



Engagement Report, Q4 2020

# LGPS Central - ACS

## **EOS at Federated Hermes**

# **Engagement by region**

Over the last quarter we engaged with **363** companies held in the LGPS Central - ACS portfolios on a range of **1,048** environmental, social and governance issues and objectives.

#### Global

We engaged with **363** companies over the last quarter.



Environmental 30.2%

Social and Ethical 22.0%

Governance 28.9%

Strategy, Risk and Communication 18.8%

### Australia & New Zealand

We engaged with 30 companies over the last quarter.

### **Developed Asia**

We engaged with 53 companies over the last quarter.

## **Emerging & Developing Markets**

We engaged with 21 companies over the last quarter.



Environmental 13.0%

Social and Ethical 10.9%

Governance 69.6%

Strategy, Risk and Communication **6.5%** 



Environmental 34.6%

Social and Ethical 25.7%

Governance 25.0%

Strategy, Risk and Communication 14.7%



Environmental 34.0%

Social and Ethical 15.1%

Governance 20.8%

Strategy, Risk and Communication 30.2%

## Europe

We engaged with 91companies over the last quarter.

### North America

We engaged with  $126\,\mathrm{companies}$  over the last quarter.

## **United Kingdom**

We engaged with 42 companies over the last quarter.



Environmental 38.1%

Social and Ethical 21.7%

Governance 21.7%

Strategy, Risk and Communication 18.5%



Environmental 25.3%

Social and Ethical 20.5%

Governance 34.3%

Strategy, Risk and Communication 19.9%



Environmental 28.7%

Social and Ethical 30.1%

Governance 21.3%

Strategy, Risk and Communication 19.9%

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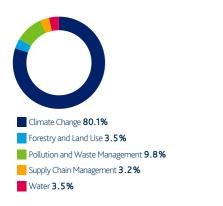
Engagement Report LGPS Central - ACS

# Engagement by theme

Over the last quarter we engaged with **363** companies held in the LGPS Central - ACS portfolios on a range of **1,048** environmental, social and governance issues and objectives.

#### **Environmental**

Environmental topics featured in 30.2% of our engagements over the last quarter.



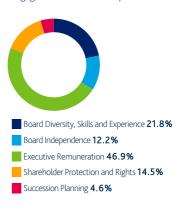
#### Social and Ethical

Social and Ethical topics featured in 22.0% of our engagements over the last quarter.



### Governance

Governance topics featured in 28.9% of our engagements over the last quarter.



### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 18.8% of our engagements over the last quarter.



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Voting Report, Q4 2020

# LGPS Central - ACS

# **EOS at Federated Hermes**

Over the last quarter we made voting recommendations at 348 meetings (2,552 resolutions). At 162 meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at seven meetings and abstaining at one meeting. We supported management on all resolutions at the remaining 178 meetings.

#### Global

We made voting recommendations at **348**meetings (**2,552**resolutions) over the last quarter.



- Total meetings in favour 51.1%
- Meetings against (or against AND abstain) 46.6%
- Meetings abstained 0.3%
- Meetings with management by exception 2.0%

#### Australia and New Zealand

We made voting recommendations at **91**meetings (**551** resolutions) over the last quarter.



- Total meetings in favour 22.0%
- Meetings against (or against AND abstain) 76.9%
- Meetings with management by exception 1.1%

## **Developed Asia**

We made voting recommendations at **40** meetings (**233** resolutions) over the last quarter.



- Total meetings in favour 67.5%
- Meetings against (or against AND abstain) 32.5%

### **Emerging and Frontier Markets**

We made voting recommendations at **45**meetings (**221** resolutions) over the last quarter.



- Total meetings in favour 82.2%
- Meetings against (or against AND abstain) 13.3%
- Meetings with management by exception 4.4%

#### Europe

We made voting recommendations at **73** meetings (**505** resolutions) over the last quarter.



- Total meetings in favour **61.6%**
- Meetings against (or against AND abstain) 37.0%
- Meetings abstained 1.4%

## North America

We made voting recommendations at **37**meetings (**380**resolutions) over the last quarter.



- Total meetings in favour 18.9%
- Meetings against (or against AND abstain) 73.0%
- Meetings with management by exception 8.1%

## **United Kingdom**

We made voting recommendations at **62**meetings (**662** resolutions) over the last quarter.



- Total meetings in favour 67.7%
- Meetings against (or against AND abstain) 30.6%
- Meetings with management by exception 1.6%

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Voting Report LGPS Central - ACS

The issues on which we recommended voting against management or abstaining on resolutions are shown below.

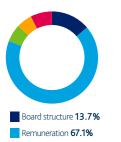
#### Global

We recommended voting against or abstaining on **3 6 5** resolutions over the last quarter.



## Australia and New Zealand

We recommended voting against or abstaining on 146 resolutions over the last quarter.



Shareholder resolution 6.2%

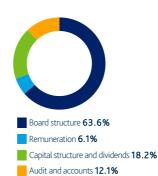
Capital structure and dividends 5.5%

Amend articles 7.5%

# Developed Asia

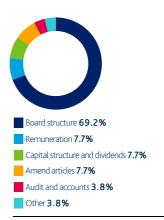
We recommended voting against or abstaining on **3 3** resolutions over the last quarter.

We recommended voting against or abstaining on  ${\bf 6.3}$ 



## **Emerging and Frontier Markets**

We recommended voting against or abstaining on  $2\,6$  resolutions over the last quarter.



#### Europe

We recommended voting against or abstaining on **61** resolutions over the last quarter.



Amend articles 6.6%

Other 8.2%

Audit and accounts 3.3%

North America



resolutions over the last quarter.

### **United Kingdom**

We recommended voting against or abstaining on **3 6** resolutions over the last quarter.





#### Notices:

LGPS Central Limited is committed to disclosing its voting record on a vote-by-vote basis, including where practicable the provision of a rationale for votes cast against management. The data presented here relate to voting decisions for securities held in portfolios held within the company's Authorised Contractual Scheme (ACS).

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
28/10/2020	Sino Land Co. Ltd.	Annual	Against	3.1	Concerns related to approach to board diversity
				5.2,5.3	Issue of equity raises concerns about excessive dilution of existing shareholders
				3.3 3.2	Lack of independence on board
				3.2	Overboarded/Too many other time commitmentsLack of independence on boardConcerns related to inappropriate membership of committees
05/11/2020	Sun Hung Kai Properties Limited	Annual	Against	3.1b	Concerns related to approach to board diversity
				6	Concerns to protect shareholder value
				7	Issue of equity raises concerns about excessive dilution of existing shareholders
20/11/2020	CNOOC Limited	Special	All For		
26/11/2020	New World Development Co. Ltd.	Annual	Against	7 6	Apparent failure to link pay and appropriate performance
				o 3a	Concerns to protect shareholder value Overboarded/Too many other time commitments
22/10/2020	FamilyMart Co., Ltd.	Special	All For	.00	Torroca dour too many outst amo committened
23/10/2020	Japan Retail Fund Investment Corp.	Special	All For		
19/11/2020	Bic Camera, Inc.	Annual	Against	3.8,3.10,4.2,4.3	Concerns about overall board structure
25/11/2020	Mani, Inc.	Annual	All For		
26/11/2020	FAST RETAILING CO., LTD.	Annual	Against	2.1,2.2,2.3,2.4,2.6,3.3	Concerns about overall board structure
27/11/2020	Ryohin Keikaku Co., Ltd.	Annual	All For		
04/12/2020	Noevir Holdings Co., Ltd.	Annual	All For		
10/12/2020	Japan Real Estate Investment Corp.	Special	Against	5.1	Concerns about overall board structure
11/12/2020	CyberAgent, Inc.	Annual	Against	2.1,2.4	Concerns about overall board structure
15/12/2020	LINE Corp.	Special	All For		
18/12/2020	Hamamatsu Photonics KK	Annual	Against	3.3,3.4	Concerns about overall board structure
20/12/2020	GMO Payment Gateway, Inc.	Annual	Against	2.9,2.10	Concerns about overall board structure
21/12/2020	Sawai Pharmaceutical Co., Ltd.	Special	All For		
22/12/2020	Invincible Investment Corp.	Special	All For		
23/12/2020	Open House Co., Ltd.	Annual	All For		
24/12/2020	Sushiro Global Holdings Ltd.	Annual	All For		
28/10/2020	Wing Tai Holdings Limited	Annual	Against	10	Apparent failure to link pay and appropriate performance
				9	Issue of equity raises concerns about excessive dilution of existing shareholders
23/11/2020	Mapletree Logistics Trust	Special	All For		
27/11/2020	Singapore Press Holdings Ltd.	Annual	Against	3i	Concerns related to inappropriate membership of committees
04/12/2020	Suntec Real Estate Investment Trust	Special	All For		
08/10/2020	Lotte Corp.	Special	All For		
12/10/2020	SSANGYONG CEMENT INDUSTRIAL Co., Ltd.	Special	All For		
13/10/2020	Korea Gas Corp.	Special	Against	2	Concerns related to attendance at board or committee meetings
30/10/2020	KCC Corp.	Special	All For		
30/10/2020	LG Chem Ltd.	Special	All For		
30/10/2020	LG Chem Ltd.	Special	All For		
09/11/2020	Korea Electric Power Corp.	Special	Against	2	Concerns related to inappropriate membership of committees
12/11/2020	Kangwon Land, Inc.	Special	All For		
20/11/2020	KB Financial Group, Inc.	Special	All For		

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
20/11/2020	Solus Advanced Materials Co., Ltd.	Special	All For		
26/11/2020	SK Telecom Co., Ltd.	Special	All For		
04/12/2020	Daelim Industrial Co., Ltd.	Special	All For		
09/12/2020	NH Investment & Securities Co., Ltd.	Special	All For		
30/12/2020	Daewoo Engineering & Construction Co. Ltd.	Special	All For		
30/12/2020	SSANGYONG CEMENT INDUSTRIAL Co., Ltd.	Special	All For		
05/10/2020	Catcher Technology Co., Ltd.	Special	All For		
06/10/2020	Saracen Mineral Holdings Limited	Annual	Against	5,6	Apparent failure to link pay & appropriate performance
00/10/2020	Caracer Willera Flordings Elithied	Airidai	Against	4	Apparent failure to link pay & appropriate performance
07/10/2020	AGL Energy Limited	Annual	All For		
07/10/2020	AGL Energy Limited	Annual	Against	7b	Fund manager or client vote
08/10/2020	Brambles Limited	Annual	Against	2	Apparent failure to link pay & appropriate performance
08/10/2020	Transurban Group Ltd.	Annual	Against	4	Apparent failure to link pay and appropriate performance
13/10/2020	Commonwealth Bank of Australia	Annual	Against	3	Apparent failure to link pay & appropriate performance
13/10/2020	Telstra Corporation Limited	Annual	All For		
14/10/2020	Aurizon Holdings Ltd.	Annual	Against	5	Apparent failure to link pay and appropriate performance
14/10/2020	BHP Group Limited	Annual	Against	7,8	Apparent failure to link pay & appropriate performance
				24,25	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
				23	management of ESG opportunities and risks
					SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
14/10/2020	Cleanaway Waste Management Ltd.	Annual	Against	2	Apparent failure to link pay and appropriate performance
14/10/2020	CSL Limited	Annual	Against	3,4	Apparent failure to link pay and appropriate performance
15/10/2020	Perpetual Limited	Annual	Against	1.4	Apparent failure to link pay and appropriate performance
16/10/2020	Iluka Resources Limited	Special	All For	1,7	Apparent failure to link pay and appropriate performance
20/10/2020	Cochlear Limited	Annual	All For		
20/10/2020	IDP Education Ltd.	Annual	Against	3	Apparent failure to link pay and appropriate performance
20/10/2020	IDP Education Ltd.	Annual	Against	2a,2b	Concerns related to approach to board diversity
20/10/2020	Origin Energy Limited	Annual	Against	3	Apparent failure to link pay & appropriate performance
20/10/2020	Stockland	Annual/Special	All For		
20/10/2020	Tabcorp Holdings Limited	Annual	Against	3,4	Apparent failure to link pay and appropriate performance
21/10/2020	Orora Ltd.	Annual	Against	4	Apparent failure to link pay & appropriate performance
			_	5	Concerns about reducing shareholder rights
22/10/2020	APA Group	Annual	Against	1	Apparent failure to link pay & appropriate performance
				6	Concerns about reducing shareholder rights Concerns about reducing shareholder rights
22/10/2020	Crown Resorts Limited	Annual	Against	4	Apparent failure to link pay and appropriate performance
22/10/2020	Magellan Financial Group Ltd.	Annual	Against	3a.3b	Concerns related to approach to board diversity
22/10/2020	Suncorp Group Limited	Annual	Against	1	Apparent failure to link pay & appropriate performance
22/10/2020	The Star Entertainment Group Limited	Annual	Against	5	Apparent failure to link pay & appropriate performance
22/10/2020	The Star Entertainment Group Elimited	7 ti ilidai	, iguillot	4	Apparent failure to link pay & appropriate performance
				7	Concerns to protect shareholder value
22/10/2020	Whitehaven Coal Limited	Annual	Against	2	Apparent failure to link pay & appropriate performance
				1	Apparent failure to link pay and appropriate performance
				0	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
23/10/2020	Dexus	Annual	All For		<u> </u>
23/10/2020	Insurance Australia Group Ltd.	Annual	Against	9	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
	<u>'</u>				management of ESG opportunities and risks
23/10/2020	Qantas Airways Limited	Annual	Against	3,4	Apparent failure to link pay and appropriate performance
22/10/2020	Worldy Limited	Annual	Against	5	Issue of equity raises concerns about excessive dilution of existing shareholders
23/10/2020	Worley Limited	Annual	Against	3	Apparent failure to link pay & appropriate performance
27/10/2020	Bendigo and Adelaide Bank Limited	Annual	Against	9	Concerns to protect shareholder value
27/10/2020	Boral Limited	Annual	Against	3 2.5	Apparent failure to link pay & appropriate performance
27/10/2020	Corporate Travel Management Limited	Annual	Against	1,3,4a,4b	Overboarded/Too many other time commitments Apparent failure to link pay and appropriate performance
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19/11/2020 Bluescope Steel Limited Annual Against 2 Apparent failure to link pay & appropriate performance 19/11/2020 Goodman Group Annual Against 6,7 Apparent failure to link pay & appropriate performance 5 Apparent failure to link pay & appropriate performance	escope Steel Limited Annual Against 2 Apparent failure to link pay & appropriate performance odman Group Annual Against 6,7 Apparent failure to link pay & appropriate performance Concerns to protect shareholder value Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns about remuneration committee performance Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns about remuneration committee performance	19/11/2020   Goodman Group   Annual   Against   2   Apparent failure to link pay & appropriate performance   Apparent failure to link pay and appropriate performance   Apparent failure to link pay & appropriate performan	19/11/2020	Altium Limited	Annual	Against	2	
19/11/2020 Goodman Group Annual Against 6,7 Apparent failure to link pay & appropriate performance 5 Apparent failure to link pay & appropriate performance	Annual Against 6,7 Apparent failure to link pay & appropriate performance Concerns to protect shareholder value Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Idlease Group Annual Against Against Against Against Against Apparent failure to link pay & appropriate performance Indease Group Annual Against Apparent failure to link pay and appropriate performance	19/11/2020   Goodman Group   Annual   Against   6,7   Apparent failure to link pay & appropriate performance   Apparent failure to link pay & appropriate performan		Bluescope Steel Limited	Annual	Against	.3	
5 Apparent failure to link pay & appropriate performance	seral Resources Limited Annual All For Vac Group Annual Against Sk Limited Annual Against Sk Limited Annual Against Sc Concerns to protect shareholder value Apparent failure to link pay & appropriate performance Concerns to protect shareholder value Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Idlease Group Annual Against Against Against Against Against Apparent failure to link pay and appropriate performance	19/11/2020 Mineral Resources Limited Annual All For  19/11/2020 Mineral Resources Limited Annual Against 4 Apparent failure to link pay & appropriate performance  19/11/2020 Seek Limited Annual Against 5,6 Apparent failure to link pay & appropriate performance  19/11/2020 Seek Limited Annual Against 5,6 Apparent failure to link pay & appropriate performance  20/11/2020 Lendlease Group Annual Against 3,4 Apparent failure to link pay & appropriate performance  20/11/2020 Lendlease Group Annual Against 3,4 Apparent failure to link pay appropriate performance  20/11/2020 Platinum Asset Management Ltd. Annual Against 4 Apparent failure to link pay & appropriate performance  20/11/2020 Platinum Asset Management Ltd. Annual Against 4 Apparent failure to link pay & appropriate performance  Apparent failure to link pay & appropriate performance  20/11/2020 Platinum Asset Management Ltd. Annual Against 4 Apparent failure to link pay & appropriate performance	19/11/2020	<u>.</u>	Annual	.;	.3	<u>. i · · · · · · · · · · · · · · · · · · </u>
1.	Annual Against 4 Apparent failure to link pay & appropriate performance Concerns to protect shareholder value  **Annual Against 5,6 Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance  **Apparent failure to link pay and appropriate performance **Apparent failure to link pay and appropriate performance	19/11/2020 Mirvac Group Annual Against 4 Apparent failure to link pay & appropriate performance  19/11/2020 Seek Limited Annual Against 5,6 Apparent failure to link pay & appropriate performance  20/11/2020 Lendlease Group Annual Against 3,4 Apparent failure to link pay & appropriate performance  20/11/2020 Lendlease Group Annual Against 3,4 Apparent failure to link pay & appropriate performance  20/11/2020 Platinum Asset Management Ltd. Annual Against 4 Apparent failure to link pay and appropriate performance  20/11/2020 Platinum Asset Management Ltd. Annual Against 4 Apparent failure to link pay & appropriate performance  Apparent failure to link pay & appropriate performance  Concerns about remuneration committee performance  Apparent failure to link pay & appropriate performance				- g		
19/11/2020 Mineral Resources Limited Annual All For	5 Concerns to protect shareholder value  k Limited Annual Against 5,6 Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance  idlease Group Annual Against 3,4 Apparent failure to link pay and appropriate performance	19/11/2020 Seek Limited Annual Against 5,6 Apparent failure to link pay & appropriate performance 20/11/2020 Lendlease Group Annual Against 3,4 Apparent failure to link pay and appropriate performance 20/11/2020 Platinum Asset Management Ltd. Annual Against 4 Apparent failure to link pay and appropriate performance 20/11/2020 Platinum Asset Management Ltd. Annual Against 4 Apparent failure to link pay and appropriate performance Apparent failure to link pay and appropriate performance 2b,2c Concerns about remuneration committee performance Apparent failure to link pay and appropriate performance	19/11/2020	Mineral Resources Limited	Annual	All For		
	k Limited Annual Against 5,6 Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance adlease Group Annual Against 3,4 Apparent failure to link pay and appropriate performance	19/11/2020 Seek Limited Annual Against 5,6 Apparent failure to link pay & appropriate performance 2 Apparent failure to link pay & appropriate performance 3b Concerns about remuneration committee performance Concerns about remuneration committee performance 20/11/2020 Lendlease Group Annual Against 3,4 Apparent failure to link pay and appropriate performance 2b,2c Concerns about remuneration committee performance 20/11/2020 Platinum Asset Management Ltd. Annual Against 4 Apparent failure to link pay & appropriate performance	19/11/2020	Mirvac Group	Annual	Against	‡ *	
	2 Apparent failure to link pay & appropriate performance 3b Concerns about remuneration committee performance indlease Group Annual Against 3,4 Apparent failure to link pay and appropriate performance	2 Apparent failure to link pay & appropriate performance 20/11/2020 Lendlease Group Annual Against 3,4 Apparent failure to link pay appropriate performance 20/11/2020 Platinum Asset Management Ltd. Annual Against 4 Apparent failure to link pay appropriate performance 20/11/2020 Platinum Asset Management Ltd. Annual Against 4 Apparent failure to link pay & appropriate performance	10/11/2020	Cook Limited	Appual	Against		
	3b Concerns about remuneration committee performance  Indease Group Annual Against 3,4 Apparent failure to link pay and appropriate performance	20/11/2020 Lendlease Group Annual Against 3,4 Apparent failure to link pay and appropriate performance 20/11/2020 Platinum Asset Management Ltd. Annual Against 4 Apparent failure to link pay & appropriate performance 20/11/2020 Platinum Asset Management Ltd. Annual Against 4 Apparent failure to link pay & appropriate performance	19/11/2020	Seek Lifflied	Amudi	Against		
	ndlease Group Annual Against 3,4 Apparent failure to link pay and appropriate performance	20/11/2020 Lendlease Group Annual Against 3,4 Apparent failure to link pay and appropriate performance 2b,2c Concerns about remuneration committee performance 20/11/2020 Platinum Asset Management Ltd. Annual Against 4 Apparent failure to link pay & appropriate performance						
		20/11/2020 Platinum Asset Management Ltd. Annual Against 4 Apparent failure to link pay & appropriate performance	20/11/2020	Lendlease Group	Annual	Against		
2b,2c Concerns about remuneration committee performance				1			2b,2c	Concerns about remuneration committee performance
	: : : : : : : : : : : : : : : : : : :	· · · · · · · · · · · · · · · · · · ·			Annual	Against	1.	
		24/11/2020 Ramsay Health Care Limited Annual Against 2 Apparent failure to link pay & appropriate performance	24/11/2020	Ramsay Health Care Limited	Annual	Against	2	Apparent failure to link pay & appropriate performance

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
25/11/2020	Beach Energy Limited	Annual	Against	1,5	Apparent failure to link pay and appropriate performance
			-	6b	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
25/11/2020	Harvey Norman Holdings Ltd.	Annual	Against	6	Concerns to protect shareholder value
				4	Lack of independence on board
25/11/2020	IOOF Holdings Ltd.	Annual	Against	3,4	Apparent failure to link pay and appropriate performance
25/11/2020		Annual	Against	2	Apparent failure to link pay & appropriate performance
25/11/2020	Shopping Centres Australasia Property Group RE Lt	Annual	Against	6 5	Concerns related to shareholder rights Concerns to protect shareholder value
26/11/2020	Evolution Mining Limited	Annual	Against	2	
	-			11 7	Apparent failure to link pay & appropriate performance Concerns to protect shareholder value 2- Overboarded/Too many other time commitments
26/11/2020	Qube Holdings Ltd.	Annual	Against	3,5 6	Apparent failure to link pay & appropriate performance Concerns about reducing shareholder rights
26/11/2020	Wisetech Global Ltd.	Annual	Against	5	Apparent failure to link pay and appropriate performance
08/12/2020	Bank of Queensland Ltd.	Annual	Against	5	Apparent failure to link pay & appropriate performance
09/12/2020	Washington H. Soul Pattinson and Company Limited	Annual	Against	2	Apparent failure to link pay & appropriate performance
				3c	Inadequate management of climate-related risks
11/12/2020	Westpac Banking Corp.	Annual	Against	2,3 4a	Apparent failure to link pay and appropriate performance
16/12/2020	Australia & New Zealand Banking Group Ltd.	Annual	Against	4a 4	Concerns regarding Auditor tenure Apparent failure to link pay & appropriate performance
10/12/2020	Additalia & New Zealand Banking Group Etc.	Ailidai	Against	3	Apparent failure to link pay & appropriate performance
				6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
					management of ESG opportunities and risks
18/12/2020	Incitec Pivot Limited	Annual	Against	3	Apparent failure to link pay and appropriate performance
18/12/2020	National Australia Bank Limited	Annual	Against	3,4 6b	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
18/12/2020	Nufarm Limited	Annual	Against	2	Apparent failure to link pay & appropriate performance
10/12/2020	Nulaili Lillilleu	Ailiuai	Against	2	Apparent failure to link pay & appropriate performance
				4	Concerns about reducing shareholder rights
22/12/2020	Orica Ltd.	Annual	All For		
01/10/2020	Meridian Energy Limited	Annual	All For		
16/10/2020	SKYCITY Entertainment Group Limited	Annual	Against	5 1	Concerns regarding Auditor tenure Overboarded/Too many other time commitments
22/10/2020	Auckland International Airport Ltd.	Annual	All For		
06/11/2020	Spark New Zealand Ltd.	Annual	All For		
11/11/2020	Contact Energy Limited	Annual	All For		
18/11/2020	The a2 Milk Company Limited	Annual	All For		
25/11/2020	Fletcher Building Ltd.	Annual	All For		
16/10/2020	Credicorp Ltd.	Special	All For		
25/11/2020	NWS Holdings Limited	Annual	Against	5,7 3a	Issue of equity raises concerns about excessive dilution of existing shareholders  Overboarded/Too many other time commitmentsConcerns related to approach to board diversity
26/11/2020	Yue Yuen Industrial (Holdings) Ltd.	Special	All For		
09/12/2020	Haier Electronics Group Co., Ltd.	Court	All For		
09/12/2020	Haier Electronics Group Co., Ltd.	Special	All For		
01/10/2020	Telefonica Brasil SA	Special	All For		
01/10/2020	Telefonica Brasil SA	Special	All For		
28/12/2020	Suzano SA	Special	All For		
18/12/2020	CK Hutchison Holdings Ltd.	Special	All For		
22/12/2020		Special	All For		
18/12/2020	Enel Americas SA	Special	All For		
12/10/2020	Shanghai International Airport Co., Ltd.	Special	All For		
16/10/2020	Midea Group Co. Ltd.	Special	All For		
20/10/2020	Hangzhou Tigermed Consulting Co., Ltd.	Special	All For		
20/10/2020	Hangzhou Tigermed Consulting Co., Ltd.	Special	Against	4.5	Concerns related to shareholder rights
02/11/2020	Gree Electric Appliances, Inc. of Zhuhai	Special	All For	, , , , , , , , , , , , , , , , , , ,	Control in Tradica to Sharonough Hymo
02/ I 1/2020	Orec Electric Appliances, Inc. of Zhunai	Opoulai	7 11 101		

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
12/11/2020	China Construction Bank Corporation	Special	All For	0	
12/11/2020	Zhejiang Supor Co., Ltd.	Special	All For		
13/11/2020	Weichai Power Co., Ltd.	Special	All For		
26/11/2020	Hangzhou Tigermed Consulting Co., Ltd.	Special	All For		
26/11/2020	Hangzhou Tigermed Consulting Co., Ltd.	Special	All For		
26/11/2020	Industrial and Commercial Bank of China Limited	Special	All For		
18/12/2020	Sinopharm Group Co., Ltd.	Special	All For		
29/12/2020	PICC Property & Casualty Co., Ltd.	Special	All For		
16/11/2020	Wipro Limited	Special	All For		
18/11/2020	Tata Consultancy Services Limited	Special	All For		
01/12/2020	HDFC Bank Limited	Special	All For		
09/12/2020	Axis Bank Limited	Special	All For		
24/12/2020	Nestle India Ltd.	Special	All For		
21/10/2020	PT Bank Mandiri (Persero) Tbk	Special	Against	1	Insufficient/poor disclosure
25/11/2020	PT Unilever Indonesia Tbk	Special	All For		
09/11/2020	Wix.com Ltd.	Annual	All For		
12/11/2020	Sime Darby Bhd.	Annual	All For		
18/11/2020	Dialog Group Bhd.	Annual	All For		
19/10/2020	Grupo Bimbo SAB de CV	Special	All For		
04/12/2020	Guaranty Trust Bank Plc	Court	All For		
26/11/2020	KGHM Polska Miedz SA	Special	All For		
03/12/2020	Oil Co. LUKOIL PJSC	Special	All For		
03/12/2020	Oil Co. LUKOIL PJSC	Special	All For		
10/12/2020	MMC Norilsk Nickel PJSC	Special	All For		
09/11/2020	Al Rajhi Bank	Special	Abstain	1.1,1.2,1.3,1.4,1.5,1.6,1.7,1.	Insufficient/poor disclosure
	·	·	Against	8,1.9,1.10,1.11,1.12,1.13,1.1 4,1.15,1.16	Insufficient/poor disclosure
29/12/2020	Yanbu National Petrochemical Co.	Special	All For		
26/11/2020	Discovery Ltd.	Annual	All For		
02/10/2020	Petkim Petrokimya Holding AS	Annual	Against	8,11	Insufficient/poor disclosure
21/10/2020	TURKCELL Iletisim Hizmetleri AS	Annual	Against	10	Insufficient/poor disclosure
20/10/2020	Raiffeisen Bank International AG	Annual	Against	12	Concerns related to shareholder value
			_	11	Issue of capital raises concerns about excessive dilution of existing shareholders
				10 6.1,6.2,6.3,6.4	Issue of capital raises concerns about excessive dilution of existing shareholders
10/11/2020	Erste Group Bank AG	Annual	Against	:0.1,0.2,0.3,0.4 :7	Lack of independence on board  Apparent failure to link pay & appropriate performance
10/11/2020	Liote Group Burne / G	, unida	, iguinot	8	Concerns about reducing shareholder rights
				6.2	Lack of independence on board 2- Lack of independent representation at board committees
08/10/2020	Colruyt SA	Special	Against	iii.1,iii.2	Poison pill/anti-takeover measure not in investors interests
22/10/2020	ageas SA/NV	Special	All For		
09/11/2020	Ackermans & van Haaren NV	Special	Against	2,3	Poison pill/anti-takeover measure not in investors interests
03/12/2020	Telenet Group Holding NV	Special	All For		
25/11/2020	Chr. Hansen Holding A/S	Annual	Against	9a	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
03/12/2020	Coloplast A/S	Annual	All For		
09/12/2020	Ambu A/S	Annual	Abstain Against	8a 10b	Concerns related to approach to board diversity  Concerns related to shareholder rights
18/12/2020	Tryg A/S	Special	All For	100	OVIDATION TO MAD OF THE PRINCE
29/10/2020	Neles Oyj	Special	All For		
27/10/2020	ATOS SE	Special	All For	4	
29/10/2020	Alstom SA	Special	All For		
10/11/2020	Unibail-Rodamco-Westfield SE	Special	Against	A,B,C	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
	<u> </u>	<u> </u>		I	efficient capital structure

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
27/11/2020	Pernod Ricard SA	Annual/Special	Against	10,12	Apparent failure to link pay & appropriate performance
09/12/2020	Rubis SCA	Special	All For		
03/11/2020	OSRAM Licht AG	Special	Against	2.1,2.2,2.3	Lack of independence on board
18/11/2020	DWS Group GmbH & Co. KGaA	Annual	All For	, ,	
26/11/2020	GEA Group AG	Annual	Against	9,10,11	Issue of capital raises concerns about excessive dilution of existing shareholders
04/12/2020	Hellenic Telecommunications Organization SA	Special	Abstain	5.2,5.3	Administrative declaration
18/12/2020	Mytilineos SA	Special	All For		
22/10/2020	Seagate Technology Plc	Annual	Against	2	Apparent failure to link pay and appropriate performance
	g		g	1a	Concerns about remuneration committee performance
				1j	Concerns related to approach to board diversity
05/11/2020	James Hardie Industries Plc	Annual	Against	2,6	Apparent failure to link pay and appropriate performance
11/12/2020	iShares VII plc - iShares MSCI UK Small Cap UCIT	. S Annual	Against	8	Concerns to protect shareholder value Overboarded/Too many other time commitments
11/12/2020	Medtronic Plc	Annual	All For	· ·	Oversource 100 many error rine communicates
29/12/2020	Flutter Entertainment Plc	Special	All For		
28/10/2020	Mediobanca SpA	Annual/Special	Against	3a.2.3b	
20/10/2020	Mediobarica SpA	Ailiual/Opecial	Against	4a,4b	Apparent failure to link pay & appropriate performance
				Α	Insufficient/poor disclosure
30/10/2020	Atlantia SpA	Special	All For		
19/11/2020	Buzzi Unicem SpA	Special	All For		
19/11/2020	Buzzi Unicem SpA	Special	All For		
17/12/2020	Recordati SpA	Special	All For		
27/10/2020	BBGI Global Infrastructure S.A.	Special	All For		
16/11/2020	Eurofins Scientific SE	Special	All For		
30/11/2020	BBGI Global Infrastructure S.A.	Special	All For		
03/12/2020	B&M European Value Retail SA	Special	All For		
15/12/2020	Aroundtown SA	Special	All For		
07/10/2020	Just Eat Takeaway.com NV	Special	Against	2G	Apparent failure to link pay and appropriate performance
20/10/2020	OCI NV	Special	All For		
27/10/2020	Signify NV	Special	All For		
28/10/2020	ASR Nederland NV	Special	All For		
29/10/2020	Yandex NV	Annual	Against	9	Insufficient/poor disclosure
			· ·	8	Issue of capital raises concerns about excessive dilution of existing shareholders
				7	Issue of capital raises concerns about excessive dilution of existing shareholders
18/11/2020	JDE Peet's NV	Special	Against	3	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees
20/11/2020	Euronext NV	Special	All For		Concerns related to mappropriate membership of committees
15/12/2020	ABN AMRO Bank NV	Special	All For		
29/10/2020	Adevinta ASA	Special	All For		
17/11/2020	Yara International ASA	Special	All For		
30/11/2020	DNB ASA	Special	All For		
04/12/2020	SalMar ASA	Special	All For		
26/11/2020	Jeronimo Martins SGPS SA	Special	All For		
08/10/2020	Grifols SA	Annual	Against	6	Concerns regarding Auditor tenure
00/10/2020	GIIIOIS GA	Ailliuai	Against	10	Insufficient/poor disclosure
26/10/2020	Banco Santander SA	Special	All For		
29/10/2020	Aena S.M.E. SA	Annual	Against	12	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
				11	management of ESG opportunities and risks
					SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
01/12/2020	Bankia SA	Special	All For		management of ESG opportunities and risks
02/12/2020	CaixaBank SA	Special	All For		
22/10/2020	Skanska AB	Special	All For		
22/10/2020	Sweco AB	Special	All For		
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Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
23/10/2020	Husqvarna AB	Special	All For	8	0 - 1
28/10/2020	Essity AB	Special	All For		
03/11/2020	Electrolux AB	Special	Against	7	Apparent failure to link pay and appropriate performance
24/11/2020	Assa Abloy AB	Special	All For		
26/11/2020	Atlas Copco AB	Special	All For		
27/11/2020	Epiroc AB	Special	All For		
27/11/2020	Sinch AB	Special	Against	7	Apparent failure to link pay and appropriate performance
01/12/2020	Hexagon AB	Special	Against	8	Apparent failure to link pay and appropriate performance
02/12/2020	Telia Co. AB	Special	All For		
09/12/2020	Securitas AB	Special	All For		
16/12/2020	NIBE Industrier AB	Special	All For		
21/12/2020	Castellum AB	Special	All For		
02/11/2020	Julius Baer Gruppe AG	Special	Against	2	Insufficient/poor disclosure
17/11/2020	Compagnie Financiere Richemont SA	Special	Against	2	Insufficient/poor disclosure
19/11/2020	UBS Group AG	Special	Against	2	Insufficient/poor disclosure
27/11/2020	Credit Suisse Group AG	Special	Against	2.2	Insufficient/poor disclosure
09/12/2020	Barry Callebaut AG	Annual	Against	1.2	Apparent failure to link pay and appropriate performance
00/ 12/2020	5a) 5a5a.a	,	J 9	6	Insufficient/poor disclosure
15/12/2020	Cenovus Energy Inc.	Special	All For		
02/10/2020	Noble Energy, Inc.	Special	Against	2	Apparent failure to link pay & appropriate performance
08/10/2020	Analog Devices, Inc.	Special	All For		
08/10/2020	Maxim Integrated Products, Inc.	Special	All For		
13/10/2020	The Procter & Gamble Company	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
15/10/2020	Paychex, Inc.	Annual	Against	2 1g	Apparent failure to link pay and appropriate performance Concerns related to approach to board diversityConcerns about remuneration committee performance
15/10/2020	Varian Medical Systems, Inc.	Special	Against	3	Apparent failure to link pay and appropriate performance
27/10/2020	Cintas Corporation	Annual	Against	2	Apparent failure to link pay & appropriate performance
				4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
28/10/2020	D 1 11 7 0 2				transparency
28/10/2020	Parker-Hannifin Corporation	Annual	Against	3 1f	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
03/11/2020	Coty Inc.	Annual	Against	2,4	Apparent failure to link pay and appropriate performance
				1.1	Concerns to protect shareholder valueConcerns about remuneration committee performance
03/11/2020	Lam Research Corporation	Annual	All For		
04/11/2020	Cardinal Health, Inc.	Annual	Against	3	Apparent failure to link pay and appropriate performance
				1a 5,6	Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation
04/11/2020	KLA Corporation	Annual	Against	3	Apparent failure to link pay & appropriate performance
0 17 1 172020	12 Corporation	, unideal	, igainet	1.6	Concerns about remuneration committee performance
				4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
0.4/4.4/0000				-	enhanced shareholder rights
04/11/2020	Oracle Corporation	Annual	Against	5 6	SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
				U	SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes enhanced
					shareholder rights
05/11/2020	Maxim Integrated Products, Inc.	Annual	All For		
05/11/2020	Tapestry, Inc.	Annual	Against	3,4	Apparent failure to link pay and appropriate performance
10/11/0055			AU. E	1c	Concerns about remuneration committee performance
10/11/2020	The Estee Lauder Companies, Inc.	Annual	All For	4	
11/11/2020	Automatic Data Processing, Inc.	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
12/11/2020	CDK Global, Inc.	Annual	Against	2	Apparent failure to link pay and appropriate performance
12/11/2020	Eov Corporation	Appuel	Against	1b 3	Concerns about remuneration committee performance Apparent failure to link pay and appropriate performance
12/11/2020	Fox Corporation	Annual	Against	3 1f	Apparent failure to link pay and appropriate performance  Concerns about remuneration committee performance
				1g	Concerns about rendire autor committee performance  Concerns to protect shareholder valueConcerns related to approach to board diversity
			3		S. C.

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
18/11/2020	Campbell Soup Company	Annual	Against	3	Apparent failure to link pay and appropriate performance
				1.8	Concerns about remuneration committee performance
18/11/2020	News Corporation	Annual	Against	1e 5	Poison pill/anti-takeover measure not in investors interestsConcerns to protect shareholder value
18/11/2020	The Clorox Company	Annual	Against	2	Shareholder proposal promotes better management of SEE opportunities and risks  Apparent failure to link pay and appropriate performance
10/11/2020	The Clorox Company	Alliuai	Against	1.4	Concerns about remuneration committee performance
18/11/2020	Western Digital Corporation	Annual	Against	2	Apparent failure to link pay and appropriate performance
	-		-	1b	Concerns about remuneration committee performance
19/11/2020	Broadridge Financial Solutions, Inc.	Annual	All For		
19/11/2020	ResMed Inc.	Annual	Against	3	Apparent failure to link pay and appropriate performance
20/11/2020	Sysco Corporation	Annual	Against	2	Apparent failure to link pay & appropriate performance
				1b 1d	Concerns about remuneration committee performance
02/12/2020	Microsoft Corporation	Annual	Against	2	Concerns related to approach to board diversity  Apparent failure to link pay & appropriate performance
02/12/2020	Microsoft Corporation	Ailidai	Against	1.5	Concerns about remuneration committee performance
				4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
					management of ESG opportunities and risks
03/12/2020	Vail Resorts, Inc.	Annual	Against	3	Apparent failure to link pay and appropriate performance
04/12/2020	Copart, Inc.	Annual	Against	1a 2	Concerns about remuneration committee performance  Apparent failure to link pay & appropriate performance
04/12/2020	Copart, IIIc.	Alliuai	Against	1.5	Concerns about remuneration committee performance
				1.8	Concerns related to approach to board diversity
09/12/2020	Palo Alto Networks, Inc.	Annual	Against	3	Apparent failure to link pay & appropriate performance
10/12/2020	Cisco Systems, Inc.	Annual	Against	6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
					appropriate accountability or incentivisation
15/12/2020	Liberty Broadband Corp.	Special	All For		
16/12/2020	AutoZone, Inc.	Annual	Against	3	Apparent failure to link pay and appropriate performance
17/12/2020	FactSet Research Systems Inc.	Annual	Against	1.8	Concerns about remuneration committee performance  Apparent failure to link pay and appropriate performance
17/12/2020	actoet Nesearch Systems Inc.	Ailiuai	Against	1b	Concerns about remuneration committee performance
22/12/2020	The Trade Desk, Inc.	Special	Against	1,2,3,4,5,6	Concerns to protect shareholder value
30/12/2020	Tiffany & Co.	Special	Against	2	Apparent failure to link pay and appropriate performance
02/11/2020	Genesis Emerging Markets Fund Ltd.	Annual	All For		
04/12/2020	Vinacapital Vietnam Opportunity Fund Ltd. (United K	Annual	All For		
11/12/2020	Schroder Oriental Income Fund Ltd.	Annual	All For		
14/12/2020	The Renewables Infrastructure Group Ltd.	Special	All For		
09/12/2020	Entain Plc	Special	All For		
18/12/2020	Playtech Plc	Special	All For		
04/11/2020	Amcor Plc	Annual	All For		
03/12/2020	Ferguson Plc	Annual	Against	2	Apparent failure to link pay and appropriate performance
21/12/2020	IWG Plc	Special	All For		pparon calars to any pay and appropriate personnal to
07/10/2020	Frasers Group Plc	Annual	Against	5	Concerns about overall performance
08/10/2020	Hargreaves Lansdown Plc	Annual	Against	3	Apparent failure to link pay & appropriate performance
00/10/2020	Trangicaves Lansuowitt ic	Ailiuai	Against	4	Apparent failure to link pay and appropriate performance
09/10/2020	Baillie Gifford US Growth Trust Plc	Annual	All For		
09/10/2020	SDL Plc	Court	All For		
09/10/2020	SDL Plc	Special	All For		
12/10/2020	Unilever Plc	Court	All For		
12/10/2020	Unilever Plc	Special	All For		
14/10/2020	Barratt Developments Plc	Annual	All For		
14/10/2020	Edinburgh Worldwide Investment Trust Plc	Special	Against	3	Issue of capital raises concerns about excessive dilution of existing shareholders
14/10/2020	Watches of Switzerland Group Plc	Annual	All For	-	1
15/10/2020	BHP Group Plc	Annual	Against	7,8	Apparent failure to link pay & appropriate performance
13/10/2020	S.II Group I to	, uniuai	лушны	24,25	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better
				23	management of ESG opportunities and risks
					SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
					enhanced shareholder rights

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
16/10/2020	Ashmore Group Plc	Annual	Against	9	Apparent failure to link pay & appropriate performance
27/10/2020	Dechra Pharmaceuticals PLC	Annual	Against	3	Apparent failure to link pay & appropriate performance
27/10/2020	Rolls-Royce Holdings Plc	Special	All For		
27/10/2020	The City of London Investment Trust Plc	Annual	All For		
02/11/2020	OSB Group Plc	Court	All For		
02/11/2020	OSB Group Plc	Special	All For		
03/11/2020	London Stock Exchange Group Plc	Special	All For		
03/11/2020	Provident Financial Plc	Special	Against	1,3	Apparent failure to link pay and appropriate performance
04/11/2020	GCP Student Living Plc	Annual	All For		
05/11/2020	JPMorgan Emerging Markets Investment Trust Plc	Annual	All For		
06/11/2020	Redrow Pic	Annual	Against	10 11	Apparent failure to link pay & appropriate performance Apparent failure to link pay and appropriate performance
09/11/2020	Perpetual Income & Growth Investment Trust Plc	Special	All For		
11/11/2020	Hays plc	Annual	All For		
11/11/2020	Rank Group Plc	Annual	Against	2,3 7,18	Apparent failure to link pay and appropriate performance Overboarded/Too many other time commitments
16/11/2020	European Opportunities Trust plc	Annual	All For		
16/11/2020	Smiths Group Plc	Annual	Against	13	Overboarded/Too many other time commitments
17/11/2020	Dunelm Group Plc	Annual	All For		
17/11/2020	Perpetual Income & Growth Investment Trust Plc	Special	All For		
17/11/2020	Shaftesbury Plc	Special	All For		
19/11/2020	Close Brothers Group Plc	Annual	Against	3	Apparent failure to link pay and appropriate performance
19/11/2020	William Hill Plc	Court	All For		
19/11/2020	William Hill Plc	Special	All For		
23/11/2020	Rank Group Plc	Special	All For		
23/11/2020	The Weir Group Plc	Special	All For		
24/11/2020	AVEVA Group Plc	Special	All For		
25/11/2020	Genus Plc	Annual	All For		
26/11/2020	PZ Cussons Plc	Annual	Against	3	Apparent failure to link pay and appropriate performance
27/11/2020	Murray Income Trust PLC	Annual	All For		
03/12/2020	Atlassian Corp. Plc	Annual	Against	2 9 13	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value
03/12/2020	Baillie Gifford Japan Trust Plc	Annual	All For		
04/12/2020	Associated British Foods Plc	Annual	All For		
04/12/2020	Aston Martin Lagonda Global Holdings Plc	Special	All For		
10/12/2020	Softcat Plc	Annual	All For		
11/12/2020	Bellway Plc	Annual	Against	2,3	Apparent failure to link pay and appropriate performance
14/12/2020	Fidelity Special Values Plc	Annual	All For		
16/12/2020	Telecom Plus Plc	Special	Against	2 1	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance
17/12/2020	Alternative Credit Investments Plc	Court	All For		
17/12/2020	Alternative Credit Investments Plc	Special	All For		
17/12/2020	AVI Global Trust Plc	Annual	All For		
17/12/2020	JD Wetherspoon Plc	Annual	Against	2,3	Apparent failure to link pay and appropriate performance
23/12/2020	easyJet Plc	Annual	Against	2 9	Apparent failure to link pay & appropriate performance Concerns about overall performance
23/12/2020	Informa Plc	Special	Against	1	Apparent failure to link pay & appropriate performance 2- Concerns about remuneration committee performance Apparent failure to link pay & appropriate performance 2- Concerns about remuneration committee performance