

## LGPS Central - ACS

## EOS at Federated Hermes

### Engagement by region

Over the last quarter we engaged with **561** companies held in the LGPS Central - ACS portfolios on a range of **1,496** environmental, social and governance issues and objectives.

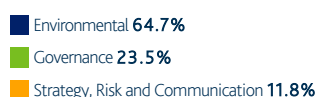
#### Global

We engaged with **561** companies over the last quarter.



#### Australia & New Zealand

We engaged with **12** companies over the last quarter.



#### Developed Asia

We engaged with **76** companies over the last quarter.



#### Emerging & Developing Markets

We engaged with **79** companies over the last quarter.



#### Europe

We engaged with **120** companies over the last quarter.



#### North America

We engaged with **218** companies over the last quarter.



#### United Kingdom

We engaged with **56** companies over the last quarter.

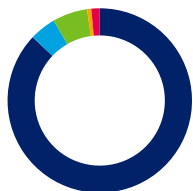


## Engagement by theme

Over the last quarter we engaged with **561** companies held in the LGPS Central - ACS portfolios on a range of **1,496** environmental, social and governance issues and objectives.

### Environmental

Environmental topics featured in **27.3%** of our engagements over the last quarter.



- Climate Change **87.0%**
- Forestry and Land Use **4.6%**
- Pollution and Waste Management **6.1%**
- Supply Chain Management **0.7%**
- Water **1.5%**

### Social and Ethical

Social and Ethical topics featured in **17.4%** of our engagements over the last quarter.



- Bribery and Corruption **1.9%**
- Conduct and Culture **11.5%**
- Diversity **26.4%**
- Human Capital Management **21.5%**
- Human Rights **34.1%**
- Labour Rights **4.6%**

### Governance

Governance topics featured in **43.8%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **22.9%**
- Board Independence **13.3%**
- Executive Remuneration **47.8%**
- Shareholder Protection and Rights **13.4%**
- Succession Planning **2.6%**

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **11.4%** of our engagements over the last quarter.



- Audit and Accounting **9.4%**
- Business Strategy **36.3%**
- Cyber Security **2.3%**
- Integrated Reporting and Other Disclosure **24.6%**
- Risk Management **27.5%**

## LGPS Central - ACS

## EOS at Federated Hermes

Over the last quarter we made voting recommendations at **1,981** meetings (**27,434** resolutions). At **1,342** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **85** meetings and abstaining at **six** meetings. We supported management on all resolutions at the remaining **548** meetings.

### Global

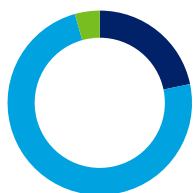
We made voting recommendations at **1,981** meetings (**27,434** resolutions) over the last quarter.



- Total meetings in favour **27.7%**
- Meetings against (or against AND abstain) **67.7%**
- Meetings abstained **0.3%**
- Meetings with management by exception **4.3%**

### Australia and New Zealand

We made voting recommendations at **23** meetings (**130** resolutions) over the last quarter.



- Total meetings in favour **21.7%**
- Meetings against (or against AND abstain) **73.9%**
- Meetings with management by exception **4.3%**

### Developed Asia

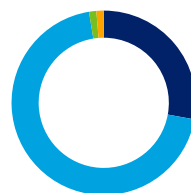
We made voting recommendations at **529** meetings (**6,125** resolutions) over the last quarter.



- Total meetings in favour **39.7%**
- Meetings against (or against AND abstain) **57.7%**
- Meetings with management by exception **2.6%**

### Emerging and Frontier Markets

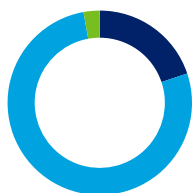
We made voting recommendations at **312** meetings (**3,889** resolutions) over the last quarter.



- Total meetings in favour **27.9%**
- Meetings against (or against AND abstain) **69.6%**
- Meetings abstained **1.3%**
- Meetings with management by exception **1.3%**

### Europe

We made voting recommendations at **388** meetings (**7,108** resolutions) over the last quarter.



- Total meetings in favour **19.8%**
- Meetings against (or against AND abstain) **77.3%**
- Meetings with management by exception **2.8%**

### North America

We made voting recommendations at **526** meetings (**6,528** resolutions) over the last quarter.



- Total meetings in favour **11.0%**
- Meetings against (or against AND abstain) **80.4%**
- Meetings abstained **0.2%**
- Meetings with management by exception **8.4%**

### United Kingdom

We made voting recommendations at **203** meetings (**3,654** resolutions) over the last quarter.

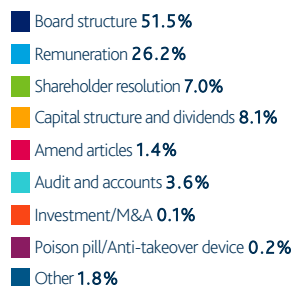
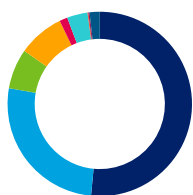


- Total meetings in favour **54.7%**
- Meetings against (or against AND abstain) **39.4%**
- Meetings abstained **0.5%**
- Meetings with management by exception **5.4%**

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

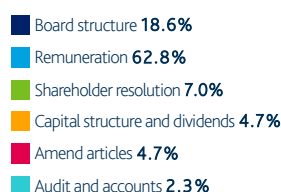
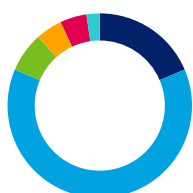
### Global

We recommended voting against or abstaining on **4,129** resolutions over the last quarter.



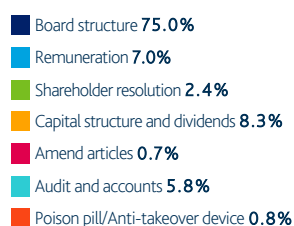
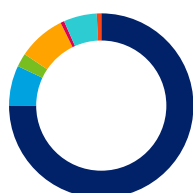
### Australia and New Zealand

We recommended voting against or abstaining on **43** resolutions over the last quarter.



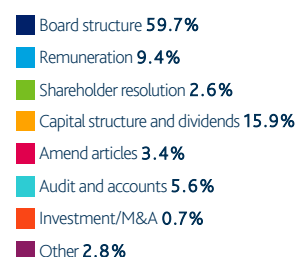
### Developed Asia

We recommended voting against or abstaining on **757** resolutions over the last quarter.



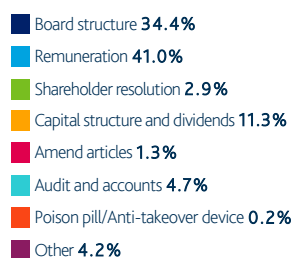
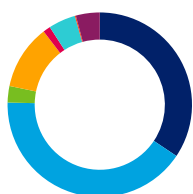
### Emerging and Frontier Markets

We recommended voting against or abstaining on **894** resolutions over the last quarter.



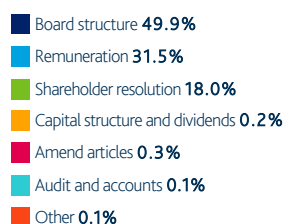
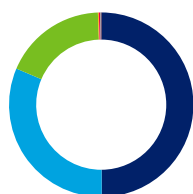
### Europe

We recommended voting against or abstaining on **1,076** resolutions over the last quarter.



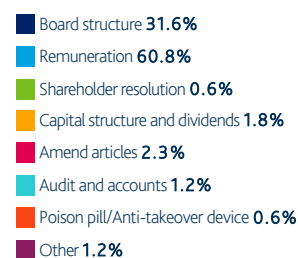
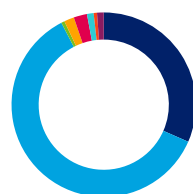
### North America

We recommended voting against or abstaining on **1,188** resolutions over the last quarter.



### United Kingdom

We recommended voting against or abstaining on **171** 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
28/04/2021	Hong Kong Exchanges & Clearing Ltd.	Annual	Against	2c	Overboarded/Too many other time commitments
30/04/2021	Hang Lung Group Limited	Annual	Against	3a 6,7	Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders
30/04/2021	Hang Lung Properties Ltd.	Annual	Against	3a 6,7	Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders
06/05/2021	The Bank of East Asia, Limited	Annual	Against	3c,3d 5 4 7 3a	Concerns related to approach to board gender diversity Insufficient/poor disclosure Insufficient/poor disclosureApparent failure to link pay and appropriate performance Issue of equity raises concerns about excessive dilution of existing shareholdersInsufficient/poor disclosure Overboarded/Too many other time commitments
07/05/2021	PCCW Limited	Annual	Against	8 5,7 3b	Apparent failure to link pay and appropriate performance Issue of equity raises concerns about excessive dilution of existing shareholders Overboarded/Too many other time commitmentsConcerns related to approach to board gender diversityConcerns related to inappropriate membership of committees
11/05/2021	Swire Properties Ltd.	Annual	Against	4 1b	Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
11/05/2021	The Wharf (Holdings) Ltd.	Annual	Against	2f 2b 5,6	Concerns related to attendance at board or committee meetings Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders
12/05/2021	Cathay Pacific Airways Limited	Annual	Against	4 1a,1b,1c,1d,1e	Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
12/05/2021	Power Assets Holdings Limited	Annual	Against	3b 3d	Concerns related to approach to board gender diversity Overboarded/Too many other time commitments
13/05/2021	Galaxy Entertainment Group Limited	Annual	Against	5 2.1 2.3 4,2,4,3	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders
13/05/2021	Swire Pacific Limited	Annual	Against	1a,1d 1b 4	Concerns about overall board structure Concerns related to board gender diversity Issue of capital raises concerns about excessive dilution of existing shareholders
14/05/2021	CLP Holdings Ltd.	Annual	All For		
14/05/2021	Techtronic Industries Co., Ltd.	Annual	All For		
17/05/2021	BOC Hong Kong (Holdings) Limited	Annual	Against	3b 5,7	Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders
18/05/2021	China Resources Beer (Holdings) Co. Ltd.	Annual	Against	3.2 6,7 3.3	Concerns related to approach to board gender diversityConcerns about overall board structure Issue of equity raises concerns about excessive dilution of existing shareholders Overboarded/Too many other time commitments
18/05/2021	CSPC Pharmaceutical Group Ltd.	Annual	Against	7 4 3a1	Apparent failure to link pay and appropriate performance Concerns related to Non-audit fees Concerns related to approach to board gender diversityCombined CEO/Chairman
20/05/2021	AIA Group Limited	Annual	Against	4	Concerns related to board gender diversity
20/05/2021	Champion Real Estate Investment Trust	Annual	Against	4	Overboarded/Too many other time commitments
20/05/2021	Champion Real Estate Investment Trust	Special	All For		
20/05/2021	MMG Ltd.	Annual	Against	2b,2c 5,7	Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders
21/05/2021	CNOOC Limited	Annual	Against	B2,B3	

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
21/05/2021	Hysan Development Co., Ltd.	Annual	All For		
24/05/2021	Guotai Junan International Holdings Limited	Annual	Against	3.3,3.4 6A,6C	Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders
26/05/2021	Hang Seng Bank Ltd.	Annual	Against	2d 5	Concerns related to attendance at board or committee meetings Issue of equity raises concerns about excessive dilution of existing shareholders
26/05/2021	MTR Corporation Limited	Annual	All For		
27/05/2021	China Travel International Investment Hong Kong Ltd	Annual	Against	2e 2c 5,6	Concerns related to approach to board gender diversity Concerns related to attendance at board or committee meetings Issue of equity raises concerns about excessive dilution of existing shareholders
28/05/2021	SJM Holdings Limited	Annual	Against	6 2.3	Apparent failure to link pay and appropriate performance Lack of independence on board
01/06/2021	Henderson Land Development Co. Ltd.	Annual	Against	3.1 3.5 5B,5C	Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders
01/06/2021	Shun Tak Holdings Limited	Annual	Against	1 6,7	Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders
02/06/2021	Dah Sing Banking Group Ltd.	Annual	Against	6,7	Issue of equity raises concerns about excessive dilution of existing shareholders
02/06/2021	Dah Sing Financial Holdings Limited	Annual	Against	3b 9 6,8	Concerns related to approach to board gender diversity Concerns related to succession planning Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders
02/06/2021	Hong Kong & China Gas Co. Ltd.	Annual	Against	3.1 5.3,5,4 3.3,3.4	Concerns related to approach to board gender diversity Lack of independence on board Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
03/06/2021	Fosun International Limited	Annual	Against	8,9a,9b,9c,9d,9e,9f,9g,9h,9i, 9j,9k,9l,9m,9n,9o,9p,9q,9r,9 s,9t,9u,9v,9w,9x 3d 6,7 3c	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board 2- Lack of independent representation at board committees
04/06/2021	Melco International Development Limited	Annual	Against	3 2a3 2a2 6 5,1,5,2	Concerns related to Non-audit fees Concerns related to approach to board gender diversity Concerns related to succession planning Concerns related to Non-audit fees Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders
08/06/2021	China Jinmao Holdings Group Limited	Annual	Against	3E 7,8	Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders
08/06/2021	China Taiping Insurance Holdings Co., Ltd.	Annual	Against	3a1 5,7 3a5	Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders Overboarded/Too many other time commitments
09/06/2021	CITIC Limited	Annual	Against	9 12	Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders
22/06/2021	China Overseas Land & Investment Ltd.	Annual	Against	3d,7,8	
22/06/2021	Guangdong Investment Limited	Annual	Against	3.5 5	Concerns related to approach to board gender diversity Concerns related to succession planning Insufficient/poor disclosure
16/04/2021	Mori Hills REIT Investment Corp.	Special	All For		
27/04/2021	Sekisui House, Ltd.	Annual	All For		
13/05/2021	Nitori Holdings Co., Ltd.	Annual	All For		
14/05/2021	SHIMAMURA Co., Ltd.	Annual	All For		
18/05/2021	Nippon Accommodations Fund, Inc.	Special	All For		
19/05/2021	Sugi Holdings Co., Ltd.	Annual	All For		
20/05/2021	AEON Mall Co., Ltd.	Annual	All For		
21/05/2021	AEON Financial Service Co., Ltd.	Annual	Against	2.1	Concerns about overall board structure
23/05/2021	Ichigo, Inc.	Annual	Against	1.5,1.6	Lack of independence on board
25/05/2021	Lawson, Inc.	Annual	All For		
25/05/2021	Shochiku Co., Ltd.	Annual	Against	1.1,1.8,1.16	Lack of independence on board
25/05/2021	Takashimaya Co., Ltd.	Annual	All For		
25/05/2021	Welcia Holdings Co., Ltd.	Annual	All For		
26/05/2021	AEON Co., Ltd.	Annual	Against	1.4 2	Lack of independence on board Poison pill/anti-takeover measure not in investors interests

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
26/05/2021	Izumi Co., Ltd.	Annual	Against	4 6	Insufficient/poor disclosure Insufficient/poor disclosurePerformance-related pay/awards for non-executives
26/05/2021	Nomura Real Estate Master Fund, Inc.	Special	All For		
26/05/2021	YASKAWA Electric Corp.	Annual	All For		
27/05/2021	ABC-MART, INC.	Annual	Against	2.1	Concerns related to approach to board gender diversity
27/05/2021	Hisamitsu Pharmaceutical Co., Inc.	Annual	Against	2.1 2.7	Concerns related to approach to board gender diversity Lack of independence on board
27/05/2021	J. FRONT RETAILING Co., Ltd.	Annual	All For		
27/05/2021	Seven & i Holdings Co., Ltd.	Annual	Against	2.10	Apparent failure to link pay & appropriate performance 2- Concerns about remuneration committee performance 3- Concerns related to board gender diversity
27/05/2021	Toho Co., Ltd. (9602)	Annual	Against	3.1	Lack of independence on board
10/06/2021	IR Japan Holdings Ltd.	Annual	Against	4.2	Concerns related to approach to board gender diversity
10/06/2021	Toyota Industries Corp.	Annual	Against	1.1 4	Concerns related to approach to board gender diversity Performance-related pay/awards for non-executives
11/06/2021	KEYENCE Corp.	Annual	All For		
11/06/2021	Toyota Boshoku Corp.	Annual	Against	1.6, 1.9	Lack of independence on board
15/06/2021	TOKAI RIKA CO., LTD.	Annual	Against	2.1 2.6	Concerns related to approach to board gender diversityLack of independence on board Lack of independence on board
15/06/2021	USS Co., Ltd.	Annual	All For		
16/06/2021	Hankyu Hanshin Holdings, Inc.	Annual	Against	2.4	Lack of independence on board
16/06/2021	Japan Exchange Group, Inc.	Annual	All For		
16/06/2021	JAPAN POST INSURANCE Co., Ltd.	Annual	All For		
16/06/2021	Toyota Motor Corp.	Annual	Against	1.1, 1.8, 1.9	Lack of independence on board
17/06/2021	Fujitsu General Ltd.	Annual	All For		
17/06/2021	ITOCHU Techno-Solutions Corp.	Annual	All For		
17/06/2021	Japan Airlines Co., Ltd.	Annual	Against	1.8	Lack of independence on board
17/06/2021	Japan Post Bank Co., Ltd.	Annual	All For		
17/06/2021	JSR Corp.	Annual	All For		
17/06/2021	Kakaku.com, Inc.	Annual	All For		
17/06/2021	Koei Tecmo Holdings Co., Ltd.	Annual	All For		
17/06/2021	Konica Minolta, Inc.	Annual	All For		
17/06/2021	MISUMI Group Inc.	Annual	Against	3.1 2.1	Concerns about overall board structure Concerns related to approach to board gender diversity
17/06/2021	NTT DATA Corp.	Annual	All For		
17/06/2021	Ono Pharmaceutical Co., Ltd.	Annual	All For		
17/06/2021	Recruit Holdings Co., Ltd.	Annual	Against	3	Apparent failure to link pay and appropriate performance
17/06/2021	Tokyo Electron Ltd.	Annual	Against	1.1, 1.11	Lack of independence on board
17/06/2021	Toyoda Gosei Co., Ltd.	Annual	Against	1.7	Lack of independence on board
18/06/2021	Aisin Corp.	Annual	All For		
18/06/2021	ARIAKE JAPAN Co., Ltd.	Annual	Against	2.1 5 3.1	Concerns related to approach to board gender diversityLack of independence on board Insufficient/poor disclosure Lack of independence on boardLack of independent representation at board committees
18/06/2021	Astellas Pharma, Inc.	Annual	Against	1.4	Concerns related to approach to board gender diversity
18/06/2021	Eisai Co., Ltd.	Annual	Against	1.5 1.1	Concerns related to approach to board gender diversity Poison pill/anti-takeover measure not in investors interests
18/06/2021	Fuji Kyuko Co., Ltd.	Annual	Against	2.1, 2.3, 2.4, 2.5, 2.6, 2.8	Lack of independence on board
18/06/2021	Hitachi Metals, Ltd.	Annual	Against	1.3 1.4	Concerns related to approach to board gender diversity Inadequate management of climate-related risks
18/06/2021	IBIDEN Co., Ltd.	Annual	Against	1.5	Lack of independence on board
18/06/2021	ITOCHU Corp.	Annual	All For		
18/06/2021	Japan Post Holdings Co. Ltd.	Annual	All For		
18/06/2021	Keihan Holdings Co., Ltd.	Annual	Against	3.3	Lack of independence on board
18/06/2021	Kintetsu Group Holdings Co., Ltd.	Annual	Against	1.1, 1.8, 1.9, 1.10	Lack of independence on board
18/06/2021	Komatsu Ltd.	Annual	Against	2.1, 2.5, 2.6	Lack of independence on board

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
18/06/2021	Kyushu Financial Group, Inc.	Annual	Against	3.3	Lack of independence on board
18/06/2021	Mitsui & Co., Ltd.	Annual	Against	2.13	Lack of independence on board
18/06/2021	Nippon Sanso Holdings Corp.	Annual	Against	4.2	Concerns about overall board structure
18/06/2021	Nippon Yusen KK	Annual	Against	3.1,3.8	Lack of independence on board
18/06/2021	Nitto Denko Corp.	Annual	Against	3.5	Lack of independence on board
18/06/2021	Nomura Research Institute Ltd.	Annual	All For		
18/06/2021	NS Solutions Corp.	Annual	Against	6,7,8	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes efficient capital structure
18/06/2021	Renova, Inc. (Japan)	Annual	Against	1.6,1.7	Lack of independence on board
18/06/2021	SMS Co., Ltd.	Annual	Against	2.1	Concerns related to approach to board gender diversity
18/06/2021	Sojitz Corp.	Annual	Against	3.6	Lack of independence on board
18/06/2021	Sumitomo Corp.	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
18/06/2021	The Shizuoka Bank Ltd.	Annual	Against	2.1,2.10	Lack of independence on board
18/06/2021	Z Holdings Corp.	Annual	All For		
18/06/2021	Zenkoku Hosho Co., Ltd.	Annual	All For		
19/06/2021	DeNA Co., Ltd.	Annual	All For		
21/06/2021	BANDAI NAMCO Holdings Inc.	Annual	Against	2.1	Concerns related to approach to board gender diversity
21/06/2021	Dai-ichi Life Holdings, Inc.	Annual	All For		
21/06/2021	Daiichi Sankyo Co., Ltd.	Annual	All For		
21/06/2021	LINTEC Corp.	Annual	All For		
21/06/2021	Nomura Holdings, Inc.	Annual	Against	1.6 1.7,1.8	Concern about the multiple board directorships Inadequate risk management at audit committee
21/06/2021	OBIC Business Consultants Co., Ltd.	Annual	Against	3 2.1	Concerns about overall board structure Concerns related to attendance at board or committee meetings
21/06/2021	Seven Bank Ltd.	Annual	All For		
22/06/2021	Capcom Co., Ltd.	Annual	Against	2.1	Concerns related to approach to board gender diversity
22/06/2021	Concordia Financial Group, Ltd.	Annual	All For		
22/06/2021	Denka Co., Ltd.	Annual	Against	2.1,2.5,3.3	Lack of independence on board
22/06/2021	DENSO Corp.	Annual	Against	1.1,1.8	Lack of independence on board
22/06/2021	East Japan Railway Co.	Annual	Against	2.1,2.11,2.12,3	Lack of independence on board
22/06/2021	Fukuyama Transporting Co., Ltd.	Annual	All For		
22/06/2021	H.U. Group Holdings, Inc.	Annual	All For		
22/06/2021	Hitachi Transport System, Ltd.	Annual	All For		
22/06/2021	Kikkoman Corp.	Annual	Against	3.2 2.9,2.10,2.11 2.2	Concerns about overall board structure Lack of independence on board Lack of independence on board and concerns about deforestation
22/06/2021	Kotobuki Spirits Co., Ltd.	Annual	All For		
22/06/2021	LIXIL Corp.	Annual	All For		
22/06/2021	Mitsui O.S.K. Lines, Ltd.	Annual	Against	2.1,2.7	Lack of independence on board
22/06/2021	NEC Corp.	Annual	Against	1.10 1.11	Lack of independence on board Lack of independence on board
22/06/2021	Nichirei Corp.	Annual	Against	3	Concerns related to shareholder rights
22/06/2021	NIDEC Corp.	Annual	All For		
22/06/2021	Nippon Shokubai Co., Ltd.	Annual	Against	2.8	Lack of independence on board
22/06/2021	Nissan Motor Co., Ltd.	Annual	All For		
22/06/2021	PERSOL Holdings Co., Ltd.	Annual	Against	3.4	Lack of independence on board
22/06/2021	Sanwa Holdings Corp.	Annual	Against	2.1	Concerns related to approach to board gender diversity
22/06/2021	Seibu Holdings, Inc.	Annual	Against	1.4	Lack of independence on board
22/06/2021	Shionogi & Co., Ltd.	Annual	Against	2.3	Lack of independence on board
22/06/2021	SoftBank Corp.	Annual	All For		
22/06/2021	Sony Group Corp.	Annual	All For		
22/06/2021	Terumo Corp.	Annual	Against	2.1 2.8	Concerns related to approach to board gender diversity Lack of independence on board

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
22/06/2021	Toray Industries, Inc.	Annual	Against	2	Concerns related to board gender diversity
22/06/2021	Yaoko Co., Ltd.	Annual	All For		
23/06/2021	ACOM Co., Ltd.	Annual	Against	2.1 3.3	Concerns related to approach to board gender diversityLack of independence on board Lack of independence on boardLack of independent representation at board committees
23/06/2021	Advantest Corp.	Annual	All For		
23/06/2021	Ajinomoto Co., Inc.	Annual	Against	3.9	Lack of independence on board
23/06/2021	Brother Industries, Ltd.	Annual	All For		
23/06/2021	CALBEE, Inc.	Annual	Against	2.1 2.4	Inadequate management of climate-related risks Lack of independence on board
23/06/2021	Central Japan Railway Co.	Annual	All For		
23/06/2021	Credit Saison Co., Ltd.	Annual	All For		
23/06/2021	Daiwa Securities Group Inc.	Annual	Against	1.8	Lack of independence on board
23/06/2021	Elecom Co., Ltd.	Annual	Against	4.1,4.2 3.8,3.10	Concerns about overall board structure Lack of independence on board
23/06/2021	Fuji Oil Holdings, Inc.	Annual	All For		
23/06/2021	Fuyo General Lease Co., Ltd.	Annual	Against	3.2	Concerns about overall board structure
23/06/2021	Hitachi Ltd.	Annual	All For		
23/06/2021	Honda Motor Co., Ltd.	Annual	All For		
23/06/2021	Idemitsu Kosan Co., Ltd.	Annual	All For		
23/06/2021	Itoham Yonekyu Holdings, Inc.	Annual	All For		
23/06/2021	Iwatani Corp.	Annual	Against	3	Concerns about overall board structure
23/06/2021	Japan Aviation Electronics Industry Ltd.	Annual	Against	1.1 3	Concerns related to approach to board gender diversity Performance-related pay/awards for non-executives
23/06/2021	JCR Pharmaceuticals Co., Ltd.	Annual	All For		
23/06/2021	KDDI Corp.	Annual	Against	2.11 2.1	Concerns related to approach to board gender diversity Concerns related to lack of independence on board
23/06/2021	Kobe Steel, Ltd.	Annual	Against	1.1 1.6	Inadequate management of climate-related risks and lack of independence on board Lack of independence on board
23/06/2021	Kyowa Exeo Corp.	Annual	All For		
23/06/2021	Kyushu Railway Co.	Annual	Against	2.11	Lack of independence on board
23/06/2021	Maeda Corp.	Annual	All For		
23/06/2021	MEGMILK SNOW BRAND Co., Ltd.	Annual	Against	3	Poison pill/anti-takeover measure not in investors interests
23/06/2021	Mitsubishi Motors Corp.	Annual	Against	1.4,1.9	Lack of independence on board
23/06/2021	Mizuho Financial Group, Inc.	Annual	Against	1.12 1.8	Concern about the board independence Concerns related to approach to board gender diversity
23/06/2021	Nagase & Co., Ltd.	Annual	All For		
23/06/2021	Net One Systems Co., Ltd.	Annual	All For		
23/06/2021	Nippo Corp.	Annual	Against	3.2,3.3 2.1 2.7	Concerns about overall board structure Concerns related to approach to board gender diversity Lack of independence on board
23/06/2021	Nippon Steel Corp.	Annual	Against	2.1 2.10	Inadequate management of climate-related risksConcerns related to approach to board gender diversity Lack of independence on board
23/06/2021	Okuma Corp.	Annual	Against	3.1,3.2	Concerns about overall board structure
23/06/2021	Resona Holdings, Inc.	Annual	All For		
23/06/2021	SCSK Corp.	Annual	Against	2.7,2.8	Lack of independence on board
23/06/2021	Sekisui Chemical Co., Ltd.	Annual	All For		
23/06/2021	Shinsei Bank, Ltd.	Annual	All For		
23/06/2021	SoftBank Group Corp.	Annual	Against	4.2 3.9	Concerns about overall board structure Lack of independence on board
23/06/2021	Subaru Corp.	Annual	All For		
23/06/2021	Sumitomo Chemical Co., Ltd.	Annual	Against	1.1,1.9	Lack of independence on board
23/06/2021	Sumitomo Mitsui Trust Holdings, Inc.	Annual	Against	2.10,2.11	Lack of independence on board
23/06/2021	TDK Corp.	Annual	All For		
23/06/2021	Teijin Ltd.	Annual	All For		

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
23/06/2021	Tobu Railway Co., Ltd.	Annual	Against	2.1,2.11 4	Lack of independence on board Poison pill/anti-takeover measure not in investors interests
23/06/2021	West Japan Railway Co.	Annual	Against	2.1 2.5	Concerns related to approach to board gender diversityLack of independence on board Lack of independence on board
23/06/2021	Yakult Honsha Co., Ltd.	Annual	Against	1.1 1.9 1.10 1.11	Inadequate management of climate-related risks Lack of independence on board
23/06/2021	Yokogawa Electric Corp.	Annual	All For		
24/06/2021	Aica Kogyo Co., Ltd.	Annual	All For		
24/06/2021	Anritsu Corp.	Annual	All For		
24/06/2021	Aozora Bank Ltd.	Annual	Against	1.1,1.4,1.5	Lack of independence on board
24/06/2021	Azbil Corp.	Annual	All For		
24/06/2021	Benefit One Inc.	Annual	All For		
24/06/2021	Cosmo Energy Holdings Co., Ltd.	Annual	Against	3.2	Lack of independence on boardLack of independent representation at board committees
24/06/2021	Daido Steel Co., Ltd.	Annual	Against	2.1 2.8 4	Inadequate management of climate-related risks Lack of independence on board Performance-related pay/awards for non-executives
24/06/2021	DOWA HOLDINGS Co., Ltd.	Annual	Against	2 1.1,1.7	Concerns about overall board structure Lack of independence on board
24/06/2021	FANUC Corp.	Annual	All For		
24/06/2021	FP Corp.	Annual	Against	1.1	Lack of independence on board
24/06/2021	Furukawa Electric Co., Ltd.	Annual	Against	2.4	Lack of independence on board
24/06/2021	GOLDWIN INC.	Annual	Against	3 5	Concerns about overall board structure Poison pill/anti-takeover measure not in investors interests
24/06/2021	Gunma Bank, Ltd.	Annual	Against	2.7	Lack of independence on board
24/06/2021	Hino Motors, Ltd.	Annual	Against	2.2 1.1 1.6	Concerns about overall board structure Concerns related to approach to board gender diversityLack of independence on board Lack of independence on board
24/06/2021	IHI Corp.	Annual	All For		
24/06/2021	Japan Airport Terminal Co., Ltd.	Annual	Against	1.1,1.12,1.13,1.14,1.15	Lack of independence on board
24/06/2021	JustSystems Corp.	Annual	Against	3.1	Concerns related to approach to board gender diversity
24/06/2021	Kinden Corp.	Annual	Against	3.1 3.10 3.12	Concerns related to approach to board gender diversity Lack of independence on board
24/06/2021	Konami Holdings Corp.	Annual	Against	2.1,3.1	Lack of independence on board
24/06/2021	Marubeni Corp.	Annual	Against	1.1 1.9	Concerns related to approach to board gender diversityInadequate management of climate-related risks Lack of independence on board
24/06/2021	Mazda Motor Corp.	Annual	Against	1.3 2.3 2.4	Lack of independence on board Lack of independence on boardLack of independent representation at board committees
24/06/2021	Mebuki Financial Group, Inc.	Annual	All For		
24/06/2021	Mitsubishi Chemical Holdings Corp.	Annual	All For		
24/06/2021	Mitsubishi Materials Corp.	Annual	Against	2.8,2.9	Lack of independence on board
24/06/2021	NEC Networks & System Integration Corp.	Annual	All For		
24/06/2021	NH Foods Ltd.	Annual	All For		
24/06/2021	Nifco, Inc.	Annual	All For		
24/06/2021	Nihon M&A Center Inc.	Annual	All For		
24/06/2021	Nippon Telegraph & Telephone Corp.	Annual	All For		
24/06/2021	Nomura Real Estate Holdings, Inc.	Annual	All For		
24/06/2021	Obayashi Corp.	Annual	Against	2.1,2.9,2.10	Lack of independence on board
24/06/2021	Olympus Corp.	Annual	All For		
24/06/2021	OMRON Corp.	Annual	All For		
24/06/2021	Paltac Corp.	Annual	Against	1.6	Lack of independence on board
24/06/2021	Panasonic Corp.	Annual	Against	3.5	Lack of independence on board and concern about his over commitment of board
24/06/2021	Relo Group, Inc.	Annual	Against	1.1 1.7	Concerns related to approach to board gender diversity, Lack of independence on board Lack of independence on board
24/06/2021	Ricoh Co., Ltd.	Annual	Against	2.9	Lack of independence on board
24/06/2021	Rohto Pharmaceutical Co., Ltd.	Annual	All For		

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
24/06/2021	SCREEN Holdings Co., Ltd.	Annual	Against	2.6	Lack of independence on board
24/06/2021	Sega Sammy Holdings, Inc.	Annual	Against	1.5	Lack of independence on board
24/06/2021	Seino Holdings Co., Ltd.	Annual	Against	2.9	Lack of independence on board
24/06/2021	Seria Co., Ltd.	Annual	Against	2.1	Concerns related to approach to board gender diversity
24/06/2021	SOHGO SECURITY SERVICES CO., LTD.	Annual	Against	2.9	Lack of independence on board
24/06/2021	Stanley Electric Co., Ltd.	Annual	Against	1.1 1.6	Concerns related to approach to board gender diversity Lack of independence on board
24/06/2021	Sumitomo Bakelite Co., Ltd.	Annual	Against	2.8	Lack of independence on board
24/06/2021	Sumitomo Dainippon Pharma Co., Ltd.	Annual	Against	4.2	Concerns about overall board structure
24/06/2021	Takara Bio Inc.	Annual	All For		
24/06/2021	TIS, Inc. (Japan)	Annual	All For		
24/06/2021	Toyo Suisan Kaisha, Ltd.	Annual	Against	2.1	Inadequate management of climate-related risks
24/06/2021	Toyota Tsusho Corp.	Annual	All For		
24/06/2021	Yamaha Corp.	Annual	All For		
24/06/2021	Yamato Holdings Co., Ltd.	Annual	All For		
25/06/2021	Air Water Inc.	Annual	Against	1.9	Lack of independence on board
25/06/2021	Alfresa Holdings Corp.	Annual	Against	1.9	Lack of independence on board
25/06/2021	Alps Alpine Co., Ltd.	Annual	All For		
25/06/2021	AMADA Co., Ltd.	Annual	Against	2.1 2.8	Concerns related to approach to board gender diversityLack of independence on board
25/06/2021	AS ONE Corp.	Annual	Against	4.1,4.3	Lack of independence on boardLack of independent representation at board committees
25/06/2021	Asahi Kasei Corp.	Annual	Against	1.1,1.9	Lack of independence on board
25/06/2021	Chubu Electric Power Co., Inc.	Annual	Against	2.8 2.1	Lack of independence on board Lack of independence on board
25/06/2021	Daicel Corp.	Annual	Against	2.7,2.8,2.10	Lack of independence on board
25/06/2021	Daifuku Co., Ltd.	Annual	All For		
25/06/2021	Daiichikosho Co., Ltd.	Annual	All For		
25/06/2021	Daito Trust Construction Co., Ltd.	Annual	Against	3.1 2.1	Concerns about overall board structure Concerns related to approach to board gender diversity
25/06/2021	Electric Power Development Co., Ltd.	Annual	Against	2.1 2.11,2.12	Concerns related to approach to board gender diversityInadequate management of climate-related risksLack of independence on board Lack of independence on board
25/06/2021	ENEOS Holdings, Inc.	Annual	All For		
25/06/2021	Fuji Electric Co., Ltd.	Annual	Against	1.1 1.7,1.8	Concerns related to approach to board gender diversityLack of independence on board
25/06/2021	Fuji Media Holdings, Inc.	Annual	Against	2.1 2.7,2.8	Concerns related to approach to board gender diversityLack of independence on board Lack of independence on board
25/06/2021	Hikari Tsushin, Inc.	Annual	Against	1.1 2.2	Concerns related to approach to board gender diversityLack of independence on board Lack of independence on boardLack of independent representation at board committees
25/06/2021	Hirogin Holdings, Inc.	Annual	All For		
25/06/2021	HIROSE ELECTRIC CO., LTD.	Annual	Against	3.1 3.8,3.10 4.2	Concerns related to approach to board gender diversity Lack of independence on board Lack of independence on boardLack of independent representation at board committees
25/06/2021	Hokuriku Electric Power Co.	Annual	Against	2.1 2.7,2.8,2.9,3 8	Concerns related to approach to board gender diversity and lack of independence on board Lack of independence on board Shareholder proposal promotes transparency
25/06/2021	House Foods Group Inc.	Annual	Against	4.5	Lack of independence on board
25/06/2021	Iida Group Holdings Co., Ltd.	Annual	Against	3.2	Concerns related to approach to board gender diversity
25/06/2021	Isetan Mitsukoshi Holdings Ltd.	Annual	Against	2.5,2.7,2.8	Lack of independence on board
25/06/2021	Isuzu Motors Ltd.	Annual	Against	3.1 4.3,4.4	Lack of independence on board Lack of independence on boardConcerns about overall board structure
25/06/2021	JFE Holdings, Inc.	Annual	Against	2.1	Inadequate management of climate-related risks
25/06/2021	JTEKT Corp.	Annual	Against	2.1 1	Concerns related to approach to board gender diversityLack of independence on board Concerns related to shareholder rights
25/06/2021	Kajima Corp.	Annual	All For		



Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
25/06/2021	Kaneka Corp.	Annual	Against	1.1 1.9	Concerns related to approach to board gender diversity Lack of independence on board
25/06/2021	Kawasaki Heavy Industries, Ltd.	Annual	All For		
25/06/2021	Kyocera Corp.	Annual	All For		
25/06/2021	Kyoritsu Maintenance Co., Ltd.	Annual	Against	2.1,2.15 3.2,3.3	Lack of independence on board Lack of independence on boardLack of independent representation at board committees
25/06/2021	Kyudenko Corp.	Annual	Against	2.1,2.2,2.3 1.1,1.11,1.12	Concerns about overall board structure Lack of independence on board
25/06/2021	Kyushu Electric Power Co., Inc.	Annual	Against	2.11	Lack of independence on board
25/06/2021	M3, Inc.	Annual	Against	1.1	Lack of independence on board
25/06/2021	Maeda Road Construction Co., Ltd.	Annual	Against	3.1	Concerns related to approach to board gender diversity
25/06/2021	Makita Corp.	Annual	Against	3.1 3.11	Concerns related to approach to board gender diversity Lack of independence on board
25/06/2021	Marui Group Co., Ltd.	Annual	Against	2.3	Lack of independence on board
25/06/2021	Maruichi Steel Tube Ltd.	Annual	Against	1.1,1.5,1.6	Lack of independence on board
25/06/2021	Medipal Holdings Corp.	Annual	Against	1.11,1.12	Lack of independence on board
25/06/2021	Mitsubishi Corp.	Annual	Against	2.1	Concerns related to approach to board gender diversity
25/06/2021	Mitsubishi Gas Chemical Co., Inc.	Annual	All For	2.10	Lack of independence on board
25/06/2021	Mitsubishi HC Capital, Inc.	Annual	All For		
25/06/2021	Mitsui Chemicals, Inc.	Annual	All For		
25/06/2021	Nagoya Railroad Co., Ltd.	Annual	All For		
25/06/2021	Nankai Electric Railway Co., Ltd.	Annual	Against	3.6,3.7,3.8 4.3,4.4,4.5	Lack of independence on board Lack of independence on boardLack of independent representation at board committees
25/06/2021	NGK SPARK PLUG CO., LTD.	Annual	Against	1.9	Lack of independence on board
25/06/2021	NHK Spring Co., Ltd.	Annual	All For		
25/06/2021	Nihon Kohden Corp.	Annual	All For		
25/06/2021	Nihon Unisys, Ltd.	Annual	Against	4.1	Concerns about overall board structure
25/06/2021	Nippon Kayaku Co., Ltd.	Annual	Against	2.1 2.6	Concerns related to approach to board gender diversity Lack of independence on board
25/06/2021	Nipro Corp.	Annual	All For		
25/06/2021	Nissan Chemical Corp.	Annual	Against	3	Lack of independence on board
25/06/2021	Nisshin Seifun Group Inc.	Annual	Against	2.1,2.7,2.8,2.9 3.2,3.3 4	Lack of independence on board Lack of independence on boardLack of independent representation at board committees Poison pill/anti-takeover measure not in investors interests
25/06/2021	Nissin Foods Holdings Co., Ltd.	Annual	Against	3 2.4,2.5,2.6	Concerns about overall board structure Lack of independence on board
25/06/2021	NOK Corp.	Annual	Against	2.1	Concerns related to approach to board gender diversity
25/06/2021	NSK Ltd.	Annual	Against	1.8,1.9	Lack of independence on board
25/06/2021	Orient Corp.	Annual	Against	4.1	Concerns about overall board structure
25/06/2021	ORIX Corp.	Annual	All For		
25/06/2021	Osaka Gas Co., Ltd.	Annual	Against	3.1,3.9	Lack of independence on board
25/06/2021	Penta-Ocean Construction Co., Ltd.	Annual	Against	2.1 2.7,2.8,2.9	Concerns related to approach to board gender diversityLack of independence on board Lack of independence on board
25/06/2021	ROHM Co., Ltd.	Annual	All For		
25/06/2021	Sankyu Inc.	Annual	Against	2.1 2.6	Concerns related to approach to board gender diversityLack of independence on board Lack of independence on board
25/06/2021	Santen Pharmaceutical Co., Ltd.	Annual	All For		
25/06/2021	SECOM Co., Ltd.	Annual	Against	2.2	Concerns related to approach to board gender diversity
25/06/2021	Seiko Epson Corp.	Annual	All For		
25/06/2021	SG Holdings Co., Ltd.	Annual	All For		
25/06/2021	Shikoku Electric Power Co., Inc.	Annual	Against	3.2 2.1 3.3	Lack of independence on board Inadequate management of climate-related risks Lack of independence on board
25/06/2021	Shimadzu Corp.	Annual	All For		
25/06/2021	Shinko Electric Industries Co., Ltd.	Annual	All For		



Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
25/06/2021	SKY Perfect JSAT Holdings Inc.	Annual	Against	1.1,1.7,1.8,1.10,1.11	Lack of independence on board
25/06/2021	Square Enix Holdings Co., Ltd.	Annual	All For		
25/06/2021	Sumitomo Electric Industries Ltd.	Annual	Against	2.1 2.14	Concerns related to approach to board gender diversityLack of independence on board
25/06/2021	Sumitomo Metal Mining Co., Ltd.	Annual	Against	3.1,3.8	Lack of independence on board
25/06/2021	Suzuken Co., Ltd.	Annual	Against	3.1,3.2,3.3	Lack of independence on boardLack of independent representation at board committees
25/06/2021	Suzuki Motor Corp.	Annual	All For		
25/06/2021	Sysmex Corp.	Annual	Against	2.1 2.7	Concerns related to approach to board gender diversity Lack of independence on board
25/06/2021	T&D Holdings, Inc.	Annual	All For		
25/06/2021	TAISEI Corp.	Annual	Against	2.1,2.10,2.11	Lack of independence on board
25/06/2021	TAKUMA CO., LTD.	Annual	All For		
25/06/2021	The Chiba Bank, Ltd.	Annual	Against	2.1	Lack of independence on board
25/06/2021	The Chugoku Bank, Ltd.	Annual	Against	3.9	Lack of independence on board
25/06/2021	The Chugoku Electric Power Co., Inc.	Annual	Against	2.1 2.8	Inadequate management of climate-related risks Lack of independence on board
25/06/2021	The Hachijuni Bank, Ltd.	Annual	Against	2.7,2.8	Lack of independence on board
25/06/2021	The Kansai Electric Power Co., Inc.	Annual	Against	21 26 2.2,2.3	Concern of the board governance Concern related to climate change risks Lack of independence on board
25/06/2021	Tohoku Electric Power Co., Inc.	Annual	Against	8 2.1,2.11,2.12	Concern of board governance Lack of independence on board
25/06/2021	Tokuyama Corp.	Annual	Against	3.4	Lack of independence on board
25/06/2021	Tokyu Fudosan Holdings Corp.	Annual	All For		
25/06/2021	Toshiba Corp.	Annual	Against	1.1,1.2,1.4,1.6,1.7,1.8,1.9 1.3,1.5	Concerns about reducing shareholder rights Concerns about reducing shareholder rights Proposal withdrawn/not put to a vote
25/06/2021	Tosoh Corp.	Annual	Against	2 1.1,1.6,1.7,1.8	Concerns about overall board structure Lack of independence on board
25/06/2021	TOTO Ltd.	Annual	Against	1.1	Concerns related to approach to board gender diversityLack of independence on board
25/06/2021	Toyo Seikan Group Holdings Ltd.	Annual	Against	8 7	A vote FOR this shareholder proposal is warranted because: Based on the company's low valuation, capital invested in non-core assets lacking a clear justification, and sufficient capacity to finance its mid-term capex program, a share repurchase appears feasi A vote FOR this shareholder proposal is warranted because: The proposal will add credence to the soundness of the company's governance by trying to reduce the influence of former senior executives over the company's ongoing strategic decision-making process.* Meanwhile, banning such advisory posts in the articles of incorporation will not prevent former senior executives of the company from playing the role they currently have with the business community, without the title of advisors, if that is deemed to be reasonable.
25/06/2021	TS TECH CO., LTD.	Annual	All For		
25/06/2021	Valor Holdings Co., Ltd.	Annual	Against	1.1	Lack of independence on board
25/06/2021	Yamaguchi Financial Group, Inc.	Annual	Against	2.1 4	Lack of independent representation at board committees Shareholder proposal promotes transparency
25/06/2021	Zensho Holdings Co., Ltd.	Annual	Against	3.8,4.2	Lack of independence on board
25/06/2021	ZOZO, Inc.	Annual	Against	2.1 2.6	Concerns related to approach to board gender diversity Lack of independence on board
26/06/2021	Benesse Holdings, Inc.	Annual	All For		
26/06/2021	FANCL Corp.	Annual	All For		
26/06/2021	Sundrug Co., Ltd.	Annual	All For		
27/06/2021	Matsui Securities Co., Ltd.	Annual	Against	3.1 4.1,4.2	Lack of independence on board Lack of independence on boardLack of independent representation at board committees
28/06/2021	Fujitsu Ltd.	Annual	Against	1.8	Lack of independence on board
28/06/2021	Hitachi Construction Machinery Co., Ltd.	Annual	All For		
28/06/2021	Maruwa Unyu Kikan Co., Ltd.	Annual	Against	3.2 2.1 2.11	Concerns about overall board structure Concerns related to approach to board gender diversity Lack of independence on board
28/06/2021	Mitsubishi Shokuhin Co., Ltd.	Annual	All For		
28/06/2021	MS&AD Insurance Group Holdings, Inc.	Annual	All For		

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
28/06/2021	NGK Insulators, Ltd.	Annual	Against	3.1,3.7	Lack of independence on board
28/06/2021	Sompo Holdings, Inc.	Annual	All For		
28/06/2021	TOHO GAS Co., Ltd.	Annual	Against	3.7	Lack of independence on board
14/04/2021	CapitaLand Integrated Commercial Trust	Annual	Against	3	Issue of equity raises concerns about excessive dilution of existing shareholders
15/04/2021	Genting Singapore Limited	Annual	All For		
15/04/2021	Suntec Real Estate Investment Trust	Annual	Against	3	Issue of equity raises concerns about excessive dilution of existing shareholders
15/04/2021	Wilmar International Limited	Annual	Against	10 9 4	Apparent failure to link pay and appropriate performance Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
19/04/2021	Ascott Residence Trust	Annual	Against	3	Issue of equity raises concerns about excessive dilution of existing shareholders
19/04/2021	Hutchison Port Holdings Trust	Annual	Against	3	Issue of equity raises concerns about excessive dilution of existing shareholders
20/04/2021	XP Power Ltd.	Annual	Against	11	Apparent failure to link pay & appropriate performance
21/04/2021	Keppel DC REIT	Annual	Against	5	Issue of equity raises concerns about excessive dilution of existing shareholders
22/04/2021	Sembcorp Industries Ltd.	Annual	Against	12,13	Inadequate management of climate-related risks
22/04/2021	Singapore Technologies Engineering Ltd.	Annual	All For		
23/04/2021	Keppel Corporation Limited	Annual	All For		
23/04/2021	Keppel REIT	Annual	Against	5	Issue of equity raises concerns about excessive dilution of existing shareholders
23/04/2021	Olam International Limited	Annual	All For		
23/04/2021	Sembcorp Marine Ltd.	Annual	All For		
23/04/2021	UOL Group Limited	Annual	Against	9 4 10	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders
27/04/2021	CapitaLand Ltd.	Annual	All For		
27/04/2021	Jardine Cycle & Carriage Limited	Annual	Against	7a	Issue of capital raises concerns about excessive dilution of existing shareholders
29/04/2021	Ascendas Real Estate Investment Trust	Annual	Against	3	Issue of equity raises concerns about excessive dilution of existing shareholders
29/04/2021	Oversea-Chinese Banking Corporation Limited	Annual	Against	8,11 2b,2c	Apparent failure to link pay and appropriate performance Concerns about overall board structure
29/04/2021	Venture Corporation Limited	Annual	Against	10,12 3	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees
30/04/2021	City Developments Limited	Annual	All For		
30/04/2021	Comfortdelgro Corporation Limited	Annual	Against	4	Concerns related to succession planning
30/04/2021	StarHub Ltd.	Annual	Against	2 10	Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders
30/04/2021	StarHub Ltd.	Special	All For		
30/04/2021	United Overseas Bank Ltd. (Singapore)	Annual	Against	5	Concerns related to approach to board gender diversity
03/06/2021	BOC Aviation Limited	Annual	Against	3d,3e 7 8	Concerns related to approach to board gender diversity Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders
03/06/2021	BOC Aviation Limited	Special	All For		
16/06/2021	Ascendas Real Estate Investment Trust	Extraordinary Shareholders	All For		
13/05/2021	Doosan Heavy Industries & Construction Co., Ltd.	Special	All For		
13/05/2021	Doosan Infracore Co., Ltd.	Special	All For		
28/05/2021	GS Retail Co., Ltd.	Special	All For		
28/05/2021	Korea Electric Power Corp.	Special	All For		
07/06/2021	Daewoo Engineering & Construction Co. Ltd.	Special	All For		
15/06/2021	Kumho Petrochemical Co., Ltd.	Special	All For		
22/06/2021	KEPCO Plant Service & Engineering Co., Ltd.	Special	All For		
22/06/2021	Samsung Heavy Industries Co., Ltd.	Special	All For		
23/06/2021	Kangwon Land, Inc.	Special	Against	2	Concerns related to inappropriate membership of committees
25/05/2021	TECO Electric & Machinery Co., Ltd.	Annual	All For		
27/05/2021	Advantech Co., Ltd.	Annual	All For		
27/05/2021	Nanya Technology Corp.	Annual	All For		
28/05/2021	Phison Electronics Corp.	Annual	Against	4	Concerns related to shareholder rights
28/05/2021	SinoPac Financial Holdings Co., Ltd.	Annual	All For		

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
28/05/2021	Walsin Lihwa Corp.	Annual	All For		
31/05/2021	Lite-On Technology Corp.	Annual	All For		
07/06/2021	Yuanta Financial Holding Co. Ltd.	Annual	All For		
08/06/2021	Novatek Microelectronics Corp.	Annual	Against	3.6 3.5 3.3,3.4	Concerns related to succession planning Insufficient/poor disclosure Lack of independence on board
08/06/2021	Realtek Semiconductor Corp.	Annual	Against	3.2,3.4,3.5,3.6,3.7	Lack of independence on board
08/06/2021	Taiwan Semiconductor Manufacturing Co., Ltd.	Annual	Against	4.5	Lack of independent representation at board committees
08/06/2021	Taiwan Semiconductor Manufacturing Co., Ltd.	Annual	Against	4.5	Lack of independent representation at board committees
08/06/2021	United Microelectronics Corp.	Annual	Against	3	Issue of equity raises concerns about excessive dilution of existing shareholders
09/06/2021	King Yuan Electronics Co., Ltd.	Annual	All For		
10/06/2021	ASUSTek Computer, Inc.	Annual	All For		
10/06/2021	AU Optronics Corp.	Annual	All For		
10/06/2021	MediaTek, Inc.	Annual	All For		
10/06/2021	Win Semiconductors Corp.	Annual	All For		
11/06/2021	Cathay Financial Holdings Co. Ltd.	Annual	All For		
11/06/2021	Chicony Electronics Co., Ltd.	Annual	All For		
11/06/2021	China Development Financial Holding Corp.	Annual	All For		
11/06/2021	CTBC Financial Holding Co., Ltd.	Annual	All For		
11/06/2021	Delta Electronics, Inc.	Annual	All For		
11/06/2021	Fubon Financial Holding Co., Ltd.	Annual	All For		
11/06/2021	Micro-Star International Co., Ltd.	Annual	Against	4.3,4.4,4.5,4.6,4.7,4.8	Lack of independence on board
11/06/2021	Taishin Financial Holdings Co., Ltd.	Annual	All For		
16/06/2021	Cheng Shin Rubber Ind. Co., Ltd.	Annual	Against	5	Concerns to protect shareholder value
16/06/2021	President Chain Store Corp.	Annual	Against	6.1,6.2,6.3,6.5,6.6,6.7,6.8,6.9,6.10	Lack of independence on board
16/06/2021	Taiwan Mobile Co., Ltd.	Annual	All For		
17/06/2021	Formosa Petrochemical Corp.	Annual	Against	5.13,5.14 5.1 5.2,5.3,5.4,5.5,5.7,5.8,5.9,5.10,5.11,5.12	Concerns related to succession planning Inadequate management of climate-related risks Lack of independence on board
17/06/2021	Wistron Corp.	Annual	All For		
18/06/2021	Chang Hwa Commercial Bank Ltd.	Annual	All For		
18/06/2021	China Steel Corp.	Annual	All For		
18/06/2021	Inventec Corp.	Annual	All For		
18/06/2021	Quanta Computer, Inc.	Annual	Against	3	Concerns to protect shareholder value
22/06/2021	ASE Technology Holding Co., Ltd.	Annual	Against	4 7 6.2,6.3,6.5,6.7,6.8,6.9,6.10	Concerns related to shareholder rights Insufficient/poor disclosure Lack of independence on board
22/06/2021	Pegatron Corp.	Annual	All For		
23/06/2021	Far EasTone Telecommunications Co., Ltd.	Annual	Against	5.1,5.10,5.11 6	Lack of independence on board
23/06/2021	Hon Hai Precision Industry Co., Ltd.	Annual	All For		
23/06/2021	Uni-President Enterprises Corp.	Annual	All For		
24/06/2021	Innolux Corp.	Annual	All For		
25/06/2021	Asia Cement Corp.	Annual	All For		
25/06/2021	Compal Electronics, Inc.	Annual	Against	4.3,4.4,4.5,4.6,4.7,4.8,4.9,4.10,4.11,4.12	Lack of independence on board
25/06/2021	Hua Nan Financial Holdings Co., Ltd.	Annual	All For		
25/06/2021	Mega Financial Holding Co., Ltd.	Annual	All For		
25/06/2021	Taiwan Business Bank	Annual	All For		
25/06/2021	Taiwan Cooperative Financial Holding Co., Ltd.	Annual	All For		
28/06/2021	Ruentex Industries Ltd.	Annual	All For		
28/06/2021	Tokio Marine Holdings, Inc.	Annual	Against	2.1,2.8,2.12	Lack of independence on board

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
28/06/2021	Tokyo Century Corp.	Annual	All For		
28/06/2021	Toshiba Tec Corp.	Annual	Against	1.6	Lack of independence on board
29/06/2021	Amano Corp.	Annual	Against	2.9	Lack of independence on board
29/06/2021	ANA HOLDINGS INC.	Annual	Against	2.1,2.8	Lack of independence on board
29/06/2021	Casio Computer Co., Ltd.	Annual	All For		
29/06/2021	COMSYS Holdings Corp.	Annual	Against	2.1 3.2,3.6	Concerns related to approach to board gender diversity Lack of independence on board
29/06/2021	Dai Nippon Printing Co., Ltd.	Annual	All For		
29/06/2021	Daikin Industries Ltd.	Annual	Against	3 2.1 2.4	Concerns about overall board structure Concerns related to approach to board gender diversity Lack of independence on board
29/06/2021	Daio Paper Corp.	Annual	All For		
29/06/2021	Daiwa House Industry Co., Ltd.	Annual	Against	2.1,2.12,2.13	Lack of independence on board
29/06/2021	DISCO Corp.	Annual	Against	3 2.1	Concerns about overall board structure Concerns related to approach to board gender diversity
29/06/2021	FUJIFILM Holdings Corp.	Annual	Against	2.7 2.1,2.8	Concerns related to approach to board gender diversity Lack of independence on board
29/06/2021	Fukuoka Financial Group, Inc.	Annual	All For		
29/06/2021	GS Yuasa Corp.	Annual	All For		
29/06/2021	Hakuhodo DY Holdings, Inc.	Annual	Against	3.1 3.8	Concerns related to approach to board gender diversity Lack of independence on board
29/06/2021	HASEKO Corp.	Annual	All For		
29/06/2021	Hazama Ando Corp.	Annual	All For		
29/06/2021	Heiwa Corp.	Annual	All For		
29/06/2021	HOYA Corp.	Annual	All For		
29/06/2021	JGC Holdings Corp.	Annual	All For		
29/06/2021	K's Holdings Corp.	Annual	All For		
29/06/2021	Kaken Pharmaceutical Co., Ltd.	Annual	All For		
29/06/2021	Kamigumi Co., Ltd.	Annual	All For		
29/06/2021	Kandenko Co., Ltd.	Annual	Against	2.13 3	Lack of independence on board Performance-related pay/awards for non-executives
29/06/2021	Kansai Paint Co., Ltd.	Annual	All For		
29/06/2021	Keikyu Corp.	Annual	Against	2.7	Lack of independence on board
29/06/2021	Keio Corp.	Annual	Against	2.1,2.6,2.7	Lack of independence on board
29/06/2021	Keisei Electric Railway Co., Ltd.	Annual	Against	3.2,3.3 2.1,2.9	Concerns about overall board structure Lack of independence on board
29/06/2021	Koito Manufacturing Co., Ltd.	Annual	Against	2.1 2.13,2.14	Concerns related to approach to board gender diversity Lack of independence on board
29/06/2021	KOSE Corp.	Annual	All For		
29/06/2021	Kurita Water Industries Ltd.	Annual	All For		
29/06/2021	Matsumotokiyoshi Holdings Co., Ltd.	Annual	Against	9	Concerns about overall board structure
29/06/2021	Meiji Holdings Co., Ltd.	Annual	All For		
29/06/2021	Minebea Mitsumi, Inc.	Annual	Against	2.1,2.8,2.12	Lack of independence on board
29/06/2021	Mitsubishi Electric Corp.	Annual	Against	1.8 1.12	Concerns related to approach to board gender diversity Lack of independence on board
29/06/2021	Mitsubishi Estate Co., Ltd.	Annual	Against	2.1 2.14	Concerns related to approach to board gender diversity Lack of independence on board
29/06/2021	Mitsubishi Heavy Industries, Ltd.	Annual	Against	3.6,3.7	Lack of independence on board
29/06/2021	Mitsubishi Logistics Corp.	Annual	Against	2.1,2.7,2.8,2.9	Lack of independence on board
29/06/2021	Mitsubishi UFJ Financial Group, Inc.	Annual	Against	3	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
29/06/2021	Mitsui Fudosan Co., Ltd.	Annual	Against	2.1 2.10	Concerns related to approach to board gender diversity Lack of independence on board
29/06/2021	Mitsui Mining & Smelting Co., Ltd.	Annual	All For		
29/06/2021	Miura Co., Ltd.	Annual	All For		
29/06/2021	Mochida Pharmaceutical Co., Ltd.	Annual	All For		

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
29/06/2021	Morinaga & Co., Ltd.	Annual	Against	2.10	Lack of independence on board
29/06/2021	Morinaga Milk Industry Co., Ltd.	Annual	Against	2.8	Lack of independence on board
29/06/2021	Murata Manufacturing Co. Ltd.	Annual	All For		
29/06/2021	NICHIAS Corp.	Annual	Against	2.1,2.9,2.10	Lack of independence on board
29/06/2021	Nikon Corp.	Annual	Against	2.2,2.5	Lack of independence on board
29/06/2021	Nintendo Co., Ltd.	Annual	All For		
29/06/2021	Nippon Express Co., Ltd.	Annual	Against	4.1,4.9	Lack of independence on board
29/06/2021	Nippon Paper Industries Co., Ltd.	Annual	Against	2.1	Inadequate management of climate-related risks
29/06/2021	Nippon Shinyaku Co., Ltd.	Annual	All For		
29/06/2021	Nippon Television Holdings, Inc.	Annual	Against	2.1 2.4 2.6,2.7,2.8	Concerns related to approach to board gender diversityLack of independence on board Concerns related to attendance at board or committee meetings Lack of independence on board
29/06/2021	Nishi-Nippon Railroad Co., Ltd.	Annual	Against	4	Poison pill/anti-takeover measure not in investors interests
29/06/2021	NOF Corp.	Annual	Against	3.5	Lack of independence on board
29/06/2021	OBIC Co., Ltd.	Annual	Against	2.1 2.5	Concerns related to approach to board gender diversityLack of independence on board Lack of independence on board
29/06/2021	Odakyu Electric Railway Co., Ltd.	Annual	Against	2.1,2.7,2.9,2.10	Lack of independence on board
29/06/2021	Oji Holdings Corp.	Annual	Against	1.1,1.11	Lack of independence on board
29/06/2021	Oriental Land Co., Ltd.	Annual	Against	3.1,3.9	Lack of independence on board
29/06/2021	Rengo Co., Ltd.	Annual	Against	1.7,1.8	Lack of independence on board
29/06/2021	Resorttrust, Inc.	Annual	Against	4 5,6 2.2 3.2,3.3,3.4	Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board Lack of independence on boardLack of independent representation at board committees
29/06/2021	Rinnai Corp.	Annual	Against	2.1	Concerns related to approach to board gender diversity
29/06/2021	Sankyo Co., Ltd.	Annual	Against	2.1 2.5	Concerns related to approach to board gender diversityLack of independence on board Lack of independence on board
29/06/2021	SBI Holdings, Inc.	Annual	All For		
29/06/2021	Sharp Corp.	Annual	Against	3,4 1.1	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity
29/06/2021	Shimizu Corp.	Annual	All For		
29/06/2021	Shin-Etsu Chemical Co., Ltd.	Annual	Against	3.3,3.4,3.5	Lack of independence on board
29/06/2021	SHIP HEALTHCARE HOLDINGS, INC.	Annual	Against	5.2,5.3 4.13	Concerns about overall board structure Lack of independence on board
29/06/2021	SMC Corp. (Japan)	Annual	All For		
29/06/2021	Sotetsu Holdings, Inc.	Annual	All For		
29/06/2021	Sumitomo Heavy Industries, Ltd.	Annual	Against	2.7,2.8 2.1	Lack of independence on board Lack of independence on boardConcerns related to approach to board gender diversity
29/06/2021	Sumitomo Mitsui Financial Group, Inc.	Annual	Against	2.9,2.13	Lack of independence on board
29/06/2021	Sumitomo Realty & Development Co., Ltd.	Annual	Against	2.1 2.10	Concerns related to approach to board gender diversityLack of independence on board Lack of independence on board
29/06/2021	Taiheiyō Cement Corp.	Annual	Against	2.1,2.8	Lack of independence on board
29/06/2021	Taisho Pharmaceutical Holdings Co., Ltd.	Annual	Against	2.1 2.7	Concerns related to approach to board gender diversityLack of independence on board Lack of independence on board
29/06/2021	Taiyo Yuden Co., Ltd.	Annual	Against	2.1,2.7	Lack of independence on board
29/06/2021	Takara Holdings Inc.	Annual	Against	3.1,3.3	Concerns about overall board structure
29/06/2021	Takeda Pharmaceutical Co., Ltd.	Annual	Against	3.5	Concerns related to approach to board gender diversity
29/06/2021	TBS Holdings, Inc.	Annual	Against	2.1 2.7	Concerns related to approach to board gender diversityPoison pill/anti-takeover measure not in investors interests Lack of independence on board
29/06/2021	The Bank of Kyoto, Ltd.	Annual	Against	2.8	Lack of independence on board
29/06/2021	The Iyo Bank, Ltd.	Annual	Against	3.3	Lack of independence on board
29/06/2021	Toda Corp.	Annual	Against	4.9	Lack of independence on board
29/06/2021	Tokyo Electric Power Co. Holdings, Inc.	Annual	Against	1.1	Overboarded/Too many other time commitments and outside director nominee lacks independence
29/06/2021	Tokyo Gas Co., Ltd.	Annual	All For		

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
29/06/2021	Tokyu Corp.	Annual	Against	2.1,2.10,2.14	Lack of independence on board
29/06/2021	Toppan Printing Co., Ltd.	Annual	Against	2.1,2.7	Lack of independence on board
29/06/2021	Tsumura & Co.	Annual	All For		
29/06/2021	TV Asahi Holdings Corp.	Annual	All For		
29/06/2021	Ube Industries Ltd.	Annual	Against	4.1	Concerns related to approach to board gender diversity
29/06/2021	Ushio, Inc.	Annual	Against	2.5	Lack of independence on board
29/06/2021	Yamada Holdings Co., Ltd.	Annual	All For		
29/06/2021	Yamato Kogyo Co., Ltd.	Annual	Against	3.1 3.8	Concerns related to approach to board gender diversityInadequate management of climate-related risks Lack of independence on board
29/06/2021	ZEON Corp.	Annual	Against	2.1	Concerns related to approach to board gender diversity
30/06/2021	Far Eastern New Century Corp.	Annual	Against	3.1,3.11,3.13	
01/04/2021	OZ Minerals Ltd.	Annual	All For		
08/04/2021	Scentre Group	Annual	Against	6 2 3	Apparent failure to link pay and appropriate performance Apparent failure to link pay and appropriate performance. Concerns regarding Auditor tenure
14/04/2021	CIMIC Group Limited	Annual	Against	2 3.3 4	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity Concerns related to shareholder rights
15/04/2021	Santos Limited	Annual	Against	2a 6b	Inadequate management of climate-related risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
15/04/2021	Woodside Petroleum Ltd.	Annual	Against	3.4 2a 5b	Apparent failure to link pay & appropriate performance Concerns regarding Auditor tenure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
16/04/2021	Coca-Cola Amatil Ltd.	Court	All For		
22/04/2021	Dexus	Special	All For		
27/04/2021	Atlas Arteria Ltd.	Annual	Against	3,4 2 5,5	Apparent failure to link pay and appropriate performance Concerns regarding Auditor tenure Concerns to protect shareholder value
29/04/2021	Iluka Resources Limited	Annual	Against	3,4	Apparent failure to link pay and appropriate performance
30/04/2021	AMP Ltd.	Annual	Against	3	Apparent failure to link pay & appropriate performance
05/05/2021	QBE Insurance Group Limited	Annual	Against	2 4b	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
06/05/2021	Rio Tinto Limited	Annual	Against	2,3,4 12	Concerns about overall performance
06/05/2021	TPG Telecom Ltd.	Annual	Against	2.6 3	Apparent failure to link pay and appropriate performance Overboarded/Too many other time commitments
13/05/2021	Ampol Limited	Annual	Against	2	
13/05/2021	The GPT Group	Annual	Against	3	Apparent failure to link pay & appropriate performance
21/05/2021	ADBRI Ltd.	Annual	Against	4 2	Apparent failure to link pay and appropriate performance Inadequate management of climate-related risks
21/05/2021	Sydney Airport	Annual	Against	1,4,5	Concerns about remuneration committee performance
25/05/2021	Alumina Limited	Annual	Against	3	Apparent failure to link pay & appropriate performance
27/05/2021	Spark Infrastructure Group	Annual	Against	1	Apparent failure to link pay and appropriate performance
28/05/2021	Appen Ltd.	Annual	Against	2,5 4	Apparent failure to link pay and appropriate performance Concerns related to Non-audit feesConcerns regarding Auditor tenure
18/06/2021	Woolworths Group Limited	Special	All For		
22/06/2021	Vocus Group Ltd.	Court	All For		
25/06/2021	CSR Limited	Annual	Against	3 5	Apparent failure to link pay & appropriate performance Concerns about reducing shareholder rights
06/04/2021	Adani Ports & Special Economic Zone Ltd.	Special	All For		
07/04/2021	Schlumberger NV	Annual	Against	2 1.6 1.7	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity 2- Concerns related to board gender diversity
08/04/2021	Gubre Fabrikalari TAS	Annual	Against	4,5 7,8	Concerns to protect shareholder value Insufficient/poor disclosure

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
08/04/2021	Home Product Center Public Co., Ltd.	Annual	All For		
08/04/2021	KrungThai Card Public Co. Ltd.	Annual	Against	8	Insufficient/poor disclosure
08/04/2021	PTT Exploration & Production Plc	Annual	Against	6.5 4	Concerns about overall performance Concerns related to Non-audit fees
08/04/2021	The Siam Commercial Bank Public Company Limited	Annual	All For		
09/04/2021	Guaranty Trust Bank Plc	Annual	Against	7 3.1	Insufficient/poor disclosure Lack of independence on board
09/04/2021	Koc Holding A.S.	Annual	Against	7 10,12	Concerns about reducing shareholder rights Insufficient/poor disclosure
09/04/2021	Krung Thai Bank Public Co., Ltd.	Annual	All For		
09/04/2021	PT United Tractors Tbk	Annual	Against	3 6	Insufficient disclosure of climate risks 2- Insufficient/poor disclosure Insufficient/poor disclosure
09/04/2021	PTT Public Co., Ltd.	Annual	Against	6	Insufficient/poor disclosure
11/04/2021	Emaar Properties PJSC	Annual	Abstain Against	10.1,10.2,10.3,10.4,10.5,10.6,10.7,10.8,10.9,10.10,10.11,10.12,10.13,10.14,10.15,10.16 14	Insufficient/poor disclosure Concerns related to shareholder rights
12/04/2021	Jardine Strategic Holdings Ltd.	Special	Against	1	Concerns to protect shareholder value
13/04/2021	Atacadao SA	Annual	Abstain Against	4,8,9,1,9,2,9,3,9,4,9,5,9,6,9,7,9,8,9,9,10 13 7,12 6	Insufficient/poor disclosure Insufficient/poor disclosure Lack of independence on board
13/04/2021	Atacadao SA	Special	All For		
14/04/2021	Compania Cervecerias Unidas SA	Annual	Against	5 13	Inappropriate bundling of election of directors on a single voteInsufficient/poor disclosure Insufficient/poor disclosure
14/04/2021	Minth Group Limited	Special	All For		
14/04/2021	Petroleo Brasileiro SA	Annual	Against	3.3	
14/04/2021	Petroleo Brasileiro SA	Annual	Against	1	
14/04/2021	Ultrapar Participacoes SA	Annual	Abstain Against	6,7,1,7,2,7,3,7,4,7,5,7,6,7,7,7,8,7,9,7,10,7,11 4 5	Insufficient/poor disclosure Concerns related to approach to board diversity Insufficient/poor disclosure
14/04/2021	Ultrapar Participacoes SA	Special	All For		
15/04/2021	Arca Continental SAB de CV	Annual	Against	4,5	Insufficient/poor disclosure
15/04/2021	International Container Terminal Services, Inc.	Annual	Abstain	4,4,4,6,4,7 4,5 4,2	Lack of independence on board Lack of independence on boardConcerns related to approach to board diversity Overboarded/Too many other time commitments
15/04/2021	MicroPort Scientific Corp.	Special	Against	1	Apparent failure to link pay and appropriate performance
15/04/2021	Petrobras Distribuidora SA	Annual	Abstain	4.1	Concerns about candidate's experience/skills
15/04/2021	Telefonica Brasil SA	Annual	All For		
15/04/2021	TURKCELL Iletisim Hizmetleri AS	Annual	Against	8,9	Insufficient/poor disclosure
16/04/2021	Grasim Industries Ltd.	Court	All For		
19/04/2021	Electricity Generating Public Co., Ltd.	Annual	Against	5 8	Concerns related to Non-audit fees Insufficient/poor disclosure
20/04/2021	Carnival Corporation	Annual	Against	10	Concerns related to board ethnic and/or racial diversity
20/04/2021	TOTVS SA	Annual	All For		
20/04/2021	TOTVS SA	Special	Against	1 11	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value
21/04/2021	Komerčni banka, a.s.	Annual	Against	11,2,11,3,11,4	Lack of independence on board
21/04/2021	MISC Bhd.	Annual	All For		
22/04/2021	Maxis Bhd.	Annual	Against	1,2 5	Concerns about overall performance Concerns related to Non-audit fees
22/04/2021	Minor International Public Co., Ltd.	Annual	All For		
22/04/2021	PT Astra International Tbk	Annual	All For		
22/04/2021	Zhejiang Supor Co., Ltd.	Annual	Against	8	Concerns to protect shareholder value



Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
23/04/2021	Cencosud SA	Annual/Special	Against	b k,b,c	Concerns to protect shareholder value Insufficient/poor disclosure
23/04/2021	CP All Public Co. Ltd.	Annual	Against	4.2 4.3	Concerns about candidate's experience/skills Concerns about overall performance
23/04/2021	Gruma SAB de CV	Annual	All For		
23/04/2021	Gruma SAB de CV	Special	Against	2	Concerns related to shareholder rights
23/04/2021	Grupo Financiero Banorte SAB de CV	Annual	Against	4.a1 4.a10,4.a13	Concerns related to board gender diversity Overboarded/Too many other time commitments
23/04/2021	Grupo Financiero Banorte SAB de CV	Special	All For		
23/04/2021	Powszechna Kasa Oszczednosci Bank Polski SA	Special	All For		
23/04/2021	Sberbank Russia PJSC	Annual	Against	4.3,4.4,4.5,4.6,4.7,4.10,4.11, 4.12,4.13	
23/04/2021	Sberbank Russia PJSC	Annual	Against	4.3,4.4,4.5,4.6,4.7,4.10,4.11, 4.12,4.13	
26/04/2021	America Movil SAB de CV	Annual	Against	2.2b,2.2e,2.2i,2.2j,2.2k 2.2d 4.2a,4.2b	Lack of independence on board Lack of independence on board Overboarded/Too many other time commitments Lack of independent representation at board committees
26/04/2021	America Movil SAB de CV	Special	Against	1.1,1.2,2	Lack of independence on board 2- Overboarded/Too many other time commitments
26/04/2021	Saudi Telecom Co.	Annual	Abstain	5.1,5.2,5.3,5.4,5.5,5.6,5.7,5.8,5.9,5.10,5.11,5.12,5.13,5.14,5.15,5.16,5.17,5.18,5.19,5.20,5.21,5.22,5.23,5.24,5.25,5.26,5.27,5.28,5.29,5.30,5.31,5.32,5.33,5.34,5.35	Insufficient/poor disclosure
26/04/2021	SITC International Holdings Co., Ltd.	Annual	Against	12,13	Issue of capital raises concerns about excessive dilution of existing shareholders
27/04/2021	Centrais Eletricas Brasileiras SA	Annual	Abstain	9.1,9.2,9.3	Cumulative/slate voting in favour of individual candidates/slates
			Against	3,5,6,1,6,2,6,3,6,4,6,5,6,6,6,7 7,10 4.1,4.2,4.3,4.4,4.6,4.7	Insufficient/poor disclosure Lack of independence on board
27/04/2021	China Medical System Holdings Ltd.	Annual	Against	5,7	Issue of equity raises concerns about excessive dilution of existing shareholders
27/04/2021	Falabella SA	Annual	All For		
27/04/2021	Huaxin Cement Co., Ltd.	Annual	All For		
27/04/2021	Itau Unibanco Holding SA	Annual	Against	3	
27/04/2021	Suzano SA	Annual	All For		
27/04/2021	Suzano SA	Special	All For		
28/04/2021	Banco del Bajio SA	Annual	All For		
28/04/2021	BIM Birlesik Magazalar AS	Annual	All For		
28/04/2021	Bumrungrad Hospital Public Co., Ltd.	Annual	Against	11 5.1,6,7	Insufficient/poor disclosure Lack of independence on board
28/04/2021	Companhia Brasileira de Distribuicao	Annual	Against	3	Apparent failure to link pay and appropriate performance
28/04/2021	Companhia Brasileira de Distribuicao	Special	Against	2	Concerns to protect shareholder value
28/04/2021	Empresas Copec SA	Annual	Against	3	Insufficient/poor disclosure
28/04/2021	Enel Chile SA	Annual	Against	14	Insufficient/poor disclosure
28/04/2021	Golden Agri-Resources Ltd	Annual	Against	4 9 7	Concerns related to board gender diversity Issue of capital raises concerns about excessive dilution of existing shareholders Overboarded/Too many other time commitments
28/04/2021	Grupo Televisa SAB	Annual	Against	9,3,9,5,9,6	Overboarded/Too many other time commitments
28/04/2021	Grupo Televisa SAB	Annual/Special	Against	1.1,9,3,9,5,9,6	Overboarded/Too many other time commitments
28/04/2021	Grupo Televisa SAB	Special	All For		
28/04/2021	Herbalife Nutrition Ltd.	Annual	All For		
28/04/2021	JBS SA	Annual	Abstain Against	4,5,7,8,1,8,2,8,3,8,4,8,5,8,6,8,7,8,8,9,10 6.1,6.2,6.3,6.6,6.9,11.1,11.2,11.3 12	Concerns about overall board structure Insufficient/poor disclosure
28/04/2021	JBS SA	Special	Against	1,2	Insufficient basis to support a decision



Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
28/04/2021	Lancashire Holdings Ltd.	Annual	Against	2 14,15,16,17	Apparent failure to link pay & appropriate performance Issue of capital raises concerns about excessive dilution of existing shareholders
28/04/2021	MONETA Money Bank, a.s.	Annual	All For		
28/04/2021	Moscow Exchange MICEX-RTS PJSC	Annual	Against	3.8 3.5,3,7,3,10,3,11	Concerns related to approach to board gender diversity Cumulative/slate voting in favour of individual candidates/slates
28/04/2021	Nestle (Malaysia) Bhd.	Annual	All For		
28/04/2021	NICE Ltd. (Israel)	Annual	Against	A,B1,B2	Administrative declaration
28/04/2021	Sendas Distribuidora SA	Annual	All For		
28/04/2021	Sendas Distribuidora SA	Special	Against	1	Concerns to protect shareholder value
28/04/2021	YDUQS Participacoes SA	Annual	Abstain	8	
			Against	7	
28/04/2021	YDUQS Participacoes SA	Special	All For		
29/04/2021	Ambev SA	Annual	Abstain	3	Cumulative/slate voting in favour of individual candidates/slates
			Against	5	
				6	Apparent failure to link pay and appropriate performance
29/04/2021	Ambev SA	Special	All For		
29/04/2021	B3 SA-Brasil, Bolsa, Balcão	Annual	Abstain	6,7,1,7,2,7,3,7,4,7,5,7,6,7,7,	
			Against	7,8,7,9,7,10,7,11,8 5,12	
29/04/2021	BB Seguridade Participacoes SA	Annual	Abstain	4,5,1,5,2,5,3,5,4,5,5,5,6,10	
			Against	3,7 3,2 3,5,3,6 3,1	Lack of independence on board Lack of independence on board Lack of independence on board
					Concerns related to board gender diversity
29/04/2021	BB Seguridade Participacoes SA	Special	Against	7,8	
29/04/2021	Bradespar SA	Annual	Against	1,2,4	
29/04/2021	Coca-Cola Içecek AS	Annual	Against	8	Insufficient/poor disclosure
29/04/2021	Empresas CMPC SA	Annual	Against	g	Insufficient/poor disclosure
29/04/2021	Grupo Financiero Inbursa SAB de CV	Annual	Against	3,5	Insufficient/poor disclosure
29/04/2021	Hindustan Unilever Limited	Special	Against	2	Apparent failure to link pay and appropriate performance
29/04/2021	Hualan Biological Engineering, Inc.	Annual	Against	6	Concerns to protect shareholder value
29/04/2021	Industrias Penoles SAB de CV	Annual/Special	Against	4,5,1	Insufficient/poor disclosure
29/04/2021	Lojas Renner SA	Annual	Abstain	4	Insufficient/poor disclosure
29/04/2021	Megacable Holdings SAB de CV	Annual	Against	8,9,10	Insufficient/poor disclosure
29/04/2021	Novolipetsk Steel	Annual	Against	4,10	Concerns related to approach to board gender diversity
				4,1,4,3,4,7,4,9,4,11	Cumulative/slate voting in favour of individual candidates/slates
29/04/2021	Postal Savings Bank of China Co., Ltd.	Special	Against	5,6,7	Concerns related to board gender diversity
29/04/2021	Transmissora Alianca de Energia Eletrica SA	Annual	Abstain	8,1,8,2,8,3	Cumulative/slate voting in favour of individual candidates/slates
			Against	3,5,6,1,6,2,6,3,6,4,6,5,6,6,6, 7,6,8,6,9,6,10,6,11,6,12,6,13 10,12 13 4,1,4,3,4,4,4,5,4,8,4,9,4,10,4 .11 4,7	Insufficient/poor disclosure Apparent failure to link pay and appropriate performance Lack of independence on board Lack of independence on boardConcerns related to approach to board gender diversity
30/04/2021	Budweiser Brewing Co. APAC Ltd.	Annual	Against	8,9,10,11 6,7	Apparent failure to link pay and appropriate performance Issue of equity raises concerns about excessive dilution of existing shareholders
30/04/2021	Grupo Mexico S.A.B. de C.V.	Annual	Against	7	Concerns related to board gender diversity 2- Insufficient/poor disclosure 3- Lack of independence on board
30/04/2021	Itausa SA	Annual	Against	6	
30/04/2021	Lee & Man Paper Manufacturing Limited	Annual	Against	3 4 10,12	Inadequate management of climate-related risksConcerns related to succession planning Inadequate management of climate-related risksConcerns related to succession planningConcerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders
30/04/2021	Oil Search Ltd.	Annual	Against	2,6 8	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
30/04/2021	Raia Drogasil SA	Annual	Abstain Against	11 4,7,8.1,8.2,8.3,8.4,8.5,8.6,8.7,8.8,8.9,8.10,8.11 13 6,12	Cumulative/slate voting in favour of individual candidates/slates Insufficient/poor disclosure Insufficient/poor disclosure
30/04/2021	Raia Drogasil SA	Special	All For		
30/04/2021	Vale SA	Annual	Abstain Against	4,7,7 5,16,7,16 5,7 13	Concerns about candidate's experience/skills Insufficient/poor disclosure
30/04/2021	Vale SA	Special	All For		
04/05/2021	Plus500 Ltd.	Annual	Against	A 11,15,16	Apparent failure to link pay & appropriate performance
05/05/2021	Bunge Limited	Annual	Against	6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
05/05/2021	Dairy Farm International Holdings Ltd.	Annual	Against	1	Lack of independent representation at board committeesInsufficient/poor disclosure
05/05/2021	Hongkong Land Holdings Ltd.	Annual	Abstain Against	7 1	Concerns related to inappropriate membership of committees Lack of independent representation at board committeesInsufficient/poor disclosure
05/05/2021	IHS Markit Ltd.	Annual	Against	2 1g	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
05/05/2021	RenaissanceRe Holdings Ltd.	Annual	Against	2	Apparent failure to link pay and appropriate performance
06/05/2021	Arch Capital Group Ltd.	Annual	Against	2 1a,1b,1c	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns related to approach to board diversityConcerns related to approach to board gender diversity
06/05/2021	Jardine Matheson Holdings Ltd.	Annual	Against	4,5 6 1	Concerns about overall board structure Lack of independence on board Inadequate management of climate-related risks Concerns about overall board structure Lack of independence on board Lack of independent representation at board committees Concerns related to inappropriate membership of committees Insufficient/poor disclosure
06/05/2021	Lomon Billions Group Co., Ltd.	Annual	All For		
06/05/2021	Malayan Banking Bhd.	Annual	All For		
06/05/2021	Saudi National Bank	Annual	Abstain Against	14.1,14.2,14.3,14.4,14.5,14.6,14.7,14.8,14.9,14.10,14.12,14.13,14.14,14.15,14.16,14.17,14.18,14.19,14.20,14.21,14.22,14.23 13,15,28	Insufficient/poor disclosure Insufficient/poor disclosure
06/05/2021	Wharf Real Estate Investment Co. Ltd.	Annual	Against	2a,2b,2c,2d 5,6	Concerns related to board gender diversity Issue of capital raises concerns about excessive dilution of existing shareholders
07/05/2021	ANTA Sports Products Ltd.	Annual	Against	5 9,11	Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders
07/05/2021	China CITIC Bank Corporation Limited	Special	Against	2	Concerns related to shareholder rights
07/05/2021	Nestle India Ltd.	Annual	All For		
07/05/2021	Yantai Jereh Oilfield Services Group Co. Ltd.	Annual	Against	8	Insufficient/poor disclosure
10/05/2021	B3 SA-Brasil, Bolsa, Balcão	Special	Against	8,9,12	
10/05/2021	ENN Energy Holdings Ltd.	Annual	Against	3a1	Concerns related to approach to board gender diversity
10/05/2021	Hutchison Telecommunications Hong Kong Holdings	Annual	Against	3c	Lack of independence on board
10/05/2021	Tenaga Nasional Bhd.	Annual	Against	10,11 1,2	Apparent failure to link pay and appropriate performance Inadequate management of climate-related risks
11/05/2021	ASM Pacific Technology Limited	Annual	All For		
11/05/2021	Jiangsu Hengrui Pharmaceuticals Co., Ltd.	Annual	All For		
11/05/2021	Lifestyle International Holdings Limited	Annual	Against	4B,4C	Issue of capital raises concerns about excessive dilution of existing shareholders
11/05/2021	PPB Group Bhd.	Annual	All For		
12/05/2021	Beijing Sinnet Technology Co., Ltd.	Annual	Against	8,2,8.3,8.4,8.5,8.6,8.7	Insufficient/poor disclosure
12/05/2021	China Tower Corp. Ltd.	Annual	Against	5 7	Concerns related to shareholder rights Issue of equity raises concerns about excessive dilution of existing shareholders

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
12/05/2021	CK Infrastructure Holdings Limited	Annual	Against	4 3.5 3.4 3.2	Concerns related to Non-audit fees Concerns related to succession planning Inadequate management of climate-related risksConcerns related to Non-audit feesConcerns related to succession planning Overboarded/Too many other time commitments
12/05/2021	Everest Re Group, Ltd.	Annual	Against	3 1.1 1.3	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
12/05/2021	Vinda International Holdings Limited	Annual	Against	5,7	Issue of equity raises concerns about excessive dilution of existing shareholders
12/05/2021	Zhejiang Supor Co., Ltd.	Special	All For		
13/05/2021	Anglo American Platinum Ltd.	Annual	Against	7.2	Apparent failure to link pay and appropriate performance
13/05/2021	CK Asset Holdings Limited	Annual	Against	3.4,3.5,4	Concerns related to Non-audit fees
13/05/2021	CK Asset Holdings Limited	Special	All For		
13/05/2021	CK Hutchison Holdings Ltd.	Annual	Against	3f	Lack of independence on board
13/05/2021	Hiscox Ltd.	Annual	All For		
14/05/2021	AAC Technologies Holdings, Inc.	Annual	Against	3b,5,7	
14/05/2021	China National Building Material Co., Ltd.	Annual	Against	3 8 7	Inadequate management of climate-related risks Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders
14/05/2021	Focus Media Information Technology Co., Ltd.	Annual	Against	7,8	Concerns to protect shareholder value
14/05/2021	Kumba Iron Ore Ltd.	Annual	Against	4.2	Apparent failure to link pay and appropriate performance
14/05/2021	Yantai Jereh Oilfield Services Group Co. Ltd.	Special	All For		
17/05/2021	Hengan International Group Co., Ltd.	Annual	Against	14 10 8 11,13 7	Apparent failure to link pay & appropriate performance Concerns related to Non-audit fees Concerns related to board gender diversity and concerns related to Non-audit fees Issue of capital raises concerns about excessive dilution of existing shareholders Lack of independence on board and concerns related to Non-audit fees
17/05/2021	Lomon Billions Group Co., Ltd.	Special	Against	1,2,3	Concerns to protect shareholder value
17/05/2021	Macau Legend Development Ltd.	Annual	Against	2 11,12	Combined CEO/Chairman Issue of equity raises concerns about excessive dilution of existing shareholders
18/05/2021	DiGi.com Bhd.	Annual	All For		
18/05/2021	Huabao International Holdings Ltd.	Annual	Against	3a 5A,5C 3b 3c	Combined CEO/Chair Issue of capital raises concerns about excessive dilution of existing shareholders Lack of independence on board Overboarded/Too many other time commitments
18/05/2021	Luxshare Precision Industry Co. Ltd.	Annual	Against	9	Insufficient/poor disclosure
19/05/2021	MMC Norilsk Nickel PJSC	Annual	Against	5.1,5.2,5.3,5.4,5.6,5.7,5.9,5.10,5.11,5.13 9	Apparent failure to link pay & appropriate performance
20/05/2021	Bank of China Ltd.	Annual	All For		
20/05/2021	Inner Mongolia Yili Industrial Group Co., Ltd.	Annual	Against	11 14,15	Concerns related to shareholder rights Insufficient/poor disclosure
20/05/2021	Tencent Holdings Ltd.	Annual	Against	3a,5,7	
20/05/2021	Tencent Holdings Ltd.	Special	Against	1	
21/05/2021	China Resources Gas Group Limited	Annual	Against	3.1,3.3,5A,5C	
21/05/2021	Compania de Minas Buenaventura SAA	Special	All For		
21/05/2021	Dian Diagnostics Group Co. Ltd.	Annual	All For		
21/05/2021	Hangzhou Tigermed Consulting Co., Ltd.	Annual	All For		
21/05/2021	Hangzhou Tigermed Consulting Co., Ltd.	Special	All For		
21/05/2021	Kingdee International Software Group Co., Ltd.	Annual	Against	4 2A 5A,5C 2B,2C,2D	Concerns related to Non-audit fees Concerns related to approach to board gender diversityCombined CEO/Chairman Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
21/05/2021	Midea Group Co. Ltd.	Annual	All For		
21/05/2021	Old Mutual Ltd.	Annual	All For		
21/05/2021	Sands China Ltd.	Annual	Against	2a 5,6	Concerns related to approach to board gender diversityCombined CEO/Chairman Issue of equity raises concerns about excessive dilution of existing shareholders

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
21/05/2021	Severstal PAO	Annual	Against	1.1,1.2,1.3,1.4,1.5,1.6,1.7	
21/05/2021	Uni-President China Holdings Ltd.	Annual	Against	3c 6,8 3b	Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
21/05/2021	Weichai Power Co., Ltd.	Special	Against	12	Insufficient/poor disclosure
23/05/2021	Israel Discount Bank Ltd.	Annual	Abstain	3.4,4.2	Administrative declaration
			Against	A.B1,B2	Administrative declaration
24/05/2021	Geely Automobile Holdings Limited	Annual	Against	3 5 4	Concerns related to board gender diversity Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to inappropriate membership of committees Lack of independence on board Inadequate management of climate-related risks Lack of independence on board
24/05/2021	Grupo Televisa SAB	Special	All For		
24/05/2021	Grupo Televisa SAB	Special	All For		
25/05/2021	Anadolu Efes Biracilik ve Malt Sanayii A.S.	Annual	Against	10 8	Concerns about reducing shareholder rights Insufficient/poor disclosure
25/05/2021	CD Projekt SA	Annual	Against	24 21 22.1,22.2,22.3,22.4,22.5	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure
25/05/2021	China Petroleum & Chemical Corporation	Annual	Against	7,8	
25/05/2021	NARI Technology Co., Ltd.	Annual	Against	8	Concerns to protect shareholder value
25/05/2021	PhosAgro PJSC	Annual	Against	4.9 4.1,4.3,4.4,4.5,4.6,4.8,4.10,4.12,4.13,4.14,4.15,4.16	Concerns related to approach to board gender diversityCumulative/slate voting in favour of individual candidates/slates Cumulative/slate voting in favour of individual candidates/slates
25/05/2021	RHB Bank Bhd.	Annual	All For		
25/05/2021	Sunny Optical Technology (Group) Co., Ltd.	Annual	Against	3b 5 7	Concerns related to approach to board gender diversity Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders
26/05/2021	Kerry Logistics Network Ltd.	Annual	Against	8A 8C	Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders
26/05/2021	Kerry Logistics Network Ltd.	Special	All For		
26/05/2021	Kunlun Energy Co. Ltd.	Annual	Against	7,9	Issue of capital raises concerns about excessive dilution of existing shareholders
27/05/2021	Agricultural Bank of China Limited	Annual	All For		
27/05/2021	Huaxin Cement Co., Ltd.	Special	Against	2	Concerns related to shareholder rights
27/05/2021	Kerry Properties Limited	Annual	Against	5 3b,3c 6A,6C	Concerns related to Non-audit fees Concerns related to approach to board gender diversityConcerns related to Non-audit fees Issue of equity raises concerns about excessive dilution of existing shareholders
27/05/2021	Kerry Properties Limited	Special	All For		
27/05/2021	MGM China Holdings Limited	Annual	Against	4,6 2A1	Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independent representation at board committees
27/05/2021	NagaCorp Ltd.	Annual	Against	4 7A,7C	Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders
27/05/2021	Polski Koncern Naftowy ORLEN SA	Annual	Against	19 16.1	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure
27/05/2021	Polyus PJSC	Annual	Against	3.1 3.2,3.4,3.5,3.6,3.8 4	Concerns related to approach to board gender diversity Cumulative/slate voting in favour of individual candidates/slates Insufficient/poor disclosure
27/05/2021	PT Unilever Indonesia Tbk	Annual	All For		
27/05/2021	Shui On Land Ltd.	Annual	Against	4A,4C 2b	Issue of equity raises concerns about excessive dilution of existing shareholders Overboarded/Too many other time commitments
27/05/2021	Smoores International Holdings Ltd.	Annual	Against	3a 6,7	Concerns related to approach to board gender diversityCombined CEO/Chairman Issue of equity raises concerns about excessive dilution of existing shareholders
27/05/2021	Standard Bank Group Ltd.	Annual	Against	1.2	Concerns about overall performance
27/05/2021	Towngas China Co. Ltd.	Annual	Against	2b,2c 6,7	Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders
27/05/2021	Wynn Macau Ltd.	Annual	Against	8 6,7 2c	Apparent failure to link pay and appropriate performance Issue of equity raises concerns about excessive dilution of existing shareholders Overboarded/Too many other time commitments
28/05/2021	Anhui Conch Cement Company Limited	Annual	Against	3 8	Inadequate management of climate-related risks Issue of equity raises concerns about excessive dilution of existing shareholders

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
28/05/2021	Chailease Holding Co., Ltd.	Annual	All For		
28/05/2021	China Pacific Insurance (Group) Co., Ltd.	Annual	Against	13	Issue of equity raises concerns about excessive dilution of existing shareholders
28/05/2021	Country Garden Services Holdings Co. Ltd.	Annual	Against	5,7	Issue of equity raises concerns about excessive dilution of existing shareholders
28/05/2021	FIH Mobile Ltd.	Annual	Against	12,13 7,8,9 2	Apparent failure to link pay and appropriate performance Issue of equity raises concerns about excessive dilution of existing shareholders Overboarded/Too many other time commitmentsConcerns about overall performance
28/05/2021	Haitong International Securities Group Limited	Annual	Against	2a 5,1,5,3 2c	Concerns related to approach to board gender diversityLack of independence on board Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
28/05/2021	Haitong International Securities Group Limited	Special	All For		
28/05/2021	JS Global Lifestyle Co. Ltd.	Annual	Against	2a 6,7	Combined CEO/Chairman Issue of equity raises concerns about excessive dilution of existing shareholders
28/05/2021	JS Global Lifestyle Co. Ltd.	Special	Against	1,2,3,4	Concerns to protect shareholder value
28/05/2021	PT Telkom Indonesia (Persero) Tbk	Annual	Against	6,8	Insufficient/poor disclosure
28/05/2021	Shangri-La Asia Limited	Annual	Against	5A,5C	
28/05/2021	Shenzhou International Group Holdings Ltd.	Annual	Against	10,12	
28/05/2021	Tsingtao Brewery Co., Ltd.	Special	All For		
28/05/2021	Xinyi Energy Holdings Ltd.	Annual	Against	5B,5C	Issue of equity raises concerns about excessive dilution of existing shareholders
28/05/2021	Xinyi Glass Holdings Ltd.	Annual	Against	3A4 5B,5C	Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders
28/05/2021	Yue Yuen Industrial (Holdings) Limited	Annual	Against	4A,4C	
31/05/2021	China Yangtze Power Co., Ltd.	Annual	Against	7	Concerns to protect shareholder value
31/05/2021	Minh Group Limited	Annual	Against	11,13 4,7	Issue of equity raises concerns about excessive dilution of existing shareholders Overboarded/Too many other time commitments
31/05/2021	Shenzhen YUTO Packaging Technology Co., Ltd.	Annual	Against	8,9	Insufficient/poor disclosure
01/06/2021	Lomon Billions Group Co., Ltd.	Special	All For		
01/06/2021	Saudi Telecom Co.	Ordinary Shareholders	All For		
01/06/2021	WH Group Ltd. (HK)	Annual	Against	2a 7,8	Inadequate management of climate-related risks Issue of capital raises concerns about excessive dilution of existing shareholders
02/06/2021	China Mengniu Dairy Co., Ltd.	Annual	Against	4 3b 3c 6	Concerns related to Non-audit fees Concerns related to board gender diversity Insufficient/poor disclosure
02/06/2021	ESR Cayman Ltd.	Annual	Against	2d 7,8 4,6	Concerns related to approach to board gender diversity Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders
02/06/2021	Royal Caribbean Group	Annual	Against	2 1j 1c 5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to succession planning Shareholder proposal promotes transparency
02/06/2021	United Energy Group Limited	Annual	Against	4,5 8a,8c	Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders
04/06/2021	Wipro Limited	Special	All For		
07/06/2021	KGHM Polska Miedz SA	Annual	Against	14 13.a,13.b,13.c	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure
07/06/2021	LONGi Green Energy Technology Co., Ltd.	Annual	All For		
07/06/2021	Powszechna Kasa Oszczednosci Bank Polski SA	Annual	Against	9,g 10,1,10,2,11,12	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure
07/06/2021	Sino Biopharmaceutical Limited	Annual	Against	11A,11C	Issue of equity raises concerns about excessive dilution of existing shareholders
07/06/2021	Tingyi (Cayman Islands) Holding Corp.	Annual	Against	8,10 6	Proposed term in policy exceeds appropriate limit Lack of independence on board Concerns related to board gender diversity
08/06/2021	BYD Company Limited	Annual	Against	1,2,3,4 7,13 9,10	Inadequate management of climate-related risks Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders
08/06/2021	China Resources Mixc Lifestyle Services Limited	Annual	Against	3,6 6,7	Concerns related to attendance at board or committee meetings Issue of equity raises concerns about excessive dilution of existing shareholders
08/06/2021	CIFI Holdings (Group) Co. Ltd.	Annual	Against	3,1,5,7	

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
08/06/2021	Nexteer Automotive Group Limited	Annual	Against	3a3 5A,5C	Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders
08/06/2021	Shimao Group Holdings Limited	Annual	Against	3.3,3.4	Concerns related to succession planning
09/06/2021	China Resources Land Limited	Annual	Against	3.6 6,7 3.5	Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders Overboarded/Too many other time commitments
09/06/2021	Kweichow Moutai Co., Ltd.	Annual	All For		
10/06/2021	First Pacific Co. Ltd.	Annual	Against	4.1	
10/06/2021	Magnit PJSC	Annual	Against	6 4.10 4.1,4.2,4.3,4.4,4.7	Concerns related to Non-audit fees Concerns related to approach to board gender diversity Cumulative/slate voting in favour of individual candidates/slates
10/06/2021	PetroChina Company Limited	Annual	Against	3 7	Inadequate management of climate-related risks Insufficient/poor disclosure
10/06/2021	Sinopharm Group Co., Ltd.	Annual	Against	8,11	
10/06/2021	Sinopharm Group Co., Ltd.	Special	All For		
10/06/2021	Tata Consultancy Services Limited	Annual	Against	3	Overboarded/Too many other time commitments
11/06/2021	BANK POLSKA KASA OPIEKI SA	Annual	Against	13	Apparent failure to link pay and appropriate performance
11/06/2021	China Minsheng Banking Corp., Ltd.	Annual	Against	12 11	Concerns related to shareholder rights Issue of equity raises concerns about excessive dilution of existing shareholders
11/06/2021	China Minsheng Banking Corp., Ltd.	Special	All For		
11/06/2021	Li Ning Company Limited	Annual	Against	3.1a 3.1c	Combined CEO/Chairman Inadequate management of climate-related risks Concerns related to approach to board gender diversity
11/06/2021	Mail.ru Group Ltd.	Annual	Against	2.1,2.7,2.8	Lack of independent representation at board committees
11/06/2021	Novolipetsk Steel	Special	All For		
11/06/2021	Yantai Jereh Oilfield Services Group Co. Ltd.	Special	All For		
14/06/2021	O2 Czech Republic as	Annual	Against	6	Apparent failure to link pay and appropriate performance
15/06/2021	Interconexión Eléctrica SA ESP	Extraordinary Shareholders	All For		
16/06/2021	ALROSA PJSC	Annual	Against	8.4,8.5,8.6,8.7,8.9,8.10,8.11, 8.13,8.14,8.15 8.2 6,7	Cumulative/slate voting in favour of individual candidates/slates Cumulative/slate voting in favour of individual candidates/slates Concerns related to approach to board gender diversity Performance-related pay/awards for non-executives
16/06/2021	BeiGene, Ltd.	Annual	Against	12,13,14,15 1 17	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns related to approach to board gender diversity Concerns to protect shareholder value
16/06/2021	BYD Company Limited	Extraordinary Shareholders	Against	11	Concerns to protect shareholder value
16/06/2021	Longfor Group Holdings Ltd.	Annual	Against	3.1 3.2 5,7	Concerns about overall board structure Concerns related to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders
16/06/2021	Powszechny Zakład Ubezpieczeń SA	Annual	Against	17 19.1,19.2	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure
17/06/2021	NARI Technology Co., Ltd.	Special	All For		
18/06/2021	Dino Polska SA	Annual	Against	12 14.1,14.2,14.3,14.4,15	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure
18/06/2021	Haitong Securities Co., Ltd.	Annual	Against	1	Issue of equity raises concerns about excessive dilution of existing shareholders
18/06/2021	People's Insurance Co. (Group) of China Ltd.	Annual	Against	6,11,14	Concerns related to approach to board gender diversity
18/06/2021	PICC Property & Casualty Co., Ltd.	Annual	Against	11	Issue of capital raises concerns about excessive dilution of existing shareholders
18/06/2021	Zhongsheng Group Holdings Ltd.	Annual	Against	5 10,11	Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders
19/06/2021	Infosys Limited	Annual	All For		
19/06/2021	Infosys Limited	Annual	All For		
21/06/2021	Industrial and Commercial Bank of China Limited	Annual	All For		
21/06/2021	Polskie Górnictwo Naftowe i Gazownictwo SA	Annual	Against	12 10.1,10.5 10.2,10.3,10.4	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure Lack of independence on board
22/06/2021	Hindustan Unilever Limited	Annual	All For		
22/06/2021	MONETA Money Bank, a.s.	Special	Against	3,4	Concerns to protect shareholder value
22/06/2021	PhosAgro PJSC	Special	All For		



Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
22/06/2021	Shanghai International Airport Co., Ltd.	Annual	All For		
22/06/2021	Wal-Mart de Mexico SAB de CV	Extraordinary Shareholders	Against	2	Insufficient/poor disclosure
23/06/2021	China Railway Group Limited	Annual	Against	11	Insufficient/poor disclosure
23/06/2021	JD.com, Inc.	Annual	All For		
23/06/2021	Meituan	Annual	Against	6,8	
23/06/2021	NetEase, Inc.	Annual	Against	1c,1d,1f 1b	Concerns related to succession planning
23/06/2021	NetEase, Inc.	Annual	Against	1c,1d,1f 1b	Concerns related to succession planning
24/06/2021	China CITIC Bank Corporation Limited	Annual	All For		
24/06/2021	Cyfrowy Polsat SA	Annual	Against	14,18.2,18.3,18.4,18.5,18.6, 18.7,18.8,18.9	Insufficient/poor disclosure
24/06/2021	Lomon Billions Group Co., Ltd.	Special	All For		
24/06/2021	MicroPort Scientific Corp.	Annual	Against	3.1 3.3 9,10 7,8	Combined CEO/Chairman Concerns related to approach to board gender diversity Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders
24/06/2021	Oil Co. LUKOIL PJSC	Annual	Against	2.1,2.2,2.8,2.9 2.4	Concerns related to board gender diversity 2- Cumulative/slate voting in favour of individual candidates/slates 3- Inadequate management of climate-related risks
24/06/2021	Oil Co. LUKOIL PJSC	Annual	All For		
24/06/2021	Oil Co. LUKOIL PJSC	Annual	Against	2.1,2.2,2.8,2.9 2.4	Cumulative/slate voting in favour of individual candidates/slates 2- Inadequate management of climate-related risks 3- Concerns related to board gender diversity
24/06/2021	Reliance Industries Ltd.	Annual	Against	5 3,4	Concerns related to board gender diversity Lack of independence on board
25/06/2021	China Conch Venture Holdings Ltd.	Annual	Against	3c 6,7	Concerns related to approach to board gender diversityConcerns about candidate's experience/skills Issue of equity raises concerns about excessive dilution of existing shareholders
25/06/2021	China Construction Bank Corporation	Annual	All For		
25/06/2021	China Merchants Bank Co., Ltd.	Annual	Against	14 8,9	Concerns related to board gender diversity
25/06/2021	China Shenhua Energy Company Limited	Annual	Against	8 9 7 1,2,3	Concerns related to board gender diversity Concerns related to shareholder rights Concerns to protect shareholder value Inadequate management of climate-related risks
25/06/2021	China Shenhua Energy Company Limited	Special	All For		
25/06/2021	FIT Hon Teng Limited	Annual	Against	2A1,2A3 4A,4C	Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders
25/06/2021	Haier Smart Home Co., Ltd.	Annual	Against	11,12,21,25,26	
25/06/2021	Haier Smart Home Co., Ltd.	Special	All For		
25/06/2021	Midea Group Co. Ltd.	Special	All For		
25/06/2021	Parade Technologies, Ltd.	Annual	All For		
25/06/2021	Tatneft PJSC	Annual	Against	4.1,4.2,4.4,4.5,4.6,4.7,4.8,4. 9,4.10,4.11,4.12,4.13,4.14	
28/06/2021	CEZ as	Annual	Against	9 3.1,3.2,3.3 7,8	Apparent failure to link pay & appropriate performance 2- Insufficient/poor disclosure Inadequate management of climate-related risks Insufficient/poor disclosure
28/06/2021	Inner Mongolia Yili Industrial Group Co., Ltd.	Special	All For		
28/06/2021	Pick N Pay Stores Limited	Annual	Against	2,1	Apparent failure to link pay and appropriate performance
28/06/2021	Saudi National Bank	Ordinary Shareholders	All For		
28/06/2021	Tsingtao Brewery Co., Ltd.	Annual	Against	7,7	Concerns related to approach to board gender diversity
28/06/2021	Weichai Power Co., Ltd.	Annual	Against	14a,14b,14c,14d,14e 6	Concerns related to Non-audit fees Insufficient/poor disclosure
29/06/2021	Aselsan Elektronik Sanayi ve Ticaret AS	Annual	Against	7,8,9,12,13	Insufficient/poor disclosure
29/06/2021	Asian Paints Ltd.	Annual	Against	8,9,10,11 3,4	Apparent failure to link pay and appropriate performance Lack of independence on board
29/06/2021	Bank of Communications Co., Ltd.	Annual	All For		

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
29/06/2021	China Longyuan Power Group Corp. Ltd.	Extraordinary Shareholders	Against	1	Concerns related to approach to board gender diversity
29/06/2021	LPP SA	Annual	Against	14,16,17 12,13	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure
29/06/2021	New China Life Insurance Co., Ltd.	Annual	Against	9	Issue of equity raises concerns about excessive dilution of existing shareholders
29/06/2021	Shanghai Pharmaceuticals Holding Co., Ltd.	Annual	Against	7 4 12	Concerns to protect shareholder value Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders
30/06/2021	Gree Electric Appliances, Inc. of Zhuhai	Annual	Against	8,10,11	
30/06/2021	Grupa LOTOS SA	Annual	Against	17	Apparent failure to link pay and appropriate performance
01/04/2021	Beiersdorf AG	Annual	Against	6	Apparent failure to link pay and appropriate performance.
01/04/2021	Deutsche Telekom AG	Annual	Against	9 7	Apparent failure to link pay & appropriate performance Concerns to protect shareholder value
02/04/2021	Alpha Services & Holdings SA	Special	All For		
07/04/2021	Clariant AG	Annual	Against	1.2 4.5 6.1,6.2 4.1.a,4.1.d	Apparent failure to link pay and appropriate performance Concerns regarding Auditor tenure Insufficient/poor disclosure Overboarded/Too many other time commitments
07/04/2021	Rockwool International A/S	Annual	Abstain  Against	8 7.a,7.d 7.b 4 9.e	Concerns related to Non-audit fees Concerns related to board gender diversity Overboarded/Too many other time commitments Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
07/04/2021	Zurich Insurance Group AG	Annual	Against	1.2 7	Apparent failure to link pay & appropriate performance Insufficient/poor disclosure 7 M0125 Transact Other Business (Voting) Load from Library...Save to Library Insufficient/poor disclosure
08/04/2021	Adecco Group AG	Annual	Against	1.2 7	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure
08/04/2021	Davide Campari-Milano NV	Annual	Against	2.b,7	Apparent failure to link pay & appropriate performance
08/04/2021	Elisa Oyj	Annual	Against	10	Apparent failure to link pay and appropriate performance
08/04/2021	Ferrovial SA	Annual	All For		
08/04/2021	Jeronimo Martins SGPS SA	Annual	All For		
08/04/2021	Nokia Oyj	Annual	Against	13	Overboarded/Too many other time commitments
08/04/2021	UBS Group AG	Annual	Against	13	Insufficient/poor disclosure
08/04/2021	Vestas Wind Systems A/S	Annual	All For		
08/04/2021	VINCI SA	Annual/Special	Against	7,8,10	Apparent failure to link pay & appropriate performance
09/04/2021	Straumann Holding AG	Annual	Against	1.2,6.1,6.2,6.3,6.6,6.8,10	
12/04/2021	Acciona SA	Special	All For		
12/04/2021	EDP Renovaveis SA	Annual	All For		
12/04/2021	Kesko Oyj	Annual	Against	11	Apparent failure to link pay and appropriate performance
12/04/2021	Telia Co. AB	Annual	All For		
13/04/2021	Genmab A/S	Annual	Against	7.a,7.c	Apparent failure to link pay & appropriate performance
13/04/2021	Indutrade AB	Annual	Against	11.1a,11.1c,11.1e,11.1f,11.1h,11.2 11.1d	Lack of independence on board Lack of independence on boardOverboarded/Too many other time commitments
13/04/2021	OC Oerlikon Corp. AG	Annual	Against	8 12	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure
13/04/2021	Saab AB	Annual	Against	15.a,15.b,15.c,16.c 11.1	Apparent failure to link pay & appropriate performance Overboarded/Too many other time commitments
13/04/2021	Swedish Match AB	Annual	All For		
13/04/2021	Tecan Group AG	Annual	Against	5.1 6	Apparent failure to link pay & appropriate performance Insufficient/poor disclosure
14/04/2021	Airbus SE	Annual	Against	4.5	Apparent failure to link pay and appropriate performance
14/04/2021	EDP-Energias de Portugal SA	Annual	All For		



Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
14/04/2021	Geberit AG	Annual	Against	7.1 6 4.1.5 9	Apparent failure to link pay and appropriate performance Concerns regarding Auditor tenure Concerns related to below-board gender diversity Insufficient/poor disclosure
14/04/2021	Husqvarna AB	Annual	Abstain	10.a5,10.b 10.a1 10.a2,10.a4 14.15	Lack of independence on board Lack of independence on board Lack of independence on board 2- Lack of independent representation at board committees Apparent failure to link pay & appropriate performance
14/04/2021	Julius Baer Gruppe AG	Annual	Against	1.2 10	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure
14/04/2021	Koninklijke Ahold Delhaize NV	Annual	Against	6	
14/04/2021	Royal KPN NV	Annual	Against	4	Apparent failure to link pay and appropriate performance
14/04/2021	Seagate Technology Holdings Plc	Court	All For		
14/04/2021	Seagate Technology Holdings Plc	Special	All For		
14/04/2021	Sulzer AG	Annual	Against	1.2 10	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure
15/04/2021	Aker BP ASA	Annual	Against	5 9 10.11	Apparent failure to link pay & appropriate performance Lack of independence on board Poison pill/anti-takeover measure not in investors interests
15/04/2021	Banca Mediolanum SpA	Annual	Against	4.1,4.2,4.3.2.5.1.2 2.1,2.3,3 A	Apparent failure to link pay & appropriate performance Insufficient/poor disclosure
15/04/2021	CNH Industrial NV	Annual	Against	3 4.g 4.f 4.h,4.i	Apparent failure to link pay & appropriate performance Concerns related to board gender diversity Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments
15/04/2021	Ferrari NV	Annual	Against	2.c 5.3 3.f 3.a,3.c,3.i	Apparent failure to link pay and appropriate performance Concerns about reducing shareholder rights Inadequate management of climate-related risks Overboarded/Too many other time commitments
15/04/2021	ICA Gruppen AB	Annual	Against	14.e,14.f,14.h,14.i,14.j 14.b	Lack of independence on board Lack of independence on boardOverboarded/Too many other time commitments
15/04/2021	LE Lundbergforetagen AB	Annual	Against	10.A,10.F,10.G 10.D 10.B 10.E	Lack of independence on board Lack of independence on boardConcerns about overall board structure Lack of independence on boardOverboarded/Too many other time commitments Lack of independence on boardOverboarded/Too many other time commitmentsConcerns about overall board structure
15/04/2021	LVMH Moët Hennessy Louis Vuitton SE	Annual/Special	Against	4,5,6,7,11,12,13,14,16,17,22 23,24,25,27	
15/04/2021	Nestle SA	Annual	Against	1.2 4.3.4	Apparent failure to link pay & appropriate performance Overboarded/Too many other time commitments
15/04/2021	Orkla ASA	Annual	Against	6.3 6.4	Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments
15/04/2021	Stellantis NV	Annual	Against	2.c,4.a,4.b	Apparent failure to link pay and appropriate performance
15/04/2021	Svenska Cellulosa AB	Annual	Against	11.2,11.9,12,14	
15/04/2021	UniCredit SpA	Annual/Special	Against	10.A 12	Apparent failure to link pay & appropriate performance
16/04/2021	CNP Assurances SA	Annual/Special	Against	28 18,21,22,23 19,20	Apparent failure to link pay & appropriate performance Lack of independence on board Lack of independence on boardLack of independent representation at board committees
16/04/2021	Covestro AG	Annual	Against	8	Apparent failure to link pay and appropriate performance
16/04/2021	Elektro AB	Special	All For		
16/04/2021	Evolution AB	Annual	Against	14 10a3,10a4	Apparent failure to link pay & appropriate performance Concerns related to board gender diversity
16/04/2021	Henkel AG & Co. KGaA	Annual	Against	7	Concerns related to approach to board gender diversity
16/04/2021	Swiss Re AG	Annual	Against	8	Insufficient/poor disclosure
16/04/2021	Vonovia SE	Annual	All For		
19/04/2021	Banco Bilbao Vizcaya Argentaria SA	Annual	All For		
20/04/2021	Covivio SA	Annual/Special	Against	11,12,13	Apparent failure to link pay and appropriate performance

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
20/04/2021	Getinge AB	Annual	Against	17,18 15.b 15.e,15.g,15.k 15.a 15.c	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees Lack of independent representation at board committees Lack of independent representation at board committees Overboarded/Too many other time commitments Overboarded/Too many other time commitments
20/04/2021	Infrastrutture Wireless Italiane SpA	Annual	Against	6.2,7,8	
20/04/2021	Italgas SpA	Annual/Special	Against	3.1 A	Apparent failure to link pay & appropriate performance Insufficient/poor disclosure
20/04/2021	L'Oreal SA	Annual/Special	Against	14,15	Apparent failure to link pay & appropriate performance
20/04/2021	Recordati SpA	Annual	Against	2a,3 A	Apparent failure to link pay & appropriate performance Insufficient/poor disclosure
20/04/2021	Scatec ASA	Annual	Against	9,16,17,18,20	
20/04/2021	Sika AG	Annual	Against	5.1 4.5 4.1.5 4.1.4 6	Apparent failure to link pay & appropriate performance Concerns regarding Auditor tenure Concerns related to board gender diversity Concerns related to inappropriate membership of committees Insufficient basis to support a decision
20/04/2021	VERBUND AG	Annual	Against	8.1,8.2	Insufficient/poor disclosure
21/04/2021	ABN AMRO Bank NV	Annual	All For		
21/04/2021	Bankinter SA	Annual	Against	10.1,12	Apparent failure to link pay & appropriate performance
21/04/2021	Eiffage SA	Annual/Special	Against	9,11,22 5 6	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns related to inappropriate membership of committees
21/04/2021	Georg Fischer AG	Annual	Against	1.2 10 4.2	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure Overboarded/Too many other time commitments
21/04/2021	Industrivarden AB	Annual	Against	14 10.a,10.c,10.d,10.e,10.i	Apparent failure to link pay and appropriate performance Overboarded/Too many other time commitments
21/04/2021	MTU Aero Engines AG	Annual	Against	7 6	Apparent failure to link pay and appropriate performance Lack of independence on board
21/04/2021	National Bank of Greece SA	Special	All For		
21/04/2021	Proximus SA	Annual	Against	7	Apparent failure to link pay and appropriate performance
21/04/2021	Proximus SA	Special	Against	2 1	Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders
21/04/2021	Royal Vopak NV	Annual	Against	3	Apparent failure to link pay and appropriate performance
21/04/2021	SIG Combibloc Group AG	Annual	Against	11	Insufficient/poor disclosure
21/04/2021	SimCorp A/S	Special	All For		
21/04/2021	Spotify Technology SA	Annual	Against	6 4a	Apparent failure to link pay and appropriate performance Combined CEO/Chair
22/04/2021	Akzo Nobel NV	Annual	All For		
22/04/2021	Bouygues SA	Annual/Special	Against	28 8,11,27 9 12 4 15,17,23,30 21 19,20,22,24,25	Apparent failure to link pay & appropriate performance Apparent failure to link pay and appropriate performance Apparent failure to link pay and appropriate performance. Concerns related to below-board gender diversity Insufficient justification for related party transaction Poison pill/anti-takeover measure not in investors interests Poison pill/anti-takeover measure not in investors interests Concerns to protect shareholder value Poison pill/anti-takeover measure not in investors interests Issue of equity raises concerns about excessive dilution of existing shareholders
22/04/2021	DiaSorin SpA	Annual/Special	Against	2.1,2.2,3 A	Apparent failure to link pay & appropriate performance Insufficient/poor disclosure
22/04/2021	Eurofins Scientific SE	Annual/Special	Against	9 2 1	Apparent failure to link pay and appropriate performance Double voting rights Issue of equity raises concerns about excessive dilution of existing shareholders
22/04/2021	Flughafen Zuerich AG	Annual	Against	9 8.1.4 8.3.1,8.3.3,8.3.4 8.1.5,8.2	Insufficient/poor disclosure Lack of independence on board Lack of independent representation at board committees Lack of independent representation at board committees Lack of independence on board
22/04/2021	Gecina SA	Annual	Against	15	Concerns to protect shareholder value
22/04/2021	Heineken Holding NV	Annual	Against	7.a,7.b	Lack of independence on board

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
22/04/2021	Heineken NV	Annual	Against	1.b,4.a	
22/04/2021	Holmen AB	Annual	Against	13b 12e, 12f, 12g, 12h 12a, 12b	Insufficient basis to support a decision Lack of independence on board Lack of independence on boardOverboarded/Too many other time commitments
22/04/2021	Huhtamaki Oyj	Annual	All For		
22/04/2021	Kering SA	Annual/Special	Against	5,9,10 6	Concerns related to inappropriate membership of committees 2- Insufficient justification for related party transaction
22/04/2021	Moncler SpA	Annual	Against	2 A	Apparent failure to link pay & appropriate performance Insufficient/poor disclosure
22/04/2021	Plastic Omnium SE	Annual/Special	Against	17,18,22,23,24,25 32 3 28,29 26,27	Apparent failure to link pay & appropriate performance Concerns about reducing shareholder rights Insufficient justification for related party transaction Issue of capital raises concerns about excessive dilution of existing shareholders Poison pill/anti-takeover measure not in investors interests
22/04/2021	Raiffeisen Bank International AG	Annual	All For		
22/04/2021	Rexel SA	Annual/Special	All For		
22/04/2021	Sweco AB	Annual	Against	14 11.1,11.2,11.6,11.8 11.5 11.4	Apparent failure to link pay and appropriate performance Lack of independence on board Lack of independence on boardOverboarded/Too many other time commitments Overboarded/Too many other time commitments
22/04/2021	Tele2 AB	Annual	Against	16f	Concerns to protect shareholder value
22/04/2021	Telefonica SA	Annual	Against	9,12 4.4	Apparent failure to link pay and performance Overboarded/Too many other time commitments
22/04/2021	Teleperformance SA	Annual/Special	Against	6,9	Apparent failure to link pay & appropriate performance
22/04/2021	Trelleborg AB	Annual	Against	11 10.a4	Apparent failure to link pay and appropriate performance Lack of independence on board Overboarded/Too many other time commitments
22/04/2021	Veolia Environnement SA	Annual/Special	Against	9,10,11	Apparent failure to link pay & appropriate performance
22/04/2021	Wolters Kluwer NV	Annual	All For		
23/04/2021	Amplifon SpA	Annual	Against	3.1.2 4.1,4.2 5	Apparent failure to link pay & appropriate performance Issue of equity raises concerns about excessive dilution of existing shareholders
23/04/2021	Galp Energia SGPS SA	Annual	All For		
23/04/2021	GrandVision NV	Annual	Against	2b 5,6	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity
23/04/2021	Icade SA	Annual/Special	Against	13,16 23 6,7,8,9,10	Apparent failure to link pay & appropriate performance Insufficient/poor disclosure Lack of independence on board
23/04/2021	Lifco AB	Annual	Against	15.a,15.d,15.e,15.g,15.i,15.j	Lack of independence on board
23/04/2021	Merck KGaA	Annual	All For		
23/04/2021	Metso Outotec Oyj	Annual	Against	10 13	Apparent failure to link pay & appropriate performance Overboarded/Too many other time commitments
23/04/2021	Renault SA	Annual/Special	All For		
23/04/2021	Swiss Life Holding AG	Annual	Against	5.11 5.8 9	Concerns related to below-board gender diversity 2- Concerns related to board gender diversity 3- Non-independent Chairman Concerns related to inappropriate membership of committees Insufficient/poor disclosure
26/04/2021	Assicurazioni Generali SpA	Annual/Special	Against	3a,3b,4a	Apparent failure to link pay & appropriate performance
26/04/2021	ING Groep NV	Annual	All For		
26/04/2021	MERLIN Properties SOCIMI SA	Annual	All For		
27/04/2021	Aena S.M.E. SA	Annual	Against	10	Inadequate management of climate-related risks
27/04/2021	Alfa Laval AB	Annual	Against	11.2,11.7,11.10	Lack of independent representation at board committees
27/04/2021	Atlas Copco AB	Annual	Against	11.a,11.b 9.a1,9.a3,9.a7,9.a8,9.b	Apparent failure to link pay & appropriate performance Lack of independence on board
27/04/2021	Bayer AG	Annual	All For		
27/04/2021	Boliden AB	Annual	All For		
27/04/2021	DNB ASA	Annual	Against	10	

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
27/04/2021	Groupe Bruxelles Lambert SA	Annual	Against	7,8,1,8,2,8,4 5.3.2 5.3.1	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committeesLack of independence on board
27/04/2021	Sandvik Aktiebolag	Annual	Against	16	Apparent failure to link pay and appropriate performance
28/04/2021	Aker ASA	Annual	Against	5 12,13,14 9	Apparent failure to link pay and appropriate performance Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
28/04/2021	Alcon, Inc.	Annual	Against	4.1 5.6,6.2 9	Apparent failure to link pay and appropriate performance Concerns related to below-board gender diversity 2- Overboarded/Too many other time commitments Insufficient/poor disclosure
28/04/2021	Anheuser-Busch InBev SA/NV	Annual/Special	Against	A1,B8a,B8b,B8c,B10 B9	Apparent failure to link pay & appropriate performance
28/04/2021	Assa Abloy AB	Annual	Against	14 10	Apparent failure to link pay and appropriate performance Lack of independence on board
28/04/2021	Atlantia SpA	Annual/Special	Against	2a,1,3,2 A	Insufficient/poor disclosure
28/04/2021	Eaton Corporation plc	Annual	Against	3 1f	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
28/04/2021	Epiroc AB	Annual	All For		
28/04/2021	Eurazeo SA	Annual/Special	Against	7,10,11,12,13 4 14	Apparent failure to link pay & appropriate performance Insufficient justification for related party transaction Poison pill/anti-takeover measure not in investors interests
28/04/2021	FinecoBank SpA	Annual/Special	Against	6,7	Apparent failure to link pay & appropriate performance
28/04/2021	Fortum Oyj	Annual	All For		
28/04/2021	Galapagos NV	Annual	Against	5	Apparent failure to link pay & appropriate performance
28/04/2021	Getlink SE	Annual/Special	All For		
28/04/2021	Grafton Group Plc	Annual	Against	6	Apparent failure to link pay and appropriate performance
28/04/2021	Hera SpA	Annual/Special	Against	4 A	Apparent failure to link pay & appropriate performance Insufficient/poor disclosure
28/04/2021	Intesa Sanpaolo SpA	Annual/Special	Against	2e	Apparent failure to link pay & appropriate performance
28/04/2021	Muenchener Rueckversicherungs-Gesellschaft AG	Annual	All For		
28/04/2021	Prysmian SpA	Annual/Special	Against	A	Insufficient/poor disclosure
28/04/2021	RTL Group SA	Annual	Against	4.1 6.4 6.3	Apparent failure to link pay and appropriate performance Lack of independent representation at board committees Overboarded/Too many other time commitmentsInappropriate bundling of election of directors on a single vote
28/04/2021	RWE AG	Annual	Against	7	Apparent failure to link pay & appropriate performance
28/04/2021	Schneider Electric SE	Annual/Special	All For		
28/04/2021	SNAM SpA	Annual	Against	A	Insufficient/poor disclosure
28/04/2021	Telenet Group Holding NV	Annual	Against	4,5,9	Apparent failure to link pay and appropriate performance
28/04/2021	UnipolSai Assicurazioni SpA	Annual/Special	Against	2b,3a,2,3b 4a,4b A 5	Apparent failure to link pay & appropriate performance Insufficient/poor disclosure Issue of capital raises concerns about excessive dilution of existing shareholders
28/04/2021	Warehouses De Pauw SCA	Annual	Against	7 8	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversityConcerns related to inappropriate membership of committees
28/04/2021	Warehouses De Pauw SCA	Special	All For		
29/04/2021	A2A SpA	Annual/Special	Against	A	Insufficient/poor disclosure
29/04/2021	Accor SA	Annual/Special	Against	5 9,21	Apparent failure to link pay and appropriate performance Poison pill/anti-takeover measure not in investors interests
29/04/2021	ASML Holding NV	Annual	All For		
29/04/2021	ASML Holding NV	Annual	All For		
29/04/2021	AXA SA	Annual/Special	Against	6,7	Apparent failure to link pay & appropriate performance
29/04/2021	Banque Cantonale Vaudoise	Annual	Against	4.4 9	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure
29/04/2021	BASF SE	Annual	All For		
29/04/2021	Continental AG	Annual	All For		

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
29/04/2021	CRH Plc	Annual	Against	3 4a	Apparent failure to link pay & appropriate performance Concerns related to below-board gender diversity 2- Concerns related to board ethnic and/or racial diversity
29/04/2021	Danone SA	Annual/Special	All For		
29/04/2021	Flutter Entertainment Plc	Annual	Against	2	Apparent failure to link pay & appropriate performance
29/04/2021	Hexagon AB	Annual	Against	10.7,10.9 13 10.3	Concerns related to inappropriate membership of committeesLack of independent representation at board committees Insufficient/poor disclosure Lack of independent representation at board committees
29/04/2021	Kerry Group Plc	Annual	Against	7	Apparent failure to link pay & appropriate performance
29/04/2021	Kinnevik AB	Annual	Against	10	Apparent failure to link pay and appropriate performance
29/04/2021	UCB SA	Annual	Against	5,11	Apparent failure to link pay and appropriate performance
29/04/2021	Umicore	Annual/Special	Against	2 8.1	Apparent failure to link pay & appropriate performance Inadequate management of climate-related risks
30/04/2021	Baloise Holding AG	Annual	Against	7	Insufficient/poor disclosure
30/04/2021	BBGI Global Infrastructure S.A.	Annual	All For		
30/04/2021	Credit Suisse Group AG	Annual	Abstain Against	2,6.2.1,6.2.3 1.1 8.2	Agenda item withdrawn Apparent failure to link pay & appropriate performance Insufficient/poor disclosure
30/04/2021	Endesa SA	Annual	Against	9,10	Apparent failure to link pay & appropriate performance
30/04/2021	GEA Group AG	Annual	Against	7	Apparent failure to link pay and appropriate performance
30/04/2021	Helvetia Holding AG	Annual	Against	8	Insufficient/poor disclosure
30/04/2021	Kingspan Group Plc	Annual	Abstain Against	3a 3f,5	Fund manager or client vote Fund manager or client vote
30/04/2021	Sanofi	Annual/Special	All For		
30/04/2021	Smurfit Kappa Group Plc	Annual	All For		
30/04/2021	TERNA Rete Elettrica Nazionale SpA	Annual	Against	5.2	Apparent failure to link pay & appropriate performance
03/05/2021	Tenaris SA	Annual	Against	8 6	Apparent failure to link pay and appropriate performance Lack of independence on boardCombined CEO/Chairman
04/05/2021	Air Liquide SA	Annual/Special	Against	8	Apparent failure to link pay & appropriate performance
04/05/2021	Chocoladefabriken Lindt & Spruengli AG	Annual	Against	2 5.1.3 7 5.1.1 5.1.2,5.1.4,5.2.1,5.2.2	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversityLack of independent representation at board committees Insufficient/poor disclosure Lack of independence on board Lack of independent representation at board committees
04/05/2021	Deutsche Lufthansa AG	Annual	Against	3	Inadequate management of climate-related risks
04/05/2021	Fuchs Petrolub SE	Annual	Against	6	Apparent failure to link pay and appropriate performance
04/05/2021	Hermes International SCA	Annual/Special	Against	7,8,9,11 24,25 5 13,14,15 6,19,23 20,22	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value Insufficient justification for related party transaction Lack of independence on board Poison pill/anti-takeover measure not in investors interests Poison pill/anti-takeover measure not in investors interestsIssue of equity raises concerns about excessive dilution of existing shareholders
04/05/2021	Holcim Ltd.	Annual	Against	7	Insufficient/poor disclosure
04/05/2021	Kuehne + Nagel International AG	Annual	Against	5,6.1,6.2 4.1.3 7 4.1.5,4.4.1,4.4.2	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversityLack of independent representation at board committees Insufficient/poor disclosure Lack of independent representation at board committees
04/05/2021	Pentair Plc	Annual	Against	2 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
04/05/2021	Swedish Orphan Biovitrum AB	Annual	Against	15.a,15.b,17 15.c 16	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders
04/05/2021	Tomra Systems ASA	Annual	Against	7,9 11	Apparent failure to link pay & appropriate performance Overboarded/Too many other time commitments
05/05/2021	Allianz SE	Annual	All For		

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
05/05/2021	Hannover Rueck SE	Annual	Against	8	Apparent failure to link pay and appropriate performance
05/05/2021	Investor AB	Annual	Against	8 13a, 13e, 13f, 13h, 13i, 14	Apparent failure to link pay and appropriate performance Lack of independence on board
05/05/2021	Nexi SpA	Annual	Against	A	Insufficient/poor disclosure
05/05/2021	PUMA SE	Annual	Against	6 8	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value
05/05/2021	Sagax AB	Annual	Against	14 10.4 10.1 10.5	Apparent failure to link pay and appropriate performance Lack of independence on board Lack of independence on boardConcerns related to approach to board gender diversity
05/05/2021	Securitas AB	Annual	Against	16 10.a 10.b	Lack of independence on boardOverboarded/Too many other time commitments Apparent failure to link pay and appropriate performance Lack of independent representation at board committeesOverboarded/Too many other time commitments
05/05/2021	Symrise AG	Annual	Against	8 7 6.1	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value Overboarded/Too many other time commitments
06/05/2021	ACS Actividades de Construccion y Servicios SA	Annual	Against	5 4.1	Apparent failure to link pay & appropriate performance Concerns related to board gender diversity 2- Lack of independence on board
06/05/2021	AlB Group Plc	Annual	Against	6	Apparent failure to link pay & appropriate performance
06/05/2021	Deutsche Post AG	Annual	Against	10 8	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value
06/05/2021	Electricite de France SA	Annual/Special	Against	14,15 12	Lack of independence on board Lack of independence on boardLack of independent representation at board committees
06/05/2021	Glanbia Plc	Annual	All For		
06/05/2021	HeidelbergCement AG	Annual	Against	7 4.1 6	Apparent failure to link pay & appropriate performance Concerns related to below-board gender diversity Concerns to protect shareholder value
06/05/2021	Hennes & Mauritz AB	Annual	Against	11.6 17 18	Concerns related to inappropriate membership of committees SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes transparency
06/05/2021	Hochtief AG	Annual	Against	6 8.3,8.5,8.6,8.8 8.1,8.2,8.4,8.7	Apparent failure to link pay and appropriate performance Concerns related to succession planning Lack of independence on boardLack of independent representation at board committeesConcerns related to succession planning
06/05/2021	KBC Group NV	Annual/Special	Against	6,7 11b, 11c	Apparent failure to link pay and appropriate performance Lack of independence on board
06/05/2021	Koninklijke DSM NV	Annual	All For		
06/05/2021	Koninklijke Philips NV	Annual	Against	2.d	Apparent failure to link pay and appropriate performance
06/05/2021	Lonza Group AG	Annual	Against	6 11	Concerns regarding Auditor tenure Insufficient/poor disclosure
06/05/2021	Norsk Hydro ASA	Annual	Against	6	Apparent failure to link pay & appropriate performance
06/05/2021	Schibsted ASA	Annual	Against	7 9h	Apparent failure to link pay and appropriate performance Overboarded/Too many other time commitments
06/05/2021	Sofina SA	Annual	Against	2.2,2.3 4.1,4.5	Apparent failure to link pay and appropriate performance Lack of independent representation at board committees
06/05/2021	Talanx AG	Annual	Against	5	Apparent failure to link pay and appropriate performance
06/05/2021	Thales SA	Annual/Special	Against	4 16,17 15	Concerns related to inappropriate membership of committeesLack of independence on board Lack of independence on board
06/05/2021	Vifor Pharma AG	Annual	Against	6.4 7	Concerns related to inappropriate membership of committees Concerns regarding Auditor tenure Insufficient/poor disclosure
06/05/2021	Yara International ASA	Annual	All For		
07/05/2021	BKW AG	Annual	Against	2 6.5 7 6.1,1.6,3.2,6.3.3	Apparent failure to link pay and appropriate performance Concerns regarding Auditor tenure Insufficient/poor disclosure Lack of independent representation at board committees
07/05/2021	Buzzi Unicem SpA	Annual	Against	4.1 1 A	Apparent failure to link pay & appropriate performance Inadequate management of climate-related risks Insufficient/poor disclosure



Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
07/05/2021	CTS Eventim AG & Co. KGaA	Annual	Against	8, 12 7	Apparent failure to link pay & appropriate performance Concerns to protect shareholder value
10/05/2021	Amundi SA	Annual/Special	Against	6,8,9 13,14, 15,16,18	Apparent failure to link pay and appropriate performance Lack of independence on board
10/05/2021	Imerys SA	Annual/Special	Against	5	Apparent failure to link pay and appropriate performance
10/05/2021	Investment AB Latour	Annual	All For		
11/05/2021	Aeroports de Paris SA	Annual/Special	Against	15,17 10	Lack of independence on board Poison pill/anti-takeover measure not in investors interests
11/05/2021	argenx SE	Annual	Against	3,4	Apparent failure to link pay and appropriate performance
11/05/2021	Dassault Aviation SA	Annual/Special	Against	5,6,8,9,17 10,11,12,13 14	Apparent failure to link pay and appropriate performance Insufficient justification for related party transaction Poison pill/anti-takeover measure not in investors interests
11/05/2021	Edenred SA	Annual/Special	Against	14 8	Apparent failure to link pay & appropriate performance Overboarded/Too many other time commitments
11/05/2021	Equinor ASA	Annual	Against	8	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
11/05/2021	Euronext NV	Annual	Against	3,b,6	Apparent failure to link pay and appropriate performance
11/05/2021	KION GROUP AG	Annual	Against	6 8	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value
11/05/2021	NIBE Industrier AB	Annual	Against	12	Concerns about overall board structureOverboarded/Too many other time commitments
11/05/2021	Rheinmetall AG	Annual	Against	7 6.1 9	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity Concerns to protect shareholder value
11/05/2021	Solvay SA	Annual	Against	2 6b.3,6e 6b.1,6g 6b.2	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committeesLack of independence on board Lack of independence on board Overboarded/Too many other time commitments
11/05/2021	The Swatch Group AG	Annual	Against	4,3,4,4 9 8 5.1,5,7 10 5,4,6,4 6.1 5,2,5,3,5,5,6,2,6,3,6,5	Apparent failure to link pay and appropriate performance Concerns about reducing shareholder rights Concerns regarding Auditor tenure Concerns related to inappropriate membership of committeesLack of independence on board Insufficient/poor disclosure Lack of independence on board Lack of independence on boardConcerns related to inappropriate membership of committees Lack of independent representation at board committeesLack of independence on board
11/05/2021	The Swatch Group AG	Annual	Against	4,3,4,4 9 8 5,4,6,4 5.1,5,7,6,1 10 5,2,5,3,5,5,6,2,6,3,6,5	Apparent failure to link pay and appropriate performance Concerns about reducing shareholder rights Concerns regarding Auditor tenure Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committeesLack of independence on board Insufficient/poor disclosure Lack of independent representation at board committeesLack of independence on board
11/05/2021	Willis Towers Watson Public Limited Company	Annual	Against	3 1d	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
12/05/2021	adidas AG	Annual	Against	12	Concerns to protect shareholder value
12/05/2021	ATOS SE	Annual/Special	Against	14 2 15	Apparent failure to link pay & appropriate performance Concerns to protect shareholder value Inadequate management of climate-related risks
12/05/2021	Bayerische Motoren Werke AG	Annual	All For		
12/05/2021	Casino, Guichard-Perrachon SA	Annual/Special	Against	6 8 12	Apparent failure to link pay and appropriate performance Concerns about overall performance Poison pill/anti-takeover measure not in investors interests
12/05/2021	Credit Agricole SA	Annual/Special	Against	25,26 14,18,19 16,17	Apparent failure to link pay and appropriate performance Lack of independence on board Lack of independence on boardLack of independent representation at board committees
12/05/2021	Eni SpA	Annual	Against	4,5 7 A	Apparent failure to link pay & appropriate performance Insufficient/poor disclosure
12/05/2021	Fastighets AB Balder	Annual	Against	15 11.1a,11.1c,11.1d,11.1e,11.2	Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
12/05/2021	Just Eat Takeaway.com NV	Annual	Against	2.b 5.d 5.f,5.g	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity Overboarded/Too many other time commitments
12/05/2021	Nemetschek SE	Annual	Against	6	Apparent failure to link pay and appropriate performance
12/05/2021	Partners Group Holding AG	Annual	Against	5 7.1.6 8	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity Insufficient/poor disclosure
12/05/2021	Perrigo Company plc	Annual	Against	3 1.7 1.5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversityConcerns related to approach to board diversity
12/05/2021	Rational AG	Annual	Against	6	Apparent failure to link pay and appropriate performance.
12/05/2021	SAP SE	Annual	All For		
12/05/2021	Unibail-Rodamco-Westfield SE	Annual/Special	Against	6,7,11,12,25	Apparent failure to link pay and appropriate performance
12/05/2021	Wacker Chemie AG	Annual	Against	6	Apparent failure to link pay and appropriate performance
12/05/2021	X5 Retail Group NV	Annual	Against	3.A,6 7.A 7.D	Apparent failure to link pay and appropriate performance Inadequate management of climate-related risks Overboarded/Too many other time commitments
13/05/2021	CaixaBank SA	Annual	Against	12,14,15,18	Apparent failure to link pay & appropriate performance
14/05/2021	Telekom Austria AG	Annual	Against	9.1,9.2 6.1	Insufficient/poor disclosure Lack of independence on board
17/05/2021	ASM International NV	Annual	Against	3	Apparent failure to link pay and appropriate performance
18/05/2021	BNP Paribas SA	Annual/Special	Against	12,15,16	
18/05/2021	Commerzbank AG	Annual	All For		
18/05/2021	Elia Group SA/NV	Annual/Special	Against	4,5 11	Apparent failure to link pay and appropriate performance Inappropriate bundling of election of directors on a single vote
18/05/2021	Orange SA	Annual/Special	Against	12,13,14,15,16 20,22,24,25,27,29	Apparent failure to link pay & appropriate performance Poison pill/anti-takeover measure not in investors interests
18/05/2021	Signify NV	Annual	Against	2	Apparent failure to link pay and appropriate performance
18/05/2021	Sinch AB	Annual	Against	17 15	Apparent failure to link pay and appropriate performance Issue of equity raises concerns about excessive dilution of existing shareholders
18/05/2021	Societe Generale SA	Annual	Against	20	Cumulative/slate voting in favour of individual candidates/slates
18/05/2021	VAT Group AG	Annual	Against	7.1 6 4.1.1 8 4.1.3,4.1.5,4.2,2.4,2.3	Apparent failure to link pay and appropriate performance Concerns related to Non-audit fees Concerns related to approach to board gender diversity Insufficient/poor disclosure Lack of independent representation at board committees
18/05/2021	Zardoya Otis SA	Annual	Against	6,11 7	Apparent failure to link pay and appropriate performance Performance-related pay/awards for non-executives
19/05/2021	ageas SA/NV	Annual/Special	Against	3	Apparent failure to link pay and appropriate performance
19/05/2021	ALD SA	Annual/Special	Against	26	Issue of equity raises concerns about excessive dilution of existing shareholders
19/05/2021	ASR Nederland NV	Annual	All For		
19/05/2021	Deutsche Boerse AG	Annual	All For		
19/05/2021	E.ON SE	Annual	Against	6	Apparent failure to link pay and appropriate performance
19/05/2021	Erste Group Bank AG	Annual	All For		
19/05/2021	InPost SA	Annual	All For		
19/05/2021	LANXESS AG	Annual	All For		
19/05/2021	Leonardo SpA	Annual	Against	2,1,3,1,4 5,6	Apparent failure to link pay & appropriate performance
19/05/2021	Sampo Oyj	Annual	Against	10	Apparent failure to link pay and appropriate performance
19/05/2021	Uniper SE	Annual	Against	8 11 6,2,13	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value Lack of independence on board
19/05/2021	Zalando SE	Annual	Against	7	Apparent failure to link pay and appropriate performance.
20/05/2021	Arkema SA	Annual/Special	Against	11	Apparent failure to link pay & appropriate performance



Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
20/05/2021	bioMerieux SA	Annual/Special	Against	13,14,17,18,29 5,9 28 23,24,25 22 21,26	Apparent failure to link pay & appropriate performance Insufficient/poor disclosure Issue of capital raises concerns about excessive dilution of existing shareholders Issue of capital raises concerns about excessive dilution of existing shareholders 2- Poison pill/anti-takeover measure not in investors interests Issue of capital raises concerns about excessive dilution of existing shareholders 2- Poison pill/anti-takeover measure not in investors interests Poison pill/anti-takeover measure not in investors interests
20/05/2021	Capgemini SE	Annual/Special	Against	5,6,8,11	Apparent failure to link pay and appropriate performance
20/05/2021	Chubb Limited	Annual	Against	12 5,2,7,1,7,2,7,3 5.5 6 13	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity 2- Concerns related to board gender diversity Concerns related to board ethnic and/or racial diversity 2- Concerns related to board gender diversity 3- Non-independent Chairman Insufficient/poor disclosure
20/05/2021	Enel SpA	Annual	Against	A	
20/05/2021	ENGIE SA	Annual/Special	Against	7 11	Apparent failure to link pay & appropriate performance
20/05/2021	Fresenius Medical Care AG & Co. KGaA	Annual	Against	7	Concerns to protect shareholder value
20/05/2021	Grifols SA	Annual	Against	7 11	Concerns regarding Auditor tenure Concerns to protect shareholder value
20/05/2021	JCDecaux SA	Annual/Special	Against	10,15,26,27 8 30 20,21,22,23 19 17,24	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance 2- Lack of independence on board Concerns to protect shareholder value Issue of capital raises concerns about excessive dilution of existing shareholders 2- Poison pill/anti-takeover measure not in investors interests Issue of capital raises concerns about excessive dilution of existing shareholders 2- Poison pill/anti-takeover measure not in investors interests Poison pill/anti-takeover measure not in investors interests
20/05/2021	Knorr-Bremse AG	Annual	Against	7 6.1 6.2,6.3,6.4,6.5,6.6	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity Concerns related to succession planning
20/05/2021	NN Group NV	Annual	Against	3	Apparent failure to link pay and appropriate performance
20/05/2021	SEB SA	Annual/Special	Against	11,12,20 22 4 13,15,16 17	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value Overboarded/Too many other time commitments Poison pill/anti-takeover measure not in investors interests Poison pill/anti-takeover measure not in investors interests Issue of equity raises concerns about excessive dilution of existing shareholders
20/05/2021	Telefonica Deutschland Holding AG	Annual	Against	6 9 8.2	Apparent failure to link pay and appropriate performance Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board Concerns related to approach to board diversity
20/05/2021	Temenos AG	Annual	Against	6,2,3 10	Concerns related to approach to board gender diversity Insufficient/poor disclosure
20/05/2021	Worldline SA	Annual/Special	Against	13,14,15,16,28 11	Apparent failure to link pay and appropriate performance Insufficient basis to support a decision
21/05/2021	Carrefour SA	Annual/Special	Against	16,17,18,29 9 6 13	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees Concerns about candidate's experience/skills Overboarded/Too many other time commitments Concerns related to inappropriate membership of committees Lack of independence on board
21/05/2021	Compagnie Generale des Etablissements Michelin S	Annual/Special	Against	9,10	Lack of independence on board
21/05/2021	EssilorLuxottica SA	Annual/Special	Against	6,7,9 20 25,28	Apparent failure to link pay and appropriate performance Lack of independent representation at board committees Overboarded/Too many other time commitments
21/05/2021	Fresenius SE & Co. KGaA	Annual	Against	6	Apparent failure to link pay & appropriate performance
25/05/2021	Ackermans & van Haaren NV	Annual	Against	7,8 6,1,6,2,6,3	Apparent failure to link pay and appropriate performance Lack of independent representation at board committees
25/05/2021	Neoen SA	Annual/Special	Against	6,9,16 14	Apparent failure to link pay and appropriate performance Issue of equity raises concerns about excessive dilution of existing shareholders
26/05/2021	1&1 AG	Annual	Against	7	Apparent failure to link pay and appropriate performance

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
26/05/2021	Bolloré SA	Annual/Special	Against	8,9,11 4 7,12,14	Apparent failure to link pay and appropriate performance Insufficient justification for related party transaction Poison pill/anti-takeover measure not in investors interests
26/05/2021	Dassault Systemes SA	Annual/Special	Against	5,7	Apparent failure to link pay and appropriate performance
26/05/2021	Enagás SA	Annual	All For		
26/05/2021	HelloFresh SE	Annual	Against	8 12	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value
26/05/2021	Legrand SA	Annual/Special	Against	7,9	Apparent failure to link pay & appropriate performance
26/05/2021	Leroy Seafood Group ASA	Annual	Against	8a,8b,8c	Lack of independence on board
26/05/2021	NXP Semiconductors NV	Annual	Against	3h,9 3b	Concerns about remuneration committee performance
26/05/2021	Publicis Groupe SA	Annual/Special	Against	25	Concerns to protect shareholder value
26/05/2021	Safran SA	Annual/Special	Against	7,23,24,25,26,27	
26/05/2021	Valeo SE	Annual/Special	All For		
27/05/2021	Aalberts NV	Annual	Against	3.a,9	Apparent failure to link pay and appropriate performance
27/05/2021	Carl Zeiss Meditec AG	Annual	Against	7 6.1,6.2,6.3	Apparent failure to link pay and appropriate performance Concerns related to succession planning
27/05/2021	Deutsche Bank AG	Annual	Against	5,7	Concerns to protect shareholder value
27/05/2021	EXOR NV	Annual	Against	2.b 6.c,6.d,6.e	Apparent failure to link pay and appropriate performance Concerns related to shareholder rights
27/05/2021	Ipsen SA	Annual/Special	Against	12,15,16,26 24 5	Apparent failure to link pay and appropriate performance Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on boardLack of independent representation at board committees
27/05/2021	LEG Immobilien AG	Annual	All For		
27/05/2021	Prada SpA	Annual/Special	Abstain Against	23.b,23.c,24.b,25.b,26.b 1	Cumulative/slate voting in favour of individual candidates/slates Insufficient basis to support a decision 2- Insufficient/poor disclosure
27/05/2021	STMicroelectronics NV	Annual	Against	3 4 12	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure Overboarded/Too many other time commitments
27/05/2021	Telenor ASA	Annual	Against	9,10	Apparent failure to link pay and appropriate performance
27/05/2021	United Internet AG	Annual	Against	7	Apparent failure to link pay and appropriate performance.
28/05/2021	Hellenic Petroleum SA	Extraordinary Shareholders	All For		
28/05/2021	LVMH Moët Hennessy Louis Vuitton SE	Extraordinary Shareholders	All For		
28/05/2021	LyondellBasell Industries NV	Annual	Against	6 1i 1c	Apparent failure to link pay & appropriate performance Concerns related to board gender diversity Inadequate management of climate-related risks
28/05/2021	Natixis SA	Annual/Special	Against	6,7,8,10 15 17	Concerns about remuneration committee performance 2- Overboarded/Too many other time commitments Lack of independent representation at board committees
28/05/2021	Poste Italiane SpA	Annual/Special	Against	6 A	Apparent failure to link pay & appropriate performance 2- Insufficient basis to support a decision Insufficient/poor disclosure
28/05/2021	TotalEnergies SE	Annual/Special	Against	13 14	Apparent failure to link pay & appropriate performance Inadequate management of climate-related risks
31/05/2021	Atlantia SpA	Ordinary Shareholders	All For		
31/05/2021	Faurecia SE	Annual/Special	Against	10,15 26	Apparent failure to link pay & appropriate performance Concerns about reducing shareholder rights
01/06/2021	Deutsche Wohnen SE	Annual	Against	7 10 11	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value Record kept as Against as Abstain is no longer a valid vote option
01/06/2021	Fraport AG Frankfurt Airport Services Worldwide	Annual	All For		
01/06/2021	ProSiebenSat.1 Media SE	Annual	Against	6	Apparent failure to link pay and appropriate performance
02/06/2021	ams AG	Annual	Against	7,8 14.1,14.2 10.1,10.2	Apparent failure to link pay & appropriate performance Insufficient/poor disclosure Lack of independence on board
02/06/2021	Aon Plc	Annual	Against	2 1.9 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to succession planning

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
02/06/2021	EQT AB	Annual	Against	14.i 14.b,14.f 14.a 14.c,14.h	Concerns related to inappropriate membership of committees Lack of independence on board Lack of independence on boardConcerns related to inappropriate membership of committees Lack of independence on boardOverboarded/Too many other time commitments
02/06/2021	Evonik Industries AG	Annual	All For		
02/06/2021	Iliad	Annual/Special	Against	16,17,18,20,21 8 4 9 24,29 25,26,28,30 27	Apparent failure to link pay and appropriate performance Concerns related to attendance at board or committee meetingsConcerns to protect shareholder value Insufficient justification for related party transaction Lack of independent representation at board committeesConcerns to protect shareholder value Poison pill/anti-takeover measure not in investors interests Poison pill/anti-takeover measure not in investors interestsIssue of equity raises concerns about excessive dilution of existing shareholders Poison pill/anti-takeover measure not in investors interestsProposed term in policy exceeds appropriate limit
02/06/2021	OMV AG	Annual	All For		
03/06/2021	Adyen NV	Annual	All For		
03/06/2021	AEGON NV	Annual	All For		
03/06/2021	Allegion Plc	Annual	Against	2 1b 1f	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity
03/06/2021	Compagnie de Saint-Gobain SA	Annual/Special	Against	9	Apparent failure to link pay and appropriate performance
03/06/2021	Samsonite International S.A.	Annual	Against	3,1,3,2	Concerns related to board gender diversity
03/06/2021	Trane Technologies Plc	Annual	Against	11,2	
04/06/2021	Garmin Ltd.	Annual	Against	10,11 5.2 5.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity
04/06/2021	Public Power Corp. SA	Extraordinary Shareholders	Against	3	Apparent failure to link pay & appropriate performance
08/06/2021	ArcelorMittal SA	Annual/Special	Against	V,VI X	Apparent failure to link pay & appropriate performance Concerns related to below-board gender diversity
08/06/2021	SalMar ASA	Annual	Against	8,10 6 16	Apparent failure to link pay and appropriate performance Concerns related to Non-audit fees Issue of equity raises concerns about excessive dilution of existing shareholders
09/06/2021	DWS Group GmbH & Co. KGaA	Annual	Against	6	Apparent failure to link pay and appropriate performance
09/06/2021	Hellenic Telecommunications Organization SA	Annual	Against	12,8,12,9,12,10,13	
09/06/2021	Mowi ASA	Annual	Against	6 11a,11b,11d	Apparent failure to link pay & appropriate performance Lack of independence on board
10/06/2021	Brenntag SE	Annual	Against	3	Inadequate management of climate-related risks
10/06/2021	RHI Magnesita NV	Annual	Against	10,11	Apparent failure to link pay and appropriate performance
10/06/2021	Rubis SCA	Annual/Special	All For		
15/06/2021	Alpha Services & Holdings SA	Extraordinary Shareholders	Against	1	Issue of capital raises concerns about excessive dilution of existing shareholders
15/06/2021	Bechtle AG	Annual	Against	9 5	Apparent failure to link pay and appropriate performance Concerns regarding Auditor tenure
15/06/2021	Evotec SE	Annual	Against	8 6	Apparent failure to link pay and appropriate performance Issue of equity raises concerns about excessive dilution of existing shareholders
15/06/2021	Jumbo SA	Annual	Against	12	Inappropriate bundling of election of directors on a single vote
15/06/2021	Mytilineos SA	Annual	Against	12	Apparent failure to link pay & appropriate performance
15/06/2021	Pirelli & C. SpA	Annual	Against	3.1,2,3,3 4.1,4.2,5.1,5.2 A	Apparent failure to link pay & appropriate performance Insufficient/poor disclosure
15/06/2021	Sonova Holding AG	Annual	Against	1,2 7	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure
15/06/2021	TeamViewer AG	Annual	All For		
16/06/2021	Amadeus IT Group SA	Annual	Against	6,8	Apparent failure to link pay & appropriate performance
16/06/2021	Delivery Hero SE	Annual	Against	5 11 7,8	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders
16/06/2021	International Consolidated Airlines Group SA	Annual	Against	11	Concerns about reducing shareholder rights
16/06/2021	La Francaise des Jeux SA	Annual/Special	All For		

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
17/06/2021	Allegro.eu SA	Annual	Against	6 21	Apparent failure to link pay and appropriate performance Concerns related to Non-audit fees
17/06/2021	Greek Organisation of Football Prognostics SA	Annual	Against	6,7	Apparent failure to link pay & appropriate performance
17/06/2021	Iberdrola SA	Annual	Against	16	Apparent failure to link pay & appropriate performance
17/06/2021	JDE Peet's NV	Annual	Against	2.b	Apparent failure to link pay and appropriate performance
17/06/2021	Klepierre SA	Annual/Special	Against	6	Overboarded/Too many other time commitments
17/06/2021	VARTA AG	Annual	Against	6 7.2,7.3 7.4,7.5,7.6 7.1	Apparent failure to link pay and appropriate performance Concerns related to succession planning Lack of independence on boardConcerns related to succession planning Lack of independence on boardConcerns related to succession planningConcerns related to approach to board diversity
21/06/2021	Nexi SpA	Extraordinary Shareholders	All For		
22/06/2021	Coca-Cola HBC AG	Annual	Against	7,8,9 4.1.4	Apparent failure to link pay & appropriate performance Concerns related to succession planning
22/06/2021	IMCD NV	Annual	Against	2.c	Apparent failure to link pay and appropriate performance
22/06/2021	Vivendi SE	Annual/Special	Against	7,8,9,10,11,12,13,14,15,16,17,18 23	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value
23/06/2021	Motor Oil (Hellas) Corinth Refineries SA	Annual	Against	9,10,11 5 3 8	Apparent failure to link pay & appropriate performance Concerns related to Non-audit fees Inappropriate bundling of election of directors on a single vote Insufficient basis to support a decision
23/06/2021	Terna Energy SA	Annual	Against	8.1,8.2,8.3,8.4,8.5,8.6,8.7,8.8,8.9,8.10,8.11 2.b,5,11	Annual vote provides for greater shareholder oversight Apparent failure to link pay & appropriate performance
24/06/2021	Orpea SA	Annual/Special	Against	15 30	Apparent failure to link pay and appropriate performance Concerns related to shareholder rights
24/06/2021	Public Power Corp. SA	Annual	Against	1	Inadequate management of climate-related risks
25/06/2021	Bureau Veritas SA	Annual/Special	Against	13,16,27 6	Apparent failure to link pay and appropriate performance Overboarded/Too many other time commitments
25/06/2021	UDG Healthcare Plc	Court	All For		
25/06/2021	UDG Healthcare Plc	Special	All For		
27/06/2021	Inmobiliaria Colonial SOCIMI SA	Extraordinary Shareholders	All For		
28/06/2021	Red Electrica Corp. SA	Annual	All For		
28/06/2021	Tele2 AB	Extraordinary Shareholders	All For		
28/06/2021	Yandex NV	Annual	Against	9,10,11	Concerns to protect shareholder value
29/06/2021	Acciona SA	Annual	Against	6 2.1	Apparent failure to link pay & appropriate performance Combined CEO/Chair
29/06/2021	Adevinta ASA	Annual	All For		
29/06/2021	Inmobiliaria Colonial SOCIMI SA	Annual	Against	8,9,10 11.5 5.6	Apparent failure to link pay & appropriate performance Concerns about reducing shareholder rights Issue of capital raises concerns about excessive dilution of existing shareholders
29/06/2021	QIAGEN NV	Annual	Against	2 10.c	Apparent failure to link pay and appropriate performance Issue of capital raises concerns about excessive dilution of existing shareholders
29/06/2021	Unibail-Rodamco-Westfield NV	Annual	Against	1,10 6,7	Apparent failure to link pay and appropriate performance Lack of independence on board
29/06/2021	Volvo AB	Special	All For		
29/06/2021	Wendel SE	Annual/Special	Against	10,11,14,15,20 6,9 7,8	Apparent failure to link pay and appropriate performance Lack of independence on board Lack of independence on boardConcerns related to inappropriate membership of committees
30/06/2021	Aroundtown SA	Annual	Against	9,10 11	Apparent failure to link pay and appropriate performance Issue of equity raises concerns about excessive dilution of existing shareholders
30/06/2021	Hellenic Petroleum SA	Annual	Against	5 7	Apparent failure to link pay & appropriate performance Insufficient/poor disclosure
30/06/2021	SCOR SE	Annual/Special	Against	5,8,26	Apparent failure to link pay and appropriate performance
30/06/2021	SUEZ SA	Annual	All For		
30/06/2021	TRATON SE	Annual	Against	6	Apparent failure to link pay and appropriate performance
01/04/2021	The Toronto-Dominion Bank	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
05/04/2021	Broadcom Inc.	Annual	Against	3	SH: Against shareholder resolution, against management recommendation / Shareholder proposal does not promote appropriate accountability or incentivisation
07/04/2021	Advanced Micro Devices, Inc.	Special	All For		
07/04/2021	Bank of Montreal	Annual	All For		
07/04/2021	Lennar Corporation	Annual	Against	2 1c 1k	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity 2- Concerns related to board gender diversity
07/04/2021	Xilinx, Inc.	Special	All For		
08/04/2021	Canadian Imperial Bank of Commerce	Annual	Against	4	SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
08/04/2021	Royal Bank of Canada	Annual	Against	6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
08/04/2021	Synopsys, Inc.	Annual	Against	3 1f 5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation
13/04/2021	A. O. Smith Corporation	Annual	Against	2 1.1	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
13/04/2021	Fifth Third Bancorp	Annual	Against	3 1n	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
13/04/2021	HP Inc.	Annual	All For		
13/04/2021	IQVIA Holdings, Inc.	Annual	Against	1.3	Concerns about remuneration committee performance
13/04/2021	The Bank of New York Mellon Corporation	Annual	All For		
13/04/2021	The Bank of Nova Scotia	Annual	Against	4.4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
14/04/2021	Hewlett Packard Enterprise Company	Annual	Against	4 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
15/04/2021	Celanese Corporation	Annual	Against	3 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
15/04/2021	Dow, Inc.	Annual	Against	2 1f	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
15/04/2021	Fairfax Financial Holdings Limited	Annual	All For		
15/04/2021	Marvell Technology, Inc.	Special	All For		
15/04/2021	PPG Industries, Inc.	Annual	Against	6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
19/04/2021	Carrier Global Corp.	Annual	Against	2 1d 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity
20/04/2021	Adobe, Inc.	Annual	Against	4	Apparent failure to link pay & appropriate performance
20/04/2021	American Electric Power Company, Inc.	Annual	Against	1.12	Concerns about remuneration committee performance
20/04/2021	Bank of America Corporation	Annual	Against	8 5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
20/04/2021	Churchill Downs Incorporated	Annual	Against	3 1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns related to approach to board diversityConcerns related to approach to board gender diversity
20/04/2021	M&T Bank Corporation	Annual	Against	1.5	Concerns related to board gender diversity
20/04/2021	Moody's Corporation	Annual	Against	3 1e	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
20/04/2021	Northern Trust Corporation	Annual	Against	2	Apparent failure to link pay & appropriate performance
20/04/2021	Public Service Enterprise Group Incorporated	Annual	All For		
20/04/2021	The Boeing Company	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
20/04/2021	The Coca-Cola Company	Annual	Against	2	Apparent failure to link pay & appropriate performance
20/04/2021	U.S. Bancorp	Annual	Against	3	Apparent failure to link pay & appropriate performance
20/04/2021	Whirlpool Corporation	Annual	Against	2 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
21/04/2021	Canadian Pacific Railway Limited	Annual/Special	Against	2 3.8 3.6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity
21/04/2021	Commerce Bancshares, Inc.	Annual	Against	3	Apparent failure to link pay and appropriate performance
21/04/2021	Huntington Bancshares Incorporated	Annual	All For		
21/04/2021	Regions Financial Corporation	Annual	All For		
21/04/2021	The Sherwin-Williams Company	Annual	All For		
22/04/2021	AGNC Investment Corp.	Annual	Against	3 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
22/04/2021	Avery Dennison Corporation	Annual	Against	2 1h	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
22/04/2021	Citizens Financial Group, Inc.	Annual	All For		
22/04/2021	Edison International	Annual	Against	3	Apparent failure to link pay & appropriate performance
22/04/2021	Humana Inc.	Annual	Against	3 1l	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
22/04/2021	Intuitive Surgical, Inc.	Annual	Against	2.4	Apparent failure to link pay & appropriate performance
22/04/2021	J.B. Hunt Transport Services, Inc.	Annual	Against	2 1.10 1.5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to board ethnic and/or racial diversityConcerns related to succession planning
22/04/2021	Johnson & Johnson	Annual	Against	2 1n 5 4,6,7	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
22/04/2021	Lockheed Martin Corporation	Annual	Against	3 1.7 1.1 5	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity 2- Concerns related to approach to board diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
22/04/2021	Pfizer Inc.	Annual	Against	4 5,6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
22/04/2021	SVB Financial Group	Annual	Against	2 1.12	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
22/04/2021	Texas Instruments Incorporated	Annual	Against	2 1i	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
22/04/2021	The AES Corporation	Annual	All For		
23/04/2021	Abbott Laboratories	Annual	Against	7 6 5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks 3- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks 3- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
23/04/2021	Alleghany Corporation	Annual	All For		
23/04/2021	CenterPoint Energy, Inc.	Annual	Against	3 1g 1f	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Inadequate management of climate-related risks
23/04/2021	L3Harris Technologies, Inc.	Annual	Against	2 1g 1l	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity 2- Concerns related to board gender diversity



Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
23/04/2021	National Bank of Canada	Annual	Against	2 1.3 1.12	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity
24/04/2021	Fastenal Company	Annual	Against	3 1a 1e	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
26/04/2021	Public Storage	Annual	Against	2 1i	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
26/04/2021	Raytheon Technologies Corp.	Annual	Against	2 1a 1n 6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity Concerns related to approach to board diversity Shareholder proposal promotes enhanced shareholder rights
27/04/2021	Bausch Health Companies Inc.	Annual	Against	1i	Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns related to board ethnic and/or racial diversity
27/04/2021	Bio-Rad Laboratories, Inc.	Annual	Against	1.1	Concerns about overall board structure
27/04/2021	Canadian National Railway Company	Annual	All For		
27/04/2021	Centene Corporation	Annual	Against	2 1c	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance 2- Concerns related to board gender diversity
27/04/2021	Charter Communications, Inc.	Annual	Against	1e 1h 4 5,6,7 3	Concerns related to board gender diversity Concerns related to inappropriate membership of committees SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
27/04/2021	Citigroup Inc.	Annual	Against	6 9 5 8	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
27/04/2021	Comerica Incorporated	Annual	Against	3 1.5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
27/04/2021	Domino's Pizza, Inc.	Annual	Against	3 1.4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
27/04/2021	Equity LifeStyle Properties, Inc.	Annual	Against	3 1.4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
27/04/2021	Exelon Corporation	Annual	Against	3 4	Concerns regarding audit quality 2- Concerns regarding Auditor tenure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
27/04/2021	FMC Corporation	Annual	Against	3 1e 1h	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity
27/04/2021	International Business Machines Corporation	Annual	Against	4 1i	Concerns related to board gender diversity
27/04/2021	Kimco Realty Corporation	Annual	Against	2 1d 1f	Apparent failure to link pay and appropriate performance. Concerns about remuneration committee performance Concerns related to approach to board diversity
27/04/2021	MSCI Inc.	Annual	Against	2 1g	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
27/04/2021	Otis Worldwide Corp.	Annual	Against	2 1i	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
27/04/2021	PACCAR Inc	Annual	Against	1.10 2	Concerns related to approach to board gender diversity Concerns related to approach to board diversity Shareholder proposal promotes enhanced shareholder rights
27/04/2021	PerkinElmer, Inc.	Annual	Against	3 1a	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
27/04/2021	Rollins, Inc.	Annual	All For		
27/04/2021	The PNC Financial Services Group, Inc.	Annual	All For		



Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
27/04/2021	The Williams Companies, Inc.	Annual	Against	2 1.11 1.13	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversityConcerns related to approach to board diversity
27/04/2021	Truist Financial Corporation	Annual	Against	3 1a	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
27/04/2021	Wells Fargo & Company	Annual	Against	2 1j 6,7 4	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
28/04/2021	Ameriprise Financial, Inc.	Annual	Against	2 1b 1f	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
28/04/2021	Ball Corporation	Annual	Against	3	Apparent failure to link pay & appropriate performance
28/04/2021	BorgWarner Inc.	Annual	Against	2 1B,1F	Apparent failure to link pay and appropriate performance Concerns related to approach to board diversity
28/04/2021	Cigna Corporation	Annual	Against	6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
28/04/2021	Duke Realty Corporation	Annual	Against	2 1f	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
28/04/2021	DuPont de Nemours, Inc.	Annual	Against	2 1d 7 6	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
28/04/2021	HCA Healthcare, Inc.	Annual	Against	1e 5	Concerns related to board gender diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
28/04/2021	Healthpeak Properties, Inc.	Annual	Against	2 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
28/04/2021	Marathon Petroleum Corporation	Annual	Against	1a,3 7	Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
28/04/2021	Moderna, Inc.	Annual	Against	2 1.2 1.1	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns about overall board structureConcerns to protect shareholder valueConcerns related to inappropriate membership of committees
28/04/2021	Newmont Corporation	Annual	Against	2 1.10	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
28/04/2021	Teck Resources Limited	Annual/Special	Against	3 1C 1i	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value
28/04/2021	Teledyne Technologies Incorporated	Annual	Against	3 1.1,1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structure
28/04/2021	Textron Inc.	Annual	Against	2 1i	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
28/04/2021	Vistra Corp.	Annual	All For		
28/04/2021	W.W. Grainger, Inc.	Annual	Against	3 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
29/04/2021	BCE Inc.	Annual	All For		
29/04/2021	Cabot Oil & Gas Corporation	Annual	Against	1.7	Concerns related to below-board gender diversity 2- Concerns related to board ethnic and/or racial diversity 3- Inadequate management of climate-related risks
29/04/2021	Church & Dwight Co., Inc.	Annual	Against	2 1i	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
29/04/2021	Corning Incorporated	Annual	Against	2 1k	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
29/04/2021	EOG Resources, Inc.	Annual	Against	4 1g 1c	Apparent failure to link pay & appropriate performance Concerns related to below-board gender diversity 2- Concerns related to board ethnic and/or racial diversity oncerns about remuneration committee performance
29/04/2021	Genuine Parts Company	Annual	Against	2	Apparent failure to link pay & appropriate performance
29/04/2021	Global Payments Inc.	Annual	Against	2 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
29/04/2021	Globe Life Inc.	Annual	Against	3 1.2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
29/04/2021	Huntington Ingalls Industries, Inc.	Annual	All For		
29/04/2021	Kimberly-Clark Corporation	Annual	Against	3	Apparent failure to link pay & appropriate performance
29/04/2021	NRG Energy, Inc.	Annual	All For		
29/04/2021	Polaris Inc.	Annual	Against	3 1b	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns related to approach to board diversity
29/04/2021	Prologis, Inc.	Annual	Against	2 1c 1i	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity 2- Concerns related to board gender diversity
29/04/2021	Snap-on Incorporated	Annual	Against	3 1.9 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
29/04/2021	The Goldman Sachs Group, Inc.	Annual	Against	3 6 8	Concerns to protect shareholder value 2- Issue of capital raises concerns about excessive dilution of existing shareholders SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency 3- SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency 3- SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
29/04/2021	Valero Energy Corporation	Annual	Against	3 1k 1d	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance 2- Concerns about remuneration committee performance Concerns related to succession planning 2- Inadequate management of climate-related risks
29/04/2021	Yamana Gold Inc.	Annual	Against	3 1.9 1.8	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity Concerns related to approach to board diversity
30/04/2021	Agnico Eagle Mines Ltd.	Annual/Special	All For		
30/04/2021	AT&T Inc.	Annual	All For		
30/04/2021	DISH Network Corporation	Annual	Against	3 1.2 1.6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns to protect shareholder value
30/04/2021	Kellogg Company	Annual	Against	5	
30/04/2021	Leidos Holdings, Inc.	Annual	Against	2 1i	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
30/04/2021	Teleflex Incorporated	Annual	Against	2 1c 4	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns related to approach to board diversityConcerns related to board ethnic and/or racial diversity Shareholder proposal promotes appropriate accountability or incentivisation
30/04/2021	Zions Bancorporation, National Association	Annual	Against	3 1E	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
01/05/2021	Berkshire Hathaway Inc.	Annual	Against	1.13 1.7 2,3	Apparent failure to link pay & appropriate performance 2- Concerns related to below-board gender diversity 3- Concerns related to board ethnic and/or racial diversity 4- Concerns related to board gender diversity Concerns regarding audit quality SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
03/05/2021	Aflac Incorporated	Annual	Against	2 1h 1k	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value
03/05/2021	Eli Lilly and Company	Annual	Against	6,7,8,9 1e	Concerns to protect shareholder value
03/05/2021	Paycom Software, Inc.	Annual	Against	4 3 1.1 1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns to protect shareholder value Concerns about remuneration committee performance
04/05/2021	Albemarle Corporation	Annual	Against	1 2i	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
04/05/2021	Ally Financial Inc.	Annual	Against	2	Apparent failure to link pay & appropriate performance
04/05/2021	American Express Company	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
04/05/2021	Barrick Gold Corporation	Annual/Special	Against	3	Apparent failure to link pay & appropriate performance
04/05/2021	Baxter International Inc.	Annual	Against	1c,2	
04/05/2021	Bristol-Myers Squibb Company	Annual	Against	8 6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights Shareholder proposal promotes appropriate accountability or incentivisation
04/05/2021	CF Industries Holdings, Inc.	Annual	All For		
04/05/2021	Edwards Lifesciences Corporation	Annual	All For		
04/05/2021	Evergy, Inc.	Annual	Against	1b,1g,2	
04/05/2021	Expeditors International of Washington, Inc.	Annual	Against	1.8	Concerns related to approach to board diversity Concerns related to board ethnic and/or racial diversity
04/05/2021	Fortune Brands Home & Security, Inc.	Annual	All For		
04/05/2021	General Electric Company	Annual	Against	2 1f 1a,1k 6	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Overboarded/Too many other time commitments SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
04/05/2021	Imperial Oil Limited	Annual	Against	1G 1A 3	Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity 2- Inadequate management of climate-related risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
04/05/2021	Omnicom Group, Inc.	Annual	Against	2 1.4 1.3 5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to succession planning Shareholder proposal promotes transparency
04/05/2021	Packaging Corporation of America	Annual	Against	3 1.11 1.8	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns related to board ethnic and/or racial diversity Apparent failure to link pay & appropriate performance
04/05/2021	Suncor Energy Inc.	Annual	Against	4	
04/05/2021	West Pharmaceutical Services, Inc.	Annual	Against	1b	
05/05/2021	Brown & Brown, Inc.	Annual	Against	1.10	Concerns related to board ethnic and/or racial diversity 2- Concerns related to board gender diversity
05/05/2021	CME Group Inc.	Annual	All For		
05/05/2021	Danaher Corporation	Annual	Against	1b,1i,1j,3,4	
05/05/2021	Discover Financial Services	Annual	All For		
05/05/2021	Dominion Energy, Inc.	Annual	Against	1L 5 6 4	Concerns related to board ethnic and/or racial diversity 2- Concerns related to board gender diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency 2- SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
05/05/2021	Enbridge Inc.	Annual	Against	3 1.7 1.2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Overboarded/Too many other time commitments

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
05/05/2021	Eversource Energy	Annual	Against	2 1.10	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
05/05/2021	Federal Realty Investment Trust	Annual	Against	2 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
05/05/2021	Franco-Nevada Corporation	Annual/Special	Against	1.6	Concerns related to approach to board diversity Concerns related to board ethnic and/or racial diversity
05/05/2021	General Dynamics Corporation	Annual	Against	1 4	Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
05/05/2021	International Flavors & Fragrances Inc.	Annual	Against	3 1e 1h	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns related to board gender diversity
05/05/2021	MGM Resorts International	Annual	Against	1c 4	Concerns related to board gender diversity Concerns to protect shareholder value
05/05/2021	Newell Brands, Inc.	Annual	Against	3 1c 1i	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value
05/05/2021	NVR, Inc.	Annual	Against	1.4, 1.11, 1.12 1.10	Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity 2 - Concerns related to succession planning 3 - Concerns about remuneration committee performance
05/05/2021	PepsiCo, Inc.	Annual	Against	5 4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
05/05/2021	Philip Morris International Inc.	Annual	All For		
05/05/2021	Regency Centers Corporation	Annual	Against	2 1e 1c	Apparent failure to link pay and appropriate performance. Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to board ethnic and/or racial diversity
05/05/2021	S&P Global, Inc.	Annual	All For		
05/05/2021	Stryker Corporation	Annual	Against	3 5	Apparent failure to link pay and appropriate performance Shareholder proposal promotes appropriate accountability or incentivisation
05/05/2021	Sun Life Financial Inc.	Annual	Against	4 1.7	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
05/05/2021	Toromont Industries Ltd.	Annual/Special	Against	3 1.3 1.11	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to board ethnic and/or racial diversity
05/05/2021	Wynn Resorts, Limited	Annual	Against	3 1.3 1.1	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns about remuneration committee performanceConcerns about overall board structure
06/05/2021	Ameren Corporation	Annual	All For		
06/05/2021	AMETEK, Inc.	Annual	Against	2	Apparent failure to link pay and appropriate performance
06/05/2021	Archer-Daniels-Midland Company	Annual	Against	3 1i 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes enhanced shareholder rights
06/05/2021	Boston Scientific Corporation	Annual	Against	2 1d 1c 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Overboarded/Too many other time commitments SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
06/05/2021	C.H. Robinson Worldwide, Inc.	Annual	Against	2 1.7	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
06/05/2021	Cadence Design Systems, Inc.	Annual	Against	2 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
06/05/2021	Cameco Corporation	Annual	Against	C	Apparent failure to link pay & appropriate performance
06/05/2021	Canadian Natural Resources Limited	Annual	Against	1.5, 1.9, 3	
06/05/2021	Capital One Financial Corporation	Annual	Against	1i, 3	
06/05/2021	Constellation Software Inc.	Annual	Against	3 1.5, 1.13	Apparent failure to link pay and appropriate performance Concerns related to board ethnic and/or racial diversityConcerns related to approach to board diversity
06/05/2021	Duke Energy Corporation	Annual	Against	1.1 5, 6	Concerns to protect shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
06/05/2021	Eastman Chemical Company	Annual	Against	2 1.3	Apparent failure to link pay and appropriate performance. Concerns about remuneration committee performance
06/05/2021	Ecolab Inc.	Annual	Against	3 1m 4	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
06/05/2021	Equifax Inc.	Annual	Against	2 1d	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
06/05/2021	Fortis Inc.	Annual	All For		
06/05/2021	Gildan Activewear Inc.	Annual	Against	2 1.5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
06/05/2021	Great-West Lifeco Inc.	Annual/Special	Against	4 2.6 2.10 2.7 2.15	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committeesConcerns about remuneration committee performance Concerns related to inappropriate membership of committeesConcerns related to attendance at board or committee meetings Concerns related to inappropriate membership of committeesConcerns related to board ethnic and/or racial diversityConcerns related to approach to board diversityConcerns to protect shareholder value
06/05/2021	iA Financial Corporation Inc.	Annual	Against	3 1.10 1.7	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversityConcerns related to approach to board diversity
06/05/2021	Kirkland Lake Gold Ltd.	Annual	Against	3 1b 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to board ethnic and/or racial diversity
06/05/2021	Loblaw Companies Limited	Annual	Against	3 1.6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
06/05/2021	Magna International Inc.	Annual	Against	3 1J	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
06/05/2021	Manulife Financial Corp.	Annual	Against	3 1.10 1.13	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity
06/05/2021	Mettler-Toledo International Inc.	Annual	Against	3 1.8	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performanceConcerns related to approach to board diversity
06/05/2021	Molina Healthcare, Inc.	Annual	Against	2 1a 1c	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns about remuneration committee performance
06/05/2021	Ritchie Bros. Auctioneers Incorporated	Annual	Against	3 1g	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
06/05/2021	The Kraft Heinz Company	Annual	Against	2 1d 1b	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity 2- Concerns related to board gender diversity
06/05/2021	Tractor Supply Company	Annual	Against	1.7	Concerns about remuneration committee performance
06/05/2021	United Rentals, Inc.	Annual	Against	3 1h	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
06/05/2021	WEC Energy Group, Inc.	Annual	Against	4 1.9	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
07/05/2021	AbbVie Inc.	Annual	Against	1.3,1.4,3,7,8	
07/05/2021	CMS Energy Corporation	Annual	Against	2 1c	Apparent failure to link pay and appropriate performance. Concerns about remuneration committee performance
07/05/2021	Colgate-Palmolive Company	Annual	Against	1h,3,4,5	
07/05/2021	Corteva, Inc.	Annual	Against	2 1a 1k	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
07/05/2021	CSX Corporation	Annual	Against	3 1d 1g	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
07/05/2021	Dover Corporation	Annual	Against	4 1i 1h	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
07/05/2021	Entergy Corporation	Annual	Against	3 1k	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
07/05/2021	Illinois Tool Works Inc.	Annual	Against	3 1j	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
07/05/2021	Lundin Mining Corporation	Annual	Against	3 1.1 1.9	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
07/05/2021	Marriott International, Inc.	Annual	Against	3 1h	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
07/05/2021	Occidental Petroleum Corporation	Annual	Against	2 1h	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
07/05/2021	Pembina Pipeline Corporation	Annual	Against	3 1.11 1.6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity Concerns related to approach to board diversity
07/05/2021	TC Energy Corporation	Annual	Against	3 1.13 1.11	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance 2- Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity 2- Concerns related to board gender diversity
07/05/2021	TELUS Corporation	Annual	Against	3 1.7	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
07/05/2021	Teradyne, Inc.	Annual	Against	1c,1g,2,4	
07/05/2021	The Progressive Corporation	Annual	All For		
08/05/2021	Cincinnati Financial Corporation	Annual	Against	2 1.9 1.2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to board ethnic and/or racial diversity
10/05/2021	International Paper Company	Annual	Against	3 1a	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
10/05/2021	Markel Corporation	Annual	Against	2 1e	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
10/05/2021	Stanley Black & Decker, Inc.	Annual	All For		
10/05/2021	Uber Technologies, Inc.	Annual	Against	2 1j 5	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
11/05/2021	3M Company	Annual	Against	3 1f	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
11/05/2021	Alexion Pharmaceuticals, Inc.	Special	All For		
11/05/2021	Arthur J. Gallagher & Co.	Annual	Against	3 1a 1f	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
11/05/2021	ConocoPhillips	Annual	Against	1m 5	Inadequate management of climate-related risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
11/05/2021	Cummins Inc.	Annual	Against	14 16	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
11/05/2021	Essex Property Trust, Inc.	Annual	Against	3 1.5 1.9	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns relating to succession planningConcerns related to approach to board diversity
11/05/2021	Finning International Inc.	Annual/Special	Against	3 1.2 1.4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversityConcerns related to approach to board diversity
11/05/2021	George Weston Limited	Annual	Against	3 1.6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
11/05/2021	LKQ Corporation	Annual	All For		
11/05/2021	Loews Corporation	Annual	Against	2 1b 1e 1f 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to board ethnic and/or racial diversityConcerns related to approach to board diversityConcerns related to succession planning Concerns related to inappropriate membership of committees Shareholder proposal promotes transparency
11/05/2021	Prudential Financial, Inc.	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation



Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
11/05/2021	T. Rowe Price Group, Inc.	Annual	Against	2 1e 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
11/05/2021	TransUnion	Annual	Against	1d	Concerns about overall board structure
11/05/2021	Tyler Technologies, Inc.	Annual	Against	3 1g 1a 1h	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity Lack of independence on board
11/05/2021	Waste Management, Inc.	Annual	Against	3	Apparent failure to link pay & appropriate performance
11/05/2021	Waters Corporation	Annual	Against	3 1.7 1.8	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to succession planning
11/05/2021	Wayfair, Inc.	Annual	Abstain	1e	Concerns to protect shareholder valuePlease not Against/Withhold is not a valid vote option for this meeting, hence the Abstain.
11/05/2021	XPO Logistics, Inc.	Annual	Against	3 1.7 1.4,1.5,1.8 1.1 6 4 5	Apparent failure to link pay & appropriate performance 2- Concerns about remuneration committee performance 3- Concerns to protect shareholder value Apparent failure to link pay & appropriate performance 2- Concerns about remuneration committee performance 3- Concerns to protect shareholder value Concerns related to potential conflict of interests 2- Concerns to protect shareholder value Concerns related to potential conflict of interests 2- Concerns to protect shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
11/05/2021	Yum! Brands, Inc.	Annual	Against	3 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
12/05/2021	American International Group, Inc.	Annual	Against	2 1b 5	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
12/05/2021	American Water Works Company, Inc.	Annual	All For		
12/05/2021	Arrow Electronics, Inc.	Annual	Against	3 1.3 1.7	Apparent failure to link pay and appropriate performance. Concerns about remuneration committee performance Concerns related to approach to board diversity
12/05/2021	Autoliv, Inc.	Annual	Against	2 1.5	Apparent failure to link pay and appropriate performance Concerns related to approach to board diversity
12/05/2021	Cenovus Energy Inc.	Annual	Against	4 2.12 2.4 2.2 2.11	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Inadequate management of climate-related risksConcerns related to approach to board diversity Overboarded/Too many other time commitments
12/05/2021	Element Fleet Management Corp.	Annual	Against	3 1.5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performanceConcerns related to board ethnic and/or racial diversity
12/05/2021	First Republic Bank	Annual	Against	3 1e	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
12/05/2021	First Solar, Inc.	Annual	Against	1.9 3	Concerns related to board ethnic and/or racial diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
12/05/2021	Gilead Sciences, Inc.	Annual	Against	1e,3,4	
12/05/2021	IDEX Corporation	Annual	Against	2	Apparent failure to link pay and appropriate performance
12/05/2021	IDEXX Laboratories, Inc.	Annual	All For		
12/05/2021	Intact Financial Corporation	Annual/Special	All For		
12/05/2021	Iron Mountain Incorporated	Annual	Against	4 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
12/05/2021	Kinder Morgan, Inc.	Annual	Against	1.4	Concerns related to board gender diversity 2- Inadequate management of climate-related risks
12/05/2021	Kinross Gold Corporation	Annual	Against	1.1	Concerns related to board ethnic and/or racial diversityConcerns related to approach to board diversity



Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
12/05/2021	Laboratory Corporation of America Holdings	Annual	Against	2 1e 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes enhanced shareholder rights
12/05/2021	Masco Corporation	Annual	Against	2 1a,1c	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns related to approach to board diversity
12/05/2021	Pan American Silver Corp.	Annual/Special	Against	3 1.8 1.2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversityConcerns related to approach to board diversity
12/05/2021	Phillips 66	Annual	Against	4 5 6	Apparent failure to link pay and appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
12/05/2021	PulteGroup, Inc.	Annual	All For		
12/05/2021	Simon Property Group, Inc.	Annual	Against	2 1e 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to board ethnic and/or racial diversityConcerns related to succession planningConcerns to protect shareholder value
12/05/2021	Skyworks Solutions, Inc.	Annual	Against	5 3 1e 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to board ethnic and/or racial diversity
12/05/2021	Trimble Inc.	Annual	Against	2 1.5	Apparent failure to link pay and appropriate performance Concerns related to approach to board diversity
12/05/2021	Wyndham Hotels & Resorts, Inc.	Annual	Against	2 1.5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
12/05/2021	Xylem Inc.	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
13/05/2021	Assurant, Inc.	Annual	Against	3 1g	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
13/05/2021	Canadian Tire Corporation, Limited	Annual	Against	1.1,1.2,1.3	Concerns related to below-board gender diversity 2- Concerns related to board ethnic and/or racial diversity 3- Concerns related to board gender diversity
13/05/2021	Cboe Global Markets, Inc.	Annual	All For		
13/05/2021	Cheniere Energy, Inc.	Annual	Against	1a,1i,2	
13/05/2021	CVS Health Corporation	Annual	Against	3 5	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
13/05/2021	Ford Motor Company	Annual	Against	1i,3,4	
13/05/2021	Henry Schein, Inc.	Annual	Against	2 1b 1i	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Lack of independence on board 2- Lack of independent representation at board committees 3- Non-independent Chairman
13/05/2021	Intel Corporation	Annual	Against	3 5,6	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
13/05/2021	Juniper Networks, Inc.	Annual	All For		
13/05/2021	KeyCorp	Annual	All For		
13/05/2021	Las Vegas Sands Corp.	Annual	Against	3 1.8 1.10	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
13/05/2021	Martin Marietta Materials, Inc.	Annual	Against	1.5,3	
13/05/2021	Norfolk Southern Corporation	Annual	Against	3 1m 1b 5 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes enhanced shareholder rights
13/05/2021	Nucor Corporation	Annual	Against	3 1.2 1.6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Inadequate management of climate-related risksConcerns related to approach to board diversity

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
13/05/2021	O'Reilly Automotive, Inc.	Annual	Against	1f,1g,2,4	
13/05/2021	Onex Corporation	Annual	All For		
13/05/2021	SBA Communications Corp.	Annual	Against	3 1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns related to approach to board diversity
13/05/2021	Teledyne Technologies Incorporated	Special	All For		
13/05/2021	The Charles Schwab Corporation	Annual	Against	3 1b 1d 5 4	Apparent failure to link pay & appropriate performance Concerns about overall board structure Concerns related to inappropriate membership of committees SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
13/05/2021	Union Pacific Corporation	Annual	Against	1g 6,7,8	Concerns related to board ethnic and/or racial diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
13/05/2021	United Parcel Service, Inc.	Annual	Against	5 2 1i 1h 7,9 6	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
13/05/2021	Verizon Communications Inc.	Annual	Against	5,6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
13/05/2021	Westlake Chemical Corporation	Annual	Against	1.3 1.4 1.1,1.2	Concerns about overall board structureConcerns related to approach to board gender diversity Concerns about overall board structureConcerns related to approach to board gender diversityConcerns about remuneration committee performance Concerns related to inappropriate membership of committeesConcerns about overall board structureConcerns related to approach to board gender diversity
14/05/2021	ANSYS, Inc.	Annual	Against	4 1c 5	Apparent failure to link pay & appropriate performance Concerns about overall board structure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
14/05/2021	Baker Hughes Company	Annual	Against	2 1.2 1.7	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
14/05/2021	IAC/InteractiveCorp.	Annual	Against	7 6 4c 4d 2,3	Annual vote provides for greater shareholder oversight Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity Concerns related to approach to board gender diversityConcerns about remuneration committee performance Concerns to protect shareholder value
14/05/2021	Intercontinental Exchange, Inc.	Annual	Against	1l 1k 4	Concerns about remuneration committee performance Concerns regarding audit quality SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
14/05/2021	Power Corporation of Canada	Annual	Against	3 1.6 1.4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to board ethnic and/or racial diversityConcerns to protect shareholder value
14/05/2021	Seagen Inc.	Annual	Against	2 1c 1a	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns about remuneration committee performance
14/05/2021	Sempra Energy	Annual	Against	5 4	SH: Against shareholder resolution, against management recommendation / Shareholder proposal does not promote better management of ESG opportunities and risks 2- SH: Against shareholder resolution, against management recommendation / Shareholder proposal does not promote transparency SH: Against shareholder resolution, against management recommendation / Shareholder proposal does not promote enhanced shareholder rights

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
14/05/2021	The Western Union Company	Annual	Against	2 1e 1f	Apparent failure to link pay & appropriate performance Concerns about reducing shareholder rights 2- Concerns related to board ethnic and/or racial diversity 3- Concerns related to board gender diversity Concerns about remuneration committee performance
14/05/2021	Vulcan Materials Company	Annual	Against	1c	Combined CEO/Chair 2- Concerns about overall board structure 3- Concerns related to below-board gender diversity 4- Concerns related to board ethnic and/or racial diversity
14/05/2021	Waste Connections, Inc.	Annual	Against	2 1h 1a	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to succession planning
14/05/2021	Weyerhaeuser Company	Annual	All For		
14/05/2021	Wheaton Precious Metals Corp.	Annual/Special	Against	c a3 a1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
14/05/2021	Zebra Technologies Corporation	Annual	Against	2 1.3 1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns related to approach to board diversity Concerns about remuneration committee performanceConcerns about overall board structureConcerns related to approach to board diversity
14/05/2021	Zimmer Biomet Holdings, Inc.	Annual	Against	3 1f	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
17/05/2021	Consolidated Edison, Inc.	Annual	Against	3 1.11	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
17/05/2021	Nutrien Ltd.	Annual	Against	3 1.9	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
17/05/2021	Teladoc Health, Inc.	Annual	Against	2 1g	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
17/05/2021	The Hershey Company	Annual	Against	3 1.1 1.6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value
18/05/2021	Alexandria Real Estate Equities, Inc.	Annual	Against	2 1.2 1.3	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns to protect shareholder value
18/05/2021	Alnylam Pharmaceuticals, Inc.	Annual	Against	2 1d	Apparent failure to link pay and appropriate performance Concerns about overall board structure
18/05/2021	Amgen Inc.	Annual	Against	1e	
18/05/2021	Chipotle Mexican Grill, Inc.	Annual	Against	2 1.5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
18/05/2021	FirstEnergy Corp.	Annual	Against	1.3	Concerns related to approach to board gender diversityConcerns related to approach to board diversity
18/05/2021	Invitation Homes, Inc.	Annual	Against	3 1.7	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
18/05/2021	JPMorgan Chase & Co.	Annual	Against	2 1a 1d 1c 6 7 8	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to potential conflict of interests Inadequate management of climate-related risks 2- Concerns to protect shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks 3- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes transparency
18/05/2021	Mid-America Apartment Communities, Inc.	Annual	Against	2 1i 1h	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to board ethnic and/or racial diversity
18/05/2021	Motorola Solutions, Inc.	Annual	Against	1a,1b,1c,1f,1g,3	Fund manager or client vote
18/05/2021	PPL Corporation	Annual	Against	1d	Inadequate management of climate-related risks 2- Overboarded/Too many other time commitments
18/05/2021	Principal Financial Group, Inc.	Annual	Against	2 1.1	Apparent failure to link pay and appropriate performance Concerns about overall board structure
18/05/2021	Realty Income Corporation	Annual	Against	3 1d	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
19/05/2021	Advanced Micro Devices, Inc.	Annual	Against	3 1b 1a	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
19/05/2021	Align Technology, Inc.	Annual	Against	5 1.5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
19/05/2021	Amphenol Corporation	Annual	Against	3 1.1 1.3 6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to board ethnic and/or racial diversity Shareholder proposal promotes appropriate accountability or incentivisation
19/05/2021	Annaly Capital Management, Inc.	Annual	Against	2 1k	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
19/05/2021	Burlington Stores, Inc.	Annual	Against	3 1.2, 1.4	Apparent failure to link pay and appropriate performance Concerns about overall board structure
19/05/2021	CBRE Group, Inc.	Annual	Against	3 1b 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation
19/05/2021	Cerner Corporation	Annual	Against	3 1a 4	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns related to approach to board diversity Shareholder proposal promotes enhanced shareholder rights
19/05/2021	Elanco Animal Health, Inc.	Annual	Against	3 1b	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value
19/05/2021	Fidelity National Information Services, Inc.	Annual	Against	2	Apparent failure to link pay & appropriate performance
19/05/2021	Fiserv, Inc.	Annual	Against	2 1.7	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
19/05/2021	Halliburton Company	Annual	Against	3 1f	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
19/05/2021	Hilton Worldwide Holdings, Inc.	Annual	Against	3 1g	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
19/05/2021	Lumen Technologies, Inc.	Annual	Against	1b	Concerns related to board gender diversity
19/05/2021	Mondelez International, Inc.	Annual	Against	2 1c	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
19/05/2021	Neurocrine Biosciences, Inc.	Annual	Against	2 1.2, 1.3	Apparent failure to link pay and appropriate performance Concerns about overall board structure
19/05/2021	Northland Power Inc.	Annual/Special	Against	3	Concerns related to board ethnic and/or racial diversity
19/05/2021	Northrop Grumman Corporation	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
19/05/2021	Old Dominion Freight Line, Inc.	Annual	Against	2 1.10 1.7	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to board ethnic and/or racial diversityConcerns related to approach to board diversity
19/05/2021	Pinnacle West Capital Corporation	Annual	Against	2 1.3 1.6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to board ethnic and/or racial diversity
19/05/2021	Robert Half International Inc.	Annual	All For		
19/05/2021	Ross Stores, Inc.	Annual	Against	2 1g	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performanceConcerns related to board ethnic and/or racial diversity
19/05/2021	Southwest Airlines Co.	Annual	Against	2 1a 1d 5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity Shareholder proposal promotes appropriate accountability or incentivisation
19/05/2021	SS&C Technologies Holdings, Inc.	Annual	Against	2 1	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns related to approach to board diversityConcerns related to approach to board gender diversity
19/05/2021	State Street Corporation	Annual	Against	1l 4	Overboarded/Too many other time commitments SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency 3- SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
19/05/2021	Steel Dynamics, Inc.	Annual	Against	3 1.8 1.9	Apparent failure to link pay & appropriate performance Concerns about overall board structure 2- Concerns related to board ethnic and/or racial diversity 3- Concerns related to board gender diversity 4- Inadequate management of climate-related risks Concerns about remuneration committee performance

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
19/05/2021	Sun Communities, Inc.	Annual	Against	2 1e 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to succession planning
19/05/2021	The Hartford Financial Services Group, Inc.	Annual	Against	3 1i	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
19/05/2021	Thermo Fisher Scientific Inc.	Annual	Against	2 1l 1i 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
19/05/2021	Universal Health Services, Inc.	Annual	All For		
19/05/2021	Verisk Analytics, Inc.	Annual	All For		
19/05/2021	Vertex Pharmaceuticals Incorporated	Annual	Against	3 1.10 4,5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes transparency
19/05/2021	Vontier Corp.	Annual	Against	3	Apparent failure to link pay and appropriate performance
19/05/2021	Westinghouse Air Brake Technologies Corporation	Annual	Against	2 1.3 1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns related to approach to board diversity Concerns about remuneration committee performance Concerns about overall board structure Concerns related to approach to board diversity
19/05/2021	Xcel Energy Inc.	Annual	Against	2 1j	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
20/05/2021	Alliant Energy Corporation	Annual	Against	1.3	Concerns about overall board structure
20/05/2021	Altria Group, Inc.	Annual	Against	4,5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
20/05/2021	AvalonBay Communities, Inc.	Annual	Against	3 1g 1k	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
20/05/2021	Boston Properties, Inc.	Annual	Against	2 1b 1h	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity Concerns related to approach to board diversity
20/05/2021	CDW Corp.	Annual	Against	2 1i	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
20/05/2021	DexCom, Inc.	Annual	Against	3 1.2	Apparent failure to link pay & appropriate performance Concerns related to board ethnic and/or racial diversity
20/05/2021	DTE Energy Company	Annual	Against	3 1.2 1.3 5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity Shareholder proposal promotes transparency
20/05/2021	Equitable Holdings, Inc.	Annual	Against	3 1d	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value
20/05/2021	Gentex Corporation	Annual	All For		
20/05/2021	Hasbro, Inc.	Annual	Against	2 1.4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
20/05/2021	Host Hotels & Resorts, Inc.	Annual	Against	3 1.1 1.8	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
20/05/2021	Kansas City Southern	Annual	Against	3 1.8	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
20/05/2021	Lear Corporation	Annual	All For		
20/05/2021	Marsh & McLennan Companies, Inc.	Annual	Against	1h,2	
20/05/2021	McDonald's Corporation	Annual	Against	2 1g 1e 4,5	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
20/05/2021	Mohawk Industries, Inc.	Annual	Against	3 1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns related to approach to board diversity Concerns related to approach to board gender diversity Concerns related to board ethnic and/or racial diversity

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
20/05/2021	Morgan Stanley	Annual	Against	3 1k	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
20/05/2021	NextEra Energy, Inc.	Annual	Against	3 1e	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
20/05/2021	Shaw Communications Inc.	Special	All For		
20/05/2021	Synchrony Financial	Annual	Against	2 1j	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
20/05/2021	The Home Depot, Inc.	Annual	Against	3 1f 6 5	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
20/05/2021	The Travelers Companies, Inc.	Annual	Against	3 1f	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
20/05/2021	Vornado Realty Trust	Annual	Against	3 1.8 1.2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to succession planning
20/05/2021	Zoetis Inc.	Annual	Against	1c 4	Concerns about overall board structure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
21/05/2021	Crown Castle International Corp.	Annual	Against	1c,3 1d	Concerns related to minority shareholder interest
21/05/2021	Honeywell International Inc.	Annual	Against	2 1H	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
21/05/2021	Quest Diagnostics Incorporated	Annual	Against	2 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
21/05/2021	Republic Services, Inc.	Annual	Against	2 1d 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
25/05/2021	BioMarin Pharmaceutical Inc.	Annual	Against	3 1.4	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance 2- Overboarded/Too many other time commitments
25/05/2021	Howmet Aerospace Inc.	Annual	Against	3 1e 1b 4	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
25/05/2021	IPG Photonics Corporation	Annual	Against	1.6	Concerns related to approach to board diversityConcerns related to board ethnic and/or racial diversity
25/05/2021	Leggett & Platt, Incorporated	Annual	Against	3 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
25/05/2021	Liberty Media Corp.	Annual	Against	3 1.3 1.1 1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns related to approach to board diversityConcerns related to approach to board gender diversity Concerns to protect shareholder value Overboarded/Too many other time commitments
25/05/2021	M&T Bank Corporation	Special	All For		
25/05/2021	Merck & Co., Inc.	Annual	Against	2	Apparent failure to link pay & appropriate performance
25/05/2021	NiSource Inc.	Annual	Against	2 1c 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes enhanced shareholder rights
25/05/2021	OneMain Holdings, Inc.	Annual	Against	1.2	Concerns to protect shareholder valueConcerns related to attendance at board or committee meetings
25/05/2021	People's United Financial, Inc.	Special	Against	2	Apparent failure to link pay and appropriate performance
25/05/2021	The Allstate Corporation	Annual	Against	2 1c 4	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
25/05/2021	Ventas, Inc.	Annual	Against	2	Apparent failure to link pay & appropriate performance



Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
26/05/2021	Advance Auto Parts, Inc.	Annual	Against	2 4	Apparent failure to link pay and appropriate performance Shareholder proposal promotes enhanced shareholder rights
26/05/2021	Amazon.com, Inc.	Annual	Against	1e,3 1c,1g,1i 5 4,6,7,8,9,10,13,14 12	Apparent failure to link pay & appropriate performance Concerns about overall performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
26/05/2021	American Tower Corporation	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
26/05/2021	Anthem, Inc.	Annual	Against	1.2	
26/05/2021	BlackRock, Inc.	Annual	Against	2 1e	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
26/05/2021	Chevron Corporation	Annual	Against	1d 8 9 1a,1j 4,5,7	Concerns about remuneration committee performance For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights Inadequate management of climate-related risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
26/05/2021	Coupa Software, Inc.	Annual	Against	3 1.1	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns related to approach to board diversityConcerns to protect shareholder value
26/05/2021	DENTSPLY SIRONA Inc.	Annual	All For		
26/05/2021	Dollar General Corporation	Annual	Against	2 1c 1b 6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity Shareholder proposal promotes appropriate accountability or incentivisation
26/05/2021	Equinix, Inc.	Annual	Against	2 1.5 1.2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
26/05/2021	Extra Space Storage Inc.	Annual	Against	3 1.3 1.5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
26/05/2021	Exxon Mobil Corporation	Proxy Contest	Against  No Action Taken	4 6,8,9,10 5 1.1,1.2,1.3,1.4,1.5,1.6,1.7,1.8,1.9,1.10,1.11,1.12,2,3,4,5,6,7,8,9,10	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
26/05/2021	Facebook, Inc.	Annual	Against	3 1.2,1.3,1.5 1.7 5 6,8,9 4	Apparent failure to link pay & appropriate performance Concerns about overall performance Concerns about remuneration committee performance 2- Concerns to protect shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
26/05/2021	Hydro One Limited	Annual	Against	1B	Concerns related to board ethnic and/or racial diversity
26/05/2021	Illumina, Inc.	Annual	All For		
26/05/2021	Incyte Corporation	Annual	Against	2 1.2 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversityConcerns related to approach to board diversity



Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
26/05/2021	Liberty Broadband Corp.	Annual	Against	4 3 1.2 1.1 5	Annual vote provides for greater shareholder oversight Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns about overall board structure Concerns related to approach to board diversity Concerns to protect shareholder value Shareholder proposal promotes enhanced shareholder rights
26/05/2021	Molson Coors Beverage Company	Annual	Against	2 1.3	Apparent failure to link pay and appropriate performance Concerns related to approach to board diversity
26/05/2021	ONEOK, Inc.	Annual	Against	3 1.8 1.2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity
26/05/2021	PayPal Holdings, Inc.	Annual	Against	5	Apparent failure to link pay & appropriate performance
26/05/2021	RioCan Real Estate Investment Trust	Annual	Against	3 1.2 1.10	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
26/05/2021	Shopify, Inc.	Annual/Special	Against	3,4,5 1B 1F	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity Concerns related to approach to board diversity Concerns to protect shareholder value
26/05/2021	The Southern Company	Annual	All For		
26/05/2021	United Airlines Holdings, Inc.	Annual	Against	4 8 7	Apparent failure to link pay and appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency Shareholder proposal promotes transparency
26/05/2021	Welltower, Inc.	Annual	Against	3	Apparent failure to link pay & appropriate performance
27/05/2021	Insulet Corporation	Annual	Against	2 1.3	Apparent failure to link pay and appropriate performance Concerns about overall board structure
27/05/2021	Masimo Corporation	Annual	Against	3	Apparent failure to link pay and appropriate performance
27/05/2021	Pinterest, Inc.	Annual	Against	3 1b	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value
27/05/2021	Pioneer Natural Resources Company	Annual	Against	1k	
27/05/2021	The Interpublic Group of Companies, Inc.	Annual	Against	3 1.9 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation
27/05/2021	The Trade Desk, Inc.	Annual	Against	1.2	Concerns about overall board structure Concerns to protect shareholder value
27/05/2021	UDR, Inc.	Annual	Against	3 1h 1d	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity Concerns related to approach to board diversity
27/05/2021	VeriSign, Inc.	Annual	Against	1.3	Concerns related to approach to board diversity Concerns related to board ethnic and/or racial diversity
27/05/2021	Voya Financial, Inc.	Annual	All For		
28/05/2021	DocuSign, Inc.	Annual	Against	3 1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns to protect shareholder value
28/05/2021	Lowes Companies, Inc.	Annual	Against	1.3,2,4	
28/05/2021	Southern Copper Corporation	Annual	Against	3 1.1 1.8,1.10 1.6 4	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance 2- Concerns related to board gender diversity 3- Concerns related to inappropriate membership of committees 4- Inadequate management of climate-related risks Concerns related to board gender diversity Concerns related to board gender diversity 2- Concerns related to inappropriate membership of committees 3- Inadequate management of climate-related risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
28/05/2021	Yum China Holdings, Inc.	Annual	Against	3 1g	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
01/06/2021	Arista Networks, Inc.	Annual	Against	2 1.2	Apparent failure to link pay & appropriate performance Concerns about overall board structure 2- Concerns about overall performance
01/06/2021	Avangrid, Inc.	Annual	Against	3 1.12 1.9	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees Lack of independence on board Concerns about remuneration committee performance
01/06/2021	Cognizant Technology Solutions Corporation	Annual	Against	2 1g	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
01/06/2021	SolarEdge Technologies, Inc.	Annual	Against	3 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns about overall board structure Concerns related to approach to board diversity Concerns to protect shareholder value
02/06/2021	Alphabet Inc.	Annual	Against	3 1h 1d 1j 1f 6,8 5,7 4	Apparent failure to link pay and appropriate performance Concerns about overall performance 2- Concerns to protect shareholder value 3- Overboarded/Too many other time commitments Concerns about overall performance 2- Lack of independence on board Concerns about remuneration committee performance 2- Concerns related to potential conflict of interests Concerns about remuneration committee performance 2- Concerns related to potential conflict of interests 3- Overboarded/Too many other time commitments SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks 3- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency Shareholder proposal promotes better management of SEE opportunities and risks Shareholder proposal promotes enhanced shareholder rights
02/06/2021	Biogen Inc.	Annual	Against	3 1j 6 5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency Shareholder proposal promotes transparency
02/06/2021	Canadian Apartment Properties Real Estate Investm	Annual	Against	3 1.8	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
02/06/2021	Comcast Corporation	Annual	Against	1.1,1.4,2 4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
02/06/2021	CoStar Group, Inc.	Annual	Against	1a,3,6 1g	Concerns to protect shareholder value
02/06/2021	GoDaddy, Inc.	Annual	Against	3 1.2 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value
02/06/2021	Hess Corporation	Annual	All For		
02/06/2021	SEI Investments Company	Annual	Against	2 1a	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns about overall board structure Concerns related to succession planning
02/06/2021	Tourmaline Oil Corp.	Annual	Against	1.7	Concerns related to board ethnic and/or racial diversity Concerns related to approach to board diversity
02/06/2021	Ulta Beauty, Inc.	Annual	Against	3 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns about overall board structure
02/06/2021	Walmart Inc.	Annual	Against	2 1i 7,8 4,5,6	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
03/06/2021	Akamai Technologies, Inc.	Annual	Against	3 1.10	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
03/06/2021	Booking Holdings Inc.	Annual	Against	2,5 8 7	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
03/06/2021	Cloudflare, Inc.	Annual	Against	3 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value
03/06/2021	Diamondback Energy, Inc.	Annual	Against	2 1.4	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
03/06/2021	Digital Realty Trust, Inc.	Annual	Against	3 1d 1i	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity Concerns related to board ethnic and/or racial diversity Concerns to protect shareholder value

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
03/06/2021	Gartner, Inc.	Annual	Against	1e,2 1f	Concerns related to minority shareholder interest / Concerns related to succession planning
03/06/2021	HubSpot, Inc.	Annual	Against	1c	
03/06/2021	Lincoln National Corporation	Annual	Against	3 1.10 5	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
03/06/2021	Netflix, Inc.	Annual	Against	3 1c 1b,1d 1a 5 4	Apparent failure to link pay & appropriate performance Concerns about overall board structure 2- Concerns about overall performance Concerns about overall board structure 2- Concerns about overall performance 3- Concerns about remuneration committee performance Concerns about overall board structure 2- Concerns about overall performance 3- Overboarded/Too many other time commitments SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
03/06/2021	NVIDIA Corporation	Annual	All For		
03/06/2021	Santander Consumer USA Holdings, Inc.	Annual	Against	4 3 1.7 1.11 1.1,1.8	Annual vote provides for greater shareholder oversight Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees
03/06/2021	Sarepta Therapeutics, Inc.	Annual	Against	2 1.1 1.3	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns about remuneration committee performance
03/06/2021	Sirius XM Holdings, Inc.	Annual	Against	1.7 1.5 1.13	Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committeesOverboarded/Too many other time commitments Overboarded/Too many other time commitments
03/06/2021	T-Mobile US, Inc.	Annual	Against	1.12 1.6,1.13 1.5 1.1 1.8	Concerns about remuneration committee performance Concerns about remuneration committee performance 2- Concerns related to inappropriate membership of committees Concerns about remuneration committee performance 2- Concerns related to inappropriate membership of committees Concerns about remuneration committee performance 2- Overboarded/Too many other time commitments Concerns related to inappropriate membership of committees 2- Lack of independence on board
03/06/2021	The Descartes Systems Group Inc.	Annual	All For		
03/06/2021	VEREIT, Inc.	Annual	Against	3 1h 1d	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value
04/06/2021	Citrix Systems, Inc.	Annual	Against	4	
04/06/2021	RingCentral, Inc.	Annual	Against	3 1.4 1.2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value
07/06/2021	ServiceNow, Inc.	Annual	All For		
07/06/2021	UnitedHealth Group Incorporated	Annual	Against	1b,2,5	
08/06/2021	EPAM Systems, Inc.	Annual	Against	3 1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns related to approach to board diversity
08/06/2021	Fortive Corporation	Annual	Against	3 1f	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
08/06/2021	Freeport-McMoRan, Inc.	Annual	Against	3 1.5	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
08/06/2021	MercadoLibre, Inc.	Annual	All For		

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
08/06/2021	The TJX Companies, Inc.	Annual	Against	1e 3 1d 4 5	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
08/06/2021	Workday, Inc.	Annual	Against	1.4 3 1.2	Apparent failure to link pay & appropriate performance Apparent failure to link pay and appropriate performance Concerns about overall board structure
08/06/2021	Zillow Group, Inc.	Annual	Against	4 3 1.2	Annual vote provides for greater shareholder oversight Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns to protect shareholder value
09/06/2021	American Airlines Group Inc.	Annual	Against	3 1i 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes enhanced shareholder rights
09/06/2021	Caterpillar Inc.	Annual	Against	3 1.6 4,5	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
09/06/2021	Dollarama Inc.	Annual	Against	3 4	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
09/06/2021	Expedia Group, Inc.	Annual	Against	4	
09/06/2021	lululemon athletica inc.	Annual	Against	1c,3	
09/06/2021	MarketAxess Holdings Inc.	Annual	Against	3 1c 1g	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversityConcerns related to approach to board diversity
09/06/2021	Target Corporation	Annual	Against	4	
09/06/2021	Thomson Reuters Corporation	Annual	Against	1.6 4	Inadequate management of climate-related risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
10/06/2021	Datadog, Inc.	Annual	Against	2 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performanceConcerns to protect shareholder value
10/06/2021	DaVita Inc.	Annual	Against	3 1c 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes transparency
10/06/2021	Discovery, Inc.	Annual	Against	1.3 1.1	Concerns about overall board structure 2- Concerns related to board gender diversity 3- Overboarded/Too many other time commitments Concerns about remuneration committee performance
10/06/2021	Dollar Tree, Inc.	Annual	Against	1h	Concerns related to approach to board diversity
10/06/2021	FleetCor Technologies, Inc.	Annual	Against	1f	Concerns about overall board structureConcerns related to approach to board gender diversityConcerns related to approach to board diversity
10/06/2021	Live Nation Entertainment, Inc.	Annual	Against	1.9 1.8	Concerns related to approach to board gender diversityConcerns related to approach to board diversity Overboarded/Too many other time commitments
10/06/2021	Monolithic Power Systems, Inc.	Annual	Against	3 1.1 1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns related to succession planningConcerns related to approach to board gender diversity Concerns about remuneration committee performance
10/06/2021	Roku, Inc.	Annual	Against	2 1a	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns to protect shareholder value
10/06/2021	salesforce.com, inc.	Annual	Against	4 1h	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
11/06/2021	B2Gold Corp.	Annual/Special	Against	6 2.2 2.9	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
11/06/2021	Brookfield Asset Management Inc.	Annual	All For		
11/06/2021	Etsy, Inc.	Annual	Against	3 1c 1a	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
11/06/2021	Regeneron Pharmaceuticals, Inc.	Annual	Against	1b 1c 1d	Concerns about overall board structureConcerns to protect shareholder valueConcerns related to succession planning Concerns about remuneration committee performance Concerns related to attendance at board or committee meetings
14/06/2021	General Motors Company	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
14/06/2021	Roper Technologies, Inc.	Annual	Against	2 1.6	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
15/06/2021	Caesars Entertainment, Inc.	Annual	Against	2 1.4 6	Apparent failure to link pay and appropriate performance Concerns related to approach to board diversityConcerns related to board ethnic and/or racial diversity Concerns to protect shareholder value
15/06/2021	eBay Inc.	Annual	Against	3 1b	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
15/06/2021	Match Group, Inc.	Annual	Against	1a	Concerns about overall board structure 2- Concerns to protect shareholder value
15/06/2021	MetLife, Inc.	Annual	All For		
15/06/2021	Monster Beverage Corporation	Annual	Against	3 1.9 4	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
15/06/2021	Nasdaq, Inc.	Annual	Against	2 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
15/06/2021	Square, Inc.	Annual	Against	1.1 4,5	Concerns about overall board structure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
15/06/2021	W. R. Berkley Corporation	Annual	Against	3 1b,1d,1e 1c	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns about overall board structureConcerns about remuneration committee performance
16/06/2021	Altice USA, Inc.	Annual	Against	1i 1f	Concerns to protect shareholder value, Concerns about remuneration committee performance
16/06/2021	Autodesk, Inc.	Annual	Against	3 1f	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
16/06/2021	Best Buy Co., Inc.	Annual	All For		
16/06/2021	Fidelity National Financial, Inc.	Annual	Against	2 1.4	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns related to approach to board diversityConcerns related to approach to board gender diversity
16/06/2021	Ingersoll Rand, Inc.	Annual	Against	5	Apparent failure to link pay & appropriate performance
16/06/2021	Restaurant Brands International, Inc.	Annual	Against	1.1	Concerns related to board gender diversity
16/06/2021	Twilio, Inc.	Annual	Against	3 1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns to protect shareholder value
17/06/2021	Delta Air Lines, Inc.	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
17/06/2021	Equity Residential	Annual	Against	3 1.5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
17/06/2021	Lyft, Inc.	Annual	Against	3 1.2 1.3 4	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns about remuneration committee performanceConcerns about overall board structureConcerns to protect shareholder value Shareholder proposal promotes transparency
17/06/2021	Okta, Inc.	Annual	Against	3 1.2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performanceConcerns about overall board structureConcerns to protect shareholder value
17/06/2021	Splunk Inc.	Annual	Against	1a	Concerns about overall board structure
17/06/2021	W. P. Carey Inc.	Annual	Against	2 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
17/06/2021	Zoom Video Communications, Inc.	Annual	Against	3 1.2 1.3	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns to protect shareholder value Concerns about remuneration committee performance
18/06/2021	Fortinet, Inc.	Annual	Against	3 1.8	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
18/06/2021	Keurig Dr Pepper Inc.	Annual	Against	2 1F	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
21/06/2021	Activision Blizzard, Inc.	Annual	Against	1g,2	
22/06/2021	Dell Technologies, Inc.	Annual	Against	1.3	Concerns related to board ethnic and/or racial diversity 2- Concerns related to inappropriate membership of committees 3- Concerns to protect shareholder value 4- Overboarded/Too many other time commitments
22/06/2021	First Capital Real Estate Investment Trust	Annual	Against	3	Apparent failure to link pay and appropriate performance
22/06/2021	Kinaxis, Inc.	Annual/Special	Against	1.9 3,4,5 1.3	Concerns about remuneration committee performance Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
22/06/2021	Mastercard Incorporated	Annual	Against	2 1c	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
23/06/2021	Veeva Systems, Inc.	Annual	Against	4 1e 1g 6	Annual vote provides for greater shareholder oversight Concerns related to below-board gender diversity 2- Concerns related to board gender diversity Overboarded/Too many other time commitments SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
24/06/2021	The Kroger Co.	Annual	Against	2 4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
24/06/2021	Twitter, Inc.	Annual	Against	2 1d	Apparent failure to link pay & appropriate performance Concerns about overall performance 2- Concerns related to board ethnic and/or racial diversity 3- Concerns related to board gender diversity
29/06/2021	CarMax, Inc.	Annual	Against	3 1b 1e 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity Shareholder proposal promotes transparency
29/06/2021	H&R Real Estate Investment Trust	Annual	All For		
29/06/2021	MongoDB, Inc.	Annual	Against	2 1.1	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value
30/06/2021	CrowdStrike Holdings, Inc.	Annual	Against	4 3 1.2 1.3	Annual vote provides for greater shareholder oversight Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value
30/06/2021	Exact Sciences Corporation	Annual	Against	3	Apparent failure to link pay and appropriate performance
01/04/2021	Scottish American Investment Co. Plc	Annual	All For		
01/04/2021	St. Modwen Properties Plc	Annual	All For		
06/04/2021	SSP Group Plc	Special	All For		
07/04/2021	Law Debenture Corp. Plc	Annual	Against	2	Apparent failure to link pay & appropriate performance
09/04/2021	Rio Tinto Plc	Annual	Against	2,3,4 12	Apparent failure to link pay & appropriate performance Concerns about overall performance
12/04/2021	Cineworld Group Plc	Special	All For		
14/04/2021	Smith & Nephew Plc	Annual	All For		
15/04/2021	Helios Towers Plc	Annual	Against	13	Overboarded/Too many other time commitments
20/04/2021	Carnival Plc	Annual	Against	10	Concerns related to board ethnic and/or racial diversity
20/04/2021	Herald Investment Trust Plc	Annual	Abstain	3	
21/04/2021	Bunzl Plc	Annual	Against	8,9	Overboarded/Too many other time commitments
21/04/2021	Drax Group Plc	Annual	All For		
21/04/2021	Serco Group Plc	Annual	Against	3	Apparent failure to link pay and appropriate performance
22/04/2021	Aggreko Plc	Annual	Against	3	Apparent failure to link pay & appropriate performance
22/04/2021	Alliance Trust Plc	Annual	All For		
22/04/2021	CLS Holdings Plc	Annual	All For		
22/04/2021	Domino's Pizza Group Plc	Annual	Against	16	Apparent failure to link pay and appropriate performance
22/04/2021	Ibstock Plc	Annual	Against	13	Apparent failure to link pay and appropriate performance
22/04/2021	National Grid Plc	Special	All For		
22/04/2021	RELX Plc	Annual	All For		
22/04/2021	RIT Capital Partners Plc	Annual	All For		
22/04/2021	SEGRO Plc	Annual	All For		
22/04/2021	Taylor Wimpey Plc	Annual	All For		

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
23/04/2021	BB Healthcare Trust Plc	Annual	All For		
23/04/2021	Hikma Pharmaceuticals Plc	Annual	Against	15	Apparent failure to link pay & appropriate performance
23/04/2021	Murray International Trust Plc	Annual	All For		
26/04/2021	Aggreko Plc	Court	All For		
26/04/2021	Aggreko Plc	Special	All For		
26/04/2021	Polymetal International Plc	Annual	All For		
27/04/2021	Diversified Energy Co. Plc	Annual	All For		
27/04/2021	Travis Perkins Plc	Annual	Against	3	Apparent failure to link pay & appropriate performance
27/04/2021	Travis Perkins Plc	Special	All For		
28/04/2021	British American Tobacco plc	Annual	Abstain	9	Concerns related to potential conflict of interests
			Against	2	Apparent failure to link pay & appropriate performance
28/04/2021	FDM Group (Holdings) Plc	Annual	Against	3	Apparent failure to link pay & appropriate performance
				15	Overboarded/Too many other time commitments
28/04/2021	Greencoat UK Wind Plc	Annual	All For		
28/04/2021	London Stock Exchange Group Plc	Annual	Against	3	Apparent failure to link pay and appropriate performance
28/04/2021	NatWest Group Plc	Annual	All For		
28/04/2021	Pershing Square Holdings Ltd.	Annual	Against	8	Overboarded/Too many other time commitments
28/04/2021	Persimmon Plc	Annual	All For		
28/04/2021	Smithson Investment Trust PLC	Annual	All For		
28/04/2021	Spirent Communications Plc	Annual	Against	3	Apparent failure to link pay and appropriate performance
28/04/2021	Witan Investment Trust Plc	Annual	All For		
29/04/2021	Allianz Technology Trust Plc	Annual	All For		
29/04/2021	BlackRock World Mining Trust Plc	Annual	All For		
29/04/2021	Glencore Plc	Annual	Against	4	Concerns about overall performance 2- Concerns related to below-board gender diversity
29/04/2021	ITV Plc	Annual	All For		
29/04/2021	Meggitt Plc	Annual	Against	2,3 4	Apparent failure to link pay and appropriate performance Overboarded/Too many other time commitments
29/04/2021	Schroders Plc	Annual	All For		
29/04/2021	Synthomer Plc	Annual	Against	7	Overboarded/Too many other time commitments
29/04/2021	The Weir Group Plc	Annual	Against	2,3 6	Apparent failure to link pay & appropriate performance Concerns related to board gender diversity
30/04/2021	Admiral Group Plc	Annual	All For		
30/04/2021	Aptiv Plc	Annual	Against	3 1e	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
30/04/2021	Pearson Plc	Annual	Against	12	
30/04/2021	Rotork Plc	Annual	All For		
04/05/2021	Apax Global Alpha Ltd.	Annual	All For		
04/05/2021	Hammerson Plc	Annual	Abstain	9	
			Against	16 6	Concerns related to Non-audit fees Overboarded/Too many other time commitments
05/05/2021	Anglo American Plc	Annual	All For		
05/05/2021	Anglo American Plc	Court	Against	1	Inadequate management of climate-related risks
05/05/2021	Anglo American Plc	Special	Against	1	Inadequate management of climate-related risks
05/05/2021	Barclays Plc	Annual	All For		
05/05/2021	Clarkson Plc	Annual	Against	2	Apparent failure to link pay & appropriate performance
05/05/2021	GlaxoSmithKline Plc	Annual	All For		
05/05/2021	The Renewables Infrastructure Group Ltd.	Annual	All For		
05/05/2021	Tritax Big Box REIT Plc	Annual	All For		
05/05/2021	Unilever Plc	Annual	All For		
06/05/2021	Ascential Plc	Annual	Against	2,3,4	Apparent failure to link pay and appropriate performance
06/05/2021	Avast Plc	Annual	Against	2 14	Apparent failure to link pay & appropriate performance Concerns related to Non-audit fees
06/05/2021	Aviva Plc	Annual	Against	3	
06/05/2021	BAE Systems Plc	Annual	Against	2	



Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
06/05/2021	Howden Joinery Group Plc	Annual	All For		
06/05/2021	IMI Plc	Annual	Against	4	Apparent failure to link pay and appropriate performance
06/05/2021	Indivior Plc	Annual	Against	2,3 14 4	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns related to inappropriate membership of committees
06/05/2021	John Laing Group Plc	Annual	All For		
06/05/2021	Jupiter Fund Management plc	Annual	Against	3	Apparent failure to link pay & appropriate performance
06/05/2021	Melrose Industries Plc	Annual	All For		
06/05/2021	Melrose Industries Plc	Special	All For		
06/05/2021	Mondi Plc	Annual	All For		
06/05/2021	Morgan Advanced Materials Plc	Annual	All For		
06/05/2021	Morgan Sindall Group plc	Annual	All For		
06/05/2021	Rathbone Brothers Plc	Annual	Against	3	Apparent failure to link pay & appropriate performance
07/05/2021	ConvaTec Group Plc	Annual	All For		
07/05/2021	InterContinental Hotels Group Plc	Annual	All For		
07/05/2021	Man Group Plc (Jersey)	Annual	All For		
07/05/2021	Rightmove Plc	Annual	Against	2	Apparent failure to link pay and appropriate performance
10/05/2021	Centrica Plc	Annual	All For		
10/05/2021	F&C Investment Trust Plc	Annual	All For		
11/05/2021	AstraZeneca Plc	Annual	Against	7,14 6	Apparent failure to link pay and appropriate performance
11/05/2021	AstraZeneca Plc	Special	All For		
11/05/2021	Cairn Energy Plc	Annual	Against	2	Apparent failure to link pay and appropriate performance
11/05/2021	Capita Plc	Annual	All For		
11/05/2021	Capital & Counties Properties Plc	Annual	All For		
11/05/2021	Centamin Plc	Annual	All For		
11/05/2021	Fidelity European Trust Plc	Annual	All For		
11/05/2021	HgCapital Trust Plc	Annual	All For		
11/05/2021	IWG Plc	Annual	Against	2	Apparent failure to link pay and appropriate performance
11/05/2021	Just Group Plc	Annual	All For		
12/05/2021	Antofagasta Plc	Annual	Against	2 22 4 1	Apparent failure to link pay & appropriate performance Concerns about reducing shareholder rights Concerns related to below-board gender diversity Concerns to protect shareholder value
12/05/2021	Antofagasta Plc	Special	Against		
12/05/2021	BP Plc	Annual	All For		
12/05/2021	Cineworld Group Plc	Annual	Against	2,3 10 21	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value
12/05/2021	ContourGlobal Plc	Annual	Against	2 4	Apparent failure to link pay & appropriate performance Concerns related to approach to board diversityConcerns related to succession planning
12/05/2021	Marshalls Plc	Annual	All For		
12/05/2021	National Express Group Plc	Annual	Against	2,3	Apparent failure to link pay and appropriate performance
12/05/2021	Primary Health Properties Plc	Annual	All For		
12/05/2021	Rentokil Initial Plc	Annual	Against	2,3,4	Apparent failure to link pay & appropriate performance
12/05/2021	Savills Plc	Annual	All For		
12/05/2021	Spirax-Sarco Engineering Plc	Annual	All For		
12/05/2021	Standard Chartered Plc	Annual	All For		
12/05/2021	TP ICAP Group Plc	Annual	Against	3	Apparent failure to link pay and appropriate performance
12/05/2021	Ultra Electronics Holdings Plc	Annual	All For		
12/05/2021	Vesuvius Plc	Annual	All For		
13/05/2021	Balfour Beatty Plc	Annual	All For		
13/05/2021	Direct Line Insurance Group Plc	Annual	All For		
13/05/2021	Elementis Plc	Annual	Against	2	Apparent failure to link pay and appropriate performance

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
13/05/2021	John Wood Group Plc	Annual	All For		
13/05/2021	Moneysupermarket.com Group Plc	Annual	All For		
13/05/2021	Ocado Group Plc	Annual	Against	8 4 7	Concerns related to potential conflict of interests Lack of independence on board
13/05/2021	Prudential Plc	Annual	All For		
13/05/2021	Quilter Plc	Annual	All For		
13/05/2021	Rolls-Royce Holdings Plc	Annual	All For		
13/05/2021	Temple Bar Investment Trust Plc	Annual	All For		
13/05/2021	The UNITE Group Plc	Annual	Against	16	Concerns related to Non-audit fees
13/05/2021	TI Fluid Systems Plc	Annual	Against	2,3 4 11	Apparent failure to link pay & appropriate performance Concerns related to board gender diversity Concerns related to inappropriate membership of committees
14/05/2021	Baillie Gifford Shin Nippon Plc	Annual	All For		
14/05/2021	Derwent London Plc	Annual	All For		
14/05/2021	Greggs Plc	Annual	Against	11 9	Apparent failure to link pay & appropriate performance Concerns related to attendance at board or committee meetings
14/05/2021	JPMorgan American Investment Trust Plc	Annual	All For		
14/05/2021	Phoenix Group Holdings Plc	Annual	All For		
14/05/2021	Sabre Insurance Group Plc	Annual	Against	2,3	Apparent failure to link pay & appropriate performance
14/05/2021	Spectris Plc	Annual	All For		
14/05/2021	St. James's Place Plc	Annual	All For		
17/05/2021	Vistry Group Plc	Annual	All For		
18/05/2021	4imprint Group Plc	Annual	Against	2	Apparent failure to link pay & appropriate performance
18/05/2021	Royal Dutch Shell Plc	Annual	Against	1,20 21	Inadequate management of climate-related risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
18/05/2021	Standard Life Aberdeen Plc	Annual	All For		
18/05/2021	Vivo Energy Plc	Annual	Against	4 12	Concerns related to board gender diversity Overboarded/Too many other time commitments
19/05/2021	Coats Group Plc	Annual	All For		
19/05/2021	Sanne Group Plc	Annual	All For		
20/05/2021	888 Holdings Plc	Annual	Against	2,3	Apparent failure to link pay & appropriate performance
20/05/2021	Computacenter Plc	Annual	All For		
20/05/2021	Essentra Plc	Annual	Against	2 12,13,14	Apparent failure to link pay and appropriate performance Issue of capital raises concerns about excessive dilution of existing shareholders
20/05/2021	Genuit Group Plc	Annual	Against	2,3	Apparent failure to link pay and appropriate performance
20/05/2021	Impax Environmental Markets Plc	Annual	All For		
20/05/2021	Legal & General Group Plc	Annual	All For		
20/05/2021	Lloyds Banking Group Plc	Annual	All For		
20/05/2021	Network International Holdings Plc	Annual	All For		
20/05/2021	Next Plc	Annual	Against	2 8	Apparent failure to link pay & appropriate performance Concerns related to board ethnic and/or racial diversity
20/05/2021	TechnipFMC Plc	Annual	Against	2,3,4 1e	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
20/05/2021	The Mercantile Investment Trust Plc	Annual	All For		
21/05/2021	Croda International Plc	Annual	Against	7	Concerns related to board ethnic and/or racial diversity
24/05/2021	Energean Plc	Annual	Against	2,3	Apparent failure to link pay and appropriate performance
24/05/2021	Hilton Food Group Plc	Annual	Against	3	Concerns related to succession planning
25/05/2021	Aston Martin Lagonda Global Holdings Plc	Annual	Against	2 12 3	Apparent failure to link pay and appropriate performance Concerns related to Non-audit fees Concerns related to approach to board diversityLack of independence on board
25/05/2021	Hill & Smith Holdings Plc	Annual	All For		
25/05/2021	Nielsen Holdings Plc	Annual	All For		
25/05/2021	The Restaurant Group Plc	Annual	Against	11	Concerns related to Non-audit fees

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
26/05/2021	Coca-Cola Europacific Partners Plc	Annual	Against	2 17 23 11	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees Concerns to protect shareholder value Overboarded/Too many other time commitments
26/05/2021	Intertek Group Plc	Annual	All For		
26/05/2021	JTC Plc	Annual	Against	2	Apparent failure to link pay and appropriate performance
26/05/2021	M&G Plc	Annual	All For		
26/05/2021	Playtech Plc	Annual	Against	2,3 4	Apparent failure to link pay & appropriate performance Concerns related to Non-audit fees
27/05/2021	Bodycote Plc	Annual	All For		
27/05/2021	Ferrexpo Plc	Annual	Against	2,3 9,10,12	Apparent failure to link pay & appropriate performance Concerns about candidate's experience/skills
27/05/2021	FirstGroup Plc	Special	All For		
27/05/2021	Hochschild Mining Plc	Annual	Against	2,3 11	Apparent failure to link pay & appropriate performance Overboarded/Too many other time commitments
27/05/2021	Inchcape Plc	Annual	All For		
27/05/2021	International Public Partnerships Ltd.	Annual	All For		
27/05/2021	OSB Group Plc	Annual	Against	2	Apparent failure to link pay & appropriate performance
27/05/2021	Oxford Biomedica Plc	Annual	Against	2,3,14,15	Apparent failure to link pay & appropriate performance
27/05/2021	PureTech Health Plc	Annual	Against	2,3 8 6	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committeesConcerns about overall performance Overboarded/Too many other time commitments
27/05/2021	Sensata Technologies Holding Plc	Annual	All For		
27/05/2021	Vectura Group Plc	Annual	All For		
28/05/2021	HSBC Holdings Plc	Annual	All For		
28/05/2021	Reckitt Benckiser Group Plc	Annual	Against	2	
01/06/2021	NCC Group Plc	Special	All For		
03/06/2021	Informa Plc	Annual	Against	11 3 1	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Overboarded/Too many other time commitments Concerns related to board ethnic and/or racial diversity
03/06/2021	PageGroup Plc	Annual	All For		
04/06/2021	Helios Towers Plc	Special	All For		
09/06/2021	IP Group Plc	Annual	All For		
09/06/2021	Novocure Ltd.	Annual	Against	3 1i	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
09/06/2021	WPP Plc	Annual	All For		
10/06/2021	Gamesys Group Plc	Annual	Against	2 5	Apparent failure to link pay and appropriate performance Concerns related to Non-audit fees
10/06/2021	Wm Morrison Supermarkets Plc	Annual	Against	2	Apparent failure to link pay & appropriate performance
11/06/2021	BlackRock Smaller Cos. Trust Plc	Annual	All For		
15/06/2021	EVRAZ Plc	Annual	Against	9 3	Concerns related to board ethnic and/or racial diversity 2- Concerns related to board gender diversity Concerns related to succession planning 2- Inadequate management of climate-related risks
16/06/2021	Foresight Solar Fund Ltd.	Annual	All For		
16/06/2021	Liberty Global Plc	Annual	Against	5 2 3 4	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns related to approach to board diversityConcerns related to approach to board gender diversity Concerns about overall performance 2- Concerns about remuneration committee performance Concerns about remuneration committee performance 2- Concerns about overall board structure 3- Concerns related to approach to board diversity 4- Concerns related to approach to board gender diversity
16/06/2021	Tullow Oil Plc	Annual	Against	2	Apparent failure to link pay and appropriate performance
17/06/2021	Quilter Plc	Special	All For		
17/06/2021	Whitbread Plc	Annual	Against	2	Apparent failure to link pay and appropriate performance
18/06/2021	The City of London Investment Trust Plc	Special	All For		
18/06/2021	UK Commercial Property REIT Ltd.	Annual	All For		
21/06/2021	ICG Enterprise Trust Plc	Annual	All For		

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
24/06/2021	Fresnillo Plc	Annual	Against	4 7	Concerns related to below-board gender diversity Overboarded/Too many other time commitments Overboarded/Too many other time commitments
24/06/2021	Royalty Pharma Plc	Annual	Against	2,7 1f 1i	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value
24/06/2021	Scottish Mortgage Investment Trust Plc	Annual	All For		
25/06/2021	Entain Plc	Annual	Against	2	Apparent failure to link pay and appropriate performance
25/06/2021	Tesco Plc	Annual	All For		
28/06/2021	Pennon Group Plc	Special	All For		
30/06/2021	Gamesys Group Plc	Court	All For		
30/06/2021	Gamesys Group Plc	Special	All For		
30/06/2021	Kingfisher Plc	Annual	Against	2	Apparent failure to link pay & appropriate performance
30/06/2021	Petropavlovsk Plc	Annual	Against	2,3,4,5	Apparent failure to link pay & appropriate performance