

**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
26/10/2021	CNOOC Limited	Extraordinary Shareholders	All For		
27/10/2021	Sino Land Co. Ltd.	Annual	Against	5.2,5.3 3.1,3.3 3.2	Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board Overboarded/Too many other time commitmentsConcerns related to approach to board gender diversityConcerns related to succession planning
04/11/2021	Sun Hung Kai Properties Limited	Annual	Against	3.1d 8 3.1b 6 7	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure Concerns related to long tenure Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders
23/11/2021	New World Development Co. Ltd.	Annual	Against	3a,3b 6 7,8	Concerns related to succession planning Concerns to protect shareholder value Concerns to protect shareholder valueApparent failure to link pay and appropriate performance Concerns to protect shareholder value
23/12/2021	China Travel International Investment Hong Kong Limited	Extraordinary Shareholders	Against	1	Concerns to protect shareholder value
21/10/2021	Japan Logistics Fund, Inc.	Special	All For		
27/10/2021	Advance Residence Investment Corp.	Special	Against	4.1	Lack of independence on board
27/10/2021	Mitsui Fudosan Logistics Park, Inc.	Special	All For		
27/10/2021	SternRIM, Inc.	Annual	Against	2,3,4,5	Concerns to protect shareholder value
19/11/2021	Bic Camera, Inc.	Annual	Against	2.1,2.9,2.11	Lack of independence on board
19/11/2021	LaSalle Logiport REIT	Special	All For		
24/11/2021	Mani, Inc.	Annual	All For		
25/11/2021	FAST RETAILING CO., LTD.	Annual	Against	1.2,1.3 1.5	Lack of independence on board concern of independence due to business affiliation
25/11/2021	Shinsei Bank, Ltd.	Special	All For		
26/11/2021	Japan Metropolitan Fund Investment Corp.	Special	All For		
26/11/2021	ORIX JREIT Inc.	Special	All For		
26/11/2021	Ryohin Keikaku Co., Ltd.	Annual	Against	2 3.1,3.4	Concerns related to shareholder rights Lack of independence on board
30/11/2021	Daiwa House REIT Investment Corp.	Special	All For		
06/12/2021	Noevir Holdings Co., Ltd.	Annual	Against	1.6	Lack of independence on board
10/12/2021	CyberAgent, Inc.	Annual	Against	2 3.1,3.4 4.2	Concerns related to shareholder rights Lack of independence on board Lack of independence on boardLack of independent representation at board committees
17/12/2021	Hamamatsu Photonics KK	Annual	Against	3.8	Lack of independence on board
19/12/2021	GMO Payment Gateway, Inc.	Annual	Against	2 3.8,4.3	Concerns related to shareholder rights Lack of independence on board
21/12/2021	Obara Group, Inc.	Annual	Against	2.1 2.4	Concerns related to approach to board gender diversityLack of independence on board Lack of independence on board
22/12/2021	Open House Co., Ltd.	Annual	All For		
23/12/2021	FOOD & LIFE COMPANIES LTD.	Annual	All For		
24/12/2021	Yamaguchi Financial Group, Inc.	Special	All For		
07/10/2021	Singapore Exchange Ltd.	Annual	All For		
26/10/2021	Wing Tai Holdings Limited	Annual	Against	9 8	Apparent failure to link pay and appropriate performance Issue of equity raises concerns about excessive dilution of existing shareholders
18/11/2021	Singapore Press Holdings Ltd.	Annual	All For		
26/11/2021	Singapore Post Ltd.	Extraordinary Shareholders	All For		
02/12/2021	KEPPEL DC REIT	Extraordinary Shareholders	All For		
09/12/2021	Keppel Corporation Limited	Extraordinary Shareholders	All For		
15/12/2021	Singapore Technologies Engineering Ltd.	Extraordinary Shareholders	All For		
08/10/2021	KEPCO Plant Service & Engineering Co., Ltd.	Special	All For		
12/10/2021	SK Telecom Co., Ltd.	Special	All For		
14/10/2021	Korea Electric Power Corp.	Special	All For		
25/10/2021	SK Chemicals Co. Ltd.	Special	All For		
29/10/2021	SillaJen, Inc.	Special	All For		
12/11/2021	KEPCO Plant Service & Engineering Co., Ltd.	Special	Against	1.2	Cumulative/slate voting in favour of individual candidates/slates
17/11/2021	Korea Gas Corp.	Special	All For		
24/11/2021	KEPCO Plant Service & Engineering Co., Ltd.	Special	All For		
13/12/2021	Hanssem Co., Ltd.	Special	All For		
15/12/2021	DL Holdings Co., Ltd.	Special	All For		

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
16/12/2021	HYBE Co., Ltd.	Special	Against	1	Issue of equity raises concerns about excessive dilution of existing shareholders
17/12/2021	Kangwon Land, Inc.	Special	All For		
20/12/2021	Pan Ocean Co., Ltd.	Special	All For		
12/10/2021	Aurizon Holdings Ltd.	Annual	Against	4	Apparent failure to link pay & appropriate performance
12/10/2021	CSL Limited	Annual	Against	3,4	Apparent failure to link pay & appropriate performance
12/10/2021	Telstra Corporation Limited	Annual	All For		
13/10/2021	Commonwealth Bank of Australia	Annual	Against	3 5b	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
15/10/2021	Treasury Wine Estates Limited	Annual	Against	3	Apparent failure to link pay and appropriate performance
19/10/2021	Brambles Limited	Annual	Against	2	
19/10/2021	Cochlear Limited	Annual	Against	2,1,4,1	Apparent failure to link pay and appropriate performance
19/10/2021	Dexus	Annual	Against	1,2 4	Apparent failure to link pay and appropriate performance Concerns related to shareholder rights
19/10/2021	IDP Education Ltd.	Annual	Against	3 2a,2b	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity
19/10/2021	Stockland	Annual	Against	6,7	Apparent failure to link pay and appropriate performance
19/10/2021	Tabcorp Holdings Limited	Annual	Against	3 2b	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity
20/10/2021	Deterra Royalties Ltd.	Annual	Against	1,4 5	Apparent failure to link pay and appropriate performance Concerns regarding Auditor tenure
20/10/2021	Flight Centre Travel Group Limited	Annual	Against	3,8 1,2 9 4	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity Concerns related to shareholder rights Concerns to protect shareholder value
20/10/2021	Origin Energy Limited	Annual	Against	10d,10e,10f	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
21/10/2021	APA Group	Annual	Against	1 3	Apparent failure to link pay and appropriate performance Concerns related to Non-audit fees
21/10/2021	Crown Resorts Limited	Annual	Against	3,4,5,6	Apparent failure to link pay & appropriate performance
21/10/2021	Endeavour Group Ltd. (Australia)	Annual	Against	4,6	Apparent failure to link pay and appropriate performance
21/10/2021	Magellan Financial Group Ltd.	Annual	Against	2	Apparent failure to link pay and appropriate performance
21/10/2021	Orora Ltd.	Annual	Against	3a,3b,4 2b 2a	Apparent failure to link pay and appropriate performance Concerns related to Non-audit fees Concerns related to inappropriate membership of committees
21/10/2021	Perpetual Limited	Annual	Against	1,6a,6b	Apparent failure to link pay & appropriate performance
21/10/2021	Transurban Group Ltd.	Annual	Against	3,4 2e	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity
21/10/2021	Wesfarmers Limited	Annual	Against	3	Apparent failure to link pay and appropriate performance
22/10/2021	Cleanaway Waste Management Ltd.	Annual	Against	2 3A	Apparent failure to link pay & appropriate performance Concerns related to board gender diversity
22/10/2021	Insurance Australia Group Ltd.	Annual	Against	1	Apparent failure to link pay and appropriate performance
27/10/2021	Woolworths Group Limited	Annual	All For		
28/10/2021	Boral Limited	Annual	Against	3,4 2	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees
28/10/2021	Challenger Limited	Annual	Against	3	Apparent failure to link pay & appropriate performance
28/10/2021	JB Hi-Fi Limited	Annual	Against	3,4a,4b 2a	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversityConcerns related to approach to below-board gender diversity
28/10/2021	Reece Limited	Annual	Against	1,3 2	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees
28/10/2021	South32 Ltd.	Annual	Against	2a,2b,3	Inadequate management of climate-related risks
28/10/2021	The Star Entertainment Group Limited	Annual	Against	4	Apparent failure to link pay and appropriate performance
29/10/2021	Carsales.Com Limited	Annual	Against	2 3a,3b	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity
03/11/2021	Domino's Pizza Enterprises Limited	Annual	Against	1,4,5 3	Apparent failure to link pay and appropriate performance Concerns regarding Auditor tenure
03/11/2021	Worley Limited	Annual	Against	3,4 2a	Apparent failure to link pay and appropriate performance Overboarded/Too many other time commitments
04/11/2021	Domain Holdings Australia Ltd.	Annual	Against	1,5 3	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversityConcerns regarding Auditor tenure
04/11/2021	Downer EDI Limited	Annual	Against	3	Apparent failure to link pay and appropriate performance
05/11/2021	Qantas Airways Limited	Annual	Against	3,4	Apparent failure to link pay and appropriate performance
09/11/2021	Bendigo and Adelaide Bank Limited	Annual	All For		
09/11/2021	Fortescue Metals Group Ltd.	Annual	Against	1,5,6 8	Apparent failure to link pay and appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
10/11/2021	Beach Energy Limited	Annual	Against	1,3	Apparent failure to link pay and appropriate performance
10/11/2021	Coles Group Ltd.	Annual	Against	3	Apparent failure to link pay & appropriate performance
10/11/2021	Newcrest Mining Ltd.	Annual	Against	4	Apparent failure to link pay & appropriate performance
10/11/2021	Sims Limited	Annual	Against	4,5 1	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees
10/11/2021	Vicinity Centres	Annual	Against	2,4 5b,6b 3c 3a	Apparent failure to link pay & appropriate performance Concerns about reducing shareholder rights Concerns related to board gender diversity Lack of independence on board

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
11/11/2021	Ansell Limited	Annual	All For		
11/11/2021	BHP Group Limited	Annual	Against	20,23	Inadequate management of climate-related risks
11/11/2021	Charter Hall Group	Annual	Against	3,6	Apparent failure to link pay and appropriate performance
11/11/2021	Computershare Limited	Annual	Against	5	Apparent failure to link pay and appropriate performance
11/11/2021	Qube Holdings Ltd.	Annual	Against	3 2 1	Apparent failure to link pay & appropriate performance 2- Concerns about remuneration committee performance 3- Concerns related to board gender diversity
11/11/2021	REA Group Ltd	Annual	Against	2,4a,4b 3b 5b	Concerns regarding Auditor tenure 2- Concerns related to inappropriate membership of committees Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Overboarded/Too many other time commitments Concerns related to shareholder rights
12/11/2021	Lendlease Group	Annual	Against	3 2b	Apparent failure to link pay and appropriate performance Concerns regarding Auditor tenure
16/11/2021	Mirvac Group	Annual	Against	3,4 2,1,2,2	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees
17/11/2021	Afterpay Limited	Annual	Against	3 2A	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity
17/11/2021	Platinum Asset Management Ltd.	Annual	Against	3,4,5 1	Apparent failure to link pay and appropriate performance Lack of independence on board
17/11/2021	Seek Limited	Annual	Against	2,4,5	Apparent failure to link pay and appropriate performance
17/11/2021	Seven Group Holdings Limited	Annual	Against	4 3 6	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity Concerns to protect shareholder value
18/11/2021	Altium Limited	Annual	Against	2,6 4 7 3	Apparent failure to link pay & appropriate performance Concerns about overall board structure Concerns about reducing shareholder rights Concerns regarding Auditor tenure 2- Concerns related to Non-audit fees
18/11/2021	Bluescope Steel Limited	Annual	Against	2,4,5	Apparent failure to link pay and appropriate performance
18/11/2021	Goodman Group	Annual	Against	5,6,7,8 3a,3b 2 1	Apparent failure to link pay & appropriate performance Concerns about overall board structure Concerns about remuneration committee performance Concerns regarding Auditor tenure
18/11/2021	IGO Ltd.	Annual	Against	4	Apparent failure to link pay and appropriate performance
18/11/2021	Medibank Private Ltd.	Annual	Against	3	Apparent failure to link pay and appropriate performance
18/11/2021	Mineral Resources Limited	Annual	All For		
18/11/2021	Northern Star Resources Ltd.	Annual	Against	1,4	Apparent failure to link pay & appropriate performance
18/11/2021	Sonic Healthcare Limited	Annual	Against	3,4,5	Apparent failure to link pay & appropriate performance
19/11/2021	NextDC Ltd.	Annual	Against	1,3 2	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity
19/11/2021	Wisetech Global Ltd.	Annual	Against	2 5 7	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees Concerns regarding Auditor tenure Concerns related to shareholder rights
23/11/2021	Pro Medicus Limited	Annual	Against	2,4 3,2	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity Concerns regarding Auditor tenure
24/11/2021	Harvey Norman Holdings Ltd.	Annual	Against	4 3,5	Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Lack of independence on board
24/11/2021	Ramsay Health Care Limited	Annual	Against	2	Apparent failure to link pay and appropriate performance
24/11/2021	Shopping Centres Australasia Property Group RE Ltd.	Annual	Against	1	Apparent failure to link pay and appropriate performance
25/11/2021	Evolution Mining Limited	Annual	Against	1,3,4	Apparent failure to link pay and appropriate performance
25/11/2021	Insignia Financial Ltd.	Annual	Against	3,4	Apparent failure to link pay and appropriate performance
07/12/2021	Bank of Queensland Ltd.	Annual	Against	3,4,5	Apparent failure to link pay & appropriate performance
10/12/2021	Washington H. Soul Pattinson and Company Limited	Annual	Against	2 6 3b,4 3a	Apparent failure to link pay and appropriate performance Concerns related to shareholder rights Inadequate management of climate-related risks Inadequate management of climate-related risks Concerns related to approach to board gender diversity
14/12/2021	Afterpay Limited	Court	All For		
15/12/2021	Westpac Banking Corp.	Annual	Against	2,3 6b	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
16/12/2021	Australia and New Zealand Banking Group Limited	Annual	Against	3,4 6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
16/12/2021	Orica Ltd.	Annual	Against	3	Apparent failure to link pay and appropriate performance
17/12/2021	Incitec Pivot Limited	Annual	Against	4 6b	Apparent failure to link pay and appropriate performance Inadequate management of climate-related risks
17/12/2021	National Australia Bank Limited	Annual	Against	3,4b 5b	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
17/12/2021	Nufarm Limited	Annual	Against	2	Apparent failure to link pay and appropriate performance
06/10/2021	Meridian Energy Limited	Annual	All For		
19/10/2021	Fletcher Building Limited	Annual	All For		
21/10/2021	Auckland International Airport Limited	Annual	Against	2,5	Concerns regarding Auditor tenure
28/10/2021	Air New Zealand Limited	Annual	Against	2	Concerns regarding Auditor tenure

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
29/10/2021	SKYCITY Entertainment Group Limited	Annual	Against	4	Concerns regarding Auditor tenure
05/11/2021	Spark New Zealand Ltd.	Annual	All For		
10/11/2021	Contact Energy Limited	Annual	All For		
17/11/2021	The a2 Milk Company Limited	Annual	Against	4	Concerns regarding Auditor tenure
22/10/2021	Haitong International Securities Group Limited	Special	All For		
22/11/2021	NWS Holdings Limited	Annual	Against	8 5,7 3a,3b 3c 3d 3e,3f	Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
01/10/2021	Xpart SA	Extraordinary Shareholders	All For		
25/10/2021	Suzano SA	Extraordinary Shareholders	All For		
18/11/2021	Raia Drogasil SA	Extraordinary Shareholders	All For		
25/11/2021	Banco Inter SA	Extraordinary Shareholders	Against	5 1,2,3,4,6,7,8	Double voting rights Concerns to protect shareholder value Double voting rightsConcerns to protect shareholder value
09/12/2021	B3 SA-Brasil, Bolsa, Balcão	Extraordinary Shareholders	All For		
22/12/2021	BB Seguridade Participações SA	Extraordinary Shareholders	Abstain Against	7,8,1,8,2,8,3,8,4,9 6,2	
12/10/2021	China Mengniu Dairy Co., Ltd.	Extraordinary Shareholders	All For		
03/11/2021	ESR Cayman Ltd.	Extraordinary Shareholders	Against	2,3,4	Concerns related to board gender diversity
17/11/2021	Farfetch Ltd.	Annual	All For		
22/11/2021	StoneCo Ltd.	Annual	Against	2	Inappropriate bundling of election of directors on a single vote
26/11/2021	Towngas China Co. Ltd.	Extraordinary Shareholders	All For		
06/12/2021	Geely Automobile Holdings Limited	Extraordinary Shareholders	Against	3	
17/12/2021	Geely Automobile Holdings Limited	Extraordinary Shareholders	All For		
23/12/2021	Lee & Man Paper Manufacturing Limited	Extraordinary Shareholders	All For		
15/10/2021	Hangzhou Tigemed Consulting Co., Ltd.	Extraordinary Shareholders	All For		
15/10/2021	Hangzhou Tigemed Consulting Co., Ltd.	Extraordinary Shareholders	All For		
25/10/2021	Luxshare Precision Industry Co. Ltd.	Special	Against	2,3,4	Apparent failure to link pay and appropriate performance
01/11/2021	Shenzhen Topband Co., Ltd.	Special	Against	1,2,3	Concerns to protect shareholder value
08/11/2021	Anhui Conch Cement Company Limited	Extraordinary Shareholders	Against	1	Concerns related to board gender diversity
10/11/2021	LB Group Co., Ltd.	Special	All For		
23/11/2021	Focus Media Information Technology Co., Ltd.	Special	Against	19,1	Concerns related to approach to board gender diversityCombined CEO/Chair
10/12/2021	Shenzhen YUTO Packaging Technology Co., Ltd.	Special	All For		
15/12/2021	LB Group Co., Ltd.	Special	All For		
16/12/2021	Dian Diagnostics Group Co. Ltd.	Special	Against	1,2,3 8,9,10,11,12,13,14,15	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure
24/12/2021	LB Group Co., Ltd.	Special	Against	2 1	Concerns related to shareholder rights Concerns to protect shareholder value
27/12/2021	Jiangsu Hengrui Pharmaceuticals Co., Ltd.	Special	All For		
27/12/2021	Shenzhen Topband Co., Ltd.	Special	All For		
29/12/2021	China Jushi Co. Ltd.	Special	All For		
30/12/2021	Zhejiang Supor Co., Ltd.	Special	All For		
31/12/2021	Huaxin Cement Co., Ltd.	Special	All For		
02/11/2021	Komerční banka, a.s.	Special	All For		
20/12/2021	MONETA Money Bank, a.s.	Special	All For		
15/10/2021	OTP Bank Nyrt	Special	All For		
22/12/2021	MOL Hungarian Oil & Gas Plc	Special	Against	1,2,3,4,5,6	Insufficient/poor disclosure
19/10/2021	Reliance Industries Ltd.	Special	Against	1	Lack of independence on board
24/10/2021	Eicher Motors Limited	Special	All For		
10/11/2021	Housing Development Finance Corporation Limited	Special	All For		
02/12/2021	Colgate-Palmolive (India) Limited	Special	Against	1	Lack of independence on boardApparent failure to link pay and appropriate performance
08/11/2021	Wix.com Ltd.	Annual	All For		
19/11/2021	Grupo Financiero Banorte SAB de CV	Ordinary Shareholders	All For		
07/12/2021	Oil Search Ltd.	Court	All For		
12/10/2021	Powszechna Kasa Oszczędności Bank Polski SA	Special	All For		
12/10/2021	Powszechny Zakład Ubezpieczeń SA	Special	Against	5,1,5,2,6	Insufficient/poor disclosure
16/11/2021	Cyfrowy Polsat SA	Special	Against	6	Concerns to protect shareholder value
02/12/2021	Oil Co. LUKOIL PJSC	Special	All For		
02/12/2021	Oil Co. LUKOIL PJSC	Special	All For		
24/11/2021	Discovery Ltd.	Annual	Against	1,2,1 5 2,1	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure Lack of independence on board
17/11/2021	Ford Otomotiv Sanayi AS	Special	All For		
06/12/2021	İskenderun Demir ve Çelik AS	Special	All For		
10/11/2021	Raiffeisen Bank International AG	Extraordinary Shareholders	All For		
25/11/2021	Erste Group Bank AG	Extraordinary Shareholders	All For		
07/10/2021	Colruyt SA	Extraordinary Shareholders	Against	II.2 II.4 II.3	Issue of equity raises concerns about excessive dilution of existing shareholders Issue of equity raises concerns about excessive dilution of existing shareholdersPoison pill/anti-takeover measure not in investors interests Poison pill/anti-takeover measure not in investors interests

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
04/11/2021	Groupe Bruxelles Lambert SA	Extraordinary Shareholders	Against	2,2 2,1	Apparent failure to link pay & appropriate performance Lack of independence on board
02/12/2021	Telenet Group Holding NV	Extraordinary Shareholders	All For		
19/11/2021	TCS Group Holding Plc	Annual	Against	13	Issue of equity raises concerns about excessive dilution of existing shareholders
24/11/2021	Chr. Hansen Holding A/S	Annual	All For		
02/12/2021	Coloplast A/S	Annual	Abstain	7,1,7,2	Concerns related to inappropriate membership of committees
14/12/2021	Ambu A/S	Annual	Against	4,6	Apparent failure to link pay & appropriate performance
10/11/2021	Pernod Ricard SA	Annual/Special	Against	10,2	Apparent failure to link pay and appropriate performance
14/12/2021	Sodexo SA	Annual/Special	Against	8,10	Apparent failure to link pay and appropriate performance
01/10/2021	Daimler AG	Extraordinary Shareholders	All For	14 9 5	Apparent failure to link pay & appropriate performance Concerns regarding Auditor tenure
05/10/2021	Folli Follie SA	Annual	Against	1,3 4	Concerns to protect shareholder value Insufficient/poor disclosure
19/10/2021	Public Power Corp. SA	Extraordinary Shareholders	Against	3	Inadequate management of climate-related risks
04/11/2021	Folli Follie SA	Extraordinary Shareholders	All For		
10/12/2021	Hellenic Petroleum SA	Extraordinary Shareholders	All For		
14/12/2021	Terna Energy SA	Extraordinary Shareholders	All For		
16/12/2021	Public Power Corp. SA	Extraordinary Shareholders	Against	2	Inadequate management of climate-related risks
20/10/2021	Seagate Technology Holdings Plc	Annual	Against	1a,2	
09/12/2021	Medtronic Plc	Annual	Against	1b,3	
17/12/2021	iShares VII plc - iShares MSCI UK Small Cap UCITS ETF	Annual	Against	8	Overboarded/Too many other time commitments
04/10/2021	DiaSorin SpA	Extraordinary Shareholders	All For		
08/10/2021	A2A SpA	Extraordinary Shareholders	All For		
14/10/2021	Intesa Sanpaolo SpA	Ordinary Shareholders	All For		
15/10/2021	Nexi SpA	Extraordinary Shareholders	Against	1	
21/10/2021	FinecoBank SpA	Ordinary Shareholders	All For		
28/10/2021	Mediobanca SpA	Annual/Special	Against	3,1,3,2 A	Apparent failure to link pay & appropriate performance Insufficient/poor disclosure
03/11/2021	Banca Mediolanum SpA	Extraordinary Shareholders	Against	1 1,1,2,1,2,2	Concerns related to minority shareholder interest
03/12/2021	Atlantia SpA	Extraordinary Shareholders	All For		
09/11/2021	B&M European Value Retail SA	Extraordinary Shareholders	All For		
16/12/2021	Randstad NV	Extraordinary Shareholders	All For		
17/12/2021	Royal Vopak NV	Extraordinary Shareholders	All For		
23/12/2021	CNH Industrial NV	Extraordinary Shareholders	All For		
06/10/2021	Evolution AB	Extraordinary Shareholders	All For		
21/10/2021	Kinnevik AB	Extraordinary Shareholders	All For		
21/10/2021	Svenska Handelsbanken AB	Extraordinary Shareholders	All For		
26/10/2021	Sinch AB	Extraordinary Shareholders	Against	9 8	Apparent failure to link pay and appropriate performance Issue of equity raises concerns about excessive dilution of existing shareholders
28/10/2021	Hennes & Mauritz AB	Extraordinary Shareholders	All For		
28/10/2021	Swedbank AB	Extraordinary Shareholders	All For		
12/11/2021	Skandinaviska Enskilda Banken AB	Extraordinary Shareholders	All For		
17/11/2021	Hexagon AB	Extraordinary Shareholders	All For		
23/11/2021	Industrivarden AB	Extraordinary Shareholders	All For		
28/12/2021	Trelleborg AB	Extraordinary Shareholders	All For		
01/10/2021	Credit Suisse Group AG	Extraordinary Shareholders	Against	3	Insufficient/poor disclosure
03/11/2021	Chubb Limited	Extraordinary Shareholders	Against	3	Insufficient basis to support a decision
26/11/2021	Roche Holding AG	Extraordinary Shareholders	Against	2 3	Concerns about reducing shareholder rights Insufficient/poor disclosure
08/12/2021	Barry Callebaut AG	Annual	Against	1,2 6	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure
26/11/2021	Agnico Eagle Mines Ltd.	Special	All For		
08/12/2021	Canadian Pacific Railway Limited	Special	All For		
06/10/2021	NIKE, Inc.	Annual	Against	2 1c 7 4,5,6	Apparent failure to link pay & appropriate 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
07/10/2021	Tesla, Inc.	Annual	Against	1,1 1,2 5 6,7,8 9	Concerns about overall board structure 2- Concerns related to board gender diversity 3- 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 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

Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
12/10/2021	The Procter & Gamble Company	Annual	Against	3 1g	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
14/10/2021	Paychex, Inc.	Annual	Against	2 1h	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performanceConcerns related to approach to board diversityConcerns related to succession planning
26/10/2021	Cintas Corporation	Annual	Against	2 1a 1g 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity Shareholder proposal promotes enhanced shareholder rights
27/10/2021	Parker-Hannifin Corporation	Annual	Against	3 1g	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
28/10/2021	Catalent, Inc.	Annual	Against	1c	Concerns related to board ethnic and/or racial diversity 2- Concerns related to board gender diversity
03/11/2021	Block, Inc.	Special	All For		
03/11/2021	KLA Corporation	Annual	Against	3 1.6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
04/11/2021	NortonLifeLock Inc.	Special	All For		
05/11/2021	Cardinal Health, Inc.	Annual	Against	3 1a	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
08/11/2021	Lam Research Corporation	Annual	All For		
10/11/2021	Automatic Data Processing, Inc.	Annual	Against	2 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
10/11/2021	Fox Corporation	Annual	Against	3 1g 1h 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns to protect shareholder value Shareholder proposal promotes transparency
10/11/2021	Oracle Corporation	Annual	Against	1.5 1.4 3 5 6	Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity 2- Concerns related to board gender diversity 3- Lack of independence on board Issue of capital raises concerns about excessive dilution of existing shareholders SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
12/11/2021	The Estee Lauder Companies, Inc.	Annual	Against	1d,3 1a,1b	Apparent failure to link pay & appropriate performance
16/11/2021	Jack Henry & Associates, Inc.	Annual	All For		
16/11/2021	Western Digital Corporation	Annual	All For		
17/11/2021	News Corporation	Annual	Against	3 1i 1e 4	Apparent failure to link pay and appropriate performance. Concerns about remuneration committee performance Concerns to protect shareholder value Shareholder proposal promotes enhanced shareholder rights
17/11/2021	The Clorox Company	Annual	All For		
18/11/2021	Broadridge Financial Solutions, Inc.	Annual	Against	2	Apparent failure to link pay and appropriate performance
18/11/2021	ResMed Inc.	Annual	Against	3 1e	Apparent failure to link pay and appropriate performance. Concerns about overall board structure
19/11/2021	Sysco Corporation	Annual	Against	4 2 1b 1c	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
30/11/2021	Microsoft Corporation	Annual	Against	2 5,6,8,9	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 transparency
01/12/2021	Campbell Soup Company	Annual	Against	3 1.9 1.13 4,5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to board ethnic and/or racial diversity Shareholder proposal promotes enhanced shareholder rights
03/12/2021	Copart, Inc.	Annual	Against	2 1.5 1.8	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
07/12/2021	Peloton Interactive, Inc.	Annual	Against	3 1.1 1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns related to approach to board diversityConcerns to protect shareholder value Concerns about remuneration committee performance
08/12/2021	Vail Resorts, Inc.	Annual	Against	3 1a	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
10/12/2021	Kansas City Southern	Special	Against	2	Apparent failure to link pay and appropriate performance
10/12/2021	Viatis Inc.	Annual	All For		
13/12/2021	Cisco Systems, Inc.	Annual	Against	4 2 1g	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
14/12/2021	Palo Alto Networks, Inc.	Annual	Against	3 1a 1b	Apparent failure to link pay & appropriate performance Combined CEO/Chair 2- Concerns about overall board structure Concerns about remuneration committee performance
15/12/2021	AutoZone, Inc.	Annual	Against	3 1.7 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
16/12/2021	FactSet Research Systems Inc.	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights



Meeting Date	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
16/12/2021	888 Holdings Plc	Special	All For		
01/10/2021	Fidelity Emerging Markets Limited	Special	All For		
02/12/2021	VinaCapital Vietnam Opportunity Fund Limited	Annual	All For		
08/12/2021	Fidelity Emerging Markets Limited	Annual	All For		
15/12/2021	Schroder Oriental Income Fund Limited	Annual	All For		
01/12/2021	Playtech Plc	Special	All For		
05/10/2021	Sanne Group Plc	Court	All For		
05/10/2021	Sanne Group Plc	Special	All For		
10/11/2021	Amcor Plc	Annual	All For		
02/12/2021	Ferguson Plc	Annual	Against	2	Apparent failure to link pay & appropriate performance
01/10/2021	Henderson Smaller Companies Investment Trust PLC	Annual	All For		
04/10/2021	Blackrock Throgmorton Trust PLC	Special	All For		
04/10/2021	Ultra Electronics Holdings Plc	Court	All For		
04/10/2021	Ultra Electronics Holdings Plc	Special	All For		
13/10/2021	Barratt Developments Plc	Annual	All For		
14/10/2021	BHP Group Plc	Annual	Against	21	Fund manager or client vote
14/10/2021	Rank Group Plc	Annual	Against	20, 23	Inadequate management of climate-related risks
			2, 3, 16		Apparent failure to link pay and appropriate performance
			7		Concerns about remuneration committee performance
			6		Overboarded/Too many other time commitments
15/10/2021	Ashmore Group Plc	Annual	Against	9	Apparent failure to link pay and appropriate performance
15/10/2021	Hargreaves Lansdown Plc	Annual	Against	3	Apparent failure to link pay & appropriate performance
19/10/2021	Wm Morrison Supermarkets Plc	Court	All For		
19/10/2021	Wm Morrison Supermarkets Plc	Special	All For		
21/10/2021	Dechra Pharmaceuticals PLC	Annual	All For		
27/10/2021	Pantheon International Participations PLC	Annual	All For		
28/10/2021	Capricorn Energy Plc	Special	All For		
28/10/2021	City of London Investment Trust PLC	Annual	All For		
02/11/2021	Murray Income Trust PLC	Annual	All For		
04/11/2021	JPMorgan Emerging Markets Investment Trust PLC	Annual	All For		
04/11/2021	NCC Group Plc	Annual	Against	3	Apparent failure to link pay and appropriate performance
			8		Concerns related to approach to board diversity
05/11/2021	Hochschild Mining Plc	Special	All For		
10/11/2021	European Opportunities Trust plc	Annual	All For		
10/11/2021	Hays plc	Annual	All For		
12/11/2021	Redrow Plc	Annual	Against	10, 11	Apparent failure to link pay and appropriate performance
16/11/2021	Dunelm Group Plc	Annual	All For		
17/11/2021	Smiths Group Plc	Annual	Against	2	Apparent failure to link pay and appropriate performance
			14		Overboarded/Too many other time commitments
17/11/2021	Smiths Group Plc	Special	All For		
18/11/2021	Avast Plc	Court	All For		
18/11/2021	Avast Plc	Special	All For		
18/11/2021	Close Brothers Group Plc	Annual	Against	3	Apparent failure to link pay and appropriate performance
18/11/2021	FirstGroup Plc	Special	All For		
18/11/2021	JD Wetherspoon Plc	Annual	Against	2	Apparent failure to link pay and appropriate performance
			7, 8		Concerns related to inappropriate membership of committees
			3		Lack of independence on board. Concerns about overall board structure
23/11/2021	PZ Cussons Plc	Annual	Against	3, 4	Apparent failure to link pay and appropriate performance
24/11/2021	Darktrace Plc	Annual	Against	14, 15	Apparent failure to link pay & appropriate performance
24/11/2021	Genus Plc	Annual	All For		
24/11/2021	Renishaw Plc	Annual	Against	2	Apparent failure to link pay & appropriate performance
			4, 5		Concerns to protect shareholder value
25/11/2021	Hammerson Plc	Special	All For		
26/11/2021	Greencoat UK Wind PLC	Special	All For		
26/11/2021	JD Sports Fashion Plc	Special	All For		
02/12/2021	Atlassian Corp. Plc	Annual	Against	2	Apparent failure to link pay and appropriate performance
			9		Concerns about remuneration committee performance
			13		Concerns to protect shareholder value
06/12/2021	Bellway Plc	Annual	Against	2, 3	Apparent failure to link pay and appropriate performance
09/12/2021	Volition Group Plc	Annual	All For		
10/12/2021	Associated British Foods Plc	Annual	All For		
10/12/2021	Royal Dutch Shell Plc	Special	All For		
10/12/2021	Tritax Eurobox Plc	Special	All For		
14/12/2021	Fidelity Special Values PLC	Annual	All For		
15/12/2021	GCP Student Living Fund	Annual	All For		
15/12/2021	Softcat Plc	Annual	Against	8	Overboarded/Too many other time commitments
16/12/2021	AVI Global Trust PLC	Annual	All For		
16/12/2021	The Baillie Gifford Japan Trust PLC	Annual	All For		
17/12/2021	Synthomer Plc	Special	All For		