Report	Mgmt	For	For
Voter Rationale: EOS manual override				
6	Authorize Share Repurchase Program	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Authorize Use of Available Reserves for Dividend Distribution	Mgmt	For	For
	Extraordinary Business	Mgmt		
8	Authorize Reduction and Use of the Reserve Pursuant to Law 342/2000 for Dividend Distribution	Mgmt	For	For
9	Authorize Cancellation of Repurchased Shares without Reduction of Share Capital	Mgmt	For	For

Equinor ASA

Meeting Date: 14/05/2025

Record Date: 07/05/2025

Country: Norway

Meeting Type: Annual

Ticker: EQNR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Registration of Attending Shareholders and Proxies	Mgmt		
3	Elect Chair 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 0.37 Per Share	Mgmt	For	For
7	Authorize Board to Distribute Dividends	Mgmt	For	For
8	Approve Energy Transition Plan 2025	Mgmt	For	Against
Voter Rationale: Voting related to alignment with 1.5 degrees scenario				
9	Shareholder Proposal Submitted by Roald Skjoldheim	Mgmt		
	Discontinue the Wind Power Business; Decommission All Wind Power Plants	SH	Against	Against
	Shareholder Proposal Submitted by Tom Jacob Dybwad	Mgmt		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10	Withdrawal from All Offshore Wind Globally; Eliminate Management Bonuses	SH	Against	Against
	Shareholder Proposal Submitted by Idar Herland	Mgmt		
11	Review Work Locations and Work Operations to Ensure that any Potentially Hazardous Conditions are Identified	SH	Against	Against
	Shareholder Proposals Submitted by Bente Marie Bakke, Gro Nylander, Guttorm Grundt and Even Bakke	Mgmt		
12	Present a Plan for How the Company will Reach the Paris Agreement Goals and Net-zero Emissions by 2050 and Terminate All Overseas Oil and Gas Projects	SH	Against	Against
Voter Rationale: Concerns to protect shareholder value				
13	Shareholder Proposal Submitted by Even Bakke and Guttorm Grundt	Mgmt		
	Separate the Renewable Energy Part of the Company and Invest NOK 5 Billion Annually in the Repair and Renewal of Ukraine's Energy Infrastructure	SH	Against	Against
14	Shareholder Proposals Submitted by Gro Nylander	Mgmt		
	Renew Green Aims, Avoid Further International Investment in Oil and Gas and Donate Billions to Ukraine	SH	Against	Against
Voter Rationale: Concerns to protect shareholder value				
15	Shareholder Proposals Submitted by Ivar Saetre	Mgmt		
	Gradual Divestment From All International Operations	SH	Against	Against
16	Shareholder Proposals Submitted by Greenpeace	Mgmt		
	Review Guidelines and Procedures for Human Rights Due Diligence Assessments	SH	Against	Against
17	Shareholder Proposal Submitted by WWF	Mgmt		
	Identify and Manage Risks and Possibilities Regarding Climate and Integrate These in the Company's Strategy	SH	Against	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
18	Shareholder Proposals Submitted by ACCR, Sampension and Folksam	Mgmt		
	Assess if the Company's Planned Increase in Oil and Gas Production is Consistent with the Majority Shareholder Expectations	SH	Against	For
<i>Voter Rationale: 1- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency</i>				
19	Management Proposals	Mgmt		
	Approve Company's Corporate Governance Statement	Mgmt	For	For
20	Approve Remuneration Statement	Mgmt	For	For
<i>Voter Rationale: EOS manual override</i>				
21	Approve Remuneration of Auditors	Mgmt	For	For
22	Elect Berit L. Henriksen as New Member of Corporate Assembly	Mgmt	For	For
23	Approve Remuneration of Corporate Assembly in the Amount of NOK 160,000 for Chair, NOK 84,300 for Deputy Chair and NOK 59,200 for Other Directors; Approve Remuneration for Deputy Directors	Mgmt	For	For
24	Elect Karl C. W. Mathisen as Member of Nominating Committee	Mgmt	For	For
25	Approve Remuneration of Nominating Committee	Mgmt	For	For
26	Authorize Share Repurchase Program in Connection With Employee Remuneration Programs	Mgmt	For	For
<i>Voter Rationale: EOS manual override</i>				
27	Approve NOK 590 Million Reduction in Share Capital via Share Cancellation and Redemption of Shares Belonging to the Norwegian State	Mgmt	For	For
28	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	For	For

Fiserv, Inc.

Meeting Date: 14/05/2025

Record Date: 17/03/2025

Country: USA

Meeting Type: Annual

Ticker: FI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Frank J. Bisignano *Withdrawn Resolution*	Mgmt		
1.2	Elect Director Stephanie E. Cohen	Mgmt	For	For
1.3	Elect Director Henrique de Castro	Mgmt	For	For
1.4	Elect Director Harry F. DiSimone	Mgmt	For	For
1.5	Elect Director Lance M. Fritz	Mgmt	For	For
Voter Rationale: .				
1.6	Elect Director Ajei S. Gopal	Mgmt	For	For
Voter Rationale: .				
1.7	Elect Director Michael P. Lyons	Mgmt	For	For
1.8	Elect Director Wafaa Mamilli	Mgmt	For	For
Voter Rationale: .				
1.9	Elect Director Doyle R. Simons	Mgmt	For	For
Voter Rationale: .				
1.10	Elect Director Kevin M. Warren	Mgmt	For	For
1.11	Elect Director Charlotte B. Yarkoni	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Amend Clawback Policy	SH	Against	Against

Prudential Plc

Meeting Date: 14/05/2025

Record Date: 12/05/2025

Country: United Kingdom

Meeting Type: Annual

Ticker: PRU

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: Total maximum variable pay is equal or >6 times base salary</i>				
3	Re-elect Shriti Vadera as Director	Mgmt	For	For
4	Re-elect Anil Wadhvani as Director	Mgmt	For	For
5	Re-elect Jeremy Anderson as Director	Mgmt	For	For
6	Re-elect Arijit Basu as Director	Mgmt	For	For
7	Re-elect Chua Sock Koong as Director	Mgmt	For	For
8	Re-elect Ming Lu as Director	Mgmt	For	For
9	Re-elect George Sartorel as Director	Mgmt	For	For
10	Re-elect Mark Saunders as Director	Mgmt	For	For
11	Re-elect Claudia Dyckerhoff as Director	Mgmt	For	For
12	Re-elect Jeanette Wong as Director	Mgmt	For	For
13	Re-elect Amy Yip as Director	Mgmt	For	For
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For
17	Authorise Issue of Equity	Mgmt	For	For
18	Authorise Issue of Equity to Include Repurchased Shares	Mgmt	For	For
19	Authorise Issue of 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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Ordinary Business	Mgmt		
	Management Proposals	Mgmt		
	Accept Financial Statements and Statutory Reports	Mgmt	For	Against
	Voter Rationale: Inadequate management of climate-related risks			
2	Approve Allocation of Income and Dividend Distribution	Mgmt	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
4	Approve Employee Share Ownership Plan 2025-2027	Mgmt	For	For
5.1	Approve Remuneration Policy	Mgmt	For	For
5.2	Approve Second Section of the Remuneration Report	Mgmt	For	For
6	Fix Number of Directors	Mgmt	For	For
7	Fix Board Terms for Directors	Mgmt	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
8.1	Slate Submitted by CDP Reti SpA	SH	None	Against
	Voter Rationale: Cumulative/slate voting in favour of individual candidates/slates			
8.2	Slate Submitted by Institutional Investors (Assogestioni)	SH	None	For
	Shareholder Proposal Submitted by CDP Reti SpA	Mgmt		
9	Elect Alessandro Zehentner as Board Chair	SH	None	For
	Management Proposal	Mgmt		
10	Approve Remuneration of Directors	Mgmt	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
11.1	Slate Submitted by CDP Reti SpA	SH	None	For
11.2	Slate Submitted by Institutional Investors (Assogestioni)	SH	None	Against
	Voter Rationale: Cumulative/slate voting in favour of individual candidates/slates			

SNAM SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12	Appoint Chairman of Internal Statutory Auditors	SH	None	For
	Management Proposal	Mgmt		
13	Approve Internal Auditors' Remuneration	Mgmt	For	For

Spirax Group Plc

Meeting Date: 14/05/2025	Country: United Kingdom	Ticker: SPX
Record Date: 12/05/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
Voter Rationale: Realized variable pay is less than or equal to 1.5x base salary				
3	Approve Increase in the Maximum Aggregate Amount of Fees Payable to Directors	Mgmt	For	For
4	Approve Final Dividend	Mgmt	For	For
5	Reappoint Deloitte LLP as Auditors	Mgmt	For	For
6	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
7	Elect Tim Cobbold as Director	Mgmt	For	For
8	Elect Louisa Burdett 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 Constance Baroude l as Director	Mgmt	For	For
12	Re-elect Peter France as Director	Mgmt	For	For
13	Re-elect Richard Gillingwater as Director	Mgmt	For	For
14	Re-elect Caroline Johnstone as Director	Mgmt	For	For
15	Re-elect Jane Kingston as Director	Mgmt	For	For
16	Re-elect Kevin Thompson as Director	Mgmt	For	For

Spirax Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For
18	Approve Scrip Dividend Program	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

Vertex Pharmaceuticals Incorporated

Meeting Date: 14/05/2025	Country: USA	Ticker: VRTX
Record Date: 17/03/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Sangeeta N. Bhatia	Mgmt	For	For
1.2	Elect Director Lloyd Carney	Mgmt	For	Against
Voter Rationale: Overboarded/Too many other time commitments				
1.3	Elect Director Alan Garber	Mgmt	For	For
1.4	Elect Director Reshma Kewalramani	Mgmt	For	For
1.5	Elect Director Michel Lagarde	Mgmt	For	For
1.6	Elect Director Jeffrey M. Leiden	Mgmt	For	For
1.7	Elect Director Diana McKenzie	Mgmt	For	For
1.8	Elect Director Bruce I. Sachs	Mgmt	For	For
1.9	Elect Director Jennifer Schneider	Mgmt	For	For
1.10	Elect Director Nancy Thornberry	Mgmt	For	For
1.11	Elect Director Suketu Upadhyay	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

Vertex Pharmaceuticals Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
4	Submit Severance Agreement to Shareholder Vote	SH	Against	For
Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation				

adidas AG

Meeting Date: 15/05/2025	Country: Germany	Ticker: ADS
Record Date: 08/05/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 2.00 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For
Voter Rationale: Inadequate management of deforestation risks				
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For
5	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
6	Elect Thomas Rabe to the Supervisory Board	Mgmt	For	Against
Voter Rationale: Overboarded/Too many other time commitments Concerns related to approach to board gender diversity				
7	Approve Creation of EUR 50 Million Pool of Authorized Capital 2025/I with Preemptive Rights	Mgmt	For	For
8	Approve Creation of EUR 20 Million Pool of Authorized Capital 2025/II with or without Exclusion of Preemptive Rights	Mgmt	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025	Mgmt	For	For
10.2	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For

Adyen NV

Meeting Date: 15/05/2025	Country: Netherlands	Ticker: ADYEN
Record Date: 17/04/2025	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 (Non-Voting)	Mgmt		
2.b.	Approve Remuneration Report	Mgmt	For	For
2.c.	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
2.d.	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
3.	Approve Discharge of Management Board	Mgmt	For	For
4.	Approve Discharge of Supervisory Board	Mgmt	For	For
5.	Elect Steve van Wyk to Supervisory Board	Mgmt	For	For
6.	Grant Board Authority to Issue Shares	Mgmt	For	For
7.	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
8.	Authorize Repurchase of Shares	Mgmt	For	For
9.a.	Appoint PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For
9.b.	Appoint PricewaterhouseCoopers Accountants N.V. as Auditor for Sustainability Reporting	Mgmt	For	For

Adyen NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10.	Close Meeting	Mgmt		

Altria Group, Inc.

Meeting Date: 15/05/2025	Country: USA	Ticker: MO
Record Date: 25/03/2025	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	Against
Voter Rationale: Concerns regarding Auditor tenure				
1c	Elect Director R. Matt Davis	Mgmt	For	For
1d	Elect Director William F. Gifford, Jr.	Mgmt	For	For
1e	Elect Director Debra J. Kelly-Ennis	Mgmt	For	For
1f	Elect Director Kathryn B. McQuade	Mgmt	For	For
1g	Elect Director George Munoz	Mgmt	For	For
1h	Elect Director Virginia E. Shanks	Mgmt	For	For
1i	Elect Director Richard S. Stoddart	Mgmt	For	For
1j	Elect Director Ellen R. Strahlman	Mgmt	For	For
1k	Elect Director M. Max Yzaguirre	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Against
Voter Rationale: Concerns regarding Auditor tenure				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
4	Approve Omnibus Stock Plan	Mgmt	For	For
5	Approve Non-Employee Director Omnibus Stock Plan	Mgmt	For	For

AT&T Inc.

Meeting Date: 15/05/2025	Country: USA	Ticker: T
Record Date: 17/03/2025	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 William E. Kennard	Mgmt	For	For
1.3	Elect Director Stephen J. Luczo	Mgmt	For	For
1.4	Elect Director Marissa A. Mayer	Mgmt	For	For
1.5	Elect Director Michael B. McCallister	Mgmt	For	For
1.6	Elect Director Beth E. Mooney	Mgmt	For	For
Voter Rationale: EOS manual override.				
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. Ubiñas	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: EOS manual override.				

Meeting Date: 15/05/2025Country: USATicker: BLK

Record Date: 24/03/2025Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Pamela Daley	Mgmt	For	For
1b	Elect Director Laurence D. Fink	Mgmt	For	For
1c	Elect Director Gregory J. Fleming	Mgmt	For	For
1d	Elect Director William E. Ford	Mgmt	For	Against
Voter Rationale: Concerns about remuneration committee performance				
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

BlackRock, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1h	Elect Director Robert S. Kapito	Mgmt	For	For
1i	Elect Director Cheryl D. Mills	Mgmt	For	For
1j	Elect Director Kathleen Murphy	Mgmt	For	For
1k	Elect Director Amin H. Nasser	Mgmt	For	For
1l	Elect Director Gordon M. Nixon	Mgmt	For	For
1m	Elect Director Adebayo O. Ogunlesi	Mgmt	For	For
1n	Elect Director Kristin C. Peck	Mgmt	For	For
1o	Elect Director Charles H. Robbins	Mgmt	For	Against
Voter Rationale: Overboarded/Too many other time commitments				
1p	Elect Director Hans E. Vestberg	Mgmt	For	Against
Voter Rationale: Overboarded/Too many other time commitments				
1q	Elect Director Susan L. Wagner	Mgmt	For	For
1r	Elect Director Mark Wilson	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: Insufficient action taken on low say-on-pay results				
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Report on Risks of Stakeholder Capitalism	SH	Against	Against
5	Require More Director Nominations Than Open Seats	SH	Against	Against

Chubb Limited

Meeting Date: 15/05/2025Country: SwitzerlandTicker: CB

Record Date: 21/03/2025Meeting 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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.1	Ratify PricewaterhouseCoopers AG (Zurich) as Statutory Auditor	Mgmt	For	For
4.2	Ratify PricewaterhouseCoopers LLP (United States) as Independent Registered Accounting Firm	Mgmt	For	For
4.3	Ratify BDO AG (Zurich) as Special Audit Firm	Mgmt	For	For
5.1	Elect Director Evan G. Greenberg	Mgmt	For	For
5.2	Elect Director Michael P. Connors	Mgmt	For	For
5.3	Elect Director Michael G. Atieh	Mgmt	For	For
5.4	Elect Director Nancy K. Buese	Mgmt	For	For
5.5	Elect Director Sheila P. Burke	Mgmt	For	For
5.6	Elect Director Nelson J. Chai	Mgmt	For	For
5.7	Elect Director Michael L. Corbat	Mgmt	For	For
5.8	Elect Director Fred Hu	Mgmt	For	For
5.9	Elect Director Robert J. Hugin	Mgmt	For	For
5.10	Elect Director Robert W. Scully	Mgmt	For	For
5.11	Elect Director Theodore E. Shasta	Mgmt	For	For
5.12	Elect Director David H. Sidwell	Mgmt	For	For
5.13	Elect Director Olivier Steimer	Mgmt	For	For
5.14	Elect Director Frances F. Townsend	Mgmt	For	For
6	Elect Evan G. Greenberg as Board Chairman	Mgmt	For	For
7.1	Elect Michael P. Connors as Member of the Compensation Committee	Mgmt	For	For
7.2	Elect Michael L. Corbat as Member of the Compensation Committee	Mgmt	For	For
7.3	Elect David H. Sidwell as Member of the Compensation Committee	Mgmt	For	For
7.4	Elect Frances F. Townsend as Member of the Compensation Committee	Mgmt	For	For
8	Designate Homburger AG as Independent Proxy	Mgmt	For	For
9	Approve Renewal of a Capital Band for Authorized Share Capital Increases and Reductions	Mgmt	For	For

Chubb Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10.1	Approve Remuneration of Directors in the Amount of USD 6.5 Million	Mgmt	For	For
10.2	Approve Remuneration of Executive Management in the Amount of USD 78 Million for Fiscal 2026	Mgmt	For	For
10.3	Approve Remuneration Report	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
11	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
12	Approve Sustainability Report	Mgmt	For	For
13	Report on GHG Emissions Associated with Underwriting, Insuring, and Investment Activities	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of SEE opportunities and risks				
A	Transact Other Business	Mgmt	For	Against
Voter Rationale: Insufficient/poor disclosure				

E.ON SE

Meeting Date: 15/05/2025	Country: Germany	Ticker: EOAN
Record Date: 08/05/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.55 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For
5.a	Ratify KPMG AG as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for the Fiscal Year 2025 and the First Quarter of Fiscal Year 2026	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.b	Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
7	Approve Management Board Remuneration Policy	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
8	Approve Supervisory Board Remuneration Policy	Mgmt	For	For
9.a	Elect Deborah Wilkens to the Supervisory Board	Mgmt	For	For
9.b	Elect Rolf Schmitz to the Supervisory Board	Mgmt	For	For
10	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Against
Voter Rationale: Concerns related to shareholder rights				

Heidelberg Materials AG

Meeting Date: 15/05/2025	Country: Germany	Ticker: HEI
Record Date: 23/04/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 3.30 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Dominik von Achten for Fiscal Year 2024	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Rene Aldach for Fiscal Year 2024	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Katharina Beumelburg for Fiscal Year 2024	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Roberto Callieri for Fiscal Year 2024	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.5	Approve Discharge of Management Board Member Axel Conrads for Fiscal Year 2024	Mgmt	For	For
3.6	Approve Discharge of Management Board Member Kevin Gluskie for Fiscal Year 2024	Mgmt	For	For
3.7	Approve Discharge of Management Board Member Hakan Gurdal for Fiscal Year 2024	Mgmt	For	For
3.8	Approve Discharge of Management Board Member Nicola Kimm for Fiscal Year 2024	Mgmt	For	For
3.9	Approve Discharge of Management Board Member Dennis Lentz for Fiscal Year 2024	Mgmt	For	For
3.10	Approve Discharge of Management Board Member Jon Morrish for Fiscal Year 2024	Mgmt	For	For
3.11	Approve Discharge of Management Board Member Chris Ward for Fiscal Year 2024	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Bernd Scheifele for Fiscal Year 2024	Mgmt	For	For
Voter Rationale: Concerns related to inappropriate membership of committees				
4.2	Approve Discharge of Supervisory Board Member Werner Schraeder for Fiscal Year 2024	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Barbara Breuninger for Fiscal Year 2024	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Gunnar Groebler for Fiscal Year 2024	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Birgit Jochens for Fiscal Year 2024	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Katja Karcher for Fiscal Year 2024	Mgmt	For	For

Heidelberg Materials AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.7	Approve Discharge of Supervisory Board Member Ludwig Merckle for Fiscal Year 2024	Mgmt	For	Against
Voter Rationale: Lack of independent representation at board committees				
4.8	Approve Discharge of Supervisory Board Member Luka Mucic for Fiscal Year 2024	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Markus Oleynik for Fiscal Year 2024	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Ines Ploss for Fiscal Year 2024	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Peter Riedel for Fiscal Year 2024	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Heinz Schmitt for Fiscal Year 2024	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2024	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Sopna Sury for Fiscal Year 2024	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Anna Toborek-Kacar for Fiscal Year 2024	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Marion Weissenberger-Eibl for Fiscal Year 2024	Mgmt	For	For
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For
5.2	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
7	Approve Supervisory Board Remuneration Policy	Mgmt	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For

Heidelberg Materials AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9	Approve Creation of EUR 98.3 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For
11	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For

Lloyds Banking Group Plc

Meeting Date: 15/05/2025

Country: United Kingdom

Ticker: LLOY

Record Date: 13/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Re-elect Sir Robin Budenberg as Director	Mgmt	For	For
3	Re-elect Charlie Nunn as Director	Mgmt	For	For
4	Elect Nathan Bostock as Director	Mgmt	For	For
5	Re-elect William Chalmers as Director	Mgmt	For	For
6	Re-elect Sarah Legg as Director	Mgmt	For	For
7	Re-elect Amanda Mackenzie as Director	Mgmt	For	For
8	Re-elect Harmeen Mehta as Director	Mgmt	For	For
9	Re-elect Cathy Turner as Director	Mgmt	For	For
10	Re-elect Scott Whewey as Director	Mgmt	For	For
11	Re-elect Catherine Woods as Director	Mgmt	For	For
12	Approve Remuneration Report	Mgmt	For	For
Voter Rationale: Realized variable pay is less than or equal to 1.5x base salary				
13	Approve Final Dividend	Mgmt	For	For
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For

Lloyds Banking Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
16	Approve Amendments to the Rules of Lloyds Banking Group plc Long Term Incentive Plan, Lloyds Banking Group plc Deferred Bonus Plan, Lloyds Banking Group plc Long-Term Share Plan, and the Lloyds Banking Group plc Executive Group Ownership Share Plan 2016	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 in Relation to the Issue of Regulatory Capital Convertible Instruments	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 Issue of Equity without Pre-Emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
24	Authorise Market Purchase of Preference Shares	Mgmt	For	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Marsh & McLennan Companies, Inc.

Meeting Date: 15/05/2025

Country: USA

Ticker: MMC

Record Date: 17/03/2025

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

Marsh & McLennan Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1c	Elect Director H. Edward Hanway	Mgmt	For	For
1d	Elect Director Judith Hartmann	Mgmt	For	For
1e	Elect Director Deborah C. Hopkins	Mgmt	For	For
1f	Elect Director Tamara Ingram	Mgmt	For	For
1g	Elect Director Jane H. Lute	Mgmt	For	For
1h	Elect Director Steven A. Mills	Mgmt	For	For
1i	Elect Director Morton O. Schapiro	Mgmt	For	For
1j	Elect Director Jan Siegmund	Mgmt	For	For
1k	Elect Director Lloyd M. Yates	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For

Morgan Stanley

Meeting Date: 15/05/2025Country: USATicker: MS

Record Date: 17/03/2025Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Megan Butler	Mgmt	For	For
1b	Elect Director Thomas H. Glocer	Mgmt	For	For
1c	Elect Director Robert H. Herz	Mgmt	For	For
1d	Elect Director Erika H. James	Mgmt	For	For
1e	Elect Director Hironori Kamezawa	Mgmt	For	For
1f	Elect Director Shelley B. Leibowitz	Mgmt	For	For
1g	Elect Director Jami Miscik	Mgmt	For	For
1h	Elect Director Masato Miyachi	Mgmt	For	For
1i	Elect Director Dennis M. Nally	Mgmt	For	For
Voter Rationale: EOS manual override				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1j	Elect Director Douglas L. Peterson	Mgmt	For	For
1k	Elect Director Edward Pick	Mgmt	For	For
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
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
4	Amend Omnibus Stock Plan	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
5	Report Annually on Energy Supply Ratio	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency				

Next Plc

Meeting Date: 15/05/2025

Country: United Kingdom

Ticker: NXT

Record Date: 13/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals	Mgmt		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: TSR metric (either absolute or relative) represents >100% of LTI				
3	Approve Final Dividend	Mgmt	For	For
4	Elect Jonathan Blanchard as Director	Mgmt	For	For
5	Re-elect Jonathan Bewes as Director	Mgmt	For	For
6	Re-elect Venetia Butterfield as Director	Mgmt	For	For
7	Re-elect Soumen Das as Director	Mgmt	For	For

Next Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Re-elect Tom Hall as Director	Mgmt	For	For
9	Re-elect Dame Tristia Harrison as Director	Mgmt	For	For
10	Re-elect Richard Papp as Director	Mgmt	For	For
11	Re-elect Michael Roney as Director	Mgmt	For	Against
Voter Rationale: Failure to provide DEI disclosures in line with UK listing rules				
12	Re-elect Jane Shields as Director	Mgmt	For	For
13	Re-elect Jeremy Stakol as Director	Mgmt	For	For
14	Re-elect Amy Stirling 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	Approve Long Term Incentive Plan	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 Off-Market Purchase of Ordinary Shares	Mgmt	For	For
24	Adopt New Articles of Association	Mgmt	For	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For
	Shareholder Proposal	Mgmt		
26	Approve ShareAction Requisitioned Resolution	SH	Against	Against

NIBE Industrier AB

Meeting Date: 15/05/2025	Country: Sweden	Ticker: NIBE.B
Record Date: 07/05/2025	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 0.30 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 1.04 Million for Chair and SEK 520,000 for Other Directors; Approve Remuneration of Auditors	Mgmt	For	For
13	Reelect Hans Linnarson (Chair), James Ahrgren, Camilla Ekdahl, Eva Karlsson, Gerteric Lindquist, Anders Palsson and Eva Thunholm as Directors	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
14	Ratify KPMG as Auditors	Mgmt	For	For
15	Approve Nomination Committee Procedures	Mgmt	For	For
16	Approve Remuneration Report	Mgmt	For	For
17	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For

NIBE Industrier AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
18	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
19	Close Meeting	Mgmt		

Wolters Kluwer NV

Meeting Date: 15/05/2025Country: NetherlandsTicker: WKL

Record Date: 17/04/2025Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1.	Open Meeting	Mgmt		
2.a.	Receive Report of Executive Board	Mgmt		
2.b.	Receive Report of Supervisory Board	Mgmt		
2.c.	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
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.a.	Reelect Kevin Entricken to Executive Board	Mgmt	For	For
5.b.	Elect Stacey Caywood to Executive Board	Mgmt	For	For
6.	Elect Ann Ziegler to Supervisory Board	Mgmt	For	Against
Voter Rationale: Concerns related to succession planning				
7.	Approve Remuneration Policy of Executive Board	Mgmt	For	For
8.a.	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For

Wolters Kluwer NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.b.	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
9.	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
10.	Approve Cancellation of Shares	Mgmt	For	For
11.	Appoint KPMG Accountants N.V. as Auditor for Sustainability Reporting	Mgmt	For	For
12.	Other Business (Non-Voting)	Mgmt		
13.	Close Meeting	Mgmt		

Compagnie Generale des Etablissements Michelin SCA

Meeting Date: 16/05/2025 **Country:** France **Ticker:** ML
Record Date: 14/05/2025 **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 1.38 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
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

Compagnie Generale des Etablissements Michelin SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Approve Compensation of Barbara Dalibard	Mgmt	For	For
12	Elect Wolf-Henning Scheider as Supervisory Board Member	Mgmt	For	For
13	Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 1.15 Million	Mgmt	For	For
	Extraordinary Business	Mgmt		
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
15	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Thales SA

Meeting Date: 16/05/2025	Country: France	Ticker: HO
Record Date: 14/05/2025	Meeting Type: Annual/Special	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 3.70 per Share	Mgmt	For	For
4	Ratify Appointment of Valérie Guillemet as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees				
5	Reelect Bernard Fontana as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees				
6	Reelect Delphine Gény-Stephann as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on board				
7	Reelect Anne Rigail as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on board				
8	Reelect Philippe Lépinay as Representative of Employee Shareholders to the Board	Mgmt	For	For

Thales SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9	Appoint PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For
10	Approve Compensation of Patrice Caine, Chairman and CEO	Mgmt	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For
12	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
13	Approve Remuneration Policy of Directors	Mgmt	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
15	Extraordinary Business	Mgmt	For	For
	Authorize up to 23,935 Shares for Use in Restricted Stock Plans Reserved for Chairman and CEO	Mgmt		
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
17	Ordinary Business	Mgmt	For	For
	Authorize Filing of Required Documents/Other Formalities	Mgmt		

Honeywell International Inc.

Meeting Date: 20/05/2025

Country: USA

Ticker: HON

Record Date: 01/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Duncan B. Angove	Mgmt	For	For
1b	Elect Director William S. Ayer	Mgmt	For	For
1c	Elect Director Kevin Burke	Mgmt	For	For
1d	Elect Director D. Scott Davis	Mgmt	For	For
1e	Elect Director Deborah Flint	Mgmt	For	For
1f	Elect Director Vimal Kapur	Mgmt	For	For
1g	Elect Director Michael W. Lamach	Mgmt	For	For

Honeywell International Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1h	Elect Director Rose Lee	Mgmt	For	For
1i	Elect Director Grace Lieblein	Mgmt	For	For
1j	Elect Director Robin Watson	Mgmt	For	For
1k	Elect Director Stephen Williamson	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Approve Liability Management Reorganization	Mgmt	For	For
5	Require Independent Board Chair	SH	Against	Against
Voter Rationale: EOS manual override				

JPMorgan Chase & Co.

Meeting Date: 20/05/2025	Country: USA	Ticker: JPM
Record Date: 21/03/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Linda B. Bammann	Mgmt	For	For
1b	Elect Director Michele G. Buck	Mgmt	For	For
1c	Elect Director Stephen B. Burke	Mgmt	For	For
1d	Elect Director Todd A. Combs	Mgmt	For	For
1e	Elect Director Alicia Boler Davis	Mgmt	For	For
1f	Elect Director James Dimon	Mgmt	For	For
1g	Elect Director Alex Gorsky	Mgmt	For	For
1h	Elect Director Mellody Hobson	Mgmt	For	For
Voter Rationale: EOS manual override				
1i	Elect Director Phebe N. Novakovic	Mgmt	For	For
1j	Elect Director Virginia M. Rometty	Mgmt	For	For
1k	Elect Director Brad D. Smith	Mgmt	For	For
1l	Elect Director Mark A. Weinberger	Mgmt	For	For

JPMorgan Chase & Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Require Independent Board Chair	SH	Against	For
Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation				
5	Report on Social Impacts of Climate Transition Finance	SH	Against	Against
Voter Rationale: EOS manual override				

McDonald's Corporation

Meeting Date: 20/05/2025Country: USATicker: MCD

Record Date: 24/03/2025Meeting 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 Michael Hsu	Mgmt	For	For
1g	Elect Director Christopher Kempczinski	Mgmt	For	For
1h	Elect Director Jennifer Taubert	Mgmt	For	For
1i	Elect Director Paul Walsh	Mgmt	For	Against
Voter Rationale: Concerns about human rights				
1j	Elect Director Amy Weaver	Mgmt	For	For
1k	Elect Director Miles White	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				

McDonald's Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Report on Risks of Discriminating Against Ad Buyers and Sellers Based on Religious/Political Views	SH	Against	Against
5	Disclose an Assessment of Current Climate Transition Plans	SH	Against	Against
6	Consider Eliminating DEI Goals from Compensation Plan Incentives	SH	Against	Against

Shell Plc

Meeting Date: 20/05/2025

Country: United Kingdom

Ticker: SHEL

Record Date: 16/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals	Mgmt		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	Against
	Voter Rationale: Pay is misaligned with EOS remuneration principles			
3	Re-elect Dick Boer as Director	Mgmt	For	For
4	Re-elect Neil Carson as Director	Mgmt	For	For
5	Re-elect Ann Godbehere as Director	Mgmt	For	For
6	Re-elect Sinead Gorman as Director	Mgmt	For	For
7	Re-elect Jane Lute as Director	Mgmt	For	For
8	Re-elect Catherine Hughes as Director	Mgmt	For	For
9	Re-elect Sir Andrew Mackenzie as Director	Mgmt	For	For
10	Re-elect Sir Charles Roxburgh as Director	Mgmt	For	For
11	Re-elect Wael Sawan as Director	Mgmt	For	For
12	Re-elect Abraham Schot as Director	Mgmt	For	For
13	Re-elect Leena Srivastava as Director	Mgmt	For	For

Shell Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14	Re-elect Cyrus Taraporevala as Director	Mgmt	For	For
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For
17	Authorise Issue of Equity	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
20	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	For	For
21	Authorise UK Political Donations and Expenditure	Mgmt	For	For
22	Shareholder Proposal	Mgmt		
	Request Company Disclose Whether and How Its: Demand Forecast For LNG; LNG Production And Sales Targets; And New Capital Expenditure In Natural Gas Assets; Are Consistent With Climate Commitments, Including Target To Reach Net Zero Emissions By 2025	SH	Against	For

Voter Rationale: EOS manual override

Societe Generale SA

Meeting Date: 20/05/2025

Country: France

Ticker: GLE

Record Date: 16/05/2025

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 1.09 per Share	Mgmt	For	For

Societe Generale SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
5	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
6	Approve Remuneration Policy of CEO and Vice-CEO	Mgmt	For	For
Voter Rationale: EOS manual override				
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 Slawomir Krupa, CEO	Mgmt	For	For
11	Approve Compensation of Philippe Aymerich, Vice-CEO Until October 31, 2024	Mgmt	For	For
12	Approve Compensation of Pierre Palmieri, Vice-CEO	Mgmt	For	For
13	Approve the Aggregate Remuneration Granted in 2024 to Certain Senior Management, Responsible Officers, and Risk-Takers (Advisory)	Mgmt	For	For
14	Reelect William Connelly as Director	Mgmt	For	For
15	Reelect Henri Poupert-Lafarge as Director	Mgmt	For	For
Voter Rationale: EOS manual override				
16	Elect Olivier Klein as Director	Mgmt	For	For
17	Elect Ingrid-Helen Arnold as Director	Mgmt	For	For
18	Reelect Sebastien Wetter as Representative of Employee Shareholders to the Board	Mgmt	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
21	Amend Articles of Bylaws to Incorporate Legal Changes	Mgmt	For	For
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Meeting Date: 20/05/2025	Country: Germany	Ticker: SY1
Record Date: 28/04/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.20 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025, for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025 and as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
7.1	Reelect Michael Koenig to the Supervisory Board	Mgmt	For	For
7.2	Reelect Ursula Buck to the Supervisory Board	Mgmt	For	For
7.3	Reelect Bernd Hirsch to the Supervisory Board	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
7.4	Reelect Andrea Pfeifer to the Supervisory Board	Mgmt	For	For
7.5	Reelect Peter Vanacker to the Supervisory Board	Mgmt	For	For
7.6	Reelect Jan Zijderveld to the Supervisory Board	Mgmt	For	For
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For
9	Approve Supervisory Board Remuneration Policy	Mgmt	For	For

Meeting Date: 21/05/2025

Country: Belgium

Ticker: AGS

Record Date: 07/05/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual/Special 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 3.50 Per Share	Mgmt	For	For
2.3.1	Approve Discharge of Directors	Mgmt	For	For
2.3.2	Approve Discharge of Auditors	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
4.1	Reelect Bart De Smet as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to succession planning</i>				
4.2	Reelect Jean-Michel Chatagny as Independent Director	Mgmt	For	For
4.3	Reelect Katleen Vandeweyer as Independent Director	Mgmt	For	For
5	Appoint PwC as Auditor for Sustainability Reporting and Approve Their Remuneration	Mgmt	For	For
6.1.1	Receive Special Board Report Re: Authorized Capital	Mgmt		
6.1.2	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Mgmt	For	For
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
8	Close Meeting	Mgmt		

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	Against
Voter Rationale: Concerns about remuneration committee performanceConcerns about human rights				
1e	Elect Director Jamie S. Gorelick	Mgmt	For	For
1f	Elect Director Daniel P. Huttenlocher	Mgmt	For	For
1g	Elect Director Andrew Y. Ng	Mgmt	For	For
1h	Elect Director Indra K. Nooyi	Mgmt	For	For
1i	Elect Director Jonathan J. Rubinstein	Mgmt	For	For
Voter Rationale: .				
1j	Elect Director Brad D. Smith	Mgmt	For	For
1k	Elect Director Patricia Q. Stonesifer	Mgmt	For	For
1l	Elect Director Wendell P. Weeks	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
4	Adopt Mandatory Policy Separating the Roles of CEO and Board Chair	SH	Against	For
Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation				
5	Report on Risks of Discrimination Against Ad Buyers and Sellers Based on Religious/Political Views	SH	Against	Against
6	Disclose All Material Scope 3 Emissions	SH	Against	For
Voter Rationale: Shareholder proposal promotes better management of opportunities and risks				
7	Report on Impact of Data Centers on Climate Commitments	SH	Against	Against

Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Commission Third Party Assessment of Board Oversight of Human Rights Risks of AI	SH	Against	For
Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation				
9	Report on Efforts to Reduce Plastic Packaging	SH	Against	For
Voter Rationale: Shareholder proposal promotes better management of opportunities and risks				
10	Commission Independent Audit and Report on Warehouse Working Conditions	SH	Against	For
Voter Rationale: Shareholder proposal promotes better management of opportunities and risks				
11	Report on Unethical Use of External Data in Development of AI Products	SH	Against	Against

Erste Group Bank AG

Meeting Date: 21/05/2025	Country: Austria	Ticker: EBS
Record Date: 11/05/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 3.00 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For
5	Ratify Sparkassen-Pruefungsverband and PwC Wirtschaftspruefung GmbH as Auditors for the Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For
6	Ratify PwC Wirtschaftspruefung GmbH as Auditors for Fiscal Year 2026	Mgmt	For	For
7	Approve Remuneration Report	Mgmt	For	For
8	Approve Remuneration Policy	Mgmt	For	For
9.1	Reelect Alois Flatz as Supervisory Board Member	Mgmt	For	For

Erste Group Bank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9.2	Elect Gottfried Haber as Supervisory Board Member	Mgmt	For	For
9.3	Elect Gabriele Semmelrock-Werzer as Supervisory Board Member	Mgmt	For	For
10	Authorize Repurchase of Up to Ten Percent of Issued Share Capital for Trading Purposes	Mgmt	For	For
11.1	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	For	For
11.2	Authorize Reissuance of Repurchased Shares without Preemptive Rights	Mgmt	For	For

Orange SA

Meeting Date: 21/05/2025

Country: France

Ticker: ORA

Record Date: 19/05/2025

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 0.75 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
5	Elect Nadia Zak-Calvet as Representative of Employee Shareholders to the Board	Mgmt	For	For
6	Reelect Bpifrance Participations as Director	Mgmt	For	For
7	Approve Compensation Report	Mgmt	For	For
8	Approve Compensation of Christel Heydemann, CEO	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
9	Approve Compensation of Jacques Aschenbroich, Chairman of the Board	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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 Chairman of the Board	Mgmt	For	For
12	Approve Remuneration Policy of Directors	Mgmt	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
14	Amend Article 15 of Bylaws to Comply with Legal Changes	Mgmt	For	For
15	Amend Article 21 of Bylaws to Comply with Legal Changes	Mgmt	For	For
16	Amend Article 20 of Bylaws Re: Alternate Auditors	Mgmt	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 2 Billion	Mgmt	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion	Mgmt	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 1 Billion	Mgmt	For	For
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 Increase of Up to EUR 1 Billion for Future Exchange Offers	Mgmt	For	For
22	Authorize Capital Increase of up to EUR 1 Billion for Contributions in Kind	Mgmt	For	For
23	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 3 Billion	Mgmt	For	For

Orange SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
24	Authorize up to 0.12 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Key Employees and Executive Corporate Officers With Performance Conditions Attached	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
26	Authorize Capitalization of Reserves of Up to EUR 2 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For
27	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For
A	Shareholder Proposal Submitted by Fonds Commun de Placement d'Entreprise Orange Actions	Mgmt		
	Amending Item 24 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
Voter Rationale: Insufficient basis to support a decision				
B	Limitation on the Accumulation of Mandates of the Chairman of the Board	SH	Against	Against
Voter Rationale: Insufficient basis to support a decision				

Telenor ASA

Meeting Date: 21/05/2025	Country: Norway	Ticker: TEL
Record Date: 14/05/2025	Meeting Type: Annual	

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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 9.60 Per Share	Mgmt	For	For
7	Approve Group Contributions to Telenor Asia Holding AS	Mgmt	For	For
8	Approve Remuneration of Auditors	Mgmt	For	For
9	Approve Company's Corporate Governance Statement	Mgmt		
10.1	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>				
10.2	Approve Remuneration Statement	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
11	Approve Equity Plan Financing Through Repurchase of Shares	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
12	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	For	For
13	Amend Articles Re: Share Capital	Mgmt	For	For
14	Ratify Deloitte AS as Auditors	Mgmt	For	For
15.1	Elect Nils Bastiansen as Member of Corporate Assembly	Mgmt	For	For
15.2	Elect Hanne Nordgaard as Member of Corporate Assembly	Mgmt	For	For
15.3	Elect Kurt Kristoffersen as Member of Corporate Assembly	Mgmt	For	For
15.4	Elect John Gordon Bernander as Member of Corporate Assembly	Mgmt	For	For
15.5	Elect Heidi Finskas as Member of Corporate Assembly	Mgmt	For	For
15.6	Elect Widar Salbuviik as Member of Corporate Assembly	Mgmt	For	For
15.7	Elect Silvija Seres as Member of Corporate Assembly	Mgmt	For	For

Telenor ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
15.8	Elect Lisbeth Karin Naero as Member of Corporate Assembly	Mgmt	For	For
15.9	Elect Trine Saether Romuld as Member of Corporate Assembly	Mgmt	For	For
15.10	Elect Maalfrid Brath as Member of Corporate Assembly	Mgmt	For	For
15.11	Elect Elin Myrmel-Johansen as Deputy Member of Corporate Assembly	Mgmt	For	For
15.12	Elect Randi Marjamaa as Deputy Member of Corporate Assembly	Mgmt	For	For
15.13	Elect Anette Hjerto as Deputy Member of Corporate Assembly	Mgmt	For	For
16.1	Elect Jan Tore Fosund as Member of Nominating Committee	Mgmt	For	For
16.2	Elect Anette Hjerto as Member of Nominating Committee	Mgmt	For	For
17	Approve Remuneration of Corporate Assembly and Nominating Committee	Mgmt	For	For
18	Close Meeting	Mgmt		

TERNA Rete Elettrica Nazionale SpA

Meeting Date: 21/05/2025

Country: Italy

Ticker: TRN

Record Date: 12/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3	Approve Long Term Incentive Plan 2025-2029	Mgmt	For	Against
	Voter Rationale: Pay is misaligned with EOS remuneration principles			
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Incentive Plans	Mgmt	For	Against
	Voter Rationale: Pay is misaligned with EOS remuneration principles			
5.1	Approve Remuneration Policy	Mgmt	For	Against
	Voter Rationale: Pay is misaligned with EOS remuneration principles			

TERNA Rete Elettrica Nazionale SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				

The Southern Company

Meeting Date: 21/05/2025	Country: USA	Ticker: SO
Record Date: 31/03/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Janaki Akella	Mgmt	For	For
1b	Elect Director Shantella E. Cooper	Mgmt	For	For
1c	Elect Director Anthony F. "Tony" Earley, Jr.	Mgmt	For	For
1d	Elect Director James O. "Jimmy" Etheredge	Mgmt	For	For
1e	Elect Director David J. Grain	Mgmt	For	For
1f	Elect Director Donald M. James	Mgmt	For	For
1g	Elect Director John D. Johns	Mgmt	For	For
1h	Elect Director Dale E. Klein	Mgmt	For	For
1i	Elect Director David E. Meador	Mgmt	For	For
1j	Elect Director William G. Smith, Jr.	Mgmt	For	For
1k	Elect Director Kristine L. Svinicki	Mgmt	For	For
1l	Elect Director Lizanne Thomas	Mgmt	For	For
Voter Rationale: EOS manual override - see analyst note				
1m	Elect Director Christopher C. Womack	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: EOS manual override - see analyst note				
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Reduce Supermajority Vote Requirement	Mgmt	For	For
5	Adopt Simple Majority Vote	SH	Against	For
Voter Rationale: Shareholder proposal promotes enhanced shareholder rights				

The Southern Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Disclose Assumptions Underlying Increased Reliance on Fossil Fuel-Based Energy Production	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency				
7	Report on Net Zero Activities	SH	Against	Against
8	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against

Thermo Fisher Scientific Inc.

Meeting Date: 21/05/2025	Country: USA	Ticker: TMO
Record Date: 24/03/2025	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 Jennifer M. Johnson	Mgmt	For	Against
Voter Rationale: EOS manual override				
1g	Elect Director R. Alexandra Keith	Mgmt	For	For
1h	Elect Director Karen S. Lynch	Mgmt	For	For
1i	Elect Director James C. Mullen	Mgmt	For	For
1j	Elect Director Debora L. Spar	Mgmt	For	For
1k	Elect Director Scott M. Sperling	Mgmt	For	For
1l	Elect Director Dion J. Weisler	Mgmt	For	Against
Voter Rationale: Concerns about remuneration committee performance				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: Options/PSUs vest in less than 36 monthsHigh variable pay ratioExcessive CEO pay				
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

Thermo Fisher Scientific Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Amend Right to Call Special Meeting	SH	Against	Against

Bank of Ireland Group Plc

Meeting Date: 22/05/2025	Country: Ireland	Ticker: BIRG
Record Date: 18/05/2025	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.(a)	Re-elect Akshaya Bhargava as Director	Mgmt	For	For
3.(b)	Re-elect Giles Andrews as Director	Mgmt	For	For
3.(c)	Re-elect Ian Buchanan as Director	Mgmt	For	For
3.(d)	Re-elect Richard Goulding as Director	Mgmt	For	For
3.(e)	Re-elect Michele Greene as Director	Mgmt	For	For
3.(f)	Re-elect Myles O'Grady as Director	Mgmt	For	For
3.(g)	Re-elect Steve Pateman as Director	Mgmt	For	For
3.(h)	Re-elect Mark Spain as Director	Mgmt	For	For
3.(i)	Re-elect Margaret Sweeney as Director	Mgmt	For	For
4.	Ratify KPMG as Auditors	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
Voter Rationale: Realized variable pay is less than or equal to 1.5x base salary				
8.	Approve Remuneration Policy	Mgmt	For	For
9.	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
10.	Authorise Issue of Equity	Mgmt	For	For

Bank of Ireland Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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 Issue of Equity in Relation to Additional Tier 1 Contingent Equity Conversion Notes	Mgmt	For	For
14.	Authorise Issue of Equity without Pre-emptive Rights in Relation to Additional Tier 1 Contingent Equity Conversion Notes	Mgmt	For	For

Coca-Cola Europacific Partners plc

Meeting Date: 22/05/2025

Country: United Kingdom

Ticker: CCEP

Record Date: 20/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: High variable pay ratio				
3	Elect Sol Daurella as Director	Mgmt	For	For
4	Elect Robert Appleby as Director	Mgmt	For	For
5	Re-elect Manolo Arroyo as Director	Mgmt	For	For
6	Re-elect Guillaume Bacuvier as Director	Mgmt	For	For
7	Re-elect John Bryant as Director	Mgmt	For	Against
Voter Rationale: Lack of independent representation at board committees				
8	Re-elect Jose Ignacio Comenge as Director	Mgmt	For	For
9	Re-elect Damian Gammell as Director	Mgmt	For	For
10	Re-elect Nathalie Gaveau as Director	Mgmt	For	For
11	Re-elect Alvaro Gomez-Trenor Aguilar as Director	Mgmt	For	For
12	Re-elect Mary Harris as Director	Mgmt	For	For

Coca-Cola Europacific Partners plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13	Re-elect Thomas Johnson as Director	Mgmt	For	For
14	Re-elect Alfonso Libano Daurella as Director	Mgmt	For	For
15	Re-elect Nicolas Mirzayantz as Director	Mgmt	For	For
16	Re-elect Mark Price as Director	Mgmt	For	For
17	Re-elect Nancy Quan as Director	Mgmt	For	For
18	Re-elect Mario Rotlant Sola as Director	Mgmt	For	Against
Voter Rationale: Lack of independent representation at board committees				
19	Re-elect Dessi Temperley as Director	Mgmt	For	For
20	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
21	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
22	Authorise UK Political Donations and Expenditure	Mgmt	For	For
23	Authorise Issue of Equity	Mgmt	For	For
24	Approve Waiver of Rule 9 of the Takeover Code	Mgmt	For	Against
Voter Rationale: Concerns to protect shareholder value				
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 Market Purchase of Ordinary Shares	Mgmt	For	For
28	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	For	For
29	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Convatec Group Plc

Meeting Date: 22/05/2025	Country: United Kingdom	Ticker: CTEC
Record Date: 20/05/2025	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	Approve Final Dividend	Mgmt	For	For
5	Re-elect John McAdam as Director	Mgmt	For	For
6	Re-elect Karim Bitar as Director	Mgmt	For	For
7	Re-elect Jonny Mason as Director	Mgmt	For	For
8	Re-elect Margaret Ewing as Director	Mgmt	For	For
9	Re-elect Brian May as Director	Mgmt	For	For
10	Re-elect Constantin Coussios as Director	Mgmt	For	For
11	Re-elect Heather Mason as Director	Mgmt	For	For
12	Re-elect Kim Lody as Director	Mgmt	For	For
13	Re-elect Sharon O'Keefe as Director	Mgmt	For	For
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For
15	Authorise Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For
16	Approve Omnibus Incentive Plan	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
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

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 0.26 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 Corporate Officers	Mgmt	For	For
6	Approve Compensation of Bernard Charlès, Chairman of the Board	Mgmt	For	For
7	Approve Compensation of Pascal Daloz, CEO	Mgmt	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
9	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.2 Million	Mgmt	For	For
10	Elect Marie-Hélène Habert-Dassault as Director	Mgmt	For	For
11	Elect Nathalie Rouvet Lazare as Director	Mgmt	For	For
12	Elect Donatella Sciuto as Director	Mgmt	For	For
13	Reelect Soumitra Dutta as Director	Mgmt	For	For
14	Authorize Repurchase of Up to 25 Million 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 13 Million	Mgmt	For	For

Dassault Systemes SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 13 Million	Mgmt	For	For
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 13 Million	Mgmt	For	For
19	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
20	Authorize Capitalization of Reserves of Up to EUR 13 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
22	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
23	Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For
26	Amend Article 16 of Bylaws Re: Board Deliberations	Mgmt	For	For
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Deutsche Bank AG

Meeting Date: 22/05/2025	Country: Germany	Ticker: DBK
Record Date: 16/05/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals	Mgmt		
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.68 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Christian Sewing for Fiscal Year 2024	Mgmt	For	For
3.2	Approve Discharge of Management Board Member James von Moltke for Fiscal Year 2024	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Fabrizio Campelli for Fiscal Year 2024	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Bernd Leukert for Fiscal Year 2024	Mgmt	For	For
3.5	Approve Discharge of Management Board Member Alexander von zur Muehlen for Fiscal Year 2024	Mgmt	For	For
3.6	Approve Discharge of Management Board Member Laura Padovani (from July 1, 2024) for Fiscal Year 2024	Mgmt	For	For
3.7	Approve Discharge of Management Board Member Claudio de Sanctis for Fiscal Year 2024	Mgmt	For	For
3.8	Approve Discharge of Management Board Member Rebecca Short for Fiscal Year 2024	Mgmt	For	For
3.9	Approve Discharge of Management Board Member Stefan Simon for Fiscal Year 2024	Mgmt	For	For
3.10	Approve Discharge of Management Board Member Olivier Vigneron for Fiscal Year 2024	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Alexander Wynaendts for Fiscal Year 2024	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.2	Approve Discharge of Supervisory Board Member Frank Schulze for Fiscal Year 2024	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Norbert Winkeljohann for Fiscal Year 2024	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Susanne Bleidt for Fiscal Year 2024	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Mayree Clark for Fiscal Year 2024	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Jan Duscheck for Fiscal Year 2024	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Manja Eifert for Fiscal Year 2024	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Claudia Fieber for Fiscal Year 2024	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Sigmar Gabriel for Fiscal Year 2024	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Florian Haggemiller (from Jan. 16, 2024) for Fiscal Year 2024	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Timo Heider for Fiscal Year 2024	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Birgit Laumen (until Jan. 12, 2024) for Fiscal Year 2024	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Gerlinde Siebert for Fiscal Year 2024	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Yngve Slyngstad for Fiscal Year 2024	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Stephan Szukalski for Fiscal Year 2024	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.16	Approve Discharge of Supervisory Board Member John Thain for Fiscal Year 2024	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Juergen Toegel for Fiscal Year 2024	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Michele Trogni for Fiscal Year 2024	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Dagmar Valcarcel for Fiscal Year 2024	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Theodor Weimer for Fiscal Year 2024	Mgmt	For	For
4.21	Approve Discharge of Supervisory Board Member Frank Witter for Fiscal Year 2024	Mgmt	For	For
5.1	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2025	Mgmt	For	For
5.2	Appoint EY GmbH & Co. KG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	For
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	Authorize Repurchase of Up to Five Percent of Issued Share Capital for Trading Purposes	Mgmt	For	For
10	Approve Creation of EUR 2 Billion Pool of Capital with Preemptive Rights	Mgmt	For	For
11	Approve Creation of EUR 498 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For
12	Approve Issuance of Participatory Certificates and Other Hybrid Debt Securities up to Aggregate Nominal Value of EUR 12 Billion	Mgmt	For	For
13.1	Elect Sigmar Gabriel to the Supervisory Board	Mgmt	For	For

Deutsche Bank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13.2	Elect Frank Witter to the Supervisory Board	Mgmt	For	For
13.3	Elect Klaus Moosmayer to the Supervisory Board	Mgmt	For	For
13.4	Elect Kirsty Roth to the Supervisory Board	Mgmt	For	For
14	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For
	Shareholder Proposals Submitted by Riebeck-Brauerei von 1862 GmbH	Mgmt		
15	Appoint Special Auditor in Connection with the Lawsuits and Appraisal Proceedings Relating to the Takeover of Postbank by Former and Current Members of the Management Board and Supervisory Board	SH	Against	Against
16	Appoint Special Auditor in Connection with Lawsuits Relating to Foreign Currency Loans in Poland by Former and Current Members of the Management Board and Supervisory Board	SH	Against	Against

Enel SpA

Meeting Date: 22/05/2025

Country: Italy

Ticker: ENEL

Record Date: 13/05/2025

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	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	Slate 1 Submitted by Ministry of Economy and Finance	SH	None	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Against
Voter Rationale: Cumulative/slate voting in favour of individual candidates/slates				
5	Shareholder Proposal Submitted by Ministry of Economy and Finance	Mgmt		
	Approve Internal Auditors' Remuneration	SH	None	For
6	Management Proposals	Mgmt		
	Approve Long Term Incentive Plan 2025	Mgmt	For	For
Voter Rationale: EOS manual override				
7.1	Approve Remuneration Policy	Mgmt	For	For
Voter Rationale: EOS manual override				
7.2	Approve Second Section of the Remuneration Report	Mgmt	For	For
Voter Rationale: EOS manual override				
1.a	Extraordinary Business	Mgmt		
	Amend Company Bylaws Re: Article 5.1	Mgmt	For	For
	Amend Company Bylaws Re: Article 16.2	Mgmt	For	For
1.c	Amend Company Bylaws Re: Article 25.4	Mgmt	For	For
2	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For

Fresenius Medical Care AG

Meeting Date: 22/05/2025

Record Date: 30/04/2025

Country: Germany

Meeting Type: Annual

Ticker: FME

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.44 per Share	Mgmt	For	For

Fresenius Medical Care AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025	Mgmt	For	For
5.2	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	For
Voter Rationale: EOS manual override				
7	Approve Creation of EUR 60 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For
8	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion; Approve Creation of EUR 29.3 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For
10	Amend Articles Re: Minutes of Supervisory Board Meetings	Mgmt	For	For

Intertek Group Plc

Meeting Date: 22/05/2025

Country: United Kingdom

Ticker: ITRK

Record Date: 20/05/2025

Meeting Type: Annual

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Approve Final Dividend	Mgmt	For	For
5	Elect Hilde Merete Aasheim as Director	Mgmt	For	For
6	Elect Robin Freestone as Director	Mgmt	For	For
7	Elect Steve Mogford as Director	Mgmt	For	For
8	Re-elect Andrew Martin as Director	Mgmt	For	Against
Voter Rationale: Failure to provide DEI disclosures in line with UK listing rules				
9	Re-elect Andre Lacroix as Director	Mgmt	For	For
10	Re-elect Colm Deasy as Director	Mgmt	For	For
11	Re-elect Graham Allan as Director	Mgmt	For	For
12	Re-elect Gurnek Bains as Director	Mgmt	For	For
13	Re-elect Tamara Ingram as Director	Mgmt	For	For
14	Re-elect Jez Maiden as Director	Mgmt	For	For
15	Re-elect Kawal Preet as Director	Mgmt	For	For
16	Re-elect Apurvi Sheth as Director	Mgmt	For	For
17	Re-elect Jean-Michel Valette as Director	Mgmt	For	For
18	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
19	Authorise the Audit Committee 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	Amend Articles of Association to Increase the Aggregate Limit on Directors' Fees	Mgmt	For	For
23	Amend Long Term Incentive Plan	Mgmt	For	For
24	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
25	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
26	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For

Intertek Group Plc

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

Legal & General Group Plc

Meeting Date: 22/05/2025	Country: United Kingdom	Ticker: LGEN
Record Date: 20/05/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3	Elect Clare Bousfield as Director	Mgmt	For	For
4	Re-elect Henrietta Baldock as Director	Mgmt	For	For
5	Re-elect Philip Broadley as Director	Mgmt	For	For
6	Re-elect Jeff Davies as Director	Mgmt	For	For
7	Re-elect Carolyn Johnson as Director	Mgmt	For	For
8	Re-elect Nilufer Kheraj as Director	Mgmt	For	For
9	Re-elect Sir John Kingman as Director	Mgmt	For	For
10	Re-elect George Lewis as Director	Mgmt	For	For
11	Re-elect Ric Lewis as Director	Mgmt	For	For
12	Re-elect Tushar Morzaria as Director	Mgmt	For	For
13	Re-elect Antonio Simoes as Director	Mgmt	For	For
14	Re-elect Laura Wade-Gery as Director	Mgmt	For	For
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
17	Approve Remuneration Report	Mgmt	For	For
Voter Rationale: Low shareholding requirement				
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For

Legal & General Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
19	Authorise Issue of Equity	Mgmt	For	For
20	Authorise Issue of Equity in Connection with the Issue of Contingent Convertible Securities	Mgmt	For	For
21	Authorise 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 without Pre-emptive Rights in Connection with the Issue of Contingent Convertible Securities	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

NextEra Energy, Inc.

Meeting Date: 22/05/2025	Country: USA	Ticker: NEE
Record Date: 25/03/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Nicole S. Arnaboldi	Mgmt	For	For
1b	Elect Director James L. Camaren	Mgmt	For	For
1c	Elect Director Naren K. Gursahaney	Mgmt	For	For
1d	Elect Director Kirk S. Hachigian	Mgmt	For	Against
Voter Rationale: Concerns about remuneration committee performance				
1e	Elect Director Maria G. Henry	Mgmt	For	For
1f	Elect Director John W. Ketchum	Mgmt	For	For
1g	Elect Director Amy B. Lane	Mgmt	For	For
1h	Elect Director Geoffrey S. Martha	Mgmt	For	For
1i	Elect Director David L. Porges	Mgmt	For	For

NextEra Energy, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1j	Elect Director Deborah L. "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 LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against

Voter Rationale: No clawback policy Options/PSUs vest in less than 36 months Excessive severance Excessive CEO pay

Safran SA

Meeting Date: 22/05/2025

Country: France

Ticker: SAF

Record Date: 20/05/2025

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 2.90 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For
5	Elect Valérie Baudson as Director	Mgmt	For	For
6	Reelect Fabienne Lecorvaisier as Director	Mgmt	For	For
7	Reelect Patrick Péлата as Director	Mgmt	For	For
8	Approve Compensation of Ross McInnes, Chairman of the Board	Mgmt	For	For
9	Approve Compensation of Olivier Andriès, CEO	Mgmt	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For
11	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.4 Million	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
13	Approve Remuneration Policy of CEO	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
14	Approve Remuneration Policy of Directors	Mgmt	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
16	Amend Article 14.8 of Bylaws Re: Terms for Appointing Representatives of Employees Shareholders	Mgmt	For	For
17	Amend Article 18.12 of Bylaws Re: Written Consultation	Mgmt	For	For
18	Amend Article 16.1 of Bylaws Re: Directors Length of Term	Mgmt	For	For
19	Amend Article 14.8 of Bylaws Re: Representatives of Employees Shareholders Length of Term	Mgmt	For	For
20	Amend Article 14.9.3 of Bylaws Re: Election of Representatives of Employees Shareholders	Mgmt	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	For
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 8 Million	Mgmt	For	For
23	Authorize Capital Increase of Up to EUR 8 Million for Future Exchange Offers	Mgmt	For	For
24	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 8 Million	Mgmt	For	For
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 21-24	Mgmt	For	For
26	Authorize Capitalization of Reserves of Up to EUR 12.5 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For

Safran SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
28	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
29	Authorize up to 0.4 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached	Mgmt	For	For
30	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

ServiceNow, Inc.

Meeting Date: 22/05/2025

Country: USA

Ticker: NOW

Record Date: 24/03/2025

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
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 Joseph "Larry" Quinlan	Mgmt	For	For
1i	Elect Director Anita M. Sands	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Amend Certificate of Incorporation to Reflect Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For

ServiceNow, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Eliminate Supermajority Vote Requirements	Mgmt	For	For
6	Amend Bylaws Regarding Right to Cure Purported Nomination Defects	SH	Against	Against
7	Amend Right to Call Special Meeting	SH	Against	Against

The Charles Schwab Corporation

Meeting Date: 22/05/2025	Country: USA	Ticker: SCHW
Record Date: 24/03/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director John K. Adams, Jr.	Mgmt	For	For
1.2	Elect Director Stephen A. Ellis	Mgmt	For	For
Voter Rationale: EOS manual override				
1.3	Elect Director Arun Sarin	Mgmt	For	Against
Voter Rationale: Concerns related to succession planning Concerns about overall board structure				
1.4	Elect Director Charles R. Schwab	Mgmt	For	For
1.5	Elect Director Paula A. Sneed	Mgmt	For	Against
Voter Rationale: Concerns about remuneration committee performance				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: Low shareholding requirement Options/PSUs vest in less than 36 months High variable pay ratio Excessive CEO pay				
4	Declassify the Board of Directors	SH	Against	For
Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation				

The Home Depot, Inc.

Meeting Date: 22/05/2025	Country: USA	Ticker: HD
Record Date: 24/03/2025	Meeting Type: Annual	

The Home Depot, Inc.

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
Voter Rationale: EOS manual override				
1d	Elect Director Gregory D. Brenneman	Mgmt	For	For
1e	Elect Director J. Frank Brown	Mgmt	For	For
1f	Elect Director Edward P. Decker	Mgmt	For	For
1g	Elect Director Wayne M. Hewett	Mgmt	For	For
1h	Elect Director Manuel Kadre	Mgmt	For	For
1i	Elect Director Stephanie C. Linnartz	Mgmt	For	For
1j	Elect Director Paula A. Santilli	Mgmt	For	For
1k	Elect Director Caryn Seidman-Becker	Mgmt	For	For
1l	Elect Director Asha Sharma	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
4	Require Independent Board Chair	SH	Against	For
Voter Rationale: to improve board independence communication				
5	Disclose a Biodiversity Impact and Dependency Assessment	SH	Against	For
Voter Rationale: In line with EOS expectations				
6	Report on Efforts to Reduce Plastic Use	SH	Against	For
Voter Rationale: In line with EOS expectations				

Verizon Communications Inc.

Meeting Date: 22/05/2025	Country: USA	Ticker: VZ
Record Date: 24/03/2025	Meeting Type: Annual	

Verizon Communications Inc.

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 Caroline Litchfield	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 Carol Tome	Mgmt	For	For
1.10	Elect Director Hans Vestberg	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Report on Climate Lobbying	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency				
5	Report on Potential Hazards of Lead Cables and Potential Remediation Costs	SH	Against	Against
6	Report on Risks Related to Discrimination Against Ad Buyers and Sellers Based on Religious/Political Views	SH	Against	Against

Amgen Inc.

Meeting Date: 23/05/2025	Country: USA	Ticker: AMGN
Record Date: 24/03/2025	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

Amgen Inc.

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

Fresenius SE & Co. KGaA

Meeting Date: 23/05/2025	Country: Germany	Ticker: FRE
Record Date: 30/04/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2024	Mgmt	For	For
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	Mgmt	For	For
3	Approve Discharge of Personally Liable Partner for Fiscal Year 2024	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025, Auditors of Sustainability Reporting for Fiscal Year 2025 and for the Review of Interim Financial Statements until 2026 AGM	Mgmt	For	For

Fresenius SE & Co. KGaA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
7	Approve Remuneration of Supervisory Board	Mgmt	For	For
8.1	Elect Michael Diekmann to the Supervisory Board	Mgmt	For	For
8.2	Elect Ralf Kiesslich to the Supervisory Board	Mgmt	For	For
8.3	Elect Wolfgang Kirsch to the Supervisory Board	Mgmt	For	For
8.4	Elect Iris Loew-Friedrich to the Supervisory Board	Mgmt	For	For
8.5	Elect Susanne Zeidler to the Supervisory Board	Mgmt	For	For
8.6	Elect Christoph Zindel to the Supervisory Board	Mgmt	For	For
9.1	Elect Michael Diekmann as Member of the Joint Committee	Mgmt	For	For
9.2	Elect Susanne Zeidler as Member of the Joint Committee	Mgmt	For	For
10	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For
11	Amend Articles Re: Supervisory Board Meetings	Mgmt	For	For

TotalEnergies SE

Meeting Date: 23/05/2025	Country: France	Ticker: TTE
Record Date: 21/05/2025	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 3.22 per Share	Mgmt	For	For

TotalEnergies SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
6	Reelect Lise Croteau as Director	Mgmt	For	For
7	Elect Helen Lee Bouygues as Director	Mgmt	For	For
8	Elect Laurent Mignon as Director	Mgmt	For	For
9	Elect Valérie Della Puppa-Tibi as Representative of Employee Shareholders to the Board	Mgmt	For	For
A	Elect Hazel Clinton Fowler Representative of Employee Shareholders to the Board	Mgmt	Against	Against
Voter Rationale: Concerns about candidate's experience/skills				
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 2.15 Million	Mgmt	For	For
12	Approve Compensation of Patrick Pouyanné, Chairman and CEO	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
13	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
Extraordinary Business		Mgmt		
14	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For

Leonardo SpA

Meeting Date: 26/05/2025	Country: Italy	Ticker: LDO
Record Date: 15/05/2025	Meeting Type: Annual/Special	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Accept Financial Statements and Statutory Reports of UTM Systems & Services Srl	Mgmt	For	For
2	Accept Financial Statements and Statutory Reports of Leonardo SpA	Mgmt	For	For
3	Approve Allocation of Income	Mgmt	For	For
4	Amend 2024-2026 Long-Term Incentive Plan	Mgmt	For	For
5	Approve Share Ownership Plan 2025-2027 for Leonardo Employees based on Shares of Leonardo SpA	Mgmt	For	For
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service the Payment Plans based on Financial Instruments	Mgmt	For	For
7	Approve Remuneration Policy	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
8	Approve Second Section of the Remuneration Report	Mgmt	For	For
	Extraordinary Business	Mgmt		
1a	Amend Company Bylaws Re: Articles 22.3 and 5.1ter	Mgmt	For	For
1b	Amend Company Bylaws Re: Article 34	Mgmt	For	For

Meeting Date: 27/05/2025

Record Date: 29/04/2025

Country: Netherlands

Meeting Type: Annual

Ticker: ARGX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1.	Open Meeting	Mgmt		
2.	Receive Report of Management Board (Non-Voting)	Mgmt		
3.	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.a.	Discuss Annual Report for FY 2024	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 Income to the Retained Earnings of the Company	Mgmt	For	For
4.e.	Approve Discharge of Directors	Mgmt	For	For
5.	Approve Remuneration Policy	Mgmt	For	For
6.	Reelect Anthony Rosenberg as Non-Executive Director	Mgmt	For	For
7.	Grant Board Authority to Issue Shares and Exclude Pre-emptive Rights	Mgmt	For	For
8.	Other Business (Non-Voting)	Mgmt		
9.	Close Meeting	Mgmt		

Daimler Truck Holding AG

Meeting Date: 27/05/2025	Country: Germany	Ticker: DTG
Record Date: 20/05/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.90 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Karin Radstrom for Fiscal Year 2024	Mgmt	For	For
Voter Rationale: Inadequate management of climate-related risks				
3.2	Approve Discharge of Management Board Member Martin Daum for Fiscal Year 2024	Mgmt	For	For
Voter Rationale: Inadequate management of climate-related risks				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.3	Approve Discharge of Management Board Member Karl Deppen for Fiscal Year 2024	Mgmt	For	For
Voter Rationale: Inadequate management of climate-related risks				
3.4	Approve Discharge of Management Board Member Andreas Gorbach for Fiscal Year 2024	Mgmt	For	For
Voter Rationale: Inadequate management of climate-related risks				
3.5	Approve Discharge of Management Board Member Juergen Hartwig for Fiscal Year 2024	Mgmt	For	For
Voter Rationale: Inadequate management of climate-related risks				
3.6	Approve Discharge of Management Board Member John O'Leary for Fiscal Year 2024	Mgmt	For	For
Voter Rationale: Inadequate management of climate-related risks				
3.7	Approve Discharge of Management Board Member Achim Puchert (from Dec. 1, 2024) for Fiscal Year 2024	Mgmt	For	For
Voter Rationale: Inadequate management of climate-related risks				
3.8	Approve Discharge of Management Board Member Eva Scherer (from April 1, 2024) for Fiscal Year 2024	Mgmt	For	For
Voter Rationale: Inadequate management of climate-related risks				
3.9	Approve Discharge of Management Board Member Stephan Unger (until June 30, 2024) for Fiscal Year 2024	Mgmt	For	For
Voter Rationale: Inadequate management of climate-related risks				
4.1	Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2024	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Michael Brecht for Fiscal Year 2024	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Michael Brosnan for Fiscal Year 2024	Mgmt	For	For

Daimler Truck Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.4	Approve Discharge of Supervisory Board Member Bruno Buschbacher for Fiscal Year 2024	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Jacques Esculier for Fiscal Year 2024	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Akihiro Eto for Fiscal Year 2024	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Laura Ipsen for Fiscal Year 2024	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Renata Bruengger for Fiscal Year 2024	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Carmen Klitzsch-Mueller for Fiscal Year 2024	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Joerg Koehlinger for Fiscal Year 2024	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member John Krafcik for Fiscal Year 2024	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Joerg Lorz for Fiscal Year 2024	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Andrea Reith for Fiscal Year 2024	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Martin Richenhagen for Fiscal Year 2024	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Andrea Seidel for Fiscal Year 2024	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Shintaro Suzuki for Fiscal Year 2024	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Marie Wieck for Fiscal Year 2024	Mgmt	For	For

Daimler Truck Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.18	Approve Discharge of Supervisory Board Member Harald Wilhelm for Fiscal Year 2024	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Roman Zitzelsberger for Fiscal Year 2024	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Thomas Zwick for Fiscal Year 2024	Mgmt	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2025 and for a Review of Interim Financial Statements until 2026 AGM	Mgmt	For	For
5.2	Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
7	Approve Remuneration of Supervisory Board	Mgmt	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2030	Mgmt	For	Against
Voter Rationale: Concerns related to shareholder rights				
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For
10	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For

EQT AB

Meeting Date: 27/05/2025

Country: Sweden

Ticker: EQT

Record Date: 19/05/2025

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Designate Inspector(s) of Minutes of Meeting	Mgmt		
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive President's Report	Mgmt		
8	Receive Financial Statements and Statutory Reports	Mgmt		
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For
10	Approve Allocation of Income and Dividends of SEK 4.30 Per Share	Mgmt	For	For
11.a	Approve Discharge of Conni Jonsson	Mgmt	For	For
11.b	Approve Discharge of Brooks Entwistle	Mgmt	For	For
11.c	Approve Discharge of Diony Lebot	Mgmt	For	For
11.d	Approve Discharge of Gordon Orr	Mgmt	For	For
11.e	Approve Discharge of Johan Forssell	Mgmt	For	For
11.f	Approve Discharge of Richa Goswami	Mgmt	For	For
11.g	Approve Discharge of Marcus Wallenberg	Mgmt	For	For
11.h	Approve Discharge of Margo Cook	Mgmt	For	For
11.i	Approve Discharge of CEO Christian Sinding	Mgmt	For	For
12.a	Determine Number of Members (8) 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 331,500 for Chair and EUR 150,500 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
13.b	Approve Transfer of Shares to Board Members	Mgmt	For	For
13.c	Approve Remuneration of Auditor	Mgmt	For	For
14.a	Reelect Conni Jonsson as Director	Mgmt	For	For
14.b	Reelect Brooks Entwistle as Director	Mgmt	For	For

EQT AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14.c	Reelect Diony Lebot as Director	Mgmt	For	For
14.d	Reelect Gordon Orr as Director	Mgmt	For	For
14.e	Reelect Marcus Wallenberg as Director	Mgmt	For	Against
Voter Rationale: Overboarded/Too many other time commitments				
14.f	Reelect Margo Cook as Director	Mgmt	For	For
14.g	Reelect Richa Goswami as Director	Mgmt	For	For
14.h	Elect Jacob Wallenberg Jr as New Director	Mgmt	For	For
14.i	Reelect Conni Jonsson as Board Chair	Mgmt	For	For
15	Ratify KPMG AB as Auditor	Mgmt	For	For
16	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
17	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For
18	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
19	Approve SEK 696,202.78 Reduction in Share Capital via Share Cancellation; Approve Share Capital Increase Through Bonus Issue	Mgmt	For	For
20	Amend EQT Share Program and EQT Option Program	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
Shareholder Proposal Submitted by Tommy Jonasson		Mgmt		
21	Approve Proposal Regarding a Sponsorship Arrangement	SH	None	Against
Voter Rationale: Insufficient basis to support a decision				
22	Close Meeting	Mgmt		

Legrand SA

Meeting Date: 27/05/2025	Country: France	Ticker: LR
Record Date: 23/05/2025	Meeting Type: Annual/Special	

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

Legrand SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	For
4	Approve Compensation Report of Corporate Officers	Mgmt	For	For
5	Approve Compensation of Angeles Garcia-Poveda, Chairwoman of the Board	Mgmt	For	For
6	Approve Compensation of Benoît Coquart, CEO	Mgmt	For	For
7	Approve Remuneration Policy of Chairwoman of the Board	Mgmt	For	For
8	Approve Remuneration Policy of CEO	Mgmt	For	For
9	Approve Remuneration Policy of Directors	Mgmt	For	For
10	Elect Stéphane Pallez as Director	Mgmt	For	For
11	Reelect Patrick Koller as Director	Mgmt	For	For
12	Reelect Florent Menegaux as Director	Mgmt	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
14	Extraordinary Business	Mgmt		
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
15	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
16	Amend Article 9.5 of Bylaws to Incorporate Legal Changes	Mgmt	For	For
17	Ordinary Business	Mgmt		
	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Merck & Co., Inc.

Meeting Date: 27/05/2025	Country: USA	Ticker: MRK
Record Date: 28/03/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Douglas M. Baker, Jr.	Mgmt	For	For
1b	Elect Director Mary Ellen Coe	Mgmt	For	For
1c	Elect Director Pamela J. Craig	Mgmt	For	For
1d	Elect Director Robert M. Davis	Mgmt	For	For
1e	Elect Director Thomas H. Glocer	Mgmt	For	For
1f	Elect Director Surendralal "Lal" L. Karsanbhai	Mgmt	For	For
1g	Elect Director Risa J. Lavizzo-Mourey	Mgmt	For	For
1h	Elect Director Stephen L. Mayo	Mgmt	For	For
1i	Elect Director Paul B. Rothman	Mgmt	For	For
1j	Elect Director Patricia F. Russo	Mgmt	For	Against
<i>Voter Rationale: Overboarded/Too many other time commitments</i>				
1k	Elect Director Christine E. Seidman	Mgmt	For	For
1l	Elect Director Inge G. Thulin	Mgmt	For	For
1m	Elect Director Kathy J. Warden	Mgmt	For	Against
<i>Voter Rationale: Overboarded/Too many other time commitments</i>				
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	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Report on a Human Rights Impact Assessment	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes better management of SEE opportunities and risks</i>				
5	Publish Tax Transparency Report	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency</i>				
6	Consider Eliminating DEI Goals from Compensation Plan Incentives	SH	Against	Against
7	Report on Risks of Discriminating Against Ad Buyers and Sellers Based on Religious/Political Views	SH	Against	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2.a)	Approve Allocation of Income and Dividends of EUR 3.05 per Share	Mgmt	For	For
2.b)	Approve Special Dividends of EUR 1.70 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For
5	Ratify KPMG Austria GmbH as Auditors and as Auditor for the Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	For
7	Approve Remuneration of Supervisory Board Members	Mgmt	For	For
8.a)	Reelect Elisabeth Stadler as Supervisory Board Member	Mgmt	For	For
8.b)	Elect Hans Mueller as Supervisory Board Member	Mgmt	For	For
8.c)	Reelect Jean-Baptiste Renard as Supervisory Board Member	Mgmt	For	For
8.d)	Reelect Robert Stajic as Supervisory Board Member	Mgmt	For	For
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For
10	Authorize Reissuance of Repurchased Shares without Preemptive Rights	Mgmt	For	For

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
1g	Elect Director Charles W. Moorman	Mgmt	For	Against
Voter Rationale: Concerns about remuneration committee performance				
1h	Elect Director Dambisa F. Moyo	Mgmt	For	For
1i	Elect Director Debra Reed-Klages	Mgmt	For	For
Voter Rationale: Concerns regarding Auditor tenure				
1j	Elect Director D. James Umpleby, III	Mgmt	For	For
1k	Elect Director Cynthia J. Warner	Mgmt	For	For
1l	Elect Director Michael K. (Mike) Wirth	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Against
Voter Rationale: Concerns regarding Auditor tenure				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: 1- Excessive CEO pay2- Pay is in top quartile and not aligned with performance				
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For
5	Commission Third Party Assessment of Implementation of Human Rights Policy	SH	Against	For
Voter Rationale: Shareholder proposal promotes better management of SEE opportunities and risks				
6	Report on Risk of Reverse Stranded Assets of Investing in Renewables	SH	Against	Against
Voter Rationale: EOS manual override				

Chevron Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Amend Right to Call Special Meeting	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights				

Exxon Mobil Corporation

Meeting Date: 28/05/2025	Country: USA	Ticker: XOM
Record Date: 02/04/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Michael J. Angelakis	Mgmt	For	For
1.2	Elect Director Angela F. Braly	Mgmt	For	For
Voter Rationale: EOS manual override				
1.3	Elect Director Maria S. Dreyfus	Mgmt	For	For
Voter Rationale: Concerns regarding Auditor tenure				
1.4	Elect Director John D. Harris, II	Mgmt	For	For
1.5	Elect Director Kaisa H. Hietala	Mgmt	For	For
1.6	Elect Director Joseph L. Hooley	Mgmt	For	For
1.7	Elect Director Steven A. Kandarian	Mgmt	For	For
1.8	Elect Director Alexander A. Karsner	Mgmt	For	For
1.9	Elect Director Lawrence W. Kellner	Mgmt	For	For
1.10	Elect Director Dina Powell McCormick	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	Against
Voter Rationale: Concerns regarding Auditor tenure				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: EOS manual override				

Meeting Date: 28/05/2025	Country: USA	Ticker: META
Record Date: 01/04/2025	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 overall board structure2- Concerns about remuneration committee performance				
1.2	Elect Director Marc L. Andreessen	Mgmt	For	Withhold
Voter Rationale: 1- Concerns about overall board structure2- Concerns about remuneration committee performance				
1.3	Elect Director John Arnold	Mgmt	For	For
1.4	Elect Director Patrick Collison	Mgmt	For	For
1.5	Elect Director John Elkann	Mgmt	For	Withhold
Voter Rationale: Overboarded/Too many other time commitments				
1.6	Elect Director Andrew W. Houston	Mgmt	For	For
1.7	Elect Director Nancy Killefer	Mgmt	For	For
1.8	Elect Director Robert M. Kimmitt	Mgmt	For	Withhold
Voter Rationale: Lack of independence on board				
1.9	Elect Director Dina Powell McCormick	Mgmt	For	For
1.10	Elect Director Charles Songhurst	Mgmt	For	For
1.11	Elect Director Hock E. Tan	Mgmt	For	For
1.12	Elect Director Tracey T. Travis	Mgmt	For	Withhold
Voter Rationale: Concerns about human rights				
1.13	Elect Director Dana White	Mgmt	For	For
1.14	Elect Director Tony Xu	Mgmt	For	For
1.15	Elect Director Mark Zuckerberg	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
5	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year
Voter Rationale: Pay is misaligned with EOS remuneration principles				

Meta Platforms, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights				
7	Disclosure of Voting Results Based on Class of Shares	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency				
8	Report on Hate Targeting Marginalized Communities	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
9	Report on Child Safety and Harm Reduction	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
10	Report on Combatting Risks of Online Child Exploitation	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
11	Report on Risks of Unethical Use of External Data to Develop AI Products	SH	Against	Against
12	Disclose a Climate Transition Plan Resulting in New Renewable Energy Capacity	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
13	Report on Investing in Bitcoin	SH	Against	Against
14	Report on Data Collection and Advertising Practices	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				

STMicroelectronics NV

Meeting Date: 28/05/2025	Country: Switzerland	Ticker: STMMI
Record Date: 30/04/2025	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	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	For
8.	Approve Remuneration of Supervisory Board	Mgmt	For	For
9.	Approve Stock-Based Portion of the Compensation of the President and CEO	Mgmt	For	For
10.	Approve Stock-Based Portion of the Compensation of the President and CFO	Mgmt	For	For
11.a.	Elect Werner Lieberherr to Supervisory Board	Mgmt	For	For
11.b.	Elect Simonetta Acri to Supervisory Board	Mgmt	For	For
12.	Reelect Ana de Pro Gonzalo to Supervisory Board	Mgmt	For	For
13.	Reelect Helene Vletter van Dort to Supervisory Board	Mgmt	For	For
14.	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For
15.	Appoint PricewaterhouseCoopers Accountants N.V. as Auditor for Sustainability Reporting	Mgmt	For	For
16.	Authorize Repurchase of Shares	Mgmt	For	For
17.	Grant Board Authority to Issue Shares and Restrict/Exclude Preemptive Rights	Mgmt	For	For
18.	Allow Questions	Mgmt		

Vonovia SE

Meeting Date: 28/05/2025

Country: Germany

Ticker: VNA

Record Date: 21/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		

Vonovia SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 1.22 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for Fiscal Year 2025 and for the First Quarter of Fiscal Year 2026	Mgmt	For	For
5.2	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
7	Approve Remuneration Policy	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
8.1	Elect Michael Ruediger to the Supervisory Board	Mgmt	For	For
8.2	Elect Marcus Schenck to the Supervisory Board	Mgmt	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For
10	Approve Creation of EUR 246.9 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For
11	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 10 Billion; Approve Creation of EUR 164.6 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For

Arista Networks, Inc.

Meeting Date: 30/05/2025	Country: USA	Ticker: ANET
Record Date: 02/04/2025	Meeting Type: Annual	

Arista Networks, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Charles Giancarlo	Mgmt	For	For
Voter Rationale: EOS manual override.				
1.2	Elect Director Daniel Scheinman	Mgmt	For	For
Voter Rationale: Concerns about overall board structure Concerns to protect shareholder value				
1.3	Elect Director Yvonne Wassenaar	Mgmt	For	Withhold
Voter Rationale: Concerns about overall board structure.				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: EOS manual override.				
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

Lowe's Companies, Inc.

Meeting Date: 30/05/2025Country: USATicker: LOW

Record Date: 24/03/2025Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Raul Alvarez	Mgmt	For	For
1.2	Elect Director Scott H. Baxter	Mgmt	For	For
1.3	Elect Director Sandra B. Cochran	Mgmt	For	For
1.4	Elect Director Laurie Z. Douglas	Mgmt	For	For
1.5	Elect Director Richard W. Dreiling	Mgmt	For	For
1.6	Elect Director Marvin R. Ellison	Mgmt	For	For
1.7	Elect Director Navdeep Gupta	Mgmt	For	For
1.8	Elect Director Brian C. Rogers	Mgmt	For	For
1.9	Elect Director Bertram L. Scott	Mgmt	For	For
1.10	Elect Director Lawrence Simkins	Mgmt	For	For
1.11	Elect Director Colleen Taylor	Mgmt	For	For
1.12	Elect Director Mary Beth West	Mgmt	For	For

Lowe's Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For

Poste Italiane SpA

Meeting Date: 30/05/2025	Country: Italy	Ticker: PST
Record Date: 21/05/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Ordinary Business	Mgmt		
	Management Proposals	Mgmt		
	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income and Dividend Distribution	Mgmt	For	For
3.1	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
	Slate 1 Submitted by Ministry of Economy and Finance	SH	None	Against
	Voter Rationale: Cumulative/slate voting in favour of individual candidates/slates			
3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
4	Shareholder Proposal Submitted by Ministry of Economy and Finance	Mgmt		
	Approve Internal Auditors' Remuneration	SH	None	For
	Shareholder Proposal Submitted by Institutional Investors (Assogestioni)	Mgmt		
5	Elect Alessandro Marchesini as Director	SH	For	For
6	Management Proposals	Mgmt		
	Approve Remuneration Policy	Mgmt	For	For
	Approve Second Section of the Remuneration Report	Mgmt	For	For
8	Approve Equity-Based Incentive Plans	Mgmt	For	For

Poste Italiane SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service the Equity-Based Incentive Plans	Mgmt	For	For

UnitedHealth Group Incorporated

Meeting Date: 02/06/2025	Country: USA	Ticker: UNH
Record Date: 04/04/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Charles Baker	Mgmt	For	For
1b	Elect Director Timothy Flynn	Mgmt	For	Against
Voter Rationale: Concerns about remuneration committee performance				
1c	Elect Director Paul Garcia	Mgmt	For	For
1d	Elect Director Kristen Gil	Mgmt	For	For
1e	Elect Director Stephen Hemsley	Mgmt	For	For
1f	Elect Director Michele Hooper	Mgmt	For	For
1g	Elect Director F. William McNabb, III	Mgmt	For	Against
Voter Rationale: Concerns about human rights				
1h	Elect Director Valerie Montgomery Rice	Mgmt	For	For
1i	Elect Director John Noseworthy	Mgmt	For	For
1j	Elect Director Andrew Witty *Withdrawn Resolution*	Mgmt		
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
Voter Rationale: EOS manual override				
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Submit Severance Agreement to Shareholder Vote	SH	Against	Against

Booking Holdings Inc.

Meeting Date: 03/06/2025	Country: USA	Ticker: BKNG
Record Date: 08/04/2025	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 Mirian M. Graddick-Weir	Mgmt	For	For
Voter Rationale: EOS manual override				
1.3	Elect Director Kelly Grier	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	Withhold
Voter Rationale: Overboarded/Too many other time commitments				
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	For
Voter Rationale: EOS manual override				
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For
Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation				

Mowi ASA

Meeting Date: 04/06/2025

Record Date: 27/05/2025

Country: Norway

Meeting Type: Annual

Ticker: MOWI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.a	Elect Chair of Meeting	Mgmt	For	For
1.b	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For

Mowi ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
7	Approve Remuneration Statement	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
8	Approve Remuneration of Directors in the Amount of NOK 1.7 Million for Chair, NOK 655,000 for Deputy Chair and Shareholder Elected Members and NOK 467,000 for Employee Elected Members	Mgmt	For	For
9	Approve Remuneration of Nomination Committee	Mgmt	For	For
10	Approve Remuneration of Auditor	Mgmt	For	For
11.a	Reelect Kristian Melhuus (Deputy Chair) as Director	Mgmt	For	For
11.b	Reelect Lisbet Naero as Director	Mgmt	For	For
12.a	Reelect 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	Approve Creation of NOK 387.8 Million Pool of Capital without Preemptive Rights	Mgmt	For	For

Compagnie de Saint-Gobain SA

Meeting Date: 05/06/2025

Record Date: 03/06/2025

Country: France

Meeting Type: Annual/Special

Ticker: SGO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For
5	Reelect Benoit Bazin as Director	Mgmt	For	For
6	Reelect Sibylle Daunis as Representative of Employee Shareholders to the Board	Mgmt	For	For
7	Elect Maya Hari as Director	Mgmt	For	For
8	Elect Antoine de Saint-Affrique as Director	Mgmt	For	Against
<i>Voter Rationale: Overboarded/Too many other time commitments</i>				
9	Elect Hans Sohlström as Director	Mgmt	For	For
10	Approve Compensation of Pierre-Andre de Chalendar, Chairman of the Board from January 1, 2024 Until June 6, 2024	Mgmt	For	For
11	Approve Compensation of Benoit Bazin, CEO from January 1, 2024 Until June 6, 2024	Mgmt	For	For
12	Approve Compensation of Benoit Bazin, Chairman and CEO from June 7, 2024 Until December 31, 2024	Mgmt	For	For
13	Approve Compensation Report of Corporate Officers	Mgmt	For	For
14	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
15	Approve Remuneration Policy of Directors	Mgmt	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		

Compagnie de Saint-Gobain SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 399 Million	Mgmt	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 199 Million	Mgmt	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 199 Million	Mgmt	For	For
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 Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
22	Authorize Capitalization of Reserves of Up to EUR 99 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
25	Authorize up to 1.5 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
26	Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
27	Amend Article 18 of Bylaws to Incorporate Legal Changes Re: General Meeting Broadcast	Mgmt	For	For
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Netflix, Inc.

Meeting Date: 05/06/2025	Country: USA	Ticker: NFLX
Record Date: 07/04/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Richard N. Barton	Mgmt	For	For
1b	Elect Director Mathias Dopfner	Mgmt	For	For
1c	Elect Director Reed Hastings	Mgmt	For	For
1d	Elect Director Jay C. Hoag	Mgmt	For	Against
<i>Voter Rationale: Concerns related to succession planning Concerns related to attendance at board or committee meetings</i>				
1e	Elect Director Leslie Kilgore	Mgmt	For	For
1f	Elect Director Strive Masiyiwa	Mgmt	For	For
1g	Elect Director Ann Mather	Mgmt	For	For
1h	Elect Director Greg Peters	Mgmt	For	For
1i	Elect Director Susan E. Rice	Mgmt	For	For
1j	Elect Director Ted Sarandos	Mgmt	For	For
1k	Elect Director Bradford L. Smith	Mgmt	For	For
1l	Elect Director Anne M. Sweeney	Mgmt	For	For
<i>Voter Rationale: EOS manual override.</i>				
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: EOS manual override.</i>				
4	Issue a Climate Transition Plan	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	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation</i>				
6	Amend Code of Ethics to Enhance Policies on Non-Discrimination, Anti-Harassment, and Whistleblower Protection	SH	Against	Against
<i>Voter Rationale: .</i>				
7	Report on Discrimination Risks of Affirmative Action Initiatives	SH	Against	Against
8	Report on Discrimination in Charitable Giving	SH	Against	Against

Palantir Technologies, Inc.

Meeting Date: 05/06/2025

Record Date: 11/04/2025

Country: USA

Meeting Type: Annual

Ticker: PLTR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Alexander Karp	Mgmt	For	For
1.2	Elect Director Stephen Cohen	Mgmt	For	For
1.3	Elect Director Peter Thiel	Mgmt	For	For
1.4	Elect Director Alexander Moore	Mgmt	For	Withhold
Voter Rationale: Concerns to protect shareholder value Concerns about remuneration committee performance				
1.5	Elect Director Alexandra Schiff	Mgmt	For	For
1.6	Elect Director Lauren Friedman Stat	Mgmt	For	For
1.7	Elect Director Eric Woersching	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

Salesforce, Inc.

Meeting Date: 05/06/2025

Record Date: 11/04/2025

Country: USA

Meeting Type: Annual

Ticker: CRM

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	Against
Voter Rationale: Concerns about remuneration committee performance				
1i	Elect Director Oscar Munoz	Mgmt	For	For
1j	Elect Director John V. Roos	Mgmt	For	For
1k	Elect Director Robin Washington	Mgmt	For	For
1l	Elect Director Maynard Webb	Mgmt	For	For

Salesforce, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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
Voter Rationale: No clawback policy Options/PSUs vest in less than 36 months High variable pay ratio				

Walmart Inc.

Meeting Date: 05/06/2025	Country: USA	Ticker: WMT
Record Date: 11/04/2025	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	For
1e	Elect Director Thomas W. Horton	Mgmt	For	For
1f	Elect Director Marissa A. Mayer	Mgmt	For	For
1g	Elect Director C. Douglas McMillon	Mgmt	For	For
1h	Elect Director Robert E. Moritz, Jr.	Mgmt	For	For
1i	Elect Director Brian Niccol	Mgmt	For	For
1j	Elect Director Gregory B. Penner	Mgmt	For	For
1k	Elect Director Randall L. Stephenson	Mgmt	For	For
Voter Rationale: .				
1l	Elect Director Steuart L. Walton	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
4	Amend Omnibus Stock Plan	Mgmt	For	For

Walmart Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Commission Third Party Assessment on Policies Regarding Law Enforcement Information Requests Related to Medication Use	SH	Against	Against
6	Report on Reduction of Plastic Packaging and Recyclability Claims	SH	Against	Against
7	Revisit Plastic Packaging Policies	SH	Against	Against
8	Conduct and Report a Third-Party Racial Equity Audit	SH	Against	Against
9	Report on Delays in Revising Diversity, Equity, and Inclusion (DEI) Initiatives	SH	Against	Against
10	Report on Health and Safety Governance	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				
11	Report on Risks of Discriminating Based on Religious and Political Views	SH	Against	Against

Alphabet Inc.

Meeting Date: 06/06/2025Country: USATicker: GOOGL

Record Date: 08/04/2025Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Larry Page	Mgmt	For	For
Voter Rationale: EOS manual override				
1b	Elect Director Sergey Brin	Mgmt	For	For
1c	Elect Director Sundar Pichai	Mgmt	For	For
1d	Elect Director John L. Hennessy	Mgmt	For	For
Voter Rationale: EOS manual override				
1e	Elect Director Frances H. Arnold	Mgmt	For	For
Voter Rationale: EOS manual override				
1f	Elect Director R. Martin "Marty" Chavez	Mgmt	For	For
1g	Elect Director L. John Doerr	Mgmt	For	Against
Voter Rationale: EOS manual override				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1h	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	For
1i	Elect Director K. Ram Shriram	Mgmt	For	Against
<i>Voter Rationale: EOS manual override</i>				
1j	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	Provide Right to Act by Written Consent	SH	Against	Against
4	Adjust Executive Compensation Metrics for Share Buybacks	SH	Against	Against
5	Report on Discrimination in Charitable Contributions	SH	Against	Against
<i>Voter Rationale: EOS manual override</i>				
6	Consider Ending Participation in Human Rights Campaign's Corporate Equality Index	SH	Against	Against
<i>Voter Rationale: EOS manual override</i>				
7	Report on Meeting 2030 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>				
8	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>				
9	Report on Due Diligence Process to Assess Human Rights Risks in High-Risk Countries	SH	Against	Against
<i>Voter Rationale: EOS manual override</i>				
10	Report on Risks of Discrimination in GenAI	SH	Against	Against
<i>Voter Rationale: EOS manual override</i>				
11	Report on Risks of Improper Use of External Data in Development of AI Products	SH	Against	Against
<i>Voter Rationale: EOS manual override</i>				
12	Publish a Human Rights Impact Assessment of AI Driven 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>				
13	Report on Lobbying and Child Safety Online	SH	Against	Against

Alphabet Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14	Adopt Metrics Evaluating YouTube Child Safety Policies	SH	Against	For
Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks				

T-Mobile US, Inc.

Meeting Date: 06/06/2025	Country: USA	Ticker: TMUS
Record Date: 07/04/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director André Almeida	Mgmt	For	For
1.2	Elect Director Marcelo Claure	Mgmt	For	For
1.3	Elect Director Thomas Dannenfeldt	Mgmt	For	For
1.4	Elect Director Srikant M. Datar	Mgmt	For	For
1.5	Elect Director Timotheus Höttges	Mgmt	For	For
1.6	Elect Director Christian P. Illek	Mgmt	For	For
1.7	Elect Director James J. Kavanaugh	Mgmt	For	For
1.8	Elect Director Raphael Kübler	Mgmt	For	For
1.9	Elect Director Thorsten Langheim	Mgmt	For	For
1.10	Elect Director Dominique Leroy	Mgmt	For	For
1.11	Elect Director Letitia A. Long	Mgmt	For	For
1.12	Elect Director G. Michael (Mike) Sievert	Mgmt	For	For
1.13	Elect Director Teresa A. Taylor	Mgmt	For	Withhold
Voter Rationale: Lack of independence on board Lack of independent representation at board committees				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For

Ashtead Group Plc

Meeting Date: 10/06/2025	Country: United Kingdom	Ticker: AHT
Record Date: 06/06/2025	Meeting Type: Special	

Ashtead Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Matters Relating to the Introduction of a New Holding Company	Mgmt	For	For
2	Approve Capital Reduction by Cancelling and Extinguishing the Scheme Shares	Mgmt	For	For
3	Authorise Issue of Equity Pursuant to the Scheme	Mgmt	For	For
4	Amend Articles of Association	Mgmt	For	For
5	Approve Delisting of Shares from the Equity Shares (Commercial Company) Category of the Official List Maintained by the FCA and the London Stock Exchange's Main Market	Mgmt	For	For
6	Approve Re-registration of the Company as a Private Company Limited by the Name of Ashtead Group Limited	Mgmt	For	For
7	Adopt New Articles of Association	Mgmt	For	For

Ashtead Group Plc

Meeting Date: 10/06/2025

Country: United Kingdom

Ticker: AHT

Record Date: 06/06/2025

Meeting Type: Court

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

The TJX Companies, Inc.

Meeting Date: 10/06/2025

Country: USA

Ticker: TJX

Record Date: 15/04/2025

Meeting Type: Annual

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

The TJX Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1b	Elect Director Alan M. Bennett	Mgmt	For	For
1c	Elect Director Rosemary T. Berkery	Mgmt	For	For
1d	Elect Director David T. Ching	Mgmt	For	For
1e	Elect Director C. Kim Goodwin	Mgmt	For	For
1f	Elect Director Ernie Herrman	Mgmt	For	For
1g	Elect Director Amy B. Lane	Mgmt	For	For
1h	Elect Director Carol Meyrowitz	Mgmt	For	For
1i	Elect Director Jackwyn L. Nemerov	Mgmt	For	For
1j	Elect Director Charles F. Wagner, Jr.	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

Voter Rationale: Pay structure does not trigger any of EOS critical concerns

Caterpillar, Inc.

Meeting Date: 11/06/2025

Country: USA

Ticker: CAT

Record Date: 14/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Joseph E. Creed	Mgmt	For	For
1.2	Elect Director James C. Fish, Jr.	Mgmt	For	For
1.3	Elect Director Gerald Johnson	Mgmt	For	For
1.4	Elect Director Nazzic S. Keene	Mgmt	For	For
1.5	Elect Director David W. MacLennan	Mgmt	For	Against

Voter Rationale: Concerns regarding Auditor tenure

1.6	Elect Director Judith F. Marks	Mgmt	For	For
1.7	Elect Director Debra L. Reed-Klages	Mgmt	For	For
1.8	Elect Director Susan C. Schwab	Mgmt	For	For
1.9	Elect Director D. James Umpleby, III	Mgmt	For	For

Caterpillar, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.10	Elect Director Rayford Wilkins, Jr.	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Against
Voter Rationale: Concerns regarding Auditor tenure				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
4	Report on a Civil Rights Audit	SH	Against	Against
Voter Rationale: .				
5	Report on Religious Discrimination in Charitable Contributions	SH	Against	Against
6	Consider Abolishing DEI Policies, Departments, and Goals	SH	Against	Against

Tesco Plc

Meeting Date: 12/06/2025

Country: United Kingdom

Ticker: TSCO

Record Date: 10/06/2025

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
Voter Rationale: EOS manual override.				
3	Approve Remuneration Report	Mgmt	For	For
Voter Rationale: EOS manual override.				
4	Approve Final Dividend	Mgmt	For	For
5	Elect Chris Kennedy as Director	Mgmt	For	For
Voter Rationale: EOS manual override.				
6	Re-elect Melissa Bethell as Director	Mgmt	For	For
Voter Rationale: EOS manual override.				
7	Re-elect Bertrand Bodson as Director	Mgmt	For	For
Voter Rationale: EOS manual override.				
8	Re-elect Dame Carolyn Fairbairn as Director	Mgmt	For	For

Tesco Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9	Re-elect Thierry Garnier as Director	Mgmt	For	For
Voter Rationale: EOS manual override.				
10	Re-elect Stewart Gilliland as Director	Mgmt	For	For
Voter Rationale: EOS manual override.				
11	Re-elect Gerry Murphy as Director	Mgmt	For	For
12	Re-elect Ken Murphy as Director	Mgmt	For	For
13	Re-elect Imran Nawaz as Director	Mgmt	For	For
14	Re-elect Caroline Silver as Director	Mgmt	For	For
Voter Rationale: EOS manual override.				
15	Re-elect Karen Whitworth as Director	Mgmt	For	For
Voter Rationale: EOS manual override.				
16	Reappoint Deloitte LLP as Auditors	Mgmt	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For
19	Authorise Issue of Equity	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
22	Authorise Market Purchase of Shares	Mgmt	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Comcast Corporation

Meeting Date: 18/06/2025

Country: USA

Ticker: CMCSA

Record Date: 08/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kenneth J. Bacon	Mgmt	For	Withhold

Comcast Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
Voter Rationale: Concerns to protect shareholder value				
1.2	Elect Director Thomas J. Baltimore, Jr.	Mgmt	For	For
1.3	Elect Director Madeline S. Bell	Mgmt	For	For
1.4	Elect Director Louise F. Brady	Mgmt	For	For
1.5	Elect Director Edward D. Breen	Mgmt	For	For
1.6	Elect Director Jeffrey A. Honickman	Mgmt	For	For
1.7	Elect Director Wonya Y. Lucas	Mgmt	For	For
1.8	Elect Director Asuka Nakahara	Mgmt	For	For
1.9	Elect Director David C. Novak	Mgmt	For	For
1.10	Elect Director Brian L. Roberts	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not less than p/greater than Trigger any of EOS critical concerns				
5	Improve Executive Compensation Program and Policy	SH	Against	Against
6	Require Independent Board Chair	SH	Against	For
Voter Rationale: Shareholder proposal promotes appropriate accountability or incentivisation				

Whitbread Plc

Meeting Date: 19/06/2025Country: United KingdomTicker: WTB

Record Date: 17/06/2025Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Policy	Mgmt	For	Against
Voter Rationale: Low shareholding requirement				
3	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Low shareholding requirement				

Whitbread Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Approve Final Dividend	Mgmt	For	For
5	Re-elect Kal Atwal as Director	Mgmt	For	For
6	Re-elect Horst Baier as Director	Mgmt	For	For
7	Re-elect Adam Crozier as Director	Mgmt	For	For
Voter Rationale: Failure to provide DEI disclosures in line with UK listing rules				
8	Re-elect Frank Fiskers as Director	Mgmt	For	For
9	Re-elect Richard Gillingwater as Director	Mgmt	For	For
10	Re-elect Karen Jones as Director	Mgmt	For	For
11	Re-elect Hemant Patel as Director	Mgmt	For	For
12	Re-elect Dominic Paul as Director	Mgmt	For	For
13	Re-elect Shelley Roberts as Director	Mgmt	For	For
14	Re-elect Cilla Snowball as Director	Mgmt	For	For
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For
18	Authorise Issue of Equity	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Kingfisher plc

Meeting Date: 23/06/2025	Country: United Kingdom	Ticker: KGF
Record Date: 19/06/2025	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: Realized variable pay is less than or equal to 1.5x base salary</i>				
3	Approve Remuneration Policy	Mgmt	For	For
<i>Voter Rationale: Low shareholding requirement</i>				
4	Approve Final Dividend	Mgmt	For	For
5	Elect Ian McLeod as Director	Mgmt	For	For
6	Elect Bhavesh Mistry as Director	Mgmt	For	For
7	Elect Lucinda Riches as Director	Mgmt	For	For
8	Re-elect Claudia Arney as Director	Mgmt	For	Against
<i>Voter Rationale: Failure to provide DEI disclosures in line with UK listing rules</i>				
9	Re-elect Jeff Carr as Director	Mgmt	For	For
10	Re-elect Thierry Garnier as Director	Mgmt	For	For
11	Re-elect Sophie Gasperment 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	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

Mastercard Incorporated

Meeting Date: 24/06/2025

Country: USA

Ticker: MA

Record Date: 25/04/2025

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
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	For
5	Amend Articles of Incorporation to Remove Industry Director Concept	Mgmt	For	For
6	Amend Certificate of Incorporation	Mgmt	For	For
7	Oversee and Report on a Racial Equity Audit	SH	Against	Against
Voter Rationale: .				
8	Report on Discrimination Risks of Affirmative Action Initiatives	SH	Against	Against

NVIDIA Corporation

Meeting Date: 25/06/2025

Country: USA

Ticker: NVDA

Record Date: 28/04/2025

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
Voter Rationale: EOS manual override				
1g	Elect Director Harvey C. Jones	Mgmt	For	For
1h	Elect Director Melissa B. Lora	Mgmt	For	For
1i	Elect Director Stephen C. Neal	Mgmt	For	For
Voter Rationale: EOS manual override				
1j	Elect Director Ellen Ochoa	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
Voter Rationale: EOS manual override				
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Eliminate Supermajority Vote Requirements	Mgmt	For	For
5	Amend Right to Call Special Meeting	SH	Against	Against
6	Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	SH	Against	Against
7	Enhance Workforce Data Reporting	SH	Against	Against
Voter Rationale: .				

3i Group PLC

Meeting Date: 26/06/2025	Country: United Kingdom	Ticker: III
Record Date: 24/06/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
<i>Voter Rationale: EOS manual override</i>				
3	Approve Dividend	Mgmt	For	For
4	Re-elect Simon Borrows as Director	Mgmt	For	For
5	Re-elect Stephen Daintith as Director	Mgmt	For	For
6	Re-elect Jasi Halai as Director	Mgmt	For	For
7	Re-elect James Hatchley as Director	Mgmt	For	For
8	Re-elect David Hutchison as Director	Mgmt	For	For
9	Re-elect Lesley Knox as Director	Mgmt	For	For
10	Re-elect Coline McConville as Director	Mgmt	For	For
11	Re-elect Peter McKellar as Director	Mgmt	For	For
12	Elect Hemant Patel as Director	Mgmt	For	For
13	Re-elect Alexandra Schaapveld as Director	Mgmt	For	For
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For
15	Authorise Board Acting Through the Audit and Compliance 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

Meeting Date: 03/07/2025	Country: United Kingdom	Ticker: SBRY
Record Date: 01/07/2025	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 Blathnaid Bergin as Director	Mgmt	For	For
5	Re-elect Jo Bertram as Director	Mgmt	For	For
6	Elect Katie Bickerstaffe as Director	Mgmt	For	For
7	Elect Steve Hare as Director	Mgmt	For	For
8	Re-elect Jo Harlow as Director	Mgmt	For	For
9	Re-elect Adrian Hennah as Director	Mgmt	For	For
10	Re-elect Tanuj Kapilashrami as Director	Mgmt	For	For
11	Re-elect Simon Roberts as Director	Mgmt	For	For
12	Re-elect Martin Scicluna as Director	Mgmt	For	For
13	Re-elect Keith Weed as Director	Mgmt	For	For
14	Appoint 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 UK Political Donations and Expenditure	Mgmt	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

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 Paula Reynolds as Director	Mgmt	For	For
4	Re-elect John Pettigrew as Director	Mgmt	For	For
5	Re-elect Andy Agg as Director	Mgmt	For	For
6	Re-elect Jacqui Ferguson as Director	Mgmt	For	For
7	Re-elect Ian Livingston as Director	Mgmt	For	For
8	Re-elect Iain Mackay as Director	Mgmt	For	For
9	Re-elect Anne Robinson as Director	Mgmt	For	For
10	Re-elect Earl Shipp as Director	Mgmt	For	For
11	Re-elect Jonathan Silver as Director	Mgmt	For	For
12	Re-elect Tony Wood as Director	Mgmt	For	For
13	Re-elect Martha Wyrsh 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 Remuneration Policy	Mgmt	For	For
Voter Rationale: EOS manual override				
17	Approve Remuneration Report	Mgmt	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For
19	Approve Increase in Borrowing Limit	Mgmt	For	For
20	Approve Scrip Dividend Scheme	Mgmt	For	For

National Grid Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
21	Authorise Directors to Capitalise the Appropriate Nominal Amounts of New Shares of the Company Allotted Pursuant to the Company's Scrip Dividend Scheme	Mgmt	For	For
22	Authorise Issue of Equity	Mgmt	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	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

BT Group Plc

Meeting Date: 10/07/2025	Country: United Kingdom	Ticker: BT.A
Record Date: 08/07/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
Voter Rationale: Realized variable pay is less than or equal to 1.5x base salary				
3	Approve Remuneration Policy	Mgmt	For	For
Voter Rationale: EOS manual override				
4	Approve Final Dividend	Mgmt	For	For
5	Re-elect Adam Crozier as Director	Mgmt	For	For
6	Re-elect Allison Kirkby as Director	Mgmt	For	For
7	Re-elect Simon Lowth as Director	Mgmt	For	For
8	Re-elect Dame Ruth Cairnie as Director	Mgmt	For	For
9	Re-elect Maggie Chan Jones as Director	Mgmt	For	For

BT Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10	Re-elect Steven Guggenheimer as Director	Mgmt	For	For
11	Re-elect Matthew Key as Director	Mgmt	For	For
12	Re-elect Raphael Kubler as Director	Mgmt	For	For
13	Re-elect Tushar Morzaria as Director	Mgmt	For	For
14	Re-elect Sara Weller as Director	Mgmt	For	For
15	Elect Sir Alex Chisholm as Director	Mgmt	For	For
16	Elect Rima Qureshi as Director	Mgmt	For	For
17	Reappoint KPMG LLP as Auditors	Mgmt	For	For
18	Authorise the Audit & Risk Committee 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
24	Authorise UK Political Donations	Mgmt	For	For

DCC Plc

Meeting Date: 10/07/2025

Country: Ireland

Ticker: DCC

Record Date: 06/07/2025

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.(a)	Re-elect Laura Angelini as Director	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.(b)	Re-elect Mark Breuer as Director	Mgmt	For	For
4.(c)	Re-elect Katrina Cliffe as Director	Mgmt	For	For
4.(d)	Re-elect Caroline Dowling as Director	Mgmt	For	For
4.(e)	Elect Steven Holland as Director	Mgmt	For	For
4.(f)	Re-elect Lily Liu as Director	Mgmt	For	For
4.(g)	Re-elect Kevin Lucey as Director	Mgmt	For	For
4.(h)	Re-elect Donal Murphy as Director	Mgmt	For	For
4.(i)	Re-elect Alan Ralph as Director	Mgmt	For	For
4.(j)	Re-elect Mark Ryan as Director	Mgmt	For	For
5	Appoint Deloitte Ireland LLP as Auditors	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 Shares	Mgmt	For	For
11	Authorise Reissuance Price Range of Treasury Shares	Mgmt	For	For
12	Approve Cancellation of the Amount Standing to the Credit of the Company's Share Premium Account and the Amount be Credited to a Reserve	Mgmt	For	For
13	Approve Amendments to the Memorandum of Association	Mgmt	For	For

Land Securities Group Plc

Meeting Date: 10/07/2025	Country: United Kingdom	Ticker: LAND
Record Date: 08/07/2025	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: Low shareholding requirement</i>				
3	Approve Final Dividend	Mgmt	For	For
4	Elect Baroness Louise Casey as Director	Mgmt	For	For
5	Elect Michael Campbell as Director	Mgmt	For	For
6	Re-elect Sir Ian Cheshire as Director	Mgmt	For	For
7	Re-elect Mark Allan as Director	Mgmt	For	For
8	Re-elect Vanessa Simms as Director	Mgmt	For	For
9	Re-elect Moni Mannings as Director	Mgmt	For	For
10	Re-elect James Bowling as Director	Mgmt	For	For
11	Re-elect Christophe Evain as Director	Mgmt	For	For
12	Re-elect Miles Roberts as Director	Mgmt	For	For
13	Re-elect Manjiry Tamhane as Director	Mgmt	For	For
14	Reappoint Ernst & Young LLP (EY) 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

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 Net Zero Transition Plan	Mgmt	For	For
Voter Rationale: Voting related to alignment with 1.5 degrees scenario				
4	Approve Final Dividend	Mgmt	For	For
5	Re-elect Tom Delay as Director	Mgmt	For	For
6	Re-elect Olivia Garfield as Director	Mgmt	For	For
7	Elect Nick Hampton as Director	Mgmt	For	For
8	Re-elect Christine Hodgson as Director	Mgmt	For	For
9	Re-elect Sarah Legg as Director	Mgmt	For	For
10	Re-elect Helen Miles as Director	Mgmt	For	For
11	Re-elect Sharmila Nebhrajani as Director	Mgmt	For	For
12	Re-elect Richard Taylor as Director	Mgmt	For	For
13	Appoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
14	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For
16	Authorise Issue of Equity	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
20	Adopt New Articles of Association	Mgmt	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Intermediate Capital Group Plc

Meeting Date: 16/07/2025	Country: United Kingdom	Ticker: ICG
Record Date: 14/07/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Total maximum variable pay is equal or >6 times base salary				
3	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
4	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
5	Approve Final Dividend	Mgmt	For	For
6	Re-elect William Rucker as Director	Mgmt	For	Against
Voter Rationale: Failure to provide DEI disclosures in line with UK listing rules				
7	Elect Sonia Baxendale as Director	Mgmt	For	For
8	Re-elect David Bicarregui as Director	Mgmt	For	For
9	Re-elect Benoit Durteste as Director	Mgmt	For	For
10	Re-elect Antje Hensel-Roth as Director	Mgmt	For	For
11	Re-elect Virginia Holmes as Director	Mgmt	For	For
12	Re-elect Rosemary Leith as Director	Mgmt	For	For
13	Re-elect Matthew Lester as Director	Mgmt	For	For
14	Re-elect Andrew Sykes as Director	Mgmt	For	For
15	Re-elect Stephen Welton as Director	Mgmt	For	For
16	Approve Sharesave Plan	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

Intermediate Capital Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For
22	Approve Change of Company Name to ICG PLC	Mgmt	For	For

SSE Plc

Meeting Date: 17/07/2025	Country: United Kingdom	Ticker: SSE
Record Date: 15/07/2025	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	Amend Performance Share Plan	Mgmt	For	For
5	Approve Final Dividend	Mgmt	For	For
6	Re-elect Lady Elish Angiolini as Director	Mgmt	For	For
7	Re-elect John Bason as Director	Mgmt	For	For
8	Re-elect Tony Cocker as Director	Mgmt	For	For
9	Re-elect Debbie Crosbie as Director	Mgmt	For	For
10	Re-elect Sir John Manzoni as Director	Mgmt	For	For
11	Elect Hixonia Nyasulu as Director	Mgmt	For	For
12	Re-elect Barry O'Regan as Director	Mgmt	For	For
13	Re-elect Martin Pibworth as Director	Mgmt	For	For
14	Re-elect Melanie Smith as Director	Mgmt	For	For
15	Re-elect Dame Angela Strank as Director	Mgmt	For	For
16	Re-elect Maarten Wetselaar as Director	Mgmt	For	For
17	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
18	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
19	Approve Net Zero Transition Report	Mgmt	For	For
Voter Rationale: Voting related to alignment with 1.5 degrees scenario				
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

Castellum AB

Meeting Date: 18/07/2025	Country: Sweden	Ticker: CAST
Record Date: 10/07/2025	Meeting Type: Extraordinary Shareholders	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Elect Wilhelm Luning as Chair of Meeting	Mgmt	For	For
2	Prepare and Approve List of Shareholders	Mgmt		
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	Determine Number of Members (7) and Deputy Members of Board (0)	Mgmt	For	For
7	Approve Remuneration of Directors	Mgmt	For	For
8.1a	Elect Ralf Spann as New Director	Mgmt	For	For
8.1b	Elect Marita Loft as New Director	Mgmt	For	For
8.1c	Elect Leif Norburg as New Director	Mgmt	For	For

Castellum AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.1d	Elect Knut Rost as New Director	Mgmt	For	For
8.1e	Elect Stefan Wallander as New Director	Mgmt	For	For
8.2	Elect Ralf Spann as Board Chair	Mgmt	For	For
9	Close Meeting	Mgmt		

Stellantis NV

Meeting Date: 18/07/2025	Country: Netherlands	Ticker: STLAM
Record Date: 20/06/2025	Meeting Type: Extraordinary Shareholders	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt		
1.	Open Meeting	Mgmt		
2.	Elect Antonio Filosa as Executive Director (Chief Executive Officer)	Mgmt	For	For
3.	Close Meeting	Mgmt		

United Utilities Group Plc

Meeting Date: 18/07/2025	Country: United Kingdom	Ticker: UU
Record Date: 16/07/2025	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
	Voter Rationale: Realized variable pay is less than or equal to 1.5x base salary			
4	Approve Remuneration Policy	Mgmt	For	For
	Voter Rationale: EOS manual override			
5	Re-elect Sir David Higgins as Director	Mgmt	For	For
6	Re-elect Louise Beardmore as Director	Mgmt	For	For

United Utilities Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Re-elect Phil Aspin as Director	Mgmt	For	For
8	Re-elect Alison Goligher as Director	Mgmt	For	For
9	Re-elect Liam Butterworth as Director	Mgmt	For	Against
Voter Rationale: Lack of independent representation at board committees				
10	Re-elect Kath Cates as Director	Mgmt	For	For
11	Re-elect Clare Hayward as Director	Mgmt	For	For
12	Re-elect Michael Lewis as Director	Mgmt	For	For
13	Re-elect Doug Webb as Director	Mgmt	For	For
14	Elect Ian El-Mokadem as Director	Mgmt	For	For
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
17	Authorise Issue of Equity	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For
22	Adopt New Articles of Association	Mgmt	For	For
23	Authorise UK Political Donations and Expenditure	Mgmt	For	For

Halma Plc

Meeting Date: 24/07/2025

Country: United Kingdom

Ticker: HLMA

Record Date: 22/07/2025

Meeting Type: Annual

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

Halma Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Final Dividend	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
Voter Rationale: EOS manual override				
4	Elect Hudson La Force as Director	Mgmt	For	For
5	Elect Barbara Thoralfsson as Director	Mgmt	For	For
6	Re-elect Dame Louise Makin as Director	Mgmt	For	For
7	Re-elect Marc Ronchetti as Director	Mgmt	For	For
8	Re-elect Carole Cran as Director	Mgmt	For	For
9	Re-elect Jennifer Ward as Director	Mgmt	For	For
10	Re-elect Jo Harlow as Director	Mgmt	For	For
11	Re-elect Dharmash Mistry as Director	Mgmt	For	For
12	Re-elect Sharmila Nebhrajani as Director	Mgmt	For	For
13	Re-elect Liam Condon as Director	Mgmt	For	For
14	Re-elect Giles Kerr 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 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

Wise Plc

Meeting Date: 28/07/2025	Country: United Kingdom	Ticker: WISE
Record Date: 24/07/2025	Meeting Type: Special	

Wise Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Introduction of a New Jersey Holding Company	Mgmt	For	For
2	Amend Articles of Association	Mgmt	For	For
3	Approve Re-registration of the Company as a Private Limited Company by the Name of Wise Limited	Mgmt	For	For
4	Adopt New Articles of Association	Mgmt	For	For

Wise Plc

Meeting Date: 28/07/2025	Country: United Kingdom	Ticker: WISE
Record Date: 24/07/2025	Meeting Type: Court	

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

Linde Plc

Meeting Date: 29/07/2025	Country: Ireland	Ticker: LIN
Record Date: 28/04/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Stephen F. Angel	Mgmt	For	For
1b	Elect Director Sanjiv Lamba	Mgmt	For	For
1c	Elect Director Ann-Kristin Achleitner	Mgmt	For	For
1d	Elect Director Thomas Enders	Mgmt	For	For
1e	Elect Director Hugh Grant	Mgmt	For	For
1f	Elect Director Joe Kaeser	Mgmt	For	For
1g	Elect Director Victoria E. Ossadnik	Mgmt	For	For

Linde Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1h	Elect Director Paula Rosput Reynolds	Mgmt	For	For
1i	Elect Director Alberto Weisser	Mgmt	For	For
1j	Elect Director Robert L. Wood	Mgmt	For	For
2a	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
2b	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
Voter Rationale: Annual vote provides for greater shareholder oversight				
5	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For
6	Report on Climate Lobbying	SH	Against	Against

Vodafone Group Plc

Meeting Date: 29/07/2025

Country: United Kingdom

Ticker: VOD

Record Date: 25/07/2025

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Re-elect Jean-Francois van Boxmeer as Director	Mgmt	For	For
Voter Rationale: EOS manual override				
3	Re-elect Margherita Della Valle as Director	Mgmt	For	For
4	Re-elect Luka Mucic as Director	Mgmt	For	For
5	Re-elect Stephen Carter as Director	Mgmt	For	For
Voter Rationale: EOS manual override				
6	Re-elect Michel Demare as Director	Mgmt	For	For
7	Elect Simon Dingemans as Director	Mgmt	For	For

Vodafone Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Re-elect Hatem Dowidar as Director	Mgmt	For	For
9	Re-elect Delphine Ernotte Cunci as Director	Mgmt	For	For
10	Re-elect Deborah Kerr as Director	Mgmt	For	For
11	Re-elect Maria Amparo Moraleda Martinez as Director	Mgmt	For	For
12	Elect Anne-Francoise Nesmes as Director	Mgmt	For	For
13	Re-elect Christine Ramon as Director	Mgmt	For	For
14	Re-elect Simon Segars as Director	Mgmt	For	For
15	Approve Final Dividend	Mgmt	For	For
16	Approve Remuneration Report	Mgmt	For	For
Voter Rationale: EOS manual override				
17	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
18	Authorise the Audit and Risk Committee 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 UK Political Donations and Expenditure	Mgmt	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Koninklijke Ahold Delhaize NV

Meeting Date: 08/08/2025	Country: Netherlands	Ticker: AD
Record Date: 11/07/2025	Meeting Type: Extraordinary Shareholders	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt		

Koninklijke Ahold Delhaize NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.	Open Meeting	Mgmt		
2.	Elect Wiebe Draijer to Supervisory Board	Mgmt	For	For
3.	Close Meeting	Mgmt		

Pandora AS

Meeting Date: 14/08/2025	Country: Denmark	Ticker: PNDORA
Record Date: 07/08/2025	Meeting Type: Extraordinary Shareholders	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Lars Sandahl Sorensen as New Director	Mgmt	For	For
2	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For

Prosus NV

Meeting Date: 20/08/2025	Country: Netherlands	Ticker: PRX
Record Date: 23/07/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1.	Receive Annual Report (Non-Voting)	Mgmt		
2.	Approve Remuneration Report	Mgmt	For	Against
	Voter Rationale: Pay is misaligned with EOS remuneration principles			
3.	Adopt Financial Statements	Mgmt	For	For
4.	Approve Allocation of Income	Mgmt	For	For
5.	Approve Discharge of Executive Directors	Mgmt	For	For
6.	Approve Discharge of Non-Executive Directors	Mgmt	For	For
7.	Approve Remuneration Policy	Mgmt	For	Against
	Voter Rationale: Pay is misaligned with EOS remuneration principles			

Prosus NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.	Approve Remuneration of Non-Executive Directors	Mgmt	For	For
9.	Elect Phuthi Mahanyele-Dabengwa as Executive Director	Mgmt	For	For
10.	Elect Nico Marais as Executive Director	Mgmt	For	For
11.1.	Reelect Koos Bekker as Director	Mgmt	For	For
11.2.	Reelect Sharmistha Dubey as Director	Mgmt	For	For
11.3.	Reelect Debra Meyer as Director	Mgmt	For	For
11.4	Reelect Steve Pacak as Director	Mgmt	For	Against
Voter Rationale: Concerns related to inappropriate membership of committees				
12.	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For
13.	Appoint Deloitte Accountants B.V. as Auditor for Sustainability Reporting	Mgmt	For	For
14.	Grant Board Authority to Issue Shares and Restrict/Exclude Preemptive Rights	Mgmt	For	For
15.	Authorize Repurchase of Shares	Mgmt	For	For
Voter Rationale: Issue of equity raises concerns about excessive dilution of existing shareholders				
16.	Approve Reduction in Share Capital Through Cancellation of Shares	Mgmt	For	For
17.	Discuss Voting Results	Mgmt		
18.	Close Meeting	Mgmt		

Mediobanca Banca di Credito Finanziario SpA

Meeting Date: 21/08/2025

Country: Italy

Ticker: MB

Record Date: 11/08/2025

Meeting Type: Ordinary Shareholders

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Authorizations Related to the Public Voluntary Exchange Offer for all the Shares of Banca Generali	Mgmt	For	For

Meeting Date: 27/08/2025	Country: Sweden	Ticker: ADDT.B
Record Date: 19/08/2025	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 Financial Statements and Statutory Reports	Mgmt		
8	Receive President's Report	Mgmt		
9.a)1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9.a)2	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
9.b)	Approve Allocation of Income and Dividends of SEK 3.20 Per Share	Mgmt	For	For
9.c)1	Approve Discharge of Henrik Hedelius	Mgmt	For	For
9.c)2	Approve Discharge of Ulf Mattsson	Mgmt	For	For
9.c)3	Approve Discharge of Malin Nordesjo	Mgmt	For	For
9.c)4	Approve Discharge of Niklas Stenberg	Mgmt	For	For
9.c)5	Approve Discharge of Annikki Schaeferdiek	Mgmt	For	For
9.c)6	Approve Discharge of Fredrik Borjesson	Mgmt	For	For
9.c)7	Approve Discharge of CEO Niklas Stenberg	Mgmt	For	For
10	Receive Nominating Committee's Report	Mgmt		
11	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For
12.1	Approve Remuneration of Directors in the Amount of SEK 1.7 Million for Chair and SEK 625,000 for Other Directors	Mgmt	For	For

Addtech AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12.2	Approve Remuneration of Auditors	Mgmt	For	For
13.1	Reelect Henrik Hedelius as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on boardConcerns related to inappropriate membership of committees				
13.2	Reelect Ulf Mattsson as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on boardConcerns related to inappropriate membership of committees				
13.3	Reelect Malin Nordesjo as Director	Mgmt	For	Against
Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees				
13.4	Reelect Annikki Schaeferdick as Director	Mgmt	For	For
13.5	Reelect Niklas Stenberg as Director	Mgmt	For	For
13.6	Reelect Fredrik Borjesson as New Director	Mgmt	For	Against
Voter Rationale: Lack of independence on boardConcerns related to inappropriate membership of committees				
13.7	Reelect Malin Nordesjo as Board Chair	Mgmt	For	Against
Voter Rationale: Lack of independence on boardConcerns related to inappropriate membership of committees				
14	Ratify Deloitte AB as Auditors	Mgmt	For	For
15	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
16	Approve Share-Based Incentive Plan for Key Employees; Approve Call Options for Participants	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
17	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
18	Approve Creation of 5 Percent of Pool of Capital without Preemptive Rights	Mgmt	For	For
19	Close Meeting	Mgmt		

Ashtead Group Plc

Meeting Date: 02/09/2025	Country: United Kingdom	Ticker: AHT
Record Date: 29/08/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
Voter Rationale: Total maximum variable pay is equal or >6 times base salary				
3	Approve Final Dividend	Mgmt	For	For
4	Re-elect Paul Walker as Director	Mgmt	For	For
Voter Rationale: EOS manual override				
5	Re-elect Brendan Horgan as Director	Mgmt	For	For
6	Re-elect Angus Cockburn as Director	Mgmt	For	For
7	Re-elect Jill Easterbrook as Director	Mgmt	For	For
8	Re-elect Renata Ribeiro as Director	Mgmt	For	For
9	Re-elect Roy Twite as Director	Mgmt	For	For
10	Elect Nando Cesarone as Director	Mgmt	For	For
11	Elect James Singleton 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	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Berkeley Group Holdings 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 Total maximum variable pay is equal or greater than 6 times base salary</i>				
4	Approve Performance Share Plan	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
5	Re-elect Rachel Downey as Director	Mgmt	For	For
6	Re-elect Rob Perrins as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns to protect shareholder value</i>				
7	Re-elect Richard Stearn as Director	Mgmt	For	For
8	Re-elect Andy Kemp as Director	Mgmt	For	For
9	Re-elect Natasha Adams as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns about overall board structure</i>				
10	Re-elect Elizabeth Adekunle as Director	Mgmt	For	For
11	Re-elect Sarah Sands as Director	Mgmt	For	For
12	Reappoint KPMG 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	Authorise UK Political Donations and Expenditure	Mgmt	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Orsted A/S

Meeting Date: 05/09/2025

Record Date: 29/08/2025

Country: Denmark

Meeting Type: Extraordinary Shareholders

Ticker: ORSTED

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.(a)	Approve Creation of up to DKK 60 Billion Pool of Capital with Preemptive Rights	Mgmt	For	For
1.(b)	Repeal Authorization Regarding Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For
2	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For

Kering SA

Meeting Date: 09/09/2025

Record Date: 05/09/2025

Country: France

Meeting Type: Extraordinary Shareholders

Ticker: KER

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Ordinary Business	Mgmt		
	Approve Remuneration Policy of CEO for the 2025 Fiscal Year, from September 15 to December 31	Mgmt	For	For
2	Approve Remuneration Policy of Chairman of the Board for the 2025 Fiscal Year, from September 15 to December 31	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles				
3	Approve Remuneration Policy of Directors for the 2025 Fiscal Year, from September 15 to December 31	Mgmt	For	For
4	Extraordinary Business	Mgmt		
	Elect Luca de Meo as Director for a Term that Differs from the 4 Year Term Specified in Article 10	Mgmt	For	For
5	Amend Articles 12 and 15 of Bylaws Re: Age Limit of Chairman of the Board and CEO	Mgmt	For	For

Kering SA

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

NIKE, Inc.

Meeting Date: 09/09/2025	Country: USA	Ticker: NKE
Record Date: 09/07/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mónica Gil	Mgmt	For	For
1b	Elect Director John Rogers, Jr.	Mgmt	For	Withhold
Voter Rationale: Concerns to protect shareholder value				
1c	Elect Director Robert Swan	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
Voter Rationale: Pay structure does not trigger any of EOS critical concerns				
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For

Ryanair Holdings Plc

Meeting Date: 11/09/2025	Country: Ireland	Ticker: RYA
Record Date: 07/09/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Use of share options in remuneration policy				
3	Approve Final Dividend	Mgmt	For	For
4(a)	Re-elect Stan McCarthy as Director	Mgmt	For	For
4(b)	Re-elect Eamonn Brennan as Director	Mgmt	For	For

Ryanair Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4(c)	Re-elect Roisin Brennan as Director	Mgmt	For	For
4(d)	Re-elect Emer Daly as Director	Mgmt	For	For
4(e)	Re-elect Geoff Doherty as Director	Mgmt	For	For
4(f)	Re-elect Bertrand Grabowski as Director	Mgmt	For	For
4(g)	Re-elect Elisabeth Kostinger as Director	Mgmt	For	For
4(h)	Re-elect Jinane Laghrari Laabi as Director	Mgmt	For	For
4(i)	Re-elect Anne Nolan as Director	Mgmt	For	For
4(j)	Re-elect Amber Rudd as Director	Mgmt	For	For
4(k)	Re-elect Michael O'Leary as Director	Mgmt	For	For
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
6	Authorise Issue of Equity	Mgmt	For	For
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
8	Authorise Market Purchase and/or Overseas Market Purchase of Ordinary Shares	Mgmt	For	For

Auto Trader Group Plc

Meeting Date: 18/09/2025

Country: United Kingdom

Ticker: AUTO

Record Date: 16/09/2025

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 Matt Davies as Director	Mgmt	For	For
5	Re-elect Nathan Coe as Director	Mgmt	For	For
6	Re-elect Catherine Faiers as Director	Mgmt	For	For
7	Re-elect Jamie Warner as Director	Mgmt	For	For

Auto Trader Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Re-elect Jasvinder Gakhal as Director	Mgmt	For	For
9	Re-elect Geeta Gopalan as Director	Mgmt	For	For
10	Re-elect Amanda James as Director	Mgmt	For	For
11	Elect Megan Quinn as Director	Mgmt	For	For
12	Elect Adam Jay as Director	Mgmt	For	For
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
15	Authorise Issue of Equity	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Wise Plc

Meeting Date: 25/09/2025	Country: United Kingdom	Ticker: WISE
Record Date: 23/09/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	Against
Voter Rationale: Pay is misaligned with EOS remuneration principles Total maximum variable pay is equal or >6 times base salary				
3	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
5	Elect Emmanuel Thomassin as Director	Mgmt	For	For
6	Re-elect David Wells as Director	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Re-elect Kristo Kaarmann as Director	Mgmt	For	For
8	Re-elect Elizabeth Chambers as Director	Mgmt	For	For
9	Re-elect Terri Duhon as Director	Mgmt	For	For
10	Re-elect Clare Gilmartin as Director	Mgmt	For	For
11	Re-elect Alastair Rampell as Director	Mgmt	For	For
12	Re-elect Hooi Ling Tan as Director	Mgmt	For	For
13	Authorise UK Political Donations and Expenditure	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 A Shares	Mgmt	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For