

Notices:

The data presented here relate to voting decisions for listed securities held in Nottinghamshire Pension Fund portfolios.

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
27/04/2022	Hang Lung Group Limited	Annual	Against	8 3a 6,7 3b	Apparent failure to link pay and appropriate performance Concerns related to succession planningConcerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
27/04/2022	Hang Lung Properties Ltd.	Annual	Against	8 3a 6,7	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversityConcerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders
27/04/2022	Hong Kong Exchanges & Clearing Ltd.	Annual	All For		
05/05/2022	Hang Seng Bank Ltd.	Annual	Against	2a 5	Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders
06/05/2022	CLP Holdings Ltd.	Annual	Against	2a,2d	
06/05/2022	The Bank of East Asia, Limited	Annual	Against	3b 4 6 3a	Concerns related to approach to board gender diversityConcerns related to succession planning Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
10/05/2022	Swire Properties Limited	Annual	Against	4 1a,1f	Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
11/05/2022	Cathay Pacific Airways Limited	Annual	Against	1c 4 1d,1e 1a	Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board Overboarded/Too many other time commitments
12/05/2022	Galaxy Entertainment Group Limited	Annual	Against	2.2 4.2,4.3 2.1	Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
12/05/2022	Swire Pacific Limited	Annual	Against	1b 4 1c,1d	Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
12/05/2022	The Wharf (Holdings) Ltd.	Annual	Against	2a 2c,2d 5,6	Combined CEO/Chair Concerns related to inappropriate membership of committees Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders
13/05/2022	PCCW Limited	Annual	Against	3a 5,7 3c	Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independent representation at board committees
13/05/2022	Techtronic Industries Co., Ltd.	Annual	Against	3b 3c	Concerns related to inappropriate membership of committees Lack of independence on board
18/05/2022	Power Assets Holdings Limited	Annual	Against	3a,3b,3c,3d	
19/05/2022	AIA Group Limited	Annual	All For		
19/05/2022	Champion Real Estate Investment Trust	Annual	Against	3 4	Concerns related to succession planning Concerns related to succession planningOverboarded/Too many other time commitments
19/05/2022	Hysan Development Co., Ltd.	Annual	Against	2.3	Concerns related to inappropriate membership of committees
20/05/2022	MMG Ltd.	Annual	Against	2c 2a 5,7 3a	Concerns related to approach to board gender diversity Concerns related to attendance at board or committee meetings Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure Lack of independent representation at board committees
25/05/2022	MTR Corporation Limited	Annual	Against	3a	
27/05/2022	Dah Sing Banking Group Limited	Annual	Against	7 3b 6	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversityConcerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure
27/05/2022	Dah Sing Financial Holdings Limited	Annual	Against	3a 9 6,8	Concerns related to inappropriate membership of committeesConcerns related to approach to board gender diversity Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure
30/05/2022	China Travel International Investment Hong Kong Limited	Annual	Against	2a,2b,2c 2d 5,6	Concerns related to approach to board gender diversity Concerns related to approach to board gender diversityConcerns related to attendance at board or committee meetings Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure
31/05/2022	Guotai Junan International Holdings Limited	Annual	Against	3.1 6A,6C	Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure
01/06/2022	Henderson Land Development Co. Ltd.	Annual	Against	3.4 3.3 5B,5C 3.1,3.2	Concerns related to approach to board gender diversityConcerns related to succession planning Concerns related to succession planningOverboarded/Too many other time commitments Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure Lack of independence on board
06/06/2022	Hong Kong & China Gas Co. Ltd.	Annual	Against	6 4 3.2 5.2,5.3 3.1	Apparent failure to link pay and appropriate performance Concerns related to Non-audit fees Concerns related to approach to board gender diversityOverboarded/Too many other time commitmentsConcerns related to Non-audit fees Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure Lack of independence on board

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07/06/2022	Melco International Development Limited	Annual	Against	6 2a1 2a3 2a2 5.1,5.2	Apparent failure to link pay and appropriate performance Combined CEO/Chair 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
15/06/2022	SJM Holdings Limited	Annual	Against	6 2.1,3	Apparent failure to link pay and appropriate performance Overboarded/Too many other time commitments
21/06/2022	China Overseas Land & Investment Ltd.	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
22/06/2022	SJM Holdings Limited	Extraordinary Shareholders	All For		
29/06/2022	BOC Hong Kong (Holdings) Limited	Annual	All For		
26/04/2022	Sekisui House, Ltd.	Annual	All For		
13/05/2022	SHIMAMURA Co., Ltd.	Annual	Against	3.2	Lack of independence on board
19/05/2022	AEON Mall Co., Ltd.	Annual	All For		
19/05/2022	GLP-J REIT	Special	Against	4.1,4.2	Lack of independence on board
19/05/2022	Nitori Holdings Co., Ltd.	Annual	Against	2 4.1	Concerns related to shareholder rights Lack of independence on boardInadequate management of climate-related risks
20/05/2022	Sugi Holdings Co., Ltd.	Annual	Against	3 1	Concerns about overall board structure Concerns related to shareholder rights
23/05/2022	AEON Financial Service Co., Ltd.	Annual	Against	3.1 2.1	Concerns about overall board structure Concerns related to approach to board gender diversity
24/05/2022	Shochiku Co., Ltd.	Annual	Against	2.1,2.2,2.8	Lack of independence on board
24/05/2022	Takashimaya Co., Ltd.	Annual	Against	2	Concerns related to shareholder rights
24/05/2022	Welcia Holdings Co., Ltd.	Annual	Against	2.10	Lack of independence on board
25/05/2022	AEON Co., Ltd.	Annual	Against	3 2.4	Concerns to protect shareholder value Lack of independence on board
25/05/2022	Izumi Co., Ltd.	Annual	All For		
25/05/2022	Lawson, Inc.	Annual	All For		
26/05/2022	ABC-MART, INC.	Annual	Against	3.1	Concerns related to approach to board gender diversity
26/05/2022	Hisamitsu Pharmaceutical Co., Inc.	Annual	Against	3.1 3.7	Concerns related to approach to board gender diversityLack of independence on board Lack of independence on board
26/05/2022	J. FRONT RETAILING Co., Ltd.	Annual	All For		
26/05/2022	Seven & i Holdings Co., Ltd.	Annual	All For		
26/05/2022	Toho Co., Ltd. (9602)	Annual	Against	4.2	Lack of independence on board
26/05/2022	YASKAWA Electric Corp.	Annual	All For		
27/05/2022	BayCurrent Consulting, Inc.	Annual	Against	3.1	Concerns related to approach to board gender diversity
29/05/2022	Ichigo, Inc.	Annual	Against	2.5,2.6	Lack of independence on board
30/05/2022	Rorze Corp.	Annual	Against	3.1 4	Concerns related to approach to board gender diversity Insufficient/poor disclosure
10/06/2022	KEYENCE Corp.	Annual	All For		
10/06/2022	Toyota Industries Corp.	Annual	Against	4 1 2.2 2.1	Performance-related pay/awards for non-executives The passage of this proposal will authorize the company to hold virtual only meetings permanently, without further need to consult shareholders, even after the current health crisis is resolved, and the proposed language fails to specify situations under which virtual meetings will be held. Top management is responsible for the company's capital misallocation. Top management is responsible for the company's capital misallocation. Concerns related to approach to board gender diversity
14/06/2022	Hamakyorex Co., Ltd.	Annual	Against	3 2.1,2.8,2.10	Concerns about overall board structure Lack of independence on board
14/06/2022	Toyota Boshoku Corp.	Annual	Against	2.9	Lack of independence on board
15/06/2022	Hankyu Hanshin Holdings, Inc.	Annual	All For		
15/06/2022	JAPAN POST INSURANCE Co., Ltd.	Annual	All For		
15/06/2022	Toyota Motor Corp.	Annual	Against	1.6,2.2 1.1,1.8,1.9	Concerns about overall board structure Lack of independence on board
16/06/2022	Descente Ltd.	Annual	Against	3.5	Lack of independence on board
16/06/2022	Fujitsu General Ltd.	Annual	Against	3.1	Concerns related to approach to board gender diversity
16/06/2022	ITOCHU Techno-Solutions Corp.	Annual	All For		
16/06/2022	Japan Exchange Group, Inc.	Annual	All For		
16/06/2022	Japan Post Bank Co., Ltd.	Annual	All For		
16/06/2022	Kakaku.com, Inc.	Annual	All For		
16/06/2022	Koei Tecmo Holdings Co., Ltd.	Annual	Against	5	Apparent failure to link pay and appropriate performance
16/06/2022	MISUMI Group, Inc.	Annual	All For		
16/06/2022	NTT DATA Corp.	Annual	All For		
16/06/2022	Toyoda Gosei Co., Ltd.	Annual	Against	2.1,2.7	Lack of independence on board
17/06/2022	Aisin Corp.	Annual	All For		
17/06/2022	ARIAKE JAPAN Co., Ltd.	Annual	Against	3.1 4	Concerns related to approach to board gender diversityLack of independence on board Lack of independence on boardLack of independent representation at board committees
17/06/2022	Eisai Co., Ltd.	Annual	Against	2.1	Concerns related to approach to board gender diversity
17/06/2022	IBIDEN Co., Ltd.	Annual	Against	2.5 2.1	Lack of independence on board Top management is responsible for the company's capital misallocation.
17/06/2022	Japan Post Holdings Co. Ltd.	Annual	All For		
17/06/2022	JSR Corp.	Annual	All For		
17/06/2022	Kintetsu Group Holdings Co., Ltd.	Annual	Against	3.1 3.7,3.8,3.10	Concerns related to approach to board gender diversity Lack of independence on board Lack of independence on board

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17/06/2022	Konica Minolta, Inc.	Annual	All For		
17/06/2022	Kyushu Financial Group, Inc.	Annual	Against	2.1	Concerns related to approach to board gender diversityLack of independence on board
17/06/2022	NIDEC Corp.	Annual	All For		
17/06/2022	Nippon Sanso Holdings Corp.	Annual	All For		
17/06/2022	Nitto Denko Corp.	Annual	Against	3.5	concern about his independence
17/06/2022	Nomura Research Institute Ltd.	Annual	All For		
17/06/2022	Renova, Inc. (Japan)	Annual	Against	3 1 2.6	Apparent failure to link pay and appropriate performance Concerns related to shareholder rights Lack of independence on board
17/06/2022	Sojitz Corp.	Annual	Against	2 3.7	Concerns related to shareholder rights Lack of independence on board
17/06/2022	The Shizuoka Bank Ltd.	Annual	Against	3.2 3.1 3.9	Top management is responsible for the company's capital misallocation. Top management is responsible for the company's capital misallocation. Lack of independence on board
17/06/2022	Z Holdings Corp.	Annual	All For		
17/06/2022	Zenkoku Hoshu Co., Ltd.	Annual	All For		
20/06/2022	ANA HOLDINGS INC.	Annual	Against	2.1 2.8	Concerns related to approach to board gender diversityLack of independence on board Lack of independence on board
20/06/2022	Astellas Pharma, Inc.	Annual	All For		
20/06/2022	BANDAI NAMCO Holdings, Inc.	Annual	Against	3.1	Concerns related to approach to board gender diversity
20/06/2022	Brother Industries, Ltd.	Annual	Against	2.1	Concerns related to approach to board gender diversity
20/06/2022	Dai-ichi Life Holdings, Inc.	Annual	Against	4.4,4.5	Lack of independence on boardLack of independent representation at board committees
20/06/2022	Nagase & Co., Ltd.	Annual	Against	3.1,3.3	Top management is responsible for the company's capital misallocation.
20/06/2022	Nomura Holdings, Inc.	Annual	All For		
20/06/2022	Seven Bank Ltd	Annual	All For		
21/06/2022	Concordia Financial Group, Ltd.	Annual	All For		
21/06/2022	DENSO Corp.	Annual	All For		
21/06/2022	Fuji Oil Holdings, Inc.	Annual	Against	4.2	Lack of independence on boardLack of independent representation at board committees
21/06/2022	Fukuyama Transporting Co., Ltd.	Annual	All For		
21/06/2022	H.U. Group Holdings, Inc.	Annual	All For		
21/06/2022	Hitachi Metals, Ltd.	Annual	Against	2.3 2.4	Concerns related to approach to board gender diversity Inadequate management of climate-related risks
21/06/2022	IRISO Electronics Co., Ltd.	Annual	All For		
21/06/2022	Japan Airlines Co., Ltd.	Annual	Against	2.1,2.8	Lack of independence on board
21/06/2022	Keihan Holdings Co., Ltd.	Annual	Against	3.1 2	Concerns related to approach to board gender diversity Concerns related to shareholder rights
21/06/2022	Kikkoman Corp.	Annual	Against	3.10 3.9 3.2 8	Lack of independence on board Lack of independence on board Lack of independence on board Poison pill/anti-takeover measure not in investors interests
21/06/2022	Komatsu Ltd.	Annual	Against	3.6	Lack of independence on board
21/06/2022	LIXIL Corp.	Annual	All For		
21/06/2022	Mitsui O.S.K. Lines, Ltd.	Annual	Against	3.1,3.6	Lack of independence on board
21/06/2022	Mizuho Financial Group, Inc.	Annual	Against	1.3,1.6,1.7,1.8,1.11 1.1	Concerns about overall performance Concerns related to approach to board gender diversity
21/06/2022	Nippon Shokubai Co., Ltd.	Annual	Against	3.1,3.8	Lack of independence on board
21/06/2022	NS Solutions Corp.	Annual	Against	4 7 6 5 2.1	A vote FOR this shareholder proposal is warranted because: * An investigation into alleged compliance concerns by an independent third party would help to increase the transparency and ensure that the company has an appropriate system. A vote FOR this shareholder proposal is warranted because: * Increasing the percentage of tradable shares, through a repurchase of shares from parent Nippon Steel, would help the company to remain on the Prime Section, which is in the interests of minority shareholders. A vote FOR this shareholder proposal is warranted because: * NS Solutions deposits a significant amount of cash with its parent company but earns only marginal interest, worsening capital efficiency. A vote FOR this shareholder proposal is warranted because: * NS Solutions has allocated as much as 32.1 percent of its net assets to cross-shareholdings, worsening capital efficiency. Top management is responsible for the company's capital misallocation. Concerns related to approach
21/06/2022	PERSOL Holdings Co., Ltd.	Annual	Against	2	Concerns related to shareholder rights
21/06/2022	Recruit Holdings Co., Ltd.	Annual	All For		
21/06/2022	Tokyo Electron Ltd.	Annual	Against	2.5	Lack of independence on board
21/06/2022	USS Co., Ltd.	Annual	Against	2	Concerns related to shareholder rights
21/06/2022	Yaoko Co., Ltd.	Annual	All For		
22/06/2022	Aozora Bank Ltd.	Annual	Against	2.5	Lack of independence on board
22/06/2022	CALBEE, Inc.	Annual	Against	3.1 3.4	Inadequate management of climate-related risks Lack of independence on board
22/06/2022	Credit Saison Co., Ltd.	Annual	All For		
22/06/2022	Daicel Corp.	Annual	Against	3.1,3.6,3.7,3.9	Lack of independence on board
22/06/2022	Denka Co., Ltd.	Annual	Against	3.1,3.5	Lack of independence on board
22/06/2022	Digital Garage, Inc.	Annual	Against	3.8	Lack of independence on board
22/06/2022	East Japan Railway Co.	Annual	Against	3.1,3.11	Lack of independence on board
22/06/2022	Fuji Kyuko Co., Ltd.	Annual	Against	3.1 3.2,3.3,3.4,3.6,3.7	Concerns related to approach to board gender diversityLack of independence on board Lack of independence on board
22/06/2022	Hitachi Ltd.	Annual	All For		
22/06/2022	Honda Motor Co., Ltd.	Annual	All For		

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22/06/2022	Iwatani Corp.	Annual	Against	3.1 3.9,3.10 3.3	Concerns related to approach to board gender diversity Lack of independence on board Top management is responsible for the company's capital misallocation Lack of independence on board Top management is responsible for the company's capital misallocation
22/06/2022	JCR Pharmaceuticals Co., Ltd.	Annual	Against	2.1 4	Concerns related to approach to board gender diversity Concerns to protect shareholder value
22/06/2022	KDDI Corp.	Annual	All For		
22/06/2022	Kobe Steel, Ltd.	Annual	Against	2.1 3.3	Inadequate management of climate-related risks Lack of independence on boardLack of independent representation at board committees
22/06/2022	LINTEC Corp.	Annual	Against	2.1	Lack of independence on board
22/06/2022	Mitsui & Co., Ltd.	Annual	Against	3.1 3.13	Inadequate management of climate-related risks Lack of independence on board Lack of independence on board
22/06/2022	NEC Corp.	Annual	Against	2.1,2.8,2.10	Lack of independence on board
22/06/2022	Net One Systems Co., Ltd.	Annual	All For		
22/06/2022	Nippon Yusen KK	Annual	Against	3.1,3.8	Lack of independence on board
22/06/2022	Paltac Corp.	Annual	All For		
22/06/2022	Sega Sammy Holdings, Inc.	Annual	Against	2.6	Lack of independence on board
22/06/2022	Seibu Holdings, Inc.	Annual	Against	3.1	Lack of independence on board
22/06/2022	Seisui Chemical Co., Ltd.	Annual	All For		
22/06/2022	Shinsei Bank, Ltd.	Annual	All For		
22/06/2022	Subaru Corp.	Annual	All For		
22/06/2022	Teijin Ltd.	Annual	All For		
22/06/2022	Terumo Corp.	Annual	Against	3.1 3.8	Concerns related to approach to board gender diversity Lack of independence on board
22/06/2022	Yakult Honsha Co., Ltd.	Annual	Against	2.1,2.10	
22/06/2022	Yamaha Corp.	Annual	All For		
22/06/2022	Yokogawa Electric Corp.	Annual	All For		
23/06/2022	Ajinomoto Co., Inc.	Annual	All For		
23/06/2022	Alps Alpine Co., Ltd.	Annual	All For		
23/06/2022	Azbil Corp.	Annual	All For		
23/06/2022	Capcom Co., Ltd.	Annual	Against	3.1 4,2.4.3	Concerns related to approach to board gender diversity Lack of independence on boardLack of independent representation at board committees
23/06/2022	Central Japan Railway Co.	Annual	Against	3.1 2 3.11	Concerns related to approach to board gender diversityLack of independence on board Concerns related to shareholder rights Lack of independence on board
23/06/2022	Cosmo Energy Holdings Co., Ltd.	Annual	All For		
23/06/2022	FP Corp.	Annual	Against	4 3.1,3.3 2.1	Apparent failure to link pay and appropriate performance Lack of independence on board Lack of independence on boardConcerns related to approach to board gender diversity
23/06/2022	Furukawa Electric Co., Ltd.	Annual	Against	3.1 3.4	Concerns related to approach to board gender diversity Lack of independence on board
23/06/2022	Fuyo General Lease Co., Ltd.	Annual	Against	3.1,3.2	Top management is responsible for the company's capital misallocation
23/06/2022	GOLDWIN INC.	Annual	Against	3	Concerns about overall board structure
23/06/2022	Hino Motors, Ltd.	Annual	Against	2.1 2.6	Concerns related to approach to board gender diversityLack of independence on board Lack of independence on board
23/06/2022	HIROSE ELECTRIC CO., LTD.	Annual	Against	3.1 3.8,3.10	Concerns related to approach to board gender diversity Lack of independence on board
23/06/2022	Hitachi Transport System, Ltd.	Annual	All For		
23/06/2022	Idemitsu Kosan Co., Ltd.	Annual	Against	3.1	Inadequate management of climate-related risks
23/06/2022	IHI Corp.	Annual	Against	3.1	Concerns related to approach to board gender diversity
23/06/2022	INFRONEER Holdings, Inc.	Annual	Against	2.1,2.2	Top management is responsible for the company's capital misallocation
23/06/2022	Japan Aviation Electronics Industry Ltd.	Annual	Against	2.1	Concerns related to approach to board gender diversity
23/06/2022	Kawasaki Kisen Kaisha, Ltd.	Annual	All For		
23/06/2022	Kyushu Railway Co.	Annual	Against	3.10,3.11	Lack of independence on board
23/06/2022	MARUWA CO., LTD.	Annual	All For		
23/06/2022	Menicon Co., Ltd.	Annual	All For		
23/06/2022	Mitsubishi Motors Corp.	Annual	Against	2.4,2.13	Lack of independence on board
23/06/2022	Musashi Seimitsu Industry Co., Ltd.	Annual	Against	3.4 4	Lack of independence on board Lack of independent representation at board committeesLack of independence on board
23/06/2022	Nankai Electric Railway Co., Ltd.	Annual	Against	3.1,3.6,3.7,3.8,3.9	Lack of independence on board
23/06/2022	Nifco, Inc.	Annual	All For		
23/06/2022	Nihon M&A Center Holdings Inc.	Annual	Against	3.9	Lack of independence on board
23/06/2022	NIPPON STEEL CORP.	Annual	Against	3.1 3.8	Inadequate management of climate-related risks. Concerns related to approach to board gender diversity. Lack of independence on board Lack of independence on board
23/06/2022	Obayashi Corp.	Annual	Against	3.1,3.2 3.8	Top management is responsible for the company's capital misallocation. lack of independence on board
23/06/2022	Okuma Corp.	Annual	Against	3.1	Concerns related to approach to board gender diversity
23/06/2022	OMRON Corp.	Annual	All For		
23/06/2022	Ono Pharmaceutical Co., Ltd.	Annual	All For		
23/06/2022	Panasonic Holdings Corp.	Annual	Against	1,2.9	
23/06/2022	Prestige International, Inc.	Annual	All For		
23/06/2022	Sanwa Holdings Corp.	Annual	Against	3.1 4.3	Lack of independence on board Lack of independence on boardLack of independent representation at board committees

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23/06/2022	SCSK Corp.	Annual	Against	1 2.6	Concerns related to shareholder rights Lack of independence on board
23/06/2022	Sharp Corp.	Annual	Against	1.1	Concerns related to approach to board gender diversity
23/06/2022	Shionogi & Co., Ltd.	Annual	Against	4	Insufficient basis to support a decision
23/06/2022	SoftBank Corp.	Annual	Against	2.12	Lack of independence on board
23/06/2022	Square Enix Holdings Co., Ltd.	Annual	Against	2.1	Concerns related to approach to board gender diversity
23/06/2022	Sumitomo Bakelite Co., Ltd.	Annual	Against	3.1,3.7	Lack of independence on board
23/06/2022	Sumitomo Chemical Co., Ltd.	Annual	Against	2.1 2.12	Concerns related to approach to board gender diversityLack of independence on board Lack of independence on board
23/06/2022	Sumitomo Mitsui Trust Holdings, Inc.	Annual	Against	3.1,3.5	Top management is responsible for the company's capital misallocation.
23/06/2022	Sumitomo Pharma Co., Ltd.	Annual	Against	3.1	Top management is responsible for the company's capital misallocation
23/06/2022	Tobu Railway Co., Ltd.	Annual	Against	3.1 3.9	Concerns related to approach to board gender diversityLack of independence on board Lack of independence on board
23/06/2022	Toray Industries, Inc.	Annual	Against	3.1 3.12	Concerns related to approach to board gender diversityLack of independence on board Lack of independence on board
23/06/2022	Toyo Suisan Kaisha, Ltd.	Annual	Against	4 7 3.1	Concerns about overall board structure For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Inadequate management of climate-related risks
23/06/2022	West Japan Railway Co.	Annual	Against	3 4.3,5.2	Concerns related to shareholder rights Lack of independence on board
23/06/2022	Yamato Holdings Co., Ltd.	Annual	All For		
24/06/2022	ACOM Co., Ltd.	Annual	Against	3.1 4	Concerns related to approach to board gender diversityLack of independence on board Shareholder proposal promotes appropriate accountability or incentivisation
24/06/2022	Advantest Corp.	Annual	Against	2.1 2.2	Concerns related to approach to board gender diversity Lack of independence on board
24/06/2022	Aica Kogyo Co., Ltd.	Annual	All For		
24/06/2022	AS ONE Corp.	Annual	All For		
24/06/2022	Asahi Kasei Corp.	Annual	All For		
24/06/2022	Daido Steel Co., Ltd.	Annual	Against	3.1 3.8 4.2,4.3 3.2	Inadequate management of climate-related risks Concerns related to approach to board gender diversity Lack of independence on board Lack of independence on board Lack of independence on board Lack of independent representation at board committees Top management is responsible for the company's capital misallocation
24/06/2022	Daifuku Co., Ltd.	Annual	Against	2.6	
24/06/2022	Daiichikosho Co., Ltd.	Annual	All For		
24/06/2022	DOWA HOLDINGS Co., Ltd.	Annual	Against	2.1,2.7	Lack of independence on board
24/06/2022	EXEO Group, Inc.	Annual	Against	3.1,3.2	Concerns related to approach to board gender diversity
24/06/2022	Hikari Tsushin, Inc.	Annual	Against	2.1	Lack of independence on board
24/06/2022	Hirogin Holdings, Inc.	Annual	Against	3.2 2.2 2.1	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 and lack of independence on board
24/06/2022	Iida Group Holdings Co., Ltd.	Annual	All For		
24/06/2022	ITOCHU Corp.	Annual	Against	3.1	Inadequate management of climate-related risks
24/06/2022	Itoham Yonekyu Holdings, Inc.	Annual	All For		
24/06/2022	Japan Airport Terminal Co., Ltd.	Annual	Against	2.1,2.9,2.10,2.11,2.12	Lack of independence on board
24/06/2022	JFE Holdings, Inc.	Annual	All For		
24/06/2022	JustSystems Corp.	Annual	Against	3.1	Concerns related to approach to board gender diversity
24/06/2022	Kadokawa Corp.	Annual	Against	2.1,2.9	Lack of independence on board
24/06/2022	Kawasaki Heavy Industries, Ltd.	Annual	All For		
24/06/2022	Kinden Corp.	Annual	Against	3.1 3.10,3.12	Concerns related to approach to board gender diversityLack of independence on board Lack of independence on board
24/06/2022	Kotobuki Spirits Co., Ltd.	Annual	Against	4.2	Lack of independence on boardLack of independent representation at board committees
24/06/2022	Kureha Corp.	Annual	Against	2.1 2.6	Concerns related to approach to board gender diversity Lack of independence on board Lack of independence on board
24/06/2022	Mandom Corp.	Annual	All For		
24/06/2022	Marubeni Corp.	Annual	Against	2.1	
24/06/2022	Maruichi Steel Tube Ltd.	Annual	Against	3 2.1,2.6,2.7	Concerns about overall board structure Lack of independence on board
24/06/2022	Mazda Motor Corp.	Annual	Against	3.1	Lack of independence on board
24/06/2022	Mebuki Financial Group, Inc.	Annual	Against	2.1 3.3	Concerns related to approach to board gender diversity Lack of independence on boardLack of independent representation at board committees
24/06/2022	Medipal Holdings Corp.	Annual	Against	2.1,2.11,2.12	Lack of independence on board
24/06/2022	Mitsubishi Chemical Holdings Corp.	Annual	All For		
24/06/2022	Mitsubishi Corp.	Annual	Against	6 5 3.1 3.9	A vote FOR this shareholder proposal is recommended because: * In light of the company's appetite to expand the LNG business which appears to contradict with its stated goal of net zero in 2050, which is also Japan's national target, and its stranded asset risk, it is in shareholders' interest to better understand how the company intends to remain viable in the long term, and monitor the company in its pathway to net zero in 2050, with the help of critical climate information which would be ensured with the proposed article amendment. A vote FOR this shareholder proposal is recommended because: * The company currently only discloses Scope 3 GHG emissions partially (category 15) and it currently has no Scope 3 emission targets related to the use of its products (category 11). * Moreover, in light of the company's appetite to expand the LNG business which appears to contradict with its stated goal of net zero in 2050, which is also Japan's national target, and its stranded asset risk, it is in shareholders' interest to better understand how the company intends to remain viable in the long term, and monitor the company in its pathway to net zero in 2050, with the help of critical climate information which would be ensured with the proposed article amendment. Inadequate management of climate-related risks Lack of independence on board

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24/06/2022	Mitsui Chemicals, Inc.	Annual	All For		
24/06/2022	NEC Networks & System Integration Corp.	Annual	Against	1	Concerns related to shareholder rights
24/06/2022	NGK SPARK PLUG CO., LTD.	Annual	All For		
24/06/2022	NH Foods Ltd.	Annual	All For		
24/06/2022	Nichiha Corp.	Annual	Against	3.1 3.6	Concerns related to approach to board gender diversity Lack of independence on board
24/06/2022	Nichirei Corp.	Annual	All For		
24/06/2022	Nippon Densetsu Kogyo Co., Ltd.	Annual	Against	3.1 3.8 4.4 4.3	Concerns related to approach to board gender diversity Lack of independence on board. Lack of independence on board. Lack of independent representation at board committees Lack of independent representation at board committees
24/06/2022	Nippon Telegraph & Telephone Corp.	Annual	All For		
24/06/2022	NOK Corp.	Annual	Against	3.1,3.2	Top management is responsible for the company's capital misallocation.
24/06/2022	Nomura Real Estate Holdings, Inc.	Annual	Against	2.1	Concerns related to approach to board gender diversity
24/06/2022	Olympus Corp.	Annual	Against	2.2	Concerns related to approach to board gender diversity
24/06/2022	Orient Corp.	Annual	Against	4.1 5.4	Concerns related to approach to board gender diversity Lack of independence on board Lack of independence on board Lack of independent representation at board committees
24/06/2022	ORIX Corp.	Annual	All For		
24/06/2022	Penta-Ocean Construction Co., Ltd.	Annual	Against	4 3.1,3.7,3.8,3.9	Concerns about overall board structure Lack of independence on board
24/06/2022	RAKUS Co., Ltd.	Annual	Against	3.5	Lack of independence on board
24/06/2022	Relo Group, Inc.	Annual	Against	2.1 2.7,2.8	Concerns related to approach to board gender diversity Lack of independence on board
24/06/2022	Resona Holdings, Inc.	Annual	Against	2.1	Top management is responsible for the company's capital misallocation
24/06/2022	Ricoh Co., Ltd.	Annual	All For		
24/06/2022	ROHM Co., Ltd.	Annual	All For		
24/06/2022	Sankyu, Inc.	Annual	Against	2 3.1,3.4,3.5	Concerns related to shareholder rights Lack of independence on board
24/06/2022	Santen Pharmaceutical Co., Ltd.	Annual	Against	6	Apparent failure to link pay & appropriate performance
24/06/2022	SAWAI GROUP HOLDINGS Co., Ltd.	Annual	All For		
24/06/2022	SCREEN Holdings Co., Ltd.	Annual	Against	3.6 3.1,3.2	Lack of independence on board Top management is responsible for the company's capital misallocation
24/06/2022	SMS Co., Ltd.	Annual	Against	2 4.1	Concerns related to shareholder rights Lack of independence on board
24/06/2022	SoftBank Group Corp.	Annual	Against	3.8,3.9 3.1	Lack of independence on board Concerns related to approach to board gender diversity
24/06/2022	SOHGO SECURITY SERVICES CO., LTD.	Annual	Against	2	Concerns related to shareholder rights
24/06/2022	Sumitomo Corp.	Annual	Against	3.1	Inadequate management of climate-related risks
24/06/2022	Sumitomo Electric Industries Ltd.	Annual	Against	3.1 3.13	Concerns related to approach to board gender diversity Lack of independence on board
24/06/2022	Sumitomo Metal Mining Co., Ltd.	Annual	Against	3.1,3.8	Lack of independence on board
24/06/2022	Suzuken Co., Ltd.	Annual	Against	2.2	Lack of independence on board
24/06/2022	Sysmex Corp.	Annual	Against	3.1 3.7	Concerns related to approach to board gender diversity Lack of independence on board
24/06/2022	Takara Bio, Inc.	Annual	All For		
24/06/2022	TDK Corp.	Annual	All For		
24/06/2022	The Chugoku Bank, Ltd.	Annual	Against	2.4 5	Concerns related to approach to board gender diversity Shareholder proposal promotes appropriate accountability or incentivisation
24/06/2022	The Hachijuni Bank, Ltd.	Annual	All For		
24/06/2022	The Japan Steel Works Ltd.	Annual	Against	3.1	Concerns related to approach to board gender diversity
24/06/2022	TIS, Inc. (Japan)	Annual	Against	3.1,3.2	Capital misallocation to cross-shareholding
24/06/2022	Tosoh Corp.	Annual	Against	2.1,2.6,2.7,2.8	Lack of independence on board
24/06/2022	TOTO Ltd.	Annual	Against	2.1 3.3	Concerns related to approach to board gender diversity Lack of independence on board
24/06/2022	Toyo Seikan Group Holdings Ltd.	Annual	All For		
24/06/2022	Toyota Tsusho Corp.	Annual	Against	3.2	Inadequate management of climate-related risks
24/06/2022	TS TECH CO., LTD.	Annual	All For		
24/06/2022	Yamaguchi Financial Group, Inc.	Annual	Against	2.7	Lack of independence on board
24/06/2022	Zensho Holdings Co., Ltd.	Annual	Against	3.1 3.7	Concerns related to approach to board gender diversity Lack of independence on board
25/06/2022	Benesse Holdings, Inc.	Annual	All For		
25/06/2022	FANCL Corp.	Annual	All For		
25/06/2022	Sundrug Co., Ltd.	Annual	All For		
26/06/2022	DeNA Co., Ltd.	Annual	Against	2 3.1,3.2	Concerns related to shareholder rights Top management is responsible for the company's capital misallocation
26/06/2022	Matsui Securities Co., Ltd.	Annual	Against	3.1 3.10	Concerns related to approach to board gender diversity Lack of independence on board
27/06/2022	Daiichi Sankyo Co., Ltd.	Annual	All For		
27/06/2022	Fujitsu Ltd.	Annual	Against	2.8	Lack of independence on board
27/06/2022	Hitachi Construction Machinery Co., Ltd.	Annual	Against	1 2.5	Concerns related to shareholder rights Lack of independence on board
27/06/2022	Isetan Mitsukoshi Holdings Ltd.	Annual	Against	3.1,3.5,3.7,3.8	Lack of independence on board
27/06/2022	Maruwa Unyu Kikan Co., Ltd.	Annual	Against	4.1 4.11,4.12	Concerns related to approach to board gender diversity Lack of independence on board

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
27/06/2022	MS&AD Insurance Group Holdings, Inc.	Annual	Against	3.1,3.3	Top management is responsible for the company's capital misallocation.
27/06/2022	NGK Insulators, Ltd.	Annual	Against	4	Concerns about overall board structure
				3.1,3.7	Lack of independence on board
27/06/2022	OBIC Business Consultants Co., Ltd.	Annual	Against	3.1	Concerns related to attendance at board or committee meetingsLack of independence on board
27/06/2022	Rohito Pharmaceutical Co., Ltd.	Annual	Against	1	Concerns related to shareholder rights
27/06/2022	Sompo Holdings, Inc.	Annual	Against	3.1,3.2	Excessive cross-shareholding
27/06/2022	Tokio Marine Holdings, Inc.	Annual	Against	3.7,3.11	Lack of independence on board
				3.1	Lack of independence on board Top management is responsible for the company's capital misallocation
				3.2	Top management is responsible for the company's capital misallocation
27/06/2022	Tokyo Century Corp.	Annual	Against	3.1	Inadequate management of climate-related risks
27/06/2022	Toshiba Tec Corp.	Annual	Against	2.1,2.7	Lack of independence on board
28/06/2022	Air Water, Inc.	Annual	Against	2.2	Concerns related to approach to board gender diversity Lack of independence on board
				2.10	Lack of independence on board
28/06/2022	Alfresa Holdings Corp.	Annual	Against	2.1,2.8	Lack of independence on board
28/06/2022	AMADA Co., Ltd.	Annual	Against	3.8	Lack of independence on board
28/06/2022	Anritsu Corp.	Annual	All For		
28/06/2022	Benefit One Inc.	Annual	Against	2.1	Lack of independence on board
28/06/2022	BIPROGY Inc.	Annual	Against	2	Concerns related to shareholder rights
28/06/2022	Chubu Electric Power Co., Inc.	Annual	Against	9	A vote FOR this shareholder proposal is recommended because: * As a 50 percent joint venture partner in JERA, the value of Chubu Electric Power in the long term would largely depend on the success of JERA's path to zero GHG emissions by 2050, which is Japan's national target, and critical climate information needed for shareholders to monitor the process would better become available with the proposed article amendments.
				5	A vote FOR this shareholder proposal is recommended because: * The amendment may enhance the company's overall reputation for transparency and accountability. * Disclosure of individual compensation levels helps shareholders make better-informed decisions on director elections and compensation-related proposals.
				3.1	Inadequate management of climate-related risks and Lack of independence on board
				3.7,3.8	Lack of independence on board
28/06/2022	Daito Trust Construction Co., Ltd.	Annual	Against	1	
28/06/2022	Daiwa Securities Group, Inc.	Annual	Against	2.8	Lack of independence on board
28/06/2022	eGuarantee, Inc.	Annual	Against	3.2	Concerns about overall board structure
28/06/2022	Electric Power Development Co., Ltd.	Annual	Against	8	A vote FOR this shareholder proposal is recommended because: * In light of the company's already high GHG emissions and the lack of a concrete plan to retire old coal power facilities, and its stranded asset risk, it is in shareholders' interest to better understand how the company intends to remain viable in the long term, and monitor the company in its pathway to net zero in 2050, with the help of critical climate information which would be ensured with the proposed article amendment
				9	A vote FOR this shareholder proposal is recommended because: * In light of the company's already high GHG emissions and the lack of a concrete plan to retire old coal power facilities, and its stranded asset risk, it is in shareholders' interest to better understand how the company intends to remain viable in the long term, and monitor the company in its pathway to net zero in 2050, with the help of critical climate information which would be ensured with the proposed article amendment.
				10	A vote FOR this shareholder proposal is recommended because: * It will be in the interests of shareholders to know how or whether the company's executive compensation policy is linked to achievement of GHG emission targets, particularly in light of the company's already high GHG emissions and the lack of a concrete plan to retire old coal power facilities, and its stranded asset risk.
				3.10,4.3	Lack of independence on board
				3.1	Lack of independence on board Concerns related to approach to board gender diversity Inadequate management of climate-related risks
28/06/2022	ENEOS Holdings, Inc.	Annual	Against	3.1,3.10	Lack of independence on board
28/06/2022	Fuji Electric Co., Ltd.	Annual	Against	2.7,2.8	Lack of independence on board
28/06/2022	Fuji Media Holdings, Inc.	Annual	Against	3.1	Concerns related to approach to board gender diversity Lack of independence on board
				3.6,3.7	Lack of independence on board
				4.2,4.3,4.4,5	Lack of independence on board Lack of independent representation at board committees
				3.2	Top management is responsible for the company's capital misallocation
28/06/2022	House Foods Group, Inc.	Annual	Against	3.1	Concerns related to approach to board gender diversity
28/06/2022	HOYA Corp.	Annual	All For		
28/06/2022	Internet Initiative Japan, Inc.	Annual	Against	3.1	Concerns related to approach to board gender diversity Lack of independence on board
				3.10	Lack of independence on board
28/06/2022	Isuzu Motors Ltd.	Annual	Against	3.1	Lack of independence on board
28/06/2022	JEOL Ltd.	Annual	Against	5.2	Concerns about overall board structure
				4.1	Concerns related to approach to board gender diversity
28/06/2022	JTEKT Corp.	Annual	Against	3.3	Concerns about overall board structure
				2.1	Concerns related to approach to board gender diversity
28/06/2022	Kajima Corp.	Annual	Against	4	Concerns about overall board structure
				3.1	Concerns related to approach to board gender diversity
				3.2	Top management is responsible for the company's capital misallocation
28/06/2022	KATITAS Co., Ltd.	Annual	Against	2.1,2.5	Lack of independence on board
28/06/2022	Konami Holdings Corp.	Annual	Against	1	Concerns related to shareholder rights
28/06/2022	Kyocera Corp.	Annual	All For	2.1	Lack of independence on board
28/06/2022	Kyudenko Corp.	Annual	Against	2.1	Concerns related to approach to board gender diversityLack of independence on board
				2.6	Lack of independence on board
				3.2,3.4	Lack of independence on boardLack of independent representation at board committees
				3.3	Lack of independent representation at board committees
28/06/2022	Kyushu Electric Power Co., Inc.	Annual	Against	7	A vote FOR this shareholder proposal is recommended because: * The proposed disclosure would promote accountability and help shareholders make better-informed decisions. * The amendment may enhance the company's overall reputation for transparency and accountability.
				4.11	Lack of independence on board
				4.1	Lack of independence on board Inadequate management of climate-related risks
28/06/2022	M3, Inc.	Annual	Against	1	Concerns related to shareholder rights
				2.1,3.3	Lack of independence on board

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28/06/2022	Makita Corp.	Annual	Against	3.1	Concerns related to approach to board gender diversity
28/06/2022	Marui Group Co., Ltd.	Annual	Against	3.3	Lack of independence on board
28/06/2022	MatsukiyoCocokara & Co.	Annual	All For		
28/06/2022	Mitsubishi Gas Chemical Co., Inc.	Annual	Against	3	Concerns about overall board structure
				2.1	Concerns related to approach to board gender diversity
28/06/2022	Mitsubishi HC Capital, Inc.	Annual	All For		
28/06/2022	Mitsubishi Materials Corp.	Annual	All For		
28/06/2022	Nagoya Railroad Co., Ltd.	Annual	All For		
28/06/2022	NHK Spring Co., Ltd.	Annual	Against	3.1	Top management is responsible for the company's capital misallocation.
28/06/2022	Nihon Kohden Corp.	Annual	Against	3.1	Concerns related to approach to board gender diversity
28/06/2022	Nippon Kayaku Co., Ltd.	Annual	Against	4	Concerns about overall board structure
				3.1	Concerns related to approach to board gender diversityLack of independence on board
				3.7	Lack of independence on board
28/06/2022	Nipro Corp.	Annual	Against	3.1,3.15	Lack of independence on board
28/06/2022	Nissan Chemical Corp.	Annual	All For		
28/06/2022	Nissan Motor Co., Ltd.	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
28/06/2022	Nissin Seifun Group, Inc.	Annual	Against	3.9	Concerns related to approach to board gender diversity
				3.7,3.8	Lack of independence on board
28/06/2022	Nissin Foods Holdings Co., Ltd.	Annual	Against	3.4,3.5,3.6	Lack of independence on board
				3.1	Top management is responsible for the company's capital misallocation
28/06/2022	Nittoku Co., Ltd.	Annual	Against	3.1,3.2	Concerns related to approach to board gender diversity
28/06/2022	NOF Corp.	Annual	Against	3.5	Lack of independence on board
				3.1	Top management is responsible for the company's capital misallocation
28/06/2022	NSK Ltd.	Annual	Against	2.6,2.7	Lack of independence on board
				2.1,2.2	top management is responsible for the capital misallocation
28/06/2022	Osaka Gas Co., Ltd.	Annual	Against	3	Concerns about reducing shareholder rights
28/06/2022	Resortrust, Inc.	Annual	Against	3.2	Lack of independence on board
28/06/2022	SECOM Co., Ltd.	Annual	Against	2	Concerns to protect shareholder value
28/06/2022	Seiko Epson Corp.	Annual	Against	2	Concerns related to shareholder rights
28/06/2022	Seino Holdings Co., Ltd.	Annual	Against	3.1,3.8	Lack of independence on board
28/06/2022	SG Holdings Co., Ltd.	Annual	All For		
28/06/2022	Shikoku Electric Power Co., Inc.	Annual	Against	4.1	Lack of independence on the board, Inadequate management of climate-related risks
28/06/2022	Shimadzu Corp.	Annual	All For		
28/06/2022	Shinko Electric Industries Co., Ltd.	Annual	All For		
28/06/2022	Sony Group Corp.	Annual	Against	3	
28/06/2022	Stanley Electric Co., Ltd.	Annual	Against	3	
				2.1,2.5	Concerns about overall board structure
28/06/2022	T&D Holdings, Inc.	Annual	Against	4.3	Lack of independence on board
				3.1	Top management is responsible for the company's capital misallocation
28/06/2022	TAISEI Corp.	Annual	Against	3.1	Concerns related to approach to board gender diversityLack of independence on board
				2	Concerns related to shareholder rights
				3.10,3.11	Lack of independence on board
				3.2	Top management is responsible for the company's capital misallocation
28/06/2022	The Chiba Bank, Ltd.	Annual	Against	3.3	Lack of independence on board
28/06/2022	The Chugoku Electric Power Co., Inc.	Annual	Against	3.1	Inadequate management of climate-related risks, Lack of independence on board
				3.6,3.7	Lack of independence on board
				9	Shareholder proposal promotes transparency
28/06/2022	The Kansai Electric Power Co., Inc.	Annual	Against	2	Concerns related to shareholder rights
				13,23,25	For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
				4.1	Inadequate management of climate-related risks
				4.2,4.3	Lack of independence on board
28/06/2022	Tohoku Electric Power Co., Inc.	Annual	Against	3.1	Inadequate management of climate-related risks, Lack of independence on board
				3.10,4.2	Lack of independence on board
				9	Shareholder proposal promotes enhanced shareholder rights
28/06/2022	Tokyo Electric Power Co. Holdings, Inc.	Annual	Against	3	As a 50 percent joint venture partner in JERA, the value of Tokyo Electric Power Co. Holdings in the long term would largely depend on the success of JERA's path to zero GHG emissions by 2050, which is Japan's national target, and critical climate information needed for shareholders to monitor the process would better become available with the proposed article amendments.
				11	The amendment may enhance the company's overall reputation for transparency and accountability. * Disclosure of individual compensation levels helps shareholders make better-informed decisions on director elections and compensation-related proposals.
				2.1	The board after this meeting will not be majority independent and this outside director nominee lacks independence. Director is also over committed
28/06/2022	Tokyu Fudosan Holdings Corp.	Annual	All For		
28/06/2022	TOSHIBA Corp.	Annual	All For		
28/06/2022	ZOZO, Inc.	Annual	Against	2	Concerns related to shareholder rights
29/06/2022	Amano Corp.	Annual	Against	3	Lack of independence on board
29/06/2022	Casio Computer Co., Ltd.	Annual	All For		
29/06/2022	COMSYS Holdings Corp.	Annual	Against	3.1	Concerns related to approach to board gender diversity Lack of independence on board
29/06/2022	Dai Nippon Printing Co., Ltd.	Annual	Against	3.1,3.2	Top management is responsible for the company's capital misallocation.
29/06/2022	DAIKIN INDUSTRIES Ltd.	Annual	Against	3.1	Concerns related to approach to board gender diversityLack of independence on board
				3.4	Lack of independence on board
29/06/2022	Daio Paper Corp.	Annual	Against	3.1	Concerns related to approach to board gender diversityInadequate management of climate-related risks
29/06/2022	Daiwa House Industry Co., Ltd.	Annual	Against	4.1,4.11,4.12,4.15	Lack of independence on board
29/06/2022	DISCO Corp.	Annual	All For		
29/06/2022	FANUC Corp.	Annual	All For		

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
29/06/2022	FUJIFILM Holdings Corp.	Annual	Against	3.1,3.6	Lack of independence on board
29/06/2022	Fukuoka Financial Group, Inc.	Annual	Against	3.1	Concerns related to approach to board gender diversity
29/06/2022	GS Yuasa Corp.	Annual	Against	3.1	Top management is responsible for the company's capital misallocation.
29/06/2022	Hakuhodo DY Holdings, Inc.	Annual	Against	3.1,3.8	Lack of independence on board
29/06/2022	HASEKO Corp.	Annual	Against	3.2	Top management is responsible for the company's capital misallocation
29/06/2022	Heiwa Corp.	Annual	Against	3.1	Concerns related to approach to board gender diversity
29/06/2022	JGC Holdings Corp.	Annual	All For	3.6	Concerns related to approach to board gender diversityLack of independence on board
29/06/2022	K's Holdings Corp.	Annual	All For		Lack of independence on board
29/06/2022	Kaken Pharmaceutical Co., Ltd.	Annual	All For		
29/06/2022	Kamigumi Co., Ltd.	Annual	All For		
29/06/2022	Kandenko Co., Ltd.	Annual	Against	3.1	Concerns related to approach to board gender diversityLack of independence on board
				3.11	Lack of independence on board
				4	Performance-related pay/awards for non-executives
29/06/2022	Kaneka Corp.	Annual	Against	2.1	Concerns related to approach to board gender diversity Lack of independence on board
29/06/2022	Kansai Paint Co., Ltd.	Annual	All For	2.9	Lack of independence on board
29/06/2022	Keikyu Corp.	Annual	Against	4	Concerns about overall board structure
				3.7	Lack of independence on board
				3.1,3.2	Top management is responsible for the company's capital misallocation
29/06/2022	Keio Corp.	Annual	Against	3.1	Concerns related to approach to board gender diversityLack of independence on board
				3.5,3.6,4.2	Lack of independence on board
				5	Poison pill/anti-takeover measure not in investors interests
29/06/2022	Keisei Electric Railway Co., Ltd.	Annual	Against	4	Concerns about overall board structure
				3.1	Concerns related to approach to board gender diversity Lack of independence on board
				3.12	Lack of independence on board
29/06/2022	Koito Manufacturing Co., Ltd.	Annual	Against	3.1,3.7,3.8	Lack of independence on board
29/06/2022	Kurita Water Industries Ltd.	Annual	All For		
29/06/2022	Meiji Holdings Co., Ltd.	Annual	All For		
29/06/2022	Minebea Mitsumi, Inc.	Annual	Against	3.11	Lack of independence on board
29/06/2022	Miroku Jyoho Service Co., Ltd.	Annual	Against	3.1	Concerns related to approach to board gender diversityLack of independence on board
				3.8,3.9	Lack of independence on board
29/06/2022	Mitsubishi Electric Corp.	Annual	Against	2.5	Lack of independence on board
				2.1	Lack of independence on board
				2.8	Concerns related to approach to board gender diversity
29/06/2022	Mitsubishi Estate Co., Ltd.	Annual	All For		President Uruma should be ultimately held responsible for the test data falsification incidents.
29/06/2022	Mitsubishi Heavy Industries, Ltd.	Annual	Against	3.6,3.7	Lack of independence on board
				3.1,3.2	Top management is responsible for the company's capital misallocation
29/06/2022	Mitsubishi Logistics Corp.	Annual	Against	3.1	Concerns related to approach to board gender diversity Lack of independence on board
				3.5,3.6,3.7,3.9	Lack of independence on board
29/06/2022	Mitsubishi UFJ Financial Group, Inc.	Annual	Against	3.12,3.13	Concerns to protect shareholder value
				3.6	Lack of independence on board 2- Overboarded/Too many other time commitments
29/06/2022	Mitsui Fudosan Co., Ltd.	Annual	Against	3	
29/06/2022	Mitsui Mining & Smelting Co., Ltd.	Annual	Against	11	Shareholder proposal promotes appropriate accountability
				7	Shareholder proposal promotes efficient capital structure
				8,10	Shareholder proposal promotes transparency
29/06/2022	Miura Co., Ltd.	Annual	Against	3.1	Concerns related to approach to board gender diversity
29/06/2022	Morinaga & Co., Ltd.	Annual	Against	3.9	Lack of independence on board
29/06/2022	Morinaga Milk Industry Co., Ltd.	Annual	Against	3.1	Concerns related to approach to board gender diversity Lack of independence on board
				3.8	Lack of independence on board
14/04/2022	XP Power Ltd.	Annual	Against	12	Concerns regarding Auditor tenure
20/04/2022	KEPPEL DC REIT	Annual	Against	3,5	Concerns related to approach to board gender diversity
20/04/2022	Sembcorp Marine Ltd.	Annual	Against	4	Concerns related to approach to board gender diversity
20/04/2022	Suntec Real Estate Investment Trust	Annual	Against	2	Concerns related to Non-audit fees
21/04/2022	CapitalLand Integrated Commercial Trust	Annual	All For		
21/04/2022	Genting Singapore Limited	Annual	Against	3	Concerns related to approach to board gender diversity
21/04/2022	Sembcorp Industries Ltd.	Annual	Against	3,5	Concerns related to board gender diversity
				4	Inadequate management of climate-related risks
21/04/2022	Singapore Technologies Engineering Ltd.	Annual	Against	3	Concerns related to approach to board gender diversity
				11	Issue of equity raises concerns about excessive dilution of existing shareholders
21/04/2022	United Overseas Bank Ltd. (Singapore)	Annual	All For		
21/04/2022	Wilmar International Limited	Annual	Against	11	Apparent failure to link pay and appropriate performance
				5,6,7	Concerns related to board gender diversity
22/04/2022	Ascott Residence Trust	Annual	All For		
22/04/2022	Keppel Corporation Limited	Annual	All For		
22/04/2022	Keppel REIT	Annual	All For		
22/04/2022	Oversea-Chinese Banking Corporation Limited	Annual	Against	8	Apparent failure to link pay and appropriate performance
				2d	Concerns about overall board structure
				2c	Lack of independent representation at board committeesConcerns about overall board structure
				2a	Lack of independent representation at board committeesConcerns related to inappropriate membership of committeesConcerns about overall board structure
25/04/2022	Olam Group Limited	Annual	Against	2	Concerns related to approach to board gender diversity
				6	Concerns related to inappropriate membership of committees
26/04/2022	Hutchison Port Holdings Trust	Annual	All For		
26/04/2022	StarHub Ltd.	Annual	Against	12	Issue of equity raises concerns about excessive dilution of existing shareholders

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
26/04/2022	StarHub Ltd.	Extraordinary Shareholders	All For		
27/04/2022	Jardine Cycle & Carriage Limited	Annual	Against	4b 7a	Inadequate management of climate-related risks Issue of equity raises concerns about excessive dilution of existing shareholders
27/04/2022	UOL Group Limited	Annual	Against	10 4 6 8	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity Concerns related to approach to board gender diversityConcerns related to attendance at board or committee meetings Issue of equity raises concerns about excessive dilution of existing shareholders
28/04/2022	Ascendas Real Estate Investment Trust	Annual	All For		
28/04/2022	City Developments Limited	Annual	All For		
28/04/2022	Venture Corporation Limited	Annual	Against	9	Apparent failure to link pay and appropriate performance
29/04/2022	CapitaLand Investment Ltd.	Annual	All For		
29/04/2022	ComfortDelGro Corp. Ltd.	Annual	Against	5,8	Concerns related to Non-audit fees
23/05/2022	Mapletree Commercial Trust	Extraordinary Shareholders	All For		
23/05/2022	Mapletree North Asia Commercial Trust	Court	All For		
23/05/2022	Mapletree North Asia Commercial Trust	Extraordinary Shareholders	All For		
09/06/2022	BOC Aviation Limited	Annual	Against	3c,3d 7 8	Concerns related to inappropriate membership of committees Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholdersConcerns to protect shareholder value
20/06/2022	Olam Group Limited	Extraordinary Shareholders	All For		
10/05/2022	Ecopro BM Co., Ltd.	Special	All For		
18/05/2022	NH Investment & Securities Co., Ltd.	Special	Against	1	Concerns related to inappropriate membership of committees
26/05/2022	Elite Material Co., Ltd.	Annual	Against	3 4 6.1,6.2,6.3,6.4	Concerns related to shareholder rights Concerns to protect shareholder value Lack of independence on board
26/05/2022	Nanya Technology Corp.	Annual	Against	5.1 3 5.2,5.3,5.4,5.5,5.6,5.7,5.8	Concerns related to approach to board gender diversityLack of independence on board Concerns related to shareholder rights Lack of independence on board
31/05/2022	Hon Hai Precision Industry Co., Ltd.	Annual	All For		
31/05/2022	MediaTek, Inc.	Annual	Against	4 7	Concerns related to shareholder rights Concerns to protect shareholder value
08/06/2022	Taiwan Semiconductor Manufacturing Co., Ltd.	Annual	All For		
08/06/2022	Taiwan Semiconductor Manufacturing Co., Ltd.	Annual	All For		
16/06/2022	Accton Technology Corp.	Annual	Against	6	Apparent failure to link pay and appropriate performance
17/06/2022	Win Semiconductors Corp.	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
23/06/2022	ASE Technology Holding Co., Ltd.	Annual	All For		
29/06/2022	Murata Manufacturing Co. Ltd.	Annual	All For		
29/06/2022	Nikon Corp.	Annual	Against	3.2 2	Concerns related to approach to board gender diversity Concerns related to shareholder rights
29/06/2022	Nintendo Co., Ltd.	Annual	Against	3.1,4.2	
29/06/2022	Nippon Shinyaku Co., Ltd.	Annual	All For		
29/06/2022	Nippon Television Holdings, Inc.	Annual	Against	3.3 3.5,3.6,3.7 3.4 3.2	Akira Ishizawa bears the responsibility for the company's continued refusal to pay dividends to non-registered foreign shareholders, when its competitor Fuji Media Holdings has paid dividends to its non-registered foreign shareholders. * Such dividend practices appear to run counter to principle of equal treatment of shareholders, one of the fundamental principles of global corporate governance. * Top management is responsible for the company's capital misallocation. Lack of independence on board The nominee cannot be expected to fulfill the role of overseeing management effectively in the interests of shareholders over concerns about his ability to attend board meetings. Yoshikuni Sugiyama bears the responsibility for the company's continued refusal to pay dividends to non-registered foreign shareholders, when its competitor Fuji Media Holdings has paid dividends to its non-registered foreign shareholders. * Such dividend practices appear to run counter to principle of equal treatment of shareholders, one of the fundamental principles of global corporate governance. * Top management is responsible for the company's capital misallocation. Concerns related to approach to board gender diversity Lack of independence on board
29/06/2022	Nishi-Nippon Railroad Co., Ltd.	Annual	Against	3.1 4.3,4.4,4.5	Lack of independence on board Lack of independence on boardLack of independent representation at board committees
29/06/2022	OBIC Co., Ltd.	Annual	Against	3.1 3.5	Concerns related to approach to board gender diversityLack of independence on board Lack of independence on board
29/06/2022	Odakyu Electric Railway Co., Ltd.	Annual	Against	3.1,3.8,3.9	Lack of independence on board
29/06/2022	Oji Holdings Corp.	Annual	Against	2.1,2.10	Lack of independence on board
29/06/2022	Oriental Land Co., Ltd.	Annual	Against	3.1,3.9	Lack of independence on board
29/06/2022	Rengo Co., Ltd.	Annual	Against	2.7,2.8 2.1 2.2	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.
29/06/2022	Rinnai Corp.	Annual	Against	3.1	Concerns related to approach to board gender diversity
29/06/2022	Sankyo Co., Ltd.	Annual	Against	3.1 3.5	Concerns related to approach to board gender diversity Lack of independence on board Lack of independence on board
29/06/2022	SBI Holdings, Inc.	Annual	Against	3.1	Concerns about overall board structure
29/06/2022	Shimizu Corp.	Annual	Against	3.1,3.2	Top management is responsible for the company's capital misallocation.
29/06/2022	Shin-Etsu Chemical Co., Ltd.	Annual	Against	5 4 3.1 3.7,3.8,3.9,3.10	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns related to approach to board gender diversity Lack of independence on board Lack of independence on board
29/06/2022	SHIP HEALTHCARE HOLDINGS, INC.	Annual	Against	3.1 3.12	Concerns related to approach to board gender diversity Lack of independence on board

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
29/06/2022	Shun Tak Holdings Limited	Annual	Against	8 2.3 2.1 6.7 2.4	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure Lack of independence on board
29/06/2022	SMC Corp. (Japan)	Annual	All For		
29/06/2022	Sotetsu Holdings, Inc.	Annual	Against	4	Concerns about overall board structure
29/06/2022	Sumitomo Heavy Industries, Ltd.	Annual	Against	3.1 3.7,3.8	Concerns related to approach to board gender diversity Lack of independence on board
29/06/2022	Sumitomo Mitsui Financial Group, Inc.	Annual	Against	4 3.9 3.1,3.2	For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Lack of independence on board Top management is responsible for the company's capital misallocation
29/06/2022	Sumitomo Realty & Development Co., Ltd.	Annual	Against	4	Poison pill/anti-takeover measure not in investors interests
29/06/2022	Suzuki Motor Corp.	Annual	All For		
29/06/2022	Taiheiyo Cement Corp.	Annual	Against	3.1,3.8	Lack of independence on board
29/06/2022	Taisho Ltd.	Annual	Against	3.1	Top management is responsible for the company's capital misallocation.
29/06/2022	Taisho Pharmaceutical Holdings Co., Ltd.	Annual	All For		
29/06/2022	Taiyo Yuden Co., Ltd.	Annual	Against	3.1,3.7	Lack of independence on board
29/06/2022	Takara Holdings, Inc.	Annual	Against	2	Concerns related to shareholder rights
29/06/2022	Takeda Pharmaceutical Co., Ltd.	Annual	All For		
29/06/2022	TBS Holdings, Inc.	Annual	Against	3.1 3.2	Concerns related to approach to board gender diversity Poison pill/anti-takeover measure not in investors interests Top management is responsible for the company's capital misallocation. * The nominee should be held responsible for the company's continued failure to put its poison pill renewal to a vote.
29/06/2022	The Bank of Kyoto, Ltd.	Annual	Against	3.1,3.8 5	Lack of independence on board Shareholder proposal promotes appropriate accountability or incentivisation
29/06/2022	The Iyo Bank, Ltd.	Annual	Against	2.1 2.2,6.1	Lack of independence on board Top management is responsible for the company's capital misallocation
29/06/2022	Toda Corp.	Annual	Against	3.1,3.2	Top management is responsible for the company's capital misallocation
29/06/2022	TOHO GAS Co., Ltd.	Annual	Against	3.1,3.2	Top management is responsible for the company's capital misallocation
29/06/2022	Tokyo Gas Co., Ltd.	Annual	All For		
29/06/2022	Tokyu Corp.	Annual	Against	3.1,3.12	Lack of independence on board
29/06/2022	Toppan, Inc.	Annual	Against	2.1,2.7 2.2	Lack of independence on board Top management is responsible for the company's capital misallocation
29/06/2022	Tsumura & Co.	Annual	All For		
29/06/2022	UBE Corp.	Annual	All For		
29/06/2022	Ushio, Inc.	Annual	All For		
29/06/2022	Yamada Holdings Co., Ltd.	Annual	Against	3.1,3.8	Lack of independence on board
29/06/2022	Yamato Kogyo Co., Ltd.	Annual	Against	3.1	Inadequate management of climate-related risks Concerns related to approach to board gender diversity Lack of independence on board
29/06/2022	ZEON Corp.	Annual	Against	3.1,3.9	Lack of independence on board
30/06/2022	Daewoo Engineering & Construction Co. Ltd.	Special	All For		
06/04/2022	CIMIC Group Limited	Annual	Against	2	Apparent failure to link pay and appropriate performance
07/04/2022	Scentre Group	Annual	Against	2.4 7	Apparent failure to link pay & appropriate performance
08/04/2022	OZ Minerals Limited	Annual	Against	3.4 5	Apparent failure to link pay & appropriate performance
13/04/2022	Iluka Resources Limited	Annual	Against	1,2,3	
03/05/2022	Santos Limited	Annual	Against	3.6 4 8b,8c,8d	Inadequate management of climate-related risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
03/05/2022	TPG Telecom Ltd.	Annual	Against	2.6b 4 3	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity Overboarded/Too many other time commitments
05/05/2022	QBE Insurance Group Limited	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
05/05/2022	Rio Tinto Limited	Annual	Against	2.3 17	Apparent failure to link pay and appropriate performance Fund manager or client vote
10/05/2022	Atlas Arteria Ltd.	Annual	Against	3.4,5 2.3b 3a	Apparent failure to link pay and appropriate performance Concerns regarding Auditor tenure Concerns related to inappropriate membership of committees
11/05/2022	The GPT Group	Annual	All For		
12/05/2022	Ampol Limited	Annual	Against	2.3a,3b	
12/05/2022	Tabcorp Holdings Limited	Court	All For		
12/05/2022	Tabcorp Holdings Limited	Special	All For		
19/05/2022	ADBRI Ltd.	Annual	Against	2.6a,6b	Apparent failure to link pay and appropriate performance
19/05/2022	Woodside Energy Group Ltd.	Annual	Against	4.5 9 10b,10c,10d	Apparent failure to link pay and appropriate performance Inadequate management of climate-related risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
20/05/2022	AMP Ltd.	Annual	Against	3.4 2a	Apparent failure to link pay and appropriate performance Concerns regarding Auditor tenure
20/05/2022	Crown Resorts Limited	Court	All For		

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
25/05/2022	Alumina Limited	Annual	Against	2,3,4	
27/05/2022	Appen Ltd.	Annual	Against	2 5	Apparent failure to link pay and appropriate performance Concerns regarding Auditor tenure
29/06/2022	Kiwi Property Group Ltd.	Annual	All For		
30/06/2022	CSR Limited	Annual	Against	3	Apparent failure to link pay and appropriate performance
01/04/2022	Koc Holding A.S.	Annual	Against	10 12	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure
01/04/2022	LONGi Green Energy Technology Co., Ltd.	Special	Against	2,3	Insufficient/poor disclosure
06/04/2022	Schlumberger NV	Annual	Against	1.9	Concerns related to below-board gender diversity 2- Concerns related to board ethnic and/or racial diversity
07/04/2022	FPT Corp.	Annual	Against	10	Insufficient/poor disclosure
07/04/2022	Wal-Mart de Mexico SAB de CV	Annual	Against	5b2,5b3,5b4,5b6,5b8	
08/04/2022	Carnival Corporation	Annual	Against	13,14 12 10	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to approach to board gender diversity Concerns related to succession planning
08/04/2022	China Jushi Co. Ltd.	Annual	Against	16 10,11,12	Concerns related to shareholder rights Insufficient/poor disclosure
08/04/2022	Guaranty Trust Holding Co. Plc	Annual	Against	7,10 3	Insufficient/poor disclosure Lack of independent representation at board committees
08/04/2022	Home Product Center Public Co., Ltd.	Annual	Against	6.4	Concerns related to approach to board gender diversity
12/04/2022	Chemical Works of Gedeon Richter Plc	Annual	Against	9,10,29	
12/04/2022	Nestle India Ltd.	Annual	All For		
12/04/2022	Shenzhen Topband Co., Ltd.	Annual	All For		
13/04/2022	Mint Group Limited	Extraordinary Shareholders	All For		
13/04/2022	OTP Bank Nyrt	Annual	Against	6,8	
13/04/2022	Petroleo Brasileiro SA	Annual	Against	2	
13/04/2022	Petroleo Brasileiro SA	Annual	Against	7,11,10,3	
14/04/2022	Raia Drogasil SA	Annual	Abstain Against	4 6 5	Cumulative/slate voting in favour of individual candidates/slates Insufficient/poor disclosure
14/04/2022	Raia Drogasil SA	Extraordinary Shareholders	All For		
16/04/2022	Hindustan Unilever Limited	Special	Against	1,2	
16/04/2022	Tata Consultancy Services Limited	Special	All For		
18/04/2022	Coca-Cola Icecek AS	Annual	Against	7	Inappropriate bundling of election of directors on a single voteinsufficient/poor disclosure
20/04/2022	America Movil SAB de CV	Special	Against	1.1	Overboarded/Too many other time commitments
20/04/2022	Komerční banka, a.s.	Annual	Against	10	Apparent failure to link pay and appropriate performance
22/04/2022	Grupo Financiero Banorte SAB de CV	Annual	Against	4.a4,4.a6,4.a12,4.a14 4.a10,4.a13	Concerns about overall performance Overboarded/Too many other time commitments
22/04/2022	NagaCorp Ltd.	Annual	Against	2.2 3 6A,6C 2.1	Concerns related to approach to board gender diversity Concerns related to approach to board gender diversityConcerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
22/04/2022	SITC International Holdings Co., Ltd.	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
25/04/2022	Suzano SA	Annual	Abstain Against	5,8,9,1,9,2,9,3,9,4,9,5,9,6,9,7 9,8,9,9 7,14,17	
25/04/2022	Suzano SA	Extraordinary Shareholders	All For		
26/04/2022	MONETA Money Bank, a.s.	Annual	All For		
27/04/2022	Grupo Televisa SAB	Annual/Special	Against	13 9,4,9,5	Apparent failure to link pay and appropriate performance Overboarded/Too many other time commitments
27/04/2022	HUTCHMED (China) Ltd.	Annual	Against	5.2 2E 2A	Apparent failure to link pay and appropriate performance Lack of independence on board Lack of independence on boardConcerns related to inappropriate membership of committees
27/04/2022	Lancashire Holdings Ltd.	Annual	Against	2	Apparent failure to link pay & appropriate performance
27/04/2022	Lojas Renner SA	Annual	Abstain	4	Insufficient/poor disclosure
27/04/2022	Santander Bank Polska SA	Annual	Against	14 10,13	Apparent failure to link pay & appropriate performance 2- Insufficient/poor disclosure Apparent failure to link pay and appropriate performance
28/04/2022	B3 SA-Brasil, Bolsa, Balcão	Annual	Against	7	
28/04/2022	B3 SA-Brasil, Bolsa, Balcão	Extraordinary Shareholders	All For		
28/04/2022	Grupo Mexico S.A.B. de C.V.	Annual	Against	7 1 8	Concerns about human rights 2- Concerns about overall board structure 3- Concerns related to board gender diversity 4- Insufficient/poor disclosure Inadequate management of climate-related risks Insufficient/poor disclosure
28/04/2022	Hualan Biological Engineering, Inc.	Annual	Against	11.1 11.4,11.5 8 6 11.2,11.3	Combined CEO/ChairmanConcerns related to inappropriate membership of committees Concerns about candidate's experience/skills Concerns related to shareholder rights Concerns to protect shareholder value Lack of independence on board
28/04/2022	Inter & Co., Inc.	Annual	Abstain Against	4,6,7,1,7,2,7,3,7,4,7,5,7,6,7,7 7,8,7,9,8,9 14 5,1,5,2,5,3,5,4,5,5,5,7,5,9	Insufficient/poor disclosure Apparent failure to link pay and appropriate performance Lack of independence on board
28/04/2022	Inter & Co., Inc.	Extraordinary Shareholders	Against	3	Insufficient basis to support a decision Insufficient/poor disclosure

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
28/04/2022	MOL Hungarian Oil & Gas Plc	Annual	Against	13, 14 10, 11 12 8	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversityConcerns related to succession planning Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders
28/04/2022	YDUQS Participacoes SA	Annual	Not Voted Abstain Against	1, 2 6, 9, 10, 1, 10, 2, 10, 3, 10, 4, 10, 5, 10, 6, 10, 7, 10, 8, 10, 9 7 8, 14	Insufficient/poor disclosure Concerns related to approach to board gender diversity Insufficient/poor disclosure
29/04/2022	BB Seguridade Participacoes SA	Annual	Abstain Against	3, 4, 1, 4, 2 1, 3 7 2, 1, 2, 2	Insufficient/poor disclosure Apparent failure to link pay and appropriate performance Lack of independence on board
29/04/2022	BB Seguridade Participacoes SA	Extraordinary Shareholders	Against	4, 5	Insufficient/poor disclosure
29/04/2022	Golden Agri-Resources Ltd	Annual	Against	4 12	Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders
29/04/2022	JS Global Lifestyle Co. Ltd.	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
29/04/2022	Ping An Insurance (Group) Company of China, Ltd.	Annual	All For		
03/05/2022	Plus500 Ltd.	Annual	Against	20	Apparent failure to link pay and appropriate performance
04/05/2022	Arch Capital Group Ltd.	Annual	Against	2 1a 1d	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns about remuneration committee performance
05/05/2022	DFI Retail Group Holdings Ltd.	Annual	Against	1 8	Insufficient basis to support a decision Insufficient/poor disclosure
05/05/2022	Hongkong Land Holdings Ltd.	Annual	Against	8 1 4	Insufficient/poor disclosure Lack of independent representation at board committees Concerns related to inappropriate membership of committeesInsufficient/poor disclosure Overboarded/Too many other time commitments
05/05/2022	Jardine Matheson Holdings Ltd.	Annual	Against	1, 3 7	Insufficient/poor disclosure
05/05/2022	LB Group Co., Ltd.	Annual	All For		
06/05/2022	Budweiser Brewing Co. APAC Ltd.	Annual	Against	8, 9 3a 6, 7	Apparent failure to link pay and appropriate performance Combined CEO/Chair Issue of equity raises concerns about excessive dilution of existing shareholders
06/05/2022	Wharf Real Estate Investment Co. Ltd.	Annual	Against	2a 5, 6 8	Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure
06/05/2022	Yantai Jereh Oilfield Services Group Co. Ltd.	Annual	Against		
08/05/2022	Al Rajhi Bank	Annual	All For		
10/05/2022	ASM Pacific Technology Limited	Annual	Against	13 10	Concerns related to inappropriate membership of committees Concerns related to succession planning
10/05/2022	Everest Re Group, Ltd.	Annual	Against	3 1, 1 1, 3	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to approach to board gender diversity
11/05/2022	ANTA Sports Products Ltd.	Annual	Against	3, 4, 5, 6, 9, 11, 12	
11/05/2022	Hutchison Telecommunications Hong Kong Holdings Ltd.	Annual	Against	3c 3b 3a	Concerns related to succession planning Lack of independence on boardConcerns related to inappropriate membership of committees Overboarded/Too many other time commitments
12/05/2022	AAC Technologies Holdings, Inc.	Annual	Against	2a, 4, 6	
12/05/2022	Bunge Limited	Annual	All For		
12/05/2022	Hiscox Ltd.	Annual	All For		
12/05/2022	Inter & Co., Inc.	Extraordinary Shareholders	Against	1, 2, 3, 4, 5, 6, 7, 8	Concerns to protect shareholder value
12/05/2022	Lee & Man Paper Manufacturing Limited	Annual	Against	6 13, 15 4, 5	Inadequate management of climate-related risksConcerns related to succession planning Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
12/05/2022	Powszechna Kasa Oszczednosci Bank Polski SA	Annual	Against	13 10 20, 21	Apparent failure to link pay & appropriate performance Apparent failure to link pay and appropriate performance Insufficient/poor disclosure
14/05/2022	HDFC Bank Limited	Special	Against	1	Apparent failure to link pay & appropriate performance
14/05/2022	Marico Limited	Special	Against	1, 2	Apparent failure to link pay and appropriate performance
16/05/2022	LB Group Co., Ltd.	Special	All For		
16/05/2022	RenaissanceRe Holdings Ltd.	Annual	Against	2 1b	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns about remuneration committee performance
17/05/2022	CK Infrastructure Holdings Limited	Annual	Against	3, 4 3, 5 3, 2	Concerns related to succession planning Inadequate management of climate-related risksConcerns related to succession planning Overboarded/Too many other time commitmentsLack of independence on board
17/05/2022	Larsen & Toubro Ltd.	Special	Against	3	Concerns related to approach to board gender diversity
18/05/2022	Inner Mongolia Yili Industrial Group Co., Ltd.	Annual	Against	12, 13, 15, 16, 17	
18/05/2022	Luxshare Precision Industry Co. Ltd.	Annual	Against	8 9, 10, 11, 12	Concerns related to shareholder rights Insufficient/poor disclosure
18/05/2022	Meituan	Annual	Against	2, 3, 4, 6, 8	
18/05/2022	Tencent Holdings Ltd.	Annual	Against	3a, 3b, 5, 7	
18/05/2022	Tencent Holdings Ltd.	Extraordinary Shareholders	Against	1	
19/05/2022	CK Asset Holdings Limited	Annual	Against	3, 1, 3, 2	Lack of independence on board

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
19/05/2022	CK Hutchison Holdings Ltd.	Annual	Against	3b	
19/05/2022	Kerry Properties Limited	Annual	Against	6A,6C	Issue of equity raises concerns about excessive dilution of existing shareholders
20/05/2022	Chailease Holding Co., Ltd.	Annual	Against	5	Concerns related to shareholder rights
20/05/2022	China Resources Gas Group Limited	Annual	Against	3.1,3.4,3.5,3.6,3.7,5A,5C	
20/05/2022	Dian Diagnostics Group Co. Ltd.	Annual	All For		
20/05/2022	FIH Mobile Ltd.	Annual	Against	8 2 6,7	Apparent failure to link pay and appropriate performance Combined CEO/ChairmanConcerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholdersInsufficient/poor disclosure
20/05/2022	Hangzhou Tigermed Consulting Co., Ltd.	Annual	Against	18	Issue of equity raises concerns about excessive dilution of existing shareholders and insufficient/poor disclosure
20/05/2022	Hangzhou Tigermed Consulting Co., Ltd.	Annual	Against	13	Issue of equity raises concerns about excessive dilution of existing shareholders and insufficient/poor disclosure
20/05/2022	Hangzhou Tigermed Consulting Co., Ltd.	Special	All For		
20/05/2022	Hangzhou Tigermed Consulting Co., Ltd.	Special	All For		
20/05/2022	Huabao International Holdings Ltd.	Annual	Against	3b 5A,5C 3a	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 boardConcerns related to inappropriate membership of committees
20/05/2022	Huaxin Cement Co., Ltd.	Annual	Against	7	
20/05/2022	LONGi Green Energy Technology Co., Ltd.	Annual	Against	14.2 1,2,3 14.4 14.5	Concerns related to inappropriate membership of committees Concerns to protect shareholder value Lack of independence on board Lack of independence on boardConcerns related to inappropriate membership of committees
20/05/2022	LPP SA	Annual	All For		
20/05/2022	Midea Group Co. Ltd.	Annual	Against	23,24,25	
20/05/2022	Orient Overseas (International) Limited	Annual	Against	3a 6a,6c 3b 3e	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 Overboarded/Too many other time commitments
20/05/2022	Sands China Ltd.	Annual	Against	2c 2a 5,6	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
20/05/2022	Shenzhen YUTO Packaging Technology Co., Ltd.	Annual	Against	10 8	Concerns related to shareholder rights Insufficient/poor disclosure
23/05/2022	Grupo Financiero Banorte SAB de CV	Ordinary Shareholders	All For		
23/05/2022	Kerry Logistics Network Ltd.	Annual	Against	10 6 13A 13C 4	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholdersInsufficient/poor disclosure Lack of independence on board
24/05/2022	NARI Technology Co., Ltd.	Annual	Against	8,13,14	
25/05/2022	Aselsan Elektronik Sanayi ve Ticaret AS	Annual	Against	7,8,9,13,14	Insufficient/poor disclosure
25/05/2022	Geely Automobile Holdings Limited	Annual	All For		
25/05/2022	Gubre Fabrikalari TAS	Annual	Against	4,5 7,9	Concerns to protect shareholder value Insufficient/poor disclosure
25/05/2022	MTN Group Ltd.	Annual	All For		
25/05/2022	Polski Koncern Naftowy ORLEN SA	Annual	Against	19.1,19.2,20	Insufficient/poor disclosure
25/05/2022	Vinda International Holdings Limited	Annual	Against	3c 3d 5,7 3a	Concerns related to inappropriate membership of committees Concerns related to succession planningOverboarded/Too many other time commitments Issue of equity raises concerns about excessive dilution of existing shareholdersInsufficient/poor disclosure Lack of independence on board
26/05/2022	Shui On Land Ltd.	Annual	Against	3c 3a,3b 5A 5C	Concerns related to inappropriate membership of committees Concerns related to succession planning Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure
26/05/2022	Towngas Smart Energy Co. Ltd.	Annual	Against	9 2a 10 6,7 2c,2f,2g 2e	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Concerns related to shareholder rights Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure Lack of independence on board Overboarded/Too many other time commitments Concerns related to succession planning
26/05/2022	Towngas Smart Energy Co. Ltd.	Extraordinary Shareholders	Against	1	Concerns to protect shareholder value
26/05/2022	Wynn Macau Ltd.	Annual	Against	8 6,7 2b	Apparent failure to link pay and appropriate performance Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure Overboarded/Too many other time commitments
27/05/2022	Country Garden Services Holdings Co. Ltd.	Annual	Against	3a2 5,7 3a3	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
27/05/2022	Nestle India Ltd.	Special	All For		
27/05/2022	Shangri-La Asia Limited	Annual	Against	5A,5C	
27/05/2022	Uni-President China Holdings Ltd.	Annual	Against	3a 9 3c 6,8 3b	Concerns related to inappropriate membership of committees Concerns related to shareholder rights Concerns related to succession planning Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure Overboarded/Too many other time commitments Concerns related to succession planning
27/05/2022	Yue Yuen Industrial (Holdings) Limited	Annual	Against	3.4 3.2 5A 5C 3.3	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure Lack of independence on board

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
31/05/2022	Minth Group Limited	Annual	Against	14 7 11,13	Apparent failure to link pay and appropriate performance Concerns about candidate's experience/skills Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure
01/06/2022	ESR Group Ltd.	Annual	Against	2b 4 6	Concerns related to approach to board gender diversity Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure
01/06/2022	WH Group Ltd. (HK)	Annual	Against	2b,2c,7,8 2d	Inadequate management of climate-related risks
02/06/2022	Haitong International Securities Group Limited	Annual	Against	2a 2g 5,7 2e 2c,2h	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees 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 Overboarded/Too many other time commitments
02/06/2022	LB Group Co., Ltd.	Special	All For		
02/06/2022	Royal Caribbean Group	Annual	Against	2 1c	Apparent failure to link pay & appropriate performance Concerns related to board gender diversity
02/06/2022	Xinyi Glass Holdings Ltd.	Annual	Against	6 3A1 3A4 5B,5C	Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Concerns related to succession planning Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure
03/06/2022	Absa Group Ltd.	Annual	Against	8 5,5	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees
06/06/2022	United Energy Group Limited	Annual	Against	6a,6c	Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure
07/06/2022	BİM Birlesik Magazalar AS	Annual	Against	8	Inappropriate bundling of election of directors on a single vote
08/06/2022	China Mengniu Dairy Co., Ltd.	Annual	Against	3a 7 6	Concerns related to board gender diversity Concerns related to shareholder rights Insufficient/poor disclosure
08/06/2022	Suzano SA	Extraordinary Shareholders	All For		
09/06/2022	MGM China Holdings Limited	Annual	Against	2A3 4,6 2A1	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 Concerns related to inappropriate membership of committees
09/06/2022	Tata Consultancy Services Limited	Annual	Against	3	Lack of independence on board
13/06/2022	Tingyi (Cayman Islands) Holding Corp.	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
13/06/2022	Tingyi (Cayman Islands) Holding Corp.	Extraordinary Shareholders	All For		
14/06/2022	China Resources Mixc Lifestyle Services Limited	Annual	Against	3,2 6,7	Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure
14/06/2022	Inter & Co., Inc.	Extraordinary Shareholders	Abstain Against	2,4,5,1,5,2,5,3,5,4,5,5,5,6,5,7 5,8,5,9 3,1,3,2,3,3,3,4,3,5,3,7,3,9	Insufficient/poor disclosure Lack of independence on board
14/06/2022	Nexteer Automotive Group Limited	Extraordinary Shareholders	All For		
15/06/2022	BANK POLSKA KASA OPIEKI SA	Annual	Against	12,14	Apparent failure to link pay & appropriate performance
15/06/2022	China Resources Land Limited	Annual	Against	3,8 3,7 6,7 3,5,3,6	Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure Lack of independence on board
16/06/2022	First Pacific Co. Ltd.	Annual	Against	9 4,1 4,2 4,3	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to succession planning Inadequate management of climate-related risks
16/06/2022	Kweichow Moutai Co., Ltd.	Annual	Against	14,1	Concerns related to approach to board gender diversity
16/06/2022	NetEase, Inc.	Annual	Against	1c,1d,1e	
16/06/2022	TURKCELL İletişim Hizmetleri AS	Annual	Against	8,9	Insufficient/poor disclosure
17/06/2022	Zhongsheng Group Holdings Ltd.	Annual	Against	3 11,12 4	Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure Lack of independence on board
21/06/2022	Focus Media Information Technology Co., Ltd.	Annual	Against	12,13 7,8 9	Concerns related to shareholder rights Concerns to protect shareholder value Insufficient/poor disclosure
21/06/2022	KGHM Polska Miedz SA	Annual	Against	14 16	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure
21/06/2022	Nexteer Automotive Group Limited	Annual	Against	3a1 5A,5C 3b	Concerns related to inappropriate membership of committees Concerns related to attendance at board or committee meetings Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure Lack of independence on board
22/06/2022	BeiGene, Ltd.	Annual	Against	14,15,16,17 1 4 10,11,18 8	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns related to approach to board gender diversity Concerns about remuneration committee performance Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure
22/06/2022	Polskie Gornictwo Naftowe i Gazownictwo SA	Annual	Against	11	Apparent failure to link pay and appropriate performance
23/06/2022	Cyfrowy Polsat SA	Annual	Against	13	Apparent failure to link pay and appropriate performance
23/06/2022	Hindustan Unilever Limited	Annual	Against	3 4,5,6	Concerns related to approach to board gender diversity Lack of independence on board
23/06/2022	MicroPort Scientific Corp.	Annual	Against	2,2,4 2,3 2,1 6,7	Concerns related to Non-audit fees Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Concerns related to Non-audit fees Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
24/06/2022	Dino Polska SA	Annual	Against	13	Apparent failure to link pay & appropriate performance 2- Insufficient/poor disclosure
24/06/2022	FIT Hon Teng Limited	Annual	Against	2A3 4A,4C 2A1	Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure Lack of independence on board
24/06/2022	Midea Group Co. Ltd.	Special	All For		
25/06/2022	Infosys Limited	Annual	All For		
27/06/2022	Lee & Man Paper Manufacturing Limited	Extraordinary Shareholders	All For		
27/06/2022	Lifestyle International Holdings Limited	Annual	Against	2b,2c,4B,4C	
28/06/2022	CD Projekt SA	Annual	Against	22	Apparent failure to link pay and appropriate performance
28/06/2022	CEZ as	Annual	Against	8 2, 1,2,2 9,10 7,1	Apparent failure to link pay and appropriate performance Inadequate management of climate-related risks Insufficient/poor disclosure Performance-related pay/awards for non-executives
28/06/2022	Haier Smart Home Co., Ltd.	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
28/06/2022	Haier Smart Home Co., Ltd.	Special	All For		
28/06/2022	Ping An Bank Co., Ltd.	Annual	All For		
28/06/2022	Postal Savings Bank of China Co., Ltd.	Annual	Against	12	Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure
29/06/2022	China Merchants Bank Co., Ltd.	Annual	Against	9.04,9.11,12	
29/06/2022	Powszechny Zakład Ubezpieczeń SA	Annual	Against	17 18,1,18,2,19,14	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure
30/06/2022	BB Seguridade Participacoes SA	Extraordinary Shareholders	Against	1,2,3,4	Apparent failure to link pay and appropriate performance
30/06/2022	Housing Development Finance Corporation Limited	Annual	All For		
30/06/2022	LB Group Co., Ltd.	Special	All For		
30/06/2022	Man Wah Holdings Limited	Annual	Against	8,10 3,4	Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure Lack of independence on board
30/06/2022	Torrent Pharmaceuticals Ltd.	Special	All For		
04/04/2022	Henkel AG & Co. KGaA	Annual	Against	9 7 8	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity Save to Library Lack of independence on board Concerns related to approach to board gender diversity
05/04/2022	Aker BP ASA	Annual	Against	13 14,15	Lack of independence on boardOverboarded/Too many other time commitments Poison pill/anti-takeover measure not in investors interests
05/04/2022	Indutrade AB	Annual	Against	13 12,1d,12,1i 12,1c,12,1g 12,1f	Concerns regarding Auditor tenure Lack of independence on board Lack of independence on boardLack of independent representation at board committees Lack of independence on boardLack of independent representation at board committeesConcerns regarding Auditor tenure
05/04/2022	Nokia Oyj	Annual	Against	10	Apparent failure to link pay & appropriate performance
05/04/2022	Straumann Holding AG	Annual	Against	1,2,7,1,7,2,7,4,7,5,8,1,11 5	Apparent failure to link pay & appropriate performance
05/04/2022	Vestas Wind Systems A/S	Annual	All For		
06/04/2022	EDP-Energias de Portugal SA	Annual	All For		
06/04/2022	Elisa Oyj	Annual	All For		
06/04/2022	Ferrovial SA	Annual	Against	11,12 4,1 4,5 10	Apparent failure to link pay & appropriate performance Combined CEO/Chair Concerns about remuneration committee performance Inadequate management of climate-related risks
06/04/2022	Infrastrutture Wireless Italiane SpA	Annual	Against	3 A	Apparent failure to link pay & appropriate performance Insufficient/poor disclosure
06/04/2022	LE Lundbergföretagen AB	Annual	Against	10.a,10.e,10.f 10.c 10.b 10.d	Lack of independence on board Lack of independence on boardConcerns about overall board structure Lack of independence on boardOverboarded/Too many other time commitments Overboarded/Too many other time commitmentsConcerns about overall board structure
06/04/2022	ROCKWOOL A/S	Annual	Abstain Against	7,5 7,3 9,e 4	Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Apparent failure to link pay and appropriate performance
06/04/2022	Telia Co. AB	Annual	All For		
06/04/2022	UBS Group AG	Annual	Against	2 3 13	Apparent failure to link pay & appropriate performance Inadequate management of climate-related risks Insufficient/poor disclosure
06/04/2022	Volvo AB	Annual	Against	17,18	Apparent failure to link pay and appropriate performance
06/04/2022	Zurich Insurance Group AG	Annual	Against	1,2,7	
07/04/2022	Andritz AG	Annual	Against	7	Concerns related to approach to board gender diversity
07/04/2022	Banca Mediolanum SpA	Annual/Special	Against	2,1,2,3 A	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure
07/04/2022	Beijer Ref AB	Annual	Against	14 12.a,12.b,12.c,12.d,12.g,12.h	Apparent failure to link pay and appropriate performance Lack of independence on board
07/04/2022	CaixaBank SA	Annual	Against	10,14	Apparent failure to link pay and appropriate performance
07/04/2022	Corporacion Acciona Energias Renovables SA	Annual	Against	2	Apparent failure to link pay and appropriate performance
07/04/2022	Deutsche Telekom AG	Annual	Against	8 6,3 6,1	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments
07/04/2022	Emmi AG	Annual	Against	8 5,1,1,5,1,4,5,3,1,5,3,3	Insufficient/poor disclosure Lack of independent representation at board committees

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
07/04/2022	Husqvarna AB	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
07/04/2022	Kesko Oyj	Annual	Against	11	Apparent failure to link pay and appropriate performance
07/04/2022	Nestle SA	Annual	Against	1.2	
07/04/2022	SIG Group AG	Annual	Against	5.1 11	Apparent failure to link pay & appropriate performance Insufficient/poor disclosure
07/04/2022	Telecom Italia SpA	Annual/Special	Against	2,3,5,6 A	Apparent failure to link pay & appropriate performance Insufficient/poor disclosure
07/04/2022	Telefonica SA	Annual	Against	10 4.1	Apparent failure to link pay & appropriate performance Concerns about overall board structure
08/04/2022	Evolution AB	Annual	Against	9,14	Apparent failure to link pay and appropriate performance
08/04/2022	Orsted A/S	Annual	All For		
08/04/2022	UniCredit SpA	Annual/Special	Against	5.1,6 7,8 A	Apparent failure to link pay & appropriate performance Insufficient/poor disclosure
12/04/2022	Airbus SE	Annual	Against	4.6,4.8	
12/04/2022	Davide Campari-Milano NV	Annual	Against	2.b,7 5.f	Apparent failure to link pay & appropriate performance Concerns related to inappropriate membership of committees
12/04/2022	Julius Baer Gruppe AG	Annual	Against	1.2 9	Apparent failure to link pay & appropriate performance Insufficient/poor disclosure
12/04/2022	Prysmian SpA	Annual/Special	Against	3.1,4,A	
12/04/2022	Sika AG	Annual	Against	5.1 6	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure
12/04/2022	Tecan Group AG	Annual	Against	12 11	Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders
12/04/2022	VINCI SA	Annual/Special	Against	12,14	Apparent failure to link pay & appropriate performance
13/04/2022	Adecco Group AG	Annual	Against	1.2 8	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure
13/04/2022	CNH Industrial NV	Annual	Against	3 4.f 4.a	Apparent failure to link pay & appropriate performance Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments
13/04/2022	Ferrari NV	Annual	Against	2.c,3.a,3.g,3.j,5.3	
13/04/2022	Geberit AG	Annual	Against	7.1 4.1,3,6 8	Apparent failure to link pay and appropriate performance Concerns regarding Auditor tenure Insufficient/poor disclosure
13/04/2022	Iveco Group NV	Annual	Against	6	Apparent failure to link pay & appropriate performance 2- Concerns about reducing shareholder rights
13/04/2022	Koninklijke Ahold Delhaize NV	Annual	Against	6	
13/04/2022	Royal KPN NV	Annual	Against	4	Apparent failure to link pay & appropriate performance
13/04/2022	Stellantis NV	Annual	Against	2.c	Apparent failure to link pay and appropriate performance
13/04/2022	Swiss Re AG	Annual	Against	8	
14/04/2022	Beiersdorf AG	Annual	Against	6	Apparent failure to link pay and appropriate performance
14/04/2022	Teleperformance SA	Annual/Special	All For		
20/04/2022	ABN AMRO Bank NV	Annual	All For		
20/04/2022	DeLonghi SpA	Annual	Against	3.1,3.2,3.3.2,3.5,4.1,2,4.2 2.1 A	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure
20/04/2022	Eiffage SA	Annual/Special	Against	7,8,9	Apparent failure to link pay and appropriate performance
20/04/2022	Georg Fischer AG	Annual	Against	1.2 11	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure
20/04/2022	Hermes International SCA	Annual/Special	Against	7,8,9,11,18,19 5 13,15 6	Apparent failure to link pay and appropriate performance Insufficient justification for related party transaction Lack of independence on board Poison pill/anti-takeover measure not in investors interests
20/04/2022	Orkla ASA	Annual	Against	8,9,10,11,12	Insufficient/poor disclosure
20/04/2022	Proximus SA	Annual	Against	6 13	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees
20/04/2022	Royal Vopak NV	Annual	Against	3,13 12	Apparent failure to link pay & appropriate performance Concerns related to inappropriate membership of committees
20/04/2022	Spotify Technology SA	Annual	Against	4a 6	Combined CEO/Chair Performance-related pay/awards for non-executives
21/04/2022	Covestro AG	Annual	Against	8	Apparent failure to link pay and appropriate performance
21/04/2022	Covivio SA	Annual/Special	Against	6,7,11,12 22	Apparent failure to link pay and appropriate performance Issue of equity raises concerns about excessive dilution of existing shareholders
21/04/2022	ENGIE SA	Annual/Special	Against	15 8	Inadequate management of climate-related risks Overboarded/Too many other time commitments
21/04/2022	Flughafen Zuerich AG	Annual	Against	8.3,4 9 8.1,4 8.3.1,8.3.3 8.1,5,8.2	Concerns related to approach to board gender diversityLack of independent representation at board committees Insufficient/poor disclosure Lack of independence on board Lack of independent representation at board committees Lack of independent representation at board committeesLack of independence on board
21/04/2022	Gecina SA	Annual/Special	Against	14	Concerns to protect shareholder value
21/04/2022	Heineken Holding NV	Annual	Against	7.c,7.d 7.a	Lack of independence on board Overboarded/Too many other time commitmentsLack of independence on board
21/04/2022	Heineken NV	Annual	Against	1.b,3,4,b,4.d	

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
21/04/2022	Industrivarden AB	Annual	Against	14 10.f,10.g 10.a 10.e,10.i	Apparent failure to link pay and appropriate performance Lack of independence on board Lack of independence on boardOverboarded/Too many other time commitmentsLack of independent representation at board committees Overboarded/Too many other time commitmentsLack of independence on boardLack of independent representation at board committees
21/04/2022	Jeronimo Martins SGPS SA	Annual	Against	4	Combined CEO/Chairman
21/04/2022	L'Oreal SA	Annual/Special	Against	10	
21/04/2022	LVMH Moët Hennessy Louis Vuitton SE	Annual/Special	Against	12,15 4,5,8,9,14,15,16,18,19,22,23	Apparent failure to link pay & appropriate performance
21/04/2022	Metso Outotec Oyj	Annual	Against	10	Apparent failure to link pay & appropriate performance
21/04/2022	Moncler SpA	Annual	Against	4.1,4.2,4.3.1 2.1,2.2,5 4.4,4.5,A	Apparent failure to link pay & appropriate performance Insufficient/poor disclosure
21/04/2022	Plastic Omnium SE	Annual/Special	Against	13,14,16,18,19,22,23 31 24,25,26,27,28,29	Apparent failure to link pay and appropriate performance Concerns related to shareholder rights Issue of equity raises concerns about excessive dilution of existing shareholders Poison pill/anti-takeover measure not in investors interests
21/04/2022	Rexel SA	Annual/Special	All For		
21/04/2022	SimCorp A/S	Extraordinary Shareholders	All For		
21/04/2022	Sweco AB	Annual	Against	13 12	Concerns regarding Auditor tenure Lack of independence on board
21/04/2022	Wolters Kluwer NV	Annual	All For		
22/04/2022	Aker ASA	Annual	Against	5,13 9	Apparent failure to link pay and appropriate performance Lack of independence on board
22/04/2022	Akzo Nobel NV	Annual	Against	3.d	
22/04/2022	Amplifon SpA	Annual	Against	2.1,2.2,2.3 4.1,4.2 6	Apparent failure to link pay and appropriate performance Issue of equity raises concerns about excessive dilution of existing shareholders
22/04/2022	CNP Assurances SA	Annual/Special	Against	24,27,28,29 31,32 30	Lack of independence on board Lack of independence on boardConcerns related to inappropriate membership of committees Lack of independence on boardLack of independent representation at board committees
22/04/2022	Icade SA	Annual/Special	Against	11,14 7 5,8 6	Apparent failure to link pay & appropriate performance Concerns related to attendance at board or committee meetings Lack of independence on board Lack of independence on board
22/04/2022	Merck KGaA	Annual	Against	8 9	Apparent failure to link pay and appropriate performance Concerns about reducing shareholder rights
22/04/2022	Reply SpA	Annual	Against	3 A 2	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders
22/04/2022	Swiss Life Holding AG	Annual	Against	5.15 5.11 5.8,5.12 9	Concerns related to approach to board gender diversity Concerns related to approach to board gender diversityNon-independent Chairman Concerns related to inappropriate membership of committees Insufficient/poor disclosure
25/04/2022	Epiroc AB	Annual	Against	12 8.d	Apparent failure to link pay & appropriate performance
25/04/2022	ING Groep NV	Annual	All For		
25/04/2022	VERBUND AG	Annual	Against	6 7.2 8.1,8.2	Apparent failure to link pay & appropriate performance Inadequate management of climate-related risks Insufficient/poor disclosure
25/04/2022	Vivendi SE	Annual/Special	Against	5,6,9,14 17 24	Apparent failure to link pay and appropriate performance Concerns about overall performance Concerns to protect shareholder value
26/04/2022	Alfa Laval AB	Annual	Against	13.6	Concerns related to board gender diversity
26/04/2022	Atlas Copco AB	Annual	Against	10.a1,10.a2,10.a6,10.a7,10.b 10.c,11.a,12.a,12.b	
26/04/2022	Danone SA	Annual/Special	Against	A	
26/04/2022	DNB Bank ASA	Annual	All For		
26/04/2022	Eurofins Scientific SE	Annual/Special	Against	9	
26/04/2022	Getinge AB	Annual	Against	17 16 15.j 15.c 15.b 15.e 15.f 15.a	Apparent failure to link pay and appropriate performance Concerns regarding Auditor tenure Lack of independence on board Lack of independence on boardConcerns related to inappropriate membership of committees Lack of independence on boardConcerns related to inappropriate membership of committeesConcerns regarding Auditor tenureOverboarded/Too many other time commitments Lack of independence on boardConcerns related to inappropriate membership of committeesLack of independent representation at board committees Lack of independence on boardLack of independent representation at board committees Lack of independence on boardLack of independent representation at board committeesOverboarded/Too many other time commitments
26/04/2022	Groupe Bruxelles Lambert SA	Annual/Special	Against	6,7.2 5	Apparent failure to link pay and appropriate performance Lack of independence on board
26/04/2022	Italgas SpA	Annual	Against	4.2,2.4,3.2,5.1,2,5.1,2,5.2 3.1,3.2 4.3.1	Apparent failure to link pay and appropriate performance Insufficient basis to support a decision
26/04/2022	Kiepert SA	Annual/Special	All For		
26/04/2022	La Française des Jeux SA	Annual/Special	Against	6	Concerns related to inappropriate membership of committees

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
26/04/2022	Thule Group AB	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
26/04/2022	Vifor Pharma AG	Annual	Against	4 6.6 7	Apparent failure to link pay and appropriate performance Concerns regarding Auditor tenure Insufficient/poor disclosure
27/04/2022	Alcon AG	Annual	Against	4.1 9 5.6	Apparent failure to link pay & appropriate performance Insufficient/poor disclosure Overboarded/Too many other time commitments
27/04/2022	Anheuser-Busch InBev SA/NV	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
27/04/2022	Assa Abloy AB	Annual	Against	17 12	Apparent failure to link pay & appropriate performance Lack of independence on board
27/04/2022	Assicurazioni Generali SpA	Annual/Special	Against	A	Insufficient/poor disclosure
27/04/2022	Cellnex Telecom SA	Annual	Against	5.2 12	Apparent failure to link pay & appropriate performance
27/04/2022	Eaton Corporation plc	Annual	Against	1f,3	
27/04/2022	Getlink SE	Annual/Special	Against	11	Concerns related to succession planning
27/04/2022	Hochtief AG	Annual	Against	6 7 9,10	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders
27/04/2022	Huhtamaki Oyj	Annual	All For		
27/04/2022	RTL Group SA	Annual	Against	4.1	Apparent failure to link pay and appropriate performance
27/04/2022	Samhallsbyggnadsbolaget i Norden AB	Annual	Against	14.a3	Concerns about overall board structure
27/04/2022	Sandvik Aktiebolag	Annual	Against	18	
27/04/2022	SNAM SpA	Annual	Against	7.2.8,10.1,11 4.2 4.1 1	Apparent failure to link pay and appropriate performance Apparent failure to link pay and appropriate performance. Inadequate management of climate-related risks
27/04/2022	Swedish Match AB	Annual	Against	11 12.g	Apparent failure to link pay and appropriate performance Overboarded/Too many other time commitments
27/04/2022	Telenet Group Holding NV	Extraordinary Shareholders	Against	2.3	Issue of equity raises concerns about excessive dilution of existing shareholders
27/04/2022	Telenet Group Holding NV	Ordinary Shareholders	Against	4.9 7(f)	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees
27/04/2022	Trelleborg AB	Annual	Against	10.a,10.h	
27/04/2022	UnipolSai Assicurazioni SpA	Annual/Special	Against	2a,2b,2d 3a,4 A 5	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders
27/04/2022	Vitrolife AB	Annual	Against	19.d 13	Concerns to protect shareholder value Overboarded/Too many other time commitments
27/04/2022	Warehouses De Pauw SCA	Annual	Against	9 7 10	Apparent failure to link pay & appropriate performance Apparent failure to link pay and appropriate performance Overboarded/Too many other time commitments
27/04/2022	Warehouses De Pauw SCA	Extraordinary Shareholders	All For		
28/04/2022	A2A SpA	Annual	Against	A	Insufficient/poor disclosure
28/04/2022	AXA SA	Annual/Special	Against	6	
28/04/2022	Boliden AB	Annual	All For		
28/04/2022	Bouygues SA	Annual/Special	Against	7,9,10,11,12,13,14 4 24,28	Apparent failure to link pay and appropriate performance Insufficient justification for related party transaction Poison pill/anti-takeover measure not in investors interests
28/04/2022	Chocoladefabriken Lindt & Spruengli AG	Annual	Against	2 6.1.3,6.2.1 8 6.1.1 6.1.2,6.1.4,6.2.2	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversityLack of independence on boardLack of independent representation at board committees Insufficient/poor disclosure Lack of independence on board Lack of independent representation at board committeesLack of independence on board
28/04/2022	CRH Plc	Annual	Against	4 1,6e,8	Inadequate management of climate-related risks
28/04/2022	Eurazeo SA	Annual/Special	Against	16,19,20,22,23,24,36 10 9 13,14 5 25	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns regarding Auditor tenure Insufficient basis to support a decision Insufficient justification for related party transaction Poison pill/anti-takeover measure not in investors interests
28/04/2022	FincoBank SpA	Annual/Special	Against	3,4	Apparent failure to link pay & appropriate performance
28/04/2022	Flutter Entertainment Plc	Annual	Against	2 4A	Apparent failure to link pay and appropriate performance Overboarded/Too many other time commitments
28/04/2022	GEA Group AG	Annual	Against	3	Apparent failure to link pay & appropriate performance
28/04/2022	Grafton Group Plc	Annual	All For		
28/04/2022	Hera SpA	Annual/Special	Against	3,4 A	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure
28/04/2022	Horizon Therapeutics Public Limited Company	Annual	Against	3 1a 1c	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns about remuneration committee performance

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28/04/2022	Kering SA	Annual/Special	Against	10,11 9	Apparent failure to link pay & appropriate performance
28/04/2022	Kerry Group Plc	Annual	All For		
28/04/2022	Muenchener Rueckversicherungs-Gesellschaft AG	Annual	Against	6 8	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value
28/04/2022	Nokian Renkaat Oyj	Annual	All For		
28/04/2022	Nordic Semiconductor ASA	Annual	Against	6a 9b	Apparent failure to link pay and appropriate performance Overboarded/Too many other time commitments
28/04/2022	Prada SpA	Annual	All For		
28/04/2022	Royal Unibrew A/S	Annual	All For		
28/04/2022	RWE AG	Annual	Against	6	Apparent failure to link pay & appropriate performance
28/04/2022	Tele2 AB	Annual	Against	18 15.e,17.b 19.f	Apparent failure to link pay and appropriate performance Concerns regarding Auditor tenure Concerns to protect shareholder value
28/04/2022	Tomra Systems ASA	Annual	Against	11	Overboarded/Too many other time commitments
28/04/2022	UCB SA	Annual/Special	Against	5	Apparent failure to link pay and appropriate performance
28/04/2022	Umicore	Annual/Special	Against	A.2 A.3	Apparent failure to link pay & appropriate performance
29/04/2022	ASML Holding NV	Annual	Against	6 8d	Apparent failure to link pay & appropriate performance Concerns related to below-board gender diversity
29/04/2022	Atlantia SpA	Annual	Against	2a,2c,2,2d,A	
29/04/2022	Baloise Holding AG	Annual	Against	1.2 4.1.a 6.1,6.2	Apparent failure to link pay and appropriate performance Concerns related to below-board gender diversity Insufficient/poor disclosure
29/04/2022	BASF SE	Annual	Against	8	Concerns to protect shareholder value
29/04/2022	Bayer AG	Annual	Against	5 4.2	Apparent failure to link pay & appropriate performance Overboarded/Too many other time commitments
29/04/2022	BBGI Global Infrastructure S.A	Annual	All For		
29/04/2022	BE Semiconductor Industries NV	Annual	Against	3 7.a	Apparent failure to link pay & appropriate performance Concerns related to below-board gender diversity
29/04/2022	Continental AG	Annual	Against	6 4.1,4.4,4.14,4.15	Apparent failure to link pay and appropriate performance Lack of independent representation at board committees
29/04/2022	Credit Suisse Group AG	Annual	Against	10.2 2.1,2.2 8,9	Concerns about overall performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
29/04/2022	DiaSorin SpA	Annual	Against	3.1,3.2,3.3,3.4,4.1,2,4,2,4,3 2.1,2,2,5 A	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure
29/04/2022	Endesa SA	Annual	All For		
29/04/2022	Galp Energia SGPS SA	Annual	Against	1	Lack of independence on board
29/04/2022	HELLA GmbH & Co. KGaA	Extraordinary Shareholders	All For		
29/04/2022	Helvetia Holding AG	Annual	Against	4.2,6,4,3,2 8	Concerns related to approach to board gender diversity Insufficient/poor disclosure
29/04/2022	Hexagon AB	Annual	Against	10.3,10.4,10.7,10.11 12	Apparent failure to link pay & appropriate performance
29/04/2022	Interpump Group SpA	Annual/Special	Against	4,6 A 7 8	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders Overboarded/Too many other time commitments
29/04/2022	Intesa Sanpaolo SpA	Annual/Special	Against	2a,2b,1,2c,3d,A	
29/04/2022	Kingspan Group Plc	Annual	Against	6,14	
29/04/2022	Lifco AB	Annual	Against	19 15.f,16 15.a,15.d,15.e,15.g,15.i	Apparent failure to link pay and appropriate performance Concerns regarding Auditor tenure Lack of independence on board
29/04/2022	Mercedes-Benz Group AG	Annual	All For		
29/04/2022	Recordati SpA	Annual	Against	2a,2b,2c 3a,3b 2e,A	Apparent failure to link pay & appropriate performance Insufficient/poor disclosure
29/04/2022	Smurfit Kappa Group Plc	Annual	All For		
29/04/2022	TERNA Rete Elettrica Nazionale SpA	Annual	Against	6.1,6,2 A	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure
29/04/2022	Vonovia SE	Annual	Against	6,10	Apparent failure to link pay and appropriate performance
02/05/2022	IMCD NV	Annual	Against	2.c,6.a	
03/05/2022	Fuchs Petrolub SE	Annual	All For		
03/05/2022	Investor AB	Annual	Against	9 14.K 14.A,14.G 14.I,15 14.D 14.J 14.H	Apparent failure to link pay and appropriate performance Lack of independence on board Lack of independence on boardConcerns related to inappropriate membership of committees Lack of independence on boardConcerns related to inappropriate membership of committeesLack of independent representation at board committees Lack of independence on boardLack of independent representation at board committeesOverboarded/Too many other time commitments Lack of independence on boardOverboarded/Too many other time commitments Overboarded/Too many other time commitments

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
03/05/2022	Kuehne + Nagel International AG	Annual	Against	6,7,2,7.3 4.2 4.1.9 8 5 4.1,3,4.1,5,4.3,1,4,3,2	Apparent failure to link pay and appropriate performance Concerns related to below-board gender diversity Concerns related to board gender diversity Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independent representation at board committees
03/05/2022	MERLIN Properties SOCIMI SA	Annual	All For		
03/05/2022	Sanofi	Annual/Special	All For		
03/05/2022	Symrise AG	Annual	Against	6,7	Apparent failure to link pay and appropriate performance
03/05/2022	Tenaris SA	Annual	Against	8 6	Apparent failure to link pay and appropriate performance Lack of independence on boardCombined CEO/ChairConcerns related to approach to board gender diversityInappropriate bundling of election of directors on a single voteInadequate management of climate-related risks
04/05/2022	Air Liquide SA	Annual/Special	Against	5,8,9 1	Concerns regarding audit quality 2- Inadequate management of climate-related risks Inadequate management of climate-related risks 2- Insufficient/poor disclosure
04/05/2022	Allianz SE	Annual	Against	6 11 7.4,7.5	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value Lack of independent representation at board committees
04/05/2022	ArcelorMittal SA	Annual/Special	Against	V VIII	Apparent failure to link pay & appropriate performance Concerns related to below-board gender diversity
04/05/2022	H&M Hennes & Mauritz AB	Annual	Against	12.2,12.6 20	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
04/05/2022	Hannover Rueck SE	Annual	Against	6	Apparent failure to link pay and appropriate performance
04/05/2022	Holcim Ltd.	Annual	Against	1,2 6 7	Apparent failure to link pay & appropriate performance Inadequate management of climate-related risks Insufficient/poor disclosure
04/05/2022	Just Eat Takeaway.com NV	Annual	Against	6a	Concerns related to below-board gender diversity 2- Concerns related to board gender diversity
04/05/2022	Rational AG	Annual	Against	5	Apparent failure to link pay and appropriate performance
04/05/2022	Schibsted ASA	Annual	Against	7 10,a	Apparent failure to link pay and appropriate performance Lack of independent representation at board committees
05/05/2022	ACS Actividades de Construcción y Servicios SA	Annual	Against	5,2	Apparent failure to link pay and appropriate performance
05/05/2022	AIB Group Plc	Annual	Against	7	Apparent failure to link pay & appropriate performance
05/05/2022	Banque Cantonale Vaudoise	Annual	Against	5,4 11	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure
05/05/2022	Glanbia Plc	Annual	Against	7	Apparent failure to link pay & appropriate performance
05/05/2022	Jumbo SA	Annual	Against	10 5	Apparent failure to link pay & appropriate performance Lack of independence on board
05/05/2022	KBC Group NV	Annual	Against	5,11,1,11,2 6	Apparent failure to link pay & appropriate performance
05/05/2022	Lonza Group AG	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
05/05/2022	MTU Aero Engines AG	Annual	Against	8	Apparent failure to link pay & appropriate performance
05/05/2022	Nexi SpA	Annual/Special	Against	2c,1,3a,2,3b 5a,5b,6,1 4 A	Apparent failure to link pay and appropriate performance Concerns related to Non-audit fees Insufficient/poor disclosure
05/05/2022	Public Power Corp. SA	Extraordinary Shareholders	All For		
05/05/2022	Repsol SA	Annual	Against	17	Inadequate management of climate-related risks
05/05/2022	Schneider Electric SE	Annual/Special	All For		
05/05/2022	Securitas AB	Annual	Against	17 13	Apparent failure to link pay and appropriate performance Lack of independent representation at board committees Overboarded/Too many other time commitments
05/05/2022	Sofina SA	Ordinary Shareholders	Against	2,2	Apparent failure to link pay and appropriate performance
05/05/2022	Talanx AG	Annual	Against	6 4 7 11 9,10	Apparent failure to link pay and appropriate performance Concerns related to below-board gender diversity Concerns to protect shareholder value Issue of capital raises concerns about excessive dilution of existing shareholders Issue of equity raises concerns about excessive dilution of existing shareholders
06/05/2022	Deutsche Post AG	Annual	Against	8,10	Apparent failure to link pay & appropriate performance
09/05/2022	Kinnevik AB	Annual	All For		
10/05/2022	argenx SE	Annual	Against	3	
10/05/2022	Deutsche Lufthansa AG	Annual	Against	4 5	Apparent failure to link pay and appropriate performance Issue of capital raises concerns about excessive dilution of existing shareholders
10/05/2022	Investment AB Latour	Annual	Against	16	Apparent failure to link pay and appropriate performance
10/05/2022	Koninklijke DSM NV	Annual	All For		
10/05/2022	Koninklijke Philips NV	Annual	Against	2,d	
10/05/2022	Norsk Hydro ASA	Annual	Against	6,7	
10/05/2022	Rheinmetall AG	Annual	Against	6 7,3	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees
10/05/2022	Solvay SA	Annual	Against	7	
10/05/2022	Swedish Orphan Biovitrum AB	Annual	Against	17,a,2,17,b,17,c,19 18 15,d,15,f	Apparent failure to link pay and appropriate performance Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independent representation at board committees
11/05/2022	Bayerische Motoren Werke AG	Annual	Against	8	Concerns to protect shareholder value
11/05/2022	Commerzbank AG	Annual	Against	5	Apparent failure to link pay & appropriate performance
11/05/2022	Edenred SE	Annual/Special	Against	8,11	

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11/05/2022	Eni SpA	Annual/Special	Against	5 A	Apparent failure to link pay & appropriate performance Insufficient/poor disclosure
11/05/2022	Equinor ASA	Annual	Against	10 11,12	Inadequate management of climate-related risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
11/05/2022	JCDecaux SA	Annual/Special	Against	10,12,13,14,15,19 22 17	Apparent failure to link pay and appropriate performance Concerns related to shareholder rights Poison pill/anti-takeover measure not in investors interests
11/05/2022	JDE Peet's NV	Annual	Against	2 b	Apparent failure to link pay and appropriate performance
11/05/2022	KION GROUP AG	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 committeesLack of independence on boardConcerns related to succession planning Concerns related to succession planning Lack of independence on boardConcerns related to inappropriate membership of committeesLack of independent representation at board committeesConcerns related to succession planning Lack of independence on boardConcerns related to succession planningConcerns related to attendance at board or committee meetings
11/05/2022	PUMA SE	Annual	Against	10 7	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value
11/05/2022	Sagax AB	Annual	Against	10.1,10.7 10.3,10.4,10.6 10.5	Concerns related to board gender diversity 2- Lack of independence on board Lack of independence on board Lack of independence on board 2- Overboarded/Too many other time commitments
11/05/2022	Telenor ASA	Annual	Against	10.1,10.2,11	
11/05/2022	Thales SA	Annual/Special	Against	13 10 5 7 8 6,9 17,18,19,20,21 5,6,7,8,11,12,13,22	Apparent failure to link pay and appropriate performance Combined CEO/Chair Concerns regarding Auditor tenure Concerns related to inappropriate membership of committeesLack of independence on board Concerns related to inappropriate membership of committeesLack of independence on board Lack of independence on board Poison pill/anti-takeover measure not in investors interests
11/05/2022	Unibail-Rodamco-Westfield SE	Annual/Special	Against		
12/05/2022	adidas AG	Annual	All For		
12/05/2022	Buzzi Unicem SpA	Annual/Special	Against	4.1 1 A 3.1	Apparent failure to link pay and appropriate performance Inadequate management of climate-related risks Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders
12/05/2022	CTS Eventim AG & Co. KGaA	Annual	Against	7.4 5 8 6	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 Apparent failure to link pay and appropriate performance
12/05/2022	E.ON SE	Annual	Against	12	
12/05/2022	Electricite de France SA	Annual/Special	Against	16,17,18,21	Issue of capital raises concerns about excessive dilution of existing shareholders
12/05/2022	Fastighets AB Balder	Annual	Against	13 11a,11c,11d,11e,11f	Apparent failure to link pay & appropriate performance Lack of independence on board
12/05/2022	Fresenius Medical Care AG & Co. KGaA	Annual	Against	6 3.4	Apparent failure to link pay & appropriate performance Concerns to protect shareholder value
12/05/2022	HeidelbergCement AG	Annual	Against	7 6.1	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees
12/05/2022	HelloFresh SE	Annual	Against	6,7 4 8,10	Apparent failure to link pay and appropriate performance Concerns related to below-board gender diversity Proposed term in policy exceeds appropriate limit
12/05/2022	Nemetschek SE	Annual	Against	9,10 7.1 7.2 7.3 7.4,7.5,7.6	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
12/05/2022	Universal Music Group NV	Annual	Against	3,7 a,7 c,8 a,8 b	
12/05/2022	Volkswagen AG	Annual	Against	5 3.1,3.2,3.3,3.4,3.5,3.6,3.7,3.8 3.9,4.1,4.2,4.3,4.4,4.5,4.6,4. 7,4.8,4.9,4.10,4.11,4.12,4.13, 4.14,4.15,4.16,4.17,4.18,4.19 4,20,4.21,4.22,4.23 7	Apparent failure to link pay & appropriate performance Inadequate management of climate-related risks Lack of independence on board
13/05/2022	Compagnie Generale des Etablissements Michelin SCA	Annual/Special	Against	9	
13/05/2022	Fresenius SE & Co. KGaA	Annual	Against	6 9 11	Concerns about reducing shareholder rights Proposed term in policy exceeds appropriate limit
16/05/2022	ASM International NV	Annual	Against	11	
16/05/2022	BKW AG	Annual	Against	2 6.1,3,6.5 7	Apparent failure to link pay and appropriate performance Concerns regarding Auditor tenure Insufficient/poor disclosure
17/05/2022	Aeroports de Paris SA	Annual/Special	Against	13,14,15,16 19 6,17,18,20,23,24	Concerns related to succession planning Lack of independence on board Concerns to protect shareholder value Poison pill/anti-takeover measure not in investors interests
17/05/2022	BNP Paribas SA	Annual/Special	Against	12,15,16,17,18	
17/05/2022	Elia Group SA/NV	Extraordinary Shareholders	All For		

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
17/05/2022	Elia Group SA/NV	Ordinary Shareholders	Against	4,5 13	Apparent failure to link pay & appropriate performance Inadequate management of climate-related risks
17/05/2022	NIBE Industrier AB	Annual	Against	13	Lack of independence on board Overboarded/Too many other time commitmentsConcerns about overall board structure
17/05/2022	Pentair Plc	Annual	All For		
17/05/2022	Signify NV	Annual	All For		
17/05/2022	Societe Generale SA	Annual/Special	Against	6,8,10,11,12	Apparent failure to link pay and appropriate performance
17/05/2022	VAT Group AG	Annual	Against	7.1 4.1.5,4.2.1 8	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity Insufficient/poor disclosure
18/05/2022	1&1 AG	Annual	Against	6 10 8,9	Apparent failure to link pay & appropriate performance Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders
18/05/2022	ageas SA/NV	Annual/Special	Against	3	Apparent failure to link pay and appropriate performance
18/05/2022	ALD SA	Annual/Special	All For		
18/05/2022	Amundi SA	Annual	Against	6,7,9,12,13 18,19 15,16,17	Apparent failure to link pay and appropriate performance Concerns related to Non-audit feesConcerns regarding Auditor tenure Lack of independence on board
18/05/2022	ATOS SE	Annual/Special	Against	7 32	Concerns regarding Auditor tenure Concerns related to shareholder rights
18/05/2022	Dassault Aviation SA	Annual/Special	Against	5,6,8,9 10 11 12	Apparent failure to link pay and appropriate performance Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Concerns regarding Auditor tenure Poison pill/anti-takeover measure not in investors interests
18/05/2022	Deutsche Boerse AG	Annual	All For		
18/05/2022	Erste Group Bank AG	Annual	Against	10 9 11,8	Concerns about human rights Issue of capital raises concerns about excessive dilution of existing shareholders Lack of independent representation at board committees
18/05/2022	Euronext NV	Annual	All For		
18/05/2022	Pirelli & C. SpA	Annual	Against	2.1,2.2,3.1,3.2 A	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure
18/05/2022	Sampo Oyj	Annual	All For		
18/05/2022	SAP SE	Annual	Against	7	
18/05/2022	SCOR SE	Annual/Special	Against	5,7,11,26 13	Apparent failure to link pay and appropriate performance Concerns regarding Auditor tenure
18/05/2022	Uniper SE	Annual	Against	3 7.2,7.5,7.6 7.1,7.3,7.4 6	Inadequate management of climate-related risks Lack of independence on board 2- Proposed term in policy exceeds appropriate limit Proposed term in policy exceeds appropriate limit
18/05/2022	Zalando SE	Annual	Against		
19/05/2022	Aalberts NV	Annual	All For		
19/05/2022	Arkema SA	Annual/Special	Against	A,14	
19/05/2022	Capgemini SE	Annual/Special	Against	16	Concerns regarding Auditor tenure
19/05/2022	Chubb Limited	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
19/05/2022	Dassault Systemes SA	Annual/Special	Against	8,9,19,20	
19/05/2022	Deutsche Bank AG	Annual	All For		
19/05/2022	Enel SpA	Annual	Against	4.1.5,A	
19/05/2022	InPost SA	Annual	Against	10	Concerns related to Non-audit fees
19/05/2022	LEG Immobilien SE	Annual	Against	6,10 15	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value
19/05/2022	NN Group NV	Annual	All For		
19/05/2022	Orange SA	Annual/Special	Against	5,8,9,10,11,12	
19/05/2022	SEB SA	Annual/Special	Against	8,9,10,11,12,13 5 15,17,18 19	Apparent failure to link pay and appropriate performance Lack of independence on board Poison pill/anti-takeover measure not in investors interests Poison pill/anti-takeover measure not in investors interestsIssue of equity raises concerns about excessive dilution of existing shareholders
19/05/2022	Telefonica Deutschland Holding AG	Annual	Against	8.1 6 8.3,8.4,8.6,8.7,8.8 8.2	Concerns related to board gender diversity 2- Lack of independence on board 3- Proposed term in policy exceeds appropriate limit Insufficient/poor disclosure Lack of independence on board 2- Proposed term in policy exceeds appropriate limit Lack of independence on board 2- Proposed term in policy exceeds appropriate limit
19/05/2022	United Internet AG	Annual	Against	6 8	Apparent failure to link pay and appropriate performance. Insufficient basis to support a decision
20/05/2022	Accor SA	Annual/Special	Against	12 9 10 20	Apparent failure to link pay and appropriate performance Concerns regarding Auditor tenure Overboarded/Too many other time commitments Poison pill/anti-takeover measure not in investors interests
20/05/2022	Wacker Chemie AG	Annual	Against	8 4	Apparent failure to link pay and appropriate performance Lack of independent representation at board committees
23/05/2022	Ackermans & van Haaren NV	Ordinary Shareholders	Against	8,9 6.1,6.2	Apparent failure to link pay and appropriate performance Lack of independent representation at board committees
23/05/2022	bioMerieux SA	Annual/Special	Against	15 6	Apparent failure to link pay and appropriate performance Combined CEO/Chair

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
23/05/2022	Leroy Seafood Group ASA	Annual	Against	6 8.b 8.a	Apparent failure to link pay and appropriate performance Lack of independence on board Overboarded/Too many other time commitments
24/05/2022	Credit Agricole SA	Annual/Special	Against	24 8,9,10,11,12,13	Issue of capital raises concerns about excessive dilution of existing shareholders Lack of independence on board
24/05/2022	EXOR NV	Annual	Against	2.b,3.c,3.d	Apparent failure to link pay and appropriate performance
24/05/2022	Fraport AG Frankfurt Airport Services Worldwide	Annual	Against	6 7	Apparent failure to link pay and appropriate performance Lack of independence on board
24/05/2022	Ipsen SA	Annual/Special	Against	13,14,16,18 7 8	Apparent failure to link pay and appropriate performance Lack of independence on board Overboarded/Too many other time commitments
24/05/2022	Knorr-Bremse AG	Annual	Against	6 8	Concerns to protect shareholder value
24/05/2022	The Swatch Group AG	Annual	Against	4.3,4.4 8 5.1,5.4,5.7 9 5.6 5.2,5.3,5.5 6.1,6.2,6.3,6.5 6.6 6.4	Apparent failure to link pay & appropriate performance Concerns regarding Auditor tenure Concerns related to inappropriate membership of committees Lack of independence on board Insufficient/poor disclosure Lack of independence on board Lack of independence on board Lack of independent representation at board committees Lack of independent representation at board committees Lack of independent representation at board committees Lack of independent representation at board committees Concerns related to inappropriate membership of committees
24/05/2022	The Swatch Group AG	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	
24/05/2022	Valeo SE	Annual/Special	All For		
25/05/2022	ASR Nederland NV	Annual	All For		
25/05/2022	Bolloré SE	Annual/Special	Against	4,6,7,8,9,10,11,12,14,16,17,1 8,20,23	
25/05/2022	EssilorLuxottica SA	Annual/Special	Against	6,7,8,9,12,13	
25/05/2022	Evonik Industries AG	Annual	Against	6,7 8 4	Apparent failure to link pay and appropriate performance Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independent representation at board committees
25/05/2022	Hellenic Telecommunications Organization SA	Annual	Against	6 7,8	Apparent failure to link pay & appropriate performance
25/05/2022	Lanxess AG	Annual	Against	6	Apparent failure to link pay and appropriate performance
25/05/2022	Legrand SA	Annual/Special	All For		
25/05/2022	Neoen SA	Annual/Special	Against	5,6,7,9,10,24 17,18,20 12 16,21	Apparent failure to link pay and appropriate performance Issue of equity raises concerns about excessive dilution of existing shareholdersPoison pill/anti-takeover measure not in investors interests Overboarded/Too many other time commitmentsConcerns related to succession planning Poison pill/anti-takeover measure not in investors interests
25/05/2022	Partners Group Holding AG	Annual	Against	6.4 7	Concerns regarding Auditor tenure Insufficient basis to support a decision
25/05/2022	Publicis Groupe SA	Annual/Special	Against	26	Apparent failure to link pay & appropriate performance
25/05/2022	Renault SA	Annual/Special	Against	8 1,2,7	Concerns related to inappropriate membership of committees 2- Inadequate management of climate-related risks Inadequate management of climate-related risks
25/05/2022	RHI Magnesita NV	Annual	All For		
25/05/2022	Safran SA	Annual/Special	All For		
25/05/2022	Sixt SE	Annual	Against	4.2,4.3,4.4,4.5 4.1 6	Apparent failure to link pay & appropriate performance 2- Concerns about overall board structure Apparent failure to link pay & appropriate performance 2- Concerns about overall board structure Apparent failure to link pay and appropriate performance
25/05/2022	STMicroelectronics NV	Annual	Against	3	Apparent failure to link pay and appropriate performance
25/05/2022	Temenos AG	Annual	Against	9	Insufficient/poor disclosure
25/05/2022	TotalEnergies SE	Annual/Special	Against	12,13 2,16	Inadequate management of climate-related risks
27/05/2022	LyondellBasell Industries NV	Annual	All For		
27/05/2022	Poste Italiane SpA	Annual	Against	3,2,4 A	Insufficient/poor disclosure
31/05/2022	Aegion NV	Annual	All For		
31/05/2022	Leonardo SpA	Annual	Against	3,4	Apparent failure to link pay and appropriate performance
01/06/2022	Adyen NV	Annual	All For		
01/06/2022	EQT AB	Annual	Against	14.a,14.c,14.f,14.i 14.g	Lack of independent representation at board committees Overboarded/Too many other time commitments
01/06/2022	Faurecia SE	Annual/Special	Against	9	Apparent failure to link pay & appropriate performance
01/06/2022	NXP Semiconductors NV	Annual	Against	8	Apparent failure to link pay & appropriate performance
01/06/2022	Somfy SA	Annual/Special	Against	12,13,14,15,16,17,18,19,20,2 2,25 23	Apparent failure to link pay and appropriate performance Poison pill/anti-takeover measure not in investors interests
02/06/2022	Allegion Plc	Annual	Against	2 1b 1a	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board gender diversity
02/06/2022	Bechtle AG	Annual	Against	6,7	Apparent failure to link pay and appropriate performance
02/06/2022	Compagnie de Saint-Gobain SA	Annual/Special	Against	7,13,17	
02/06/2022	D'Ieteren Group	Ordinary Shareholders	Against	3 5,5,5,6	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committeesConcerns related to succession planning

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
02/06/2022	Deutsche Wohnen SE	Annual	Against	8 7 9 6.2,6.4 6.1 6.5	Apparent failure to link pay & appropriate performance Apparent failure to link pay and appropriate performance Concerns about reducing shareholder rights Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to inappropriate membership of committees Lack of independent representation at board committees Lack of independence on board Lack of independent representation at board committees
02/06/2022	Mytilineos SA	Annual	Against	8.1 8.10	Combined CEO/Chairman Concerns related to approach to board gender diversity
02/06/2022	Samsonite International S.A.	Annual	All For		
02/06/2022	Trane Technologies Plc	Annual	All For		
03/06/2022	Carrefour SA	Annual/Special	Against	6,8,9,10,11	
03/06/2022	OMV AG	Annual	Against	11.1,11.2 7.8	Apparent failure to link pay & appropriate performance
06/06/2022	Red Electrica Corp. SA	Annual	All For		
08/06/2022	H. Lundbeck A/S	Extraordinary Shareholders	Against	1.1	Double voting rights
08/06/2022	SalMar ASA	Annual	Against	9,14	Apparent failure to link pay and appropriate performance
08/06/2022	Willis Towers Watson Public Limited Company	Annual	All For		
09/06/2022	Auto1 Group SE	Annual	Against	5	Apparent failure to link pay & appropriate performance
09/06/2022	Azelis Group NV	Annual	Against	6 5	Apparent failure to link pay & appropriate performance Apparent failure to link pay and appropriate performance
09/06/2022	Brenntag SE	Annual	Against	10	
09/06/2022	DWS Group GmbH & Co. KGaA	Annual	Against	6 8	Apparent failure to link pay & appropriate performance Concerns to protect shareholder value
09/06/2022	Greek Organisation of Football Prognostics SA	Annual	Against	10.7 10.1,10.3,10.4,10.5,10.6,10.8	Concerns related to approach to board gender diversity Lack of independence on board
09/06/2022	Grifols SA	Annual	All For		
09/06/2022	Hellenic Petroleum Holdings SA	Annual	Against	4 8	Apparent failure to link pay & appropriate performance Insufficient/poor disclosure
09/06/2022	Sinch AB	Annual	Against	13,14,17 11.1a	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees
09/06/2022	TRATON SE	Annual	Against	6,7 4	Apparent failure to link pay & appropriate performance Lack of independent representation at board committees
09/06/2022	Worldline SA	Annual/Special	Against	8,9,13,14,15,18,20,21,23,24, 37	
10/06/2022	Garmin Ltd.	Annual	Against	10,11 5.2 5.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity
13/06/2022	Mowi ASA	Annual	Against	6 8	Apparent failure to link pay & appropriate performance Apparent failure to link pay and appropriate performance
15/06/2022	International Consolidated Airlines Group SA	Annual	Against	8 13	Concerns about reducing shareholder rights
15/06/2022	Sonova Holding AG	Annual	Against	1.2 8	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure
15/06/2022	Veolia Environnement SA	Annual/Special	All For		
16/06/2022	Delivery Hero SE	Annual	Against	6 3.2 12 8,9,10,11	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders
16/06/2022	Iberdrola SA	Annual	Against	14	
16/06/2022	Lundin Energy AB	Extraordinary Shareholders	Against	15,16.b 12.a,12.d,12.e 10,11.a,11.b	Apparent failure to link pay and appropriate performance Lack of independence on board Performance-related pay/awards for non-executives
16/06/2022	Wendel SE	Annual/Special	Against	8,9,12,13,27 6 4	Apparent failure to link pay and appropriate performance Concerns regarding Auditor tenure Insufficient justification for related party transaction
17/06/2022	Aon Plc	Annual	Against	1.1	
20/06/2022	Inmobiliaria Colonial SOCIMI SA	Annual	Against	8,9 7.5 7.4 7.1,7.3	Apparent failure to link pay and appropriate performance Concerns related to board gender diversity Concerns related to inappropriate membership of committeesLack of independence on board Lack of independence on board
21/06/2022	Coca-Cola HBC AG	Annual	Against	4.3,7,9	Apparent failure to link pay & appropriate performance
21/06/2022	Elia Group SA/NV	Extraordinary Shareholders	All For		
21/06/2022	Varta AG	Annual	Against	5 4 9,10	Apparent failure to link pay & appropriate performance Concerns related to below-board gender diversity 2- Concerns related to board gender diversity Concerns to protect shareholder value
22/06/2022	Acciona SA	Annual	Against	3,4	Apparent failure to link pay and appropriate performance
22/06/2022	Allegro.eu SA	Annual	Against	6,18 15	Apparent failure to link pay and appropriate performance Concerns related to succession planningConcerns related to approach to board gender diversity
22/06/2022	Amadeus IT Group SA	Annual	All For		
22/06/2022	Daimler Truck Holding AG	Annual	Against	8,9 6.10 6.1	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees Lack of independent representation at board committees
22/06/2022	Evotec SE	Annual	Against	9 8	Apparent failure to link pay & appropriate performance Apparent failure to link pay and appropriate performance
22/06/2022	Terna Energy SA	Annual	Against	2.b 6	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure

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22/06/2022	Unibail-Rodamco-Westfield NV	Annual	Against	8	Lack of independence on board
23/06/2022	QIAGEN NV	Annual	Against	2 5h	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
24/06/2022	ams-OSRAM AG	Annual	Against	5 7.1,7.2	Apparent failure to link pay & appropriate performance Insufficient basis to support a decision
24/06/2022	Bureau Veritas SA	Annual	Against	8,10,13 14 6 7 5	Apparent failure to link pay and appropriate performance Concerns regarding Auditor tenure Concerns related to succession planning Overboarded/Too many other time commitments Overboarded/Too many other time commitmentsConcerns regarding Auditor tenureConcerns related to inappropriate membership of committees
24/06/2022	Clariant AG	Annual	Against	7.1,7.2	Insufficient/poor disclosure
27/06/2022	Telekom Austria AG	Annual	Against	6.1,6.2,6.3	Lack of independence on board
28/06/2022	Telecom Italia SpA	Special	Against	2.1	
29/06/2022	Adevinta ASA	Annual	Against	6,7	Apparent failure to link pay and appropriate performance
29/06/2022	Aroundtown SA	Annual	Against	15,16	Apparent failure to link pay and appropriate performance
29/06/2022	Aroundtown SA	Extraordinary Shareholders	All For		
29/06/2022	Public Power Corp. SA	Annual	Against	8 9.2 9.3,9.4	Combined CEO/Chair Concerns related to approach to board gender diversity Inadequate management of climate-related risks
30/06/2022	Motor Oil (Hellas) Corinth Refineries SA	Annual	Against	14 9,12 3	Apparent failure to link pay & appropriate performance 2- Insufficient/poor disclosure 3- Performance-related pay/awards for non-executives Apparent failure to link pay and appropriate performance Inappropriate bundling of election of directors on a single vote
30/06/2022	SalMar ASA	Extraordinary Shareholders	All For		
30/06/2022	Schroder International Selection Fund Global Smaller Companies	Annual	All For		
30/06/2022	Schroder International Selection Fund Japanese Smaller Companies	Annual	All For		
30/06/2022	Scout24 SE	Annual	Against	7	Concerns to protect shareholder value
04/04/2022	Broadcom Inc.	Annual	All For		
05/04/2022	Hewlett Packard Enterprise Company	Annual	Against	4 1b 5	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
05/04/2022	The Bank of Nova Scotia	Annual	Against	7	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
07/04/2022	Canadian Imperial Bank of Commerce	Annual/Special	Against	7	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
07/04/2022	Royal Bank of Canada	Annual	Against	4,8,10	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
08/04/2022	Warner Bros. Discovery, Inc.	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
12/04/2022	Fifth Third Bancorp	Annual	Against	1a,1n,3	
12/04/2022	IQVIA Holdings, Inc.	Annual	Against	4 3	Apparent failure to link pay & appropriate performance
12/04/2022	Lennar Corporation	Annual	Against	1c,1k,2,5	
12/04/2022	Synopsys, Inc.	Annual	Against	4 1e 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
12/04/2022	The Bank of New York Mellon Corporation	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
13/04/2022	Bank of Montreal	Annual	Against	3 1.11 5,7	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
14/04/2022	Adobe, Inc.	Annual	Against	3 1a	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
14/04/2022	Carrier Global Corp.	Annual	Against	2 1a	Apparent failure to link pay & appropriate performance Concerns related to board gender diversity
14/04/2022	Dow, Inc.	Annual	Against	2 1g	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
14/04/2022	Duke Realty Corporation	Annual	Against	2 1f	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
14/04/2022	The Toronto-Dominion Bank	Annual	Against	4,6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
19/04/2022	DraftKings Holdings, Inc.	Annual	Against	3 1.1 1.2	Apparent failure to link pay and appropriate performance Combined CEO/Chairman Concerns to protect shareholder value Concerns related to approach to board diversity Overboarded/Too many other time commitments Concerns related to inappropriate membership of committees
19/04/2022	HP Inc.	Annual	Against	3 1g 5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation
19/04/2022	Public Service Enterprise Group Incorporated	Annual	All For		
19/04/2022	U.S. Bancorp	Annual	Against	3 1l	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
19/04/2022	Whirlpool Corporation	Annual	Against	2 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
20/04/2022	Celanese Corporation	Annual	All For		
20/04/2022	Commerce Bancshares, Inc.	Annual	Against	3 1.3 1.1	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns about overall board structure Concerns about remuneration committee performance
20/04/2022	EOG Resources, Inc.	Annual	Against	3 1c 1g	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 Concerns related to approach to board gender diversity
20/04/2022	Huntington Bancshares Incorporated	Annual	All For		
20/04/2022	Regions Financial Corporation	Annual	All For		
20/04/2022	The Sherwin-Williams Company	Annual	All For		
21/04/2022	AGNC Investment Corp.	Annual	All For		
21/04/2022	Citrix Systems, Inc.	Special	Against	2	Apparent failure to link pay and appropriate performance
21/04/2022	Fairfax Financial Holdings Limited	Annual	Against	1.1	Concerns to protect shareholder value Concerns related to approach to board gender diversity
21/04/2022	HCA Healthcare, Inc.	Annual	Against	1d,3 4,5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
21/04/2022	Humana Inc.	Annual	Against	1h,1m,3 1c,2	Concerns regarding Auditor tenure
21/04/2022	Lockheed Martin Corporation	Annual	Against	4 5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
21/04/2022	Newmont Corporation	Annual	Against	2 1.11	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
21/04/2022	SVB Financial Group	Annual	Against	2 1.11 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation
21/04/2022	The AES Corporation	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
22/04/2022	CenterPoint Energy, Inc.	Annual	Against	1g,3 1b	Concerns related to board gender diversity
22/04/2022	L3Harris Technologies, Inc.	Annual	Against	3 1h 1m	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
22/04/2022	National Bank of Canada	Annual	Against	4.2	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
22/04/2022	Stanley Black & Decker, Inc.	Annual	Against	4 1e 5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation
23/04/2022	Fastenal Company	Annual	Against	3 1a	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
25/04/2022	Honeywell International Inc.	Annual	Against	2 1H 5,6 4	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
25/04/2022	M&T Bank Corporation	Annual	Against	1.7	Concerns related to board gender diversity 2- Concerns related to succession planning
25/04/2022	Raytheon Technologies Corp.	Annual	Against	2 1a	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
26/04/2022	American Electric Power Company, Inc.	Annual	All For		
26/04/2022	Bank of America Corporation	Annual	Against	6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
26/04/2022	Bio-Rad Laboratories, Inc.	Annual	All For		
26/04/2022	Centene Corporation	Annual	Against	5 1a 2 6	Apparent failure to link pay & appropriate performance 2- Concerns about remuneration committee performance Concerns about reducing shareholder rights 2- Concerns related to minority shareholder interest 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 3- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
26/04/2022	Charter Communications, Inc.	Annual	Against	1a,1e,3,4,5,7,8 6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
26/04/2022	Churchill Downs Incorporated	Annual	Against	3 1.1,1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns related to approach to board diversity Concerns related to approach to board gender diversity
26/04/2022	Citigroup Inc.	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
26/04/2022	Comerica Incorporated	Annual	Against	3	Apparent failure to link pay & appropriate performance
26/04/2022	Domino's Pizza, Inc.	Annual	Against	3 1.3	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
26/04/2022	Equity LifeStyle Properties, Inc.	Annual	Against	3 1.4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
26/04/2022	Exelon Corporation	Annual	All For		

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
26/04/2022	International Business Machines Corporation	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
26/04/2022	Kimco Realty Corporation	Annual	Against	2 1d 1f	Apparent failure to link pay and appropriate performance. Concerns about remuneration committee performance Concerns related to approach to board diversity Concerns related to approach to board gender diversity
26/04/2022	Moodys Corporation	Annual	All For		
26/04/2022	MSCI Inc.	Annual	Against	1e	Concerns about reducing shareholder rights 2- Concerns related to minority shareholder interest
26/04/2022	Northern Trust Corporation	Annual	All For		
26/04/2022	PACCAR Inc	Annual	Against	1.10,3	
26/04/2022	PerkinElmer, Inc.	Annual	Against	3 1a 1d	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to approach to board gender diversity
26/04/2022	Rollins, Inc.	Annual	Against	1.2 1.4	Concerns related to inappropriate membership of committees Lack of independence on board
26/04/2022	The Coca-Cola Company	Annual	Abstain Against	6 2 1.6 4 5	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
26/04/2022	The Williams Companies, Inc.	Annual	Against	1.11	Concerns related to board gender diversity
26/04/2022	Truist Financial Corporation	Annual	Against	6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
26/04/2022	Wells Fargo & Company	Annual	Against	2 1i 1h 6 7,8,9,10	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Inadequate management of climate-related risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation 2- SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
27/04/2022	Ameriprise Financial, Inc.	Annual	Against	2 1b 1c	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
27/04/2022	Ball Corporation	Annual	All For		
27/04/2022	BorgWarner Inc.	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
27/04/2022	Canadian Pacific Railway Limited	Annual/Special	Against	3,5,6 4	Inadequate management of climate-related risks
27/04/2022	Cenovus Energy Inc.	Annual	Against	3 2.12 2.4 2.2.2.11	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Inadequate management of climate-related risksConcerns related to approach to board diversityConcerns related to approach to board gender diversity Overboarded/Too many other time commitments
27/04/2022	Cigna Corporation	Annual	Against	1g,2,4,5,6	
27/04/2022	Kimberly-Clark Corporation	Annual	Against	3 1.8	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
27/04/2022	Marathon Petroleum Corporation	Annual	Against	7,8	
27/04/2022	Signature Bank	Annual	Against	1.2	Concerns about remuneration committee performance
27/04/2022	Teck Resources Limited	Annual	Against	3 1.3	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
27/04/2022	Teledyne Technologies Incorporated	Annual	Against	3 1.4 1.1	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns related to succession planning Concerns related to approach to board gender diversity Concerns about remuneration committee performance
27/04/2022	Textron Inc.	Annual	Against	2 1i 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation
27/04/2022	The PNC Financial Services Group, Inc.	Annual	Against	1e	Concerns related to board ethnic and/or racial diversity 2- Inadequate management of climate-related risks
27/04/2022	Ventas, Inc.	Proxy Contest	Against No Action Taken	2 1.1,1.2,1.3,1.4,1.5,1.6,1.7,1.8 1.9,1.10,1.11,2,3,4	Apparent failure to link pay & appropriate performance
27/04/2022	W.W. Grainger, Inc.	Annual	Against	3 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
28/04/2022	Activision Blizzard, Inc.	Special	Against	2	Apparent failure to link pay & appropriate performance
28/04/2022	Avery Dennison Corporation	Annual	Against	1f	Concerns related to below-board gender diversity
28/04/2022	Church & Dwight Co., Inc.	Annual	Against	2 1j 5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation
28/04/2022	Citizens Financial Group, Inc.	Annual	Against	2	Apparent failure to link pay & appropriate performance
28/04/2022	Corning Incorporated	Annual	Against	2 1i	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
28/04/2022	Edison International	Annual	Against	3 1c 1i	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Inadequate management of climate-related risks

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28/04/2022	FMC Corporation	Annual	Against	1i	Concerns related to board gender diversity
28/04/2022	Genuine Parts Company	Annual	Against	2	Apparent failure to link pay & appropriate performance
28/04/2022	Global Payments Inc.	Annual	Against	2 1c 1g 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board gender diversityLack of independent representation at board committees Shareholder proposal promotes appropriate accountability or incentivisation
28/04/2022	Globe Life Inc.	Annual	Against	3 1.1	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
28/04/2022	Healthpeak Properties, Inc.	Annual	Against	2 1g	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
28/04/2022	Intuitive Surgical, Inc.	Annual	Against	2 1d 4	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Issue of capital raises concerns about excessive dilution of existing shareholders
28/04/2022	J.B. Hunt Transport Services, Inc.	Annual	Against	2 1.10 1.5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to approach to board gender diversity Concerns related to succession planning
28/04/2022	Johnson & Johnson	Annual	Against	1h,7,12 13 8,9	Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes transparency
28/04/2022	Moderna, Inc.	Annual	Against	2 3 4 1.2,1.3 1.1	Apparent failure to link pay and appropriate performance. Excessive non-audit fees and audit tenure of 26 years. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency The company paid its auditor an excessive amount of non-audit related fees in the last fiscal year. The company paid its auditor an excessive amount of non-audit related fees in the last fiscal year.
28/04/2022	NRG Energy, Inc.	Annual	Against	1k	Inadequate management of climate-related risks
28/04/2022	Pfizer Inc.	Annual	Against	6,7,8 4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes enhanced shareholder rights
28/04/2022	Public Storage	Annual	Against	2 1i	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
28/04/2022	Snap-on Incorporated	Annual	Against	1.1,1.9,3	
28/04/2022	Texas Instruments Incorporated	Annual	Against	4 2 1j	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
28/04/2022	The Goldman Sachs Group, Inc.	Annual	Against	2 1a 6 5,7	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes appropriate accountability or incentivisation
28/04/2022	Valero Energy Corporation	Annual	Against	3 1k 4	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
29/04/2022	Abbott Laboratories	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
29/04/2022	Agnico Eagle Mines Limited	Annual/Special	Against	1.5,4	
29/04/2022	Corteva, Inc.	Annual	Against	1k	Concerns related to approach to board diversity
29/04/2022	Coterra Energy Inc.	Annual	Against	1j	Inadequate management of climate-related risks
29/04/2022	DISH Network Corporation	Annual	Against	1.1 3	Lack of independence on boardConcerns to protect shareholder valueConcerns related to approach to board diversityConcerns related to approach to board gender diversityConcerns related to board ethnic and/or racial diversity Shareholder proposal promotes transparency
29/04/2022	Kellogg Company	Annual	Against	1b	Concerns about overall board structure
29/04/2022	Leidos Holdings, Inc.	Annual	Against	2 1i 1j	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board gender diversity
29/04/2022	Regency Centers Corporation	Annual	Against	1h	Concerns related to succession planning
29/04/2022	TC Energy Corporation	Annual	Against	3 1.11 1.7	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value
29/04/2022	Teleflex Incorporated	Annual	Against	2 1b 3 5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns regarding Auditor tenure Shareholder proposal promotes enhanced shareholder rights
29/04/2022	The Boeing Company	Annual	Against	5 7	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
29/04/2022	Zions Bancorporation, National Association	Annual	Against	3 1E	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
30/04/2022	Berkshire Hathaway Inc.	Annual	Abstain Against	2 1.8,1.9,1.15 1.11 3,4,5	Insufficient basis to support a decision 2- SH: Against shareholder resolution, against management recommendation / Shareholder proposal does not promote transparency Concerns regarding audit quality 2- Inadequate management of climate-related risks Concerns related to board gender diversity 2- Concerns related to succession planning 3- Concerns to protect shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
02/05/2022	Aflac Incorporated	Annual	All For		

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02/05/2022	Carvana Co.	Annual	Against	3 1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns to protect shareholder value Concerns about remuneration committee performance Concerns related to approach to board gender diversity
02/05/2022	Eli Lilly and Company	Annual	Against	7 8,9,10	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
02/05/2022	Paycom Software, Inc.	Annual	Against	3 1.1 1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns to protect shareholder value Concerns about remuneration committee performance Concerns about remuneration committee performance
02/05/2022	TopBuild Corp.	Annual	Against	3 1f	Apparent failure to link pay and appropriate performance. Concerns about remuneration committee performance
03/05/2022	Albemarle Corporation	Annual	Against	1 2j	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
03/05/2022	Ally Financial Inc.	Annual	Against	2 1f	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
03/05/2022	American Express Company	Annual	Against	4	SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
03/05/2022	Barrick Gold Corporation	Annual	Against	3 1.4	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
03/05/2022	Baxter International Inc.	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
03/05/2022	Bristol-Myers Squibb Company	Annual	Against	4,5	
03/05/2022	Ceridian HCM Holding, Inc.	Annual	Against	2 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
03/05/2022	Edwards Lifesciences Corporation	Annual	Against	2 1.8 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation
03/05/2022	Evergy, Inc.	Annual	Against	2 1F 1L	Apparent failure to link pay & appropriate performance Concerns related to board ethnic and/or racial diversity 2- Inadequate management of climate-related risks Overboarded/Too many other time commitments
03/05/2022	Expeditors International of Washington, Inc.	Annual	Against	2 1.4 1.8	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
03/05/2022	Fortune Brands Home & Security, Inc.	Annual	All For		
03/05/2022	Huntington Ingalls Industries, Inc.	Annual	Against	1.4 1.12 5	Concerns about remuneration committee performance Concerns related to approach to board diversity Shareholder proposal promotes appropriate accountability or incentivisation
03/05/2022	Imperial Oil Limited	Annual	Against	1A	Concerns related to inappropriate membership of committeesConcerns related to approach to board diversityConcerns related to approach to board gender diversityConcerns related to board ethnic and/or racial diversity
03/05/2022	Magna International Inc.	Annual/Special	Against	11,4	
03/05/2022	Omnicom Group, Inc.	Annual	Against	2 1.3	Apparent failure to link pay and appropriate performance Concerns related to succession planning
03/05/2022	Pool Corporation	Annual	Against	3 1f 1h	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to succession planning Concerns related to approach to board diversity Concerns related to approach to board gender diversity
03/05/2022	Vistra Corp.	Annual	Against	2 1.4 1.5	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Inadequate management of climate-related risks
04/05/2022	Brown & Brown, Inc.	Annual	Against	1.10	
04/05/2022	CME Group Inc.	Annual	Against	3 1m 1i 1f	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value Concerns related to succession planning Concerns related to approach to board diversity Concerns related to approach to board gender diversity Overboarded/Too many other time commitments
04/05/2022	CSX Corporation	Annual	Against	1d,3	
04/05/2022	Enbridge Inc.	Annual	Against	3 1.3 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
04/05/2022	Eversource Energy	Annual	All For		
04/05/2022	Federal Realty Investment Trust	Annual	Against	2 1.2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
04/05/2022	Franco-Nevada Corporation	Annual/Special	Against	1.6	Concerns related to approach to board diversity Concerns related to board ethnic and/or racial diversity
04/05/2022	General Dynamics Corporation	Annual	Against	3 1i 1a 4,5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board gender diversity Shareholder proposal promotes appropriate accountability or incentivisation
04/05/2022	General Electric Company	Annual	Against	2 1h 6	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

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04/05/2022	Gilead Sciences, Inc.	Annual	Against	5 8 7 9	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 enhanced shareholder rights 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 transparency
04/05/2022	International Flavors & Fragrances Inc.	Annual	Against	1i	Concerns related to approach to board gender diversity
04/05/2022	MGM Resorts International	Annual	Against	1e	Overboarded/Too many other time commitments
04/05/2022	NVR, Inc.	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
04/05/2022	PepsiCo, Inc.	Annual	Against	5 4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
04/05/2022	Philip Morris International Inc.	Annual	Against	1e,2	
04/05/2022	Prologis, Inc.	Annual	Against	1i	Concerns related to board ethnic and/or racial diversity 2- Concerns related to board gender diversity
04/05/2022	PulteGroup, Inc.	Annual	All For		
04/05/2022	S&P Global, Inc.	Annual	Against	2 1.4	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
04/05/2022	Stryker Corporation	Annual	Against	1d,3,4	
05/05/2022	AMETEK, Inc.	Annual	Against	2 1a	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns related to approach to board gender diversity
05/05/2022	Archer-Daniels-Midland Company	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
05/05/2022	BCE Inc.	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
05/05/2022	Boston Scientific Corporation	Annual	Against	2 1d	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
05/05/2022	C.H. Robinson Worldwide, Inc.	Annual	Against	2,4 1g 1a	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to approach to board gender diversity
05/05/2022	Cadence Design Systems, Inc.	Annual	Against	2 1.1 1.7 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board gender diversity Shareholder proposal promotes appropriate accountability or incentivisation
05/05/2022	Canadian Natural Resources Limited	Annual/Special	Against	1,6,1,10,4	
05/05/2022	Capital One Financial Corporation	Annual	Against	2	Apparent failure to link pay & appropriate performance
05/05/2022	Constellation Software Inc.	Annual/Special	Against	4 1.6 5	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance 2- Concerns related to below-board gender diversity 3- Concerns related to board ethnic and/or racial diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
05/05/2022	DTE Energy Company	Annual	Against	4 1.2 5	Concerns related to board gender diversity Concerns related to approach to board diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
05/05/2022	Duke Energy Corporation	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
05/05/2022	Eastman Chemical Company	Annual	Against	2 1.2 4	Apparent failure to link pay and appropriate performance. Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation
05/05/2022	Ecolab Inc.	Annual	Against	4 3 1i	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
05/05/2022	Equifax Inc.	Annual	Against	1b	Concerns related to board ethnic and/or racial diversity
05/05/2022	Fortis Inc.	Annual/Special	All For		
05/05/2022	Great-West Lifeco Inc.	Annual/Special	Against	2,14 2,7,2,11	Concerns related to inappropriate membership of committees Concerns to protect shareholder value Concerns related to approach to board diversity Concerns related to approach to board gender diversity Concerns related to board ethnic and/or racial diversity Overboarded/Too many other time commitments
05/05/2022	Loblaw Companies Limited	Annual	Against	5 4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
05/05/2022	Mettler-Toledo International Inc.	Annual	Against	3 1.8	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
05/05/2022	Newell Brands, Inc.	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
05/05/2022	Steel Dynamics, Inc.	Annual	All For		
05/05/2022	The Kraft Heinz Company	Annual	Against	2 1c	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
05/05/2022	United Parcel Service, Inc.	Annual	Against	1h 7,9 6 4,5	Concerns to protect shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
05/05/2022	United Rentals, Inc.	Annual	Against	3 4 5	Apparent failure to link pay & appropriate performance Concerns to protect shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
05/05/2022	WEC Energy Group, Inc.	Annual	Against	1.3	Inadequate management of climate-related risks
05/05/2022	Wynn Resorts, Limited	Annual	Against	3 1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns about remuneration committee performance
06/05/2022	AbbVie Inc.	Annual	Against	3 5 7,8	Apparent failure to link pay and appropriate performance Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes transparency
06/05/2022	CMS Energy Corporation	Annual	Against	2 1c 1a	Apparent failure to link pay and appropriate performance. Concerns about remuneration committee performance Inadequate management of climate-related risks
06/05/2022	Colgate-Palmolive Company	Annual	All For		
06/05/2022	Dover Corporation	Annual	Against	3 1i 1h	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
06/05/2022	Entergy Corporation	Annual	Against	3 1k	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
06/05/2022	IDEX Corporation	Annual	Against	1a,1b	Concerns about overall board structure
06/05/2022	Illinois Tool Works Inc.	Annual	Against	1f 4	Concerns related to below-board gender diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
06/05/2022	Marriott International, Inc.	Annual	Against	3 1g 6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation
06/05/2022	Occidental Petroleum Corporation	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
06/05/2022	Pembina Pipeline Corporation	Annual	Against	4 1.12 1.4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Overboarded/Too many other time commitments
06/05/2022	TELUS Corporation	Annual	Against	1.8,3	Apparent failure to link pay & appropriate performance
07/05/2022	Cincinnati Financial Corporation	Annual	Against	2 1.2	Apparent failure to link pay and appropriate performance For Against Abstain Apparent failure to link pay and appropriate performance Concerns related to approach to board diversity
09/05/2022	International Paper Company	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
09/05/2022	PPG Industries, Inc.	Annual	All For		
09/05/2022	Uber Technologies, Inc.	Annual	Against	2 1d 1c 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Overboarded/Too many other time commitments Shareholder proposal promotes transparency
10/05/2022	3M Company	Annual	Against	3 1b	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
10/05/2022	Arthur J. Gallagher & Co.	Annual	Against	4 1a	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
10/05/2022	Autoliv, Inc.	Annual	Against	2 1.7 1.5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
10/05/2022	Charles River Laboratories International, Inc.	Annual	All For		
10/05/2022	ConocoPhillips	Annual	Against	1b 5 6 7	Concerns about overall performance 2- Inadequate management of climate-related risks 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 enhanced shareholder rights SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
10/05/2022	Cummins Inc.	Annual	Against	16	Shareholder proposal promotes appropriate accountability or incentivisation
10/05/2022	Danaher Corporation	Annual	Against	3 1k 1b 1j 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to succession planning Concerns to protect shareholder value Save to Library Shareholder proposal promotes appropriate accountability or incentivisation
10/05/2022	Essex Property Trust, Inc.	Annual	Against	3 1.5 1.9	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity Concerns related to succession planning
10/05/2022	George Weston Limited	Annual	Against	3 1.4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
10/05/2022	Iron Mountain Incorporated	Annual	Against	1b,2	
10/05/2022	LKQ Corporation	Annual	All For		
10/05/2022	Loews Corporation	Annual	Against	2 1b 1e	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
10/05/2022	Prudential Financial, Inc.	Annual	All For		
10/05/2022	Suncor Energy Inc.	Annual	Against	3	Apparent failure to link pay and appropriate performance

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10/05/2022	T. Rowe Price Group, Inc.	Annual	Against	2 1f 1e	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Inadequate management of climate-related risks
10/05/2022	Waste Management, Inc.	Annual	Against	3 1b 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation
11/05/2022	American International Group, Inc.	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
11/05/2022	American Water Works Company, Inc.	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
11/05/2022	Arrow Electronics, Inc.	Annual	All For		
11/05/2022	CF Industries Holdings, Inc.	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
11/05/2022	CVS Health Corporation	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
11/05/2022	Dominion Energy, Inc.	Annual	Against	7 4 11 6 5	Concerns about reducing shareholder rights Concerns related to board gender diversity Inadequate management of climate-related risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
11/05/2022	Floor & Decor Holdings, Inc.	Annual	Against	3 1c	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns related to approach to board gender diversity
11/05/2022	IDEXX Laboratories, Inc.	Annual	All For		
11/05/2022	Intact Financial Corporation	Annual	Against	3	Apparent failure to link pay & appropriate performance
11/05/2022	Juniper Networks, Inc.	Annual	Against	4	Apparent failure to link pay and appropriate performance
11/05/2022	Kinder Morgan, Inc.	Annual	Against	1.4	Inadequate management of climate-related risksConcerns related to approach to board gender diversityConcerns related to approach to board diversity
11/05/2022	Laboratory Corporation of America Holdings	Annual	All For		
11/05/2022	Markel Corporation	Annual	All For		
11/05/2022	Phillips 66	Annual	Against	2 5,6	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
11/05/2022	Simon Property Group, Inc.	Annual	Against	2 1e 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder valueConcerns related to approach to board diversityConcerns related to approach to board gender diversity Concerns related to succession planning
11/05/2022	Skyworks Solutions, Inc.	Annual	Against	3 1e 1b 8	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to approach to board gender diversity Concerns related to board ethnic and/or racial diversity Shareholder proposal promotes appropriate accountability or incentivisation
11/05/2022	SS&C Technologies Holdings, Inc.	Annual	Against	2 1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns about remuneration committee performanceConcerns related to approach to board diversityConcerns related to approach to board gender diversity
11/05/2022	Sun Life Financial Inc.	Annual	All For		
11/05/2022	Tractor Supply Company	Annual	Against	3 1.8 4	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
11/05/2022	TransUnion	Annual	Against	3 1i 1e	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to board ethnic and/or racial diversity
11/05/2022	Wyndham Hotels & Resorts, Inc.	Annual	Against	1.5 2	Apparent failure to link pay & appropriate performance Apparent failure to link pay and appropriate performance
12/05/2022	Akamai Technologies, Inc.	Annual	All For		
12/05/2022	Ameren Corporation	Annual	Against	1c	Inadequate management of climate-related risks
12/05/2022	ANSYS, Inc.	Annual	Against	1C,3,8	
12/05/2022	Assurant, Inc.	Annual	Against	1h	Concerns related to approach to board gender diversity
12/05/2022	Avantor, Inc.	Annual	Against	3 1c	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
12/05/2022	Bath & Body Works, Inc.	Annual	Against	3 1e 5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation
12/05/2022	Canadian Tire Corporation, Limited	Annual	Against	1.1	Lack of independent representation at board committeesConcerns to protect shareholder valueConcerns related to approach to board diversityConcerns related to approach to board gender diversity
12/05/2022	Cboe Global Markets, Inc.	Annual	Against	1j	Concerns related to approach to board gender diversity
12/05/2022	Cheniere Energy, Inc.	Annual	Against	2 1i 1a	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Inadequate management of climate-related risks
12/05/2022	Ford Motor Company	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
12/05/2022	Intel Corporation	Annual	Against	1i,3,4,5,6	
12/05/2022	KeyCorp	Annual	All For		
12/05/2022	Las Vegas Sands Corp.	Annual	Against	3 1.7 1.6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityCombined CEO/Chair

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12/05/2022	Manulife Financial Corp.	Annual	All For		
12/05/2022	Martin Marietta Materials, Inc.	Annual	Against	1.5,3	
12/05/2022	Masco Corporation	Annual	Against	1b,2	
12/05/2022	Norfolk Southern Corporation	Annual	Against	3 1.14 1.2 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to approach to board gender diversity Shareholder proposal promotes appropriate accountability or incentivisation
12/05/2022	Nucor Corporation	Annual	All For		
12/05/2022	O'Reilly Automotive, Inc.	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
12/05/2022	Power Corporation of Canada	Annual	Against	1.3 5,6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG risks and opportunities
12/05/2022	SBA Communications Corp.	Annual	Against	3 1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns about remuneration committee performanceConcerns related to approach to board diversityConcerns related to approach to board gender diversity
12/05/2022	Tyler Technologies, Inc.	Annual	Against	1.1 4	Concerns related to board gender diversity 2- Lack of independence on board SH: Against shareholder resolution, against management recommendation / Shareholder proposal does not promote enhanced shareholder rights
12/05/2022	Union Pacific Corporation	Annual	All For		
12/05/2022	Verizon Communications Inc.	Annual	Against	5,6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
12/05/2022	Westlake Corp.	Annual	Against	1.1,1.2,1.3	Concerns about overall board structure 2- Concerns related to board gender diversity 3- Lack of independence on board
12/05/2022	Xylem Inc.	Annual	All For		
12/05/2022	Zebra Technologies Corporation	Annual	Against	2 1.3	Apparent failure to link pay and appropriate performance Concerns about overall board structure
13/05/2022	Intercontinental Exchange, Inc.	Annual	Against	1e,2,8 1f	Concerns related to nomination and governance committee performance
13/05/2022	Seagen Inc.	Annual	Against	2	Apparent failure to link pay and appropriate performance
13/05/2022	Sempra Energy	Annual	Against	3 1b 1j 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Inadequate management of climate-related risks Shareholder proposal promotes appropriate accountability or incentivisation
13/05/2022	Teradyne, Inc.	Annual	Against	1f	Concerns related to board gender diversity
13/05/2022	The Progressive Corporation	Annual	Against	3 1e	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
13/05/2022	Vulcan Materials Company	Annual	Against	2 1b	Apparent failure to link pay & appropriate performance Concerns about overall board structure 2- Concerns related to below-board gender diversity 3- Concerns related to board gender diversity
13/05/2022	Waste Connections, Inc.	Annual	Against	2 1.8 1.2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to succession planningConcerns related to approach to board diversityConcerns related to approach to board gender diversity
13/05/2022	Weyerhaeuser Company	Annual	All For		
13/05/2022	Wheaton Precious Metals Corp.	Annual/Special	Against	3 1.4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
13/05/2022	Zimmer Biomet Holdings, Inc.	Annual	Against	3 1f	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
16/05/2022	Consolidated Edison, Inc.	Annual	Against	1.9	Inadequate management of climate-related risks
16/05/2022	Republic Services, Inc.	Annual	Against	2 1d 1i 4,5,6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Overboarded/Too many other time commitments Shareholder proposal promotes appropriate accountability or incentivisation
16/05/2022	Sylvamo Corporation	Annual	Against	3 1.7	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value
17/05/2022	Alexandria Real Estate Equities, Inc.	Annual	Against	3 1.2 1.3 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity Concerns to protect shareholder value Overboarded/Too many other time commitments
17/05/2022	Amgen Inc.	Annual	Against	1e	
17/05/2022	Baker Hughes Company	Annual	Against	2 1.2 1.7	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
17/05/2022	First Republic Bank	Annual	Against	4 1.4	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
17/05/2022	FirstEnergy Corp.	Annual	Against	1.6,1.12 5	Inadequate management of climate-related risks Concerns related to approach to board diversity Concerns related to approach to board gender diversity Shareholder proposal promotes appropriate accountability or incentivisation
17/05/2022	Invitation Homes, Inc.	Annual	All For		
17/05/2022	JPMorgan Chase & Co.	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
17/05/2022	Mid-America Apartment Communities, Inc.	Annual	Against	1h	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights Concerns related to approach to board diversityConcerns related to approach to board gender diversity

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
17/05/2022	Motorola Solutions, Inc.	Annual	Against	1c	Overboarded/Too many other time commitments
17/05/2022	Nutrien Ltd.	Annual	Against	3 1.9	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
17/05/2022	Packaging Corporation of America	Annual	Against	3 1.8	Apparent failure to link pay and appropriate performance Concerns related to approach to board diversityConcerns related to approach to board gender diversity
17/05/2022	Principal Financial Group, Inc.	Annual	Against	2 1.1, 1.2	Apparent failure to link pay & appropriate performance Concerns about overall board structure 2- Inadequate management of climate-related risks
17/05/2022	Realty Income Corporation	Annual	Against	3 1f	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
17/05/2022	Sun Communities, Inc.	Annual	Against	2 1e 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to succession planning
17/05/2022	The Charles Schwab Corporation	Annual	Against	4 1f 1d 6 8 7	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns related to board gender diversity 2- Inadequate management of climate-related risks 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 better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
17/05/2022	The Hershey Company	Annual	Against	3 1.1 1.6 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value Shareholder proposal promotes appropriate accountability or incentivisation
18/05/2022	Advanced Micro Devices, Inc.	Annual	Against	1b, 3	
18/05/2022	Align Technology, Inc.	Annual	Against	3 1.5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
18/05/2022	Alnylam Pharmaceuticals, Inc.	Annual	Against	3 1a 1c	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns about overall board structure Concerns about remuneration committee performance
18/05/2022	American Tower Corporation	Annual	All For		
18/05/2022	Amphenol Corporation	Annual	Against	1.2, 3, 4	
18/05/2022	Annaly Capital Management, Inc.	Annual	Against	2	Apparent failure to link pay and appropriate performance.
18/05/2022	Anthem, Inc.	Annual	Against	6	
18/05/2022	Burlington Stores, Inc.	Annual	Against	3	Apparent failure to link pay and appropriate performance
18/05/2022	CBRE Group, Inc.	Annual	Against	1b 1d, 1e, 1j 5	Concerns about remuneration committee performance Concerns regarding audit quality SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
18/05/2022	Chipotle Mexican Grill, Inc.	Annual	Against	2 1.4 6 7	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes better management of SEE opportunities and risks
18/05/2022	Elanco Animal Health, Inc.	Annual	Against	3 1a 1e	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns to protect shareholder valueConcerns about remuneration committee performance
18/05/2022	Enphase Energy, Inc.	Annual	Against	2 1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns about remuneration committee performanceConcerns related to approach to board diversityConcerns related to approach to board gender diversity
18/05/2022	Fiserv, Inc.	Annual	Against	2, 4	
18/05/2022	Halliburton Company	Annual	Against	3 1g 1e	Apparent failure to link pay and appropriate performance. Concerns about remuneration committee performance Concerns related to approach to board gender diversity
18/05/2022	Henry Schein, Inc.	Annual	Against	2 1d 1g	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns related to board gender diversity 2- Concerns related to succession planning
18/05/2022	Lumen Technologies, Inc.	Annual	Against	3 1j	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
18/05/2022	Molson Coors Beverage Company	Annual	Against	2 1.3	Apparent failure to link pay and appropriate performance Concerns related to approach to board diversityConcerns related to approach to board gender diversity
18/05/2022	Mondelez International, Inc.	Annual	Abstain Against	5 2 1d 4	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
18/05/2022	Northrop Grumman Corporation	Annual	Against	2 1.11 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation
18/05/2022	Old Dominion Freight Line, Inc.	Annual	Against	2 1.10 1.7	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity
18/05/2022	Pinnacle West Capital Corporation	Annual	Against	1.6 4	Concerns related to board ethnic and/or racial diversity 2- Concerns related to board gender diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
18/05/2022	PPL Corporation	Annual	Against	2 1f	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
18/05/2022	Quest Diagnostics Incorporated	Annual	Against	4, 6 1.7 5	Concerns related to nomination and governance committee performance Management proposal challenges shareholder proposal on the same ballot
18/05/2022	Robert Half International Inc.	Annual	All For		

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
18/05/2022	Ross Stores, Inc.	Annual	Against	2 1a 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to succession planning
18/05/2022	Southwest Airlines Co.	Annual	Against	1b 5,6	Inadequate management of climate-related risksConcerns related to approach to board gender diversityConcerns related to approach to board diversity Shareholder proposal promotes appropriate accountability or incentivisation
18/05/2022	State Street Corporation	Annual	All For		
18/05/2022	The Hartford Financial Services Group, Inc.	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
18/05/2022	Thermo Fisher Scientific Inc.	Annual	All For		
18/05/2022	Universal Health Services, Inc.	Annual	Against	2 1 4	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns related to board ethnic and/or racial diversityConcerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns about remuneration committee performance Shareholder proposal promotes enhanced shareholder rights
18/05/2022	Vertex Pharmaceuticals Incorporated	Annual	Against	3 1.10	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
18/05/2022	Westinghouse Air Brake Technologies Corporation	Annual	Against	2 1.3	Apparent failure to link pay & appropriate performance Concerns about overall board structure 2- Concerns related to board gender diversity
18/05/2022	Xcel Energy Inc.	Annual	Against	2 1i	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance 2- Concerns related to board gender diversity
18/05/2022	XPO Logistics, Inc.	Annual	Against	4 1.4 6,7 5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes transparency
19/05/2022	Advance Auto Parts, Inc.	Annual	Against	2 4	Apparent failure to link pay & appropriate performance Shareholder proposal promotes enhanced shareholder rights
19/05/2022	Alliant Energy Corporation	Annual	Against	1c	Concerns about overall board structure
19/05/2022	Altria Group, Inc.	Annual	Against	3 1f 4	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
19/05/2022	AT&T Inc.	Annual	Against	1.3 5 6	Concerns related to board gender diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
19/05/2022	AvalonBay Communities, Inc.	Annual	Against	2 1g 1k	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
19/05/2022	Boston Properties, Inc.	Annual	Against	1h	Concerns related to approach to board diversity
19/05/2022	CDW Corp.	Annual	Against	2 1i	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
19/05/2022	Crown Castle International Corp.	Annual	All For		
19/05/2022	DexCom, Inc.	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
19/05/2022	Discover Financial Services	Annual	All For		
19/05/2022	Equitable Holdings, Inc.	Annual	Against	1d	Inadequate management of climate-related risks
19/05/2022	Gentex Corporation	Annual	Against	1.6	Concerns about remuneration committee performance
19/05/2022	Host Hotels & Resorts, Inc.	Annual	Against	3 1.1 1.7 1.2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to approach to board gender diversity Overboarded/Too many other time commitments
19/05/2022	Lear Corporation	Annual	Against	3	Apparent failure to link pay and appropriate performance
19/05/2022	Marsh & McLennan Companies, Inc.	Annual	Against	2 1i	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
19/05/2022	Mohawk Industries, Inc.	Annual	Against	3 1.2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
19/05/2022	Mr. Cooper Group, Inc.	Annual	Against	2 1.7	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
19/05/2022	NextEra Energy, Inc.	Annual	Against	3 1e 1j 4 5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity 2- Concerns related to board gender diversity 3- Inadequate management of climate-related risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency Shareholder proposal promotes better management of SEE opportunities and risks
19/05/2022	Otis Worldwide Corp.	Annual	All For		
19/05/2022	PG&E Corporation	Annual	All For		
19/05/2022	Synchrony Financial	Annual	All For		
19/05/2022	Take-Two Interactive Software, Inc.	Special	All For		
19/05/2022	The Home Depot, Inc.	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

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
19/05/2022	The Western Union Company	Annual	Against	2 1f 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
19/05/2022	UDR, Inc.	Annual	Against	2 1i 1d	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to succession planning
19/05/2022	Vornado Realty Trust	Annual	Against	3 1.9	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
19/05/2022	Yum! Brands, Inc.	Annual	Against	3	
19/05/2022	Zoetis Inc.	Annual	All For		
20/05/2022	Canadian National Railway Company	Annual	All For		
20/05/2022	Hilton Worldwide Holdings, Inc.	Annual	Against	3 1g	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
23/05/2022	Welltower Inc.	Annual	Against	4 1i	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
24/05/2022	BioMarin Pharmaceutical Inc.	Annual	Against	3 1.2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
24/05/2022	GXO Logistics, Inc.	Annual	Against	3	Apparent failure to link pay and appropriate performance
24/05/2022	Insulet Corporation	Annual	Against	2 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
24/05/2022	IPG Photonics Corporation	Annual	Against	1.5	Concerns related to approach to board diversity
24/05/2022	Merck & Co., Inc.	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
24/05/2022	NiSource Inc.	Annual	Against	1j 4	Inadequate management of climate-related risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
24/05/2022	The Allstate Corporation	Annual	Against	2	Apparent failure to link pay & appropriate performance
24/05/2022	Waters Corporation	Annual	Against	1.7	
24/05/2022	Wayfair, Inc.	Annual	Abstain Against	1f 3	Concerns to protect shareholder value Annual vote provides for greater shareholder oversight
24/05/2022	West Pharmaceutical Services, Inc.	Annual	Against	1b	Concerns related to board ethnic and/or racial diversity. Concerns related to approach to board diversity
25/05/2022	Amazon.com, Inc.	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
25/05/2022	BlackRock, Inc.	Annual	Against	2 1e	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
25/05/2022	Chevron Corporation	Annual	Abstain Against	10 3,4 1g 1a,1d 5,6,8,9	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Inadequate management of climate-related risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
25/05/2022	Coupa Software, Inc.	Annual	Against	3 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
25/05/2022	DENTSPLY SIRONA Inc.	Annual	Against	1c,3	
25/05/2022	Dollar General Corporation	Annual	Against	1b,1c,2,4	
25/05/2022	Equinix, Inc.	Annual	Against	2 1.5 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation
25/05/2022	Extra Space Storage Inc.	Annual	Against	1.3 1.5 3	Concerns about remuneration committee performance Concerns related to approach to board diversity. Concerns related to approach to board gender diversity Substantial pledging with lack of robust pledge policy.
25/05/2022	Exxon Mobil Corporation	Annual	Against	3 1.3 2 1.4 7,8 4,6,9,10	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns regarding audit quality Concerns regarding audit quality 2- Overboarded/Too many other time commitments 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
25/05/2022	Fidelity National Information Services, Inc.	Annual	Against	2 1a	Apparent failure to link pay & appropriate performance Concerns about reducing shareholder rights 2- Concerns related to board gender diversity 3- Concerns related to minority shareholder interest
25/05/2022	Howmet Aerospace Inc.	Annual	Against	3 1e 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
25/05/2022	Meta Platforms, Inc.	Annual	Abstain Against	9 3 1.1,1.2,1.3 1.9 1.5 5 6,8,10,11,13,14 4	Fund manager or client vote Apparent failure to link pay & appropriate performance Concerns about reducing shareholder rights 2- Concerns about remuneration committee performance Concerns to protect shareholder value Lack of independence on board 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
25/05/2022	ONEOK, Inc.	Annual	Against	3 1.8 1.2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Inadequate management of climate-related risksConcerns related to approach to board gender diversityConcerns related to approach to board diversity
25/05/2022	Orion Office REIT, Inc.	Annual	All For		
25/05/2022	Pioneer Natural Resources Company	Annual	Against	3 1g 1l	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Inadequate management of climate-related risks
25/05/2022	The Southern Company	Annual	All For		
25/05/2022	The Travelers Companies, Inc.	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
25/05/2022	Trimble Inc.	Annual	Against	2	Apparent failure to link pay & appropriate performance
25/05/2022	Twitter, Inc.	Annual	Against	2 1a 6 5,8	Apparent failure to link pay & appropriate performance Concerns about human rights 2- Concerns about remuneration committee 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 SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
25/05/2022	United Airlines Holdings, Inc.	Annual	Against	3 1k 1h 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder valueConcerns related to approach to board diversityConcerns related to approach to board gender diversity Shareholder proposal promotes transparency
25/05/2022	Verisk Analytics, Inc.	Annual	All For		
26/05/2022	Cerner Corporation	Annual	Against	3 1a 1f 6	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns related to approach to board diversityConcerns related to approach to board gender diversity Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation
26/05/2022	DuPont de Nemours, Inc.	Annual	Against	4	
26/05/2022	First Solar, Inc.	Annual	All For		
26/05/2022	Hess Corporation	Annual	All For		
26/05/2022	Illumina, Inc.	Annual	Against	5	SH: Against shareholder resolution, against management recommendation / Shareholder proposal does not promote enhanced shareholder rights
26/05/2022	Masimo Corporation	Annual	Against	3 1a 1b	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns about overall board structureConcerns about remuneration committee performance
26/05/2022	McDonald's Corporation	Proxy Contest	Abstain Against No Action Taken	9 2 1.7 8 5,10 4 1.1,1.2,1.3,1.4,1.5,1.6,1.7,1.8 1.9,1.10,1.11,1.12,2,3,4,5,6, 7,8,9,10	SH: Against shareholder resolution, against management recommendation / Shareholder proposal does not promote 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 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
26/05/2022	Morgan Stanley	Annual	Against	3 1k 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
26/05/2022	ON Semiconductor Corporation	Annual	Against	2 1j	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
26/05/2022	Pinterest, Inc.	Annual	Against	3 1c 1a	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns to protect shareholder value Concerns about remuneration committee performance
26/05/2022	Sealed Air Corporation	Annual	All For		
26/05/2022	Teladoc Health, Inc.	Annual	Against	1f,2	
26/05/2022	The Interpublic Group of Companies, Inc.	Annual	Against	1.9,3,4	
26/05/2022	The Trade Desk, Inc.	Annual	Against	3 1.1 1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns to protect shareholder value Concerns about remuneration committee performanceOverboarded/Too many other time commitments
26/05/2022	VeriSign, Inc.	Annual	Against	1.4	Concerns related to approach to board diversity Concerns related to approach to board gender diversity
26/05/2022	Voya Financial, Inc.	Annual	Against	2 1e	Apparent failure to link pay and appropriate performance. Concerns about remuneration committee performance

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
27/05/2022	Lincoln National Corporation	Annual	Against	1.12,3 6 5	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights 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 transparency
27/05/2022	Lowes Companies, Inc.	Annual	Against	5 6 9	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency 2- SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
27/05/2022	Southern Copper Corporation	Annual	Against	4 1.1 1.2,1.6 1.7,1.9 5	Apparent failure to link pay & appropriate performance Combined CEO/Chair 2- Concerns about human rights 3- Concerns about overall board structure 4- Concerns related to board gender diversity Concerns about human rights 2- Concerns related to inappropriate membership of committees Concerns related to board gender diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
27/05/2022	Yum China Holdings, Inc.	Annual	Against	3 1g	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
31/05/2022	Arista Networks, Inc.	Annual	Against	2 1.2 1.1	Apparent failure to link pay and appropriate performance Concerns about overall board structure; Concerns related to approach to board diversity; Concerns related to approach to board gender diversity; Concerns to protect shareholder value Concerns about remuneration committee performance
01/06/2022	Alphabet Inc.	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
01/06/2022	Comcast Corporation	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
01/06/2022	GoDaddy, Inc.	Annual	Against	2	Apparent failure to link pay and appropriate performance
01/06/2022	SEI Investments Company	Annual	Against	2	Apparent failure to link pay and appropriate performance
01/06/2022	Ulta Beauty, Inc.	Annual	Against	3 1.2	Apparent failure to link pay and appropriate performance Concerns about compensation committee performance; concerns about overall board structure, concerns about nomination and governance committee performance
01/06/2022	Walmart Inc.	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
02/06/2022	Cloudflare, Inc.	Annual	Against	3,4 1.3	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns to protect shareholder valueConcerns related to board ethnic and/or racial diversity
02/06/2022	Datadog, Inc.	Annual	Against	2 1b	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns to protect shareholder value
02/06/2022	EPAM Systems, Inc.	Annual	Against	3 1.1	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns related to approach to board diversityConcerns related to approach to board gender diversity
02/06/2022	Gartner, Inc.	Annual	Against	1f 1g	Concerns about remuneration committee performance Concerns related to succession planning
02/06/2022	Netflix, Inc.	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
02/06/2022	NVIDIA Corporation	Annual	Against	1f 1g	Concerns about remuneration committee performance Concerns related to board gender diversity 2- Concerns related to succession planning
02/06/2022	PayPal Holdings, Inc.	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
02/06/2022	Sirius XM Holdings, Inc.	Annual	Against	1.8 1.5,1.11	Lack of independent representation at board committees Overboarded/Too many other time commitments
02/06/2022	Unity Software, Inc.	Annual	Against	3 1.2 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Overboarded/Too many other time commitments
03/06/2022	Digital Realty Trust, Inc.	Annual	Against	1i 4	Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns to protect shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
03/06/2022	DocuSign, Inc.	Annual	Against	1.2	Concerns about overall board structure

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
06/06/2022	Rivian Automotive, Inc.	Annual	Against	3 1c 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value
06/06/2022	UnitedHealth Group Incorporated	Annual	Against	5	
07/06/2022	Cognizant Technology Solutions Corporation	Annual	All For		
07/06/2022	Fortive Corporation	Annual	Against	1f,2,5	
07/06/2022	HubSpot, Inc.	Annual	Against	3 1a	Apparent failure to link pay & appropriate performance Concerns to protect shareholder value
07/06/2022	Organon & Co.	Annual	Against	2 1a	Apparent failure to link pay and appropriate performance Concerns about overall board structure
07/06/2022	Palantir Technologies, Inc.	Annual	Against	1.5 1.4	Concerns related to approach to board diversityConcerns related to board ethnic and/or racial diversity Concerns to protect shareholder valueConcerns related to approach to board diversityConcerns related to board ethnic and/or racial diversity
07/06/2022	Shopify, Inc.	Annual/Special	Against	5 1C 1B 3	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity 2- Concerns to protect shareholder value Concerns to protect shareholder value
07/06/2022	The TJX Companies, Inc.	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
08/06/2022	American Airlines Group Inc.	Annual	Against	3 1J 1H 1L 7	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to approach to board gender diversity Overboarded/Too many other time commitments Shareholder proposal promotes transparency
08/06/2022	AppLovin Corp.	Annual	Against	5 1f 1d	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Lack of independent representation at board committeesConcerns to protect shareholder value
08/06/2022	Caterpillar Inc.	Annual	Against	3 1.6 2 7 6 5	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns regarding Auditor tenure 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
08/06/2022	Devon Energy Corporation	Annual	Against	3 1.8 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Inadequate management of climate-related risksConcerns related to approach to board gender diversityConcerns related to approach to board diversity
08/06/2022	Dollarama Inc.	Annual	Against	3 1E 1D 4	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
08/06/2022	eBay Inc.	Annual	Against	5	
08/06/2022	Hasbro, Inc.	Proxy Contest	Against No Action Taken	1.9 1.1,1.2,1.3,1.4,1.5,1.6,1.7,1.8 1.9,1.10,1.11,1.12,1.13,2,3	Concerns about overall performance
08/06/2022	Hydro One Limited	Annual	All For		
08/06/2022	lululemon athletica inc.	Annual	Against	1b,3	
08/06/2022	MarketAxess Holdings Inc.	Annual	Against	3 1m 1g	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
08/06/2022	Match Group, Inc.	Annual	Against	2 1c	Apparent failure to link pay and appropriate performance Concerns about overall board structure
08/06/2022	MercadoLibre, Inc.	Annual	All For		
08/06/2022	Target Corporation	Annual	Against	4	
08/06/2022	Thomson Reuters Corporation	Annual	Against	3 1.7	Apparent failure to link pay & appropriate performance Inadequate management of climate-related risks
09/06/2022	Alleghany Corporation	Special	Against	2	
09/06/2022	Best Buy Co., Inc.	Annual	All For		
09/06/2022	Booking Holdings Inc.	Annual	Against	2 1.3 5 4	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
09/06/2022	CoStar Group, Inc.	Annual	Against	3 1a 4	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
09/06/2022	DaVita Inc.	Annual	Against	3 1c 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes transparency
09/06/2022	Diamondback Energy, Inc.	Annual	Against	2 1.5 1.2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Inadequate management of climate-related risksConcerns related to approach to board diversityConcerns related to approach to board gender diversity

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
09/06/2022	Exact Sciences Corporation	Annual	Against	3 1.2 1.3 6	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns about remuneration committee performance Shareholder proposal promotes enhanced shareholder rights
09/06/2022	FLEETCOR Technologies, Inc.	Annual	Against	3 1e 1h 5 6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performanceOverboarded/Too many other time commitments Concerns related to approach to board gender diversityConcerns related to approach to board diversity Concerns to protect shareholder value Shareholder proposal promotes appropriate accountability or incentivisation
09/06/2022	Freeport-McMoRan, Inc.	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
09/06/2022	Keurig Dr Pepper Inc.	Annual	Against	1F	Concerns about remuneration committee performance; concerns about board independence
09/06/2022	Lucid Group, Inc.	Annual	Against	5 1.1 1.5	Apparent failure to link pay and appropriate performance Lack of independent representation at board committees Overboarded/Too many other time commitments
09/06/2022	Roku, Inc.	Annual	Against	3 1b	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns about remuneration committee performanceConcerns to protect shareholder value
09/06/2022	Salesforce, Inc.	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
09/06/2022	ServiceNow, Inc.	Annual	Against	2	Apparent failure to link pay and appropriate performance
09/06/2022	Veeva Systems, Inc.	Annual	Against	2 1i	Apparent failure to link pay & appropriate performance Overboarded/Too many other time commitments
10/06/2022	Brookfield Asset Management Inc.	Annual	Against	1.5	Concerns to protect shareholder value
10/06/2022	Regeneron Pharmaceuticals, Inc.	Annual	Against	3 1a, 1b	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns related to approach to board gender diversity
13/06/2022	General Motors Company	Annual	Abstain Against	6 4	We were concerned the filer may be using the shareholder proposal process to further an agenda potentially unrelated to the proposal's stated asks and potentially contrary to our principles. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
14/06/2022	Block, Inc.	Annual	Against	1.2,5	
14/06/2022	Caesars Entertainment, Inc.	Annual	Against	1.4	
14/06/2022	Liberty Broadband Corp.	Annual	Against	1.1,1.2	Concerns about overall board structureConcerns to protect shareholder valueConcerns related to approach to board diversityConcerns related to board ethnic and/or racial diversity
14/06/2022	Liberty Media Corp.	Annual	Against	3 1.3 1.1	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns related to approach to board diversityConcerns related to approach to board gender diversity Overboarded/Too many other time commitmentsConcerns to protect shareholder value
14/06/2022	Monster Beverage Corporation	Annual	Against	3 1.10 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
14/06/2022	Zillow Group, Inc.	Annual	All For		
15/06/2022	Biogen Inc.	Annual	Against	3 1e 1a	Apparent failure to link pay and appropriate performance. Concerns about remuneration committee performance Concerns related to approach to board gender diversity
15/06/2022	Etsy, Inc.	Annual	Against	1b	Concerns about overall board structure
15/06/2022	Fidelity National Financial, Inc.	Annual	Against	2,3 1.2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
15/06/2022	Incyte Corporation	Annual	Against	2 1.2 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to approach to board gender diversity
15/06/2022	Restaurant Brands International, Inc.	Annual	Against	1.1 4	Concerns related to approach to board gender diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
15/06/2022	Roper Technologies, Inc.	Annual	Against	1.7,2 1.1	Concerns related to below-board gender diversity
15/06/2022	T-Mobile US, Inc.	Annual	Against	1.11	Lack of independence on board; Lack of independent representation at board committees
15/06/2022	W. R. Berkley Corporation	Annual	Against	3 1c 1b,1d 2	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns about remuneration committee performanceConcerns related to approach to board diversityConcerns related to approach to board gender diversityConcerns to protect shareholder value Concerns about overall board structureConcerns related to approach to board diversityConcerns related to approach to board gender diversity Concerns to protect shareholder value
16/06/2022	AMC Entertainment Holdings, Inc.	Annual	Against	3 1.4	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns to protect shareholder value
16/06/2022	Autodesk, Inc.	Annual	Against	3 1f	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
16/06/2022	Coufang, Inc.	Annual	Against	3 1b 1f 1g	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performanceConcerns related to attendance at board or committee meetings Concerns to protect shareholder valueConcerns related to approach to board gender diversity Overboarded/Too many other time commitments
16/06/2022	Delta Air Lines, Inc.	Annual	Against	1b,4	
16/06/2022	Equity Residential	Annual	Against	3 1.4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
16/06/2022	Expedia Group, Inc.	Annual	Against	1d 1f 1h	Concerns about remuneration committee performance Concerns to protect shareholder value Overboarded/Too many other time commitments
16/06/2022	Generac Holdings Inc.	Annual	Against	1.1	Concerns about overall board structure
16/06/2022	Ingersoll Rand, Inc.	Annual	Against	1e	Concerns related to approach to board gender diversity
16/06/2022	Live Nation Entertainment, Inc.	Annual	Against	1G,1H 1D	Concerns about remuneration committee performance
16/06/2022	Lyft, Inc.	Annual	Against	1.1 4	Concerns to protect shareholder value Shareholder proposal promotes transparency
16/06/2022	Monolithic Power Systems, Inc.	Annual	Against	3 1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns related to approach to board gender diversity
16/06/2022	Splunk Inc.	Annual	Against	4 3 1c	Apparent failure to link pay and appropriate performance Apparent failure to link pay and appropriate performance. Concerns about overall board structure; Overboarded/Too many other time commitments
16/06/2022	UiPath, Inc.	Annual	Against	1h 1c	Concerns to protect shareholder value Overboarded/Too many other time commitments
16/06/2022	W. P. Carey Inc.	Annual	Against	2 1d	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
16/06/2022	Zoom Video Communications, Inc.	Annual	Against	3 1.4 1.1	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns to protect shareholder value Overboarded/Too many other time commitments
17/06/2022	Fortinet, Inc.	Annual	Against	3 1.7 1.4 5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board gender diversity Shareholder proposal promotes enhanced shareholder rights
20/06/2022	SolarEdge Technologies, Inc.	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
21/06/2022	Activision Blizzard, Inc.	Annual	Against	1h 4,5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
21/06/2022	Bausch Health Companies Inc.	Annual	Against	2 1d 1f 1f	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity Overboarded/Too many other time commitments
21/06/2022	Mastercard Incorporated	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
21/06/2022	MetLife, Inc.	Annual	All For		
21/06/2022	Okta, Inc.	Annual	Against	3 1.3 1.1	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns to protect shareholder value Overboarded/Too many other time commitments
22/06/2022	Nasdaq, Inc.	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
22/06/2022	Twilio, Inc.	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
22/06/2022	Workday, Inc.	Annual	Against	1.3,3,4 1.2	Overboarded/Too many other time commitments: Concerns about remuneration committee performance
23/06/2022	DoorDash, Inc.	Annual	Against	3 1a	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns to protect shareholder valueConcerns related to approach to board gender diversity
23/06/2022	IAC/InteractiveCorp.	Annual	Against	2 1d 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performanceConcerns related to approach to board diversityConcerns related to approach to board gender diversity Concerns related to approach to board diversityConcerns related to approach to board gender diversity
23/06/2022	Marvell Technology, Inc.	Annual	Against	2 1i 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
23/06/2022	The Kroger Co.	Annual	Against	5,6,7 8	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 efficient capital structure 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
27/06/2022	Dell Technologies, Inc.	Annual	Against	3 1.3	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance 2- Concerns related to attendance at board or committee meetings 3- Concerns to protect shareholder value 4- Overboarded/Too many other time commitments
28/06/2022	CarMax, Inc.	Annual	Against	3 1b 1e	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to approach to board gender diversity
28/06/2022	MongoDB, Inc.	Annual	Against	2 1.2 1.1	Apparent failure to link pay and appropriate performance. Concerns about overall board structureConcerns to protect shareholder value Concerns about remuneration committee performance
29/06/2022	CrowdStrike Holdings, Inc.	Annual	Against	1.1,1.3	
30/06/2022	Dollar Tree, Inc.	Annual	Against	2 5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
30/06/2022	Plug Power Inc.	Annual	Against	3	Apparent failure to link pay and appropriate performance
05/04/2022	Scottish American Investment Company PLC	Annual	All For		
07/04/2022	Law Debenture Corporation PLC	Annual	All For		

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
08/04/2022	Carnival Plc	Annual	Against	13, 14 12 10	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to approach to board gender diversity Concerns related to succession planning
08/04/2022	Rio Tinto Plc	Annual	Against	2, 3 17	Inadequate management of climate-related risks
11/04/2022	Clipper Logistics Plc	Court	All For		
11/04/2022	Clipper Logistics Plc	Special	All For		
13/04/2022	Smith & Nephew PLC	Annual	All For		
13/04/2022	Tritax Eurobox Plc	Special	All For		
19/04/2022	Anglo American Plc	Annual	Against	19	Inadequate management of climate-related risks
19/04/2022	Herald Investment Trust PLC	Annual	All For		
20/04/2022	Bunzl Plc	Annual	Against	12	Apparent failure to link pay and appropriate performance
21/04/2022	Allfunds Group Plc	Annual	Against	3, 4	Apparent failure to link pay and appropriate performance
21/04/2022	Alliance Trust PLC	Annual	All For		
21/04/2022	Ibstock Plc	Annual	Against	3	Apparent failure to link pay and appropriate performance
21/04/2022	RELX Plc	Annual	All For		
21/04/2022	Ruffer Investment Company Limited	Special	All For		
21/04/2022	SEGRO PLC	Annual	All For		
22/04/2022	Bellevue Healthcare Trust plc	Annual	All For		
22/04/2022	Murray International Trust PLC	Annual	All For		
25/04/2022	Capital Gearing Trust PLC	Special	All For		
25/04/2022	Hikma Pharmaceuticals Plc	Annual	Against	8 14	Apparent failure to link pay & appropriate performance
26/04/2022	Allianz Technology Trust PLC	Annual	All For		
26/04/2022	Diversified Energy Co. Plc	Annual	Against	13, 15, 17, 18	
26/04/2022	Elementis Plc	Annual	Against	2	Apparent failure to link pay and appropriate performance
26/04/2022	Tate & Lyle Plc	Special	All For		
26/04/2022	Taylor Wimpey Plc	Annual	All For		
27/04/2022	Aptiv Plc	Annual	All For		
27/04/2022	Drax Group Plc	Annual	All For		
27/04/2022	London Stock Exchange Group Plc	Annual	All For		
27/04/2022	Persimmon Plc	Annual	All For		
27/04/2022	Primary Health Properties Plc	Annual	Against	7	Overboarded/Too many other time commitments
28/04/2022	Admiral Group Plc	Annual	All For		
28/04/2022	British American Tobacco plc	Annual	Against	2, 3	Apparent failure to link pay & appropriate performance
28/04/2022	CLS Holdings Plc	Annual	Against	5, 11, 12	Lack of independence on board
28/04/2022	Glencore Plc	Annual	Abstain Against	1 13 5	Fund manager or client vote Inadequate management of climate-related risks Overboarded/Too many other time commitments
28/04/2022	Greencoat UK Wind PLC	Annual	Against	6	Overboarded/Too many other time commitments
28/04/2022	Hammerson Plc	Annual	All For		
28/04/2022	Helios Towers Plc	Annual	Against	2 11	Apparent failure to link pay & appropriate performance Overboarded/Too many other time commitments
28/04/2022	HICL Infrastructure PLC	Special	All For		
28/04/2022	International Public Partnerships Limited	Special	All For		
28/04/2022	Investec Plc	Court	All For		
28/04/2022	Investec Plc	Special	All For		
28/04/2022	ITV Plc	Annual	All For		
28/04/2022	Marshall's Plc	Special	All For		
28/04/2022	NatWest Group Plc	Annual	Against	8	
28/04/2022	Schroders Plc	Annual	Against	3	Apparent failure to link pay & appropriate performance
28/04/2022	Serco Group Plc	Annual	All For		
28/04/2022	Synthomer Plc	Annual	Against	14 6	Concerns related to Non-audit fees Overboarded/Too many other time commitments
28/04/2022	The Weir Group Plc	Annual	All For		
29/04/2022	AstraZeneca Plc	Annual	Against	6	
29/04/2022	HSBC Holdings Plc	Annual	Against	17b	Concerns about reducing shareholder rights
29/04/2022	Pearson Plc	Annual	Against	13	Apparent failure to link pay & appropriate performance
29/04/2022	Rotork Plc	Annual	Against	4	Overboarded/Too many other time commitments
29/04/2022	Travis Perkins Plc	Annual	All For		
03/05/2022	F&C Investment Trust PLC	Annual	All For		
03/05/2022	Smithson Investment Trust Plc	Annual	Against	7 4	Concerns related to Non-audit fees Overboarded/Too many other time commitments
04/05/2022	Barclays Plc	Annual	Against	26	Inadequate management of climate-related risks
04/05/2022	GSK Plc	Annual	Against	3	
04/05/2022	Ocado Group Plc	Annual	Against	2, 20 7	Lack of independence on board
04/05/2022	RIT Capital Partners PLC	Annual	Against	3	Concerns related to board gender diversity
04/05/2022	Standard Chartered Plc	Annual	Against	3, 4 31	Inadequate management of climate-related risks
04/05/2022	Tritax Big Box REIT Plc Fund	Annual	All For		

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
04/05/2022	Unilever Plc	Annual	All For		
05/05/2022	Apax Global Alpha Ltd	Annual	All For		
05/05/2022	Ascential Plc	Annual	All For		
05/05/2022	BAE Systems Plc	Annual	All For		
05/05/2022	BH Macro Limited	Special	All For		
05/05/2022	Clarivate Plc	Annual	Against	2,3,4	Concerns to protect shareholder value
05/05/2022	Domino's Pizza Group Plc	Annual	Against	13	Apparent failure to link pay and appropriate performance
05/05/2022	IMI Plc	Annual	All For		
05/05/2022	Indivior PLC	Annual	All For		
05/05/2022	Melrose Industries Plc	Annual	All For		
05/05/2022	Mondi Plc	Annual	All For		
05/05/2022	Moneysupermarket.com Group Plc	Annual	All For		
05/05/2022	Morgan Advanced Materials Plc	Annual	Against	2	Apparent failure to link pay and appropriate performance
05/05/2022	Morgan Sindall Group plc	Annual	Against	2	Apparent failure to link pay and appropriate performance
05/05/2022	Pershing Square Holdings Ltd	Annual	All For		
05/05/2022	Phoenix Group Holdings Plc	Annual	Against	2	Apparent failure to link pay & appropriate performance
05/05/2022	Rathbones Group Plc	Annual	All For		
05/05/2022	Reach Plc	Annual	Against	2	Apparent failure to link pay and appropriate performance
05/05/2022	Witan Investment Trust PLC	Annual	Against	8	Lack of independent representation at board committees
06/05/2022	BlackRock World Mining Trust PLC	Annual	All For		
06/05/2022	InterContinental Hotels Group Plc	Annual	All For		
06/05/2022	Man Group Plc (Jersey)	Annual	All For		
06/05/2022	Rightmove Plc	Annual	All For		
06/05/2022	Spirent Communications Plc	Annual	All For		
09/05/2022	Aviva Plc	Annual	All For		
09/05/2022	Aviva Plc	Special	All For		
10/05/2022	Capita Plc	Annual	Against	2	Apparent failure to link pay and appropriate performance
10/05/2022	Centamin Plc	Annual	Against	3,2	Apparent failure to link pay and appropriate performance
10/05/2022	Direct Line Insurance Group Plc	Annual	All For		
10/05/2022	Fidelity European Trust PLC	Annual	All For		
10/05/2022	HgCapital Trust PLC	Annual	Abstain	14	An ABSTAIN vote is warranted on this item:- This resolution will be withdrawn.
10/05/2022	IWG Plc	Annual	Against	2	Apparent failure to link pay and appropriate performance
10/05/2022	Just Group Plc	Annual	All For		
10/05/2022	Temple Bar Investment Trust PLC	Annual	All For		
11/05/2022	Antofagasta Plc	Annual	Against	2,4	
11/05/2022	Capricorn Energy Plc	Annual	Against	2	Apparent failure to link pay and appropriate performance
11/05/2022	Clarkson Plc	Annual	Against	2	Apparent failure to link pay and appropriate performance
11/05/2022	Harbour Energy Plc	Annual	Against	2	Apparent failure to link pay and appropriate performance
11/05/2022	Harbour Energy Plc	Special	All For	18	Concerns to protect shareholder value
11/05/2022	Jupiter Fund Management Plc	Annual	Against	2	Apparent failure to link pay and appropriate performance
11/05/2022	Marshalls Plc	Annual	All For		
11/05/2022	National Express Group Plc	Annual	All For		
11/05/2022	Rentokil Initial Plc	Annual	All For		
11/05/2022	Savills Plc	Annual	All For		
11/05/2022	Spirax-Sarco Engineering Plc	Annual	All For		
11/05/2022	Spire Healthcare Group Plc	Annual	All For		
11/05/2022	TP ICAP Group Plc	Annual	Against	2	Apparent failure to link pay and appropriate performance
12/05/2022	Baillie Gifford Shin Nippon PLC	Annual	All For		
12/05/2022	Balfour Beatty Plc	Annual	All For		
12/05/2022	BP Plc	Annual	All For		
12/05/2022	Bridgepoint Group Plc	Annual	Against	3	Apparent failure to link pay & appropriate performance
12/05/2022	Cineworld Group Plc	Annual	Against	2	Apparent failure to link pay and appropriate performance
12/05/2022	Contourglobal Plc	Annual	Against	9	Overboarded/Too many other time commitmentsConcerns about remuneration committee performance
12/05/2022	ConvaTec Group Plc	Annual	Against	3	Concerns related to approach to board gender diversity Concerns related to succession planning
12/05/2022	Howden Joinery Group Plc	Annual	Against	3	
12/05/2022	Lloyds Banking Group Plc	Annual	All For		
12/05/2022	OSB Group Plc	Annual	All For		
12/05/2022	Quilter Plc	Annual	All For		
12/05/2022	Quilter Plc	Special	All For		
12/05/2022	Rolls-Royce Holdings Plc	Annual	All For		
12/05/2022	The UNITE Group Plc	Annual	All For		
13/05/2022	Derwent London Plc	Annual	All For		
16/05/2022	888 Holdings Plc	Special	All For		
17/05/2022	Fresnillo Plc	Annual	Against	4,5	
17/05/2022	Greggs Plc	Annual	All For		
17/05/2022	Nielsen Holdings Plc	Annual	Against	5,6	Apparent failure to link pay and appropriate performance
				11	Concerns about remuneration committee performance
				11	Overboarded/Too many other time commitments

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
17/05/2022	The Mercantile Investment Trust PLC	Annual	All For		
17/05/2022	Vivo Energy Plc	Annual	Against	11	Overboarded/Too many other time commitments
18/05/2022	abrdn Plc	Annual	All For		
18/05/2022	Coats Group Plc	Annual	Abstain	6	Proposal withdrawn/not put to a vote
18/05/2022	Impax Environmental Markets PLC	Annual	All For		
18/05/2022	JPMorgan American Investment Trust PLC	Annual	All For		
18/05/2022	Ti Fluid Systems Plc	Annual	Against	11	Lack of independent representation at board committees
18/05/2022	Vesuvius Plc	Annual	All For		
18/05/2022	Vistry Group Plc	Annual	All For		
19/05/2022	Computacenter Plc	Annual	Against	2	Apparent failure to link pay & appropriate performance
19/05/2022	Essentra Plc	Annual	All For		
19/05/2022	Genuit Group Plc	Annual	All For		
19/05/2022	Inchcape Plc	Annual	All For		
19/05/2022	Network International Holdings Plc	Annual	All For		
19/05/2022	Next Plc	Annual	Against	2,10	Apparent failure to link pay & appropriate performance
19/05/2022	St. James's Place Plc	Annual	All For		
19/05/2022	Tyman Plc	Annual	All For		
20/05/2022	Croda International Plc	Annual	All For		
20/05/2022	Hikma Pharmaceuticals Plc	Special	All For		
20/05/2022	Reckitt Benckiser Group Plc	Annual	Against	2,3	
23/05/2022	Brewin Dolphin Holdings Plc	Court	All For		
23/05/2022	Brewin Dolphin Holdings Plc	Special	All For		
24/05/2022	4imprint Group Plc	Annual	All For		
24/05/2022	Endeavour Mining Plc	Annual	Against	13,14	Apparent failure to link pay and appropriate performance
24/05/2022	FDM Group (Holdings) Plc	Annual	All For		
24/05/2022	Hill & Smith Holdings Plc	Annual	All For		
24/05/2022	Hilton Food Group Plc	Annual	All For		
24/05/2022	Shell Plc	Annual	Against	1,20 21	Inadequate management of climate-related risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
24/05/2022	The Restaurant Group Plc	Annual	Against	2	Apparent failure to link pay and appropriate performance
24/05/2022	WPP Plc	Annual	Against	3	
25/05/2022	Aston Martin Lagonda Global Holdings Plc	Annual	Abstain	5	
			Against	16	Concerns related to Non-audit fees
25/05/2022	Bodycote Plc	Annual	Against	14	Apparent failure to link pay and appropriate performance
25/05/2022	International Public Partnerships Limited	Annual	All For		
25/05/2022	Intertek Group Plc	Annual	All For		
25/05/2022	M&G Plc	Annual	Against	19 15	Concerns about reducing shareholder rights Inadequate management of climate-related risks
25/05/2022	Trustpilot Group Plc	Annual	All For		
25/05/2022	Tullow Oil Plc	Annual	All For		
26/05/2022	Energiean Plc	Annual	Against	2	Apparent failure to link pay and appropriate performance
26/05/2022	Hochschild Mining Plc	Annual	Against	2 7	Apparent failure to link pay and appropriate performance Overboarded/Too many other time commitments
26/05/2022	Hochschild Mining Plc	Special	All For		
26/05/2022	Legal & General Group Plc	Annual	All For		
26/05/2022	Petrofac Ltd.	Annual	Against	2	Apparent failure to link pay and appropriate performance
26/05/2022	Prudential Plc	Annual	Against	2	
26/05/2022	Sensata Technologies Holding Plc	Annual	All For		
26/05/2022	Wickes Group Plc	Annual	All For		
27/05/2022	BMO Commercial Property Trust Ltd	Annual	All For		
27/05/2022	Coca-Cola Europacific Partners Plc	Annual	Against	2 3,15 23 9	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees Concerns to protect shareholder value Overboarded/Too many other time commitments
27/05/2022	Oxford Biomedica Plc	Annual	Against	2	Apparent failure to link pay and appropriate performance
27/05/2022	Spectris Plc	Annual	All For		
27/05/2022	The Renewables Infrastructure Group	Annual	All For		
27/05/2022	Triple Point Social Housing REIT PLC	Annual	All For		
31/05/2022	JTC Plc	Annual	All For		
31/05/2022	PageGroup Plc	Annual	All For		
31/05/2022	Petershill Partners PLC	Annual	All For		
06/06/2022	Abdrn European Logistics Income PLC	Annual	All For		
07/06/2022	Centrica Plc	Annual	Against	17	Inadequate management of climate-related risks
08/06/2022	NovoCure Ltd.	Annual	Against	1d,1g	Concerns related to board gender diversity
09/06/2022	BlackRock Smaller Companies Trust PLC	Annual	All For		
10/06/2022	Ultra Electronics Holdings Plc	Annual	All For		
14/06/2022	IP Group Plc	Annual	All For		
14/06/2022	NB Private Equity Partners Limited	Annual	All For		
15/06/2022	888 Holdings Plc	Annual	Against	2 10	Apparent failure to link pay and appropriate performance Concerns related to Non-audit fees

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
15/06/2022	Ferrexpo Plc	Annual	Against	2 8,9,12	Apparent failure to link pay and appropriate performance Concerns about candidate's experience/skills
15/06/2022	Ferrexpo Plc	Special	All For		
15/06/2022	Liberty Global Plc	Annual	Against	1,3,5	
15/06/2022	PureTech Health Plc	Annual	Against	2 8 11 6	Apparent failure to link pay & appropriate performance Concerns related to inappropriate membership of committees Lack of independence on board Overboarded/Too many other time commitments
15/06/2022	Whitbread Plc	Annual	Against	3	Apparent failure to link pay & appropriate performance
16/06/2022	Informa Plc	Annual	Against	14 11	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
16/06/2022	Ruffer Investment Company Limited	Special	All For		
16/06/2022	TBC Bank Group Plc	Annual	All For		
16/06/2022	UK Commercial Property REIT Ltd	Annual	All For		
17/06/2022	Tesco Plc	Annual	All For		
22/06/2022	John Wood Group Plc	Annual	All For		
22/06/2022	Kingfisher plc	Annual	Against	2,3	Apparent failure to link pay & appropriate performance
22/06/2022	LXI REIT PLC	Special	All For		
23/06/2022	Cordiant Digital Infrastructure Limited	Annual	All For		
23/06/2022	Royalty Pharma Plc	Annual	Against	2,5 11	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value
24/06/2022	Avast Plc	Annual	Against	2	Apparent failure to link pay & appropriate performance
24/06/2022	Entain Plc	Annual	Against	2,15	Apparent failure to link pay & appropriate performance
28/06/2022	Airtel Africa Plc	Annual	Against	3	
28/06/2022	Capital & Counties Properties Plc	Annual	All For		
28/06/2022	ICG Enterprise Trust plc	Annual	All For		
29/06/2022	Meggitt Plc	Annual	Against	2	Apparent failure to link pay & appropriate performance
29/06/2022	Provident Financial Plc	Annual	All For		
30/06/2022	3i Group PLC	Annual	Against	2,12 10	Concerns about candidate's experience/skills
30/06/2022	Playtech Plc	Annual	Against	2 3	Apparent failure to link pay and appropriate performance Concerns regarding Auditor tenure
30/06/2022	Sanne Group Plc	Annual	All For		
30/06/2022	Scottish Mortgage Investment Trust PLC	Annual	Against	4	Concerns related to attendance at board or committee meetings 2- Concerns related to inappropriate membership of committees 3- Concerns related to succession planning
30/06/2022	Trainline Plc	Annual	Against	3,4	Apparent failure to link pay and appropriate performance