

# Q2 2022 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. 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
1611227	HK0388045442	Hong Kong Exchanges & Clearing Ltd.	Asia	Hong Kong	27/04/2022	Annual	All For				6
1628047	SG1R89002252	City Developments Limited	Asia	Singapore	28/04/2022	Annual	All For				4
1627591	HK0669013440	Techtronic Industries Co., Ltd.	Asia	Hong Kong	13/05/2022	Annual	Against	3b 3c	Concerns related to inappropriate membership of committees Lack of independence on board		7
1641864	HK0000069689	AIA Group Limited	Asia	Hong Kong	19/05/2022	Annual	All For			4	12
1611490	TW0002301009	Lite-On Technology Corp.	Asia	Taiwan	20/05/2022	Annual	Against	9.1,9.2,9.3,9.6,9.7			2
1603937	TW0003081006	LandMark Optoelectronics Corp.	Asia	Taiwan	25/05/2022	Annual	Against	3	Concerns related to shareholder rights		5
1613760	TW0002395001	Advantech Co., Ltd.	Asia	Taiwan	26/05/2022	Annual	All For				1
1618384	TW0006239007	Powertech Technology, Inc.	Asia	Taiwan	27/05/2022	Annual	All For				3
1612127	TW0008341009	Sunny Friend Environmental Technology Co., Ltd.	Asia	Taiwan	27/05/2022	Annual	All For				1
1619217	TW0003023008	SINBON Electronics Co., Ltd.	Asia	Taiwan	30/05/2022	Annual	All For				1
1616596	TW0005274005	ASPEED Technology, Inc.	Asia	Taiwan	31/05/2022	Annual	Against	4	Apparent failure to link pay and appropriate performance		1
1621492	TW0002317005	Hon Hai Precision Industry Co., Ltd.	Asia	Taiwan	31/05/2022	Annual	All For				1
1612291	TW0006669005	Wiwynn Corp.	Asia	Taiwan	31/05/2022	Annual	All For				5
1622534	TW0003034005	Novatek Microelectronics Corp.	Asia	Taiwan	08/06/2022	Annual	All For				1
1607660	TW0002330008	Taiwan Semiconductor Manufacturing Co., Ltd.	Asia	Taiwan	08/06/2022	Annual	All For				9
1649736	TW0002330008	Taiwan Semiconductor Manufacturing Co., Ltd.	Asia	Taiwan	08/06/2022	Annual	All For				5
1611908	TW0002308004	Delta Electronics, Inc.	Asia	Taiwan	14/06/2022	Annual	All For				4
1652099	JP3633400001	Toyota Motor Corp.	Asia	Japan	15/06/2022	Annual	Against	1.6,2.2 1.1,1.8,1.9	Concerns about overall board structure Lack of independence on board		4
1624980	TW0006121007	Simplo Technology Co., Ltd.	Asia	Taiwan	15/06/2022	Annual	Against	4	Concerns related to shareholder rights		2
1622331	TW0002345006	Accton Technology Corp.	Asia	Taiwan	16/06/2022	Annual	Against	6	Apparent failure to link pay and appropriate performance		5
1652753	HK0392044647	Beijing Enterprises Holdings Limited	Asia	Hong Kong	17/06/2022	Annual	Against	3.1,3.2,3.3,6,7			2
1654655	JP3684000007	Nitto Denko Corp.	Asia	Japan	17/06/2022	Annual	Against	3.5	concern about his independence		5

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1622507	TW0003105003	Win Semiconductors Corp.	Asia	Taiwan	17/06/2022	Annual	Against	3.1 3.2,3.3,3.4,3.5,3.6,3.7	Concerns related to approach to board gender diversity, lack of independence on board and too many other time commitments Lack of independence on board		5
1656968	JP3449100001	Taiyo Holdings Co., Ltd.	Asia	Japan	18/06/2022	Annual	Against	2 3.6	Concerns related to shareholder rights Lack of independence on board		1
1645111	HK0688002218	China Overseas Land & Investment Ltd.	Asia	Hong Kong	21/06/2022	Annual	Against	3d 7,8 3a	Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders and insufficient/poor disclosure Lack of independence on board		2
1660679	JP3930200005	Yaoko Co., Ltd.	Asia	Japan	21/06/2022	Annual	All For				8
1656277	JP3788600009	Hitachi Ltd.	Asia	Japan	22/06/2022	Annual	All For				3
1656168	JP3854600008	Honda Motor Co., Ltd.	Asia	Japan	22/06/2022	Annual	All For				1
1658165	JP3854600008	Honda Motor Co., Ltd.	Asia	Japan	22/06/2022	Annual	All For				5
1655171	JP3496400007	KDDI Corp.	Asia	Japan	22/06/2022	Annual	All For				1
1656270	JP3733000008	NEC Corp.	Asia	Japan	22/06/2022	Annual	Against	2.1,2.8,2.10	Lack of independence on board		2
1659545	JP3756200006	Nifco, Inc.	Asia	Japan	23/06/2022	Annual	All For				6
1653212	JP3197800000	OMRON Corp.	Asia	Japan	23/06/2022	Annual	All For				6
1658861	JP3866800000	Panasonic Holdings Corp.	Asia	Japan	23/06/2022	Annual	Against	1,2.9			7
1656799	JP3400400002	SCSK Corp.	Asia	Japan	23/06/2022	Annual	Against	1 2.6	Concerns related to shareholder rights Lack of independence on board		1
1655634	JP3164630000	Square Enix Holdings Co., Ltd.	Asia	Japan	23/06/2022	Annual	Against	2.1	Concerns related to approach to board gender diversity		1
1658166	JP3940000007	Yamato Holdings Co., Ltd.	Asia	Japan	23/06/2022	Annual	All For				1
1629254	TW0003711008	ASE Technology Holding Co., Ltd.	Asia	Taiwan	23/06/2022	Annual	All For				3
1655122	TW0003711008	ASE Technology Holding Co., Ltd.	Asia	Taiwan	23/06/2022	Annual	All For				1
1625636	TW0009921007	Giant Manufacturing Co., Ltd.	Asia	Taiwan	23/06/2022	Annual	All For				3
1659544	JP3497400006	Daifuku Co., Ltd.	Asia	Japan	24/06/2022	Annual	Against	2.6			5
1653222	JP3143600009	ITOCHU Corp.	Asia	Japan	24/06/2022	Annual	Against	3.1	Inadequate management of climate-related risks		1
1656293	JP3897700005	Mitsubishi Chemical Holdings Corp.	Asia	Japan	24/06/2022	Annual	All For				3
1656283	JP3200450009	ORIX Corp.	Asia	Japan	24/06/2022	Annual	All For				6
1657442	JP3309000002	Penta-Ocean Construction Co., Ltd.	Asia	Japan	24/06/2022	Annual	Against	4 3.1,3.7,3.8,3.9	Concerns about overall board structure Lack of independence on board		4
1655644	JP3982800009	ROHM Co., Ltd.	Asia	Japan	24/06/2022	Annual	All For				2
1658233	JP3323040000	SAWAI GROUP HOLDINGS Co., Ltd.	Asia	Japan	24/06/2022	Annual	All For				1

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1658948	JP346260002	TAKUMA CO., LTD.	Asia	Japan	24/06/2022	Annual	Against	3.1 4.1	Concerns related to approach to board gender diversity Lack of independence on board Lack of independence on board		1
1658853	JP3539230007	TS TECH CO., LTD.	Asia	Japan	24/06/2022	Annual	All For				1
1650389	KR7084370006	Eugene Technology Co., Ltd.	Asia	South Korea	24/06/2022	Special	Against	2	Apparent failure to link pay & appropriate performance		1
1620042	TW0002355005	Chin-Poon Industrial Co., Ltd.	Asia	Taiwan	24/06/2022	Annual	All For				1
1661358	JP3436250009	Solasto Corp.	Asia	Japan	27/06/2022	Annual	All For				1
1655188	JP3910660004	Tokio Marine Holdings, Inc.	Asia	Japan	27/06/2022	Annual	Against	3.7,3.11 3.1 3.2	Lack of independence on board Lack of independence on board Top management is responsible for the company's capital misallocation Top management is responsible for the company's capital misallocation		2
1651557	KR7014680003	Hansol Chemical Co., Ltd.	Asia	South Korea	27/06/2022	Special	All For				1
1660129	JP3249600002	Kyocera Corp.	Asia	Japan	28/06/2022	Annual	All For				4
1660204	JP3253900009	Kyoritsu Maintenance Co., Ltd.	Asia	Japan	28/06/2022	Annual	Against	4 3.1,3.13	Apparent failure to link pay and appropriate performance Lack of independence on board		1
1658187	JP3670800006	Nissan Chemical Corp.	Asia	Japan	28/06/2022	Annual	All For				3
1653690	JP3435000009	Sony Group Corp.	Asia	Japan	28/06/2022	Annual	Against	3			7
1654184	JP3539220008	T&D Holdings, Inc.	Asia	Japan	28/06/2022	Annual	Against	4.3 3.1	Top management is responsible for the company's capital misallocation		2
1655647	JP3443600006	TAISEI Corp.	Asia	Japan	28/06/2022	Annual	Against	3.1 2 3.10,3.11 3.2	Concerns related to approach to board gender diversity Lack of independence on board Concerns related to shareholder rights Lack of independence on board Top management is responsible for the company's capital misallocation		1
1660130	JP3809200003	Fuji Corp. (Machinery)	Asia	Japan	29/06/2022	Annual	All For				4
1658890	JP3814000000	FUJIFILM Holdings Corp.	Asia	Japan	29/06/2022	Annual	Against	3.1,3.6	Lack of independence on board		5
1658870	JP3270000007	Kurita Water Industries Ltd.	Asia	Japan	29/06/2022	Annual	All For				6
1660415	JP3756600007	Nintendo Co., Ltd.	Asia	Japan	29/06/2022	Annual	Against	3.1,4.2			2
1623801	TW0001722007	Taiwan Fertilizer Co., Ltd.	Asia	Taiwan	29/06/2022	Annual	All For				1
1603405	AU000000SCG8	Scentre Group	Australia & New Zealand	Australia	07/04/2022	Annual	Against	2,4 7	Apparent failure to link pay & appropriate performance		1
1606290	AU000000OZL8	OZ Minerals Limited	Australia & New Zealand	Australia	08/04/2022	Annual	Against	3,4 5	Apparent failure to link pay & appropriate performance		1
1607644	AU000000ILU1	Iluka Resources Limited	Australia & New Zealand	Australia	13/04/2022	Annual	Against	1,2,3			2

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1607938	AU000000IRE2	IRESS Limited	Australia & New Zealand	Australia	05/05/2022	Annual	Against	2,3A,3B 1	Apparent failure to link pay and appropriate performance Concerns regarding Auditor tenure		1
1608321	AU000000QBE9	QBE Insurance Group Limited	Australia & New Zealand	Australia	05/05/2022	Annual	Against	4,5a 2 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
1606946	AU000000GPT8	The GPT Group	Australia & New Zealand	Australia	11/05/2022	Annual	All For				1
1631743	AU000000GMA5	Genworth Mortgage Insurance Australia Ltd.	Australia & New Zealand	Australia	12/05/2022	Annual	Against	1,2 4	Apparent failure to link pay and appropriate performance Concerns regarding Auditor tenure		1
1609617	AU000000OML6	oOh!media Ltd.	Australia & New Zealand	Australia	12/05/2022	Annual	Against	1,4	Apparent failure to link pay and appropriate performance		1
1617718	AU000000AWC3	Alumina Limited	Australia & New Zealand	Australia	25/05/2022	Annual	Against	2,3,4			1
1605497	INE200M01013	Varun Beverages Ltd.	Emerging Markets	India	07/04/2022	Annual	All For				2
1621483	MX01WA000038	Wal-Mart de Mexico SAB de CV	Emerging Markets	Mexico	07/04/2022	Annual	Against	5b2,5b3,5b4,5b6,5b8			4
1611684	MXP320321310	Fomento Economico Mexicano SAB de CV	Emerging Markets	Mexico	08/04/2022	Annual	Against	4.8	Overboarded/Too many other time commitments		1
1598030	HU0000123096	Chemical Works of Gedeon Richter Plc	Emerging Markets	Hungary	12/04/2022	Annual	Against	9,10,29			5
1611635	TH0001010006	Bangkok Bank Public Company Limited	Emerging Markets	Thailand	12/04/2022	Annual	Against	4.3 8	Concerns related to approach to board gender diversity and the director's long tenure Insufficient/poor disclosure		1
1619368	HU0000061726	OTP Bank Nyrt	Emerging Markets	Hungary	13/04/2022	Annual	Against	6,8			3
1623262	EGS729J1C018	Cleopatra Hospital Co.	Emerging Markets	Egypt	14/04/2022	Annual	Against	5,7,8	Insufficient/poor disclosure		1
1628741	CNE000001GD5	Hundsun Technologies, Inc.	Emerging Markets	China	15/04/2022	Special	Against	2.1 1.3 1.7	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Lack of independence on board		5
1622822	BRMGLUACNOR2	Magazine Luiza SA	Emerging Markets	Brazil	18/04/2022	Annual	Abstain Against	4,7,8.1,8.2,8.3,8.4,8.5,8.6 ,8.7,8.8,11 5,6,12,13			7
1629724	CNE100001X35	Estun Automation Co. Ltd.	Emerging Markets	China	18/04/2022	Special	Against	1	Concerns related to shareholder rights		1
1627011	CNE100001BZ8	Universal Scientific Industrial (Shanghai) Co., Ltd.	Emerging Markets	China	19/04/2022	Annual	Against	9,10,14,15,16,17,18			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
1622913	BRNTCOACNOR5	Natura &Co Holding SA	Emerging Markets	Brazil	20/04/2022	Annual	Abstain Against	11 6,9,10.1,10.2,10.3,10.4,10.5,10.6,10.7,10.8,10.9,10.10,10.11,10.12,10.13 14 12 13 8	Insufficient/poor disclosure  Apparent failure to link pay & appropriate performance 2- Insufficient/poor disclosure Concerns to protect shareholder value Insufficient/poor disclosure		7
1622872	BRNTCOACNOR5	Natura &Co Holding SA	Emerging Markets	Brazil	20/04/2022	Extraordinary Shareholders	All For				7
1626338	CNE0000008X7	Yunnan Baiyao Group Co., Ltd.	Emerging Markets	China	20/04/2022	Annual	All For				2
1622328	KYG8187G1055	SITC International Holdings Co., Ltd.	Emerging Markets	Cayman Islands	22/04/2022	Annual	Against	5 12 13 3,4	Concerns related to inappropriate membership of committees Insufficient/poor disclosure Issue of capital raises concerns about excessive dilution of existing shareholders Lack of independence on board		5
1626722	CL0000000100	Cencosud SA	Emerging Markets	Chile	22/04/2022	Annual	Against	l c	Insufficient/poor disclosure Lack of independence on boardInadequate management of climate-related risks		1
1629662	INE0FS801015	Motherson Sumi Wiring India Ltd.	Emerging Markets	India	22/04/2022	Extraordinary Shareholders	Against	7 1,3 2 8 4	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committeesLack of independence on board Lack of independence on board Lack of independence on boardApparent failure to link pay and appropriate performance Overboarded/Too many other time commitments		4
1631092	MX01OM000018	Grupo Aeroportuario del Centro Norte SAB de CV	Emerging Markets	Mexico	22/04/2022	Annual	All For			5	1
1612636	MX01GA000004	Grupo Aeroportuario del Pacifico SAB de CV	Emerging Markets	Mexico	22/04/2022	Annual	Against	9.a-f,12			4
1613193	MX01GA000004	Grupo Aeroportuario del Pacifico SAB de CV	Emerging Markets	Mexico	22/04/2022	Extraordinary Shareholders	All For				4
1622875	MXP370711014	Grupo Financiero Banorte SAB de CV	Emerging Markets	Mexico	22/04/2022	Annual	Against	4.a4,4.a6,4.a12,4.a14 4.a10,4.a13	Concerns about overall performance Overboarded/Too many other time commitments	4.a1	5
1626271	BRHAPVACNOR4	Hapvida Participacoes e Investimentos SA	Emerging Markets	Brazil	25/04/2022	Annual	Against	4	Apparent failure to link pay and appropriate performance		5
1626267	BRHAPVACNOR4	Hapvida Participacoes e Investimentos SA	Emerging Markets	Brazil	25/04/2022	Extraordinary Shareholders	Against	6			5
1624638	BRWEGEACNOR0	WEG SA	Emerging Markets	Brazil	26/04/2022	Annual	Abstain Against	6,9,10.1,10.2,10.3,10.4,10.5,10.6,10.7 12 8,13,14	Cumulative/slate voting in favour of individual candidates/slates		5
1624637	BRWEGEACNOR0	WEG SA	Emerging Markets	Brazil	26/04/2022	Extraordinary Shareholders	All For				5
1595171	VN000000VNM8	Vietnam Dairy Products Corp.	Emerging Markets	Vietnam	26/04/2022	Annual	Against	15	Insufficient/poor disclosure		3

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1627163	BRPCARACNOR3	Companhia Brasileira de Distribuicao	Emerging Markets	Brazil	27/04/2022	Annual	Abstain Against	5,6,1,6,2,6,3,6,4,6,5,6,6,6,7,6,8,6,9,10 15 12 4 8,9 3 7	Insufficient/poor disclosure  Apparent failure to link pay and appropriate performance Insufficient/poor disclosure Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Overboarded/Too many other time commitments Inappropriate bundling of election of directors on a single vote Overboarded/Too many other time commitments Lack of independence on board		1
1627146	BRPCARACNOR3	Companhia Brasileira de Distribuicao	Emerging Markets	Brazil	27/04/2022	Extraordinary Shareholders	All For				1
1626879	CL0002266774	Enel Chile SA	Emerging Markets	Chile	27/04/2022	Annual/Special	Against	13,2,3			2
1602794	PHY6028G1361	Metropolitan Bank & Trust Company	Emerging Markets	Philippines	27/04/2022	Annual	Against	3.10 3.7	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees		1
1605408	BRSBSPACNOR5	Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	Emerging Markets	Brazil	28/04/2022	Annual	Abstain Against	9 6,7,1,7,2,7,3,7,4,7,5,7,6,7,7,7,8,7,9,13 4 5,10	Cumulative/slate voting in favour of individual candidates/slates Insufficient/poor disclosure Concerns related to approach to board gender diversity Insufficient/poor disclosure		1
1625338	BRSBSPACNOR5	Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	Emerging Markets	Brazil	28/04/2022	Extraordinary Shareholders	All For				1
1609936	BRASAIACNOR0	Sendas Distribuidora SA	Emerging Markets	Brazil	28/04/2022	Annual	Against	4	Apparent failure to link pay and appropriate performance		1
1627155	BRASAIACNOR0	Sendas Distribuidora SA	Emerging Markets	Brazil	28/04/2022	Extraordinary Shareholders	All For				1
1633537	CL0000001314	Empresas CMPC SA	Emerging Markets	Chile	28/04/2022	Annual	Against	e,h	Insufficient/poor disclosure		1
1628173	MXCFFU000001	Fibra Uno Administracion SA de CV	Emerging Markets	Mexico	28/04/2022	Annual	Against	6,9	Concerns related to approach to board gender diversity		1
1609726	TH0308010Y08	AP (Thailand) Public Co. Ltd.	Emerging Markets	Thailand	28/04/2022	Annual	Against	6.2 9 6.3	Concerns related to approach to board gender diversity and lack of independence on board Insufficient/poor disclosure Lack of independence on board		3
1632773	KYG2S85A1045	JS Global Lifestyle Co. Ltd.	Emerging Markets	Cayman Islands	29/04/2022	Annual	Against	2a 2b 6,7 2c	Combined CEO/Chair Concerns related to inappropriate membership of committees Issue of capital raises concerns about excessive dilution of existing shareholders Lack of independence on board		1
1637089	CLP7980K1070	Quinenco SA	Emerging Markets	Chile	29/04/2022	Annual	Against	10 5	Apparent failure to link pay & appropriate performance		1

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1622120	CNE1000003X6	Ping An Insurance (Group) Company of China, Ltd.	Emerging Markets	China	29/04/2022	Annual	All For			7.1	2
1637199	MX01LA010006	Genomma Lab Internacional SAB de CV	Emerging Markets	Mexico	29/04/2022	Annual	All For				1
1637200	MX01LA010006	Genomma Lab Internacional SAB de CV	Emerging Markets	Mexico	29/04/2022	Extraordinary Shareholders	All For				1
1628416	INE129A01019	GAIL (India) Limited	Emerging Markets	India	30/04/2022	Special	Against	5 9,10,11,12,13	Concerns related to board gender diversity Concerns to protect shareholder value		3
1626034	BMG0450A1053	Arch Capital Group Ltd.	Emerging Markets	Bermuda	04/05/2022	Annual	Against	2 1a 1d	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns about remuneration committee performance		1
1626036	BMG0692U1099	Axis Capital Holdings Limited	Emerging Markets	Bermuda	05/05/2022	Annual	Against	1.2,1.3 2	Apparent failure to link pay & appropriate performance		1
1615356	BMG2624N1535	DFI Retail Group Holdings Ltd.	Emerging Markets	Bermuda	05/05/2022	Annual	Against	1 8	Insufficient basis to support a decision Insufficient/poor disclosure		1
1629761	BMG169621056	Bunge Limited	Emerging Markets	Bermuda	12/05/2022	Annual	All For				2
1632143	KYG2953R1149	AAC Technologies Holdings, Inc.	Emerging Markets	Cayman Islands	12/05/2022	Annual	Against	2a,4,6			2
1628663	PR7331747001	Popular, Inc.	Emerging Markets	Puerto Rico	12/05/2022	Annual	All For				1
1638711	BMG8086V1467	Shenzhen International Holdings Limited	Emerging Markets	Bermuda	13/05/2022	Annual	Against	3.1,3.3,4,6,7			4
1641609	CNE100001CY9	Zhongji Innolight Co., Ltd.	Emerging Markets	China	16/05/2022	Annual	Against	9,12	Concerns related to shareholder rights		5
1627773	BMG540501027	Lazard Ltd	Emerging Markets	Bermuda	18/05/2022	Annual	Against	1.3	Concerns about overall board structure		2
1650537	BRPCARACNOR3	Companhia Brasileira de Distribuicao	Emerging Markets	Brazil	18/05/2022	Extraordinary Shareholders	All For				1
1632863	KYG875721634	Tencent Holdings Ltd.	Emerging Markets	Cayman Islands	18/05/2022	Annual	Against	3a,3b,5,7			4
1641901	KYG875721634	Tencent Holdings Ltd.	Emerging Markets	Cayman Islands	18/05/2022	Extraordinary Shareholders	Against	1			4
1639487	CNE1000018M7	Sungrow Power Supply Co., Ltd.	Emerging Markets	China	18/05/2022	Annual	Against	9,16			5
1634318	KYG217651051	CK Hutchison Holdings Ltd.	Emerging Markets	Cayman Islands	19/05/2022	Annual	Against	3b		3a	3
1645889	CNE100001X35	Estun Automation Co. Ltd.	Emerging Markets	China	19/05/2022	Annual	Against	7,8	Concerns to protect shareholder value		1
1645115	KYG0192S1093	Ajisen (China) Holdings Limited	Emerging Markets	Cayman Islands	20/05/2022	Annual	Against	3A1 5A,5C 3A2,3A3	Combined CEO/Chairman Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board		1

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1612287	KYG202881093	Chailease Holding Co., Ltd.	Emerging Markets	Cayman Islands	20/05/2022	Annual	Against	5	Concerns related to shareholder rights		1
1635432	KYG4402L1510	Hengan International Group Co., Ltd.	Emerging Markets	Cayman Islands	20/05/2022	Annual	Against	9 7 6 3 10,12 4	Concerns related to Non-audit fees Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity and concerns related to non-audit fees Concerns related to inappropriate membership of committees and concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders and insufficient/poor disclosure Lack of independence on board		1
1642201	CNE100000W03	China South Publishing & Media Group Co., Ltd.	Emerging Markets	China	20/05/2022	Annual	Against	10,11	Concerns to protect shareholder value	12.1,12.2	2
1646185	CNE1000040M1	Hangzhou Tigermed Consulting Co., Ltd.	Emerging Markets	China	20/05/2022	Annual	Against	13	Issue of equity raises concerns about excessive dilution of existing shareholders and insufficient/poor disclosure		4
1646186	CNE1000040M1	Hangzhou Tigermed Consulting Co., Ltd.	Emerging Markets	China	20/05/2022	Special	All For				4
1647516	CNE000001667	Lu Thai Textile Co., Ltd.	Emerging Markets	China	20/05/2022	Annual	All For				1
1647083	CNE100001QQ5	Midea Group Co. Ltd.	Emerging Markets	China	20/05/2022	Annual	Against	23,24,25			4
1645642	CNE100000FN7	Sinopharm Group Co., Ltd.	Emerging Markets	China	20/05/2022	Extraordinary Shareholders	All For				2
1641668	INE765G01017	ICICI Lombard General Insurance Co. Ltd.	Emerging Markets	India	23/05/2022	Special	All For				1
1647001	MXP370711014	Grupo Financiero Banorte SAB de CV	Emerging Markets	Mexico	23/05/2022	Ordinary Shareholders	All For				6
1645928	CNE000001G38	NARI Technology Co., Ltd.	Emerging Markets	China	24/05/2022	Annual	Against	8,13,14			4
1638709	BMG5320C1082	Kunlun Energy Co. Ltd.	Emerging Markets	Bermuda	25/05/2022	Annual	Against	3A,6,8			1
1640773	KYG371091086	Fu Shou Yuan International Group Ltd.	Emerging Markets	Cayman Islands	25/05/2022	Annual	Against	3A,3B,6,8			1
1628410	BMG2442N1048	COSCO SHIPPING Ports Limited	Emerging Markets	Bermuda	26/05/2022	Annual	Against	4A,4C		2.1a	2
1632384	BMG9618E1075	White Mountains Insurance Group, Ltd.	Emerging Markets	Bermuda	26/05/2022	Annual	Against	2 1.1	Apparent failure to link pay & appropriate performance Concerns about overall board structure		2
1622923	CNE100001NV2	SINOPEC Engineering (Group) Co., Ltd.	Emerging Markets	China	26/05/2022	Annual	Against	2			2
1622929	CNE100001NV2	SINOPEC Engineering (Group) Co., Ltd.	Emerging Markets	China	26/05/2022	Special	All For				2
1641859	BMG8063F1068	Shangri-La Asia Limited	Emerging Markets	Bermuda	27/05/2022	Annual	Against	5A,5C			1

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1618431	KYG8190F1028	Silergy Corp.	Emerging Markets	Cayman Islands	27/05/2022	Annual	Against	1.1,1.2,1.3,1.4,1.5,6			5
1635218	CNE1000002D0	China BlueChemical Ltd.	Emerging Markets	China	27/05/2022	Annual	Against	5,8			3
1635269	CNE1000002D0	China BlueChemical Ltd.	Emerging Markets	China	27/05/2022	Special	All For				3
1636178	ID1000129000	PT Telkom Indonesia (Persero) Tbk	Emerging Markets	Indonesia	27/05/2022	Annual	Against	6,8	Insufficient basis to support a decision		4
1647323	INE200M01013	Varun Beverages Ltd.	Emerging Markets	India	29/05/2022	Special	All For				2
1636075	CNE1000002N9	China National Building Material Co., Ltd.	Emerging Markets	China	30/05/2022	Annual	Against	3,8,10			2
1636143	CNE1000002N9	China National Building Material Co., Ltd.	Emerging Markets	China	30/05/2022	Special	All For				2
1651888	CNE1000018M7	Sungrow Power Supply Co., Ltd.	Emerging Markets	China	30/05/2022	Special	All For				5
1641895	BMG8114Z1014	COSCO SHIPPING International (Hong Kong) Co., Ltd.	Emerging Markets	Bermuda	31/05/2022	Annual	Against	3c 3b 6 5B,5C	Concerns related to approach to board gender diversity and succession planning Concerns related to attendance at board or committee meetings Concerns related to shareholder rights Issue of equity raises concerns about excessive dilution of existing shareholders and insufficient/poor disclosure		1
1647562	BRPCARACNOR3	Companhia Brasileira de Distribuicao	Emerging Markets	Brazil	31/05/2022	Extraordinary Shareholders	All For				1
1639973	CNE1000001W2	Anhui Conch Cement Company Limited	Emerging Markets	China	31/05/2022	Annual	Against	8,9,10d,10e 10b	Inadequate management of climate-related risks		2
1652077	CNE1000004L9	Weichai Power Co., Ltd.	Emerging Markets	China	31/05/2022	Extraordinary Shareholders	All For				1
1648965	PLSHPR000021	Shoper SA	Emerging Markets	Poland	31/05/2022	Annual	Against	32 29,30,31.1,31.2	Insufficient basis to support a decision Insufficient/poor disclosure		1
1634373	CNE1000002P4	China Oilfield Services Limited	Emerging Markets	China	01/06/2022	Annual	Against	8,10,11			2
1634893	CNE1000002P4	China Oilfield Services Limited	Emerging Markets	China	01/06/2022	Special	All For				2
1639171	LR0008862868	Royal Caribbean Group	Emerging Markets	Liberia	02/06/2022	Annual	Against	2 1c	Apparent failure to link pay & appropriate performance Concerns related to board gender diversity	11	4
1639759	KYG9515T1085	Weibo Corp.	Emerging Markets	Cayman Islands	06/06/2022	Annual	Against	1	Concerns about overall board structure 2- Concerns related to board gender diversity 3- Concerns to protect shareholder value 4- Lack of independence on board		3
1652326	KYG210961051	China Mengniu Dairy Co., Ltd.	Emerging Markets	Cayman Islands	08/06/2022	Annual	Against	3a 7 6	Concerns related to board gender diversity Concerns related to shareholder rights Insufficient/poor disclosure		4
1643702	ID1000125503	PT ACE Hardware Indonesia Tbk	Emerging Markets	Indonesia	08/06/2022	Annual	All For				1

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1643703	ID1000125503	PT ACE Hardware Indonesia Tbk	Emerging Markets	Indonesia	08/06/2022	Extraordinary Shareholders	Against	2	Insufficient/poor disclosure		1
1655620	CNE000001667	Lu Thai Textile Co., Ltd.	Emerging Markets	China	09/06/2022	Special	All For				1
1630471	CNE1000003W8	PetroChina Company Limited	Emerging Markets	China	09/06/2022	Annual	Against	3,7,10			2
1645053	KYG549581067	Hansoh Pharmaceutical Group Company Limited	Emerging Markets	Cayman Islands	10/06/2022	Annual	Against	6,7	Issue of equity raises concerns about excessive dilution of existing shareholders and insufficient/poor disclosure		3
1652764	KYG970081173	Wuxi Biologics (Cayman) Inc.	Emerging Markets	Cayman Islands	10/06/2022	Annual	Against	2a,2b,2c,5,7,8,9,10,11,12,13,14,15,16			4
1651252	CNE1000021L3	China Railway Signal & Communication Corp. Ltd.	Emerging Markets	China	10/06/2022	Annual	Against	6			1
1641642	KYG8878S1030	Tingyi (Cayman Islands) Holding Corp.	Emerging Markets	Cayman Islands	13/06/2022	Annual	Against	6,8,10,4	Concerns related to approach to board gender diversity and succession planning Issue of equity raises concerns about excessive dilution of existing shareholders and insufficient disclosure Lack of independence on board		3
1645345	KYG8878S1030	Tingyi (Cayman Islands) Holding Corp.	Emerging Markets	Cayman Islands	13/06/2022	Extraordinary Shareholders	All For				3
1648611	PHY003341054	Alliance Global Group, Inc.	Emerging Markets	Philippines	16/06/2022	Annual	Against	7.2,7.7,7.1	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees		1
1645061	CNE1000002G3	China Communications Services Corp. Ltd.	Emerging Markets	China	17/06/2022	Annual	Against	4,5,6.1,6.2,6.4,6.8			5
1645353	MYL886900009	Press Metal Aluminium Holdings Berhad	Emerging Markets	Malaysia	17/06/2022	Annual	All For				5
1646607	CNE100000593	PICC Property & Casualty Co., Ltd.	Emerging Markets	China	20/06/2022	Annual	All For				2
1655205	INE918I01018	Bajaj Finserv Limited	Emerging Markets	India	22/06/2022	Special	Against	1,2	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity		3
1655093	INE062A01020	State Bank of India	Emerging Markets	India	22/06/2022	Annual	All For				3
1649556	CNE100000221	Beijing Capital International Airport Co., Ltd.	Emerging Markets	China	23/06/2022	Annual	All For				1
1659798	CNE100000FN7	Sinopharm Group Co., Ltd.	Emerging Markets	China	23/06/2022	Annual	Against	8,9			1
1659849	CNE100000FN7	Sinopharm Group Co., Ltd.	Emerging Markets	China	23/06/2022	Special	All For				1

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1645010	KYG2124M1015	China Conch Environment Protection Holdings Ltd.	Emerging Markets	Cayman Islands	24/06/2022	Annual	Against	2i 2a 5,6 2c,2d	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure Lack of independence on board		2
1628753	CNE000001GD5	Hundsun Technologies, Inc.	Emerging Markets	China	24/06/2022	Annual	All For				4
1662628	CNE100001QQ5	Midea Group Co. Ltd.	Emerging Markets	China	24/06/2022	Special	All For				3
1657287	KYG0891M1069	Baozun, Inc.	Emerging Markets	Cayman Islands	27/06/2022	Annual	Against	2	A vote AGAINST non-independent director nominee Yang Liu is warranted for failing to establish a board on which a majority of the directors are independent directors.		1
1645041	KYG548561284	Lifestyle International Holdings Limited	Emerging Markets	Cayman Islands	27/06/2022	Annual	Against	2b,2c,4B,4C			2
1651060	KYG011981035	Agile Group Holdings Limited	Emerging Markets	Cayman Islands	28/06/2022	Annual	Against	4 8B,8C 2,3	Concerns related to approach to board gender diversity Overboarded/Too many other time commitments Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure Lack of independence on board		1
1628977	CNE1000048K8	Haier Smart Home Co., Ltd.	Emerging Markets	China	28/06/2022	Annual	Against	34.4 23,30 13,14	Concerns related to inappropriate membership of committees and too many other time commitments Concerns related to shareholder rights Issue of equity raises concerns about excessive dilution of existing shareholders		1
1629160	CNE1000048K8	Haier Smart Home Co., Ltd.	Emerging Markets	China	28/06/2022	Annual	Against	34.4 23,30 13,14	Concerns related to inappropriate membership of committees and too many other time commitments Concerns related to shareholder rights Issue of equity raises concerns about excessive dilution of existing shareholders		2
1628978	CNE1000048K8	Haier Smart Home Co., Ltd.	Emerging Markets	China	28/06/2022	Special	All For				1
1629162	CNE1000048K8	Haier Smart Home Co., Ltd.	Emerging Markets	China	28/06/2022	Special	All For				2
1656067	CNE1000004L9	Weichai Power Co., Ltd.	Emerging Markets	China	28/06/2022	Annual	Against	14 6	Concerns to protect shareholder value Insufficient/poor disclosure		1
1642930	KYG9T20A1060	Weimob, Inc.	Emerging Markets	Cayman Islands	29/06/2022	Annual	Against	5 4A,4C 2A1,2A2	Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders and insufficient/poor disclosure Lack of independence on board		1
1657067	CNE1000002M1	China Merchants Bank Co., Ltd.	Emerging Markets	China	29/06/2022	Annual	Against	9.04,9.11,12			3
1663912	CNE100001X35	Estun Automation Co. Ltd.	Emerging Markets	China	29/06/2022	Special	All For				1
1657066	CNE1000004S4	Zhejiang Expressway Co., Ltd.	Emerging Markets	China	30/06/2022	Annual	Against	8 5 9	Concerns to protect shareholder value Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure		1

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1657150	CNE1000004S4	Zhejiang Expressway Co., Ltd.	Emerging Markets	China	30/06/2022	Special	All For				1
1660084	INE389H01022	KEC International Limited	Emerging Markets	India	30/06/2022	Annual	Against	7 3 6	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity Lack of independence on board		1
1615683	DK0061539921	Vestas Wind Systems A/S	Europe	Denmark	05/04/2022	Annual	All For			7	9
1615683	DK0061539921	Vestas Wind Systems A/S	Europe	Denmark	05/04/2022	Annual	All For				1
1620727	NO0010345853	Aker BP ASA	Europe	Norway	05/04/2022	Annual	Against	13,14,15			4
1590303	CH1175448666	Straumann Holding AG	Europe	Switzerland	05/04/2022	Annual	Against	1.2,7.1,7.2,7.4,7.5,8.1,11 5	Apparent failure to link pay & appropriate performance		4
1620836	NO0003053605	Storebrand ASA	Europe	Norway	06/04/2022	Annual	Against	8.a			2
1614746	SE0000115446	Volvo AB	Europe	Sweden	06/04/2022	Annual	Against	17,18	Apparent failure to link pay and appropriate performance	12.9,12.10	3
1590317	CH0011075394	Zurich Insurance Group AG	Europe	Switzerland	06/04/2022	Annual	Against	1.2,7			4
1615681	SE0001662230	Husqvarna AB	Europe	Sweden	07/04/2022	Annual	Against	13,14 10.a1,10.a3,10.a5,10. a6,10.b	Apparent failure to link pay & appropriate performance Lack of independence on board		7
1590309	CH0038863350	Nestle SA	Europe	Switzerland	07/04/2022	Annual	Against	1.2			7
1605522	CH0435377954	SIG Group AG	Europe	Switzerland	07/04/2022	Annual	Against	5.1 11	Apparent failure to link pay & appropriate performance Insufficient/poor disclosure		4
1621603	DK0060094928	Orsted A/S	Europe	Denmark	08/04/2022	Annual	All For			3,7.1	4
1595712	IT0005239360	UniCredit SpA	Europe	Italy	08/04/2022	Annual/Special	Against	5.1,6 7,8 A	Apparent failure to link pay & appropriate performance Insufficient/poor disclosure		6
1615738	FR0000125486	VINCI SA	Europe	France	12/04/2022	Annual/Special	Against	12,14	Apparent failure to link pay & appropriate performance	4,6	6
1602701	IT0004176001	Prysmian SpA	Europe	Italy	12/04/2022	Annual/Special	Against	3.1,4,A			7
1590315	CH0418792922	Sika AG	Europe	Switzerland	12/04/2022	Annual	Against	5.1 6	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure		5
1590326	CH0528751586	VZ Holding AG	Europe	Switzerland	12/04/2022	Annual	Against	7.3 4.1.1,4.2.1 8 4.1.2,4.1.3	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Insufficient/poor disclosure Lack of independent representation at board committees		1
1603181	NL00150001Q9	Stellantis NV	Europe	Netherlands	13/04/2022	Annual	Against	2.c	Apparent failure to link pay and appropriate performance		1
1590467	CH0363463438	Idorsia Ltd.	Europe	Switzerland	14/04/2022	Annual	Against	1.2,4,5.1.4,5.3.2,9			4
1606390	FI0009014575	Metso Outotec Oyj	Europe	Finland	21/04/2022	Annual	Against	10	Apparent failure to link pay & appropriate performance		3
1603414	NL0000009165	Heineken NV	Europe	Netherlands	21/04/2022	Annual	Against	1.b,3,4.b,4.d			1
1569127	NL0000395903	Wolters Kluwer NV	Europe	Netherlands	21/04/2022	Annual	All For				4
1626379	PTJMT0AE0001	Jeronimo Martins SGPS SA	Europe	Portugal	21/04/2022	Annual	Against	4	Combined CEO/Chairman		1

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1617906	DE0006599905	Merck KGaA	Europe	Germany	22/04/2022	Annual	Against	8 9	Apparent failure to link pay and appropriate performance Concerns about reducing shareholder rights		4
1598022	IT0005331019	Carel Industries SpA	Europe	Italy	22/04/2022	Annual	Against	2.2 A	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure		1
1604941	NL0011821202	ING Groep NV	Europe	Netherlands	25/04/2022	Annual	All For				7
1623672	SE0015658109	Epiroc AB	Europe	Sweden	25/04/2022	Annual	Against	12 8.d	Apparent failure to link pay & appropriate performance	10.a3	11
1609187	AT0000644505	Lenzing AG	Europe	Austria	26/04/2022	Annual	Against	7,8 6.3 11.1,11.2	Apparent failure to link pay & appropriate performance Concerns related to approach to board gender diversity Concerns related to shareholder rights		1
1631334	NO0010161896	DNB Bank ASA	Europe	Norway	26/04/2022	Annual	All For				4
1624231	SE0006422390	Thule Group AB	Europe	Sweden	26/04/2022	Annual	Against	10.5,10.7,10.8 10.1 10.3	Lack of independent representation at board committees 2- Overboarded/Too many other time commitments Overboarded/Too many other time commitments		4
1608403	BE0974293251	Anheuser-Busch InBev SA/NV	Europe	Belgium	27/04/2022	Annual/Special	Against	B.10,B.11 B.8.a B.8.b,B.8.c,B.8.d	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees Lack of independent representation at board committees ack of independence on board Lack of independence on board		1
1623108	FI0009000459	Huhtamaki Oyj	Europe	Finland	27/04/2022	Annual	All For				6
1622772	IE00B8KQN827	Eaton Corporation plc	Europe	Ireland	27/04/2022	Annual	Against	1f,3			2
1629874	NO0010816093	Elkem ASA	Europe	Norway	27/04/2022	Annual	Against	6,7,9,14			2
1623098	SE0000114837	Trelleborg AB	Europe	Sweden	27/04/2022	Annual	Against	10.a,10.h			6
1602971	BE0974320526	Umicore	Europe	Belgium	28/04/2022	Annual/Special	Against	A.2 A.3	Apparent failure to link pay & appropriate performance		1
1612059	FR0000120628	AXA SA	Europe	France	28/04/2022	Annual/Special	Against	6			1
1624199	FR0000121485	Kering SA	Europe	France	28/04/2022	Annual/Special	Against	10,11 9	Apparent failure to link pay & appropriate performance		1
1617996	IE00B00MZ448	Grafton Group Plc	Europe	Ireland	28/04/2022	Annual	All For				1
1607597	IE0004906560	Kerry Group Plc	Europe	Ireland	28/04/2022	Annual	All For				1
1576327	IT0003428445	MARR SpA	Europe	Italy	28/04/2022	Annual	Against	3a,A			6
1630903	NO0012470089	Tomra Systems ASA	Europe	Norway	28/04/2022	Annual	Against	11	Overboarded/Too many other time commitments		4
1629891	FO0000000179	Bakkafrost P/F	Europe	Faroe Islands	29/04/2022	Annual	Against	5.4 6	Lack of independent representation at board committees Lack of independent representation at board committees and concerns related to inappropriate membership of committees		1
1624201	FR0000065484	Lectra SA	Europe	France	29/04/2022	Annual/Special	Against	14 10,13	Apparent failure to link pay and appropriate performance		1
1623176	DE000A1ML7J1	Vonovia SE	Europe	Germany	29/04/2022	Annual	Against	6,10	Apparent failure to link pay and appropriate performance		2
1623236	IE0004927939	Kingspan Group Plc	Europe	Ireland	29/04/2022	Annual	Against	6,14			6
1623812	IE00B1RR8406	Smurfit Kappa Group Plc	Europe	Ireland	29/04/2022	Annual	All For				2

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1604942	NL0010273215	ASML Holding NV	Europe	Netherlands	29/04/2022	Annual	Against	6 8d	Apparent failure to link pay & appropriate performance Concerns related to below-board gender diversity		12
1597814	NL0010801007	IMCD NV	Europe	Netherlands	02/05/2022	Annual	Against	2.c,6.a			6
1609834	AT0000831706	Wienerberger AG	Europe	Austria	03/05/2022	Annual	Against	10.1,10.2	Insufficient/poor disclosure		1
1623884	DE000SYM9999	Symrise AG	Europe	Germany	03/05/2022	Annual	Against	6,7	Apparent failure to link pay and appropriate performance		1
1630412	ES0105025003	MERLIN Properties SOCIMI SA	Europe	Spain	03/05/2022	Annual	All For				6
1587384	IT0005162406	Technogym SpA	Europe	Italy	04/05/2022	Annual/Special	Against	4.1.2,4.2,4.3,2,A			6
1634213	NO0011202772	Var Energi AS	Europe	Norway	04/05/2022	Annual	Against	8 7	Apparent failure to link pay and appropriate performance		2
1631820	BE0003883031	Cie d'Entreprises CFE SA	Europe	Belgium	05/05/2022	Ordinary Shareholders	All For				1
1626582	FR0000121972	Schneider Electric SE	Europe	France	05/05/2022	Annual/Special	All For				5
1569341	IE0000669501	Glanbia Plc	Europe	Ireland	05/05/2022	Annual	Against	7	Apparent failure to link pay & appropriate performance		6
1604329	CH0013841017	Lonza Group AG	Europe	Switzerland	05/05/2022	Annual	Against	2 5.1.3,5.1.4,6 10	Apparent failure to link pay and appropriate performance Concerns regarding Auditor tenure Insufficient/poor disclosure		14
1606695	NL0010832176	argenx SE	Europe	Netherlands	10/05/2022	Annual	Against	3		6	1
1607053	NL0000009827	Koninklijke DSM NV	Europe	Netherlands	10/05/2022	Annual	All For				8
1635915	NO0005052605	Norsk Hydro ASA	Europe	Norway	10/05/2022	Annual	Against	6,7			9
1629944	FR0010908533	Edenred SE	Europe	France	11/05/2022	Annual/Special	Against	8,11			4
1613332	DE000KGX8881	KION GROUP AG	Europe	Germany	11/05/2022	Annual	Against	6 7.2 7.1 7.3 7.4	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to succession planning Concerns related to succession planning Lack of independence on board Concerns related to inappropriate membership of committees Lack of independent representation at board committees Concerns related to succession planning Lack of independence on board Concerns related to succession planning Concerns related to attendance at board or committee meetings		2
1609848	DE000A1EWWW0	adidas AG	Europe	Germany	12/05/2022	Annual	All For				6
1611435	DE0005470306	CTS Eventim AG & Co. KGaA	Europe	Germany	12/05/2022	Annual	Against	7.4 5 8	Concerns related to approach to board gender diversity Concerns related to below-board gender diversity 2- Concerns related to board gender diversity Insufficient/poor disclosure		1
1612357	DE0005785802	Fresenius Medical Care AG & Co. KGaA	Europe	Germany	12/05/2022	Annual	Against	6 3,4	Apparent failure to link pay & appropriate performance Concerns to protect shareholder value		2
1629966	NL00150001Y2	Universal Music Group NV	Europe	Netherlands	12/05/2022	Annual	Against	3,7.a,7.c,8.a,8.b			3
1597125	DE0005565204	Duerr AG	Europe	Germany	13/05/2022	Annual	Against	4	Concerns related to below-board gender diversity		2

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1612369	DE0005785604	Fresenius SE & Co. KGaA	Europe	Germany	13/05/2022	Annual	Against	6 9 11	Concerns about reducing shareholder rights Proposed term in policy exceeds appropriate limit		2
1630552	IE00BDVJJQ56	nVent Electric Plc	Europe	Ireland	13/05/2022	Annual	Against	2 1a	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance		2
1605112	NL0000334118	ASM International NV	Europe	Netherlands	16/05/2022	Annual	Against	11			4
1621304	FR0000131104	BNP Paribas SA	Europe	France	17/05/2022	Annual/Special	Against	12,15,16,17,18			1
1608412	NL0011821392	Signify NV	Europe	Netherlands	17/05/2022	Annual	All For				7
1586875	FI0009003305	Sampo Oyj	Europe	Finland	18/05/2022	Annual	All For				2
1611551	DE0005810055	Deutsche Boerse AG	Europe	Germany	18/05/2022	Annual	All For			7	3
1619611	DE0007164600	SAP SE	Europe	Germany	18/05/2022	Annual	Against	7		8.1	3
1591835	NL0006294274	Euronext NV	Europe	Netherlands	18/05/2022	Annual	All For				1
1637794	LU2290522684	InPost SA	Europe	Luxembourg	19/05/2022	Annual	Against	10	Concerns related to Non-audit fees		1
1621955	NL0000852564	Aalberts NV	Europe	Netherlands	19/05/2022	Annual	All For			3.a	6
1631428	CH0044328745	Chubb Limited	Europe	Switzerland	19/05/2022	Annual	Against	11,2,12 6 5,13,7.3 13,14	Apparent failure to link pay & appropriate performance Combined CEO/Chair Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks	5.6	5
1628331	FR0013176526	Valeo SE	Europe	France	24/05/2022	Annual/Special	All For				9
1648461	NO0010073489	Austevoll Seafood ASA	Europe	Norway	24/05/2022	Annual	Against	12	Apparent failure to link pay and appropriate performance		1
1639793	CH0012255151	The Swatch Group AG	Europe	Switzerland	24/05/2022	Annual	Against	4,3,4,4,5,1,5,2,5,3,5,4,5,5 5,6,5,7,6,1,6,2,6,3,6,4,6. 5,6,6,8,9			2
1629960	FR0000121667	EssilorLuxottica SA	Europe	France	25/05/2022	Annual/Special	Against	6,7,8,9,12,13			4
1631879	FR0010307819	Legrand SA	Europe	France	25/05/2022	Annual/Special	All For			13	6
1613027	BE0003656676	Recticel SA	Europe	Belgium	31/05/2022	Ordinary Shareholders	Against	8,1,8,5 10	Apparent failure to link pay and appropriate performance Concerns related to inappropriate service contract(s)		1
1640837	FR0011726835	Gaztransport & Technigaz SA	Europe	France	31/05/2022	Annual/Special	Against	11,12,13	Apparent failure to link pay and appropriate performance		6
1643723	FR0000121147	Faurecia SE	Europe	France	01/06/2022	Annual/Special	Against	9	Apparent failure to link pay & appropriate performance		1
1632627	NL0009538784	NXP Semiconductors NV	Europe	Netherlands	01/06/2022	Annual	Against	8	Apparent failure to link pay & appropriate performance		1
1640922	IE00BK9ZQ967	Trane Technologies Plc	Europe	Ireland	02/06/2022	Annual	All For				6
1636090	LU0633102719	Samsonite International S.A.	Europe	Luxembourg	02/06/2022	Annual	All For				7
1643127	DE0005493365	Hypoport SE	Europe	Germany	03/06/2022	Annual	Against	6	Apparent failure to link pay and appropriate performance		1
1649074	ES0173093024	Red Electrica Corp. SA	Europe	Spain	06/06/2022	Annual	All For				1
1646785	DE000A3CRRN9	Cherry AG	Europe	Germany	08/06/2022	Annual	Against	6 10.6	Apparent failure to link pay & appropriate performance Lack of independent representation at board committees		4
1609950	DE000A1DAH0	Brenntag SE	Europe	Germany	09/06/2022	Annual	Against	10		6	4

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1651528	LU1704650164	Befesa SA	Europe	Luxembourg	16/06/2022	Annual	Against	16,17 8	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity		2
1650603	ES0144580Y14	Iberdrola SA	Europe	Spain	16/06/2022	Annual	Against	14			3
1651581	NL0012169213	QIAGEN NV	Europe	Netherlands	23/06/2022	Annual	Against	2 5h	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance		8
1657928	BE0003883031	Cie d'Entreprises CFE SA	Europe	Belgium	29/06/2022	Extraordinary Shareholders	Against	5 2b.1 2c,2d,6,7	Apparent failure to link pay & appropriate performance Inappropriate bundling of election of directors on a single vote Poison pill/anti-takeover measure not in investors interests		1
1605642	CA14179V5036	Cargojet Inc.	North America	Canada	07/04/2022	Annual	Abstain	A			3
1620528	US9344231041	Warner Bros. Discovery, Inc.	North America	USA	08/04/2022	Annual	Against	3 1.2,1.3 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns about remuneration committee performance Concerns about overall board structure Concerns related to inappropriate membership of committees Concerns to protect shareholder value Concerns related to approach to board gender diversity Concerns related to approach to board diversity		5
1615274	US8318652091	A. O. Smith Corporation	North America	USA	12/04/2022	Annual	Against	1.1,2			3
1616741	CA8911605092	The Toronto-Dominion Bank	North America	Canada	14/04/2022	Annual	Against	4,6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		2
1616167	US00724F1012	Adobe, Inc.	North America	USA	14/04/2022	Annual	Against	3 1a	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance		1
1618642	US4461501045	Huntington Bancshares Incorporated	North America	USA	20/04/2022	Annual	All For				4
1617893	US4448591028	Humana Inc.	North America	USA	21/04/2022	Annual	Against	1h,1m,3 1c,2	Concerns regarding Auditor tenure		4
1618039	US8269191024	Silicon Laboratories Inc.	North America	USA	21/04/2022	Annual	All For				5
1621446	US55261F1049	M&T Bank Corporation	North America	USA	25/04/2022	Annual	Against	1.7	Concerns related to board gender diversity 2- Concerns related to succession planning		4
1626237	US76131N1019	Retail Opportunity Investments Corp.	North America	USA	25/04/2022	Annual	All For				4
1612629	US0605051046	Bank of America Corporation	North America	USA	26/04/2022	Annual	Against	6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		6
1629041	US0905722072	Bio-Rad Laboratories, Inc.	North America	USA	26/04/2022	Annual	All For				4
1621162	US1729674242	Citigroup Inc.	North America	USA	26/04/2022	Annual	Against	6 7,8	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		6

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1617365	US4592001014	International Business Machines Corporation	North America	USA	26/04/2022	Annual	Against	4,5 6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks	1f	6
1616169	US4972661064	Kirby Corporation	North America	USA	26/04/2022	Annual	Against	1.1,1.2			3
1621727	US55354G1004	MSCI Inc.	North America	USA	26/04/2022	Annual	Against	1e	Concerns about reducing shareholder rights 2- Concerns related to minority shareholder interest		6
1617894	US7140461093	PerkinElmer, Inc.	North America	USA	26/04/2022	Annual	Against	3 1a 1d	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity Concerns related to approach to board gender diversity		2
1622510	US0997241064	BorgWarner Inc.	North America	USA	27/04/2022	Annual	Against	4 1E 5	Concerns about reducing shareholder rights Concerns related to board gender diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights		1
1616803	US4943681035	Kimberly-Clark Corporation	North America	USA	27/04/2022	Annual	Against	3 1.8	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance		3
1620529	US56585A1025	Marathon Petroleum Corporation	North America	USA	27/04/2022	Annual	Against	7,8			1
1620458	US86272C1036	Strategic Education, Inc.	North America	USA	27/04/2022	Annual	Against	1.5	Concerns related to below-board gender diversity		3
1622066	US92346J1088	Vericel Corporation	North America	USA	27/04/2022	Annual	Against	1.2,1.3,2			4
1623585	US00507V1098	Activision Blizzard, Inc.	North America	USA	28/04/2022	Special	Against	2	Apparent failure to link pay & appropriate performance		1
1626891	US0010841023	AGCO Corporation	North America	USA	28/04/2022	Annual	All For				1
1621445	US5370081045	Littelfuse, Inc.	North America	USA	28/04/2022	Annual	Against	2 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance		2
1619481	US8330341012	Snap-on Incorporated	North America	USA	28/04/2022	Annual	Against	1.1,1.9,3			1
1626053	US9478901096	Webster Financial Corporation	North America	USA	28/04/2022	Annual	All For				2
1622903	US0028241000	Abbott Laboratories	North America	USA	29/04/2022	Annual	Against	3,4,5,6,8 1.8 7	Concerns about remuneration committee performance Shareholder proposal promotes better management of ESG opportunities and risks		5
1623646	US72703H1014	Planet Fitness, Inc.	North America	USA	02/05/2022	Annual	Against	3 1.2	Apparent failure to link pay & appropriate performance Concerns about overall board structure 2- Concerns to protect shareholder value		3
1605626	CA0679011084	Barrick Gold Corporation	North America	Canada	03/05/2022	Annual	Against	3 1.4	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance		1
1606890	CA5592224011	Magna International Inc.	North America	Canada	03/05/2022	Annual/Special	Against	11,4			2

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1623465	US0718131099	Baxter International Inc.	North America	USA	03/05/2022	Annual	Against	1g,2 4 6	Concerns about remuneration committee performance SH: Against shareholder resolution, against management recommendation / Shareholder proposal does not promote enhanced shareholder rights SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights		2
1623424	US34964C1062	Fortune Brands Home & Security, Inc.	North America	USA	03/05/2022	Annual	All For				11
1625714	US0383361039	AptarGroup, Inc.	North America	USA	04/05/2022	Annual	Against	1.2	Concerns about overall board structure		7
1624642	US1152361010	Brown & Brown, Inc.	North America	USA	04/05/2022	Annual	Against	1.10			4
1622641	US1170431092	Brunswick Corporation	North America	USA	04/05/2022	Annual	All For				6
1622639	US1924221039	Cognex Corporation	North America	USA	04/05/2022	Annual	Against	3 1.1	Apparent failure to link pay & appropriate performance Concerns about overall board structure		2
1625077	US62944T1051	NVR, Inc.	North America	USA	04/05/2022	Annual	Against	3 1.4 1.8	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns related to below-board gender diversity 2- Concerns related to board ethnic and/or racial diversity		2
1624040	US7458671010	PulteGroup, Inc.	North America	USA	04/05/2022	Annual	All For				4
1626308	US8175651046	Service Corporation International	North America	USA	04/05/2022	Annual	Against	1e,3	Concerns about remuneration committee performance		2
1624648	US8290731053	Simpson Manufacturing Co., Inc.	North America	USA	04/05/2022	Annual	All For				6
1623794	US0394831020	Archer-Daniels-Midland Company	North America	USA	05/05/2022	Annual	Against	1d 5	Inadequate management of climate-related risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks	1f	1
1623508	US14040H1059	Capital One Financial Corporation	North America	USA	05/05/2022	Annual	Against	2	Apparent failure to link pay & appropriate performance		6
1623598	US26441C2044	Duke Energy Corporation	North America	USA	05/05/2022	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation	1.3,1.11	1
1622979	US2788651006	Ecolab Inc.	North America	USA	05/05/2022	Annual	Against	4 3 1l	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance		3
1625141	US0017441017	AMN Healthcare Services, Inc.	North America	USA	06/05/2022	Annual	Against	2 1f 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		6
1622515	US8873891043	The Timken Company	North America	USA	06/05/2022	Annual	Against	4 1.1	Independent Chairman		2
1618742	US6935061076	PPG Industries, Inc.	North America	USA	09/05/2022	Annual	All For				1
1611712	CA4436281022	Hudbay Minerals Inc.	North America	Canada	10/05/2022	Annual/Special	Against	1e,1k,3			3
1626885	US2310211063	Cummins Inc.	North America	USA	10/05/2022	Annual	Against	16	Shareholder proposal promotes appropriate accountability or incentivisation		1
1623468	US5018892084	LKQ Corporation	North America	USA	10/05/2022	Annual	All For				4

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1627018	US6365181022	National Instruments Corporation	North America	USA	10/05/2022	Annual	Against	1.1	Concerns about overall board structure 2- Concerns related to board ethnic and/or racial diversity 3- Concerns related to board gender diversity		6
1625279	US7443201022	Prudential Financial, Inc.	North America	USA	10/05/2022	Annual	All For			1.2	5
1628649	US0213691035	Altair Engineering Inc.	North America	USA	11/05/2022	Annual	Against	1a	Concerns about overall board structure		4
1628059	US0268747849	American International Group, Inc.	North America	USA	11/05/2022	Annual	Against	2 1d 4	Apparent failure to link pay and appropriate performance. Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation		1
1627700	US0304201033	American Water Works Company, Inc.	North America	USA	11/05/2022	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation		6
1630565	US1266501006	CVS Health Corporation	North America	USA	11/05/2022	Annual	Against	4 7 5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks as it pertains to human capital Shareholder proposal promotes appropriate accountability or incentivisation		3
1629672	US45168D1046	IDEXX Laboratories, Inc.	North America	USA	11/05/2022	Annual	All For			1b	1
1633210	US7502361014	Radian Group Inc.	North America	USA	11/05/2022	Annual	Against	2 1g	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance		1
1609011	CA45075E1043	iA Financial Corporation Inc.	North America	Canada	12/05/2022	Annual	All For				1
1606951	CA56501R1064	Manulife Financial Corp.	North America	Canada	12/05/2022	Annual	All For				1
1608827	CA7392391016	Power Corporation of Canada	North America	Canada	12/05/2022	Annual	Against	1.3 5,6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG risks and opportunities		1
1627115	US03662Q1058	ANSYS, Inc.	North America	USA	12/05/2022	Annual	Against	1C,3,8			3
1623986	US4657411066	Itron, Inc.	North America	USA	12/05/2022	Annual	Against	1a	Concerns about overall board structure 2- Concerns related to board gender diversity		4
1636590	US5732841060	Martin Marietta Materials, Inc.	North America	USA	12/05/2022	Annual	Against	1.5,3		1.10	2
1626041	US6703461052	Nucor Corporation	North America	USA	12/05/2022	Annual	All For				2
1629057	US67103H1077	O'Reilly Automotive, Inc.	North America	USA	12/05/2022	Annual	Against	2 1f 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		4
1627114	US92343V1044	Verizon Communications Inc.	North America	USA	12/05/2022	Annual	Against	5,6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation		5

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1639134	US96208T1043	WEX Inc.	North America	USA	12/05/2022	Annual	Against	2 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance		7
1628029	US98419M1009	Xylem Inc.	North America	USA	12/05/2022	Annual	All For				4
1633568	US16115Q3083	Chart Industries, Inc.	North America	USA	13/05/2022	Annual	Against	1.5,3			2
1630468	US8807701029	Teradyne, Inc.	North America	USA	13/05/2022	Annual	Against	1f	Concerns related to board gender diversity		6
1628913	US9621661043	Weyerhaeuser Company	North America	USA	13/05/2022	Annual	All For				4
1630759	US0311621009	Amgen Inc.	North America	USA	17/05/2022	Annual	Against	1e			5
1631230	US44930G1076	ICU Medical, Inc.	North America	USA	17/05/2022	Annual	Against	1.3,3			2
1630758	US46625H1005	JPMorgan Chase & Co.	North America	USA	17/05/2022	Annual	Against	2 1a 1f 1c,1d 4 5,6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns regarding audit quality Concerns to protect shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights		2
1631725	US03027X1000	American Tower Corporation	North America	USA	18/05/2022	Annual	All For				6
1626874	US2036071064	Community Bank System, Inc.	North America	USA	18/05/2022	Annual	All For			1b	4
1634011	US50212V1008	LPL Financial Holdings Inc.	North America	USA	18/05/2022	Annual	All For				1
1634050	US7595091023	Reliance Steel & Aluminum Co.	North America	USA	18/05/2022	Annual	Against	2 1d 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes enhanced shareholder rights		1
1637672	US7703231032	Robert Half International Inc.	North America	USA	18/05/2022	Annual	All For				6
1632942	US86745K1043	Sunnova Energy International, Inc.	North America	USA	18/05/2022	Annual	Against	1.1	Concerns about overall board structure		4
1632909	US8835561023	Thermo Fisher Scientific Inc.	North America	USA	18/05/2022	Annual	All For			1i,1l	7
1629470	US0188021085	Alliant Energy Corporation	North America	USA	19/05/2022	Annual	Against	1c	Concerns about overall board structure		2
1633990	US2521311074	DexCom, Inc.	North America	USA	19/05/2022	Annual	Against	3 1.1 1.4	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns related to board gender diversity		4

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1631146	US4370761029	The Home Depot, Inc.	North America	USA	19/05/2022	Annual	Abstain Against	6 5 10 9 7	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency		2
1632294	US98978V1035	Zoetis Inc.	North America	USA	19/05/2022	Annual	All For				6
1618787	CA1363751027	Canadian National Railway Company	North America	Canada	20/05/2022	Annual	All For				1
1633312	US05464C1018	Axon Enterprise, Inc.	North America	USA	20/05/2022	Annual	Against	3,5 2C	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance		4
1627949	US7392761034	Power Integrations, Inc.	North America	USA	20/05/2022	Annual	All For				4
1633782	US88087E1001	Terminix Global Holdings, Inc.	North America	USA	23/05/2022	Annual	Against	1a	Concerns about overall board structure		4
1631240	US58933Y1055	Merck & Co., Inc.	North America	USA	24/05/2022	Annual	Against	2 1j 5 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency Shareholder proposal promotes appropriate accountability or incentivisation		3
1634869	US0200021014	The Allstate Corporation	North America	USA	24/05/2022	Annual	Against	2	Apparent failure to link pay & appropriate performance		2
1637408	US9553061055	West Pharmaceutical Services, Inc.	North America	USA	24/05/2022	Annual	Against	1b	Concerns related to board ethnic and/or racial diversity. Concerns related to approach to board diversity		6
1636981	US0231351067	Amazon.com, Inc.	North America	USA	25/05/2022	Annual	Against	3 1g 7 5,6,8,9,13,16,17,19 10,12,14	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency		6
1637553	US1844961078	Clean Harbors, Inc.	North America	USA	25/05/2022	Annual	Against	1.3			6
1634168	US5658491064	Marathon Oil Corporation	North America	USA	25/05/2022	Annual	Against	1a	Inadequate management of climate-related risks		1
1636929	US7237871071	Pioneer Natural Resources Company	North America	USA	25/05/2022	Annual	Against	3 1g 1l	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Inadequate management of climate-related risks		1
1633151	US7593516047	Reinsurance Group of America, Incorporated	North America	USA	25/05/2022	Annual	Against	1f,2			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
1633900	US89417E1091	The Travelers Companies, Inc.	North America	USA	25/05/2022	Annual	Against	3 4,5,6,7,8	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		5
1637788	US92345Y1064	Verisk Analytics, Inc.	North America	USA	25/05/2022	Annual	All For				1
1637565	US42809H1077	Hess Corporation	North America	USA	26/05/2022	Annual	All For			1e,1f	3
1637579	US4523271090	Illumina, Inc.	North America	USA	26/05/2022	Annual	Against	5	SH: Against shareholder resolution, against management recommendation / Shareholder proposal does not promote enhanced shareholder rights		4
1637232	US45780R1014	Installed Building Products, Inc.	North America	USA	26/05/2022	Annual	Against	1.2,1.3,3			3
1637617	US69753M1053	Palomar Holdings, Inc.	North America	USA	26/05/2022	Annual	Against	3	Apparent failure to link pay & appropriate performance		4
1635859	US87918A1051	Teladoc Health, Inc.	North America	USA	26/05/2022	Annual	Against	1f,2			3
1637606	US9290891004	Voya Financial, Inc.	North America	USA	26/05/2022	Annual	Against	2 1e	Apparent failure to link pay and appropriate performance. Concerns about remuneration committee performance		1
1635818	US95082P1057	WESCO International, Inc.	North America	USA	26/05/2022	Annual	All For				1
1633141	US97650W1080	Wintrust Financial Corporation	North America	USA	26/05/2022	Annual	All For				6
1641383	US02079K3059	Alphabet Inc.	North America	USA	01/06/2022	Annual	Against	3 1h 9,13,15,16,18,21 11 5,6,7,8,10	Apparent failure to link pay and appropriate performance Concerns about candidate's experience/skills 2- Concerns about overall performance 3- Overboarded/Too many other time commitments SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes enhanced shareholder rights Shareholder proposal promotes transparency		5
1641383	US02079K3059	Alphabet Inc.	North America	USA	01/06/2022	Annual	Against	3 1h 14 9,13,15,16,18,21 11 5,6,7,8,10	Apparent failure to link pay and appropriate performance Concerns about candidate's experience/skills 2- Concerns about overall performance 3- Overboarded/Too many other time commitments Fund manager or client vote SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes enhanced shareholder rights Shareholder proposal promotes transparency		1
1637609	US1630921096	Chegg, Inc.	North America	USA	01/06/2022	Annual	Against	2 1.1	Apparent failure to link pay & appropriate performance Concerns about overall board structure		3
1639128	US1985161066	Columbia Sportswear Company	North America	USA	01/06/2022	Annual	Against	1.2,1.3,1.5,3			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
1641326	US20030N1019	Comcast Corporation	North America	USA	01/06/2022	Annual	Against	2 1.3 1.1 5,7 8	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency		1
1640566	US9311421039	Walmart Inc.	North America	USA	01/06/2022	Annual	Abstain Against	9 2 1d 5,7 10	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency 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
1638459	US3666511072	Gartner, Inc.	North America	USA	02/06/2022	Annual	Against	1f 1g	Concerns about remuneration committee performance Concerns related to succession planning		3
1638145	US41068X1000	Hannon Armstrong Sustainable Infrastructure Capital, Inc.	North America	USA	02/06/2022	Annual	Against	1.7,3			3
1641387	US64110L1061	Netflix, Inc.	North America	USA	02/06/2022	Annual	Against	6 1a 1d 7 8	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Overboarded/Too many other time commitments SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency		1
1639169	US67066G1040	NVIDIA Corporation	North America	USA	02/06/2022	Annual	Against	1f 1g	Concerns about remuneration committee performance Concerns related to board gender diversity 2- Concerns related to succession planning		7
1639160	US70450Y1038	PayPal Holdings, Inc.	North America	USA	02/06/2022	Annual	Against	2 1d 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		3
1641369	US2561631068	DocuSign, Inc.	North America	USA	03/06/2022	Annual	Against	1.2	Concerns about overall board structure		5
1641516	US91324P1021	UnitedHealth Group Incorporated	North America	USA	06/06/2022	Annual	Against	5		1g	1
1644698	US1417881091	Cargurus, Inc.	North America	USA	07/06/2022	Annual	Against	3 1.1,1.3	Apparent failure to link pay & appropriate performance Concerns to protect shareholder value Concerns about overall board structure	1.2	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
1645656	US8725401090	The TJX Companies, Inc.	North America	USA	07/06/2022	Annual	Against	1c,4 1d 8 5,6	Inadequate management of climate-related risks. Promotes better management of human capital risks. Shareholder proposal promotes better management of ESG opportunities and risks		5
1624415	CA0585861085	Ballard Power Systems Inc.	North America	Canada	08/06/2022	Annual	Against	1C,1J,3			3
1643133	US10922N1037	Brighthouse Financial, Inc.	North America	USA	08/06/2022	Annual	Against	1a	Concerns about reducing shareholder rights		2
1644668	US5500211090	lululemon athletica inc.	North America	USA	08/06/2022	Annual	Against	1b,3			5
1647765	US0171751003	Alleghany Corporation	North America	USA	09/06/2022	Special	Against	2			2
1644830	US0865161014	Best Buy Co., Inc.	North America	USA	09/06/2022	Annual	All For				5
1638872	US09227Q1004	Blackbaud, Inc.	North America	USA	09/06/2022	Annual	Against	1c	Concerns about overall board structure		3
1640485	US35671D8570	Freeport-McMoRan, Inc.	North America	USA	09/06/2022	Annual	Against	2 1.9 1.6	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		4
1646085	US79466L3024	Salesforce, Inc.	North America	USA	09/06/2022	Annual	Abstain Against	6 5 1j 7	Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation		6
1640496	US75886F1075	Regeneron Pharmaceuticals, Inc.	North America	USA	10/06/2022	Annual	Against	3 1a,1b	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns related to approach to board gender diversity		1
1646105	US8522341036	Block, Inc.	North America	USA	14/06/2022	Annual	Against	1.2,5			3
1646061	CA00288U1066	AbCellera Biologics, Inc.	North America	Canada	15/06/2022	Annual	Against	3 1b 1a	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns to protect shareholder value Vote against combined Chair/CEO		3
1647468	US88339P1012	The RealReal, Inc.	North America	USA	15/06/2022	Annual	Against	3 1.1	Apparent failure to link pay & appropriate performance Concerns about overall board structure 2- Concerns about remuneration committee performance		3
1637477	CA22968P1080	CubicFarm Systems Corp.	North America	Canada	16/06/2022	Annual/Special	Against	4 2.6	Apparent failure to link pay & appropriate performance Concerns related to board ethnic and/or racial diversity 2- Concerns related to board gender diversity	3	1
1647747	US2473617023	Delta Air Lines, Inc.	North America	USA	16/06/2022	Annual	Against	1b,4			4
1643601	US30212P3038	Expedia Group, Inc.	North America	USA	16/06/2022	Annual	Against	1d 1f 1h	Concerns about remuneration committee performance Concerns to protect shareholder value Overboarded/Too many other time commitments		1
1647599	US45687V1061	Ingersoll Rand, Inc.	North America	USA	16/06/2022	Annual	Against	1e	Concerns related to approach to board gender diversity		4

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1647455	US83417M1045	SolarEdge Technologies, Inc.	North America	USA	20/06/2022	Annual	Against	1a	Concerns about overall board structure 2- Concerns about reducing shareholder rights 3- Concerns related to minority shareholder interest 4- Concerns to protect shareholder value		6
1647569	US00507V1098	Activision Blizzard, Inc.	North America	USA	21/06/2022	Annual	Against	1h 4,5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
1647453	US57636Q1040	Mastercard Incorporated	North America	USA	21/06/2022	Annual	Against	4 5	SH: Against shareholder resolution, against management recommendation / Shareholder proposal does not promote enhanced shareholder rights SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights		1
1646942	US59156R1086	MetLife, Inc.	North America	USA	21/06/2022	Annual	All For			2	3
1646066	US1091941005	Bright Horizons Family Solutions, Inc.	North America	USA	22/06/2022	Annual	Against	1b	Concerns about overall board structure 2- Concerns related to succession planning		3
1638404	CA8910546032	Torex Gold Resources Inc.	North America	Canada	22/06/2022	Annual/Special	Against	1.5	Concerns related to board ethnic and/or racial diversity		1
1649493	US90138F1021	Twilio, Inc.	North America	USA	22/06/2022	Annual	Against	3 1.1 1.2	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value Overboarded/Too many other time commitments		1
1649855	US22788C1053	CrowdStrike Holdings, Inc.	North America	USA	29/06/2022	Annual	Against	1.1,1.3			5
1653509	US2567461080	Dollar Tree, Inc.	North America	USA	30/06/2022	Annual	Against	2 5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks	1b	2
1609937	GB0009223206	Smith & Nephew PLC	United Kingdom	United Kingdom	13/04/2022	Annual	All For				3
1606104	GB00B2B0DG97	RELX Plc	United Kingdom	United Kingdom	21/04/2022	Annual	All For				4
1623808	GB00BYX7JT74	Diversified Energy Co. Plc	United Kingdom	United Kingdom	26/04/2022	Annual	Against	13,15,17,18		14	4
1632878	GB00BP92CJ43	Tate & Lyle Plc	United Kingdom	United Kingdom	26/04/2022	Special	All For				5
1623272	JE00B2419D89	Breedon Group Plc	United Kingdom	Jersey	28/04/2022	Annual	All For				6
1621421	GB00BF044593	CLS Holdings Plc	United Kingdom	United Kingdom	28/04/2022	Annual	Against	5,11,12	Lack of independence on board		4
1610239	GB0009895292	AstraZeneca Plc	United Kingdom	United Kingdom	29/04/2022	Annual	Against	6			7
1604168	GB0005405286	HSBC Holdings Plc	United Kingdom	United Kingdom	29/04/2022	Annual	Against	17b	Concerns about reducing shareholder rights		1
1606773	GB00B3MBS747	Ocado Group Plc	United Kingdom	United Kingdom	04/05/2022	Annual	Against	2,20 7	Lack of independence on board	4	3
1623697	GB00B10RZP78	Unilever Plc	United Kingdom	United Kingdom	04/05/2022	Annual	All For				2

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1634273	GB0006449366	Anglo Pacific Group Plc	United Kingdom	United Kingdom	12/05/2022	Annual	All For				1
1617106	GB00BD3VFW73	ConvaTec Group Plc	United Kingdom	United Kingdom	12/05/2022	Annual	Against	2			3
1621394	GB00BZBX0P70	The Gym Group Plc	United Kingdom	United Kingdom	12/05/2022	Annual	Against	2,3	Apparent failure to link pay and appropriate performance		1
1617109	GB00B63QSB39	Greggs Plc	United Kingdom	United Kingdom	17/05/2022	Annual	All For				2
1591799	GB0001859296	Vistry Group Plc	United Kingdom	United Kingdom	18/05/2022	Annual	All For				2
1629479	GB00B5NR1S72	Restore Plc	United Kingdom	United Kingdom	20/05/2022	Annual	All For				1
1623725	GB00BYZJ7G42	Harworth Group Plc	United Kingdom	United Kingdom	24/05/2022	Annual	All For				6
1635492	GB00BKFB1C65	M&G Plc	United Kingdom	United Kingdom	25/05/2022	Annual	Against	19 15	Concerns about reducing shareholder rights Inadequate management of climate-related risks		6
1627295	GB00B67KBV28	Central Asia Metals Plc	United Kingdom	United Kingdom	26/05/2022	Annual	All For				4
1612353	GB0007099541	Prudential Plc	United Kingdom	United Kingdom	26/05/2022	Annual	Against	2			11
1641803	JE00B3MW7P88	West China Cement Ltd.	United Kingdom	Jersey	27/05/2022	Annual	Against	6,8 3d	Issue of equity raises concerns about excessive dilution of existing shareholders and insufficient/poor disclosure Overboarded and concerns related to approach to board gender diversity.		1
1646897	GB00BYMT0J19	LivaNova Plc	United Kingdom	United Kingdom	13/06/2022	Annual	Against	1.2,2,7			4

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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 Investment Management are now undertaken by Federated Hermes Limited (or one of its subsidiaries). We still offer the same distinct investment propositions and pioneering responsible investment and stewardship services for which we are renowned – in addition to important 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:

