

# 2020 Voting Disclosure

This disclosure covers all voting decisions of the international business of Federated Hermes, which includes Hermes Investment Management Limited, from 1 January 2020 to 31 December 2020. Our Voting Policy and Guidelines document is available on our website.

This disclosure includes information on the meeting ID and date, the region and the company name and International Securities Identification Number (ISIN). Company meetings where we have recommended voting in line with management on all resolutions are condensed.

We provide the rationale behind our decision when we have voted against management on one or more resolutions. On occasions when our policy may suggest a vote against management but engagement with the company provided additional insight – for example, a company that has committed to making a change but that will not implement it until the following year – we may vote ‘for, by exception’ to our policy. These instances are highlighted in our voting disclosures and are within the scope of our overall voting policy.

This information does not constitute a solicitation or offer to any person to buy or sell any related securities or financial instruments.

Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type	Voting Action*	Agenda Item Numbers	Voting Explanation	Vote By Exception	Ballot Count
1418394	HK0669013440	Techtronic Industries Co., Ltd.	Asia	Hong Kong	15/05/2020	Annual	Against	3c 7a,7b	Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders	3a	7
1409274	HK0941009539	China Mobile Limited	Asia	Hong Kong	20/05/2020	Annual	Against	9 4.1 7,8	Apparent failure to link pay and appropriate performance Concerns related to approach to board diversity Issue of equity raises concerns about excessive dilution of existing shareholders		6
1410391	HK0000049939	China Unicom (Hong Kong) Limited	Asia	Hong Kong	25/05/2020	Annual	Against	3.1c 6,7	Concerns related to approach to board diversity Issue of equity raises concerns about excessive dilution of existing shareholders		1
1425599	HK0000069689	AIA Group Limited	Asia	Hong Kong	29/05/2020	Annual	Against	3	Concerns related to approach to board diversity	8	12
1435178	HK0027032686	Galaxy Entertainment Group Limited	Asia	Hong Kong	10/06/2020	Annual	Against	2.2 4.2,4.3 2.3	Concerns related to approach to board diversity Issue of equity raises concerns about excessive dilution of existing shareholders Overboarded/Too many other time commitments		4
1422113	HK0392044647	Beijing Enterprises Holdings Limited	Asia	Hong Kong	18/06/2020	Annual	Against	3.2 3.1 3.3 6 7	Concerns related to approach to board diversity Concerns related to attendance at board or committee meetings Concerns related to attendance at board or committee meetings Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders		2
1417770	HK0019000162	Swire Pacific Limited	Asia	Hong Kong	24/06/2020	Annual	Against	1d,41c	Concerns about overall board structure Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board		4
1388835	JP3399310006	ZOZO, Inc.	Asia	Japan	28/01/2020	Special	Against	1	Lack of independence on board		4
1398262	JP3294460005	INPEX Corp.	Asia	Japan	25/03/2020	Annual	Against	2.10,2.12,2.13 2.9	Lack of independence on board Lack of independence on board		5
1397240	JP3205800000	Kao Corp.	Asia	Japan	25/03/2020	Annual	Against	3.8	Concerns about overall board structure		4
1399968	JP3277040006	KH Neochem Co., Ltd.	Asia	Japan	26/03/2020	Annual	Against	3.2	Concerns about overall board structure		1
1399955	JP3965400009	Lion Corp.	Asia	Japan	27/03/2020	Annual	All For				6
1402832	JP3955800002	The Yokohama Rubber Co., Ltd.	Asia	Japan	27/03/2020	Annual	Against	2.1	Concerns related to approach to board diversity		4
1399960	JP3556400004	Toagosei Co., Ltd.	Asia	Japan	27/03/2020	Annual	Against	2.7,3.3	Concerns about overall board structure		3
1402345	JP3853000002	Horiba, Ltd.	Asia	Japan	28/03/2020	Annual	Against	1.6	Lack of independence on board		9
1438125	JP3633400001	Toyota Motor Corp.	Asia	Japan	11/06/2020	Annual	All For			1.8,1.9	4
1439091	JP3496400007	KDDI Corp.	Asia	Japan	17/06/2020	Annual	Against	2.1	Concerns related to approach to board diversity		1
1444008	JP3756200006	Nifco, Inc.	Asia	Japan	18/06/2020	Annual	All For				7
1442760	JP3854600008	Honda Motor Co., Ltd.	Asia	Japan	19/06/2020	Annual	All For				5
1438708	JP3143600009	ITOCHU Corp.	Asia	Japan	19/06/2020	Annual	All For				4
1440182	JP3898400001	Mitsubishi Corp.	Asia	Japan	19/06/2020	Annual	Against	2.10	Lack of independence on board		1

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1440756	JP3684000007	Nitto Denko Corp.	Asia	Japan	19/06/2020	Annual	Against	3.5,4.1	Concerns about overall board structure		6
1442787	JP3539230007	TS TECH CO., LTD.	Asia	Japan	19/06/2020	Annual	Against	3.1	Concerns related to approach to board diversity		5
1442976	JP3449100001	Taiyo Holdings Co., Ltd.	Asia	Japan	20/06/2020	Annual	Against	2.7	Concerns about overall board structure		1
1441161	JP3733000008	NEC Corp.	Asia	Japan	22/06/2020	Annual	Against	1.10,1.11	Concerns about overall board structure		4
1444506	JP3879400004	Mandom Corp.	Asia	Japan	23/06/2020	Annual	All For				1
1438726	JP3735400008	Nippon Telegraph & Telephone Corp.	Asia	Japan	23/06/2020	Annual	All For				8
1438727	JP3197800000	OMRON Corp.	Asia	Japan	23/06/2020	Annual	All For				7
1443519	JP3323050009	Sawai Pharmaceutical Co., Ltd.	Asia	Japan	23/06/2020	Annual	All For				1
1441589	JP3400400002	SCSK Corp.	Asia	Japan	23/06/2020	Annual	All For				5
1442241	JP3635000007	Toyota Tsusho Corp.	Asia	Japan	23/06/2020	Annual	Against	3.2	Concerns about overall board structure		1
1442808	JP3940000007	Yamato Holdings Co., Ltd.	Asia	Japan	23/06/2020	Annual	All For				1
1446266	JP3930200005	Yaoko Co., Ltd.	Asia	Japan	23/06/2020	Annual	Against	2 3.9	Concerns related to shareholder rights Lack of independence on board		11
1445143	JP3897700005	Mitsubishi Chemical Holdings Corp.	Asia	Japan	24/06/2020	Annual	All For				4
1441173	JP3443600006	TAISEI Corp.	Asia	Japan	24/06/2020	Annual	Against	2.10,2.11,3.1	Concerns about overall board structure		1
1444007	JP3249600002	Kyocera Corp.	Asia	Japan	25/06/2020	Annual	All For				5
1442218	JP3670800006	Nissan Chemical Corp.	Asia	Japan	25/06/2020	Annual	Against	2.1 3	Concerns related to approach to board diversity Lack of independence on board		3
1442879	JP3309000002	Penta-Ocean Construction Co., Ltd.	Asia	Japan	25/06/2020	Annual	Against	2.8,2.9,2.10,3.1,3.2 2.1	Concerns about overall board structure Concerns related to approach to board diversity		1
1445164	JP3755200007	Relo Group, Inc.	Asia	Japan	25/06/2020	Annual	Against	1.1 1.6	Concerns related to approach to board diversity Lack of independence on board		7
1439813	JP3539220008	T&D Holdings, Inc.	Asia	Japan	25/06/2020	Annual	Against	4.4	Concerns about overall board structure		2
1441582	JP3465000002	TADANO Ltd.	Asia	Japan	25/06/2020	Annual	Against	4.2 3.4	Lack of independence on board Lack of independence on board	3.1	5
1445158	JP3497400006	Daifuku Co., Ltd.	Asia	Japan	26/06/2020	Annual	Against	2.5,2.6	Concerns about overall board structure		7
1442836	JP3814000000	FUJIFILM Holdings Corp.	Asia	Japan	26/06/2020	Annual	Against	2.8 2.9	Concerns related to approach to board diversity 2- Overboarded/Too many other time commitments Lack of independence on board		6
1444573	JP3253900009	Kyoritsu Maintenance Co., Ltd.	Asia	Japan	26/06/2020	Annual	Against	2.1,2.14	Concerns about overall board structure		1
1444545	JP3200450009	ORIX Corp.	Asia	Japan	26/06/2020	Annual	All For				7
1441606	JP3982800009	ROHM Co., Ltd.	Asia	Japan	26/06/2020	Annual	All For				2
1445801	JP3535400000	Tsubakimoto Chain Co.	Asia	Japan	26/06/2020	Annual	Against	2.7	Concerns about overall board structure		1
1446863	JP3786600001	Hitachi Capital Corp.	Asia	Japan	29/06/2020	Annual	All For				5

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1443500	JP3270000007	Kurita Water Industries Ltd.	Asia	Japan	29/06/2020	Annual	All For				7
1440189	JP3910660004	Tokio Marine Holdings, Inc.	Asia	Japan	29/06/2020	Annual	Against	2.7,2.11	Concerns about overall board structure		2
1446321	JP3399310006	ZOZO, Inc.	Asia	Japan	29/06/2020	Annual	All For				4
1453560	JP3788600009	Hitachi Ltd.	Asia	Japan	30/07/2020	Annual	All For				3
1466598	JP3360250009	SHO-BOND Holdings Co., Ltd.	Asia	Japan	25/09/2020	Annual	All For				1
1484024	JP3802300008	FAST RETAILING CO., LTD.	Asia	Japan	26/11/2020	Annual	Against	2.1,2.2,2.3,2.4,2.6,3.3	Concerns about overall board structure		2
1488854	JP3323050009	Sawai Pharmaceutical Co., Ltd.	Asia	Japan	21/12/2020	Special	All For				1
1489472	JP3173540000	Open House Co., Ltd.	Asia	Japan	23/12/2020	Annual	All For				7
1415948	SG1B51001017	Jardine Cycle & Carriage Limited	Asia	Singapore	22/05/2020	Annual	Against	4d 7a 4a,4c	Concerns related to attendance at board or committee meetings Issue of equity raises concerns about excessive dilution of existing shareholders Overboarded/Too many other time commitments		4
1434917	SG1R89002252	City Developments Limited	Asia	Singapore	24/06/2020	Annual	All For				5
1450416	SG2C32962814	Mapletree Industrial Trust	Asia	Singapore	15/07/2020	Annual	All For				3
1460469	SG2C32962814	Mapletree Industrial Trust	Asia	Singapore	27/08/2020	Special	All For				3
1380319	KR7079440004	Orange Life Insurance Ltd.	Asia	South Korea	10/01/2020	Special	Against	1	Concerns related to minority shareholder interest		1
1399811	KR7005930003	Samsung Electronics Co., Ltd.	Asia	South Korea	18/03/2020	Annual	All For				2
1397279	KR7005930003	Samsung Electronics Co., Ltd.	Asia	South Korea	18/03/2020	Annual	All For				11
1399016	KR7298020009	Hyosung TNC Corp.	Asia	South Korea	19/03/2020	Annual	Against	2.2.1	Concerns related to approach to board diversity		1
1396499	KR7000720003	HYUNDAI ENGINEERING & CONSTRUCTION CO., LTD.	Asia	South Korea	19/03/2020	Annual	Against	2.1,2.2,3.1,3.2	Concerns related to approach to board diversity		3
1397017	KR7029780004	Samsung Card Co., Ltd.	Asia	South Korea	19/03/2020	Annual	Against	2.3,2.4,4.1,4.2	Concerns about overall performance		2
1401086	KR7003540002	Daishin Securities Co., Ltd.	Asia	South Korea	20/03/2020	Annual	All For				1
1401091	KR7001450006	HYUNDAI MARINE & FIRE INSURANCE Co., Ltd.	Asia	South Korea	20/03/2020	Annual	All For				3
1398306	KR7105560007	KB Financial Group, Inc.	Asia	South Korea	20/03/2020	Annual	All For				8

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1400646	KR7105560007	KB Financial Group, Inc.	Asia	South Korea	20/03/2020	Annual	All For				1
1399669	KR7025000001	KPX Chemical Co., Ltd.	Asia	South Korea	20/03/2020	Annual	Against	2 5	Inappropriate bundling of election of directors on a single vote Insufficient/poor disclosure		1
1399699	KR7000810002	Samsung Fire & Marine Insurance Co., Ltd.	Asia	South Korea	20/03/2020	Annual	Against	2.2	Concerns related to approach to board diversity		3
1396935	KR7005680004	Samyoung Electronics Co., Ltd.	Asia	South Korea	20/03/2020	Annual	Against	3.1	Concerns over capital efficiency and dividend policy.		1
1398973	KR7111770004	Youngone Corp.	Asia	South Korea	20/03/2020	Annual	Against	3 1	Apparent failure to link pay & appropriate performance Inappropriate bundling of election of directors on a single vote		2
1398974	KR7009970005	Youngone Holdings Co., Ltd.	Asia	South Korea	20/03/2020	Annual	All For				1
1395878	KR7093190007	Bixolon Co., Ltd.	Asia	South Korea	23/03/2020	Annual	All For				1
1402943	KR7079960001	DONGYANG E&P, Inc.	Asia	South Korea	23/03/2020	Annual	Against	5 3 1 2	Apparent failure to link pay & appropriate performance Concerns about overall performance 2- Concerns related to minority shareholder interest 3- Concerns to protect shareholder value Concerns related to minority shareholder interest Lack of independence on board		1
1396184	KR7126560002	HYUNDAI HCN Co., Ltd.	Asia	South Korea	24/03/2020	Annual	Against	1.1 1.2	Concerns about overall board structure 2- Concerns related to minority shareholder interest 3- Concerns to protect shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes efficient capital structure		1
1399674	KR7004000006	LOTTE Fine Chemical Co., Ltd.	Asia	South Korea	24/03/2020	Annual	Against	2	Concerns related to approach to board diversity 2- Inappropriate bundling of election of directors on a single vote		2
1400898	KR7036830008	Soulbrain Co., Ltd.	Asia	South Korea	24/03/2020	Annual	All For				2
1401342	KR7089470009	HDC Hyundai Engineering Plastics Co., Ltd.	Asia	South Korea	25/03/2020	Annual	All For				1
1395405	KR7004020004	Hyundai Steel Co.	Asia	South Korea	25/03/2020	Annual	All For				2
1394412	KR7036570000	NCsoft Corp.	Asia	South Korea	25/03/2020	Annual	All For				6
1394369	KR7029530003	Sindoh Co., Ltd.	Asia	South Korea	25/03/2020	Annual	Against	2,3	Inappropriate bundling of election of directors on a single vote		1
1394370	KR7065680001	'UJU ELECTRONICS Co., Ltd.	Asia	South Korea	26/03/2020	Annual	All For				1
1406239	KR7067160002	AfreecaTV Co., Ltd.	Asia	South Korea	27/03/2020	Annual	All For				2
1397385	KR7005710009	DAEWON SANUP Co., Ltd.	Asia	South Korea	27/03/2020	Annual	Against	4	Apparent failure to link pay and appropriate performance		1

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1399644	KR7023890007	HANKOOK ATLASBX Co., Ltd.	Asia	South Korea	27/03/2020	Annual	Against	5 4.1,4.2,4.3 3.4 1.1,3.1,3.2,3.3 3.5,4.4 1.2.2	Apparent failure to link pay & appropriate performance 2- Concerns about overall performance Concerns about candidate's experience/skills 2- Concerns about overall performance Concerns about candidate's experience/skills 2- Concerns about overall 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 efficient capital structure		3
1402248	KR7002380004	KCC Corp.	Asia	South Korea	27/03/2020	Annual	All For				2
1400341	KR7104700000	KISCO Corp.	Asia	South Korea	27/03/2020	Annual	Against	3.1	Concerns about overall performance 2- Concerns related to approach to board diversity 3- Concerns related to minority shareholder interest		1
1397887	KR7005440003	Hyundai Green Food Co., Ltd.	Asia	South Korea	30/03/2020	Annual	All For				1
1401910	KR7079440004	Orange Life Insurance Ltd.	Asia	South Korea	30/03/2020	Annual	All For				1
1413553	KR7126560002	HYUNDAI HCN Co., Ltd.	Asia	South Korea	26/06/2020	Special	All For				1
1473774	KR7089470009	HDC Hyundai Engineering Plastics Co., Ltd.	Asia	South Korea	13/11/2020	Special	All For				1
1482202	KR7105560007	KB Financial Group, Inc.	Asia	South Korea	20/11/2020	Special	All For				1
1473421	KR7105560007	KB Financial Group, Inc.	Asia	South Korea	20/11/2020	Special	All For				8
1393014	TW0003081006	LandMark Optoelectronics Corp.	Asia	Taiwan	20/05/2020	Annual	All For				8
1404245	TW0002395001	Advantech Co., Ltd.	Asia	Taiwan	28/05/2020	Annual	All For				6
1394014	TW0003189007	Kinsus Interconnect Technology Corp.	Asia	Taiwan	28/05/2020	Annual	All For				2
1405177	TW0006239007	Powertech Technology, Inc.	Asia	Taiwan	28/05/2020	Annual	Against	4.11	Concerns about overall board structure		3
1405033	TW0006121007	Simplo Technology Co., Ltd.	Asia	Taiwan	28/05/2020	Annual	Against	4.4,4.5	Concerns about overall board structure	4.2,4.3,4.6,4.7	2
1408977	TW0002357001	ASUSTek Computer, Inc.	Asia	Taiwan	09/06/2020	Annual	All For				2
1409213	TW0003034005	Novatek Microelectronics Corp.	Asia	Taiwan	09/06/2020	Annual	All For				1
1436203	TW0002330008	Taiwan Semiconductor Manufacturing Co., Ltd.	Asia	Taiwan	09/06/2020	Annual	All For				5
1394757	TW0002330008	Taiwan Semiconductor Manufacturing Co., Ltd.	Asia	Taiwan	09/06/2020	Annual	All For				4

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1405497	TW0002308004	Delta Electronics, Inc.	Asia	Taiwan	10/06/2020	Annual	All For				6
1410245	TW0002454006	MediaTek, Inc.	Asia	Taiwan	11/06/2020	Annual	All For				3
1412477	TW0008249004	Creative Sensor, Inc.	Asia	Taiwan	12/06/2020	Annual	All For				1
1407532	TW0002376001	Gigabyte Technology Co., Ltd.	Asia	Taiwan	12/06/2020	Annual	All For				1
1409894	TW0003023008	SINBON Electronics Co., Ltd.	Asia	Taiwan	12/06/2020	Annual	All For				1
1399550	TW0006147002	Chipbond Technology Corp.	Asia	Taiwan	15/06/2020	Annual	Against	4	Concerns related to shareholder rights		6
1397472	TW0003014007	ITE Tech, Inc.	Asia	Taiwan	15/06/2020	Annual	Against	3.3	Insufficient/poor disclosure		1
1399063	TW0002301009	Lite-On Technology Corp.	Asia	Taiwan	15/06/2020	Annual	All For				2
1411457	TW0006605009	Depo Auto Parts Industrial Co., Ltd.	Asia	Taiwan	17/06/2020	Annual	All For				1
1409313	TW0002345006	Accton Technology Corp.	Asia	Taiwan	18/06/2020	Annual	All For				6
1410244	TW0009921007	Giant Manufacturing Co., Ltd.	Asia	Taiwan	19/06/2020	Annual	All For				3
1410424	TW0001319002	Tong Yang Industry Co., Ltd.	Asia	Taiwan	19/06/2020	Annual	All For				3
1411926	TW0001722007	Taiwan Fertilizer Co., Ltd.	Asia	Taiwan	22/06/2020	Annual	All For				2
1409893	TW0002355005	Chin-Poon Industrial Co., Ltd.	Asia	Taiwan	23/06/2020	Annual	All For				2
1413624	TW0002317005	Hon Hai Precision Industry Co., Ltd.	Asia	Taiwan	23/06/2020	Annual	All For				4
1413651	TW0003711008	ASE Technology Holding Co., Ltd.	Asia	Taiwan	24/06/2020	Annual	All For				3
1479743	TW0006147002	Chipbond Technology Corp.	Asia	Taiwan	03/12/2020	Special	Against	1.6	Lack of independence on board		5
1386678	AU000000NST8	Northern Star Resources Ltd.	Australia & New Zealand	Australia	22/01/2020	Special	Against	2,3,4 1	Concerns to protect shareholder value Concerns to protect shareholder value		1
1390305	AU000000NWH5	NRW Holdings Limited	Australia & New Zealand	Australia	18/02/2020	Special	All For				1
1392053	AU000000SAR9	Saracen Mineral Holdings Limited	Australia & New Zealand	Australia	05/03/2020	Special	Against	2	Concerns to protect shareholder value		1
1390825	AU000000SCG8	Scentre Group	Australia & New Zealand	Australia	08/04/2020	Annual	Against	5,6 2	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance		1
1394793	AU000000ILU1	Iluka Resources Limited	Australia & New Zealand	Australia	09/04/2020	Annual	Against	4	Apparent failure to link pay & appropriate performance		1
1407987	AU000000OZL8	OZ Minerals Ltd.	Australia & New Zealand	Australia	17/04/2020	Annual	All For				1

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1398699	AU000000GMA5	Genworth Mortgage Insurance Australia Ltd.	Australia & New Zealand	Australia	07/05/2020	Annual	All For				1
1412448	AU000000IRE2	IRESS Ltd.	Australia & New Zealand	Australia	07/05/2020	Annual	Against	4a,4b 3	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance		1
1393196	AU000000QBE9	QBE Insurance Group Limited	Australia & New Zealand	Australia	07/05/2020	Annual	Against	2 5b,6b	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
1418824	AU000000GPT8	The GPT Group	Australia & New Zealand	Australia	13/05/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance		1
1411321	AU00000088338	Ampol Ltd.	Australia & New Zealand	Australia	14/05/2020	Annual	All For				5
1398640	AU000000OML6	oOh!media Ltd.	Australia & New Zealand	Australia	04/06/2020	Annual	Against	1 9	Apparent failure to link pay & appropriate performance Concerns to protect shareholder value		1
1435895	AU000000ORA8	Orora Ltd.	Australia & New Zealand	Australia	16/06/2020	Special	All For				1
1447861	AU000000ALQ6	ALS Ltd.	Australia & New Zealand	Australia	29/07/2020	Annual	All For				1
1435907	AU000000MQG1	Macquarie Group Limited	Australia & New Zealand	Australia	30/07/2020	Annual	All For				1
1452726	AU000000CKF7	Collins Foods Limited	Australia & New Zealand	Australia	27/08/2020	Annual	All For			4	1
1390180	AU000000ASX7	ASX Limited	Australia & New Zealand	Australia	30/09/2020	Annual	All For				1
1468159	AU000000SAR9	Saracen Mineral Holdings Limited	Australia & New Zealand	Australia	06/10/2020	Annual	Against	5,6 4	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance		1
1466587	AU000000BXB1	Brambles Limited	Australia & New Zealand	Australia	08/10/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance		3
1460927	AU000000CBA7	Commonwealth Bank of Australia	Australia & New Zealand	Australia	13/10/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance		1
1457265	AU000000TLS2	Telstra Corporation Limited	Australia & New Zealand	Australia	13/10/2020	Annual	All For				1
1461853	AU000000BHP4	BHP Group Limited	Australia & New Zealand	Australia	14/10/2020	Annual	Against	7,8 24,25 23	Apparent failure to link pay & 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 enhanced shareholder rights		2
1468103	AU000000CSL8	CSL Limited	Australia & New Zealand	Australia	14/10/2020	Annual	Against	3,4	Apparent failure to link pay and appropriate performance		3

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Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type	Voting Action*	Agenda Item Numbers	Voting Explanation	Vote By Exception	Ballot Count
1470036	AU000000ILU1	Iluka Resources Limited	Australia & New Zealand	Australia	16/10/2020	Special	All For				1
1469351	AU000000MMS5	Mcmillan Shakespeare Limited	Australia & New Zealand	Australia	20/10/2020	Annual	Against	6 2 7	Apparent failure to link pay & appropriate performance Apparent failure to link pay and appropriate performance Concerns related to shareholder rights		1
1462919	AU000000ORA8	Orora Ltd.	Australia & New Zealand	Australia	21/10/2020	Annual	Against	4 5	Apparent failure to link pay & appropriate performance Concerns about reducing shareholder rights		1
1472023	AU000000MFG4	Magellan Financial Group Ltd.	Australia & New Zealand	Australia	22/10/2020	Annual	Against	3a,3b	Concerns related to approach to board diversity		1
1462058	AU000000SUN6	Suncorp Group Limited	Australia & New Zealand	Australia	22/10/2020	Annual	Against	1	Apparent failure to link pay & appropriate performance		1
1471941	AU000000DXS1	Dexus	Australia & New Zealand	Australia	23/10/2020	Annual	All For				1
1413467	AU000000IAG3	Insurance Australia Group Ltd.	Australia & New Zealand	Australia	23/10/2020	Annual	Against	9	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
1465473	AU000000BLD2	Boral Limited	Australia & New Zealand	Australia	27/10/2020	Annual	Against	3 2.5	Apparent failure to link pay & appropriate performance Overboarded/Too many other time commitments		1
1462855	AU000000SUL0	Super Retail Group Limited	Australia & New Zealand	Australia	28/10/2020	Annual	Against	2,4	Apparent failure to link pay & appropriate performance		1
1473488	AU000000TGR4	Tassal Group Limited	Australia & New Zealand	Australia	28/10/2020	Annual	Against	2 8	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value		1
1474801	AU000000ASB3	Austal Limited	Australia & New Zealand	Australia	30/10/2020	Annual	Against	2	Concerns related to approach to board diversity		1
1473747	AU000000ANN9	Ansell Limited	Australia & New Zealand	Australia	05/11/2020	Annual	Against	5 2c	Apparent failure to link pay & appropriate performance Concerns related to inappropriate membership of committees		1
1454569	AU0000030678	Coles Group Ltd.	Australia & New Zealand	Australia	05/11/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance		1
1467175	AU000000DOW2	Downer EDI Limited	Australia & New Zealand	Australia	05/11/2020	Annual	All For				1
1476571	AU000000SGM7	Sims Limited	Australia & New Zealand	Australia	10/11/2020	Annual	Against	3 4	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance		1
1476569	AU000000CPU5	Computershare Limited	Australia & New Zealand	Australia	11/11/2020	Annual	Against	4,5a	Apparent failure to link pay and appropriate performance		1
1463881	AU000000FMG4	Fortescue Metals Group Ltd.	Australia & New Zealand	Australia	11/11/2020	Annual	Against	6	Apparent failure to link pay & appropriate performance		1
1462273	AU000000NCM7	Newcrest Mining Ltd.	Australia & New Zealand	Australia	11/11/2020	Annual	All For				3

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Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type	Voting Action*	Agenda Item Numbers	Voting Explanation	Vote By Exception	Ballot Count
1474390	AU000000BRG2	Breville Group Limited	Australia & New Zealand	Australia	12/11/2020	Annual	Against	2 4	Apparent failure to link pay & appropriate performance Concerns about overall board structure 2- Concerns about remuneration committee performance 3- Concerns related to inappropriate membership of committees		2
1469040	AU000000SHL7	Sonic Healthcare Limited	Australia & New Zealand	Australia	12/11/2020	Annual	All For				2
1477079	AU000000VCX7	Vicinity Centres	Australia & New Zealand	Australia	12/11/2020	Annual	Against	4 2 3a	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance 2- Lack of independence on board		1
1472684	AU000000WES1	Wesfarmers Limited	Australia & New Zealand	Australia	12/11/2020	Annual	Against	4 3,5	Apparent failure to link pay & appropriate performance Apparent failure to link pay and appropriate performance		1
1472713	AU000000IGO4	IGO Ltd.	Australia & New Zealand	Australia	18/11/2020	Annual	All For				1
1464621	AU000000SVW5	Seven Group Holdings Limited	Australia & New Zealand	Australia	18/11/2020	Annual	Against	6 5 4	Apparent failure to link pay & appropriate performance Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees		1
1462882	AU000000ALU8	Altium Limited	Australia & New Zealand	Australia	19/11/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance		1
1479739	AU000000GMG2	Goodman Group	Australia & New Zealand	Australia	19/11/2020	Annual	Against	6,7 5	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance		6
1471758	AU000000GOZ8	Growthpoint Properties Australia	Australia & New Zealand	Australia	19/11/2020	Annual	Against	7 3a 3b	Apparent failure to link pay and appropriate performance Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees		1
1471951	AU000000IPH9	IPH Ltd.	Australia & New Zealand	Australia	19/11/2020	Annual	Against	4,6	Apparent failure to link pay & appropriate performance	3	1
1474966	AU000000MIN4	Mineral Resources Limited	Australia & New Zealand	Australia	19/11/2020	Annual	All For				1
1460516	AU000000MGR9	Mirvac Group	Australia & New Zealand	Australia	19/11/2020	Annual	Against	4 5	Apparent failure to link pay & appropriate performance Concerns to protect shareholder value		1
1479439	AU000000PPC5	Peet Ltd.	Australia & New Zealand	Australia	19/11/2020	Annual	Against	3 1	Apparent failure to link pay and appropriate performance Lack of independence on board		1

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1480006	AU000000AX19	Accent Group Limited	Australia & New Zealand	Australia	20/11/2020	Annual	Against	2 5	Apparent failure to link pay & appropriate performance Concerns to protect shareholder value		1
1480008	AU000000BVS9	Bravura Solutions Limited	Australia & New Zealand	Australia	24/11/2020	Annual	All For				1
1474070	AU000000MND5	Monadelphous Group Limited	Australia & New Zealand	Australia	24/11/2020	Annual	Against	4 3	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance		1
1479718	AU000000HVN7	Harvey Norman Holdings Ltd.	Australia & New Zealand	Australia	25/11/2020	Annual	Against	6 4	Concerns to protect shareholder value Lack of independence on board		1
1475381	AU000000NST8	Northern Star Resources Ltd.	Australia & New Zealand	Australia	25/11/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance		1
1480974	AU000000RRL8	Regis Resources Limited	Australia & New Zealand	Australia	25/11/2020	Annual	Against	1	Apparent failure to link pay and appropriate performance	7	1
1467607	AU000000EVN4	Evolution Mining Limited	Australia & New Zealand	Australia	26/11/2020	Annual	Against	2 11 7	Apparent failure to link pay & appropriate performance Concerns to protect shareholder value 2- Overboarded/Too many other time commitments		6
1475416	AU000000NWH5	NRW Holdings Limited	Australia & New Zealand	Australia	26/11/2020	Annual	Against	3 1	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance		1
1472485	AU000000QUB5	Qube Holdings Ltd.	Australia & New Zealand	Australia	26/11/2020	Annual	Against	3,5 6	Apparent failure to link pay & appropriate performance Concerns about reducing shareholder rights		1
1479580	AU000000SFR8	Sandfire Resources Ltd.	Australia & New Zealand	Australia	27/11/2020	Annual	Against	1,5,6	Apparent failure to link pay and appropriate performance		1
1483266	AU000000PMV2	Premier Investments Ltd.	Australia & New Zealand	Australia	04/12/2020	Annual	Against	2 3c 3b	Apparent failure to link pay & appropriate performance Concerns about overall performance Concerns about overall performance		1
1435000	AU000000WBC1	Westpac Banking Corp.	Australia & New Zealand	Australia	11/12/2020	Annual	Against	2,3 4a	Apparent failure to link pay and appropriate performance Concerns regarding Auditor tenure		1
1453998	AU000000ANZ3	Australia & New Zealand Banking Group Ltd.	Australia & New Zealand	Australia	16/12/2020	Annual	Against	4 3 6	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		2
1391695	AU000000ELD6	Elders Limited	Australia & New Zealand	Australia	17/12/2020	Annual	All For				1
1385262	AU000000NAB4	National Australia Bank Limited	Australia & New Zealand	Australia	18/12/2020	Annual	Against	3,4 6b	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1

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1388756	BMG0684D1074	Athene Holding Ltd.	Emerging Markets	Bermuda	12/02/2020	Special	All For				1
1393376	BMG2519Y1084	Credicorp Ltd.	Emerging Markets	Bermuda	27/03/2020	Annual	Against	3.6 3.8	Concerns about candidate's experience/skills 2- Concerns about overall board structure Concerns about candidate's experience/skills 2- Concerns about overall board structure		7
1410817	BMG8114Z1014	COSCO SHIPPING International (Hong Kong) Co., Ltd.	Emerging Markets	Bermuda	09/04/2020	Special	All For				1
1406908	BMG540501027	Lazard Ltd	Emerging Markets	Bermuda	28/04/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance		1
1410114	BMG0750C1082	Axalta Coating Systems Ltd.	Emerging Markets	Bermuda	29/04/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance		2
1415732	BMG0692U1099	Axis Capital Holdings Limited	Emerging Markets	Bermuda	07/05/2020	Annual	All For				2
1417766	BMG507361001	Jardine Matheson Holdings Ltd.	Emerging Markets	Bermuda	07/05/2020	Annual	Against	4 5	Concerns about overall board structure 2- Concerns related to approach to board diversity 3- Concerns related to inappropriate membership of committees Concerns about overall board structure 2- Concerns related to inappropriate membership of committees		4
1413190	BMG0450A1053	Arch Capital Group Ltd.	Emerging Markets	Bermuda	08/05/2020	Annual	All For			1a,1b,2	1
1418391	BMG8086V1467	Shenzhen International Holdings Limited	Emerging Markets	Bermuda	15/05/2020	Annual	Against	3.4 6,7	Concerns related to approach to board diversity Issue of equity raises concerns about excessive dilution of existing shareholders		10
1418078	BMG169621056	Bunge Limited	Emerging Markets	Bermuda	21/05/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance	1d	2
1420594	BMG2442N1048	COSCO SHIPPING Ports Limited	Emerging Markets	Bermuda	21/05/2020	Annual	Against	5A,5C 3.1b 3.1d	Issue of equity raises concerns about excessive dilution of existing shareholders Overboarded/Too many other time commitments. Overboarded/Too many other time commitmentsConcerns related to approach to board diversity		2
1418117	BMG9618E1075	White Mountains Insurance Group, Ltd.	Emerging Markets	Bermuda	21/05/2020	Annual	All For			2	2
1423215	BMG2113B1081	China Resources Gas Group Limited	Emerging Markets	Bermuda	22/05/2020	Annual	Against	3.1,3.2 5A,5C 3.4	Concerns related to attendance at board or committee meetings Issue of equity raises concerns about excessive dilution of existing shareholders Overboarded/Too many other time commitmentsConcerns related to approach to board diversity		3
1421597	BMG5320C1082	Kunlun Energy Co. Ltd.	Emerging Markets	Bermuda	27/05/2020	Annual	Against	3B 6,8	Concerns related to approach to board diversity Issue of equity raises concerns about excessive dilution of existing shareholders		2

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1424365	BMG8114Z1014	COSCO SHIPPING International (Hong Kong) Co., Ltd.	Emerging Markets	Bermuda	29/05/2020	Annual	Against	3c 3b 5C 5B	Concerns related to approach to board diversity Concerns related to attendance at board or committee meetings Issue of capital raises concerns about excessive dilution of existing shareholders Issue of capital raises concerns about excessive dilution of existing shareholders		1
1424213	BMG6955J1036	PAX Global Technology Ltd.	Emerging Markets	Bermuda	29/05/2020	Annual	Against	10,12 5	Issue of capital raises concerns about excessive dilution of existing shareholders Overboarded/Too many other time commitments	6	1
1425012	BMG988031446	Yue Yuen Industrial (Holdings) Ltd.	Emerging Markets	Bermuda	29/05/2020	Annual	Against	5A 5C	Insufficient/poor disclosure Issue of capital raises concerns about excessive dilution of existing shareholders	3.1	1
1424191	BMG0684D1074	Athene Holding Ltd.	Emerging Markets	Bermuda	02/06/2020	Annual	Against	4 1.4	Apparent failure to link pay & appropriate performance Concerns related to approach to board diversity 2- Concerns to protect shareholder value		1
1393376	BMG2519Y1084	Credicorp Ltd.	Emerging Markets	Bermuda	05/06/2020	Annual	All For				6
1412080	BMG423131256	Haier Electronics Group Co., Ltd.	Emerging Markets	Bermuda	23/06/2020	Annual	Against	8 6,7	Apparent failure to link pay and appropriate performance Issue of equity raises concerns about excessive dilution of existing shareholders	2b	1
1448617	BMG8114Z1014	COSCO SHIPPING International (Hong Kong) Co., Ltd.	Emerging Markets	Bermuda	07/07/2020	Special	All For			1	1
1445896	BMG9400S1329	VTech Holdings Ltd.	Emerging Markets	Bermuda	10/07/2020	Annual	Against	3c	Concerns related to approach to board diversity		1
1450537	BMG348041077	First Pacific Co. Ltd.	Emerging Markets	Bermuda	17/07/2020	Special	Against	1	Concerns related to potential conflict of interests		1
1452553	BMG0171K1018	Alibaba Health Information Technology Ltd.	Emerging Markets	Bermuda	30/07/2020	Annual	Against	7 2a1 4,6	Apparent failure to link pay and appropriate performance Concerns related to approach to board diversity Issue of equity raises concerns about excessive dilution of existing shareholders		4
1447082	BMG6682J1036	Northern Ocean Ltd.	Emerging Markets	Bermuda	31/08/2020	Annual	Against	2 3,4,5,6,7	Concerns related to shareholder rights Lack of independence on board	8	2
1462120	BMG8086V1467	Shenzhen International Holdings Limited	Emerging Markets	Bermuda	31/08/2020	Special	Against	1	Apparent failure to link pay & appropriate performance	2	10
1465439	BMG2519Y1084	Credicorp Ltd.	Emerging Markets	Bermuda	16/10/2020	Special	All For			1	7
1475826	BMG5320C1082	Kunlun Energy Co. Ltd.	Emerging Markets	Bermuda	27/10/2020	Special	All For				2
1484704	BMG988031446	Yue Yuen Industrial (Holdings) Ltd.	Emerging Markets	Bermuda	26/11/2020	Special	All For				1
1387951	BRDTEXACNOR3	Duratex SA	Emerging Markets	Brazil	31/01/2020	Special	All For				6

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1396032	BRGNDIACNOR2	Notre Dame Intermedica Participacoes SA	Emerging Markets	Brazil	25/03/2020	Annual	All For				6
1397479	BRGNDIACNOR2	Notre Dame Intermedica Participacoes SA	Emerging Markets	Brazil	25/03/2020	Special	Against	1	Apparent failure to link pay & appropriate performance		6
1410349	BRBBSEACNOR5	BB Seguridade Participacoes SA	Emerging Markets	Brazil	22/04/2020	Special	Against	2	Insufficient basis to support a decision		5
1411448	BRPCARACNOR3	Companhia Brasileira de Distribuicao	Emerging Markets	Brazil	23/04/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance		1
1411323	BRPCARACNOR3	Companhia Brasileira de Distribuicao	Emerging Markets	Brazil	23/04/2020	Special	All For				1
1394245	BRSBSPACNOR5	Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	Emerging Markets	Brazil	28/04/2020	Annual	Abstain	4 3,6,7.1,7.2,7.3,7.4,7.5,7.6,7.7,7.8,7.9	Insufficient/poor disclosure		1
1394917	BRHAPVACNOR4	Hapvida Participacoes e Investimentos SA	Emerging Markets	Brazil	28/04/2020	Annual	Abstain Against	8 3,6,7.1,7.2,7.3,7.4,7.5,7.6,7.7 5 4	Insufficient/poor disclosure Insufficient/poor disclosure Lack of independence on board Concerns related to approach to board diversity		5
1413893	BRHAPVACNOR4	Hapvida Participacoes e Investimentos SA	Emerging Markets	Brazil	28/04/2020	Special	All For				5
1394822	BRDTEXACNOR3	Duratex SA	Emerging Markets	Brazil	30/04/2020	Annual	Abstain Against	9 4,7,8.1,8.2,8.3,8.4,8.5,8.6,8.7,8.8 11 6 5	Insufficient/poor disclosure Apparent failure to link pay and appropriate performance Insufficient/poor disclosure Lack of independence on board		5
1414507	BRDTEXACNOR3	Duratex SA	Emerging Markets	Brazil	30/04/2020	Special	All For			3	5
1396013	BRMOVIACNOR0	Movida Participacoes SA	Emerging Markets	Brazil	30/04/2020	Annual	Abstain Against	5,6.1,6.2,6.3,6.4,6.5 4	Insufficient/poor disclosure Insufficient/poor disclosure	3	2
1414193	BRMOVIACNOR0	Movida Participacoes SA	Emerging Markets	Brazil	30/04/2020	Special	Against	6,7 5	Apparent failure to link pay & appropriate performance 2- Concerns related to potential conflict of interests Apparent failure to link pay & appropriate performance 2- Concerns related to potential conflict of interests	1	2
1405000	BRMGLUACNOR2	Magazine Luiza SA	Emerging Markets	Brazil	22/07/2020	Special	All For				3
1395275	BRMGLUACNOR2	Magazine Luiza SA	Emerging Markets	Brazil	27/07/2020	Annual	Abstain Against	10 4,7,8.1,8.2,8.3,8.4,8.5,8.6,8.7 12 14 6	Cumulative/slate voting in favour of individual candidates/slates Insufficient/poor disclosure Apparent failure to link pay & appropriate performance Insufficient/poor disclosure		3

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1392316	BRBBSEACNOR5	BB Seguridade Participacoes SA	Emerging Markets	Brazil	29/07/2020	Annual	Abstain	4,5	Insufficient/poor disclosure		5
1394629	BRCOGNACNOR2	Cogna Educacao SA	Emerging Markets	Brazil	29/07/2020	Annual	All For				1
1414215	BRCOGNACNOR2	Cogna Educacao SA	Emerging Markets	Brazil	29/07/2020	Special	All For				1
1464670	BRSBSPACNOR5	Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	Emerging Markets	Brazil	25/09/2020	Special	All For				1
1472744	BRMGLUACNOR2	Magazine Luiza SA	Emerging Markets	Brazil	07/10/2020	Special	All For				3
1474552	BRDTEXACNOR3	Duratex SA	Emerging Markets	Brazil	29/10/2020	Special	All For				5
1483768	BRHAPVACNOR4	Hapvida Participacoes e Investimentos SA	Emerging Markets	Brazil	19/11/2020	Special	All For				5
1492932	BRPCARACNOR3	Companhia Brasileira de Distribuicao	Emerging Markets	Brazil	31/12/2020	Special	All For				1
1387055	KYG8878S1030	Tingyi (Cayman Islands) Holding Corp.	Emerging Markets	Cayman Islands	16/01/2020	Special	All For				2
1412031	KYG8187G1055	SITC International Holdings Co., Ltd.	Emerging Markets	Cayman Islands	29/04/2020	Annual	Against	12,13 7,8	Issue of equity raises concerns about excessive dilution of existing shareholders Overboarded/Too many other time commitments	3	1
1412064	KYG548561284	Lifestyle International Holdings Ltd.	Emerging Markets	Cayman Islands	04/05/2020	Annual	Against	4B,4C 2b	Issue of equity raises concerns about excessive dilution of existing shareholders Overboarded/Too many other time commitments		2
1415622	KYG875721634	Tencent Holdings Ltd.	Emerging Markets	Cayman Islands	13/05/2020	Annual	Against	3b 5,7	Concerns related to approach to board diversity Issue of equity raises concerns about excessive dilution of existing shareholders		4
1417722	KYG217651051	CK Hutchison Holdings Ltd.	Emerging Markets	Cayman Islands	14/05/2020	Annual	Against	3e 3d 3b	Lack of independence on board Lack of independence on board Lack of independent representation at board committees		3
1417724	KYG846981028	Stella International Holdings Limited	Emerging Markets	Cayman Islands	14/05/2020	Annual	Against	3.1 7	Concerns related to approach to board diversity Concerns related to attendance at board or committee meetings Issue of equity raises concerns about excessive dilution of existing shareholders		1
1420591	KYG2953R1149	AAC Technologies Holdings, Inc.	Emerging Markets	Cayman Islands	15/05/2020	Annual	Against	4,6	Issue of equity raises concerns about excessive dilution of existing shareholders		3
1423852	KYG0192S1093	Ajisen (China) Holdings Limited	Emerging Markets	Cayman Islands	22/05/2020	Annual	Against	5A,5C	Issue of equity raises concerns about excessive dilution of existing shareholders		1
1431178	KYG210961051	China Mengniu Dairy Co., Ltd.	Emerging Markets	Cayman Islands	03/06/2020	Annual	Against	3c,4 6 3b	Concerns related to Non-audit fees Insufficient/poor disclosure Overboarded/Too many other time commitments		8
1421531	KYG8878S1030	Tingyi (Cayman Islands) Holding Corp.	Emerging Markets	Cayman Islands	08/06/2020	Annual	Against	9,11	Issue of equity raises concerns about excessive dilution of existing shareholders		3

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1413692	KYG989221000	Zhen Ding Technology Holding Ltd.	Emerging Markets	Cayman Islands	19/06/2020	Annual	All For				1
1421699	KYG9T20A1060	Weimob, Inc.	Emerging Markets	Cayman Islands	29/06/2020	Annual	Against	5 2A2 2A1 4A,4C	Apparent failure to link pay and appropriate performance Concerns related to approach to board diversity Concerns related to approach to board diversity Issue of equity raises concerns about excessive dilution of existing shareholders		1
1450212	KYG211461085	Chow Tai Fook Jewellery Group Ltd.	Emerging Markets	Cayman Islands	30/07/2020	Annual	Against	3f 5,7	Concerns related to approach to board diversity 2- Overboarded/Too many other time commitments Issue of equity raises concerns about excessive dilution of existing shareholders	3a,3b,3e	2
1454418	US9485961018	Weibo Corp.	Emerging Markets	Cayman Islands	13/08/2020	Annual	Against	1	Lack of independence on board		3
1460036	KYG017191142	Alibaba Group Holding Ltd.	Emerging Markets	Cayman Islands	30/09/2020	Annual	Against	2.1	Lack of independence on board		7
1464177	KYG017191142	Alibaba Group Holding Ltd.	Emerging Markets	Cayman Islands	30/09/2020	Annual	Against	2.1	Lack of independence on board		7
1489523	KYG217651051	CK Hutchison Holdings Ltd.	Emerging Markets	Cayman Islands	18/12/2020	Special	All For				3
1416328	CL0000001314	Empresas CMPC SA	Emerging Markets	Chile	30/04/2020	Annual	Against	g	Insufficient/poor disclosure		1
1389086	CNE100000GR6	Aier Eye Hospital Group Co., Ltd.	Emerging Markets	China	03/02/2020	Special	All For				6
1386738	CNE1000004S4	Zhejiang Expressway Co. Ltd.	Emerging Markets	China	03/02/2020	Special	All For				1
1387804	CNE1000001Y8	AviChina Industry & Technology Co. Ltd.	Emerging Markets	China	13/02/2020	Special	All For				1
1400818	CNE0000001D4	Gree Electric Appliances, Inc. of Zhuhai	Emerging Markets	China	17/03/2020	Special	All For				5
1404037	CNE100000GR6	Aier Eye Hospital Group Co., Ltd.	Emerging Markets	China	23/03/2020	Special	All For				6
1393640	CNE1000003W8	PetroChina Company Limited	Emerging Markets	China	25/03/2020	Special	All For				2
1395715	CNE000000CG9	Haier Smart Home Co., Ltd.	Emerging Markets	China	31/03/2020	Special	Against	2 1	Concerns about reducing shareholder rights Concerns about reducing shareholder rights		2
1397107	CNE1000003X6	Ping An Insurance (Group) Company of China, Ltd.	Emerging Markets	China	09/04/2020	Annual	Against	9	Issue of equity raises concerns about excessive dilution of existing shareholders		3
1412262	CNE0000008X7	Yunnan Baiyao Group Co., Ltd.	Emerging Markets	China	21/04/2020	Annual	All For				2
1417240	CNE100001KV8	Hangzhou Tigermed Consulting Co., Ltd.	Emerging Markets	China	22/04/2020	Special	All For				5
1422117	CNE000000ST8	Lu Thai Textile Co., Ltd.	Emerging Markets	China	08/05/2020	Special	All For				1

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Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type	Voting Action*	Agenda Item Numbers	Voting Explanation	Vote By Exception	Ballot Count
1410177	CNE100001NV2	SINOPEC Engineering (Group) Co., Ltd.	Emerging Markets	China	08/05/2020	Annual	Against	5	Issue of equity raises concerns about excessive dilution of existing shareholders		1
1410197	CNE100001NV2	SINOPEC Engineering (Group) Co., Ltd.	Emerging Markets	China	08/05/2020	Special	All For				1
1421986	CNE100001KV8	Hangzhou Tigermed Consulting Co., Ltd.	Emerging Markets	China	12/05/2020	Annual	All For				5
1414298	CNE1000004S4	Zhejiang Expressway Co. Ltd.	Emerging Markets	China	15/05/2020	Annual	Against	5 11	Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders		1
1424723	CNE100000GR6	Aier Eye Hospital Group Co., Ltd.	Emerging Markets	China	19/05/2020	Annual	All For				5
1430353	CNE100000W03	China South Publishing & Media Group Co., Ltd.	Emerging Markets	China	20/05/2020	Annual	Against	10,11	Concerns to protect shareholder value		2
1433991	CNE000000ST8	Lu Thai Textile Co., Ltd.	Emerging Markets	China	21/05/2020	Annual	All For				1
1423209	CNE1000001Y8	AviChina Industry & Technology Co. Ltd.	Emerging Markets	China	22/05/2020	Annual	Against	6,9 7	Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders		1
1411309	CNE1000002V2	China Telecom Corp. Ltd.	Emerging Markets	China	26/05/2020	Annual	Against	4,11 7 9	Concerns related to approach to board diversity Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders		1
1432967	CNE000001G38	NARI Technology Co., Ltd.	Emerging Markets	China	26/05/2020	Annual	Against	9	Concerns to protect shareholder value		5
1419254	CNE1000002D0	China BlueChemical Ltd.	Emerging Markets	China	28/05/2020	Annual	Against	5 8	Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders		3
1420207	CNE1000002D0	China BlueChemical Ltd.	Emerging Markets	China	28/05/2020	Special	All For				3
1418379	CNE1000002P4	China Oilfield Services Limited	Emerging Markets	China	28/05/2020	Annual	Against	6 8	Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders		2
1418475	CNE1000002P4	China Oilfield Services Limited	Emerging Markets	China	28/05/2020	Special	All For				2
1436675	CNE0000001D4	Gree Electric Appliances, Inc. of Zhuhai	Emerging Markets	China	01/06/2020	Annual	Against	9	Insufficient justification for related party transaction		4
1433266	CNE000000CG9	Haier Smart Home Co., Ltd.	Emerging Markets	China	03/06/2020	Annual	Against	8	Concerns to protect shareholder value		2
1425435	CNE100000FN7	Sinopharm Group Co., Ltd.	Emerging Markets	China	11/06/2020	Annual	Against	9,11 8 10	Concerns about reducing shareholder rights Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders		3
1425467	CNE100000FN7	Sinopharm Group Co., Ltd.	Emerging Markets	China	11/06/2020	Special	Against	1	Concerns about reducing shareholder rights		3

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1423305	CNE1000021L3	China Railway Signal & Communication Corp. Ltd.	Emerging Markets	China	12/06/2020	Annual	All For				1
1423362	CNE1000021L3	China Railway Signal & Communication Corp. Ltd.	Emerging Markets	China	12/06/2020	Special	All For				1
1431172	CNE1000002G3	China Communications Services Corp. Ltd.	Emerging Markets	China	15/06/2020	Annual	Against	6,7	Issue of equity raises concerns about excessive dilution of existing shareholders		5
1436093	CNE100000221	Beijing Capital International Airport Co., Ltd.	Emerging Markets	China	23/06/2020	Annual	Against	6.7 6.8	Concerns related to approach to board diversity Concerns related to attendance at board or committee meetings		2
1435510	CNE100000593	PICC Property & Casualty Co. Ltd.	Emerging Markets	China	23/06/2020	Annual	Against	11	Issue of equity raises concerns about excessive dilution of existing shareholders		2
1437954	CNE1000004L9	Weichai Power Co., Ltd.	Emerging Markets	China	29/06/2020	Annual	Against	11,12 6	Concerns about reducing shareholder rights Insufficient/poor disclosure		1
1455509	CNE1000004L9	Weichai Power Co., Ltd.	Emerging Markets	China	31/07/2020	Special	All For				1
1455661	CNE1000002D0	China BlueChemical Ltd.	Emerging Markets	China	26/08/2020	Special	All For				3
1459814	CNE000000CG9	Haier Smart Home Co., Ltd.	Emerging Markets	China	01/09/2020	Special	All For				3
1459933	CNE000000CG9	Haier Smart Home Co., Ltd.	Emerging Markets	China	01/09/2020	Special	All For				3
1465884	CNE100000GR6	Aier Eye Hospital Group Co., Ltd.	Emerging Markets	China	14/09/2020	Special	All For				5
1465853	CNE000001G38	NARI Technology Co., Ltd.	Emerging Markets	China	15/09/2020	Special	All For				5
1463183	CNE100000FN7	Sinopharm Group Co., Ltd.	Emerging Markets	China	18/09/2020	Special	Against	11	Concerns related to approach to board diversity 2- Overboarded/Too many other time commitments	4,14	3
1468153	CNE1000040M1	Hangzhou Tigermed Consulting Co., Ltd.	Emerging Markets	China	20/10/2020	Special	All For				5
1465875	CNE1000040M1	Hangzhou Tigermed Consulting Co., Ltd.	Emerging Markets	China	20/10/2020	Special	Against	4,5	Concerns related to shareholder rights		5
1473827	CNE1000002G3	China Communications Services Corp. Ltd.	Emerging Markets	China	21/10/2020	Special	All For				5
1471830	CNE1000002P4	China Oilfield Services Limited	Emerging Markets	China	21/10/2020	Special	All For				1
1478841	CNE0000001D4	Gree Electric Appliances, Inc. of Zhuhai	Emerging Markets	China	02/11/2020	Special	All For				4
1480736	CNE1000004L9	Weichai Power Co., Ltd.	Emerging Markets	China	13/11/2020	Special	All For				1
1482797	CNE1000040M1	Hangzhou Tigermed Consulting Co., Ltd.	Emerging Markets	China	26/11/2020	Special	All For				5

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1482798	CNE1000040M1	Hangzhou Tigermed Consulting Co., Ltd.	Emerging Markets	China	26/11/2020	Special	All For				5
1484701	CNE1000002P4	China Oilfield Services Limited	Emerging Markets	China	11/12/2020	Special	All For				1
1488834	CNE100000FN7	Sinopharm Group Co., Ltd.	Emerging Markets	China	18/12/2020	Special	All For			2	3
1487369	CNE1000004F1	Sinotrans Ltd.	Emerging Markets	China	22/12/2020	Special	Against	1			1
1490868	CNE1000004S4	Zhejiang Expressway Co. Ltd.	Emerging Markets	China	23/12/2020	Special	All For				1
1485752	CNE100000221	Beijing Capital International Airport Co., Ltd.	Emerging Markets	China	29/12/2020	Special	All For				1
1486028	CNE1000002D0	China BlueChemical Ltd.	Emerging Markets	China	29/12/2020	Special	All For				3
1485729	CNE100000593	PICC Property & Casualty Co., Ltd.	Emerging Markets	China	29/12/2020	Special	All For				2
1493142	CNE000000ST8	Lu Thai Textile Co., Ltd.	Emerging Markets	China	30/12/2020	Special	Against	1,3,7,12			1
1391730	COB07PA00078	Bancolombia SA	Emerging Markets	Colombia	13/03/2020	Annual	All For				1
1456441	COB07PA00086	Bancolombia SA	Emerging Markets	Colombia	31/07/2020	Special	All For				1
1396370	EGS60121C018	Commercial International Bank (Egypt) SAE	Emerging Markets	Egypt	15/03/2020	Annual	All For				6
1396369	EGS60121C018	Commercial International Bank (Egypt) SAE	Emerging Markets	Egypt	15/03/2020	Special	All For				6
1470635	EGS729J1C018	Cleopatra Hospital Co.	Emerging Markets	Egypt	15/10/2020	Special	Against	1	Apparent failure to link pay and appropriate performance		1
1382076	INE089A01023	Dr. Reddy's Laboratories Ltd.	Emerging Markets	India	02/01/2020	Court	All For				1
1395281	INE765G01017	ICICI Lombard General Insurance Co. Ltd.	Emerging Markets	India	15/03/2020	Special	Against	2	Apparent failure to link pay and appropriate performance		1
1444373	INE742F01042	Adani Ports & Special Economic Zone Ltd.	Emerging Markets	India	26/06/2020	Annual	All For				3
1442986	INE775A01035	Motherson Sumi Systems Limited	Emerging Markets	India	27/06/2020	Special	Against	2	Concerns related to shareholder rights		4
1448681	INE517F01014	Gujarat Pipavav Port Limited	Emerging Markets	India	13/07/2020	Special	All For				1
1392181	INE172A01027	Castrol India Limited	Emerging Markets	India	15/07/2020	Annual	Against	5	Apparent failure to link pay and appropriate performance		1
1450558	INE040A01034	HDFC Bank Limited	Emerging Markets	India	18/07/2020	Annual	All For			9	2

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1439427	INE296A01024	Bajaj Finance Limited	Emerging Markets	India	21/07/2020	Annual	Against	4 3	Apparent failure to link pay and appropriate performance Concerns related to attendance at board or committee meetings		3
1440110	INE918I01018	Bajaj Finserv Limited	Emerging Markets	India	21/07/2020	Annual	All For				1
1433789	INE669C01036	Tech Mahindra Limited	Emerging Markets	India	28/07/2020	Annual	All For				4
1449887	INE089A01023	Dr. Reddy's Laboratories Ltd.	Emerging Markets	India	30/07/2020	Annual	All For				2
1439722	INE766P01016	Mahindra Logistics Ltd.	Emerging Markets	India	30/07/2020	Annual	All For				1
1447097	INE517F01014	Gujarat Pipavav Port Limited	Emerging Markets	India	06/08/2020	Annual	Against	3 1	Concerns about overall performance Concerns to protect shareholder value		1
1455903	INE389H01022	KEC International Limited	Emerging Markets	India	07/08/2020	Annual	All For				1
1455324	INE090A01021	ICICI Bank Limited	Emerging Markets	India	09/08/2020	Special	All For				3
1447258	INE158A01026	Hero Motocorp Limited	Emerging Markets	India	12/08/2020	Annual	Against	3	Lack of independence on board		4
1457243	INE765G01017	ICICI Lombard General Insurance Co. Ltd.	Emerging Markets	India	13/08/2020	Annual	All For				1
1455653	INE090A01021	ICICI Bank Limited	Emerging Markets	India	14/08/2020	Annual	All For				3
1451624	INE881D01027	Oracle Financial Services Software Limited	Emerging Markets	India	18/08/2020	Annual	All For				1
1452212	INE154A01025	ITC Limited	Emerging Markets	India	04/09/2020	Annual	All For				1
1463920	INE752E01010	Power Grid Corporation of India Limited	Emerging Markets	India	22/09/2020	Annual	Against	3,5,6	Lack of independence on board		2
1461407	INE465A01025	Bharat Forge Ltd.	Emerging Markets	India	23/09/2020	Annual	Against	5	Apparent failure to link pay & appropriate performance		4
1460275	INE956G01038	VA Tech Wabag Limited	Emerging Markets	India	23/09/2020	Annual	Against	1	Concerns to protect shareholder value		1
1463634	INE123W01016	SBI Life Insurance Co. Ltd.	Emerging Markets	India	24/09/2020	Annual	All For				4
1468728	INE775A01035	Motherson Sumi Systems Limited	Emerging Markets	India	28/09/2020	Annual	Against	3 2	Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees		4
1468512	INE093I01010	Oberoi Realty Limited	Emerging Markets	India	28/09/2020	Annual	Against	7,8	Concerns to protect shareholder value		1

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1468420	INE111A01025	Container Corp. of India Ltd.	Emerging Markets	India	29/09/2020	Annual	Against	3,6 4	Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees		4
1468724	INE860A01027	HCL Technologies Limited	Emerging Markets	India	29/09/2020	Annual	All For				3
1467612	INE002L01015	SJVN Limited	Emerging Markets	India	29/09/2020	Annual	Against	4 3	Lack of independence on board Lack of independence on board		1
1483226	INE040A01034	HDFC Bank Limited	Emerging Markets	India	01/12/2020	Special	All For				2
1485366	INE765G01017	ICICI Lombard General Insurance Co. Ltd.	Emerging Markets	India	11/12/2020	Special	All For				1
1485879	INE154A01025	ITC Limited	Emerging Markets	India	19/12/2020	Special	All For				1
1389290	ID1000118201	PT Bank Rakyat Indonesia (Persero) Tbk	Emerging Markets	Indonesia	18/02/2020	Annual	Against	5	Insufficient/poor disclosure		7
1437286	ID1000129000	PT Telekomunikasi Indonesia (Persero) Tbk	Emerging Markets	Indonesia	19/06/2020	Annual	Against	6 3,4	Insufficient/poor disclosure Insufficient/poor disclosure		2
1447376	ID1000095706	PT Unilever Indonesia Tbk	Emerging Markets	Indonesia	24/07/2020	Annual	All For				4
1450882	ID1000109507	PT Bank Central Asia Tbk	Emerging Markets	Indonesia	30/07/2020	Special	Against	2	Concerns related to shareholder rights	1	4
1455111	ID1000068604	PT Gudang Garam Tbk	Emerging Markets	Indonesia	28/08/2020	Annual	Against	4,9	Insufficient/poor disclosure		1
1477378	ID1000095706	PT Unilever Indonesia Tbk	Emerging Markets	Indonesia	25/11/2020	Special	All For				4
1422922	LR0008862868	Royal Caribbean Cruises Ltd.	Emerging Markets	Liberia	28/05/2020	Annual	Against	5 4	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	1a,1d,2	5
1409815	MYL4162OO003	British American Tobacco Malaysia Bhd.	Emerging Markets	Malaysia	15/06/2020	Annual	All For				1
1396419	MXP320321310	Fomento Economico Mexicano SAB de CV	Emerging Markets	Mexico	20/03/2020	Annual	Against	4,5	Inappropriate bundling of election of directors on a single vote 2- Insufficient/poor disclosure		1
1395683	MX01WA000038	Wal-Mart de Mexico SAB de CV	Emerging Markets	Mexico	24/03/2020	Annual	Against	4	Apparent failure to link pay and appropriate performance		4
1411173	MXP370711014	Grupo Financiero Banorte SAB de CV	Emerging Markets	Mexico	24/04/2020	Annual	All For				4
1420970	MXCFFU000001	Fibra Uno Administracion SA de CV	Emerging Markets	Mexico	30/04/2020	Annual	Against	3.a,3.b,3.d 4	Concerns related to approach to board diversity Insufficient/poor disclosure		1
1421270	MX01LA010006	Genomma Lab Internacional SAB de CV	Emerging Markets	Mexico	30/04/2020	Annual	Against	4	Concerns to protect shareholder value		1

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1447725	MX01WA000038	Wal-Mart de Mexico SAB de CV	Emerging Markets	Mexico	26/06/2020	Special	All For				4
1415169	MX01OM000018	Grupo Aeroportuario del Centro Norte SAB de CV	Emerging Markets	Mexico	07/07/2020	Annual	All For				1
1390189	PHY6028G1361	Metropolitan Bank & Trust Company	Emerging Markets	Philippines	28/05/2020	Annual	Against	2 4.2,4.4,4.5,4.6,4.7,4.8,4.9,4.10,4.11	Concerns related to shareholder rights Concerns to protect shareholder value Insufficient/poor disclosure		1
1414746	PR7331747001	Popular, Inc.	Emerging Markets	Puerto Rico	12/05/2020	Annual	All For				1
1412321	RU0009029540	Sberbank Russia PJSC	Emerging Markets	Russia	25/09/2020	Annual	Against	4.3,4.4,4.5,4.6,4.7,4.11,4.12,4.13	Concerns about overall board structure		4
1390886	ZAE000167391	Transaction Capital Ltd.	Emerging Markets	South Africa	11/03/2020	Annual	All For				1
1452804	ZAE000015889	Naspers Ltd.	Emerging Markets	South Africa	21/08/2020	Annual	Against	8 7 6.4 14 13 5,6	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance Concerns related to inappropriate membership of committees Issue of capital raises concerns about excessive dilution of existing shareholders 2- Multiple voting rights Issue of capital raises concerns about excessive dilution of existing shareholders 2- Multiple voting rights Multiple voting rights		2
1475430	ZAE000012084	Shoprite Holdings Ltd.	Emerging Markets	South Africa	16/11/2020	Annual	Against	13.1,13.2,1b 6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance		1
1391277	TH0001010006	Bangkok Bank Public Company Limited	Emerging Markets	Thailand	05/03/2020	Special	Against	1 2	Concerns to protect shareholder value Insufficient/poor disclosure		1
1398522	TH0308010Y08	AP (Thailand) Public Co. Ltd.	Emerging Markets	Thailand	09/07/2020	Annual	Against	10	Insufficient/poor disclosure		3
1400018	TH0001010006	Bangkok Bank Public Company Limited	Emerging Markets	Thailand	10/07/2020	Annual	Against	9	Insufficient/poor disclosure		1
1393791	TRECUHE00018	Avivasa Emeklilik ve Hayat AS	Emerging Markets	Turkey	11/03/2020	Annual	Against	7,11 8	Insufficient/poor disclosure Lack of independence on board		1
1412940	TREBIMM00018	BIM Birlesik Magazalar AS	Emerging Markets	Turkey	05/05/2020	Annual	All For				5
1448290	TREMAVI00037	Mavi Giyim Sanayive ve Ticaret AS	Emerging Markets	Turkey	16/07/2020	Annual	All For				1
1388542	AT0000A18XM4	ams AG	Europe	Austria	24/01/2020	Special	All For				7
1392584	AT0000946652	Schoeller-Bleckmann Oilfield Equipment AG	Europe	Austria	23/04/2020	Annual	Against	6	Apparent failure to link pay & appropriate performance		5
1392540	AT0000831706	Wienerberger AG	Europe	Austria	05/05/2020	Annual	Against	6	Apparent failure to link pay & appropriate performance		1

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1392565	AT0000A18XM4	ams AG	Europe	Austria	03/06/2020	Annual	Against	7	Apparent failure to link pay & appropriate performance		7
1392539	AT0000743059	OMV AG	Europe	Austria	29/09/2020	Annual	Against	9.3 7	Apparent failure to link pay & appropriate performance		3
1392070	BE0003823409	Financiere de Tubize SA	Europe	Belgium	22/04/2020	Annual	All For				1
1408824	BE0003823409	Financiere de Tubize SA	Europe	Belgium	22/04/2020	Special	All For				1
1389816	BE0003739530	UCB SA	Europe	Belgium	30/04/2020	Annual/ Special	All For				1
1389817	BE0974320526	Umicore	Europe	Belgium	30/04/2020	Annual/ Special	All For				4
1391572	BE0974293251	Anheuser-Busch InBev SA/NV	Europe	Belgium	03/06/2020	Annual/ Special	Against	B9 B8.c,B8.d,B8.e,B8.f,B8.g,B8.h,B8.i,B8.j,B8.k	Apparent failure to link pay and appropriate performance Lack of independence on board		1
1393788	DK0060094928	Orsted A/S	Europe	Denmark	02/03/2020	Annual	All For				11
1375994	DK0060252690	Pandora AS	Europe	Denmark	11/03/2020	Annual	Abstain	5.5	Overboarded/Too many other time commitments		2
1393154	DK0060534915	Novo Nordisk A/S	Europe	Denmark	26/03/2020	Annual	All For				12
1384724	DK0010268606	Vestas Wind Systems A/S	Europe	Denmark	07/04/2020	Annual	All For			4.b	2
1417313	FI0009000459	Huhtamaki Oyj	Europe	Finland	29/04/2020	Annual	Against	10	Apparent failure to link pay & appropriate performance		7
1394414	FI0009004824	Kemira Oyj	Europe	Finland	05/05/2020	Annual	Against	10	Apparent failure to link pay & appropriate performance		1
1383915	FI0009000681	Nokia Oyj	Europe	Finland	27/05/2020	Annual	Against	10	Apparent failure to link pay & appropriate performance		10
1391881	FI0009005961	Stora Enso Oyj	Europe	Finland	04/06/2020	Annual	Against	13	Overboarded/Too many other time commitments Concerns related to inappropriate membership of committees Concerns related to approach to board diversity		7
1393301	FI0009007835	Metso Oyj	Europe	Finland	16/06/2020	Annual	All For				4
1459169	FI4000440664	Neles Oyj	Europe	Finland	29/10/2020	Special	All For				3
1381708	FR0000121220	Sodexo SA	Europe	France	21/01/2020	Annual/ Special	Against	12 15	Apparent failure to link pay and appropriate performance. Concerns to protect shareholder value.		3
1407157	FR0000065484	Lectra SA	Europe	France	30/04/2020	Annual/ Special	Against	18	Concerns about reducing shareholder rights 2- Concerns to protect shareholder value		1
1393749	FR0010908533	Edenred SA	Europe	France	07/05/2020	Annual/ Special	All For				5
1396064	FR0000131104	BNP Paribas SA	Europe	France	19/05/2020	Annual/ Special	Against	13	Apparent failure to link pay & appropriate performance		1
1393102	FR0010307819	Legrand SA	Europe	France	27/05/2020	Annual/ Special	Against	5	Insufficient/poor disclosure		8

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1395231	FR0011726835	Gaztransport & Technigaz SA	Europe	France	02/06/2020	Annual/ Special	Against	10 8 5	Apparent failure to link pay and appropriate performance Insufficient basis to support a decision Lack of independence on board		9
1392400	FR0000125486	VINCI SA	Europe	France	18/06/2020	Annual/ Special	Against	7	Apparent failure to link pay & appropriate performance		8
1415549	FR0000121501	Peugeot SA	Europe	France	25/06/2020	Annual/ Special	Against	6,7,11,12,13,14,15 4 23	Apparent failure to link pay and appropriate performance Lack of independence on board Poison pill/anti-takeover measure not in investors interests		1
1403217	FR0013176526	Valeo SA	Europe	France	25/06/2020	Annual/ Special	Against	15	Concerns about reducing shareholder rights		6
1403218	FR0000121147	Faurecia SA	Europe	France	26/06/2020	Annual/ Special	Against	16 31 29 6	Apparent failure to link pay & appropriate performance Concerns about reducing shareholder rights Concerns to protect shareholder value Overboarded/Too many other time commitments		1
1381411	FR0000120628	AXA SA	Europe	France	30/06/2020	Annual/ Special	All For				1
1441673	FR0000054470	Ubisoft Entertainment SA	Europe	France	02/07/2020	Annual/ Special	All For				3
1463170	FR0013227113	Soitec SA	Europe	France	23/09/2020	Annual/ Special	All For				10
1383769	DE0005493365	Hypoport AG	Europe	Germany	15/01/2020	Special	All For				1
1401420	DE000BAY0017	Bayer AG	Europe	Germany	28/04/2020	Annual	All For				1
1395294	DE0008404005	Allianz SE	Europe	Germany	06/05/2020	Annual	All For				1
1394481	DE0005810055	Deutsche Boerse AG	Europe	Germany	19/05/2020	Annual	Against	8	Apparent failure to link pay & appropriate performance		5
1418552	DE0007164600	SAP SE	Europe	Germany	20/05/2020	Annual	Against	7	Apparent failure to link pay & appropriate performance		5
1421826	DE0005565204	Duerr AG	Europe	Germany	28/05/2020	Annual	All For				5
1394902	DE0006599905	Merck KGaA	Europe	Germany	28/05/2020	Annual	All For				5
1431093	DE0005493365	Hypoport SE	Europe	Germany	09/06/2020	Annual	Against	9 10	Concerns to protect shareholder value Issue of capital raises concerns about excessive dilution of existing shareholders		1
1393732	DE000A1DAHH0	Brenntag AG	Europe	Germany	10/06/2020	Annual	All For				1
1436628	DE0005470306	CTS Eventim AG & Co. KGaA	Europe	Germany	19/06/2020	Annual	Against	7	Concerns to protect shareholder value		1
1438413	DE000ZAL1111	Zalando SE	Europe	Germany	23/06/2020	Annual	Against	10,11 8	Concerns about reducing shareholder rights Concerns to protect shareholder value		1
1422638	DE000A1ML7J1	Vonovia SE	Europe	Germany	30/06/2020	Annual	All For				7
1422655	DE000KGX8881	KION GROUP AG	Europe	Germany	16/07/2020	Annual	Against	6.1,6.4	Lack of independence on board		2
1394126	DE000A0D9PT0	MTU Aero Engines AG	Europe	Germany	05/08/2020	Annual	All For				3

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Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type	Voting Action*	Agenda Item Numbers	Voting Explanation	Vote By Exception	Ballot Count
1394388	DE0005313704	Carl Zeiss Meditec AG	Europe	Germany	06/08/2020	Annual	Against	8 7.1,7.2	Concerns to protect shareholder value Lack of independence on board		3
1449246	DE000A1EWWW0	adidas AG	Europe	Germany	11/08/2020	Annual	Against	7	Concerns regarding Auditor tenure		8
1393416	DE0005785802	Fresenius Medical Care AG & Co. KGaA	Europe	Germany	27/08/2020	Annual	All For				2
1431129	DE0005785604	Fresenius SE & Co. KGaA	Europe	Germany	28/08/2020	Annual	All For				5
1461372	DE000A13SX22	HELLA GmbH & Co. KGaA	Europe	Germany	25/09/2020	Annual	All For				3
1385116	IE00B4BNMY34	Accenture Plc	Europe	Ireland	30/01/2020	Annual	All For				8
1387948	IE00BK9ZQ967	Trane Technologies Plc	Europe	Ireland	04/02/2020	Special	All For				6
1407596	IE00B8KQN827	Eaton Corporation plc	Europe	Ireland	22/04/2020	Annual	Against	4	Apparent failure to link pay & appropriate performance	1h	3
1329096	IE0000669501	Glanbia Plc	Europe	Ireland	22/04/2020	Annual	All For			12,13,14	8
1329873	IE001827041	CRH Plc	Europe	Ireland	23/04/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance	4a	1
1387067	IE00B00MZ448	Grafton Group Plc	Europe	Ireland	29/04/2020	Annual	Against	6	Apparent failure to link pay & appropriate performance		1
1413195	IE00B1RR8406	Smurfit Kappa Group Plc	Europe	Ireland	30/04/2020	Annual	Abstain	3	Proposal withdrawn/not put to a vote	5j	5
1408527	IE0004927939	Kingspan Group Plc	Europe	Ireland	01/05/2020	Annual	Abstain	2	Proposal withdrawn/not put to a vote		2
1410260	IE00BDVJJQ56	nVent Electric Plc	Europe	Ireland	15/05/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance	1b	2
1425744	IE00BK9ZQ967	Trane Technologies Plc	Europe	Ireland	04/06/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance	1e,1k,1l	6
1397973	IE0002424939	DCC Plc	Europe	Ireland	17/07/2020	Annual	All For				3
1446102	IE00BFY8C754	STERIS Plc (Ireland)	Europe	Ireland	28/07/2020	Annual	All For				10
1393341	IT0005239360	UniCredit SpA	Europe	Italy	09/04/2020	Annual/ Special	Abstain Against	3,11,4 A	Proposal withdrawn/not put to a vote Insufficient/poor disclosure		7
1395395	IT0005331019	Carel Industries SpA	Europe	Italy	20/04/2020	Annual	Against	A	Insufficient/poor disclosure		1
1393693	IT0005162406	Technogym SpA	Europe	Italy	23/04/2020	Annual/ Special	Against	A	Insufficient/poor disclosure		7
1418496	IT0003428445	MARR SpA	Europe	Italy	28/04/2020	Annual/ Special	Against	3.1,3.2,3.3.2,4.1.2 1 A	Double voting rights Insufficient/poor disclosure		5
1394452	IT0005010423	Cerved Group SpA	Europe	Italy	20/05/2020	Annual/ Special	Against	4a,2,4b,4c A	Insufficient/poor disclosure		6
1389027	LU1066226637	Stabilus S.A.	Europe	Luxembourg	12/02/2020	Annual	All For				1
1421662	LU0633102719	Samsonite International S.A.	Europe	Luxembourg	04/06/2020	Annual	All For			3.3	7
1421724	LU0633102719	Samsonite International S.A.	Europe	Luxembourg	04/06/2020	Special	All For				7

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1389467	NL0011794037	Royal Ahold Delhaize NV	Europe	Netherlands	08/04/2020	Annual	Against	6	Apparent failure to link pay & appropriate performance		7
1369591	NL0010273215	ASML Holding NV	Europe	Netherlands	22/04/2020	Annual	Against	3.a,6	Apparent failure to link pay & appropriate performance		12
1389802	NL0000009165	Heineken NV	Europe	Netherlands	23/04/2020	Annual	Against	3 1.b 6.b	Apparent failure to link pay & appropriate performance Apparent failure to link pay and appropriate performance Concerns related to shareholder rights		3
1389913	NL0000395903	Wolters Kluwer NV	Europe	Netherlands	23/04/2020	Annual	Against	6 2.c	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance		5
1391440	NL0011821202	ING Groep NV	Europe	Netherlands	28/04/2020	Annual	All For				9
1391581	NL0012866412	BE Semiconductor Industries NV	Europe	Netherlands	30/04/2020	Annual	Against	3,7.a	Apparent failure to link pay and appropriate performance		1
1402767	NL0000388619	Unilever NV	Europe	Netherlands	30/04/2020	Annual	All For				1
1392516	NL0000888691	AMG Advanced Metallurgical Group NV	Europe	Netherlands	06/05/2020	Annual	Against	7 2.b	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance		1
1389908	NL0000852523	TKH Group NV	Europe	Netherlands	07/05/2020	Annual	Against	2.b	Apparent failure to link pay & appropriate performance		1
1389938	NL0006294274	Euronext NV	Europe	Netherlands	14/05/2020	Annual	Against	6 3.b	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance		1
1405853	NL0010937058	Intertrust NV	Europe	Netherlands	14/05/2020	Annual	Against	3	Apparent failure to link pay and appropriate performance		1
1389903	NL0000334118	ASM International NV	Europe	Netherlands	18/05/2020	Annual	Against	4 3	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance		1
1369585	NL0000852564	Aalberts NV	Europe	Netherlands	25/06/2020	Annual	All For				7
1393951	NL0010801007	IMCD NV	Europe	Netherlands	30/06/2020	Annual	Against	2.b,4.a	Apparent failure to link pay and appropriate performance		8
1439667	NL0012169213	QIAGEN NV	Europe	Netherlands	30/06/2020	Annual	Against	5,11 18 14.c	Apparent failure to link pay & appropriate performance Concerns related to minority shareholder interest Issue of capital raises concerns about excessive dilution of existing shareholders		5
1432348	NL0013654783	Prosus NV	Europe	Netherlands	18/08/2020	Annual	Against	2,5,14	Apparent failure to link pay and appropriate performance		4
1461356	NL0000388619	Unilever NV	Europe	Netherlands	21/09/2020	Special	All For				1

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1478739	NL0009805522	Yandex NV	Europe	Netherlands	29/10/2020	Annual	Against	9 8 7	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		5
1476942	NL0006294274	Euronext NV	Europe	Netherlands	20/11/2020	Special	All For				1
1391077	NO0010199151	PGS ASA	Europe	Norway	13/02/2020	Special	All For				1
1411839	NO0010345853	Aker BP ASA	Europe	Norway	16/04/2020	Annual	Against	5 9 11	Apparent failure to link pay and appropriate performance Lack of independence on board Poison pill/anti-takeover measure not in investors interests		6
1406382	NO0005668905	Tomra Systems ASA	Europe	Norway	04/05/2020	Annual	All For			12	4
1420807	NO0010816093	Elkem ASA	Europe	Norway	08/05/2020	Annual	Against	6a,6b,13 8	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees		2
1417094	NO0010096985	Equinor ASA	Europe	Norway	14/05/2020	Annual	Against	22 9	Apparent failure to link pay and appropriate performance Shareholder proposal promotes appropriate accountability or incentivisation		2
1422687	NO0010073489	Austevoll Seafood ASA	Europe	Norway	28/05/2020	Annual	All For			8.1e	1
1406378	NO0010031479	DNB ASA	Europe	Norway	30/06/2020	Annual	All For				3
1484350	NO0010031479	DNB ASA	Europe	Norway	30/11/2020	Special	All For				3
1396423	ES0113679137	Bankinter SA	Europe	Spain	19/03/2020	Annual	All For			12	2
1398189	ES0144580Y14	Iberdrola SA	Europe	Spain	02/04/2020	Annual	All For				8
1412835	ES0105630315	CIE Automotive SA	Europe	Spain	29/04/2020	Annual	Against	10 6 7.4,7.8,7.9,7.10,7.11,7.12,7.13,7.14	Apparent failure to link pay & appropriate performance Issue of capital raises concerns about excessive dilution of existing shareholders Lack of independence on board	7.3	1
1416326	ES0173093024	Red Electrica Corp. SA	Europe	Spain	13/05/2020	Annual	All For				2
1419248	ES0105025003	MERLIN Properties SOCIMI SA	Europe	Spain	16/06/2020	Annual	Against	8	Apparent failure to link pay and appropriate performance		7
1437517	ES0109067019	Amadeus IT Group SA	Europe	Spain	17/06/2020	Annual	Against	5.4 5.7	Concerns related to approach to board diversity Concerns related to inappropriate membership of committees		5
1447457	ES0148396007	Industria de Diseno Textil SA	Europe	Spain	14/07/2020	Annual	All For				4
1396786	ES0143416115	Siemens Gamesa Renewable Energy SA	Europe	Spain	22/07/2020	Annual	Against	20 14,16	Apparent failure to link pay & appropriate performance Issue of equity raises concerns about excessive dilution of existing shareholders		14

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1398629	ES0105046009	Aena S.M.E. SA	Europe	Spain	29/10/2020	Annual	Against	12 11	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
1393418	SE0003366871	SAS AB	Europe	Sweden	12/03/2020	Annual	Against	15.c	Concerns to protect shareholder value		4
1399443	SE0000825820	Lundin Petroleum AB	Europe	Sweden	31/03/2020	Annual	Against	15.b	Lack of independence on board		3
1396639	SE0000112724	Svenska Cellulosa AB	Europe	Sweden	31/03/2020	Annual	Against	12.j 13 12.b	Lack of independent representation at board committees Overboarded/Too many other time commitments Overboarded/Too many other time commitments		5
1398421	SE0009922164	Essity AB	Europe	Sweden	02/04/2020	Annual	All For			12.b,13	6
1409280	SE0000114837	Trelleborg AB	Europe	Sweden	23/04/2020	Annual	Against	14	Apparent failure to link pay & appropriate performance		7
1412053	SE0006422390	Thule Group AB	Europe	Sweden	28/04/2020	Annual	All For				5
1397207	SE0000242455	Swedbank AB	Europe	Sweden	28/05/2020	Annual	Against	10.b,10.c,10.d,10.e,10.f,10.g,10.h, 10.i,10.j,10.o,10.a	Concerns about overall performance Concerns about overall performance	16	2
1403089	SE0000115446	Volvo AB	Europe	Sweden	18/06/2020	Annual	Against	15 9.7	Apparent failure to link pay and appropriate performance Overboarded/Too many other time commitments		4
1472001	SE0001662230	Husqvarna AB	Europe	Sweden	23/10/2020	Special	All For				7
1474519	SE0009922164	Essity AB	Europe	Sweden	28/10/2020	Special	All For				5
1481412	SE0011166933	Epiroc AB	Europe	Sweden	27/11/2020	Special	All For				4
1380579	CH0001503199	BELIMO Holding AG	Europe	Switzerland	30/03/2020	Annual	Against	7	Insufficient/poor disclosure	6.1.3	1
1380621	CH0011075394	Zurich Insurance Group AG	Europe	Switzerland	01/04/2020	Annual	Against	1.2,5.1 8	Apparent failure to link pay & appropriate performance Insufficient/poor disclosure		5
1382081	CH0012280076	Straumann Holding AG	Europe	Switzerland	07/04/2020	Annual	Against	10 6.8	Insufficient/poor disclosure Overboarded/Too many other time commitments		2
1388241	CH0528751586	VZ Holding AG	Europe	Switzerland	08/04/2020	Annual	Against	5.2.1 5.1.1 9 5.1.3 5.1.2	Concerns related to approach to board diversity Concerns related to approach to board diversity Insufficient/poor disclosure Lack of independent representation at board committees Lack of independent representation at board committees		1
1382137	CH0418792922	Sika AG	Europe	Switzerland	21/04/2020	Annual	Against	6	Insufficient/poor disclosure		5
1385281	CH0038863350	Nestle SA	Europe	Switzerland	23/04/2020	Annual	All For				7
1384072	CH0013841017	Lonza Group AG	Europe	Switzerland	28/04/2020	Annual	Against	10	Insufficient/poor disclosure		13

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1417425	CH0044328745	Chubb Limited	Europe	Switzerland	20/05/2020	Annual	Against	12 6 7.1,7.2,7.3 7.4 13	Apparent failure to link pay & appropriate performance Concerns about overall board structure Concerns about remuneration committee performance Concerns about remuneration committee performance Insufficient/poor disclosure	5,5,5,6,11,2	6
1382617	CH0025536027	Burckhardt Compression Holding AG	Europe	Switzerland	03/07/2020	Annual	Against	6	Insufficient/poor disclosure		5
1386367	CA73927C7127	Power Financial Corporation	North America	Canada	11/02/2020	Special	Against	1	Concerns about reducing shareholder rights		1
1391256	CA14179V5036	Cargojet Inc.	North America	Canada	30/03/2020	Annual/ Special	Abstain Against	6 3	Apparent failure to link pay & appropriate performance		4
1384284	CA8911605092	The Toronto-Dominion Bank	North America	Canada	02/04/2020	Annual	Against	6	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
1394299	CA3039011026	Fairfax Financial Holdings Limited	North America	Canada	16/04/2020	Annual	All For				2
1393565	CA1363751027	Canadian National Railway Company	North America	Canada	28/04/2020	Annual	All For			3	3
1393799	CA0679011084	Barrick Gold Corporation	North America	Canada	05/05/2020	Annual	All For			1,2,1,3,3	3
1395434	CA45075E1043	iA Financial Corporation Inc.	North America	Canada	07/05/2020	Annual	Against	4,5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks	3	1
1398121	CA5592224011	Magna International Inc.	North America	Canada	07/05/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance		1
1392432	CA56501R1064	Manulife Financial Corp.	North America	Canada	07/05/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance		1
1397569	CA7392391016	Power Corporation of Canada	North America	Canada	15/05/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance	1.4	1
1407019	CA4436281022	HudBay Minerals Inc.	North America	Canada	21/05/2020	Annual/ Special	Against	3	Apparent failure to link pay & appropriate performance		2
1419683	CA8910546032	Torex Gold Resources Inc.	North America	Canada	17/06/2020	Annual/ Special	Against	6 4	Apparent failure to link pay & appropriate performance Concerns to protect shareholder value		1
1400581	CA5649051078	Maple Leaf Foods Inc.	North America	Canada	24/06/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance	1.4	1
1440671	CA1247651088	CAE Inc.	North America	Canada	12/08/2020	Annual	Against	3	Concerns related to approach to board diversity	1.1	6
1451799	CA01626P4033	Alimentation Couche-Tard Inc.	North America	Canada	16/09/2020	Annual	Against	4,6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks	3	3

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1382528	US7018771029	Parsley Energy, Inc.	North America	USA	09/01/2020	Special	All For				5
1384455	US5951121038	Micron Technology, Inc.	North America	USA	16/01/2020	Annual	All For			2	7
1385109	US22160K1051	Costco Wholesale Corporation	North America	USA	22/01/2020	Annual	All For				5
1385702	US9026811052	UGI Corporation	North America	USA	22/01/2020	Annual	Against	2 1.7	Apparent failure to link pay & appropriate performance Concerns related to approach to board diversity		5
1386171	US1143401024	Brooks Automation, Inc.	North America	USA	24/01/2020	Annual	All For				6
1384276	US92826C8394	Visa Inc.	North America	USA	28/01/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance		7
1385700	US9807451037	Woodward, Inc.	North America	USA	29/01/2020	Annual	Against	3 1.3	Apparent failure to link pay & appropriate performance Concerns about overall board structure		4
1385694	US0476491081	Atkore International Group, Inc.	North America	USA	30/01/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance		2
1384977	US9314271084	Walgreens Boots Alliance, Inc.	North America	USA	30/01/2020	Annual	Against	3 4,6	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation		1
1390564	US2296691064	Cubic Corporation	North America	USA	17/02/2020	Annual	Against	2 1.8	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance		2
1388634	US0378331005	Apple Inc.	North America	USA	26/02/2020	Annual	Against	5 6 4	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 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		7
1391324	US0326541051	Analog Devices, Inc.	North America	USA	11/03/2020	Annual	Against	2 1f	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance		6
1390597	US2546871060	The Walt Disney Company	North America	USA	11/03/2020	Annual	Against	3 5	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency		8

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1392028	US0382221051	Applied Materials, Inc.	North America	USA	12/03/2020	Annual	Against	4	Concerns to protect shareholder value		2
1392839	US2166484020	The Cooper Companies, Inc.	North America	USA	18/03/2020	Annual	All For				4
1403920	US8318652091	A. O. Smith Corporation	North America	USA	15/04/2020	Annual	Against	2 1.1	Apparent failure to link pay & appropriate performance Concerns to protect shareholder value		2
1403421	US6935061076	PPG Industries, Inc.	North America	USA	16/04/2020	Annual	All For				3
1393400	US00846U1016	Agilent Technologies, Inc.	North America	USA	17/04/2020	Annual	All For				3
1406053	US1729674242	Citigroup Inc.	North America	USA	21/04/2020	Annual	Against	3 7 5	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes enhanced shareholder rights	1f	7
1404637	US55261F1049	M&T Bank Corporation	North America	USA	21/04/2020	Annual	Against	1.4 1.14	Concerns related to approach to board diversity Concerns related to inappropriate membership of committees		6
1404859	US8269191024	Silicon Laboratories Inc.	North America	USA	21/04/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance		8
1406051	US0017441017	AMN Healthcare Services, Inc.	North America	USA	22/04/2020	Annual	All For				8
1404826	US0605051046	Bank of America Corporation	North America	USA	22/04/2020	Annual	Against	4	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	2,7	7
1410395	US76131N1019	Retail Opportunity Investments Corp.	North America	USA	22/04/2020	Annual	Against	1.3	Concerns related to approach to board diversity		8
1407547	US1924221039	Cognex Corporation	North America	USA	23/04/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance		7
1402654	US4448591028	Humana Inc.	North America	USA	23/04/2020	Annual	Against	3 1h	Apparent failure to link pay & appropriate performance Concerns related to inappropriate membership of committees	1e	3
1405805	US5398301094	Lockheed Martin Corporation	North America	USA	23/04/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance	1.7	2
1407747	US7170811035	Pfizer Inc.	North America	USA	23/04/2020	Annual	Against	7 6,8 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 better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights		3

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1406062	US8290731053	Simpson Manufacturing Co., Inc.	North America	USA	23/04/2020	Annual	All For				4
1405834	US8330341012	Snap-on Incorporated	North America	USA	23/04/2020	Annual	Against	3 1.9	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance		4
1407734	US0028241000	Abbott Laboratories	North America	USA	24/04/2020	Annual	Against	3 7 5	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency		5
1415376	US0905722072	Bio-Rad Laboratories, Inc.	North America	USA	28/04/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance		6
1409576	US34964C1062	Fortune Brands Home & Security, Inc.	North America	USA	28/04/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance		4
1403881	US4972661064	Kirby Corporation	North America	USA	28/04/2020	Annual	Against	4	Apparent failure to link pay & appropriate performance	1a	11
1414123	US6742151086	Oasis Petroleum Inc.	North America	USA	28/04/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance	1.1,1.2	5
1409883	US0997241064	BorgWarner Inc.	North America	USA	29/04/2020	Annual	All For			1e,1h,2	2
1404106	US4943681035	Kimberly-Clark Corporation	North America	USA	29/04/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance	1.1	5
1408195	US56585A1025	Marathon Petroleum Corporation	North America	USA	29/04/2020	Annual	Against	4 2c	Apparent failure to link pay & appropriate performance Concerns related to approach to board diversity 2- Inadequate management of climate-related risks		2
1409131	US9487411038	Weingarten Realty Investors	North America	USA	29/04/2020	Annual	Against	3 1c	Apparent failure to link pay & appropriate performance Concerns related to approach to board diversity 2- Concerns related to succession planning	1g	6
1413751	US0010841023	AGCO Corporation	North America	USA	30/04/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance	1.5	1
1409622	US14040H1059	Capital One Financial Corporation	North America	USA	30/04/2020	Annual	Against	3 4 5	Apparent failure to link pay & appropriate performance Concerns to protect shareholder value SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation	1j	7
1407737	US0846707026	Berkshire Hathaway Inc.	North America	USA	02/05/2020	Annual	Against	3 4	Annual vote provides for greater shareholder oversight 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	1.3,1.10	6

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Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type	Voting Action*	Agenda Item Numbers	Voting Explanation	Vote By Exception	Ballot Count
1408581	US0718131099	Baxter International Inc.	North America	USA	05/05/2020	Annual	Against	2 4	Apparent failure to link pay and appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation		5
1411702	US2358511028	Danaher Corporation	North America	USA	05/05/2020	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation	1.1	1
1411052	US6365181022	National Instruments Corporation	North America	USA	05/05/2020	Annual	All For				8
1410918	US9553061055	West Pharmaceutical Services, Inc.	North America	USA	05/05/2020	Annual	All For				11
1413189	US0383361039	AptarGroup, Inc.	North America	USA	06/05/2020	Annual	All For				8
1411875	US1152361010	Brown & Brown, Inc.	North America	USA	06/05/2020	Annual	All For			1.11	6
1410165	US1170431092	Brunswick Corporation	North America	USA	06/05/2020	Annual	All For				8
1412349	US45168D1046	IDEXX Laboratories, Inc.	North America	USA	06/05/2020	Annual	All For				1
1410795	US50212V1008	LPL Financial Holdings Inc.	North America	USA	06/05/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance		1
1411678	US8723071036	TCF Financial Corp.	North America	USA	06/05/2020	Annual	All For				6
1411669	US0394831020	Archer-Daniels-Midland Company	North America	USA	07/05/2020	Annual	All For				1
1412372	US26441C2044	Duke Energy Corporation	North America	USA	07/05/2020	Annual	Against	4 7 6 5	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 SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes enhanced shareholder rights	1.5	1

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Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type	Voting Action*	Agenda Item Numbers	Voting Explanation	Vote By Exception	Ballot Count
1412372	US26441C2044	Duke Energy Corporation	North America	USA	07/05/2020	Annual	Against	4 7 6 5	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 SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes enhanced shareholder rights	1,5,3	1
1410055	US2788651006	Ecolab Inc.	North America	USA	07/05/2020	Annual	Against	3 4	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights	1I	2
1410851	US7458671010	PulteGroup, Inc.	North America	USA	07/05/2020	Annual	All For				2
1410798	US92343V1044	Verizon Communications Inc.	North America	USA	07/05/2020	Annual	Against	4,8 6,7 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 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	2	6
1408324	US0171751003	Alleghany Corporation	North America	USA	08/05/2020	Annual	All For			2	2
1410132	US7392761034	Power Integrations, Inc.	North America	USA	08/05/2020	Annual	Against	2 1.5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance		2
1412934	US8807701029	Teradyne, Inc.	North America	USA	08/05/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance	1C,1F	4
1408762	US8873891043	The Timken Company	North America	USA	08/05/2020	Annual	Against	2 4	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation		2
1413820	US2310211063	Cummins Inc.	North America	USA	12/05/2020	Annual	Against	12	Apparent failure to link pay & appropriate performance		1
1410630	US5018892084	LKQ Corporation	North America	USA	12/05/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance		2
1412922	US5526901096	MDU Resources Group, Inc.	North America	USA	12/05/2020	Annual	All For				5

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1412355	US7443201022	Prudential Financial, Inc.	North America	USA	12/05/2020	Annual	Against	3 4	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation	1.5	6
1412343	US0153511094	Alexion Pharmaceuticals, Inc.	North America	USA	13/05/2020	Annual	Against	4	SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation		1
1414837	US0268747849	American International Group, Inc.	North America	USA	13/05/2020	Annual	Against	2 6	Apparent failure to link pay & appropriate performance 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	1a	1
1414743	US0304201033	American Water Works Company, Inc.	North America	USA	13/05/2020	Annual	All For				7
1416352	US44930G1076	ICU Medical, Inc.	North America	USA	13/05/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance	1.3,1.4	2
1420444	US7502361014	Radian Group Inc.	North America	USA	13/05/2020	Annual	All For			1g,2	2
1415288	US98419M1009	Xylem Inc.	North America	USA	13/05/2020	Annual	Against	3 4	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights	1i	2
1416252	US3453708600	Ford Motor Company	North America	USA	14/05/2020	Annual	Against	3 1g 4 5	Apparent failure to link pay & appropriate performance Concerns to protect shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency	1b	4
1414557	US4581401001	Intel Corporation	North America	USA	14/05/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance	1c	1
1422019	US5732841060	Martin Marietta Materials, Inc.	North America	USA	14/05/2020	Annual	All For			3	2
1412927	US6703461052	Nucor Corporation	North America	USA	14/05/2020	Annual	Against	3 1.7	Apparent failure to link pay & appropriate performance Inadequate management of climate-related risks		1
1413367	US67103H1077	O'Reilly Automotive, Inc.	North America	USA	14/05/2020	Annual	Against	2 7 6	Apparent failure to link pay & appropriate 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		4

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1424760	US96208T1043	WEX Inc.	North America	USA	14/05/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance		8
1414414	US03662Q1058	ANSYS, Inc.	North America	USA	15/05/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance		2
1416372	US9297401088	Westinghouse Air Brake Technologies Corporation	North America	USA	15/05/2020	Annual	All For				2
1416468	US9621661043	Weyerhaeuser Company	North America	USA	15/05/2020	Annual	All For			1e,2	6
1417079	US03027X1000	American Tower Corporation	North America	USA	18/05/2020	Annual	Against	5 4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes transparency		6
1418094	US0311621009	Amgen Inc.	North America	USA	19/05/2020	Annual	Against	2 4	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation	1d,1e	5
1417029	US46625H1005	JPMorgan Chase & Co.	North America	USA	19/05/2020	Annual	Against	1i 2 5,6 4	Concerns about candidate's experience/skills 2- Inadequate management of climate-related risks 3- Proposed term in policy exceeds appropriate limit Insufficient/poor disclosure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation		3
1417349	US0200021014	The Allstate Corporation	North America	USA	19/05/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance	1b	3
1415155	US2036071064	Community Bank System, Inc.	North America	USA	20/05/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance	1c,1d	6
1418782	US4571871023	Ingredion Incorporated	North America	USA	20/05/2020	Annual	Against	2	Apparent failure to link pay and appropriate performance		2
1418789	US7593516047	Reinsurance Group of America, Incorporated	North America	USA	20/05/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance		8
1419712	US7595091023	Reliance Steel & Aluminum Co.	North America	USA	20/05/2020	Annual	Against	6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights	1b,1d,1j,2	1
1421083	US7703231032	Robert Half International Inc.	North America	USA	20/05/2020	Annual	All For				7
1417795	US8835561023	Thermo Fisher Scientific Inc.	North America	USA	20/05/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance	1i	6
1417160	US98978V1035	Zoetis Inc.	North America	USA	20/05/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance	1d	6
1419261	US0188021085	Alliant Energy Corporation	North America	USA	21/05/2020	Annual	All For			1,4,2	4

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Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type	Voting Action*	Agenda Item Numbers	Voting Explanation	Vote By Exception	Ballot Count
1413351	US0367521038	Anthem, Inc.	North America	USA	21/05/2020	Annual	Against	2 4	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights		1
1420139	US2521311074	DexCom, Inc.	North America	USA	21/05/2020	Annual	All For				2
1419700	US29089Q1058	Emergent BioSolutions Inc.	North America	USA	21/05/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance	1c	2
1417032	US7018771029	Parsley Energy, Inc.	North America	USA	21/05/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance	1A,1C	2
1418744	US70450Y1038	PayPal Holdings, Inc.	North America	USA	21/05/2020	Annual	All For				3
1417383	US87165B1035	Synchrony Financial	North America	USA	21/05/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance	1g,1j	1
1417084	US4370761029	The Home Depot, Inc.	North America	USA	21/05/2020	Annual	Against	3 6 5 7	Apparent failure to link pay & appropriate 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 transparency	1f	3
1416354	US89417E1091	The Travelers Companies, Inc.	North America	USA	21/05/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance	1j	7
1418116	US9290891004	Voya Financial, Inc.	North America	USA	21/05/2020	Annual	All For			2	1
1417371	US58933Y1055	Merck & Co., Inc.	North America	USA	26/05/2020	Annual	Against	2 4 5	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency	1f	4
1423319	US81761R1095	ServiceMaster Global Holdings, Inc.	North America	USA	26/05/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance	1B,1C	5
1421672	US0231351067	Amazon.com, Inc.	North America	USA	27/05/2020	Annual	Against	3 1c 9,14 13 5,6,7,8,10,15 16	Apparent failure to link pay and appropriate performance Concerns about overall performance Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes better management of SEE opportunities and risks Shareholder proposal promotes better management of SEE opportunities and risks Shareholder proposal promotes transparency		6

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Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type	Voting Action*	Agenda Item Numbers	Voting Explanation	Vote By Exception	Ballot Count
1421672	US0231351067	Amazon.com, Inc.	North America	USA	27/05/2020	Annual	Against	3 1c 9,14 13 5,6,7,8,15 16	Apparent failure to link pay and appropriate performance Concerns about overall performance Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes better management of SEE opportunities and risks Shareholder proposal promotes better management of SEE opportunities and risks Shareholder proposal promotes transparency		1
1421707	US4523271090	Illumina, Inc.	North America	USA	27/05/2020	Annual	Against	4	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		2
1419726	US5658491064	Marathon Oil Corporation	North America	USA	27/05/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance		2
1421496	US85917A1007	Sterling Bancorp	North America	USA	27/05/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance	1.9	2
1422665	US31620M1062	Fidelity National Information Services, Inc.	North America	USA	28/05/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance	1d	1
1420316	US95082P1057	WESCO International, Inc.	North America	USA	28/05/2020	Annual	All For				1
1419722	US97650W1080	Wintrust Financial Corporation	North America	USA	28/05/2020	Annual	All For				8
1422895	US91324P1021	UnitedHealth Group Incorporated	North America	USA	01/06/2020	Annual	All For				1
1426233	US02079K3059	Alphabet Inc.	North America	USA	03/06/2020	Annual	Against	1.6,1.10,4 1.4,1.8 3 1.9 6,7,9,10,12,13 11 5	Apparent failure to link pay & appropriate performance Concerns about overall board structure Concerns about overall performance Concerns related to attendance at board or committee meetings 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 SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights		7
1423698	US09062X1037	Biogen Inc.	North America	USA	03/06/2020	Annual	Against	3 1g 1a	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity		6

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Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type	Voting Action*	Agenda Item Numbers	Voting Explanation	Vote By Exception	Ballot Count
1426242	US1844961078	Clean Harbors, Inc.	North America	USA	03/06/2020	Annual	Against	2 1.4	Apparent failure to link pay & appropriate performance Concerns about overall board structure		8
1423641	US1985161066	Columbia Sportswear Company	North America	USA	03/06/2020	Annual	All For				5
1425884	US20030N1019	Comcast Corporation	North America	USA	03/06/2020	Annual	Against	5 8 7 6	Apparent failure to link pay & appropriate performance 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 better management of ESG opportunities and risks 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes efficient capital structure 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	1.1,1.4	1
1426256	US42809H1077	Hess Corporation	North America	USA	03/06/2020	Annual	Against	2 1e	Apparent failure to link pay & appropriate performance Concerns related to approach to board diversity	1i	5
1423643	US5500211090	lululemon athletica inc.	North America	USA	03/06/2020	Annual	All For			1c	5
1425445	US7841171033	SEI Investments Company	North America	USA	03/06/2020	Annual	All For				2
1425446	US9311421039	Walmart Inc.	North America	USA	03/06/2020	Annual	Against	2 5,6,8	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	1i	2
1421172	US41068X1000	Hannon Armstrong Sustainable Infrastructure Capital, Inc.	North America	USA	04/06/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance	1.2	2
1424775	US3666511072	Gartner, Inc.	North America	USA	08/06/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance		2
1417601	US5962781010	The Middleby Corporation	North America	USA	08/06/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance		2

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1425196	US8725401090	The TJX Companies, Inc.	North America	USA	09/06/2020	Annual	Against	3 4,5 7	Apparent failure to link pay & 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 transparency	1b	6
1423975	US09227Q1004	Blackbaud, Inc.	North America	USA	10/06/2020	Annual	Against	2	Apparent failure to link pay and appropriate performance		2
1432461	US10922N1037	Brighthouse Financial, Inc.	North America	USA	10/06/2020	Annual	All For			1a	3
1435556	US30212P3038	Expedia Group, Inc.	North America	USA	10/06/2020	Annual	Against	3 2 5	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency	1d,1g	1
1425738	US2567461080	Dollar Tree, Inc.	North America	USA	11/06/2020	Annual	Against	1i 4	Concerns related to approach to board diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		3
1434280	US79466L3024	salesforce.com, inc.	North America	USA	11/06/2020	Annual	Against	5	Apparent failure to link pay & appropriate performance	1h	7
1426189	US75886F1075	Regeneron Pharmaceuticals, Inc.	North America	USA	12/06/2020	Annual	Against	4 3 1c	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance		1
1432468	US45687V1061	Ingersoll Rand, Inc.	North America	USA	16/06/2020	Annual	All For				5
1433047	US57636Q1040	Mastercard Incorporated	North America	USA	16/06/2020	Annual	All For			1g	1
1432611	US59156R1086	MetLife, Inc.	North America	USA	16/06/2020	Annual	All For				4
1433290	US2473617023	Delta Air Lines, Inc.	North America	USA	18/06/2020	Annual	Against	2 7 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 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	1b,1j	5

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Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type	Voting Action*	Agenda Item Numbers	Voting Explanation	Vote By Exception	Ballot Count
1433290	US2473617023	Delta Air Lines, Inc.	North America	USA	18/06/2020	Annual	Abstain Against	7 2 5 6	Fund manager or client vote Apparent failure to link pay & appropriate 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	1b,1j	1
1433179	US25470F1049	Discovery, Inc.	North America	USA	18/06/2020	Annual	Against	3 1.1 1.2 4	Apparent failure to link pay & appropriate performance Concerns related to approach to board diversity 2- Concerns related to inappropriate membership of committees 3- Lack of independent representation at board committees Overboarded/Too many other time commitments SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights	1.3	6
1437189	US9224751084	Veeva Systems, Inc.	North America	USA	25/06/2020	Annual	Against	1.3	Concerns related to approach to board diversity		1
1448647	US9182041080	VF Corp.	North America	USA	28/07/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance	1.11	1
1450106	US58155Q1031	McKesson Corporation	North America	USA	29/07/2020	Annual	Against	5,6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency		1
1452118	US26969P1084	Eagle Materials Inc.	North America	USA	05/08/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance	1a	8
1453107	US0036541003	ABIOMED, Inc.	North America	USA	12/08/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance	1.2,1.3	4
1461458	US3703341046	General Mills, Inc.	North America	USA	22/09/2020	Annual	All For				2
1462429	US9682232064	John Wiley & Sons, Inc.	North America	USA	24/09/2020	Annual	All For				6
1460623	US5132721045	Lamb Weston Holdings, Inc.	North America	USA	24/09/2020	Annual	All For				1
1468503	US0326541051	Analog Devices, Inc.	North America	USA	08/10/2020	Special	All For				5
1464944	US7496851038	RPM International Inc.	North America	USA	08/10/2020	Annual	Against	1.3	Concerns related to approach to board diversity	2	11
1465747	US7427181091	The Procter & Gamble Company	North America	USA	13/10/2020	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		5
1472923	US5128071082	Lam Research Corporation	North America	USA	03/11/2020	Annual	All For			2	5

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Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type	Voting Action*	Agenda Item Numbers	Voting Explanation	Vote By Exception	Ballot Count
1472922	US4824801009	KLA Corporation	North America	USA	04/11/2020	Annual	Against	3 1.6 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		1
1473344	US0530151036	Automatic Data Processing, Inc.	North America	USA	11/11/2020	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks	2	1
1475359	US1271903049	CACI International Inc	North America	USA	12/11/2020	Annual	Against	2 1j 1h	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity		4
1475933	US4262811015	Jack Henry & Associates, Inc.	North America	USA	17/11/2020	Annual	All For			2	5
1476236	US11133T1034	Broadridge Financial Solutions, Inc.	North America	USA	19/11/2020	Annual	All For				3
1476576	US8718291078	Sysco Corporation	North America	USA	20/11/2020	Annual	Against	2 1b 1d	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity		5
1479998	US5949181045	Microsoft Corporation	North America	USA	02/12/2020	Annual	Against	2 1.5 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		6
1483411	US2172041061	Copart, Inc.	North America	USA	04/12/2020	Annual	Against	2 1.5 1.8	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity		6
1482768	US9292361071	WD-40 Company	North America	USA	08/12/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance		4
1451932	GG00B8P59C08	Syncona Ltd.	United Kingdom	Guernsey	28/07/2020	Annual	All For				1
1434019	JE00B2419D89	Breedon Group Plc	United Kingdom	Jersey	22/05/2020	Annual	All For				1
1442652	JE00BV9H9G76	Integrated Diagnostics Holdings Plc	United Kingdom	Jersey	23/06/2020	Annual	All For				1
1472920	JE00BJ1F3079	Ancor Plc	United Kingdom	Jersey	04/11/2020	Annual	All For				1
1490413	JE00BLKGSR75	Integrated Diagnostics Holdings Plc	United Kingdom	Jersey	23/12/2020	Special	All For				1

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1384144	GB0009292243	Victrex Plc	United Kingdom	United Kingdom	06/02/2020	Annual	All For				1
1391604	GB00B15FWH70	Cineworld Group Plc	United Kingdom	United Kingdom	11/02/2020	Special	All For				7
1382281	GB00B2NGPM57	Paragon Banking Group Plc	United Kingdom	United Kingdom	13/02/2020	Annual	All For				5
1381227	GB00BGBN7C04	SSP Group Plc	United Kingdom	United Kingdom	26/02/2020	Annual	All For			9	8
1391565	GB00B8VZXT93	Crest Nicholson Holdings Plc	United Kingdom	United Kingdom	24/03/2020	Annual	Against	13,14	Apparent failure to link pay & appropriate performance		1
1398631	GB00BYQ0JC66	Beazley Plc	United Kingdom	United Kingdom	25/03/2020	Annual	All For				5
1399099	GB0009223206	Smith & Nephew Plc	United Kingdom	United Kingdom	09/04/2020	Annual	Against	2	Apparent failure to link pay and appropriate performance		4
1404812	GB00BYX7JT74	Diversified Gas & Oil Plc	United Kingdom	United Kingdom	15/04/2020	Annual	All For				5
1395166	GB00B2B0DG97	RELX Plc	United Kingdom	United Kingdom	23/04/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance		3
1399439	GB0001500809	Tullow Oil Plc	United Kingdom	United Kingdom	23/04/2020	Annual	All For				3
1405525	GB0005405286	HSBC Holdings Plc	United Kingdom	United Kingdom	24/04/2020	Annual	All For				5
1395550	GB0009895292	AstraZeneca Plc	United Kingdom	United Kingdom	29/04/2020	Annual	Against	7,14 6 5d	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance Overboarded/Too many other time commitments		5
1402768	GB00B10RZP78	Unilever Plc	United Kingdom	United Kingdom	29/04/2020	Annual	All For				1
1394656	GB00B3MBS747	Ocado Group Plc	United Kingdom	United Kingdom	06/05/2020	Annual	Against	2 6 10 26 9	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns about overall performance Concerns about remuneration committee performance Concerns about reducing shareholder rights Lack of independence on board	3	1
1400231	GB00BD3VFW73	ConvaTec Group Plc	United Kingdom	United Kingdom	07/05/2020	Annual	All For			3	3
1417095	GB00B24CGK77	Reckitt Benckiser Group Plc	United Kingdom	United Kingdom	12/05/2020	Annual	Against	2	Apparent failure to link pay and appropriate performance		3
1406385	GB00B15FWH70	Cineworld Group Plc	United Kingdom	United Kingdom	13/05/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance		7
1418397	GB00B63QSB39	Greggs Plc	United Kingdom	United Kingdom	13/05/2020	Annual	All For				2
1405751	GB0007099541	Prudential Plc	United Kingdom	United Kingdom	14/05/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance		11

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1425523	GB00B2B0DG97	RELX Plc	United Kingdom	United Kingdom	26/05/2020	Special	All For				3
1385443	GB0006449366	Anglo Pacific Group Plc	United Kingdom	United Kingdom	27/05/2020	Annual	All For				1
1421366	GB00BKFB1C65	M&G Plc	United Kingdom	United Kingdom	27/05/2020	Annual	Against	3	Apparent failure to link pay and appropriate performance		7
1424022	GB00BZBX0P70	The Gym Group Plc	United Kingdom	United Kingdom	27/05/2020	Annual	All For				1
1437691	GB0006043169	Wm Morrison Supermarkets Plc	United Kingdom	United Kingdom	11/06/2020	Annual	Against	3 6	Apparent failure to link pay and appropriate performance Concerns related to approach to board diversity		1
1433427	GB00BYZJ7G42	Harworth Group Plc	United Kingdom	United Kingdom	29/06/2020	Annual	All For				6
1439705	GB00BYMT0J19	LivaNova Plc	United Kingdom	United Kingdom	29/06/2020	Annual	Against	2,7 1.9	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance		8
1450059	GB0001500809	Tullow Oil Plc	United Kingdom	United Kingdom	15/07/2020	Special	All For				2
1381507	GB00BZ4BQC70	Johnson Matthey Plc	United Kingdom	United Kingdom	23/07/2020	Annual	Against	3	Apparent failure to link pay and appropriate performance		1
1439875	GB0008754136	Tate & Lyle Plc	United Kingdom	United Kingdom	23/07/2020	Annual	All For				5
1380296	GB00BDR05C01	National Grid Plc	United Kingdom	United Kingdom	27/07/2020	Annual	All For				1
1437205	GB00BH4HKS39	Vodafone Group Plc	United Kingdom	United Kingdom	28/07/2020	Annual	Against	13	Overboarded/Too many other time commitments		1
1456965	GB0006870611	GB Group Plc	United Kingdom	United Kingdom	10/08/2020	Annual	All For				1
1468204	GB00BLBP4Y22	IMImobile Plc	United Kingdom	United Kingdom	29/09/2020	Annual	Against	3	Concerns related to approach to board diversity		1
1461522	GB00B10RZP78	Unilever Plc	United Kingdom	United Kingdom	12/10/2020	Court	All For				1
1461307	GB00B10RZP78	Unilever Plc	United Kingdom	United Kingdom	12/10/2020	Special	All For				1
1467316	GB0000811801	Barratt Developments Plc	United Kingdom	United Kingdom	14/10/2020	Annual	All For				3
1471790	GB00B067N833	Brooks MacDonald Group Plc	United Kingdom	United Kingdom	27/10/2020	Annual	Against	14,15 13	Concerns to protect shareholder value Concerns to protect shareholder value		1
1469124	GB0009633180	Dechra Pharmaceuticals PLC	United Kingdom	United Kingdom	27/10/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance		5
1478651	GB00B2863827	CVS Group Plc	United Kingdom	United Kingdom	26/11/2020	Annual	All For				1
1483690	GB00B6774699	Abcam Plc	United Kingdom	United Kingdom	04/12/2020	Annual	All For				2

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## Federated Hermes

Federated Hermes is a global leader in active, responsible investing.

Guided by our conviction that responsible investing is the best way to create long-term wealth, we provide specialised capabilities across equity, fixed income and private markets, multi-asset and liquidity management strategies, and world-leading stewardship.

Our goals are to help people invest and retire better, to help clients achieve better risk-adjusted returns, and to contribute to positive outcomes that benefit the wider world.

All activities previously carried out by Hermes now form the international business of Federated Hermes. Our brand has evolved, but we still offer the same distinct investment propositions and pioneering responsible investment and stewardship services for which we are renowned – in addition to important new strategies from the entire group.

## Our investment and stewardship capabilities:

- **Active equities:** global and regional
- **Fixed income:** across regions, sectors and the yield curve
- **Liquidity:** solutions driven by four decades of experience
- **Private markets:** real estate, infrastructure, private equity and debt
- **Stewardship:** corporate engagement, proxy voting, policy advocacy

For more information, visit [www.hermes-investment.com](http://www.hermes-investment.com) or connect with us on social media:

