

Q2 2021 Voting Disclosure

This disclosure covers all voting decisions of the international business of Federated Hermes, which includes Hermes Investment Management Limited, from 1 April to 30 June 2021. 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 FOR By Exception	Ballot Count
1531902	HK0669013440	Techtronic Industries Co., Ltd.	Asia	Hong Kong	14/05/2021	Annual	All For				7
1528917	HK0000069689	AIA Group Limited	Asia	Hong Kong	20/05/2021	Annual	Against	4	Concerns related to board gender diversity	5,6,7	11
1539707	HK0392044647	Beijing Enterprises Holdings Limited	Asia	Hong Kong	17/06/2021	Annual	Against	6 7 3.1,3.4 3.2	Insufficient/poor disclosure Issue of capital raises concerns about excessive dilution of existing shareholders Lack of independence on board Lack of independence on board Concerns related to board gender diversity	3.5	2
1539749	HK0688002218	China Overseas Land & Investment Ltd.	Asia	Hong Kong	22/06/2021	Annual	Against	3d,7,8			3
1532448	JP3047660000	Hulic Reit, Inc.	Asia	Japan	25/05/2021	Special	Against	4.1	Lack of independence on board		5
1546738	JP3633400001	Toyota Motor Corp.	Asia	Japan	16/06/2021	Annual	Against	1.1,1.8,1.9	Lack of independence on board		3
1547152	JP3143600009	ITOCHU Corp.	Asia	Japan	18/06/2021	Annual	All For			2.1	2
1548913	JP3684000007	Nitto Denko Corp.	Asia	Japan	18/06/2021	Annual	Against	3.5	Lack of independence on board		5
1551561	JP3449100001	Taiyo Holdings Co., Ltd.	Asia	Japan	19/06/2021	Annual	All For				2
1549819	JP3733000008	NEC Corp.	Asia	Japan	22/06/2021	Annual	Against	1.10 1.11	Lack of independence on board Lack of independence on board		3
1547983	JP3435000009	Sony Group Corp.	Asia	Japan	22/06/2021	Annual	All For				7
1554917	JP3930200005	Yaoko Co., Ltd.	Asia	Japan	22/06/2021	Annual	All For				10
1549817	JP3788600009	Hitachi Ltd.	Asia	Japan	23/06/2021	Annual	All For				3
1550205	JP3854600008	Honda Motor Co., Ltd.	Asia	Japan	23/06/2021	Annual	All For				2
1552529	JP3854600008	Honda Motor Co., Ltd.	Asia	Japan	23/06/2021	Annual	All For				5
1549295	JP3496400007	KDDI Corp.	Asia	Japan	23/06/2021	Annual	Against	2.11 2.1	Concerns related to approach to board gender diversity Concerns related to lack of independence on board		1
1550481	JP3400400002	SCSK Corp.	Asia	Japan	23/06/2021	Annual	Against	2.7,2.8	Lack of independence on board		2
1550464	JP3897700005	Mitsubishi Chemical Holdings Corp.	Asia	Japan	24/06/2021	Annual	All For				3
1554979	JP3756200006	Nifco, Inc.	Asia	Japan	24/06/2021	Annual	All For				7
1547172	JP3197800000	OMRON Corp.	Asia	Japan	24/06/2021	Annual	All For				6
1552462	JP3866800000	Panasonic Corp.	Asia	Japan	24/06/2021	Annual	Against	3.5	Lack of independence on board and concern about his over commitment of board		7
1553191	JP3755200007	Relo Group, Inc.	Asia	Japan	24/06/2021	Annual	Against	1.1 1.7	Concerns related to approach to board gender diversity, Lack of independence on board Lack of independence on board		4
1551721	JP3635000007	Toyota Tsusho Corp.	Asia	Japan	24/06/2021	Annual	All For				1
1551833	JP3940000007	Yamato Holdings Co., Ltd.	Asia	Japan	24/06/2021	Annual	All For				1
1553772	JP3497400006	Daifuku Co., Ltd.	Asia	Japan	25/06/2021	Annual	All For				6

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1553155	JP3249600002	Kyocera Corp.	Asia	Japan	25/06/2021	Annual	All For				4
1553162	JP3253900009	Kyoritsu Maintenance Co., Ltd.	Asia	Japan	25/06/2021	Annual	Against	2.1,2.15 3.2,3.3	Lack of independence on board Lack of independence on board Lack of independent representation at board committees		2
1548921	JP3898400001	Mitsubishi Corp.	Asia	Japan	25/06/2021	Annual	Against	2.1 2.10	Concerns related to approach to board gender diversity Lack of independence on board		1
1554963	JP3499800005	Mitsubishi HC Capital, Inc.	Asia	Japan	25/06/2021	Annual	All For				2
1551103	JP3670800006	Nissan Chemical Corp.	Asia	Japan	25/06/2021	Annual	Against	3	Lack of independence on board		4
1550491	JP3200450009	ORIX Corp.	Asia	Japan	25/06/2021	Annual	All For				6
1551737	JP3309000002	Penta-Ocean Construction Co., Ltd.	Asia	Japan	25/06/2021	Annual	Against	2.1 2.7,2.8,2.9	Concerns related to approach to board gender diversity Lack of independence on board Lack of independence on board		2
1549842	JP3164630000	Square Enix Holdings Co., Ltd.	Asia	Japan	25/06/2021	Annual	All For				1
1548324	JP3539220008	T&D Holdings, Inc.	Asia	Japan	25/06/2021	Annual	All For				2
1550477	JP3443600006	TAISEI Corp.	Asia	Japan	25/06/2021	Annual	Against	2.1,2.10,2.11	Lack of independence on board		1
1553163	JP3462600002	TAKUMA CO., LTD.	Asia	Japan	25/06/2021	Annual	All For				2
1551179	JP3539230007	TS TECH CO., LTD.	Asia	Japan	25/06/2021	Annual	All For				5
1548966	JP3910660004	Tokio Marine Holdings, Inc.	Asia	Japan	28/06/2021	Annual	Against	2.1,2.8,2.12	Lack of independence on board		2
1552507	JP3814000000	FUJIFILM Holdings Corp.	Asia	Japan	29/06/2021	Annual	Against	2.7 2.1,2.8	Concerns related to approach to board gender diversity Lack of independence on board		4
1552405	JP3270000007	Kurita Water Industries Ltd.	Asia	Japan	29/06/2021	Annual	All For				6
1553793	JP3756600007	Nintendo Co., Ltd.	Asia	Japan	29/06/2021	Annual	All For				1
1532413	SG1R89002252	City Developments Limited	Asia	Singapore	30/04/2021	Annual	All For				4
1525380	KR7111770004	Youngone Corp.	Asia	South Korea	11/05/2021	Special	All For				2
1542801	KR7011780004	Kumho Petrochemical Co., Ltd.	Asia	South Korea	15/06/2021	Special	All For				3
1501120	TW0003081006	LandMark Optoelectronics Corp.	Asia	Taiwan	26/05/2021	Annual	All For				7
1512471	TW0002395001	Advantech Co., Ltd.	Asia	Taiwan	27/05/2021	Annual	All For				5
1507861	TW0002301009	Lite-On Technology Corp.	Asia	Taiwan	31/05/2021	Annual	All For				2
1515684	TW0006239007	Powertech Technology, Inc.	Asia	Taiwan	31/05/2021	Annual	All For				3

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1517958	TW0003034005	Novatek Microelectronics Corp.	Asia	Taiwan	08/06/2021	Annual	Against	3.6 3.5 3.3,3.4	Concerns related to succession planning Insufficient/poor disclosure Lack of independence on board		1
1544255	TW0002330008	Taiwan Semiconductor Manufacturing Co., Ltd.	Asia	Taiwan	08/06/2021	Annual	Against	4.5	Lack of independent representation at board committees		5
1504169	TW0002330008	Taiwan Semiconductor Manufacturing Co., Ltd.	Asia	Taiwan	08/06/2021	Annual	Against	4.5	Lack of independent representation at board committees		5
1517926	TW0002357001	ASUSTek Computer, Inc.	Asia	Taiwan	10/06/2021	Annual	All For				2
1519745	TW0002454006	MediaTek, Inc.	Asia	Taiwan	10/06/2021	Annual	All For				3
1518975	TW0003105003	Win Semiconductors Corp.	Asia	Taiwan	10/06/2021	Annual	All For				1
1505768	TW0002883006	China Development Financial Holding Corp.	Asia	Taiwan	11/06/2021	Annual	All For				1
1507596	TW0002308004	Delta Electronics, Inc.	Asia	Taiwan	11/06/2021	Annual	All For				5
1508584	TW0006147002	Chipbond Technology Corp.	Asia	Taiwan	16/06/2021	Annual	Against	4 6	Concerns to protect shareholder value Insufficient/poor disclosure		5
1521719	TW0006121007	Simplo Technology Co., Ltd.	Asia	Taiwan	17/06/2021	Annual	All For				2
1522509	TW0003711008	ASE Technology Holding Co., Ltd.	Asia	Taiwan	22/06/2021	Annual	Against	4 7 6.2,6.3,6.5,6.7,6.8,6.9,6.10	Concerns related to shareholder rights Insufficient/poor disclosure Lack of independence on board		3
1520517	TW0001319002	Tong Yang Industry Co., Ltd.	Asia	Taiwan	22/06/2021	Annual	All For				1
1519262	TW0002355005	Chin-Poon Industrial Co., Ltd.	Asia	Taiwan	23/06/2021	Annual	All For				1
1522563	TW0009921007	Giant Manufacturing Co., Ltd.	Asia	Taiwan	24/06/2021	Annual	Against	6.8 6.4,6.5,6.6,6.7	Insufficient/poor disclosure Lack of independence on board		3
1508293	AU000000OZL8	OZ Minerals Ltd.	Australia & New Zealand	Australia	01/04/2021	Annual	All For				1
1498736	AU000000SCG8	Scentre Group	Australia & New Zealand	Australia	08/04/2021	Annual	Against	6 2 3	Apparent failure to link pay and appropriate performance Apparent failure to link pay and appropriate performance. Concerns regarding Auditor tenure		1
1520324	AU000000DXS1	Dexus	Australia & New Zealand	Australia	22/04/2021	Special	All For				1
1507500	AU000000ILU1	Iluka Resources Limited	Australia & New Zealand	Australia	29/04/2021	Annual	Against	3,4	Apparent failure to link pay and appropriate performance		1

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1504925	AU000000QBE9	QBE Insurance Group Limited	Australia & New Zealand	Australia	05/05/2021	Annual	Against	2 4b	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
1508415	AU000000GMA5	Genworth Mortgage Insurance Australia Ltd.	Australia & New Zealand	Australia	06/05/2021	Annual	All For				1
1504510	AU000000IRE2	IRESS Ltd.	Australia & New Zealand	Australia	06/05/2021	Annual	Against	4,5A,5B	Apparent failure to link pay and appropriate performance		1
1506812	AU000000OML6	oOh!media Ltd.	Australia & New Zealand	Australia	13/05/2021	Annual	Against	3,4	Apparent failure to link pay and appropriate performance		1
1503619	AU000000GPT8	The GPT Group	Australia & New Zealand	Australia	13/05/2021	Annual	Against	3	Apparent failure to link pay & appropriate performance		1
1514506	AU000000AWC3	Alumina Limited	Australia & New Zealand	Australia	25/05/2021	Annual	Against	3	Apparent failure to link pay & appropriate performance		1
1517684	BMG540501027	Lazard Ltd	Emerging Markets	Bermuda	29/04/2021	Annual	Against	3	Issue of capital raises concerns about excessive dilution of existing shareholders		2
1520928	BMG169621056	Bunge Limited	Emerging Markets	Bermuda	05/05/2021	Annual	Against	6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights		2
1514955	BMG2624N1535	Dairy Farm International Holdings Ltd.	Emerging Markets	Bermuda	05/05/2021	Annual	Against	1	Lack of independent representation at board committees Insufficient/poor disclosure		1
1522891	BMG0450A1053	Arch Capital Group Ltd.	Emerging Markets	Bermuda	06/05/2021	Annual	Against	2 1a,1b,1c	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns related to approach to board diversity Concerns related to approach to board gender diversity		1
1522560	BMG0692U1099	Axis Capital Holdings Limited	Emerging Markets	Bermuda	07/05/2021	Annual	Against	1.4	Concerns about overall board structure		1
1523980	BMG0750C1082	Axalta Coating Systems Ltd.	Emerging Markets	Bermuda	13/05/2021	Annual	Against	4 1.6	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance		3
1532449	BMG8086V1467	Shenzhen International Holdings Limited	Emerging Markets	Bermuda	18/05/2021	Annual	Against	6,7 3.1	Concerns related to board gender diversity		10
1533922	BMG2113B1081	China Resources Gas Group Limited	Emerging Markets	Bermuda	21/05/2021	Annual	Against	3.1,3.3,5A,5C			3
1525101	BMG2442N1048	COSCO SHIPPING Ports Limited	Emerging Markets	Bermuda	25/05/2021	Annual	Against	2.1a,2.1b,2.1c,4A,4C			2
1533943	BMG5320C1082	Kunlun Energy Co. Ltd.	Emerging Markets	Bermuda	26/05/2021	Annual	Against	7,9	Issue of capital raises concerns about excessive dilution of existing shareholders		2
1541048	BMG6682J1036	Northern Ocean Ltd.	Emerging Markets	Bermuda	26/05/2021	Annual	Against	2,7 4,5,6	Insufficient/poor disclosure Lack of independence on board		2

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1528664	BMG9618E1075	White Mountains Insurance Group, Ltd.	Emerging Markets	Bermuda	27/05/2021	Annual	Against	2 1.2	Apparent failure to link pay & appropriate performance Concerns about overall board structure 2- Concerns about remuneration committee performance 3- Concerns related to board ethnic and/or racial diversity		4
1536757	BMG8114Z1014	COSCO SHIPPING International (Hong Kong) Co., Ltd.	Emerging Markets	Bermuda	28/05/2021	Annual	Against	3a 3c 5B,5C 3d	Combined CEO/Chair Concerns related to board gender diversity and independence on board Issue of capital raises concerns about excessive dilution of existing shareholders Overboarded/Too many other time commitments		1
1537769	BMG8063F1068	Shangri-La Asia Limited	Emerging Markets	Bermuda	28/05/2021	Annual	Against	5A,5C			1
1535978	BMG988031446	Yue Yuen Industrial (Holdings) Limited	Emerging Markets	Bermuda	28/05/2021	Annual	Against	4A,4C			1
1512935	BRNTCOACNOR5	Natura &Co Holding SA	Emerging Markets	Brazil	16/04/2021	Annual	Against	4 3	Concerns to protect shareholder value Insufficient/poor disclosure Apparent failure to link pay and appropriate performance		4
1518038	BRNTCOACNOR5	Natura &Co Holding SA	Emerging Markets	Brazil	16/04/2021	Special	Against	1			4
1517664	BRMGLUACNOR2	Magazine Luiza SA	Emerging Markets	Brazil	22/04/2021	Annual	Abstain Against	4,7,8.1,8.2,8.3,8.4,8.5,8.6,8.7,8.8,11 6,13 5	Lack of independence on board Inappropriate bundling of election of directors on a single vote		3
1520639	BRMGLUACNOR2	Magazine Luiza SA	Emerging Markets	Brazil	22/04/2021	Special	All For				3
1513514	BRGNDIACNOR2	Notre Dame Intermedica Participacoes SA	Emerging Markets	Brazil	26/04/2021	Annual	Abstain Against	12.2 5,9,10.1,10.2,10.3,10.4,10.5,10.6,10.7 3 7 2 8	Cumulative/slate voting in favour of individual candidates/slates Insufficient/poor disclosure Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity Concerns to protect shareholder value Insufficient/poor disclosure		1
1521742	BRGNDIACNOR2	Notre Dame Intermedica Participacoes SA	Emerging Markets	Brazil	26/04/2021	Special	All For				1
1521197	BRWEGEACNOR0	WEG SA	Emerging Markets	Brazil	27/04/2021	Annual	Abstain Against	4 6			4
1521422	BRWEGEACNOR0	WEG SA	Emerging Markets	Brazil	27/04/2021	Special	All For				4
1523629	BRPCARACNOR3	Companhia Brasileira de Distribuicao	Emerging Markets	Brazil	28/04/2021	Annual	Against	3	Apparent failure to link pay and appropriate performance		1
1523051	BRPCARACNOR3	Companhia Brasileira de Distribuicao	Emerging Markets	Brazil	28/04/2021	Special	Against	2	Concerns to protect shareholder value		1

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1510359	BRASAIACNOR0	Sendas Distribuidora SA	Emerging Markets	Brazil	28/04/2021	Annual	All For				1
1523114	BRASAIACNOR0	Sendas Distribuidora SA	Emerging Markets	Brazil	28/04/2021	Special	Against	1	Concerns to protect shareholder value		1
1523582	BRBBSEACNOR5	BB Seguridade Participacoes SA	Emerging Markets	Brazil	29/04/2021	Annual	Abstain Against	4,5,1,5,2,5,3,5,4,5,5,5,6,10 3.7 3.2 3.5,3,6 3.1	Lack of independence on board Lack of independence on board Lack of independence on board Concerns related to board gender diversity		5
1523688	BRBBSEACNOR5	BB Seguridade Participacoes SA	Emerging Markets	Brazil	29/04/2021	Special	Against	7,8			5
1522232	BRSBSPACNOR5	Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	Emerging Markets	Brazil	29/04/2021	Annual	All For				1
1522503	BRSBSPACNOR5	Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	Emerging Markets	Brazil	29/04/2021	Special	All For				1
1523983	BRDTEXACNOR3	Duratex SA	Emerging Markets	Brazil	29/04/2021	Annual	Abstain Against	4,7,8,1,8,2,8,3,8,4,8,5,8,6,8,7,8,8,8,9,9 6 11	Concerns to protect shareholder value	5	5
1523982	BRDTEXACNOR3	Duratex SA	Emerging Markets	Brazil	29/04/2021	Special	Against	1	Apparent failure to link pay & appropriate performance		5
1525127	BRHAPVACNOR4	Hapvida Participacoes e Investimentos SA	Emerging Markets	Brazil	30/04/2021	Annual	Against	3	Insufficient/poor disclosure		1
1525477	BRHAPVACNOR4	Hapvida Participacoes e Investimentos SA	Emerging Markets	Brazil	30/04/2021	Special	Against	1,2			1
1551717	BRHAPVACNOR4	Hapvida Participacoes e Investimentos SA	Emerging Markets	Brazil	28/06/2021	Extraordinary Shareholders	Abstain Against	7,8,1,8,2,8,3,8,4,8,5,8,6,8,7,8,8,8,9,10 1,5,6			1
1519832	KYG8187G1055	SITC International Holdings Co., Ltd.	Emerging Markets	Cayman Islands	26/04/2021	Annual	Against	12,13	Issue of capital raises concerns about excessive dilution of existing shareholders		5
1532160	KYG0891M1069	Baozun, Inc.	Emerging Markets	Cayman Islands	07/05/2021	Annual	All For				5
1524323	KYG548561284	Lifestyle International Holdings Limited	Emerging Markets	Cayman Islands	11/05/2021	Annual	Against	4B,4C	Issue of capital raises concerns about excessive dilution of existing shareholders		1
1530426	KYG217651051	CK Hutchison Holdings Ltd.	Emerging Markets	Cayman Islands	13/05/2021	Annual	Against	3f	Lack of independence on board		3
1532545	KYG2953R1149	AAC Technologies Holdings, Inc.	Emerging Markets	Cayman Islands	14/05/2021	Annual	Against	3b,5,7			2

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1531267	KYG4402L1510	Hengan International Group Co., Ltd.	Emerging Markets	Cayman Islands	17/05/2021	Annual	Against	14 10 8 11,13 7	Apparent failure to link pay & appropriate performance Concerns related to Non-audit fees Concerns related to board gender diversity and concerns related to Non-audit fees Issue of capital raises concerns about excessive dilution of existing shareholders Lack of independence on board and concerns related to Non-audit fees		1
1529089	KYG875721634	Tencent Holdings Ltd.	Emerging Markets	Cayman Islands	20/05/2021	Annual	Against	3a,5,7			4
1536900	KYG875721634	Tencent Holdings Ltd.	Emerging Markets	Cayman Islands	20/05/2021	Special	Against	1			4
1534123	KYG0192S1093	Ajisen (China) Holdings Limited	Emerging Markets	Cayman Islands	21/05/2021	Annual	Against	5A,5C 3A3 3A2	Lack of independence on board 2- Lack of independent representation at board committees Lack of independence on board 2- Lack of independent representation at board committees		1
1537628	KYG210961051	China Mengniu Dairy Co., Ltd.	Emerging Markets	Cayman Islands	02/06/2021	Annual	Against	4 3b 3c 6	Concerns related to Non-audit fees Concerns related to board gender diversity Insufficient/poor disclosure		8
1533112	KYG8878S1030	Tingyi (Cayman Islands) Holding Corp.	Emerging Markets	Cayman Islands	07/06/2021	Annual	Against	8,10 6	Proposed term in policy exceeds appropriate limit Lack of independence on board Concerns related to board gender diversity		3
1542071	KYG8208B1014	JD.com, Inc.	Emerging Markets	Cayman Islands	23/06/2021	Annual	All For				7
1548241	KYG8208B1014	JD.com, Inc.	Emerging Markets	Cayman Islands	23/06/2021	Annual	All For				3
1530166	KYG9T20A1060	Weimob, Inc.	Emerging Markets	Cayman Islands	29/06/2021	Annual	Against	2A1 5 4A,4C	Concerns related to approach to board gender diversity Combined CEO/Chairman Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders		1
1527259	CL0002266774	Enel Chile SA	Emerging Markets	Chile	28/04/2021	Annual	Against	14	Insufficient/poor disclosure		1
1529646	CL0000001314	Empresas CMPC SA	Emerging Markets	Chile	29/04/2021	Annual	Against	g	Insufficient/poor disclosure		1
1532173	CLP7980K1070	Quinenco SA	Emerging Markets	Chile	29/04/2021	Annual	Against	10	Insufficient/poor disclosure		1
1525144	CNE000000ST8	Lu Thai Textile Co., Ltd.	Emerging Markets	China	20/04/2021	Annual	All For				1
1524332	CNE1000004S4	Zhejiang Expressway Co. Ltd.	Emerging Markets	China	21/04/2021	Annual	Against	5 8	Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders		1
1519684	CNE100001NV2	SINOPEC Engineering (Group) Co., Ltd.	Emerging Markets	China	10/05/2021	Annual	Against	2			2

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1519705	CNE100001NV2	SINOPEC Engineering (Group) Co., Ltd.	Emerging Markets	China	10/05/2021	Special	All For				2
1530970	CNE000000ST8	Lu Thai Textile Co., Ltd.	Emerging Markets	China	13/05/2021	Special	Against	1,2,3			1
1537950	CNE100001CY9	Zhongji Innolight Co., Ltd.	Emerging Markets	China	18/05/2021	Annual	Against	9 12	Concerns related to shareholder rights Concerns to protect shareholder value		5
1537932	CNE100000W03	China South Publishing & Media Group Co., Ltd.	Emerging Markets	China	20/05/2021	Annual	All For			10,11	2
1535042	CNE1000040M1	Hangzhou Tigermed Consulting Co., Ltd.	Emerging Markets	China	21/05/2021	Annual	All For				5
1535043	CNE1000040M1	Hangzhou Tigermed Consulting Co., Ltd.	Emerging Markets	China	21/05/2021	Special	All For				5
1541091	CNE1000004L9	Weichai Power Co., Ltd.	Emerging Markets	China	21/05/2021	Special	Against	12	Insufficient/poor disclosure		1
1544467	CNE100001CY9	Zhongji Innolight Co., Ltd.	Emerging Markets	China	24/05/2021	Special	All For				5
1536208	CNE000001G38	NARI Technology Co., Ltd.	Emerging Markets	China	25/05/2021	Annual	Against	8	Concerns to protect shareholder value		5
1522804	CNE0000008X7	Yunnan Baiyao Group Co., Ltd.	Emerging Markets	China	25/05/2021	Annual	All For			8,9,10	2
1530424	CNE1000002D0	China BlueChemical Ltd.	Emerging Markets	China	27/05/2021	Annual	Against	7 5 16	Concerns related to board gender diversity Insufficient/poor disclosure Issue of capital raises concerns about excessive dilution of existing shareholders		3
1530434	CNE1000002D0	China BlueChemical Ltd.	Emerging Markets	China	27/05/2021	Special	All For				3
1531882	CNE1000002P4	China Oilfield Services Limited	Emerging Markets	China	01/06/2021	Annual	Against	6,8	Concerns to protect shareholder value		2
1531928	CNE1000002P4	China Oilfield Services Limited	Emerging Markets	China	01/06/2021	Special	All For				2
1521842	CNE1000003W8	PetroChina Company Limited	Emerging Markets	China	10/06/2021	Annual	Against	3 7	Inadequate management of climate-related risks Insufficient/poor disclosure		1
1543085	CNE100000FN7	Sinopharm Group Co., Ltd.	Emerging Markets	China	10/06/2021	Annual	Against	8,11			3
1543092	CNE100000FN7	Sinopharm Group Co., Ltd.	Emerging Markets	China	10/06/2021	Special	All For				3
1544789	CNE1000004F1	Sinotrans Ltd.	Emerging Markets	China	10/06/2021	Annual	Against	1,4,17.7 18.1	Concerns related to board gender diversity	17.2	1
1545006	CNE1000004F1	Sinotrans Ltd.	Emerging Markets	China	10/06/2021	Special	All For				1
1545141	CNE1000021L3	China Railway Signal & Communication Corp. Ltd.	Emerging Markets	China	11/06/2021	Annual	All For				1

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1553063	CNE000001G38	NARI Technology Co., Ltd.	Emerging Markets	China	17/06/2021	Special	All For				5
1550390	CNE000000VK1	Shenzhen Airport Co., Ltd.	Emerging Markets	China	17/06/2021	Annual	All For				2
1539732	CNE1000002G3	China Communications Services Corp. Ltd.	Emerging Markets	China	18/06/2021	Annual	Against	4,5	Concerns to protect shareholder value		5
1541955	CNE100000593	PICC Property & Casualty Co., Ltd.	Emerging Markets	China	18/06/2021	Annual	Against	11	Issue of capital raises concerns about excessive dilution of existing shareholders		2
1544142	CNE100000221	Beijing Capital International Airport Co., Ltd.	Emerging Markets	China	23/06/2021	Annual	All For				1
1549539	CNE1000002M1	China Merchants Bank Co., Ltd.	Emerging Markets	China	25/06/2021	Annual	Against	14 8,9	Concerns related to board gender diversity		4
1524774	CNE1000048K8	Haier Smart Home Co., Ltd.	Emerging Markets	China	25/06/2021	Annual	Against	11,12,21,25,26			1
1525066	CNE1000048K8	Haier Smart Home Co., Ltd.	Emerging Markets	China	25/06/2021	Annual	Against	11,12,21,25,26			1
1525119	CNE1000048K8	Haier Smart Home Co., Ltd.	Emerging Markets	China	25/06/2021	Special	All For				1
1525067	CNE1000048K8	Haier Smart Home Co., Ltd.	Emerging Markets	China	25/06/2021	Special	All For				1
1548752	CNE1000004L9	Weichai Power Co., Ltd.	Emerging Markets	China	28/06/2021	Annual	Against	14a,14b,14c,14d,14e 6	Concerns related to Non-audit fees Insufficient/poor disclosure		1
1556964	CNE1000004S4	Zhejiang Expressway Co. Ltd.	Emerging Markets	China	28/06/2021	Extraordinary Shareholders	Against	1	Concerns related to approach to board gender diversity		1
1556954	CNE0000008X7	Yunnan Baiyao Group Co., Ltd.	Emerging Markets	China	29/06/2021	Special	All For				2
1556411	CNE0000001D4	Gree Electric Appliances, Inc. of Zhuhai	Emerging Markets	China	30/06/2021	Annual	Against	8,10,11			4
1519699	EGS729J1C018	Cleopatra Hospital Co.	Emerging Markets	Egypt	15/04/2021	Annual	Against	7	Insufficient/poor disclosure		1
1519700	EGS729J1C018	Cleopatra Hospital Co.	Emerging Markets	Egypt	29/04/2021	Special	Against	1	Apparent failure to link pay and appropriate performance		2
1512740	INE742F01042	Adani Ports & Special Economic Zone Ltd.	Emerging Markets	India	06/04/2021	Special	All For				2
1503163	INE012A01025	ACC Limited	Emerging Markets	India	07/04/2021	Annual	Against	3,4,5			2
1504108	INE200M01013	Varun Beverages Ltd.	Emerging Markets	India	07/04/2021	Annual	Against	3,5			2
1513371	INE765G01017	ICICI Lombard General Insurance Co. Ltd.	Emerging Markets	India	09/04/2021	Special	All For				1

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1519724	INE296A01024	Bajaj Finance Limited	Emerging Markets	India	19/04/2021	Special	All For				3
1522747	INE775A01035	Motherson Sumi Systems Limited	Emerging Markets	India	29/04/2021	Court	All For				4
1523137	INE775A01035	Motherson Sumi Systems Limited	Emerging Markets	India	29/04/2021	Special	All For				4
1543015	INE200M01013	Varun Beverages Ltd.	Emerging Markets	India	03/06/2021	Special	All For				2
1531031	ID1000095706	PT Unilever Indonesia Tbk	Emerging Markets	Indonesia	27/05/2021	Annual	All For				4
1535144	ID1000129000	PT Telkom Indonesia (Persero) Tbk	Emerging Markets	Indonesia	28/05/2021	Annual	Against	6,8	Insufficient/poor disclosure		2
1542504	ID1000125503	PT ACE Hardware Indonesia Tbk	Emerging Markets	Indonesia	09/06/2021	Annual	All For				1
1542505	ID1000125503	PT ACE Hardware Indonesia Tbk	Emerging Markets	Indonesia	09/06/2021	Special	Against	1	Insufficient/poor disclosure		1
1536456	LR0008862868	Royal Caribbean Group	Emerging Markets	Liberia	02/06/2021	Annual	Against	2 1j 1c 5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity Concerns related to succession planning Shareholder proposal promotes transparency		4
1520180	MX01OM000018	Grupo Aeroportuario del Centro Norte SAB de CV	Emerging Markets	Mexico	21/04/2021	Annual	All For				1
1520865	MXP370711014	Grupo Financiero Banorte SAB de CV	Emerging Markets	Mexico	23/04/2021	Annual	Against	4.a1 4.a10,4.a13	Concerns related to board gender diversity Overboarded/Too many other time commitments		4
1520871	MXP370711014	Grupo Financiero Banorte SAB de CV	Emerging Markets	Mexico	23/04/2021	Special	All For				4
1532969	MXCFFU000001	Fibra Uno Administracion SA de CV	Emerging Markets	Mexico	30/04/2021	Annual	Against	6 9	Concerns related to approach to board gender diversity Insufficient/poor disclosure		1
1532243	MX01LA010006	Genomma Lab Internacional SAB de CV	Emerging Markets	Mexico	30/04/2021	Annual	Against	1 4	Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders		1
1550341	MX01OM000018	Grupo Aeroportuario del Centro Norte SAB de CV	Emerging Markets	Mexico	11/06/2021	Ordinary Shareholders	All For				1
1554837	MX01WA000038	Wal-Mart de Mexico SAB de CV	Emerging Markets	Mexico	22/06/2021	Extraordinary Shareholders	Against	2	Insufficient/poor disclosure		4
1498742	PHY6028G1361	Metropolitan Bank & Trust Company	Emerging Markets	Philippines	28/04/2021	Annual	All For				1
1543115	PHY003341054	Alliance Global Group, Inc.	Emerging Markets	Philippines	17/06/2021	Annual	Against	7.3,7.4,7.5 7.6	Lack of independence on board Lack of independence on board and too many other time commitments		1

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1522180	PR7331747001	Popular, Inc.	Emerging Markets	Puerto Rico	06/05/2021	Annual	Against	1a	Concerns about overall board structure		1
1521405	RU0009029540	Sberbank Russia PJSC	Emerging Markets	Russia	23/04/2021	Annual	Against	4.3,4.4,4.5,4.6,4.7,4.10,4.11,4.12,4.13			4
1506676	TH0001010006	Bangkok Bank Public Company Limited	Emerging Markets	Thailand	12/04/2021	Annual	Against	8	Concerns to protect shareholder value		1
1506097	TH0308010Y08	AP (Thailand) Public Co. Ltd.	Emerging Markets	Thailand	29/04/2021	Annual	Against	6.2 9	Concerns related to inappropriate membership of committees Insufficient/poor disclosure		3
1518700	TREBIMM00018	BIM Birlesik Magazalar AS	Emerging Markets	Turkey	28/04/2021	Annual	All For				5
1504986	VN000000VNM8	Vietnam Dairy Products Corp.	Emerging Markets	Vietnam	26/04/2021	Annual	Against	17	Insufficient/poor disclosure		2
1547437	US5603172082	Mail.ru Group Ltd.	Emerging Markets	Virgin Isl (UK)	11/06/2021	Annual	Against	2.1,2.7,2.8	Lack of independent representation at board committees		5
1524280	AT0000946652	Schoeller-Bleckmann Oilfield Equipment AG	Europe	Austria	29/04/2021	Annual	Against	7 9.1,9.2	Apparent failure to link pay & appropriate performance Insufficient/poor disclosure		5
1526661	AT0000831706	Wienerberger AG	Europe	Austria	04/05/2021	Annual	Against	7	Apparent failure to link pay & appropriate performance		1
1499810	AT0000A18XM4	ams AG	Europe	Austria	02/06/2021	Annual	Against	7,8 14.1,14.2 10.1,10.2	Apparent failure to link pay & appropriate performance Insufficient/poor disclosure Lack of independence on board		2
1539649	AT0000743059	OMV AG	Europe	Austria	02/06/2021	Annual	All For				3
1504199	BE0974293251	Anheuser-Busch InBev SA/NV	Europe	Belgium	28/04/2021	Annual/Special	Against	A1,B8a,B8b,B8c,B10 B9	Apparent failure to link pay & appropriate performance		1
1500806	BE0003739530	UCB SA	Europe	Belgium	29/04/2021	Annual	Against	5,11	Apparent failure to link pay and appropriate performance		1
1500805	BE0974320526	Umicore	Europe	Belgium	29/04/2021	Annual/Special	Against	2 8.1	Apparent failure to link pay & appropriate performance Inadequate management of climate-related risks		4
1499613	BE0003823409	Financiere de Tubize SA	Europe	Belgium	30/04/2021	Annual	Against	9a,9h,9j	Lack of independence on board		1
1513118	BE0003656676	Recticel SA	Europe	Belgium	25/05/2021	Annual/Special	Against	9.1,9.5,11 6.2 1.3	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders		2
1510051	DK0061539921	Vestas Wind Systems A/S	Europe	Denmark	08/04/2021	Annual	All For				5
1517286	FO0000000179	Bakkafrost P/F	Europe	Faroe Islands	09/04/2021	Annual	Against	5.3,6			1

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1497911	FI0009000459	Huhtamaki Oyj	Europe	Finland	22/04/2021	Annual	All For				7
1503984	FI0009014575	Metso Outotec Oyj	Europe	Finland	23/04/2021	Annual	Against	10 13	Apparent failure to link pay & appropriate performance Overboarded/Too many other time commitments		3
1509469	FR0000125486	VINCI SA	Europe	France	08/04/2021	Annual/ Special	Against	7,8,10	Apparent failure to link pay & appropriate performance		6
1519876	FR0000121972	Schneider Electric SE	Europe	France	28/04/2021	Annual/ Special	All For				5
1509464	FR0000120628	AXA SA	Europe	France	29/04/2021	Annual/ Special	Against	6,7	Apparent failure to link pay & appropriate performance		1
1521101	FR0000065484	Lectra SA	Europe	France	30/04/2021	Annual/ Special	All For				2
1526638	FR0010908533	Edenred SA	Europe	France	11/05/2021	Annual/ Special	Against	14 8	Apparent failure to link pay & appropriate performance Overboarded/Too many other time commitments		5
1508565	FR0000131104	BNP Paribas SA	Europe	France	18/05/2021	Annual/ Special	Against	12,15,16			1
1531810	FR0010307819	Legrand SA	Europe	France	26/05/2021	Annual/ Special	Against	7,9	Apparent failure to link pay & appropriate performance		5
1525227	FR0013176526	Valeo SE	Europe	France	26/05/2021	Annual/ Special	All For				5
1535155	FR0011726835	Gaztransport & Technigaz SA	Europe	France	27/05/2021	Annual/ Special	Against	5,6,9			7
1536588	FR0000121147	Faurecia SE	Europe	France	31/05/2021	Annual/ Special	Against	10,15 27	Apparent failure to link pay & appropriate performance Concerns about reducing shareholder rights	9	1
1537618	FR0000065484	Lectra SA	Europe	France	01/06/2021	Extraordinary Shareholders	All For				2
1514158	DE000A1ML7J1	Vonovia SE	Europe	Germany	16/04/2021	Annual	All For				6
1514935	DE0006599905	Merck KGaA	Europe	Germany	23/04/2021	Annual	All For				5
1505045	DE000BAY0017	Bayer AG	Europe	Germany	27/04/2021	Annual	All For				1
1518703	DE0008404005	Allianz SE	Europe	Germany	05/05/2021	Annual	All For				1
1523564	DE0005470306	CTS Eventim AG & Co. KGaA	Europe	Germany	07/05/2021	Annual	Against	8,12 7	Apparent failure to link pay & appropriate performance Concerns to protect shareholder value		2
1521281	DE0005565204	Duerr AG	Europe	Germany	07/05/2021	Annual	All For				3
1524589	DE000KGX8881	KION GROUP AG	Europe	Germany	11/05/2021	Annual	Against	6 8	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value		2
1521879	DE000A1EWWW0	adidas AG	Europe	Germany	12/05/2021	Annual	Against	12	Concerns to protect shareholder value		5
1521879	DE000A1EWWW0	adidas AG	Europe	Germany	12/05/2021	Annual	Against	12	Concerns to protect shareholder value	14	3
1525570	DE0007164600	SAP SE	Europe	Germany	12/05/2021	Annual	All For				4
1527704	DE0005810055	Deutsche Boerse AG	Europe	Germany	19/05/2021	Annual	All For				5

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1529082	DE000ZAL1111	Zalando SE	Europe	Germany	19/05/2021	Annual	Against	7	Apparent failure to link pay and appropriate performance.		1
1528372	DE0005785802	Fresenius Medical Care AG & Co. KGaA	Europe	Germany	20/05/2021	Annual	Against	7	Concerns to protect shareholder value		2
1528389	DE0005785604	Fresenius SE & Co. KGaA	Europe	Germany	21/05/2021	Annual	Against	6	Apparent failure to link pay & appropriate performance	8.3,8.5	3
1531403	DE0005493365	Hypoport SE	Europe	Germany	21/05/2021	Annual	Against	7 6.2,6.3 6.1	Apparent failure to link pay and appropriate performance Concerns related to succession planning Concerns related to succession planning Concerns related to approach to board diversity		2
1534053	DE0005313704	Carl Zeiss Meditec AG	Europe	Germany	27/05/2021	Annual	Against	7 6.1,6.2,6.3	Apparent failure to link pay and appropriate performance Concerns related to succession planning		3
1540996	DE000A1DAHH0	Brenntag SE	Europe	Germany	10/06/2021	Annual	All For			3	2
1519391	IE00B8KQN827	Eaton Corporation plc	Europe	Ireland	28/04/2021	Annual	Against	3 1f	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance		2
1507842	IE00B00MZ448	Grafton Group Plc	Europe	Ireland	28/04/2021	Annual	Against	6	Apparent failure to link pay and appropriate performance		1
1513191	IE0001827041	CRH Plc	Europe	Ireland	29/04/2021	Annual	Against	3 4a	Apparent failure to link pay & appropriate performance Concerns related to below-board gender diversity 2- Concerns related to board ethnic and/or racial diversity		1
1510873	IE0004927939	Kingspan Group Plc	Europe	Ireland	30/04/2021	Annual	Against	5 3f	Apparent failure to link pay & appropriate performance Overboarded/Too many other time commitments		5
1508655	IE00B1RR8406	Smurfit Kappa Group Plc	Europe	Ireland	30/04/2021	Annual	All For				3
1424710	IE0000669501	Glanbia Plc	Europe	Ireland	06/05/2021	Annual	All For				7
1525002	IE00BDVJJQ56	nVent Electric Plc	Europe	Ireland	14/05/2021	Annual	Against	2	Apparent failure to link pay and appropriate performance		3
1536789	IE00BK9ZQ967	Trane Technologies Plc	Europe	Ireland	03/06/2021	Annual	Against	11,2			5
1494171	IT0005239360	UniCredit SpA	Europe	Italy	15/04/2021	Annual/ Special	Against	10,A 12	Apparent failure to link pay & appropriate performance		6
1493476	IT0005331019	Carel Industries SpA	Europe	Italy	20/04/2021	Annual/ Special	Against	2.3.2,2.4.a,2.4.b,3.1.2,3.2 5 A	Apparent failure to link pay & appropriate performance Insufficient/poor disclosure		2
1490386	IT0005010423	Cerved Group SpA	Europe	Italy	27/04/2021	Annual	Against	2.b A	Apparent failure to link pay & appropriate performance Insufficient/poor disclosure		5

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1489804	IT0003428445	MARR SpA	Europe	Italy	28/04/2021	Annual	Against	A			7
1498341	IT0004176001	Prysmian SpA	Europe	Italy	28/04/2021	Annual/ Special	Against	A	Insufficient/poor disclosure		7
1482460	IT0005162406	Technogym SpA	Europe	Italy	05/05/2021	Annual/ Special	Against	4.1,4.2,4.3.2 A	Insufficient/poor disclosure		7
1532488	LU0633102719	Samsonite International S.A.	Europe	Luxembourg	03/06/2021	Annual	Against	3.1,3.2	Concerns related to board gender diversity		7
1501851	NL00150001Q9	Stellantis NV	Europe	Netherlands	15/04/2021	Annual	Against	2.c,4.a,4.b	Apparent failure to link pay and appropriate performance		1
1499614	NL0000009165	Heineken NV	Europe	Netherlands	22/04/2021	Annual	Against	1.b,4.a			1
1499773	NL0000395903	Wolters Kluwer NV	Europe	Netherlands	22/04/2021	Annual	All For				5
1500578	NL0011821202	ING Groep NV	Europe	Netherlands	26/04/2021	Annual	All For				8
1485568	NL0010273215	ASML Holding NV	Europe	Netherlands	29/04/2021	Annual	All For			3.a,6	12
1501113	NL0012866412	BE Semiconductor Industries NV	Europe	Netherlands	30/04/2021	Annual	Against	3,7	Apparent failure to link pay and appropriate performance		1
1502505	NL0000852523	TKH Group NV	Europe	Netherlands	06/05/2021	Annual	Against	2.b	Apparent failure to link pay and appropriate performance		1
1524980	NL0010832176	argenx SE	Europe	Netherlands	11/05/2021	Annual	Against	3,4	Apparent failure to link pay and appropriate performance		1
1486022	NL0006294274	Euronext NV	Europe	Netherlands	11/05/2021	Annual	Against	3.b,6	Apparent failure to link pay and appropriate performance		1
1526299	NL0010937058	Intertrust NV	Europe	Netherlands	12/05/2021	Annual	Against	2 7.c	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees		2
1512512	NL0000334118	ASM International NV	Europe	Netherlands	17/05/2021	Annual	Against	3	Apparent failure to link pay and appropriate performance		4
1497442	NL0011821392	Signify NV	Europe	Netherlands	18/05/2021	Annual	Against	2	Apparent failure to link pay and appropriate performance		6
1507664	NL0000852564	Aalberts NV	Europe	Netherlands	27/05/2021	Annual	Against	3.a,9	Apparent failure to link pay and appropriate performance		7
1521097	NL0012969182	Adyen NV	Europe	Netherlands	03/06/2021	Annual	All For				3
1463137	NL0010801007	IMCD NV	Europe	Netherlands	22/06/2021	Annual	Against	2.c	Apparent failure to link pay and appropriate performance		8
1558506	NL0009805522	Yandex NV	Europe	Netherlands	28/06/2021	Annual	Against	9,10,11	Concerns to protect shareholder value		5
1547536	NL0012169213	QIAGEN NV	Europe	Netherlands	29/06/2021	Annual	Against	2 10.c	Apparent failure to link pay and appropriate performance Issue of capital raises concerns about excessive dilution of existing shareholders		4
1521859	NO0010345853	Aker BP ASA	Europe	Norway	15/04/2021	Annual	Against	5 9 10,11	Apparent failure to link pay & appropriate performance Lack of independence on board Poison pill/anti-takeover measure not in investors interests		5

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1527702	NO0010031479	DNB ASA	Europe	Norway	27/04/2021	Annual	Against	10			3
1525610	NO0010816093	Elkem ASA	Europe	Norway	27/04/2021	Annual	Against	6,13			2
1522718	NO0005668905	Tomra Systems ASA	Europe	Norway	04/05/2021	Annual	Against	7,9 11	Apparent failure to link pay & appropriate performance Overboarded/Too many other time commitments		2
1531585	NO0005052605	Norsk Hydro ASA	Europe	Norway	06/05/2021	Annual	Against	6	Apparent failure to link pay & appropriate performance		2
1543064	NO0010073489	Austevoll Seafood ASA	Europe	Norway	27/05/2021	Annual	Against	8.1a,8.1c	Lack of independence on board		1
1518266	ES0113679137	Bankinter SA	Europe	Spain	21/04/2021	Annual	Against	10.1,12	Apparent failure to link pay & appropriate performance		1
1521437	ES0105025003	MERLIN Properties SOCIMI SA	Europe	Spain	26/04/2021	Annual	All For				7
1520800	ES0105046009	Aena S.M.E. SA	Europe	Spain	27/04/2021	Annual	Against	10	Inadequate management of climate-related risks		2
1525431	ES0105630315	CIE Automotive SA	Europe	Spain	05/05/2021	Annual	Against	6,7,8,10	Apparent failure to link pay & appropriate performance		1
1545536	ES0109067019	Amadeus IT Group SA	Europe	Spain	16/06/2021	Annual	Against	6,8	Apparent failure to link pay & appropriate performance		4
1545361	ES0144580Y14	Iberdrola SA	Europe	Spain	17/06/2021	Annual	Against	16	Apparent failure to link pay & appropriate performance		5
1550046	ES0173093024	Red Electrica Corp. SA	Europe	Spain	28/06/2021	Annual	All For				1
1471256	SE0001662230	Husqvarna AB	Europe	Sweden	14/04/2021	Annual	Abstain Against	10.a5,10.b 10.a1 10.a2,10.a4 14,15	Lack of independence on board Lack of independence on board Lack of independence on board 2- Lack of independent representation at board committees Apparent failure to link pay & appropriate performance		7
1510436	SE0000112724	Svenska Cellulosa AB	Europe	Sweden	15/04/2021	Annual	Against	11.2,11.9,12,14			5
1470446	SE0006422390	Thule Group AB	Europe	Sweden	22/04/2021	Annual	All For				5
1518506	SE0000114837	Trelleborg AB	Europe	Sweden	22/04/2021	Annual	Against	11 10.a4	Apparent failure to link pay and appropriate performance Lack of independence on board Overboarded/ Too many other time commitments		7
1521380	SE0015658109	Epiroc AB	Europe	Sweden	28/04/2021	Annual	All For				8
1554093	SE0000115446	Volvo AB	Europe	Sweden	29/06/2021	Special	All For				3
1492903	CH0011075394	Zurich Insurance Group AG	Europe	Switzerland	07/04/2021	Annual	Against	1.2 7	Apparent failure to link pay & appropriate performance Insufficient/poor disclosure 7	M0125 Transact Other Business (Voting) Load from Library... Save to Library Insufficient/poor disclosure	
1495689	CH0012280076	Straumann Holding AG	Europe	Switzerland	09/04/2021	Annual	Against	1.2,6.1,6.2,6.3,6.6,6.8,10			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 FOR By Exception	Ballot Count
1497142	CH0528751586	VZ Holding AG	Europe	Switzerland	12/04/2021	Annual	Against	4.1.1,4.2.1 8 4.1.3 4.1.2	Concerns related to approach to board gender diversity Insufficient/poor disclosure Lack of independent representation at board committees Lack of independent representation at board committees Non-independent Chairman		2
1496375	CH0038863350	Nestle SA	Europe	Switzerland	15/04/2021	Annual	Against	1.2 4.3.4	Apparent failure to link pay & appropriate performance Overboarded/Too many other time commitments	4.1.i	6
1496797	CH0418792922	Sika AG	Europe	Switzerland	20/04/2021	Annual	Against	5.1 4.5 4.1.5 4.1.4 6	Apparent failure to link pay & appropriate performance Concerns regarding Auditor tenure Concerns related to board gender diversity Concerns related to inappropriate membership of committees Insufficient basis to support a decision		5
1506657	CH0435377954	SIG Combibloc Group AG	Europe	Switzerland	21/04/2021	Annual	Against	11	Insufficient/poor disclosure	5.1	2
1496817	CH0432492467	Alcon, Inc.	Europe	Switzerland	28/04/2021	Annual	Against	4.1 5.6,6.2 9	Apparent failure to link pay and appropriate performance Concerns related to below-board gender diversity 2- Overboarded/Too many other time commitments Insufficient/poor disclosure		2
1496816	CH0013841017	Lonza Group AG	Europe	Switzerland	06/05/2021	Annual	Against	6 11	Concerns regarding Auditor tenure Insufficient/poor disclosure		12
1499826	CH0363463438	Idorsia Ltd.	Europe	Switzerland	12/05/2021	Annual	Against	1.2,4,5.1.1,5.3,9			4
1527506	CH0044328745	Chubb Limited	Europe	Switzerland	20/05/2021	Annual	Against	12 5.2,7.1,7.2,7.3 5.5 6 13	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity 2- Concerns related to board gender diversity Concerns related to board ethnic and/or racial diversity 2- Concerns related to board gender diversity 3- Non-independent Chairman Insufficient/poor disclosure		5
1490276	CA8911605092	The Toronto-Dominion Bank	North America	Canada	01/04/2021	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		2
1502175	CA1363751027	Canadian National Railway Company	North America	Canada	27/04/2021	Annual	All For				1
1502173	CA0679011084	Barrick Gold Corporation	North America	Canada	04/05/2021	Annual/ Special	Against	3	Apparent failure to link pay & appropriate performance		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 FOR By Exception	Ballot Count
1503597	CA45075E1043	iA Financial Corporation Inc.	North America	Canada	06/05/2021	Annual	Against	3 1.10 1.7	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity Concerns related to approach to board diversity		1
1505441	CA5592224011	Magna International Inc.	North America	Canada	06/05/2021	Annual	Against	3 1J	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance		2
1501227	CA56501R1064	Manulife Financial Corp.	North America	Canada	06/05/2021	Annual	Against	3 1.10 1.13	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity		1
1505532	CA7392391016	Power Corporation of Canada	North America	Canada	14/05/2021	Annual	Against	3 1.6 1.4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity Concerns related to board ethnic and/or racial diversity Concerns to protect shareholder value		1
1511663	CA4436281022	HudBay Minerals Inc.	North America	Canada	17/05/2021	Annual/ Special	Against	3 1e	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance		1
1518917	CA0585861085	Ballard Power Systems Inc.	North America	Canada	02/06/2021	Annual	Against	1G,1H,3,4			2
1533642	CA8910546032	Torex Gold Resources Inc.	North America	Canada	29/06/2021	Annual/ Special	Against	1.3	Concerns related to board ethnic and/or racial diversity		1
1511442	US8318652091	A. O. Smith Corporation	North America	USA	13/04/2021	Annual	Against	2 1.1	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance		3
1511629	US6935061076	PPG Industries, Inc.	North America	USA	15/04/2021	Annual	Against	6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation		2
1512890	US0605051046	Bank of America Corporation	North America	USA	20/04/2021	Annual	Against	8 5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights		6
1512755	US55261F1049	M&T Bank Corporation	North America	USA	20/04/2021	Annual	Against	1.5	Concerns related to board gender diversity		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 FOR By Exception	Ballot Count
1514407	US0017441017	AMN Healthcare Services, Inc.	North America	USA	21/04/2021	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights		8
1520124	US0010841023	AGCO Corporation	North America	USA	22/04/2021	Annual	Against	2 1.5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance		1
1514095	US4448591028	Humana Inc.	North America	USA	22/04/2021	Annual	Against	3 11	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance		4
1515932	US5398301094	Lockheed Martin Corporation	North America	USA	22/04/2021	Annual	Against	3 1.7 1.1 5	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity 2- Concerns related to approach to board diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency		1
1514357	US8269191024	Silicon Laboratories Inc.	North America	USA	22/04/2021	Annual	All For				8
1516138	US0028241000	Abbott Laboratories	North America	USA	23/04/2021	Annual	Against	7 6 5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks 3- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks 3- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency	1.2	4
1516799	US0171751003	Alleghany Corporation	North America	USA	23/04/2021	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 FOR By Exception	Ballot Count
1522991	US76131N1019	Retail Opportunity Investments Corp.	North America	USA	26/04/2021	Annual	All For			1.6	5
1525929	US0905722072	Bio-Rad Laboratories, Inc.	North America	USA	27/04/2021	Annual	Against	1.1	Concerns about overall board structure		6
1518284	US1729674242	Citigroup Inc.	North America	USA	27/04/2021	Annual	Against	6 9 5 8	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency		6
1511047	US4972661064	Kirby Corporation	North America	USA	27/04/2021	Annual	Against	3	Apparent failure to link pay & appropriate performance		5
1518263	US55354G1004	MSCI Inc.	North America	USA	27/04/2021	Annual	Against	2 1g	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance		5
1514173	US7140461093	PerkinElmer, Inc.	North America	USA	27/04/2021	Annual	Against	3 1a	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance		3
1516902	US86272C1036	Strategic Education, Inc.	North America	USA	27/04/2021	Annual	Against	1.3	Concerns related to below-board gender diversity		2
1519287	US0997241064	BorgWarner Inc.	North America	USA	28/04/2021	Annual	Against	2 1B,1F	Apparent failure to link pay and appropriate performance Concerns related to approach to board diversity		1
1516959	US56585A1025	Marathon Petroleum Corporation	North America	USA	28/04/2021	Annual	Against	1a,3 7	Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation		1
1512930	US4943681035	Kimberly-Clark Corporation	North America	USA	29/04/2021	Annual	Against	3	Apparent failure to link pay & appropriate performance		4

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1516627	US0846707026	Berkshire Hathaway Inc.	North America	USA	01/05/2021	Annual	Against	1.13 1.7 2,3	Apparent failure to link pay & appropriate performance 2- Concerns related to below-board gender diversity 3- Concerns related to board ethnic and/or racial diversity 4- Concerns related to board gender diversity Concerns regarding audit quality SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency		4
1519042	US72703H1014	Planet Fitness, Inc.	North America	USA	03/05/2021	Annual	All For				2
1520304	US0718131099	Baxter International Inc.	North America	USA	04/05/2021	Annual	Against	1c,2			4
1520268	US34964C1062	Fortune Brands Home & Security, Inc.	North America	USA	04/05/2021	Annual	All For				11
1520938	US8290731053	Simpson Manufacturing Co., Inc.	North America	USA	04/05/2021	Annual	All For				5
1520467	US9553061055	West Pharmaceutical Services, Inc.	North America	USA	04/05/2021	Annual	Against	1b			7
1522559	US0383361039	AptarGroup, Inc.	North America	USA	05/05/2021	Annual	Against	1d			8
1520927	US1152361010	Brown & Brown, Inc.	North America	USA	05/05/2021	Annual	Against	1.10	Concerns related to board ethnic and/or racial diversity 2- Concerns related to board gender diversity	1.11	6
1519384	US1170431092	Brunswick Corporation	North America	USA	05/05/2021	Annual	All For			1b	8
1520461	US1924221039	Cognex Corporation	North America	USA	05/05/2021	Annual	All For				3
1520272	US50212V1008	LPL Financial Holdings Inc.	North America	USA	05/05/2021	Annual	All For				1
1518264	US62944T1051	NVR, Inc.	North America	USA	05/05/2021	Annual	Against	1.4,1.11,1.12 1.10	Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity 2 - Concerns related to succession planning 3 - Concerns about remuneration committee performance		3
1522665	US0394831020	Archer-Daniels-Midland Company	North America	USA	06/05/2021	Annual	Against	3 11 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes enhanced shareholder rights		1
1521496	US14040H1059	Capital One Financial Corporation	North America	USA	06/05/2021	Annual	Against	1i,3			6

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1520758	US26441C2044	Duke Energy Corporation	North America	USA	06/05/2021	Annual	Against	1.1 5,6	Concerns to protect shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency		1
1519634	US2788651006	Ecolab Inc.	North America	USA	06/05/2021	Annual	Against	3 1m 4	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights		2
1522727	US8807701029	Teradyne, Inc.	North America	USA	07/05/2021	Annual	Against	1c,1g,2,4			3
1517986	US8873891043	The Timken Company	North America	USA	07/05/2021	Annual	Against	1.1 4	Concerns about overall board structure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights		3
1523557	US2310211063	Cummins Inc.	North America	USA	11/05/2021	Annual	Against	14 16	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation	11	1
1526504	US44930G1076	ICU Medical, Inc.	North America	USA	11/05/2021	Annual	Against	1.3,1.4,3			3
1520117	US5018892084	LKQ Corporation	North America	USA	11/05/2021	Annual	All For				5
1522725	US5526901096	MDU Resources Group, Inc.	North America	USA	11/05/2021	Annual	All For				3
1523674	US6365181022	National Instruments Corporation	North America	USA	11/05/2021	Annual	Against	1.3	Concerns about overall board structure 2- Concerns about remuneration committee performance 3- Concerns related to board ethnic and/or racial diversity		8
1522182	US7443201022	Prudential Financial, Inc.	North America	USA	11/05/2021	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation		5
1525026	US0268747849	American International Group, Inc.	North America	USA	12/05/2021	Annual	Against	2 1b 5	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights	1f	1
1524507	US0304201033	American Water Works Company, Inc.	North America	USA	12/05/2021	Annual	All For				6
1525781	US45168D1046	IDEXX Laboratories, Inc.	North America	USA	12/05/2021	Annual	All For				1
1522183	US7458671010	PulteGroup, Inc.	North America	USA	12/05/2021	Annual	All For				5

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1530040	US7502361014	Radian Group Inc.	North America	USA	12/05/2021	Annual	Against	2 1g	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance		1
1524868	US98419M1009	Xylem Inc.	North America	USA	12/05/2021	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights		2
1526530	US16115Q3083	Chart Industries, Inc.	North America	USA	13/05/2021	Annual	Against	1.5,3 1.1	Concerns regarding audit quality		3
1521965	US2036071064	Community Bank System, Inc.	North America	USA	13/05/2021	Annual	Against	2 1d 1c	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity		6
1524007	US1266501006	CVS Health Corporation	North America	USA	13/05/2021	Annual	Against	3 5	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation	1b	3
1520310	US4657411066	Itron, Inc.	North America	USA	13/05/2021	Annual	Against	1b	Concerns about overall board structure 2- Concerns related to board ethnic and/or racial diversity		2
1531629	US5732841060	Martin Marietta Materials, Inc.	North America	USA	13/05/2021	Annual	Against	1.5,3		1.10	3
1522679	US6703461052	Nucor Corporation	North America	USA	13/05/2021	Annual	Against	3 1.2 1.6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Inadequate management of climate-related risks Concerns related to approach to board diversity		1
1522592	US67103H1077	O'Reilly Automotive, Inc.	North America	USA	13/05/2021	Annual	Against	1f,1g,2,4			4
1523841	US92343V1044	Verizon Communications Inc.	North America	USA	13/05/2021	Annual	Against	5,6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation		5
1525552	US03662Q1058	ANSYS, Inc.	North America	USA	14/05/2021	Annual	Against	4 1c 5	Apparent failure to link pay & appropriate performance Concerns about overall board structure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights		2
1525747	US9621661043	Weyerhaeuser Company	North America	USA	14/05/2021	Annual	All For				5

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1528660	US87918A1051	Teladoc Health, Inc.	North America	USA	17/05/2021	Annual	Against	2 1g	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance		2
1529759	US88087E1001	Terminix Global Holdings, Inc.	North America	USA	17/05/2021	Annual	Against	1c	Concerns about overall board structure		6
1527757	US0311621009	Amgen Inc.	North America	USA	18/05/2021	Annual	Against	1e			4
1528649	US46625H1005	JPMorgan Chase & Co.	North America	USA	18/05/2021	Annual	Against	2 1a 1d 1c 6 7 8	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to potential conflict of interests Inadequate management of climate-related risks 2- Concerns to protect shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks 3- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes transparency		2
1528686	US4571871023	Ingredion Incorporated	North America	USA	19/05/2021	Annual	Against	2 1d	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance		4
1529355	US7593516047	Reinsurance Group of America, Incorporated	North America	USA	19/05/2021	Annual	Against	1g,2			8
1529314	US7595091023	Reliance Steel & Aluminum Co.	North America	USA	19/05/2021	Annual	Against	2 1d	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance		1
1532971	US7703231032	Robert Half International Inc.	North America	USA	19/05/2021	Annual	All For				6

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1529047	US8835561023	Thermo Fisher Scientific Inc.	North America	USA	19/05/2021	Annual	Against	2 1l 1i 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights		5
1526250	US0188021085	Alliant Energy Corporation	North America	USA	20/05/2021	Annual	Against	1.3	Concerns about overall board structure		2
1530092	US2521311074	DexCom, Inc.	North America	USA	20/05/2021	Annual	Against	3 1.2	Apparent failure to link pay & appropriate performance Concerns related to board ethnic and/or racial diversity		2
1530026	US29089Q1058	Emergent BioSolutions Inc.	North America	USA	20/05/2021	Annual	Against	3 1c 1a	Apparent failure to link pay & appropriate performance Concerns about overall board structure 2- Concerns related to below-board gender diversity Concerns about remuneration committee performance		2
1526857	US4370761029	The Home Depot, Inc.	North America	USA	20/05/2021	Annual	Against	3 1f 6 5	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency		2
1526838	US89417E1091	The Travelers Companies, Inc.	North America	USA	20/05/2021	Annual	Against	3 1f	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance		5
1527734	US98978V1035	Zoetis Inc.	North America	USA	20/05/2021	Annual	Against	1c 4	Concerns about overall board structure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights		5
1523880	US7392761034	Power Integrations, Inc.	North America	USA	21/05/2021	Annual	Against	2 1.1	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance		5

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1537497	US55261F1049	M&T Bank Corporation	North America	USA	25/05/2021	Special	All For				4
1527429	US58933Y1055	Merck & Co., Inc.	North America	USA	25/05/2021	Annual	Against	2	Apparent failure to link pay & appropriate performance		3
1530854	US0200021014	The Allstate Corporation	North America	USA	25/05/2021	Annual	Against	2 1c 4	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights		2
1532658	US0231351067	Amazon.com, Inc.	North America	USA	26/05/2021	Annual	Against	1e,3 1c,1g,1i 5 4,6,7,8,9,10,13,14 12	Apparent failure to link pay & appropriate performance Concerns about overall performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights		6
1532080	US03027X1000	American Tower Corporation	North America	USA	26/05/2021	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation		6
1533628	US4523271090	Illumina, Inc.	North America	USA	26/05/2021	Annual	All For				2
1530030	US5658491064	Marathon Oil Corporation	North America	USA	26/05/2021	Annual	All For				1
1531645	US70450Y1038	PayPal Holdings, Inc.	North America	USA	26/05/2021	Annual	Against	5	Apparent failure to link pay & appropriate performance		6
1532366	US8305661055	Skechers U.S.A., Inc.	North America	USA	26/05/2021	Annual	Against	1.2 1.3	Concerns about overall board structure/Concerns related to approach to board gender diversity/ Concerns related to approach to board diversity/ Concerns related to successionplanning/ Concerns to protect shareholder value/Concerns related to minority shareholder interest		4
1532368	US85917A1007	Sterling Bancorp	North America	USA	26/05/2021	Annual	Against	3 1.9	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance		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 FOR By Exception	Ballot Count
1530856	US05464C1018	Axon Enterprise, Inc.	North America	USA	27/05/2021	Annual	Against	2 1.1,1.2,1.3 5	Apparent failure to link pay & appropriate performance Concerns about overall board structure 2- Concerns about overall performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights		4
1533407	US45780R1014	Installed Building Products, Inc.	North America	USA	27/05/2021	Annual	Against	1.1	Concerns about overall board structure 2- Concerns about reducing shareholder rights		2
1533412	US69753M1053	Palomar Holdings, Inc.	North America	USA	27/05/2021	Annual	Against	1.1,1.2 2	Apparent failure to link pay & appropriate performance		6
1532670	US7237871071	Pioneer Natural Resources Company	North America	USA	27/05/2021	Annual	Against	1k			2
1531659	US9290891004	Voya Financial, Inc.	North America	USA	27/05/2021	Annual	All For				1
1530948	US95082P1057	WESCO International, Inc.	North America	USA	27/05/2021	Annual	Against	2 1.4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance		1
1529292	US97650W1080	Wintrust Financial Corporation	North America	USA	27/05/2021	Annual	Against	3	Apparent failure to link pay and appropriate performance		8
1536994	US02079K3059	Alphabet Inc.	North America	USA	02/06/2021	Annual	Against	3 1h 1d 1j 1f 6,8 5,7 4	Apparent failure to link pay and appropriate performance Concerns about overall performance 2- Concerns to protect shareholder value 3- Overboarded/Too many other time commitments Concerns about overall performance 2- Lack of independence on board Concerns about remuneration committee performance 2- Concerns related to potential conflict of interests Concerns about remuneration committee performance 2- Concerns related to potential conflict of interests 3- Overboarded/Too many other time commitments SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks 3- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency Shareholder proposal promotes better management of SEE opportunities and risks Shareholder proposal promotes enhanced shareholder rights		6
1529737	US0213691035	Altair Engineering Inc.	North America	USA	02/06/2021	Annual	Against	1a	Combined CEO/Chair 2- Concerns about overall board structure		6

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1536443	US1417881091	Cargurus, Inc.	North America	USA	02/06/2021	Annual	Against	1.1,1.2	Concerns to protect shareholder value		6
1536999	US1844961078	Clean Harbors, Inc.	North America	USA	02/06/2021	Annual	Against	1.2 5	Concerns to protect shareholder value		8
1534920	US1985161066	Columbia Sportswear Company	North America	USA	02/06/2021	Annual	Against	1.3,1.6			6
1536976	US20030N1019	Comcast Corporation	North America	USA	02/06/2021	Annual	Against	1.1,1.4,2 4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
1537013	US42809H1077	Hess Corporation	North America	USA	02/06/2021	Annual	All For			1f	4
1536485	US9311421039	Walmart Inc.	North America	USA	02/06/2021	Annual	Against	2 1i 7,8 4,5,6	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency	1e	1
1534423	US3666511072	Gartner, Inc.	North America	USA	03/06/2021	Annual	Against	1e,2 1f	Concerns related to minority shareholder interest / Concerns related to succession planning		4
1531624	US41068X1000	Hannon Armstrong Sustainable Infrastructure Capital, Inc.	North America	USA	03/06/2021	Annual	Against	1.3,1.8,3			2
1537019	US64110L1061	Netflix, Inc.	North America	USA	03/06/2021	Annual	Against	3 1c 1b,1d 1a 5 4	Apparent failure to link pay & appropriate performance Concerns about overall board structure 2- Concerns about overall performance Concerns about overall board structure 2- Concerns about overall performance 3- Concerns about remuneration committee performance Concerns about overall board structure 2- Concerns about overall performance 3- Overboarded/Too many other time commitments SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency		1
1537020	US67066G1040	NVIDIA Corporation	North America	USA	03/06/2021	Annual	All For				6
1535637	US96208T1043	WEX Inc.	North America	USA	04/06/2021	Annual	Against	2	Apparent failure to link pay and appropriate performance		7

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1538381	US91324P1021	UnitedHealth Group Incorporated	North America	USA	07/06/2021	Annual	Against	1b,2,5			1
1541197	US8725401090	The TJX Companies, Inc.	North America	USA	08/06/2021	Annual	Against	1e 3 1d 4 5	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency		5
1538325	US30212P3038	Expedia Group, Inc.	North America	USA	09/06/2021	Annual	Against	4		1d,1g	1
1539399	US5500211090	lululemon athletica inc.	North America	USA	09/06/2021	Annual	Against	1c,3			4
1534816	US09227Q1004	Blackbaud, Inc.	North America	USA	10/06/2021	Annual	Against	2 1b	Concerns about overall board structure 2- Concerns about remuneration committee performance		2
1539958	US10922N1037	BrightHouse Financial, Inc.	North America	USA	10/06/2021	Annual	Against	1a			2
1542299	US25470F1049	Discovery, Inc.	North America	USA	10/06/2021	Annual	Against	1.3 1.1	Concerns about overall board structure 2- Concerns related to board gender diversity 3- Overboarded/Too many other time commitments Concerns about remuneration committee performance		6
1536780	US2567461080	Dollar Tree, Inc.	North America	USA	10/06/2021	Annual	Against	1h	Concerns related to approach to board diversity		2
1541395	US79466L3024	salesforce.com, inc.	North America	USA	10/06/2021	Annual	Against	4 1h	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance		6
1537022	US75886F1075	Regeneron Pharmaceuticals, Inc.	North America	USA	11/06/2021	Annual	Against	1b 1c 1d	Concerns about overall board structure Concerns to protect shareholder value Concerns related to succession planning Concerns about remuneration committee performance Concerns related to attendance at board or committee meetings		1
1540989	US59156R1086	MetLife, Inc.	North America	USA	15/06/2021	Annual	All For				3
1541399	US8522341036	Square, Inc.	North America	USA	15/06/2021	Annual	Against	1.1 4,5	Concerns about overall board structure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation		2
1543564	US0865161014	Best Buy Co., Inc.	North America	USA	16/06/2021	Annual	All For				5

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1541358	US45687V1061	Ingersoll Rand, Inc.	North America	USA	16/06/2021	Annual	Against	5	Apparent failure to link pay & appropriate performance	6a.9	5
1536415	US90138F1021	Twilio, Inc.	North America	USA	16/06/2021	Annual	Against	3 1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns to protect shareholder value		1
1542471	US2473617023	Delta Air Lines, Inc.	North America	USA	17/06/2021	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks	1b	5
1542269	US00507V1098	Activision Blizzard, Inc.	North America	USA	21/06/2021	Annual	Against	1g,2			6
1541368	US57636Q1040	Mastercard Incorporated	North America	USA	22/06/2021	Annual	Against	2 1c	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance		1
1544965	US9224751084	Veeva Systems, Inc.	North America	USA	23/06/2021	Annual	Against	4 1e 1g 6	Annual vote provides for greater shareholder oversight Concerns related to below-board gender diversity 2- Concerns related to board gender diversity Overboarded/Too many other time commitments SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation		6
1541326	US1091941005	Bright Horizons Family Solutions, Inc.	North America	USA	24/06/2021	Annual	Against	1c			2
1517938	GB00BGBN7C04	SSP Group Plc	United Kingdom	United Kingdom	06/04/2021	Special	All For				7
1509949	GB0009223206	Smith & Nephew Plc	United Kingdom	United Kingdom	14/04/2021	Annual	All For			12	3
1514510	JE00B2419D89	Breedon Group Plc	United Kingdom	Jersey	20/04/2021	Annual	All For				7
1512649	GB00BF044593	CLS Holdings Plc	United Kingdom	United Kingdom	22/04/2021	Annual	All For				4
1525439	GB00BDR05C01	National Grid Plc	United Kingdom	United Kingdom	22/04/2021	Special	All For				1
1508770	GB00B2B0DG97	RELX Plc	United Kingdom	United Kingdom	22/04/2021	Annual	All For				1
1517850	JE00B6T5S470	Polymetal International Plc	United Kingdom	Jersey	26/04/2021	Annual	All For				5
1526058	GB00BYX7JT74	Diversified Energy Co. Plc	United Kingdom	United Kingdom	27/04/2021	Annual	All For			13,14	7
1492964	GB00B10RZP78	Unilever Plc	United Kingdom	United Kingdom	05/05/2021	Annual	All For				2
1511986	GB00BD3VFW73	ConvaTec Group Plc	United Kingdom	United Kingdom	07/05/2021	Annual	All For				3

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1503133	GB0009895292	AstraZeneca Plc	United Kingdom	United Kingdom	11/05/2021	Annual	Against	7,146	Apparent failure to link pay and appropriate performance	5i	4
1530626	GB0009895292	AstraZeneca Plc	United Kingdom	United Kingdom	11/05/2021	Special	All For				4
1518494	GB00BZBX0P70	The Gym Group Plc	United Kingdom	United Kingdom	11/05/2021	Annual	Against	2	Apparent failure to link pay and appropriate performance		1
1504134	GB00B3MBS747	Ocado Group Plc	United Kingdom	United Kingdom	13/05/2021	Annual	Against	847	Concerns related to potential conflict of interests Lack of independence on board		2
1510854	GB0007099541	Prudential Plc	United Kingdom	United Kingdom	13/05/2021	Annual	All For				10
1514689	GB00B63QSB39	Greggs Plc	United Kingdom	United Kingdom	14/05/2021	Annual	Against	119	Apparent failure to link pay & appropriate performance Concerns related to attendance at board or committee meetings		2
1511365	GB0001859296	Vistry Group Plc	United Kingdom	United Kingdom	17/05/2021	Annual	All For				2
1533030	GB00B67KBV28	Central Asia Metals Plc	United Kingdom	United Kingdom	21/05/2021	Annual	All For				4
1535779	GB00BYZJ7G42	Harworth Group Plc	United Kingdom	United Kingdom	25/05/2021	Annual	All For				7
1531851	GB0006449366	Anglo Pacific Group Plc	United Kingdom	United Kingdom	26/05/2021	Annual	Against	5	Concerns related to approach to board diversity		1
1521230	GB00BKFB1C65	M&G Plc	United Kingdom	United Kingdom	26/05/2021	Annual	All For				6
1531356	GB00B5NR1S72	Restore Plc	United Kingdom	United Kingdom	27/05/2021	Annual	Against	14	Concerns about reducing shareholder rights		1
1492607	GB0005405286	HSBC Holdings Plc	United Kingdom	United Kingdom	28/05/2021	Annual	All For				2
1507035	GB00B24CGK77	Reckitt Benckiser Group Plc	United Kingdom	United Kingdom	28/05/2021	Annual	Against	2			3
1536738	JE00B3MW7P88	West China Cement Ltd.	United Kingdom	Jersey	28/05/2021	Annual	Against	4a 7,9 4d	Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders Overboarded/Too many other time commitments		1
1542121	GB00BYMT0J19	LivaNova Plc	United Kingdom	United Kingdom	09/06/2021	Annual	Against	2 1.2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance		6
1531997	GB0006043169	Wm Morrison Supermarkets Plc	United Kingdom	United Kingdom	10/06/2021	Annual	Against	2	Apparent failure to link pay & appropriate performance	4	1

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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.

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Our investment and stewardship capabilities:

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- **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

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